International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

A STUDY OF LOAD BALANCING ALGORITHM FOR GRID USING HEURISTIC APPROACH

SANJEEV
Assistant Professor ,Department of Computer Science UIET
Kurukshetra University,Kurukshetra

KANIKA DHAWAN KAUSHAL
Research Scholar , Department of Computer Science UIET
Kurukshetra University,Kurukshetra

JAIDEV GURJAR
Research Scholar, Department of Computer Science UIET
Kurukshetra University,Kurukshetra

ABSTRACT:

In heterogeneous environment like Grid, which allow the use for geographically widely distributed and multi-owner resources to solve large-level application. So for keep maintaining the balance of workload between emerged infrastructures like grid, use of load balancing algorithms was important. Jobs are needed to be equally balanced between various computing nodes. To fully utilized the resource in heterogeneous network and increasing computation and overall improve the throughput of system is aim of load balancing algorithm. The purpose of this paper is to review various different load balancing algorithms for the heterogeneous network like grid and to identify various metric and identify gaps between them. Many load balancing algorithms are already implemented which works against various issues like heterogeneity, scalability etc. Different load balancing algorithms for the grid environment woks on various metrics such as make span, time, average resource utilization rate, communication overhead, reliability, stability, fault tolerance.

Key- words: *Grid Computing, Load Balancing, Distributed Computing, Resource Management*

INTRODUCTION:

Grid computing is emerging as a wide scale distributed infrastructure which allows large scale resource sharing and synchronized problem solving in dynamic a heterogeneous network. Numbers of resources are interconnected and work independently by cooperating with each other. Workload represents the amount of work to be performed where all resources have different processing speed. A grid environment can offer a resource balancing results by scheduling grid jobs properly. An improved scheduling and efficient load balancing algorithm across the grid may lead to improve the overall system performance with less execution time. Load balancing is required to fairly distribute the tasks across various resources so as to increase the computation and minimum task execution time. In a grid some nodes may be heavily loaded while some may be idle or say under loaded. So a better load balancing algorithm is about to prevent from the condition where some resources are over burdened with work and some are not fully utilized or say free. Grid environment involves various issues as follows.

Heterogeneity: Heterogeneity refers to the use of different technologies and management policies that exists in both of computational and network resources.

Autonomy: It refers to autonomous because the multiple owned organizations that share Grid resources, a site are viewed as an autonomous computational entity.

Scalability: Problems involved when an grid grow from few of resources to millions. Better fault tolerant service and quality capability required.

Dynamicity: Resource failure is possible it can be due to some hardware of software problem or connection disturbance. So to adopt a dynamic behavior to deal with such circumstances is important.

Resource balancing: Balance the workload on millions of resources itself a challenge. Fair distribution and proper migration policies needs to be implemented.

Reliability and Management: To keep the data in reliable form there are other issues involved that need to be handled.

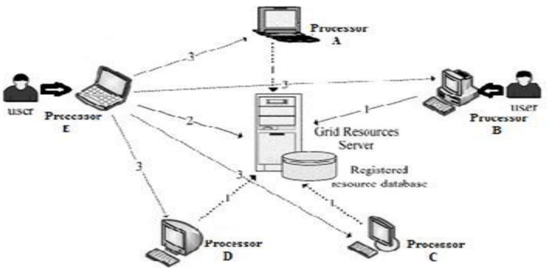


Figure 1.1 [Computational Grid Environment]

A load balancing algorithm is used to fully exploiting the unused resources, and has the possibility substantially increasing the Efficiency of resources usage, to enhance the performance and speed of system with no wastage of time [3]. They are also important for the purpose of sharing of computational results, fulfilling the periodic computational needs and overall to meet the goal of balancing the workload among resources.

RELATED WORK:

Many load balancing algorithms has been proposed in this field. It is difficult to achieve load balancing in grid systems than in traditional distributed computing environment because of various issues and its dynamic nature. Many schemes presented are based on centralized structure. All of them suffered from significant deficiencies, such as scalability issues. Static and dynamic load balancing techniques are the mostly used techniques for task allocation in grid environment [6]. Several works have been done on dynamic load balancing approach A load balancing model based on tree representation of a grid is proposed. In Yagoubi et al presented a hierarchical load balancing strategy which uses a task-level load balancing**.** In, Menno et al evaluated the effectiveness of dynamic load balancing and job replication by means of trace-driven simulations.

They proposed a solution to users of parallel application and distributed environment that weather to use DLB or JR. Agent-based approaches have tried to provide load balancing in cluster of machines . Junwei Cao, et al concerned on load balancing while developing parallel and distributed computing applications. & when the issues of cross-domain and large-scale scheduling comes then emergence in computational grid extends the problem. So In this author proposed work with an agent-based grid management infrastructure which is coupled with a performance-driven task scheduler that has been developed for local grid load balancing. In [8], Shah et al represented two job migration algorithms, which are MELISA (Modified ELISA) and LBA (Load Balancing on Arrival).

These were differ in the way load balancing is carried out and has proved its efficiency in minimizing the response time on large and small-scale heterogeneous Grid environments authors proposed a decentralized grid model as a collection of clusters and then introduced a dynamic load balancing algorithm (DLBA) which performs intra-cluster and inter-cluster (grid) load balancing. Yajun Li et al in presented an hybrid strategy for load balancing in grid environment which takes the advantage of two approaches average based, instantaneous approach by merging them. A new decentralized algorithm proposed algorithm at Meta scheduler and cluster or resource level. Jasma et al proposed a fault optimal load balancing algorithm by recognizing the available challenges in grid environment. To ensure the reliability in distributed grid environment, fault tolerance should be high. In a grid like environment where thousands of computing nodes connected to each other, reliability of each and every resource cannot be guaranteed. Hence, it's necessary in order to eliminate the probability of failure is in grid computing. Main goal is to prevent, from condition where some processors are overloaded with a set of tasks while others are less loaded or free.

LOAD BALANCING APPROACHES:

Static load balancing-In static the number of processors is fixed, it is assumed that some priori information exist, but if any change occur in problem size, the fixed number of processors may not be sufficient and in some environments all processors cannot be used all the time. So it required some strategy which deal with such circumstances and overcome this problem. Round-robin, simulated annealing, randomized are some of techniques for static load balancing. It leads to use of dynamic load balancing .**Dynamic load balancing-** algorithms make changes to the distribution of work among computing nodes at run-time. They make use of current and recent load information when making distribution decisions and they continually monitor the load on all the processors and when the load imbalance reaches some predefined level, the redistribution of work is done .The Static approach is attractive because of its simplicity and minimized runtime overhead. However it has disadvantage which assumes that the characteristics of the computing resources and communication network are all known in advance and will be constant. Such assumptions cannot be applied to grid environment.

Parameters-There are basically three important parameters which determine that which load- balancing strategy will be employed

a) Who takes the decision for load balancing?

b) What type of information is required for making the load balancing decision?

c) Where the decision about load balancing is made?

STRATEGIES FOR LOAD BALANCING:

Centralized & Decentralized Strategy:

Centralized Strategy-In centralized approach, only one node in the distributed system acts as the main or central controller. This main node has global view on the load information of all nodes connected to it, and decides how to allocate jobs to each of the nodes. And rest of the nodes act as slaves.

Decentralized- all nodes in the distributed system are involved in making the load balancing decision. It is commonly agreed that distributed algorithms are more scalable and have better fault tolerance

Sender-Initiated & Receiver-Initiated Strategies:

Sender-initiated: In sender initiated strategy, Congested nodes attempt to move work towards under-loaded nodes. Sender-initiated policy works well than the receiver-initiated strategy at low to moderate system loads. The reasons behind is that, the probability of finding a lightly-loaded node is higher than that of finding a heavily-loaded node.

Receiver-initiated- In this type, Less-loaded nodes look for heavily-loaded nodes from which work may be received similarly, at high system loads; the receiver initiated policy works better since it is much easier to find a heavily-loaded node.

GLOBAL & LOCAL STRATEGIES:

Global Strategy: The load balancer uses the performance profiles of all available nodes. Global or local policies both replies the question for what information will be used to make a load balancing decision in global policies. For global schemes, balance load speed is faster compared to a local scheme since all workstations are considered at the same time.

Local Strategy-.In local scheme workstations are partitioned into different groups. The benefit in a local scheme is that performance profile information is only exchanged within the group..

CO-OPERATIVE & NON-CO-OPERATIVE:

Co-operative strategy- is one in which load is shared by other node, In other words nodes co-operate with each other. & on the other side, if they don't reflects **non co-operative** strategy behavior. It takes their decision own to balance load. These are the main strategies used in load balancing mechanism.

POLICIES OF LOAD BALANCING:

A good load balancing algorithm is defined by some basic policies which are Transfer policy, Selection policy, Location policy and Information policy, resources type policy, triggering policy.

Information policy: specifies what workload information to be collected, updated, When it is to be collected and from where.

Triggering policy: determines the appropriate period to start a load balancing operation.

Resource type policy: classifies a resource as server or receiver of tasks according to its availability status. Whether resource is available to retrieve the task from most overloaded resource.

Location policy: uses the results of the resource type policy to find a suitable partner for a server or receiver

Selection policy: defines the tasks which should be migrated from busiest resources (source) to most idle resources (receiver). A selection policy considers several factors in selecting a task, for e.g. transfer of small task will take less overhead.

On the basis of Location policy, the dynamic load balancing algorithms can be further classified into sender initiated algorithms, receiver initiated algorithms and symmetrically-initiated algorithms

LOAD BALANCING STEPS:

There are some main steps that :almost all load balancing algorithms have in common .

Monitoring: - Monitoring resource load state.

b. Synchronization- Exchanging load and state information between resources.

Rebalancing Criteria- Calculating the new work distribution and making work moment decision.

Job Migration- Its actual movement of data.

It provides when a system decides to export a process. It decides whether to create it on local site or create it on a remote processing site.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

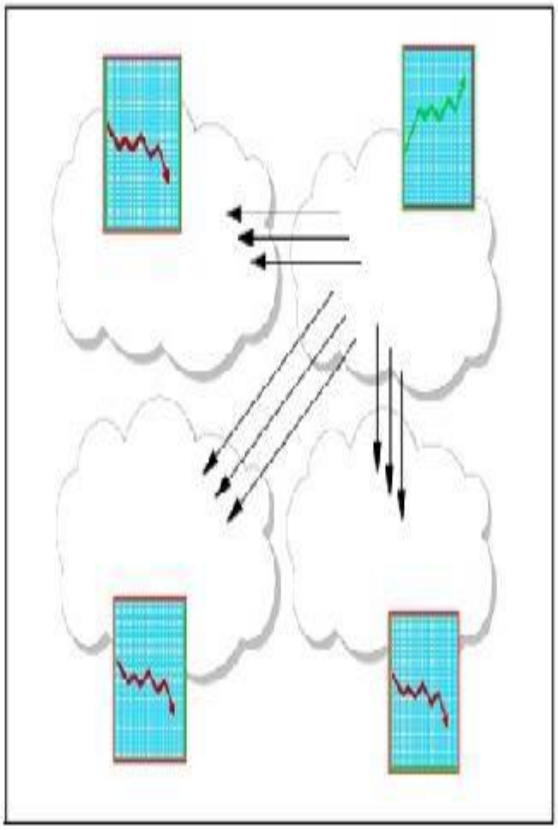


Figure: 2 [Job migration Process]

VARIOUS ISSUES:

Dynamic load balancing may consider following issues, however it need to collect and maintain information about available nodes.

Process transfer issue: It takes care to determining whether to execute a process locally or remotely.

State information exchange issue: It determines how to get exchange the collected load information among various nodes.

Load estimation issue: This policy specify the issue regarding to estimate the workload of a particular node of the system.

Migration issue: Main job of this policy to migrate the load from one state to another. It determines total number of times a process is migrating.

COMPARISON:

A comparison has been shown in the following table for different load balancing algorithms based on various metric such as communication overhead means to message traffic while communicating , load balancing time, scalability, heterogeneity etc;

Algorithm/ Metric	Agent based approaches for load balancing	Fault-tolerant optimal neighbour load-balancing	Dynamic load balancing algorithm in grids	Decentralz-ed load balancing algorithm in grid
Communication Overhead	More	More	Less	More
Makespan	Less	Average	More	Less
Load balancing time	Less	Less	More	Less
Scalability	Scalable	Scalable	Scalable	Scalable
Avg. Resource Utilization rate	Average	Improved	More	More
Fault Tolerance	Integrated	Very high	Integrated	Integrated
Reliability	Integrated	High	Integrated	Integrated

Figure 1.2- (Comparison of load balancing algorithm)

CONCLUSION:

This paper presents a comparative survey of load balancing algorithms in grid environment. The accepted techniques of load balancing in grid environment with their importance, combinations and variations have been discussed. Grid application performance remains a challenge in dynamic grid environment. Resources submitted to Grid and can be withdrawn from Grid at any moment. Main objective of load balancing algorithm is to achieve high performance in grid environment by optimal usage of geographically distributed and heterogeneous resources. So such an algorithm which efficiently manage and balance the workload also according to working capacity of processor and minimized the execution time and increase the global throughput of system, is required in such an unpredictable environment of grid. However, accepting the importance of all the aforesaid areas, to put forward a future direction of work, this research would next focus on finding optimal approach for better performance of applications running in grid.

REFERENCES:

1. Lalitha Hima,Venkatesan,Karunya university, coimbatore, India "Perspective Study on Resource level Load balancing in Grid Computing Environments" 2011 IEEE.
2. Miguel L. Bote-Lorenzo, Yannis A. Dimitriadis,"Grid Characteristics and

ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

its usage Springer-Verlag LNCS 2970,Spain, 2009.

3. M. Baker, R. Buyya, and D. Laforenza, "Grids and Grid Technologies for Wide Distributed Computing", International Journal of Software: Practice and Experience (SPE), Vol. 32, no. 2010.
4. Neeraj Rathore,Chana "A Cognitive Analysis of Load Balancing and Job Migration Techniques"World Congress on Information and Communication Technologies, January IEEE 2011.
5. B. Yagoubi, and M. Meddeber, "A load balancing model for grid environment", Proceeding of 22nd International Symposium on Computer and Information Sciences (ISCISC 2007), pp. 1-7, 7 November 2007.
6. M. Dobber, R. Mei, and G. Koole, "Dynamic Load Balancing and Job Replication in a Global-Scale Grid Environment: A Comparison", IEEE Transaction on Parallel and Distributed Systems, Vol. 20, no. 2, pp. 207-218, February 2009.
7. Junwei Cao "agent based using performance driven task scheduling" C&C Research Laboratories, NEC Europe Ltd., Sankt Augustine, Germany IEEE.
8. Shah, Veeravalli, "On the Design of Adaptive and Decentralized Load-Balancing Algorithms with Load Estimation for Computational Grid Environments" IEEE Transactions On Parallel And Distributed Systems, 2007.
9. "A Hybrid Load balancing Strategy of Sequential Tasks for Computational Grids" Yajun Li, Yuhang Yang Rongbo Zhu Electronic Engineering Department Shanghai Jiaotong University, China 2009.
10. Rajkumar Rajavel, Kongu Engineering College, Perundurai, Erode, India. December,2010 "Decentralized Load Balancing for the Computational Grid Environment".
11. Jasma, Nedunchezhian Raju Department of Computer Science and Engineering, Atria Institute of Technology, "A Fault Tolerance Optimal Neighbour Load Balancing Algorithm for Grid Environment",2010.
12. Gupta, A (1979): Psychology stress related to level of aspiration and achievement motivation, P.hD. Psy.RSU.
13. MC, Clelland, D.C.et.al (1953) the achievement motive Appleton, New York.
14. Mehta P. (1969), the achievement motive for high school boys research monography, NCERT.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

THE ENGLISH LANGUAGE AND INFORMATION COMMUNICATION TECHNOLOGY

PRASANNANSHU
Associate Professor, National Law University, Delhi.
E-mail: prasannanshu@rediffmail.com

In India we come across people who have been studying a language for years, and at times even decades without being able to use it. It means that you may come across graduates, M.A.'s and even Ph.D.'s in Sanskrit, English, or any other language, who are not able to speak their respective language, and are not able to produce or comprehend correct and grammatical sentences. Apparently, the problem lies in the pedagogical theory being followed and the ensuing methods being used in the teaching-learning enterprise.

The usual approach still explicitly and implicitly being used in a vast majority of Indian educational institutions is the outdated tabula-rasa framework where the learner is supposed to be a blank slate upon which the teacher is expected to write all the desirable things. In other words a child / learner is treated like a mouldable wet-clay which can be given the desirable form if the artist (read 'teacher' in place of 'artist') is skilful enough! According to Bunch (1994) 'Tabula rasa is the Latin term for a cleaned tablet, one that has been erased and is ready for new marks' This approach has been discredited after the Chomskian revolution, and the development of the notions of a learner being born with inherent knowledge of language and the corresponding Chomskian mental construct of an LAD (language acquisition device) in the mind of a child / learner.

Language is a skill, and communicative proficiency is a matter of use. The usual classrooms pump into the students theoretical knowledge about the language like its grammatical rules, which in fact, a native speaker is not even consciously aware of.

The situation can be likened to the teaching of other skills like swimming or playing cricket: if a learner is just told about the rules of swimming, or cricket in a closed room for weeks, months, or even years, do you think that they can survive the swimming pool, or the cricket ground if left alone? The answer most obviously is no! This very same malaise afflicts our language classrooms. Here, the importance of theoretical inputs is not challenged, but rather it is emphasized that a learner should be exposed to practical applications and use at the same time.

However, in situations where it is not easy, economical, or even possible to let the learners handle costly machines, equipment's, or enter risky environments where high levels of skill are required not only for operation, and performance, but also for survival, technology has come in handy. We all have heard about the flight simulators, and the simulators used by transport departments and driving schools to teach flying and driving respectively as a part of the training (although the 'real thing' always remains a part of the teaching-learning programmes in such situations).

We can extend a similar approach to language teaching, too. The language lab for example acts as a flight simulator in several ways for the students of language. The socially risky (read, 'embarrassing') venture of trying out a half learned language in the social life can be cushioned by some of the features offered by a language lab.

The use of ICT (Information Communication Technology) has tremendously changed the classroom. It is a well-known fact that we learn from several sensory modalities (ii) we as individuals learn in different ways. Some of us use primarily the visual mode, others more prominently the auditory route, and yet others would be able to learn better if their senses of touch, olfaction or taste are also involved. Rydeen (2009) only appears to be supporting this proposition when he says, 'Each individual, whether preteen, teen or adult, possesses unique and different learning styles...'

The use of technology and multimedia devices has all of a sudden widened this range in unimaginable ways. Now, a language learner may hear the sounds of people, animals, insects, and objects without leaving the classroom. Likewise, well-planned teachers can expose their students to a wide range of visual treats, like still-photographs, videos, movies, colours, and visuals: all thanks to the multimedia technology, nowadays available in the classroom. Some platforms specially designed and available for the classroom, e.g. the e-station or electronic podiums are also available, some are even indigenously developed in India e.g. Rao (2010). A study of in-job teachers conducted by Tekerek and Ercan (2012) in Turkey found that 'a vast majority of the teachers have personal computers, they connect to Internet at home and have positive attitude towards Internet use.' This observation may be taken to be a general trend, in the absence of specific studies, rather an isolated occurrence.

There have been attempts (successful in varying degrees) to integrate smells with computing. For example Gollobin (2013) reports that an Oakland-based company, DigiScents has developed hardware, which it calls iSmell along with a software platform that plays scented media. PR Newswire of 17 Dec. 2012 predicts that 'In five years, industries such as retail will be transformed by the ability to "touch" a product through your mobile device.' It bases its prediction upon the report that 'IBM scientists are developing applications for the retail, healthcare and other sectors using haptic, infrared and pressure sensitive technologies to simulate touch, such as the texture and weave of a fabric'. It can be foreseen easily that the day when these techniques register their presence in the classroom is not distant. Thus, the situation so far is that out of our five senses, viz. sight, hearing, touch, smell and taste the first four have been taken care of by the ICT. The fifth sense, i.e., taste is a sense overlapping, or in close proximity with the sense of smell as both is based upon chemical receptors, and hence is not out of the reach of scientific imagination.

So we have seen in the above two sections that simulated experiences, and multimodal and multisensory experiences can be made available by the application of technology. In addition, technology holds the potential of converting the assembly line teaching into a more personalized experience.

The pressure of economy of scales; rising costs of educational infrastructure, and workforce and other factors, like commercialization of education has been pushing up class sizes to 60, 80 or even more. This is in spite of the fact that several authorities have been insisting that the ideal class size is far below this figure. For example, McCarthy (2013) reports that 'Socrates believed the ideal class size is five students.' Rydeen (2009) cites the case of Boston's Quincy Grammar School that had a provision of seating 55 students in a class. It was the first fully graded elementary school in the United States, and was built in 1848. This way he deducts that the ideal class size, one-and-a-half centuries ago, was considered to be as large as 55. He goes on to add that over the years the number of students that are perceived to constitute the ideal class size has been reducing, and current scholarship holds the ideal class size at all levels of schooling to be of 18 to 20 pupils. Similarly, Schreiber (2013) believes that 'The ideal class size for an acting class is 16 to 18'.

Traditionally, education has been associated with religion, whether it be India, the West, or the Arab World. The concepts of charity and piety were also inherently associated with education. Profit motive was generally not associated with education, and it was rather looked down upon, but with the march of the free market economy, education has become, in significant part, a lucrative business proposition, so the assembly line models, ideals and procedures are petering unchallenged into the education system.

To retain the human touch in this de-spiritualized or secularised business proposition, technology, again has played an important role: A single teacher can interact through voice and video with a large number of students simultaneously. This also removes the restriction of distance. The learners and the teachers, theoretically, may be located at distant locations, including in different counties and continents.

The population explosion can also be blamed for increasing class-sizes. As has been noted by Rydeen (2009) 'Many educators see smaller class sizes as the best way to create effective teaching and learning conditions, especially in the early grades. Reducing class size to reach an ideal student-teacher ratio requires more staff and classrooms.' This obviously makes smaller class sizes economically unviable. ICT has not only made the classroom experience more personal, and full of sensory stimuli, but it has also democratised the learning process, as learning opportunities are available through the net anytime, anywhere and relatively cheap (or even for free) to an unprecedentedly large number of people. The net provides a very wide range of possibilities for the learners. This ranges from: the availability of online dictionaries, e.g. Oxford Dictionaries; Merriam Webster Dictionary; and the Free Dictionary, Encyclopaedia and Thesaurus. Some online dictionaries and encyclopaedias that may prove to be useful to the teachers and learners, and their websites are listed below:

Dictionay	Available at

AVVO legal dictionary	http://legal-dictionary.avvo.com/
Cambridge Dictionaries Online	http://dictionary.cambridge.org/
Collins Dictionaries	http://www.collinsdictionary.com/
Dictionary.com	http://dictionary.reference.com/
English Cobuild dictionary: meaning of words and expressions, synonyms, definition	http://dictionary.reverso.net/english-cobuild/
Macmillan Dictionary	http://www.macmillandictionary.com/
Merriam-Webster dictionary	http://www.merriam-webster.com/
Oxford Advanced American Dictionary	http://oaadonline.oxfordlearnersdictionaries.com/
Oxford Advanced Learner's Dictionary	http://oald8.oxfordlearnersdictionaries.com/
Oxford Dictionaries	http://oxforddictionaries.com/
The Longman Dictionary of Contemporary English Online	http://www.ldoceonline.com/
Encyclopaedia	**Available at**
Probert Encyclopaedia	http://www.probertencyclopaedia.com/
Encyclopaedia Britannica	http://www.britannica.com/
Wikipedia	http://en.wikipedia.org/wiki/Main_Page

Technology has, in fact, revolutionized learning by virtually moving the teacher closer to each learner, e.g. in a language lab where the teacher can view the screens of all the learners, monitor their activities and intervene when required, to guide and direct learner behaviour. Typically, a language lab platform provides the teacher with the option of grouping several students together according to their levels or requirements thus promoting group involvement, participation and collaboration in learning.

Language labs also provide the learners with a greater degree of independence to learn it their own way. For example, a learner can choose (with or without the teacher's involvement) the way they want to learn, or to practice the areas in which they require more exposure. They can also submit their work to the teacher instantaneously, and in real time, and seek guidance, or evaluation. This way a teacher skilled in the use of language lab technology can provide a more personal experience to an ever-increasing number of students in a class.

This technology can also expose the students to a large number of experts, who in the normal course of the things may not be able to visit the class. This is achieved by means of recorded or live broadcast lectures.

School or college ERPs also play an important role in enhancing the learner experience. A student can be informed of their marks, attendance, shortcomings, strengths and of unrelated or related administrative issues 24x7 via ERP applications.

Recently, a non-profit enterprise named EdX has introduced a free, online essay evaluation system based on artificial intelligence. This will not only save a lot of time for the teacher who is supposed to read and mark the essays, but will also make the process instantaneous so that the students can amend or rewrite sections to arrive at better texts, and in the process improve their writing skills (Markoff, 2013).

The site **http://crl.du.ac.in/ot/tutorial/study_mat_mod3.html** lists the features of online E-Resources as follows: Huge information reservoir; Up-to-date information; Multimedia format; Interactive; Quick information retrieval; 24X7 Availability; Multidisciplinary approach; Peer-reviewed Information sources; Various search options; Special services i.e. SDI, Alerts, etc.; and Standardized citations. Practically all major newspapers of the world are available online, and many of them are accessible free of cost, for example, The Times, of India, The Hindu, and The Hindustan Times. Many online journals are available and again many of them are free of cost. The web provides Collection of historical speeches to the students of history, Classical Literature (e.g. on the Project Gutenberg site) to the students of literature, and Educational videos (e.g. on the YouTube site) for a vast range of topics taught in the class.

This is just a sample; the net is a treasure trove of resources, e.g. Audios; Bibliographical tools; Cartoons; Dictionaries; Directories; E-Books; E-Journals; Encyclopaedias; Films; Library Catalogues; Magazines; Music; Newspapers; Old books; Paintings; Patents; Photographs; Preprints; Share wares; Technical Reports; Thesauruses; Videos. Thus an unimaginably large, and mindboggling range of information is available, which can be used by the language learners for enhancing their knowledge and language skills, and in coming closer to the ideal of the native speaker.

REFERENCES:

1. Bunch, Aaron. "Beyond tabula rasa." *Argumentation and Advocacy* 30.3 (1994): 174+. *Academic OneFile*. Web. 11 Apr. 2013.
2. Gollobin, Kelly. "SMELL-O-VISION DU JOUR -- Start-up DigiScents banks on the digital delivery of odors." Computer Reseller News 22 Jan. 2001: 39. Academic OneFile. Web. 11 Apr. 2013.
3. "IBM Reveals Five Innovations That Will Change Our Lives within Five Years." PR Newswire 17 Dec. 2012. Academic OneFile. Web. 17 Apr. 2013.
4. Markoff, John. New software can grade student essays. Publication: The Times Of India Delhi; Date: Apr 7, 2013; Section: International; Page: 21
5. McCarthy, Colman. "Students in school 12 hours a day: Washington Jesuit Academy adopts a winning approach to education." *National Catholic Reporter* 31 Mar. 2006: 17. *Academic OneFile*. Web. 16 Apr. 2013.
6. Online E-Resources and Searching Techniques. http://crl.du.ac.in/ot/tutorial/study_mat_mod3.html. Web 17 April 2013
7. Rao, Gollapudi Srinivasa. 2013. "Budding engineers make user-friendly E-podium." Hindu [English] 18 Sept. 2010. Academic OneFile. Web. 16 Apr. 2013.
8. Rydeen, James E. "Endless Search." *American School & University* 81.6 (2009). *Academic OneFile*. Web. 16 Apr. 2013.
9. Schreiber, Terry. "My classroom rules for teachers and actors." *Back Stage West* 6 Dec. 2007: 12. *Academic OneFile*. Web. 16 Apr. 2013.
10. Tekerek, Mehraet and Ercan, Orhan. 2012. Analysis of Teachers' Attitude towards Internet Use: Example of Chemistry Teachers. Creative Education. 2012. Vol.3, No.3, 296-303. Published Online June 2012 in Scientific Research (http://www.ldoceonline.com/http://www.SciRP.orgjoumal/ce). DOI:10.42357ce.2012.33047

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

ACHIEVEMENT MOTIVATION OF SENIOR SECONDARY SCHOOL STUDENTS OF DISTRICT FATEHGARH SAHEB, PUNJAB: A STUDY

PAWAN KUMAR
Asstt. Prof. in Mathematics, GCE,Alour(Khanna) Punjab

VED PARKASH
Librarian,GCE, Alour (Khanna) Punjab
ved.parkash@aol.com

ABSTRACT:

The objective of the present study is to achievement motivation of senior secondary schools, a sample of 200 senior secondary school students from Fatehgarh Sahib District of (Punjab) was selected by using random sampling techniques. Data collection through the Deo-Mohan achievement motivation Scale (1974). Mean .S.D. and ANOVA were employed for analyzing the data

INTRODUCTION :

Education is the most cogent instrument in the progress of any nation, hence, the quality of education has to be improved for faster all round development. It is universally acknowledged that any attempt at the improvement in the quality of education ultimately depends on the quality of instruction imparted in the classrooms. The purpose of education is to manage students learning and the value of any technology used is education must therefore, be measured by its capacity to affect learning.

The measurement in psychology and education is indirect. All the variable or traits are measured with the help of behavior. There is no single behavior which is related to one variable or one trait. The behavior is common in different variables. Therefore most of the variables, test scores are inter-correlated in positive directions. The behaviors are expressed with the abilities of a person. The ability or factor is a power, which helps in performing the activities. The Students should be guided in such a way that they can select those areas in which positive findings are very likely to result and endeavor would be likely to add to the knowledge in a meaningful way.

Achievement motivation is a readiness to full fill a planned objective. It is a psychological construct .Thus Achievement motivation may be regarded as a desire or a force with interest to obtain success. One of the non-intellectual factor after often linked with achievement motivation.

NEED OF THE STUDY:

Poor scholastic Achievement are a great challenge to education. Many of the most intellectual students do not achieve in school what their measured capacity indicated. It is a serious loss of their future contribution which are developing nation like ours can hardly offered Furthermore, poor achievement result in frustration for the individual and creates many personality and adjustment with the problem.

Motivation has been regarded as one of the major domains of psychology and education. It contributes an integral part of the scientific endeavor to interpret human and his infra-human behavior. No matter where we begin the study of psychological process of phenomenon, we must sooner or later deal with the problem of motivation. Hence, the study under investigation can be of great help to the educationist, administrators, teachers, parents, research scholars and students in meeting problems arising in their respective fields.

STATEMENT OF THE PROBLEM:

"A Study Achievement motivation of senior secondary school students"

OPERATIONAL DEFINATION OF THE TERM:

Achievement Motivation: Achievement motivation means to accomplish something different to master manipulate or energies physical objects, human beings or ideas and to do this as rabidly and independently as possible so as to attain high standards.

According to dictionary of **Goods** (1979), "Achievement motivation is a combination of psychological forces within initiate, direct and sustain behavior towards successful a attainment of some goal which provides a sense of significance no single measurable factor seems to account for it"

OBJECTIVES:

ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

The Following objectives are:-

- To find out the level of achievement motivation of boys & girls senior secondary school Students.
- To find out the achievement Motivation of rural and urban senior secondary school Students.

HYOPTHSIS:

In order to achieve the said objectives of the study the investigator formulated the following hypothesis

- There is no significant difference between achievement motivation of boys and girls students.
- There is no significant difference between achievement motivation of rural and urban students.

DEFINATIONS;

The following were the delimitation of the present study.

- The study delimited to the senior secondary school students.
- The study was restricted to the senior secondary schools of rural and urban area.
- The study was confined to the senior secondary schools of district Fatehgarh sahib.

TOOL USED:

To collect the requisite data for the present study the investigator used Deo- moan achievement motivation scale.

METHOD AND PROCEDURE OF STUDY:

Depending upon the objective of the study the descriptive research method was deemed appropriated and suitable and was used in the present study.

SAMPLE;

The present study was conducted on a sample of

200 senior secondary school students. Out of 200 students, 100 students were boys and 100 students were girls. The Selection of senior secondary school as well as subjects for the study was made through random sampling techniques.

STATISITCAL TECHNIQUES USED: the statistical techniques employed in this study were analyzed in terms of Mean S.D. and ANOVA

RESULT AND INTERPRETATION OF DATA

HYOPTHSIS: There is a no significant difference between achievement motivation of boys and girls students.

Table :Mean and Standard Deviation

Place	Sex	N	Mean	S.D
Urban	M F Total	50 50 100	42.340 11.300 26.820	8.193 5.891 17.137
Rural	M F Total	50 50 100	38.300 11.800 25.050	4.883 6.137 14.414
Total	M F Total	100 100 200	40.320 11.550 25.935	7.010 5.990 15.820

Source	Type III sum of sequence	df	Mean square	F	Sig
Corrected	41799.935	3	13933.312	341.186	.000
Model	134524.845	1	134524.845	3294.121	.000
Intercept	156.645	1	156.645	--------	.052
Place	41385.645	1	41385.645	1013.414	.000
Sex	257.645	1	257.645	6.309	.013
Place sex	8004.220	196	40.838	-----	-----
Error	184329.000	200	------	-----	-----
Total	49804.155	199	-----	-----	-----
Corrected total					

Source	Type III sum of sequence	df	Mean square	F	Sig
Corrected	41799.935	3	13933.312	341.186	.000
Model	134524.845	1	134524.845	3294.121	.000
Intercept	156.645	1	41385.645	**3.836**	.052
Place	41385.645	1	41385.645	1013.414	.000
Sex	257.645	1	257.645	6.309	.013
Place sex	8004.220	196	40.838	------	-----
Error	184329.000	200	------	-----	-----
Total	49804.155	199	-----	----	-----
Corrected total					

Table: 2 Achievement motivations of rural and urban students

Table: 2 shows that the calculated value of F=3.836 is less than the table value of F=3.89 and 6.63 at .05 and .01 level of significance respectively. So null hypothesis (HO) is accepted at both levels. Hence these is no significant difference between achievement motivation of rural and urban students.

FINDINGS:

The following findings have been obtained**:**

- There is significant difference between achievement motivation of boys and girls students.
- There is no significant difference between achievement motivation of rural and urban Students.

RESULT:

The result reveled that there was on significant difference between achievement motivation of boys and girls. The basis of place there was no significant difference between rural and urban students in achievement motivation.

CONCLUSION:

on the basis of the result of this study the achievement motivation of boys is more than girls. Achievement motivation of urban boys is more than that of urban girls and also the achievement motivation of rural boys is more than those of rural girls.

REFERENCES:

1. Ahluwalia (1985): A study of factors affecting achievement motivation, P.hD Psy., Agra University.
2. Good, C.V,(1959): Dictionary of Education (2nd Edition)New York, MC Graw Hill. Good, C.V,(1959): Dictionary of Education (2nd Edition)New York, MC Graw Hill.
3. Gupta, A (1979): Psychology stress related to level of aspiration and achievement motivation, P.hD. Psy.RSU.
4. MC, Clelland, D.C.et.al (1953) the achievement motive Appleton, New York.
5. Mehta P. (1969), the achievement motive for high school boys research monography, NCERT.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

STRATEGIC PAY PLANS IN PRESENT SCENARIO

NIDHI GUPTA
Assistant Professor in Commerce, Aggarwal College, Ballabhgarh

NEHA JAIN
Lecturer in Commerce, Aggarwal College, Ballabhgarh

ABSTRACT:

The terms "strategic pay" and "new pay" became established through book titles—Edward Lawler's Strategic Pay in 1990, and J. R. Schuster and Patricia Zingheim's The New Pay in 1992.

The concept of strategic pay looks at wages and benefits as one instrument through which an organization can meet its current business goals. Schuster and Zingheim provide the following definition of new pay:

"Under new pay programs respond to specific business and human resource challenges. New Pay requires the use of all the possible 'communication' to hit the proper performance target - base pay, variable pay, indirect pay. The centerpiece of new pay is variable pay (which) facilitates the employee-organization partnership by linking the fortunes of both parties in a positive manner."

New pay programs specifically place portions of all employee pay "at risk." If specified goals are met, all share in the gains; if not, all lose. This simple concept represents a paradigm shift in thinking about pay—*from a cost to employers, to an investment by employers.*

For many years pay has been handled mechanically. Jobs were evaluated, and points were assigned for "***compensable factors***" in the job (such as responsibility, skill, mental effort, and working conditions). This approach is called the ***"point-factor" system***. Pay was then related to the points in the job. Bands of jobs were developed in similar point ranges.

Naturally, this system resulted in long lists of jobs at many companies (and in the federal government). Apart from the annual raise, one could get more money only by moving up in the point system. This "pay the job" approach had the obvious strengths of objectivity and impersonality. It did not really ask, however, whether anyone actually produced anything, and did not distinguish well between high- and low-performing persons. The concept of "broad banding"—collapsing the long lists of jobs into broader "bands"—was an attempt to address some of the difficulties of extensive job categories and provide a way around the potential lockstep of the point-factor system.

"Pay the person" was an attempt to bring the person more directly into the pay equation. It did so by providing additional money for additional competencies learned on or through the job. "Pay for knowledge" and "pay for skills" systems allowed employees to earn more money if they acquired and demonstrated competence in additional skills. Employers liked this because employees became more broadly capable. Difficulties arose, however, because employees sometimes never got to use their new skills. These approaches lacked a focus on the results as well.

These components were often administered by different parts of the organization. Frequently, base salary was determined under one unit of the organization, using one theory, or a combination of theories. Benefits were often developed and administered under another department with different rationales and philosophies. Bonuses and special pay were often in yet another place. Something new was needed

PRESENT SCENARIO:

Today there is a lot of talk about compensation its cost to the organization and the company's return on is compensation investment. As a result a variety of new pay system have been developed, each with its own objectives.benefits and risk .Some companies have already installed new pay plans, and many more are considering it.

Many companies that have implemented various new Pay Plans find that plan objectives become disconnected from the larger picture; they have been designed with a local rather than a global view. These companies are looking for a way to integrate their pay systems into a cohesive whole so the plans drive the company objectives. Other companies are beginning to look at new plans, wondering how these plans will fit into the current pay system.

Often, there is little connection between the new pay systems and the overall business plan of the organization. New pay systems are designed to achieve specific, departmental objectives or, worse, they are because "everybody is doing it." The traditional function of pay to attract, retain and motivate employees has not changed with the introduction of new pay systems; but the emphasis has shifted from the attraction and retention functions to the motivation function.

New pay begins with a view that one should think about compensation as a complete, "total" package. Total compensation includes the nine elements .They are as follow: Base Pay: Base pay is what many think of as "pay." It can be paid "at market," below, or above market. In the future, base pay will likely become a smaller fraction of total compensation than it is now, and may be targeted at "below market."

Variable Pay: Variable pay is the portion of pay linked to results. A variety of types of performance goals—individual, team, unit, and total company—can become components of the variable pay amount. While such elements have been present—profit sharing, gain sharing, etc.—they have not usually been linked into a total compensation framework.

Indirect Pay: Indirect pay—fringe benefits—has traditionally been viewed as an entitlement program within the company. In *New Pay*, Schuester and Zingheim stated that the "view of indirect pay is to contain indirect pay costs to free dollars to spend on direct pay, particularly variable pay."

Perks-Pay: Perks, as a component of pay, are declining. They tend to emphasize status distinctions in an era of more flattened, team-oriented firms. There has also been increased tax interest in perks.

Works-Pay: Works-pay is perhaps the most difficult area, as companies try to define what costs of business to employees, such as a uniform or car allowance, should be considered for employee reimbursement. Assembling these components createslearning for employer and employee alike, as each sees the amount of money involved.

Opportunity for Growth: Opportunity for growth addresses the direct and indirect ways employers support personal learning. One way is if the organization itself is a learning organization, and the employee feels that he or she can benefit from mentorship and instruction on the job. More directly, organizations pay for education, sometimes even advanced degrees, such as an MBA or Ph.D.

Opportunity for Advancement: Opportunity for advancement reflects the extent to which the organization has "room at the top." Employees may "sacrifice" higher salary (or "invest" the difference between their highest possible salary and the salary they can get at "opportunimax") in the hope of achieving a high position sooner rather than later.

Psychic Income: Psychic income involves the emotional rewards of the job/career. Priests and nuns, for example, emphasize psychic income, as do Peace Corps volunteers and many in the nonprofit sector. Psychic income can be negative, however, as in the case of a "toxic workplace" that pays well but pays no attention to any other aspects of the employees' lives

Quality of Life : Some employees seek quality of life, involving a workplace that integrates life in the organization with life outside of the organization. For example, jobs with firms in Los Angeles are likely to require a commute. For some this is fine; for others not. If one wants to ski to work in the winter, only a few firms will be suitable.

MARKET-BASED CAREER BAND SYSTEM TO MANAGE BASE PAY:

This approach to base-pay management has proven to be most effective in non-hierarchical organizations that desire flexibility in managing individual base-pay levels and are committed to performance-based rewards. The system is designed to pay within a broad competitive range and encourage career growth and development within professional disciplines Market-based pay bands are established to recognize significant variations in skill, competency and responsibility levels throughout various levels of career and job progression.

There are two major components to the system

- Career progression "level guidelines" identify the specific skills, competencies and responsibilities that are associated with each level in a career ladder
- Broad pay bands provide the framework for the progression of competitive pay from entry to senior levels in a career ladder. Pay bands are sub-divided into "pay zones," reflecting competitive compensation for each level identified in a specific career ladder.

PERFORMANCE SHARES APPROACH TO INCENTIVE PAY DESIGN:
Performance shares—or "results sharing," as it is often called—is design strategies that can be particularly effective in addressing the ultimate purpose of incentive pay: increasing employee ownership and accountability for business results and sharing the rewards (or losses) with those who are responsible for making them happen. Actually, a performance share is not a particularly new way of approaching incentive compensation. The basis of the design has its roots in gain sharing plans that have been around in manufacturing environments for decades. However, the differences between traditional gain sharing plans and today's performance-sharing plans are found in certain aspects of the design and certainly in the broad scope of their use. Performance-share plans have been found to be highly effective in a variety of environments from manufacturing to service firms to technology companies.
The primary objective of a performance-shares plan is to focus employees on critical business objectives and to share with them the gain or loss that results from achievement against pre-established performance goals. The performance objectives or measures can be production oriented, process oriented, sales and revenue oriented, focused on driving the culture to a new level, or a combination of all of these.
Increasingly, organizations are using variable pay plans to reward employees for the results that they achieve. Current discussion of variable pay focuses on variable pay plan design mechanics, with insufficient attention given to contextual variables that may affect variable pay plan design. We offer a preliminary framework for examining the contextual determinants of variable pay plan design. Components of the framework include characteristics of the environment, characteristics of the organization, and the organization's pay strategies. Propositions for future research are offered.
Critical Analysis of topic: In today's highly competitive marketplace, both employers and employees are acutely aware of the important role reward and recognition practices play in attracting and retaining talent. It's obvious from the incredible amount of benchmarking being done that companies spend significant time and resources searching for best practices.
Variable pay as a risky choice: Determinants of the relative attractiveness of incentive plans

COMPENSATION DIMENSION	THUMBNAIL
Base Pay	Guaranteed Salary
Variable Pay	Overtime, Bonus, Stock Option, Variable Pay, any "one-time" payment
Indirect Pay	Benefits
Perks-pay	$ Values of prestige cars, accessories
Works-pay	Uniform allowance, cell phone
Opportunity for Growth	Can I learn on this job?
Opportunity for Advancement	Can I advance on this job?
Psychic Income	The emotional quality of the workplace (this can be negative)
Quality of Life	Can I balance my life on this job?

The participants indicated their preference between a job offering a fixed salary and one having a lower certain component but the potential to earn a higher amount contingent on performance. Results demonstrate that people are not generally risk averse in this context, as found in earlier research, but rather that risk preferences depend on the nature of the variable pay plan. In particular, in both between- and within-subjects designs, variable pay was preferred more often when incentives were based on individual rather than collective (team or organizational) performance, and participants were more optimistic about the likelihood of receiving incentives as individuals.
The effects of individual differences such as self-efficacy and preference for group work were contingent on the format of the variable pay plan.
Impact of employee participation in pay plan development: The effects of having employees participate in the design of a base pay plan for a small manufacturing firm were studied. Attitudinal and behavioral data were collected before and after the development and installation of the pay plan from employees.
Job satisfaction, pay satisfaction, understanding of the pay plan, and trust in management all increased. A base-free change analysis indicated that these changes, as well as others,

could be partially attributed to the effects of participation.
It was concluded that under certain conditions, participation in pay plan development can lead to more effective pay plans as well as to a better overall relationship between employees and their organizations.
Pay for Performance: The large numbers of HR professionals and top managers report their organizations are striving to ensure that every reward dollar counts while supporting business goals. To accomplish this, they are adopting new pay programs and reviewing existing ones to see whether those programs can be re-designed. Here are some of the most recent research findings:
PFP bonuses are especially attractive. Recent research at Cornell University shows that raises slightly improve performance, but offering more money in the form of a bonus can improve job performance by almost 20 percent.
Employees are unhappy with their comp plans. In a recent survey, over 75 per cent of 5000 employees responding expressed dissatisfaction with their companies' compensation plans.
Pay rewards are being beefed up. The need to attract top talent is causing companies to increase the rewards they offer. A Salary.com survey of US employers reveals that 38% of them are paying higher wages for the same positions compared to last year.
PFP is getting nipped and tucked. Another major survey revealed that over 80% of responding benefits professionals say they're redesigning their comp programs to improve employee attraction, motivation and retention.

RECOMMENDATIONS:

The traditional function of pay to attract, retain and motivate employees has not changed with the introduction of new pay systems; but the emphasis has shifted from the attraction and retention functions to the motivation function.
The planning Process
Strategic compensation planning allows an organization to focus on its strategic objectives and develop a comprehensive plan, considering base pay, short- and long-term incentives, benefits and growth opportunities. This kind of planning helps ensure that the compensation system will support the organization's long-and short-term objectives without overlap, which would have more than one pay plan driving the same objectives.
The ultimate objective of this process is to ensure that the compensation system attracts and retains the desired employees and that it motivates them to do those things that support the business plan.
The steps involved are:
Step 1: Identify business objectives. We begin the process by focusing on the strategic objectives of the organization. What does the company plan to do in the short and long term to gain and to keep a competitive advantage? Will it increase its market share? Expand into new markets or new market niches? Develop new products? Flatten its structure?
Next, the focus is on the tactical level: How will the organization achieve these objectives? Will it work in teams? Will it reduce materials or overhead costs? Will it focus on customer service? Will it improve the quality of its goods or services?
Some specific objectives can be extracted from the strategic plan--quality productivity, service, team-work, cost reduction and so forth. The potential list is long and different for each organization.
Step 2: Assess the current compensation system. Look at the current pay system to assess the level at which it supports the objectives and the personnel necessary for the business. By taking this step, we will discover gaps or holes in the current system and uncover areas that are "overfunded."
Step 3: Identify potential plan types which can dose the gaps. Finally, we can look at the gaps in the current system and identify new or existing pay systems and their funding sources. This step can help close the gaps and make the pay system work effectively. FOR EXAMPLE: ABC Company Let's look at each of these steps in more detail for ABC Company, which wants to implement a new pay system:
Step 1: Identify business objectives. ABC Company has a strategic plan that calls for increased profitability while maintaining market share. To do this, ABC has decided that for the coming year, it will focus on customer service, quality, productivity and cost reduction.
Step 2: Assess the current compensation system. ABC currently has base pay that is at the 50th percentile, a merit pay system, executive stock options and productivity-oriented management incentives. All of these are competitive in the industry's market. In addition, ABC offers medical and dental coverage, pension, life insurance, disability

coverage and paid time off, which are competitive in its market. Two years ago, ABC decided to offer on-site day care and flexible work hours for its employees. Last year ABC began to implement self-managed work teams in its operations area.

IMPLEMENTING A NEW PAY SYSTEM:

If an employer or business is considering implementing a new pay system, there are several helpful tips. First, one should get information about the current system and the way it actually works. One needs to look carefully at the current practice; securing information from the full range of employees is likely to be more accepted if it is done by an outside consultant. A company-wide committee of employees might also be helpful.

It is clear that communication with employees is a key element. Over communication is usually needed in an organizational effort, and especially when issues of compensation are involved. Communication in a variety of media is helpful (video, print, oral, etc.). Candor in communication, as well as level and mode, is vital. Employees will think that employers are reducing their pay, rather than realigning it. Clarity about the total compensation package and the ability of employees to affect some of their own compensation through variable pay is essential.

Step-by-step movement is important. Shifting from so-called merit raises to a variable pay raise system is a difficult change. One method is to develop a strategy by which all increments to base and indirect pay are "market related" and anything else is variable, driven by year-to-year performance.

Employers might want to move step by step, however, by allowing some of the variable pay increment to go into base, especially as a transition to a more fully operating variable pay system.

The approach below suggests an arrangement of the relation of base increments to variable pay to the employees' percentile position in the range (1/100 indicates the first percentile; 50/100 the 50th, 100/100 the top of the range). For employees at the bottom of the range (1/100), 99 percent of the raise goes in base and 1 percent to bonus; for employees in the middle of the range, it is half and half; for employees at the top of the range (100/100), all is variable pay. Assume that a particular employee's raise is $2,000. For the person in the tenth percentile, 90 percent of the money, or $1,800, would be an addition to base, while 10 percent, or $200, would be bonus. For the person at the top of the range, it would all be bonus. Over time, the decision points could be adjusted to move more toward a completely variable pay system.

Finally, it is helpful to emphasize the flexibility of the new pay system. The company needs to be as efficient and effective with total compensation as with other expenditures.

Employees need to be motivated through pay. In theory, one does not worry how much staff is paid—what they produce is what counts. In speaking about the new mind-set of organizations, Charles Handy refers to the 1/2 × 2 × 3 formula. It is "shorthand for one executive's goal that in five years there will be half as many people in the core of the company, paid twice as well, and producing three times as much value."

As Hal Lancaster wrote, new pay is part of a new social contract between employers and employees that includes "meaningful work, learning opportunities, career management skills, honest communications and no-fault exits.

REFERENCES:

1. Human resource management, Dessler Gary, 9th edition, Pearson Education, 2005.
2. HR Magazine , July, 1992 by Kathleen A. McNally
3. Human resource management, Dessler Gary, 11th edition, Pearson Education, 2008.
4. Journal article by Ronald J. Recardo, Diane Pricone; SAM Advanced Management Journal, 1996.
5. Henderson, Richard L. ***Compensation Management: Rewarding Performance.*** 6th ed. Englewood Cliffs, NJ: Prentice Hall, 1994.
6. Lowman, Don. "'New Pay': Compensation for People, Not Jobs." ***Employment Relations***, no. I (spring 1993).
7. Armstrong Michael, HRM practice, Kogan Page, 9th edition
8. HRM REVIEW, July 2008
9. http://timesofindia.indiatimes.com/articleshow/1612640.cms
10. http://timesofindia.indiatimes.com/articleshow/1619133.cms

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

E-BANKING-EVOLUTION AND ITS FUTURE

VANDANA KULSHRESHTHA
Asstt. Prof., in Mgt.Deptt.Aggarwal College,Ballabgarh
bru_blb@yahoo.com

ABSTRACT:

The face of banking has transformed many folds with the change in lifestyle and the latest trend is E-banking. E-banking refers to electronic banking and involves information technology based banking. It is the automated delivery of new and traditional banking products and services directly to customer through electronic, interactive communication channels. The banking industry is expected to be a leading player in e-business. Banks in developed countries are working primarily via internet as non branch banks. In the developing countries banks use the internet as an information delivery tool to improve relationship with customers. With the increased use of internet and rise in literacy level, E-banking is becoming popular among masses.E-banking has been able to provide desired and personalized services to their customers. E-banking is now also providing many innovative services like Automated Teller Machine, Credit Cards, Debit Cards, Smart Cards, Electronic Funds Transfer (EFT) System, Cheques Transaction Payment System, Mobile Banking, Internet Banking, Telephone Banking, etc.

This paper of mine gives an overview regarding evolution and future of E-banking in Indian as well as in Global scenario. It also tells the purpose, advantages and disadvantages of E-banking.

***Key -words**: Recent trend, personalized services, convenience, innovative*

INTRODUCTION:

E banking or Internet banking or online banking allows customers of a financial institution to conduct financial transactions on a secure website operated by the institution, which can be a retail or virtual bank, credit union or building society.

To access a financial institution's online banking facility, a customer having personal Internet access must register with the institution for the service, and set up some password (under various names) for customer verification. The password for online banking is normally not the same as for telephone banking. Financial institutions now routinely allocate customer numbers (also under various names), whether or not customers intend to access their online banking facility. Customer numbers are normally not the same as account numbers, because a number of accounts can be linked to the one customer number. The customer will link to the customer number any of those accounts which the customer controls, which may be cheque, savings, loan, credit card and other accounts. Customer numbers will also not be the same as any debit or credit card issued by the financial institution to the customer.

To access online banking, the customer would go to the financial institution's website, and enter the online banking facility using the customer number and password. Some financial institutions have set up additional security steps for access, but there is no consistency to the approach adopted.

EVOLUTION:

Banking in India started in the year 1786 with “The General Bank of India” being the first. Reserve Bank of India came in 1935 and it became the central banking authority in 1965. Banking Companies Act passed in 1949 and formation of State Bank of India came in the year 1955.In 1969, the government nationalized 14 major banks and seven more in 1980. Opening up of economy, implementations of recommendations of the Narsimham committee marked the entry of foreign banks. They brought new technology with them. Banking products became more and more competitive. Because of 1991 liberalized policies need for differentiation of products and services was felt. And then the ICICI Bank became the first bank to kicked off online banking in 1996. Currently 78% of its customer base is registered for online banking. 1996 to 1998 marked the adoption phase, while usage increased only in 1999, owing to lower ISP online charges, increased PC penetration and a tech-friendly atmosphere. Thereafter many other banks such as HDFC, IndusInd bank, IDBI, CitibankTrust bank, UTI, Bank of Punjab, and Global Trust Bank (GTB) etc.followed the service.

FUTURE OF E-BANKING:

E-banking refers to electronic banking is a method used to allow people to make transaction and manage their money without having to go their bank. It is a process by which a customer performs banking transaction electronically. It is like e-business in banking industry and involves information technology based banking. E-banking is also called as Virtual Banking, Online Banking, PC Banking, Internet Banking, Home Banking and Remote electronic Bank. **E-banking i**s the automated delivery of new and traditional banking products and services directly to customers' through electronic, interactive communication channels. Individuals or businesses, to access accounts, transact business, or obtain information on financial products and services through a public or private network including the internet, customers access e –banking services using an intelligent electronic device. Any user with a personal computer and a browser can get connected to his bank's website to perform any of the virtual banking functions. The term quot; electronic bankingquot; or quot; e-bankingquot; covers both computer and telephone banking. In other words it is said that it is updated 'on-line, real time'. The system is updated immediately after every transaction automatically. In the past, banks have been very reluctant to provide the customers with banking via the internet due to security concerns. But, now there is sudden increase of bank interests in the internet. The first reason is because of the improved security and encryption methods developed on the internet. The second major reason is that banks did not want to lose a potential market share to banks that were quick to offer their services on the internet.

INDIAN E-BANKING SCENARIO:

As per the international report the banking transactions on a brick and mortar banking costs around$1.1 while through ATM ,it costs around $0.27 and just 1% over the counter banking in case of internet banking. In 2001, Reserve Bank of India survey revealed that more than 20 major banks were either offering e-banking services at various levels or planned to do so in the near future. In the same year, out of an estimated 0.9million internet user base, approximately 17% were reported to be banking on the internet. Thus, the Indian banking system is seeing a fabulous change in the quality of service provided by them.

Internet Banking was initially started with simple functions such as getting information about interest rates, checking account balances and computing loan eligibility. Then the services were extended to online bill payment, transfer of funds between accounts and cash management services for corporate. Recently the banks have started setting up gateways for Buyer to Buyer (B2B) and Buyer to Customer (B2C) transactions. This is to facilitate payment for e-commerce transactions by directly debiting bank accounts or through credit cards.Banks can earn a commission base income, on the transaction or sale value resulting in higher other income.This could be more than the revenues they can generate from credit card transactions. Private sector banks have leveraged the internet effectively in taking away the customers from public sector banks and significantly increased their revenue potential. Internet banking is one of the manifestation of these banks technologically capabilities. They have a complete automation, an electronic customer database, real time transaction processing capabilities and the latest technological platforms. At ICICI Bank in the year 2000, 94% of the transactions happened at the branches, just 2% over the net. In fiscal 2006, transactions at the branch were down to 22 per cent of the total while Net banking transactions rose to 18 per cent. At HDFC Bank, branch transactions that accounted for 43 per cent of all transactions in fiscal 2001 came down to 23 per cent in fiscal 2006. In the same period, internet transactions rose from about 3 per cent to 16 per cent. About 40 percent of the transactions on the net take place during non-banking hours - i.e. between 6 p.m.to8p.m.The above statistics reveal that India does have a high growth potential for e-banking.

THE GLOBAL E-BANKING SCENARIO:

The banking industry is expected to be a leading player in e-business. Banks in developed countries are working primarily via internet as non branch banks. In the developing countries banks use the internet as an information delivery tool to improve relationship with customers. In the early 2001, approx 60% of e-business in UK was concentrated in the service sector, and with the expected 10 fold increase of the British e-business market by 2004, the share of the financial service sector was further increase. Around one fifth of Finish and Swedish bank customers are banking online, while in the US, according to UNCTAD, online banking is growing at an annual rate 60 percent and the number of online account share is expected to reach 15 million by 2003. According to a survey, Internet population currently is 38.5 million and is expected to grow to 100 million by 2007-08. At present 4.6 million of these use internet banking. This figure is estimated to grow to 16 million by the end of 07-08. Only 59 per cent of adult populations have access to a bank account. This implies 41 per cent of adult population is "unbanked".

POPULAR SERVICES PROVIDED BY E-BANKING:

E-banking enables the banks authorized customers to log on to the banks website with the help of banks issued identification and personal identification number (PIN).The banking system verifies the user and provides access to the requested services, the rage of products and service offered by each bank on the internet differs widely in their content. Most banks offer net banking as a value added service. Net banking has also led to the emergent of new banks, which operate only through the internet and do not exist physically. Such banks are called "virtual" banks or "Internet Only" banks. E-banking products and services are offered in a two tier structure- A basic tier of Internet banking products includes customer account inquiry, funds transfer and electronic bill payment. A second or premium tier includes basic services plus one or more additional services like brokerage, cash management, credit applications, credit and debit cards, customer correspondence, demat holdings, financial advice, foreign exchange trading, insurance, online trading, opening accounts, requests and intimations, tax services, e-shopping, standing instructions, investments, asset management services etc.

The popular services covered under E-banking include :-

- Automated Teller Machine,
- Credit Cards,
- Debit Cards,
- Smart Cards,
- Electronic Funds Transfer (EFT) System,
- Cheques Transaction Payment System,
- Mobile Banking,
- Internet Banking,
- Telephone Banking, etc.

ADVANTAGES OF E-BANKING

The main advantages of E-banking are:-

1. The operating cost per unit services is lower for the banks.

- The bank has the capability to cater to a very large customer base.
- E-banking helps in offering a lot of personalized services to their customers.
- E-banking helps in reducing burden on branch banking.
- E-banking is convenient to use and is not bound to any geographical barriers.
- Internet banking helps their customer to check transactions at any time of the day and as many times.Getting quarterly statements from the bank, transferring funds to outstation, and other such activities can be done free of charge through online banking.
- There is very low incidence of errors.
- The customer can obtain funds at any time from ATM machines.
- The credit cards and debit cards enables the customers to obtain discounts from retail outlets.
- The customer can easily transfer the funds from one place to another place electronically.
- **Investing through Internet banking**
- E-banking also helps in opening an FD online through funds transactions. Investors can interlinked with demat account and bank account can easily trade in the stock market and the amount will be automatically debited from their respective bank accounts and the shares will be credited in their demat account. Some banks even gives the facility to purchase mutual funds directly from the online banking system.
- **Bill payment service**
- Each bank has tie-ups with various utility companies, service providers and insurance companies, across the country and it facilitates the payment of electricity and telephone bills, mobile phone, credit card and insurance premium bills. Only a simple one-time registration for each biller is required.

RAILWAY PASS:

Indian Railways has tied up with ICICI bank and makes railway pass for local trains online. The pass is delivered at doorstep. But the facility is limited to Mumbai, Thane, Nasik, Surat and Pune. The bank charges just Rs 10 + 12.24 per cent of service tax.

DISADVANTAGE

- Customers are advised not to provide sensitive account-related information over unsecured e-mails or over the phone.

- Customers should never share personal information like PIN numbers, passwords etc with anyone, including employees of the bank.
- Documents that contain confidential information should be safeguarded.
- PIN or password mailers should not be stored, the PIN and/or passwords should be changed immediately and memorized before destroying the mailers.
- Simple precautions like changing the ATM PIN and online login and transaction passwords should be done on a regular basis. Also ensure that the logged in session is properly signed out.
- The person should have basic computer skills and must be comfortable using a service information computer

CONCLUSION:

With the fast moving life style, frequent commutation of people from one place to another, E-banking has become the need of hour. E-banking has associated its services with the need and lifestyles of the customers and thus E-banking has very bright future. E-banking has been able to provide desired and personalized services to their customers. E-banking is now also providing many innovative services like Automated Teller Machine, Credit Cards, Debit Cards, Smart Cards, Electronic Funds Transfer (EFT) System, Cheques Transaction Payment System, Mobile Banking, Internet Banking, Telephone Banking, etc.

REFERENCES:

1. Singh Sultan,(2007). Banking Sector Reforms in India,Kanishka publications.
2. Bose Jayshree ,(2006). E-Banking in India:The Paradigm Shift,ICFAI.
3. Jatana Rimpi,Uppal R.K.,(2007). E-Banking in India:Challenges and Opportunities,New Century Publications.
4. MishraBishnupriya,Uppal.K.,(2009),Modern Banking in India:Dimensions and Risks, New Century Publications.
5. Uppal R.K.,(2008).Banking with Technology, New Century Publications.
6. Uppal R. K.,(2008).Banking Services &Information Technology:The Indian Experience,New Century Publications.
7. Kumar Pramod,(2006).Banking Sector Efficiency in Globalised Economy, Deep &Deep Publications.
8. www.unionbankonline.co.in
9. www.easternbookcorporation.com

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

THE UNITED STATE ROLE AND INFLUENCE ON THE INDIA-PAKISTAN CONFLICT

VINOD KUMAR
Asstt. Prof. in Political Science,Aggarwal College Ballabgarh
E-mail: vinodrathi8@gmail.com

ABSTRACT:
India and Pakistan have long held contradictory views on the involvement of external no regional powers—primarily the United States—in their conflict. Whereas Delhi has opposed the intervention of 'third parties' in what it sees as a 'bilateral' dispute over Kashmir—due primarily to an uncertain outcome—Islamabad has actively encouraged international mediation to balance its asymmetrical relationship with India. The United States has also had an ambivalent attitude in an active and sustained role in South Asia. In this paper, I have discussed the role and influence of united state on Indo –Pakistan Relation

INTRODUCTION:

However, these perspectives appear to be changing significantly. Not only is the United States actively involved in South Asia in the post-September 11 security environment—with its engagement of Pakistan in the 'war on terror' and the development of a strategic relationship with India—but, for the first time, it has a growing military presence in the region as well as in the Arabian Sea. The strengthened Indo-American relationship since the 1990s has made possible American 'facilitation' in the India-Pakistan conflict. Simultaneously, Islamabad has become aware that such facilitation may not lead to the expected outcome, due to its own complex internal dynamics. An American military presence in South Asia, especially in Afghanistan and Central Asia, can be expected to continue in the foreseeable future.

Although the Soviet Union played a critical role in formally ending the second India-Pakistan war in 1965—through the Tashkent Declaration—its close military and security relationships with Delhi during much of the Cold War years decreased its influence over Islamabad, which became increasingly linked to the United States for the supply of arms. China's discreet missile and nuclear linkages with Islamabad, along with memories of the India-China border war of 1962, precluded Beijing's influence over the India-Pakistan dispute. Despite an apparent shift in Beijing's position since 1996 (especially during the Kargil conflict in 1999 when it refrained from publicly supporting Pakistan, and due to its concerns over Islamist extremists in Xinjiang province), elements of future India-China competition make it difficult for Beijing to influence Delhi. While French, European Union or Japanese influence appear limited, a potential British role exists only alongside the United States, with the latter doing much of the 'heavy lifting'. Notwithstanding Washington's unprecedented and simultaneous influence over both Delhi and Islamabad, the nature and extent of its future engagement in the India- Pakistan conflict remains unclear.

KASHMIR DISPUTE:

In view of India's asymmetrical relationship with Pakistan—population, size, economic strength and relative military power—Delhi has invariably resisted the role of a third party or the United Nations in its conflict with Pakistan; it is precisely for these reasons that Islamabad has favoured such a role, with the hope that 'internationalization' would provide a favourable resolution of the Kashmir dispute. India's disillusionment with the international community over Kashmir began soon after Independence, when Prime Minister Jawaharlal Nehru took Pakistan's aggression against India in Kashmir to the United Nations on 1 January 1948. Instead of being seen as the aggrieved party, losing Indian territory to an armed attack by Pakistan—following the signing of the Instrument of Accession by the Hindu ruler of the predominantly Muslim province of Jammu and Kashmir on 26 October 1947— India became a party to the dispute. Subsequent UN Security Council resolutions advocating the future of Kashmir on the basis of a UN-mandated plebiscite—after the withdrawal of armed forces by both countries from divided Kashmir—were ignored by Delhi, as was the United Nations force, the UN Military Observer Group in India and Pakistan (UNMOGIP). Since the UN-sponsored ceasefire to the first India-Pakistan war over Kashmir on 1 January 1949, UNMOGIP has been deployed to monitor the ceasefire line—currently, the Line of

Control (LoC) (the de facto border dividing Indian and Pakistan-administered Kashmir).

However, Indian and Pakistani positions on a plebiscite and the status of Kashmir appeared to change in December 2003-January 2004. In an interview with Reuters in mid-December 2003, Pakistan's President Musharraf, in a bold move, publicly offered to drop Pakistan's traditional demand for a UN plebiscite in Kashmir, and meet India 'half-way' in a bid to resolve the Kashmir dispute. Musharraf reportedly stated, '… we are for the United Nations Security Council resolutions whatever it stands for. However, now we have left that aside'.1 Although this was subsequently denied by Pakistani officials, it was clear that this was simply a recognition that a UN plebiscite could never have been implemented, in view of Indian and Pakistani intransigence. Yet, it had been a major irritant to Delhi, which welcomed Musharraf's statement. Subsequently, in the joint press statement of 6 January 2004, following the meeting between Indian Prime Minister Vajpayee and Musharraf, 'Third party' involvement in war Notwithstanding India's aversion to a 'third party' (including UN) role in its dispute over Kashmir, this did not apply to assistance in formally ending wars, or in the 1990s, preventing the outbreak of full-fledged conventional war. The second India-Pakistan war in 1965, for example, ended with a UN Security Council-sponsored ceasefire on 23 September 1965. Three months later, Indian Prime Minister Lal Bahadur Shastri and Pakistani President Mohammed Ayub Khan met in Tashkent and signed an agreement to formalize the end of the war and the withdrawal of their armed forces to positions held prior to 5 August 1965. The erstwhile Soviet-brokered 'Tashkent Agreement' of 10 January 1966 also pledged continued negotiations and the observation of ceasefire terms on the ceasefire line.

In the late 1990s, high publicity American engagement with South Asia took place on nuclear issues, sparked off by multiple Indian and Pakistani nuclear tests in May 1998. On 11 and 13 May 1998, India carried out a series of five underground nuclear tests, twenty-four years after its first 'peaceful nuclear explosion' on 18 May 1974. This was promptly followed by six Pakistani nuclear tests on 28 and 30 May 1998. Although the immediate American reaction was to impose economic and military-related sanctions on both India and Pakistan, their respective importance in United States foreign policy soon generated less coercive measures to counter proliferation. In a significant development, within the Lahore Memorandum of Understanding (MoU), both countries agreed to develop confidence-building measures (CBMs) in the nuclear and conventional fields aimed at the avoidance of conflict within nine months of the nuclear tests.5 The Lahore documents—signed at the Summit between Vajpayee and Pakistani Prime Minister Nawaz Sharif in Lahore—appeared to provide the momentum towards enhanced and formalized nuclear stability in South Asia.

INDIA, PAKISTAN AND KASHMIR:

India has for several years been regarded as an emerging or rising state. After decades of unfulfilled promise, it now seems to be inching ahead, with more rapid economic growth, new attention from the major powers, and the development of a modest nuclear arsenal. These adding these developments to India's traditional strengths- - a unique and persistent democracy and an influential culture—it is no wonder that many have predicted the emergence of India as a major Asian power, or even a world-class state. However, this remains a problematic development as long as India's comprehensive and debilitating rivalry with Pakistan continues; including that dimension of the rivalry that encompasses the fifty-year old Kashmir dispute.

Further, the India-Pakistan conflict is now especially alarming because it has implications for the international system itself. The region is the site and the source, of some of the world's major terrorist groups. Aside from Al Qaeda, these include a number of groups based in or tolerated by Pakistan, and India itself has tolerated or encouraged various terrorist groups operating in nearby states, and has its own internal terrorist problem quite apart from Kashmir. India and Pakistan have fought three wars in Kashmir and their conflict now contains the seeds of a nuclear holocaust. This chapter attempts a deeper probe of the India-Pakistan relationship, including the difficulties that India faces in managing, let alone resolving, the Kashmir dispute.

A PAIRED-MINORITY CONFLICT:

The origins of the India-Pakistan conflict have been traced to many sources—the failure of the British to manage a peaceful and politically acceptable Partition; the deeply rooted political rivalries between the Subcontinent's major religious communities, Hindus, Sikhs, and Muslims; the struggle for control over Kashmir;

Kashmir's importance to the national identities of both states, and the greed or personal shortsightedness of leaders on both sides of the border—in particular, Nehru's romance with Kashmir and his Brahminical arrogance (the Pakistani interpretation), or Mohammed Ali Jinnah's vanity, shortsightedness, and religious zeal (the Indian interpretation.) All of these and other factors play a role, but the conflict is greater than the sum of its parts.

The world's most intractable disputes are paired minority conflicts. Such conflicts are rooted in perceptions held by important groups on both sides—even those that are not a numerical minority, and which may even be a majority—that they are the threatened, weaker party, under attack from the other side. Paired minority conflicts are most often found within states, although many of these, such as the bitter Sinhala-Tamil conflict in Sri Lanka, have international implications. Others occur between states, including that between Israel and some of its Arab neighbors. Another state-level paired minority conflict is that of Iraq and Iran, where Iraq fears the larger (and ideologically threatening) Iran, which in turn sees Iraq as the spear point of a hostile Arab world. South Africa and Northern Ireland are two other sites of such conflicts, and in South Asia, Sri Lanka has a paired minority conflict between its minority Tamil population and the Sinhalese. The former believe they are under a comprehensive threat from the more numerous Sinhalese, and the latter believe themselves to be the threatened minority, given the fact that there are sixty million Tamils across the Palk Straits. The Tigers argue that Tamils can never be secure unless there is a Tamil homeland on the island. These conflicts seem to draw their energy from an inexhaustible supply of distrust. It is difficult for one side to compromise on even trivial issues, since doing so might confirm one's own weakness and invite further demands. Nevertheless, leaders entrapped in such conflicts are resistant to make concessions when they have the advantage, believing that as the stronger side they can bend the other party to its will. As if they were on a teeter-totter, the two sides take turns in playing the role of advantaged/disadvantaged. They may briefly achieve equality, but their state of dynamic imbalance inhibits the prospect of long-term negotiations and tends to abort any effort to have an institutionalized peace process.

These paired minority conflicts are also morally energized. Politics takes place where the search for justice overlaps with the pursuit of power. In South Asia, oaded by a sense of injustice, conflict is legitimized because it seems to be the only way to protect the threatened group. Additionally, the group sees itself as threatened because it is morally or materially superior. Even past defeats and current weaknesses are "explained" by one's own virtues, which invite the envy of others.

Psychological paired minority conflicts are characterized by distrust of those who advocate compromise, whether outsiders or citizens of one's own state. The former may be fickle; they may shift their support to the other side for one reason or another. Time is a critical component of these conflicts. One or both parties may be looking ahead to a moment when they can achieve some special advantage or when the other side will collapse. Do long-term demographic trends, real or imagined, appear to be threatening? Is your country, or your group, acquiring some special advantage in terms of technology, alliances, or economics that will change your relative position of power in the future? In brief, does the calendar work for or against you? If either side believes that time is on its side, and waiting will improve its position—or damage that of the other side—then "step by step" efforts to reduce suspicion or promote confidence are doomed to fail.

TRADITIONS: NEW AND INVENTED:

While many Hindu and Islamic traditions suggest ways of reducing differences and ameliorating conflict, each also has elements that contribute to the idea of what Elias Canetti terms a war-crowd. Indians and Pakistanis draw selectively from these traditions and point to those aspects of each other's traditions that seem to "prove" that the other intends to conquer and dominate. For example, Pakistanis like to cite the Arthashastra as "proof" of the an Indian/Hindu approach to statecraft that emphasizes subversion, espionage, and deceit. For their part, Indian strategists, especially on the Hindu nationalist end of the spectrum, emphasize those aspects of Islamic teachings that portray a world divided between believers and unbelievers, and set forth the obligation of the former to convert the latter.

While Pakistani ideologues see the spread of Islam to South Asia as having purged and reformed the unbelievers, their Indian counterparts read this history as reinforcing the notion of a comprehensive civilization and cultural threat to India. When the Muslims arrived, India was temporarily weaker, but morally greater. India's riches and treasures attracted outside predators, who despite their momentary technical or military superiority, lacked the deeper moral qualities of an old and established civilization. The first predators were the Islamic invaders; these in turn betrayed India and failed to protect it from the subsequent wave of Western conquerors. In the history of Islam and Christianity in India, Hindus were the odd men out.

Indians also see Pakistan as an important example of neo-imperialism. The Indian view is that that when neighbors (i.e., Pakistan) are allied to powerful intruders (such as Britain, the United States, or China), their domestic politics and their foreign policies are distorted. The U.S.-Pakistan alliance is widely believed to have militarized Pakistani politics and foreign policy through the connection between the Pakistan army and the United States, making it impossible for Delhi to come to an accommodation with Islamabad over Kashmir. Most Indians also believe that Pakistan compounded the error by allowing its territory to be used for Cold War alliance objectives, introducing a superpower into the region. The American tie is also seen as encouraging Pakistan to challenge the rightfully dominant regional power by providing the advanced weapons that enabled Pakistan to attack India in 1965. The preferred Indian solution to such a distortion of the natural regional power structure is the international recognition of benign, accommodating, liberal regional dominant powers—not the meddling in one region by either a global hegemony or adjacent regional powers.

Pakistan is seen as an essential element in a shifting alliance between the West, Islam, China, and other hostile states directed against New Delhi. In recent years the emphasis has expanded to include the sea of extremist Islamic forces led by Pakistan, with China as a silent partner. Samuel P. Huntington's thesis of a grand alliance between Islamic and "Confucian" civilization was greeted warmly by that portion of the Indian strategic community that had long since made the connection. The ring of states around India provides a ready-made image of encirclement, of threat from all quarters. India has threats from the north, the east, the west, and over the horizon, as naval theoreticians eagerly point out the threat from the sea, from whence both the Arabs and the Europeans came, and—thirty years ago—the USS Enterprise.

Why is India threatened by some combination of Pakistan, Islam, China, and the West? It is because outsiders are jealous of India, and they try to cut it down to size. This sense of weakness, of vulnerability, is contrasted with India's "proper" status as a great power, stemming from its unique civilization and history. It is India's very diversity, long regarded as a virtue, which offers a tempting target for Pakistan, the Islamic world, and others. Even India's minorities (tribals, Sikhs, Christians, and Muslims) are seen, especially by the Hindu Right, as a potential fifth column, awaiting foreign exploitation.

PAKISTAN AS AN INCOMPLETE STATE:

Finally, the very nature of the Pakistani state presents a threat to India. In a survey of India's security problems written in 1982-3, U.S. Bajpai, a distinguished retired diplomat offered not so much an analysis of the "Pakistan factor" as an indictment of Pakistan's many shortcomings.8 Pakistan's limited cultural and civilization inheritance, its military dictatorship, its theocratic identity, its unworkable unitary system of government (as opposed to India's flexible federalism), the imposition of Urdu on an unwilling population, the alienation of Pakistan's rulers from their people, Islamabad's support of "reactionary" regimes in West Asia (India identified its interests with the "progressive" segments of Arab nationalism, such as Saddam's Iraq), its dependency on foreign aid, and the failure to develop a strong economic base were Pakistan's embarrassment. This perspective has enjoyed a renaissance in the ten years after Pakistan began open support for the separatist and terrorist movements that emerged in Indian administered Kashmir.

Why should India fear such a state? Pakistan is a threat because it still makes the claim that Partition was imperfectly carried out, because some Pakistanis harbor revanchist notions towards India's Muslim population, and because it falsely accuses India of wanting to undo Pakistan itself. Thus, Pakistan still makes a claim on Kashmir, and had deeper designs against the integrity and unity of India itself.10 Because Pakistan continues to adhere to the theory which brought it into existence—the notion that the Subcontinent was divided between two nations, one Hindu, one Muslim—and because it purports to speak on behalf of Indian Muslims, Pakistan's very identity is "a threat to India's integrity."11 More recently, Pakistan has served as the base for Islamic "jihadists" who not only seek the liberation of Kashmir, but the liberation of all of India's Muslims. **PAKISTAN V/ INDIA:**

If Indian strategists regard Pakistan as a major threat to Indian security, then Pakistani leaders, especially the powerful military, regard their country as even more threatened. Yet, some even see Pakistan as better able to withstand the challenge than the much larger and more powerful India.12 Pakistan's leaders have a profound distrust of New Delhi, and the latter's reassurances that India "accepts" the existence of Pakistan are not taken seriously.

The dominant explanation of regional conflict held by Pakistan's strategic community is that from the first day of independence there has been a concerted Indian attempt to crush their state. This original trauma was refreshed and deepened by the loss of East Pakistan in 1971. Many Pakistanis now see their state as threatened by an increasingly Hindu and extremist India, motivated by a desire for religious revenge and a missionary-like zeal to extend its influence to the furthest reaches of South Asia and neighboring areas. There is also a strand of Pakistani thinking that draws upon the army's tradition of geopolitics, rather than the two-nation theory or ideological explanations to explain conflict between India and Pakistan.

Like Israel, Pakistan was founded by a people who felt a sense of persecution when living as a minority, and even though they possess their own states (which are also based on religious identity), both remain under threat from powerful enemies. In both cases, an original partition demonstrated the hostility of neighbors, and subsequent wars showed that these neighbors remained hostile. Pakistan and Israel have also followed parallel strategic policies. Both sought an entangling alliance with various outside powers (at various times, Britain, France, China, and the United States), both ultimately concluded that outsiders could not be trusted in a moment of extreme crisis, leading them to develop nuclear weapons.

Further complicating India-Pakistan relations, the 1971 defeat was of central importance to the Pakistan army, which has governed Pakistan for more than half of its existence. Thus, to achieve a normal relationship with Pakistan, India must not only influence the former's public opinion; it must also change the institutionalized distrust of India found in the army. The prospects of this are very slim.

Finally, Pakistani hostility to India has roots other than the tortured relationship between the two countries. Indians assert that Pakistan needs the India threat to maintain its own unity. There is an element of truth in this argument—distrust of India, and the Kashmir conflict, do serve as a national rallying cry for Pakistanis, and thus as a device to smooth over differences between the dominant province, Punjab, and the smaller provinces of Baluchistan, Sind, and the Northwest Frontier. India-as-an-enemy is also useful to distract the Pakistani public from other concerns, such as social inequality, sectarian (Sunni-Shi'ia) conflict, and the distinct absence of social progress in many sectors of Pakistani society. These factors do partially explain Pakistan's fear of India— but there remains a real conflict between the two states, Kashmir.

TOWARDS A SOLUTION?

Over the years many solutions have been proposed for the Kashmir problem. These included partition along the Line of Control, "soft borders" between the two parts of Kashmir (pending a solution to the entire problem), a region-by-region plebiscite of Kashmiris, referendum, UN trusteeship, the "Trieste" and "Andorra" models (whereby the same territory is shared by two states, or a nominally sovereign territory in fact is controlled jointly by two states), revolutionary warfare, depopulation of Muslim Kashmiris and repopulation by Hindus from India, patience, good government, a revival of "human values," and doing nothing.40 The dispute has not been resolved because of at least three factors.

First, over the long run, the existence of the Cold War led both Americans and the Soviets to see this regional dispute not for what it was but as part of the systemic East- West struggle.

Second, both states have been inflexible over the years. India's strategy has been to gradually erode Kashmir's special status under Article 370 of the Constitution of India, which grants the state a special status in the Indian Union. It also pretended that the problem was "solved" by the Shimla Agreement. This dual strategy of no-change within Kashmir, and no-discussion of it with Pakistan failed to prepare New Delhi for the events of the late 1980s. India rejected the political option, it rejected a strategy of accommodating Kashmiri demands, it excluded Pakistan from its Kashmir policy, and it has stubbornly opposed outside efforts to mediate the dispute. Yet, New Delhi lacks the resources, the will or a strategy to deal with the Kashmir problem unilaterally. Pakistan, on the other hand, has often resorted to force in attempting to wrest Kashmir from India—further alienating the Kashmiris themselves in 1947-48 and in 1965 and providing the Indian government with the perfect excuse to avoid negotiations.

Third, it must be said that the Kashmiris, while patently victims, have not been reluctant to exploit the situation. A significant number of Kashmiris have always sought independence from India and Pakistan. The two states disagree as to which should control Kashmir and the mechanism for determining Kashmiri sentiment, but they are unified in their opposition to an independent state. Thus the seemingly well-intentioned proposal, heard frequently from Americans and other outsiders, that Kashmiris be "consulted" or have a voice in determining their own fate is threatening to both Islamabad and Delhi.

Like proposals to resolve other complex disputes, such as those in the Middle East or China-Taiwan and the two Koreas, "solutions" to the Kashmir problem must operate at many levels. The examples of the Middle East, South Africa, and Ireland, indicate that seemingly intractable disputes can be resolved, or ameliorated, by patience, outside encouragement, and, above all, a strategy that will address the many dimensions of these complex disputes. If a strategy for Kashmir had begun in the early or mid-1980s, then some of the crises that arose later in that decade might have been averted, and it would not now be seen as one of the world's nuclear flash-points.

Any comprehensive solution to the Kashmir problem would involve many concessions, and changes in relations between India and Pakistan (and within each state) It would require a change in India's federal system; it might require changes within Kashmir between its constituent parts; it would necessitate a re-examination of the military balance between India and Pakistan and provisions that would prevent the two states from again turning to arms in Kashmir. Above all, it would require major concessions on the part of Pakistan—and India might have to accept a Pakistani locus standi in Kashmir itself. There also would have to be incentives for Pakistan to cooperate in such ameliorative measures, since its basic strategy is to draw outsiders into the region and to pressure India. In brief, India has to demonstrate to Pakistan that it would be willing to make significant concessions, but also pledge that if Pakistan ceased its support for Kashmiri separatists Delhi would not change its mind once the situation in the Valley had become more normal.

Doing nothing is likely to be the default option for Kashmir. At best, there might be an arrangement that would ensure that the state does not trigger a larger war between the two countries. However, this does not do little to address Kashmiri grievances or the widespread human rights violations in the state, nor does it address the deeper conflict between India and Pakistan.

Both India and Pakistan regularly pass through a point where both sides momentarily agree that the time may be right for talks. Just as regularly, one or the other side decides that the risk of moving forward is too great. Often, they believe that time will be on their side, and delay will weaken the case of the other side or strengthen its own. To some degree, both sides also believe that the other will not compromise unless confronted by overwhelming force. The greater Kashmir problem is persuading both sides—and now the Kashmiris themselves (whose perception of how time will bring about an acceptable solution is not clear at all) to examine their own deeper assumptions about how to bring the other to the bargaining table and reach an agreement, and to objectively assess the costs incurred by waiting to address a problem that has crippled both states for over fifty years.

REFERENCES:

1. Drew, Federic.(1877). The Northern Barrier of India: a popular account of the Jammoo and Kashmir Territories with Illustrations.&;#8221; 1st edition: Edward Stanford, London. Reprint: Light & Life Publishers, Jammu. 1971.
2. Dr. Ijaz Hussain (1998). Kashmir Dispute: An International Law Perspective, National Institute of Pakistan Studies
3. Alastair Lamb, Kashmir: A Disputed Legacy 1846–1990 (Hertingfordbury, Herts: Roxford Books, 1991)
4. Kashmir Study Group, 1947–1997, the Kashmir dispute at fifty : charting paths to peace (New York, 1997)
5. Jaspreet Singh, Seventeen Tomatoes– an unprecedented look inside the world of an army camp in Kashmir (Vehicle Press; Montreal, Canada, 2004)
6. Navnita Behera, State, identity and violence : Jammu, Kashmir and Ladakh (New Delhi: Manohar, 2000)

7. Sumit Ganguly, The Crisis in Kashmir (Washington, D.C.: Woodrow Wilson Center Press; Cambridge : Cambridge U.P., 1997)
8. Sumantra Bose, The challenge in Kashmir : democracy, self-determination and a just peace (New Delhi: Sage, 1997)
9. Robert Johnson, A Region in Turmoil (London and New York, Reaktion, 2005)
10. Hans Köchler, The Kashmir Problem between Law and Realpolitik. Reflections on a Negotiated Settlement. Keynote speech delivered at the "Global Discourse on Kashmir 2008." European Parliament, Brussels, 1 April 2008.
11. Prem Shankar Jha, Kashmir, 1947: rival versions of history (New Delhi : Oxford University Press, 1996)

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

360-DEGREE PERFORMANCE APPRAISAL

SARIKA AGGARWAL
Asstt. Prof., Dept of Management, Aggarwal College Ballabgarh

AKANKSHA GAUTAM
akanksha.mbahr@gmail.com

ABSTRACT:

These days when teamwork, participative leadership, empowering employees, improving customer service and re-engineering has replaced the hierarchy. Employers need to look at other alternatives that will support and enhance personnel development. Organizations are asking to personnel for more productivity with less resources. Layers of management are being reduced causing increased workload and supervisors are managing larger work groups with larger spans of control. The traditional top down supervisor-only evaluation systems are no longer practical. Supervisors with increased workload and a large number of reporting relationships lack the opportunity to observe and provide fair, accurate, credible and motivating performance appraisals. The purpose of this research project is to gather information that would assist in the development of a fair, accurate, honest and objective performance appraisal system. This research paper utilizes an evaluative research methodology.

The following questions were answered while completing this paper.

- *What is 360-degree feedback performance appraisals?*
- *How to conduct a 360-degree performance appraisal?*
- *What are the merits and drawbacks of 360-degree feedback?*
- *Advises for a productive 360-degree appraisal process.*
- *What type of question can be asked during the survey?*

Key-words: *360-degree appraisal, performance appraisal Targeted Development, Performance Assessment, Open Communication, Individual Performance Focus Feedback Support*

INTRODUCTION:

360-degree feedback, also known as multi-rater feedback, multi-source feedback, or multi source assessment, is feedback that comes from members of an employee's immediate work circle most often. 360-degree feedback will include direct feedback from an employee's subordinates, peers, and supervisor(s), as well as a self-evaluation. It can also include in some cases feedback from external sources, such as customers and suppliers or other interested stakeholders. It may be contrasted with "upward feedback," where managers are given feedback only by their direct reporters, or a "traditional performance appraisal," where the employees are most often reviewed only by their managers. The results from a 360-degree evaluation are often used by the person receiving the feedback to plan and map specific paths in their development. Results are also used by some organizations in making administrative decisions related to pay and promotions. When this is the case, the 360 assessment is for evaluation purposes, and is some cases called a "360-degree review." However, there is a great deal of controversy as to whether 360-degree feedback should be used exclusively for development purposes or should be used for appraisal purposes as well.

Some people think of a 360 degree appraisal as same as a performance management system but in fact, it is not 360 degree , a 360 degree appraisals can change the process of internal and external communication in a company and improve the performance of individual employees.

Appraisals can be a valuable component of a performance management strategy. They give employees a broad view of their performance from a range of sources and an opportunity to identify strengths and weaknesses. Forward thinking companies can use the information from 360 degree appraisals to design training and development programs that increase the company’s overall performance and productivity.

OBJECTIVES:

360-degree feedback is a vital part of performance, growth, and development. Understanding ourselves and how we interact with others helps us understand the impact we have on those around us. The perceptions of others within our circle of influence, whether those perceptions are accurate or inaccurate, often impact our level of success. This is where 360-degree feedback comes in.

Most organizations today use multi-rater assessments (360s) in some form or another, although the purpose varies. 360-degree feedback can be used in a number of ways. On the basis of organization need, 360 degree feedback has following objectives:

Targeted Development

- Focuses on personal and career development
- Discovers where you are and where you need to grow or improve
- Results in the creation of a personalized action plan

Team Effectiveness

- Focuses on team-effectiveness skills, along with strengths and areas for improvement
- Allows groups to come together on goals and work better as a team
- Promotes a safe environment to share "the un discussable"

Performance Assessment

- Creates a multi-rater perspective of job performance and behaviors
- Provides a more objective and accurate view of individual contributions and effectiveness
- Results can be factored into administrative actions

HOW TO CONDUCT A 360-DEGREE PERFORMANCE APPRAISAL:

The 360-degree performance appraisal is a modern approach to evaluate and improve performance. This process collects feedback from people all around the person being evaluated and interprets a common theme in it. This outcome is used for professional development and self-improvement of the employee. The following steps describe the process of conducting a 360-degree performance appraisal, which is also called 360-degree feedback.

- Identify the set of people to ask for feedback. They should have worked with the person for at least one year. One to three years of working together is considered to be the ideal time frame to know a person. In a performance appraisal, feedback from this group of people will be most valuable.

- Include people from all around the employee. This should include superiors, peers, subordinates, co-workers and external customers. Without all of these sources, the 360-degree feedback collection will be incomplete.
- Pick an optimal size of group to collect feedback. Do not exceed 20 people. It is hard to comprehend and interpret the feedback from a large crowd.
- Prepare a survey to collect 360-degree feedback. The questions should be constructed to get feedback on the areas being assessed. Some of the key areas include communication, team work, leadership, technical competence, ethics, integrity and customer focus.
- Ensure confidentiality. Collect performance review feedback with the anonymity of the provider. Use paper forms or electronic forms that don't reveal the provider's identity. Keep the survey data confidential. You may consider outsourcing the task to an external company that has expertise in handing 360-performance appraisals.
- Provide a summary of the 360-degree performance review feedback to the employee. Do not give the collected feedback as it is. Discuss the feedback in person and go over each key area identified in the performance review process. Be sensitive to person's feelings and emotions. Provide constructive and objective suggestions for improvements during the appraisal. Do not forget to genuinely praise the positive aspects found in 360-degree appraisal process.

ADVICES FOR A PRODUCTIVE 360-DEGREE APPRAISAL PROCESS:

Acts:

- Provide usable feedback by focusing on competencies rather than personality.
- Review each employee's raters to make sure the group can provide a full and accurate evaluation.
- Follow through with each employee to see that action plans are made and implemented.
- Get support for the program from top management, as that can go a long way in encouraging employees to buy into the program.
- Repeat the process regularly so employees can gauge their development.

Not to Act:

- Use personality-based items that often cause employees to become defensive.
- Make the rating instrument too long or complex. That will just discourage honest and complete ratings.
- Just grab a 360-degree instrument "off-the-shelf." Make sure it is tailored to reflect the work that is actually done in your organization.
- Compromise confidentiality and anonymity by letting people know who is rating whom.
- Promote or reassign anyone without knowing they have the skills to be successful–do a 360-degree appraisal first

MERITS:

A 360-degree appraisal is a business evaluation technique that has been used by many companies in the United States. It centers around a single employee at any given level of the business, but often at the lower positions. The evaluation combines information from peers, customers, superiors and subordinates. While 360-degree appraisal has its problems (it can create a complicated and negatively competitive work environment), it also has several key benefits.

Open Communication: When 360-degree feedback techniques are used, employees are required to evaluate one another. This often leads to communication that would not have occurred otherwise. Employees who notice problems may normally say nothing, but 360-degree appraisals brings those problems into the light and allow the company to deal with them, expediting the process and saving the company damage that miscommunication would have created.

Multiple Viewpoints: When workers receive evaluations based on 360-degree feedback, they are not seeing what only management thinks of them, but how everyone they work with sees their actions and attitudes. This allows employees and employers alike to receive a more complete estimate of their abilities. This can also reveal if the employee has different patterns of behavior for different groups of people.

Individual Performance Focus: The 360-degree appraisal focuses on the worker and on directly increasing the effectiveness of employees. This type of evaluation works well with service-oriented businesses or any company that wants to improve the overall performance of its workforce. Other methods may focus too much on procedures and rules to be effective at improving employees themselves.

Feedback Support: Companies that use 360-degree evaluations properly have the ability to use the feedback and starting position for further employee coaching. Feedback support allows employees to feel safe when giving feedback, encouraging honesty and useful criticism. Businesses can then use this criticism to launch coaching activities that improve workers and train them for higher positions in the company.

DRAWBACKS:

Every year, employees and supervisors sit down for an annual performance review. With a traditional review, your boss alone often determines the amount of salary increase you'll receive. A 360-degree review differs from standard performance evaluations by including others in the reviewing process, typically allowing selected coworkers and upper and lower management to review each other.

Intent: The intent of the 360 review is to promote smooth-running teams and provide a well-rounded perspective of an employee's contribution, through the eyes of a selected group of individuals. The idea stems from the belief that those you work with for eight hours a day know more about your daily performance and behavior than a boss you only see at a weekly meeting. These coworkers watch you in action, and know how you interact with others, if you support team goals and if you meet deadlines.

METRICS:

A 360 review contains sections categorized into segments that specify activities, types of behavior, strengths and weaknesses. Such categories might include teamwork; initiates and leads change; fosters a climate of innovation; customer service; and leadership skills. A weighted formula, applied to all the ratings you've been assigned for each section, produces an average of everything to equal a numerical rating, such as 3.5. Typically, the rating is tied into the percentage of salary increase you will receive.

Fears : Particularly true when a company rolls out a 360 review format, employees may question how coworkers can justly and accurately rate someone else's performance when they aren't privy to the goals and behaviors laid out by the boss in last year's review. Nervous employees also worry that a coworker may not like them and will rate them poorly, negatively affecting the review. Conscientious managers alleviate these concerns before implementing the 360 review process.

Successful Launch: Human resources departments soothe employee fears by hiring an expert to develop and roll out the 360-degree review. The successful review process includes plenty of upfront meetings for all employees, outlining how everything works. A mediation procedure, typically included in the 360 review process, provides options for employees who feel that their review comments were unfair or that weaknesses attributed to them were unjust.

QUESTIONS CAN BE ASKED DURING SURVEY:

1. What is your current rank?
2. I am satisfied with our current evaluation form and system.
   Strongly agree Agree Disagree Strongly disagree
3. I would be willing to evaluate my superiors, peers and subordinates.
   Strongly agree Agree Disagree Strongly disagree
4. I would be willing to accept an evaluation from my peers and subordinates.
   Strongly agree Agree Disagree Strongly disagree
5. I think evaluations should be associated with pay raises.
   Strongly agree Agree Disagree Strongly disagree
6. I think pay raises should be associated with promotions.
   Strongly agree Agree Disagree Strongly disagree
7. Additional comments

CONCLUSION:

As per the study the paper gives answers for all five questions that are. 1. What is 360-degree feedback performance appraisals? 2. How to conduct a 360-degree performance appraisal? 3. What are the merits and drawbacks of 360-degree feedback? 4**. Advises for a productive 360-degree appraisal process** and 5. What type of questions can be asked during survey? As well it offers a new way of addressing the performance issues. Because many of the more conventional performance appraisal methods have often proved unpopular with those being appraised and evaluators alike, 360 is gaining popularity with many managers and employees. When method is used with consideration and discipline, feedback receiver will feel that they are treated fairly. In addition supervisor will feel relief of no longer carrying the full burden of assessing subordinate performance. The combined effect of these outcomes should result in increased motivation, which in turn increase performance

REFERENCES

1. Bracken, D.W., Timmereck, C.W., & Church, A.H. (2001a). *The handbook of multisource feedback.* San Francisco: Jossey-Bass.
2. Bracken, D.W., Timmreck, C.W., Fleenor, J.W., & Summers, L. (2001b). 360 degree feedback from another angle.*Human Resource Management*, 40 (1), 3–20.
3. Bracken, D.W., and Timmreck, C.W. (2001) Guidelines for multisource feedback when used for decision making. In Bracken, D.W., Timmreck, C.W., and Church, A.H. *The Handbook of Multisource Feedback.* San Francisco: Jossey-Bass.
4. Bracken, D.W., Rose, D.S. (2011) "When does 360-degree Feedback create behavior change? And How would we know when it does?",
5. Caputo, P. and Roch, S. (2009) Rating formats and perceptions of performance appraisal fairness. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, April, New Orleans, LA.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

A STUDY OF CONCURRENCY ISSUES IN DISTRIBUTED TRANSACTION SYSTEM FOR OPEN NETWORK

POONAM DABAS
Assistant Professor ,Department of Computer Science UIET ,KUK

JAIDEV GURJAR
Research Scholar ,Department of Computer Science UIET ,KUK

KANIKA DHAWAN KAUSHAL
Research Scholar ,Department of Computer Science UIET ,KUK

ABSTRACT ;

The transactional model for distributed system has been around for many years and it is considered a well-established and mature technology. The traditional transaction model, although suitable for conventional database applications such as banking and airline reservation systems, does not provide much flexibility and high performance when used for complex applications such as object oriented systems, long-lived transactions, or distributed systems. Nested transactions have been proposed to overcome the limitations of flat transaction model. Nested transactions extend the notion that transactions are flat entities by allowing a transaction to invoke atomic transactions as well as atomic operations. They provide safe concurrency within transaction, allow potential internal parallelism to be exploited and offer an appropriate control structure to support their execution. In this paper we describe distributed database system and their transaction process. In this paper we also describe advance-nested transactions where the transactions from one system interact with the transactions from another system. Such nested transactions can expect to become more important with the introduction of network operating systems and heterogeneous distributed database systems. Finally, we will study about concurrency issue of nested transaction with respect to distributed database.

Keyword: Distributed database, database, distributed processing, transaction, transaction manager, nested transaction, flat transaction, atomicity, consistency, isolation, durability, sub transaction.

INTRODUCTION:

A distributed transaction includes one or more statements that reference/modifies data on two or more distinct sites of distributed database. Having discussed distributed database and feature of distributed database, now we are ready to discuss distributed transaction and problem related to distributed transaction.

In this chapter we discuss distributed database transaction and concurrency related problem arise due to data distribution and replication. We also discuss transaction process model of distributed database and nature of transaction. Distributed database transaction: Transaction Management [2] deals with the problems of keeping the database in a consistent state even when concurrent accesses and failures occur.

A transaction consists of a series of operations performed on a database. The important issue in transaction management is that if a database was in a consistent state prior to the initiation of a transaction, then the database should return to a consistent state after the transaction is completed. This should be done irrespective of the fact that transactions were successfully executed simultaneously or there were failures during the execution. Thus, a transaction is a unit of consistency and reliability. The properties of transactions will be discussed later in the properties section. Each transaction has to terminate. The outcome of the termination depends on the success or failure of the transaction. When a transaction starts executing, it may terminate with one of two possibilities:

The transaction aborts if a failure occurred during its execution. The transaction commits if it was completed successfully. A distributed transaction is an operations bundle, in which two or more network hosts are involved. Usually, hosts provide transactional resources, while the transaction manager is responsible for creating and managing a global transaction that encompasses all operations against such resources. Distributed transactions, as any other transactions, must have all four ACID properties, where atomicity guarantees all-or-nothing outcomes for the unit of work

A distributed transaction processing system is a collection of sites or nodes that are connected by communication networks.

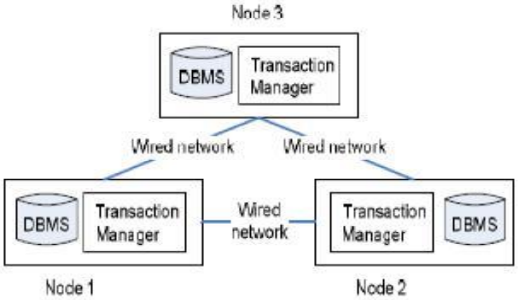


Figure-1
Distributed database

The communication networks are usually reliable and high speed wired networks, like LANs or WANs. At each node in a distributed system, there is a local database management system and a local transaction processing system (TPS) that operates semi-independently and semi-autonomously. An execution of a transaction in a distributed database system may have to spread to be processed at many sites. The transaction managers at different sites in a distributed transaction system cooperate for managing the transaction execution processes.

Distributed Transaction-Processing Model: We consider a distributed database management system with a data collection of sites interconnected by a network. Each site runs one or more of the following software modules:

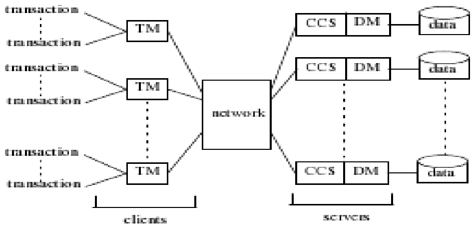


Figure-2
Transaction process

A client runs only the TM module, and a server runs only the DM and CCS modules. TMs supervise transaction interactions between users and the DDBMS, CCSs coordinate transactions, and DMs manage the actual database. The network is assumed to be perfectly reliable and point-to-point FIFO. Figure shows the system architecture. The database is a collection of data items or objects, and each object is managed by a single DM. Users interact with the DDBMS by executing transactions, which are on-line queries or application programs. Transactions communicate with TMs, Tms communicate with CCSs and DMs, and DMs manage data. In order to execute a transaction, a client issues read, predeclare, write, commit, lock-release and abort operations. A server responds with read-response and lock-set operations.

Transactions communicate with TMs, TMs communicate with Dms, and DMs manage the data. TMs supervise transactions. A single TM, meaning that the transaction issues all of its database operations to that TM, supervises each transaction executed in the DDBMS. The TM manages any distributed computation that is needed to execute the transaction. Four operations are defined at the transaction- TM interface.

READ(X): returns the value of X (a logical data item) in the current logical database state. WRITE(X, new-value): creates a new logical database state in which X has then specified new value. BEGIN and END operations to bracket transaction executions. DMs manage the stored database, functioning as backend database processors. In response to commands from transactions, TMs issue commands to DMs specifying stored data items to be read or written.

CATEGORY OF DISTRIBUTED TRANSACTION:

Transactions in a distributed system can be categorized into two classes: Local transactions are submitted directly to local transaction managers. Local transactions only access data at one database system at one site, and are managed by the local transaction manager. On the other hand, global transactions are submitted via the global transaction manager. A global transaction can be decomposed into a set of sub-transactions;

ACID property of transaction: The concept of a database transaction (or atomic transaction) has evolved in order to enable both a well-understood database system behavior in a faulty environment where crashes can happen any time, and recovery from a crash to a well understood database state. A database transaction is a unit of work, typically encapsulating a number of operations over a database (e.g., reading a database object, writing, acquiring lock, etc.), an abstraction supported in database and also other systems. Each transaction [5] has well defined boundaries in terms of which program/code executions are included in that transaction (determined by the transaction's programmer via special transaction commands). Every database transaction obeys the following rules (by support in the database system; i.e., a database system is designed to guarantee them for the transactions it runs):

Atomicity: Either the effects of all or none of its operations remain ("all or nothing" semantics) when a transaction is completed (committed or aborted respectively). In other words, to the outside world a committed transaction appears (by its effects on the database) to be indivisible, atomic, and an aborted transaction does not leave effects on the database at all, as if never existed.

Consistency: Every transaction must leave the database in a consistent (correct) state, i.e., maintain the predetermined integrity rules of the database (constraints upon and among the database's objects). A transaction must transform a database from one consistent state to another consistent state (however, it is the responsibility of the transaction's programmer to make sure that the transaction itself is correct, i.e., performs correctly what it intends to perform (from the application's point of view) while the predefined integrity rules are enforced by the DBMS). Thus since a database can be normally changed only by transactions, all the database's states are consistent. An aborted transaction does not change the database state it has started from, as if it never existed (atomicity above).

Isolation: Transactions cannot interfere with each other (as an end result of their executions). Moreover, usually (depending on concurrency control method) the effects of an incomplete transaction are not even visible to another transaction. Providing isolation is the main goal of concurrency control.

Durability: Effects of successful (committed) transactions must persist through crashes (typically by recording the transaction's effects and its commit event in a non-volatile memory). The concept of atomic transaction has been extended during the years to what has become a Business transaction, which actually implement types of Workflow and are not atomic. However also such enhanced transactions typically utilize atomic transactions as components.

TYPE OF DISTRIBUTED TRANSACTION:

By structure, distributed transaction is dividing into two types. A flat transaction, FT, is an operation, performed on a database, which may consist of several simple actions. From the client's point of view the operation must be executed indivisibly. Main disadvantage with FTs: If one action fails the whole transaction must abort. A nested transaction occurs when a new transaction is started by an instruction that is already inside an existing transaction. Issues related to distributed transaction: There are a number of issues or problems, which are peculiar to a distributed database and these, require novel solutions. These include the following:

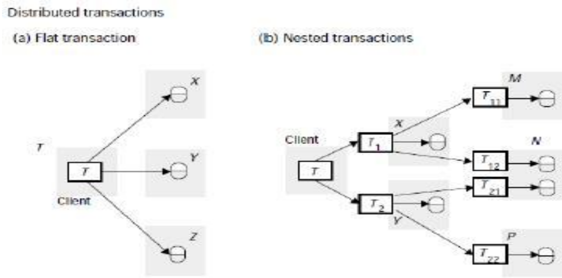


Figure-3
Type of transitions

Distributed query optimization: In a distributed database the optimization of queries by the DBMS itself is critical to the efficient performance of the overall system. Query optimization must take into account the extra communication costs of moving data from site to site, but can use whatever replicated copies of data are closest, to execute a query. Thus it is a more complex operation than query optimization in centralized databases.

Distributed update propagation: Update propagation in a distributed database is problematic because of the fact that there may be more than one copy of a piece of data because of replication, and data may be split up because of partitioning. Any updates to data performed by any user must be propagated to all copies throughout the database. The use of snapshots is one technique for implementing this.

Distributed catalog management: The distributed database catalog entries must specify site(s) at which data is being stored in addition to data in a system catalog in a centralized DBMS. Because of data partitioning and replication, this extra information is needed. There are a number of approaches to implementing a distributed database catalog.

Centralized- Keep one master copy of the catalog, Fully replicated - Keep one copy of the catalog at each site, Partitioned - Partition and replicate the catalog as usage patterns demand, Centralized/partitioned- Combination of the above.

Distributed concurrency control: Concurrency Control in distributed databases can be done in several ways. Locking and time stamping are two techniques, which can be used, but time stamping is generally preferred. The problems of concurrency control in a distributed DBMS are more severe than in a centralized DBMS because of the fact that data may be replicated and partitioned. If a user wants unique access to a piece of data, for example to perform an update or a read, the DBMS must be able to guarantee unique access to that data, which is difficult if there are copies throughout the sites in the distributed database.

Transaction Concurrency: If transactions are executed serially, i.e., sequentially with no overlap in time, no transaction concurrency4 exists. However, if concurrent transactions with interleaving operations are allowed in an uncontrolled manner, some unexpected, undesirable result may occur. Here are some typical examples:

The lost update problem: A second transaction writes a second value of a data-item (datum) on top of a first value written by a first concurrent transaction, and the first value is lost to other transactions running concurrently which need, by their precedence, to read the first value. The transactions that have read the wrong value end with incorrect results.

The dirty read problem: Transactions read a value written by a transaction that has been later aborted. This value disappears from the database upon abort, and should not have been read by any transaction ("dirty read"). The reading transactions end with incorrect results.

The incorrect summary problem: While one transaction takes a summary over the values of all the instances of a repeated data-item, a second transaction updates some instances of that data-item. The resulting summary does not reflect a correct result for any (usually needed for correctness) precedence order between the two transactions (if one is executed before the other), but rather some random result, depending on the timing of the updates, and whether certain update results have been included in the summary or not.

CONCLUSION:

Transaction management is an old concept in distributed data base management systems (DDBMS) research. In this paper, we have reviewed the basic concepts of advanced transaction management. We discuss the basic concept of nested transaction in distributed database systems, and also discussed the advantage, property and operations of nested transaction in distributed environments. It is really important for database to have the ACID properties to perform.

We are in the process of investigating schemes by which the performance of high security level transactions can be improved without compromising with the security. Further we are looking to secure real time distributed systems by which the performance of high security level transactions can be improved without compromising the security.

REFERENCES:

1. Tamer M. Ozsu and Patrick Valduriez. (1999).Principles of Distributed Database Systems, Second Edition. Prentice-Hall.
2. Rashmi Srinivasa, Craig Williams, Paul F. Reynolds **(2002)** Distributed Transaction Processing on an Ordering Network
3. Moss E.B.(1981).Nested transactions: An approach to reliable distributed computing, Ph.D. dissertation, Massachusetts Institute of Technology, Cambridge, MA, USA
4. Philip A. Bernstein (1987).Vassos Hadzilacos, and Nathan Goodman, Concurrency Control and Recovery in Database Systems, Addison-Wesley.
5. Bernstein P. and Goodman N.(1981).Concurrency Control in Distributed Database Systems, ACM Computing Surveys 13/2
6. Kaur Manpreet(2010).Transaction Processing in Distributed Databases. Amritsar College of Engg. and Tech,Amritsar Sheetlani Jitendra, Jangde Manoj, Concurrency Control in Distributed Transaction process., Prabandhan and Taqniki **04**, 271-274
7. Sheetlani Jitendra, Jangde Manoj. (2010).Timely Computing base Transaction in DBMS., Shodh **04**, 5
8. Sheetlani Jitendra, Jangde Manoj (2011).Concept and Technique of Transaction process of Distributed Database Management system., advancement in computational technique and application **01**, 190-194
9. Sheetlani Jitendra and Jangde Manoj(2011).Nested Transaction

Management in distributed database, CGTTM, LNCT Indore.

10. Elmasri Navathe(2011).Database Concepts By Pearson Education, **(2011)**
11. Colloly., Data base Concepts By Pearson Educatio

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

COPARATIVE STUDY OF INVESTMENT FUNCTION OF HOTEL COUNTRY INN & SUITES AND HOTEL WINDSOR RADDISON JALANDHAR

JAI PAL SHARMA
GBDC,Rohtak

RAJWANTI SHARMA
VAKM,Bahadurgarh

ABSTRACT:

The efficient allocation of the capital is the most important function, in the modern time, of the management. It involves the decisions to commit the firm's funds to the long term assets. Such decisions are of considerable importance to the firm since they tend to determine, its value and size by influencing its growth, profitability and risk. The investment decisions of the firm are generally known as capital budgeting, or capital expenditure decisions. Capital budgeting decisions pertain to fixed or long term assets which by definition refers to assets which are in operation, and yield a return, over a period of time, usually, exceeding one year. They therefore, involve a current outlay or series of outlays of cash resources in return for an anticipated flow of future benefits. In other words, the system of capital budgeting is employed to evaluate expenditure decisions which involves current outlays but are likely to produce benefits over a period of time longer than one year. These benefits may be either in the form of increased revenue or reduced costs. Capital expenditure decisions, therefore, includes additions, disposition, modifications and replacement of fixed assets.

The term capital budgeting is used interchangeably with capital expenditure decisions, capital expenditure management, long term investment decisions, management of fixed assets and so on. Thus it includes both raising of long term funds as well as their utilization. It may be thus defined as the firm's formal process for the acquisition and investment of capital. It is the decision making process by which the firm's evaluate the purchase of major fixed assets. However, it should be noted that investment in current assets necessitated on account of investment, in a fixed assets, is also to be taken as a capital budgeting decision. For example, a new distribution system may call for both a new warehouse and an additional investment in inventories. An investment proposal of this nature must be taken as a capital budgeting decision and evaluate as a single package not as an investment in a fixed assets (i.e., warehouse) and in a current assets (i.e., inventory) separately. The rationale underlying the capital budgeting decisions is efficiency. Thus a firm must replace worn and obsolete plants and machinery, acquire fixed assets for current and new products and make strategic investment decisions. This will enable the firm to achieve its objective of maximizing profits either by way of increased revenue or cost reductions.

Key-words: *Capital Budgeting, Current Assets, Fixed Assets, Cash Inflows, Cash Out Flows*

INTRODUCTION:

The efficient allocation of the capital is the most important function, in the modern time, of the management. It involves the decisions to commit the firm's funds to the long term assets. Such decisions are of considerable importance to the firm since they tend to determine, its value and size by influencing its growth, profitability and risk. The investment decisions of the firm are generally known as capital budgeting, or capital expenditure decisions. Capital budgeting decisions pertain to fixed or long term assets which by definition refers to assets which are in operation, and yield a return, over a period of time, usually, exceeding one year. They therefore, involve a current outlay or series of outlays of cash resources in return for an anticipated flow of future benefits. In other words, the system of capital budgeting is employed to evaluate expenditure decisions which involves current outlays but are likely to produce benefits over a period of time longer than one year. These benefits may be either in the form of increased revenue or reduced costs. Capital expenditure decisions, therefore, includes additions, disposition, modifications and replacement of fixed assets. The term capital budgeting is used

ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

interchangeably with capital expenditure decisions, capital expenditure management, long term investment decisions, management of fixed assets and so on. Thus it includes both raising of long term funds as well as their utilization. It may be thus defined as the firm's formal process for the acquisition and investment of capital. It is the decision making process by which the firm's evaluate the purchase of major fixed assets. However, it should be noted that investment in current assets necessitated on account of investment, in a fixed assets, is also to be taken as a capital budgeting decision. For example, a new distribution system may call for both a new warehouse and an additional investment in inventories. An investment proposal of this nature must be taken as a capital budgeting decision and evaluate as a single package not as an investment in a fixed assets (i.e., warehouse) and in a current assets (i.e., inventory) separately. Capital budgeting is many sided activity. It includes searching for new and more profitable investment proposals, investigating engineering and marketing considerations to predict the consequences of accepting the investment and making economic analysis to determine the profit potentials of each investment proposal. Capital budgeting decisions pertain to fixed/ long term assets which by definition refer to assets which are in operation and yield a return over a period of time usually exceeding one year.

A capital budgeting decision may be defined as the firm's decision to invest its current funds most efficiently in the long term assets in anticipation of an expected flow of benefits over a series of years The long term assets are those assets which affect the firm's operations beyond the one year period. The firm's investment decisions would generally include expansion, acquisition, modernization and replacement of the long term assets. Sale of a division or business (disinvestment) is also analyzed as an investment decision. Activities such as change in the method of sales distribution, or undertaking an advertising campaign or a research and development programme have long term implications for the firm's expenditure and benefits and therefore they may also be evaluated as investment decisions. It is important to note that investment in the long term assets invariably requires funds to be tied up in the current assets such as inventories and receivables. As such investment in fixed and current assets is one single activity.

OBJECTIVES OF THE STUDY

The main objective of the study is to evaluate the investment function of Hotel Country Inn&Suites and Hotel Windsor Raddison Jalandhar and to make the comparative analysis.

RESEARCH METHODOLOGY:

The study is mainly based on secondary data collected from annual reports, news papers and various journals. But primary data has also been used in the present study. It has been collected from personal discussion with the officials of both the hotels regarding their policies of financial decision making. The various ratios and graphs are used to evaluate the efficiency of investment function of both the hotels.

COMPERATIVE ANALYSIS

Table NO.1: Table showing current assets to fixed assets ratio of Hotel country inn & suits.

Source- Computed from annual report of the company

Graph showing fixed assets and current assets of Hotel country inn

Years	Current assets	Fixed assets	%
2004-05	44.03	2129.72	2%
2005-06	78.04	2229.38	4%
2006-07	105.62	2337.13	5%
2007-08	316.55	2566.42	12%
2008-09	183.63	2627.81	7%

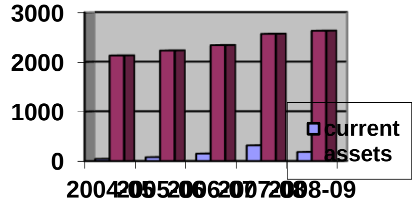


Table No.1 shows that the current assets are very less as compare to the fixed assets i.e. it lies between 2% to 12% from the past five year. This means company policy is not to keep high current assets or cash for the short term functions or workings.

ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

Table No.2:Table showing current assets to fixed assets ratio of Hotel Windsor Raddison (Rs in Millions)

Years	Current assets	Fixed assets	%
2004-05	94.03	2179.72	4%
2005-06	128.04	2279.38	6%
2006-07	200.62	2387.13	8%
2007-08	366.55	2616.42	14%
2008-09	233.63	2677.81	9%

Source- Computed from annual report of the company

Graph showing fixed assets and current assets of Hotel Windsor Raddison

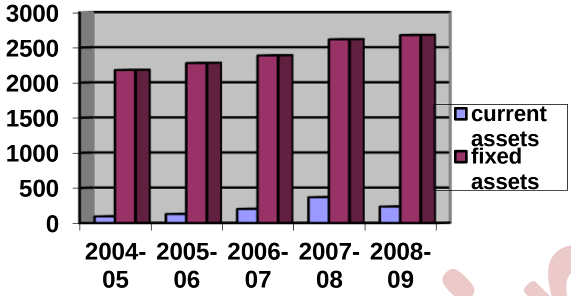


Table No.2 shows that the current assets are very low as compare to the fixed assets i.e. it lies between 4% to 14% during the past five year. This means company has the same policy which is not to invest more into the current assets or not to keep more cash for the short term functions or workings.

COMPARISON:

The Hotel Radisson is older than the Hotel Country Inn & Suites, but both of the hotels follow almost the same policy which is not to invest more into the current assets. But even than the hotel Radisson keep high percentage of current assets than the second hotel which shows that this hotel is more concerned about the day to

Table No.3: Table showing cash inflows and cash outflows of Hotel Country Inn & suit (Rs in Millions)

Years	Cash inflows	Cash outflows	Ratio
2004-05	27.88	26.26	1.06
2005-06	338.37	161.87	2.09
2006-07	612.86	130.79	4.69
2007-08	788.34	142.92	5.52
2008-09	869.96	158.28	5.50

Source- Computed from annual report of the company

Table No.4 Table showing cash inflows and cash outflows of Hotel Windsor Raddiso (Rs in Millions)

Years	Cash inflows	Cash outflows	Ratio
2004-05	327.88	326.26	1.00
2005-06	638.37	461.87	1.38
2006-07	962.86	480.79	2.00
2007-08	1188.34	542.92	2.19
2008-09	1369.96	658.28	2.08

Source- Computed from annual report of the company

COMPARISON:

day functioning as it keep more cash as compared to the other hotel. The mother company of both the hotels is same, so the policies related to financial structure are almost same. Above tables show the similarities regarding the cash inflows and outflows of the companies. In starting years the ratios of cash inflows and outflows are almost same but in next three years the ratio of Country inn & suites get increased as compared to the Raddison Hotel. Because Country Inn is new hotel so, in the last years, it applies the safe policy regarding the cash flows. The rationale underlying the capital budgeting decisions is efficiency. Thus a firm must replace worn and obsolete plants and machinery, acquire fixed assets for current and new products and make strategic investment decisions. This will enable the firm to achieve its objective of maximizing profits either by way of increasing revenue or by reducing cost.

REFERENCES:

1. Aggarwal,N.P.,(1981)"Analysis of financial statement" National publishing house,New Delhi.
2. Chaudhary, Anil B. Roy,(1997) "Analysis and Interpretation of Financial statements through financial Ratio", Orient Longmans, New Delhi,.
3. Khan, M.Y. and Jain P.K.(2012)" Financial Management", Tata M'c Graw Hill Publishing Co. Ltd.
4. Kothari, C.R.,(2003)"Research Methodology", Tata-MeGraw Hill Publishing Co. Ltd.
5. Lawrence D. Scha and Charles W. Haley, "Introduction to financial Management",

Mcgraw Hill Book Co., Inc., New York, Third Edition.

6. Maheshwari, S.N.,(2002) "Management According and financial control". Sultan chand & Sons.
7. Mittal,S.N.(2013),"MANAGEMENT ACCOUNTING AND FINANCIAL MANAGEMENT"Shree Mahavir Book Depot (Publisher), Delhi
8. Pandey, I.M.,(2011) "financial Mangement", Vani Educational Book, Delhi,
9. Pathak,Bharati V,(2011)"THE INDIAN FINANCIAL SYSTEM, Dorling Kindersley(INDIA) Pvt.Ltd.Nodia UP.
10. Schattke, R.W. Jensen, H.G. and Bean, B.L.,(1969) "Management Accounting concepts and uses," Allyn and Bacon Bastan.
11. Smith, Jack L.,(2009) "Accounting for financial statement presentation". Tata McGraw Hill publishing Co. ltd., New Delh.

EMERING ISSUES RELEATED TO APPRAISAL OF EMPLOYEES AND SHIFT FROM PERFORMANCE APPRAISAL TO PERFORMANCE MANAGEMENT

AKANKSHA GAUTAM
akanksha.mbahr@gmail.com

DEEPTI SEHGAL
deepti1812@gmail.com

ABSTRACT:

Performance appraisal is the systematic process of evaluating job related performances and skills of employees. Performance appraisal is an effective tool used by management which provides a formal, recorded, regular review of an individual's performance; moreover it acts as a basis for future development. The system is vital for taking decisions regarding promotions, transfers, salary increments, and other related decisions. There are various methods which are used by companies for evaluation of performances of employees. Each method has its own set of strengths and weaknesses. However many a times the methods are not effective in facilitating the firm's strategic objectives. If managed properly the system can help organization to achieve competitive advantage. The study has been carried out in order to find the various issues which emerge while performing tasks of appraising employees and highlight the growing importance of performance management system in contemporary times. Performance Management System requires collaboration from organization, employers and employees and properly designed and implemented, performance management systems provide the necessary base to help organizations achieve their strategic goals and objectives and align individual objectives with those of organization

Key-words: *Appraisal, Performance Appraisal, Performance Management, Behavior Development, organizational aims, appraisal technique, appraisal process, Psychological Appraisals, 360 Degree Feedback, Train Evaluator.*

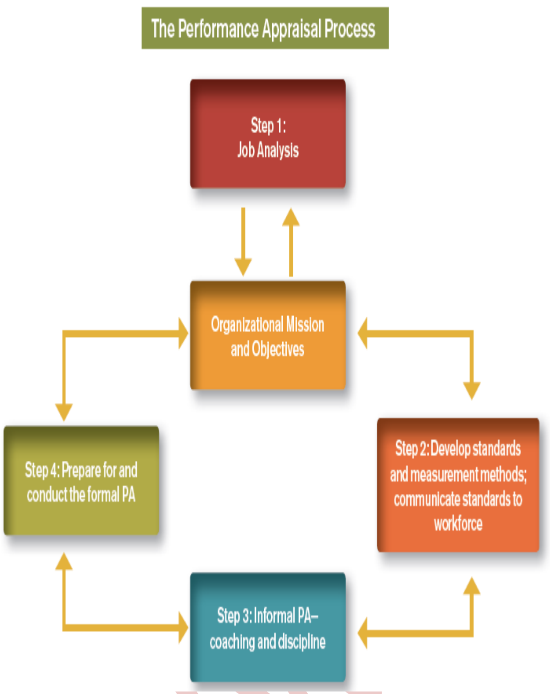
INTRODUCTION:

Performance appraisal is the process of evaluating the performance and qualifications of the employees in terms of the requirements of the job for which he is employed. It is a formal, structured system of measuring and evaluating an employee's job related behavior and outcomes to discover how and why the employee is presently performing on the job and how the employee can perform more effectively in the future so that the employee, organization and society will benefit. There are basically three purposes to which performance appraisal can be put. First, it can be used as a basis for reward allocations. Decisions as to who should get salary increases, promotions, and other rewards are determined by their performance evaluation. Second, these appraisals can be used for identifying areas where development efforts are needed. Management needs to spot those individuals who have specific skill or knowledge deficiencies. The performance appraisal is a major tool for identifying these deficiencies. Finally, the performance appraisal can be used as a criterion against which selection devices and development programs are validated. The aim of most performance appraisal is to encourage the employee to set up his own objectives for the next time period following the review of his past performance on the job.

ROLE OF PERFORMANCE APPRAISAL IN ORGANISATIONAL SUCCESS:

In today's competitive environment performance appraisals are not only relevant but essential in order to achieve sustainable growth. There is always some difference between the quality and quantity of the same job being done by two different people. Performance appraisals of Employees are necessary to understand each employee's abilities and competencies. Performance appraisal rates the employees in terms of their performance. If the process of performance appraisals is formal and properly structured, it helps the employees to clearly understand their roles and responsibilities and give direction to the individual's performance. It helps to align the individual performances with the organizational goals and also review their performance. Performance appraisals also typically feed into organizational annual pay and grading reviews, which commonly also coincide with the business planning for the next year. Performance appraisals generally review each individual's performance against objectives and standards for the trading year, agreed at the previous appraisal meeting. Performance appraisals are essential for career and succession planning - for individuals, crucial jobs, and for the organization as a whole. Performance appraisals are also important for staff motivation, attitude and behavior development, communicating and aligning individual and organizational aims, and fostering positive relationships between management and staff.

THE PERFORMANCE APPRAISAL PROCESS



CURRENT METHODS OF APPRAISAL

Methods of appraisals can be divided into two different categories:

- Past Oriented Methods
- Future Oriented Methods

Past Oriented Methods

Rating Scales: Rating scales consists of several numerical scales representing job related performance criterions such as dependability, initiative, output, attendance, attitude etc. Each scales ranges from excellent to poor. The total numerical scores are computed and final conclusions are derived.

Checklist: Under this method, checklist of statements of traits of employee in the form of Yes or No based questions is prepared. Here the rater only does the reporting or checking and HR department does the actual evaluation.

Forced Choice Method: The series of statements arranged in the blocks of two or more are given and the rater indicates which statement is true or false. The rater is forced to make a choice. HR department does actual assessment.

Forced Distribution Method: here employees are clustered around a high point on a rating scale. Rater is compelled to distribute the employees on all points on the scale. It is assumed that the performance is conformed to normal distribution.

Critical Incidents Method: The approach is focused on certain critical behaviors of employee that makes all the difference in the performance. Supervisors as and when they occur record such incidents.

Behaviorally Anchored Rating Scales: statements of effective and ineffective behaviors determine the points. They are said to be behaviorally anchored. The rater is supposed to say, which behavior describes the employee performance.

Field Review Method: This is an appraisal done by someone outside employees' own department usually from corporate or HR department.

Performance Tests & Observations: This is based on the test of knowledge or skills. The tests may be written or an actual presentation of skills. Tests must be reliable and validated to be useful.

Confidential Records: Mostly used by government departments, however its application in industry is not ruled out. Here the report is given in the form of Annual Confidentiality Report (ACR) and may record ratings with respect to following items; attendance, self-expression, team work, leadership, initiative, technical ability, reasoning ability, originality and resourcefulness etc. The system is highly secretive and confidential. Feedback to the assesse is given only in case of an adverse entry.

Essay Method: In this method the rater writes down the employee description in detail within a number of broad categories like, overall impression of performance, promote ability of employee, existing capabilities and qualifications of performing jobs, strengths and weaknesses and training needs of the employee.

Cost Accounting Method: Here performance is evaluated from the monetary returns yields to his or her organization. Cost to keep employee, and benefit the organization derives is ascertained. Hence it is more dependent upon cost and benefit analysis.

Comparative Evaluation Method (Ranking & Paired Comparisons): These are collection of different methods that compare performance with that of other co-workers. The usual techniques used may be ranking methods and paired comparison method.

Ranking Methods: Superior ranks his worker based on merit, from best to worst. However how best and why best are not elaborated in this method. It is easy to administer and explanation.

Paired Comparison Methods: In this method each employee is rated with another employee in the form of pairs. The number of comparisons may be calculated with the help of a formula as under:

N x (N-1) / 2

FUTURE ORIENTED METHODS:

Management By Objectives: It means management by objectives and the performance is rated against the achievement of objectives stated by the management.

Psychological Appraisals: These appraisals are more directed to assess employee's potential for future performance rather than the past one. It is done in the form of in-depth interviews, psychological tests, and discussion with supervisors and review of other evaluations. It is more focused on employees emotional, intellectual, and motivational and other personal characteristics affecting his performance. This approach is slow and costly and may be useful for bright young members who may have considerable potential. However quality of these appraisals largely depend upon the skills of psychologists who perform the evaluation.

360-Degree Feedback: It is a technique which is systematic collection of performance data on an individual group, derived from a number of stakeholders like immediate supervisors, team members, customers, peers and self. In fact anyone who has useful information on how an employee does a job may be one of the appraisers. This technique is highly useful in terms of broader perspective, greater self-development and multi-source feedback is useful. 360-degree appraisals are useful to measure inter-personal skills, customer satisfaction and team building skills. However on the negative side, receiving feedback from multiple sources can be intimidating, threatening etc. Multiple raters may be less adept at providing balanced and objective feedback.

ISSUES WHICH EMERGE IN APPRAISAL OF EMPLOYEES:

Each and every organization performs the tasks of appraising employees, whether formally or informally. There are various issues which emerge in appraisal of employees.

The Halo effect: The halo effect is introduced when an overall impression of an individual is judged on the basis of a single trait. A high rating on one trait leads automatically to high rating on all other trait. Also, a very high rating may be given to protect an employee for whom there may be personal sympathy.

Constant error: This error is a reflection on the trait of the rater. Some raters are, by nature, too liberal, others too strict and some tend towards rating most people in the middle.

Recency of events: There is a tendency of many evaluators to give much more weight to the recent behavior of the candidate than the past behavior. This is based on the reflection that the future trend is established by the mere recent behavior.

The central tendency: It is the most commonly found error. It is the tendency of most raters to give average ratings to all or the center of the scale. This may be due to the fact that a very high rating or a very low rating could invite questions, criticisms or explanations. Accordingly, an average rating is safer. It could also be due to the fact that the rather lacks sufficient knowledge about the applicant and hence, does not want to commit himself one way to another.

Errors of variable standards: It is quite possible that organizations follow different standards of performance. Some divisional heads may require much higher quality of performance than others.

Other miscellaneous biases: There may be some built - in biases in the minds of the rater, based upon his own perception of things, people and performances. A person may be rated higher because he is a 'nice' person or because of his seniority.

HOW PERFORMANCE ANAGEMENT HELPS IN AVOIDING PERFORMANCE APPRAISAL PROCESS PROBLEMS

Performance Appraisal Problems and Avoiding Them

Common Problems	Avoiding Problems
Bias	Develop Accurate Performance Measures
Stereotyping	Use Multiple Criteria
Halo Error	Minimize the Use of Trait-Based Evaluations
Distributional Errors	Use the OUCH and Blanchard Tests
Similarity Error	Train Your Evaluators
Proximity Error	Use Multiple Raters
Recency Error	
Contrast Error	
Attribution Error	

Develop Accurate Performance Measures
The organization should have its own HR specialist or hire consultants to develop the assessment process and measures. Now, let's discuss three things HR specialists commonly do to help ensure accurate measures.

Use multiple criteria. One method of overcoming some of the problems with the appraisal process is to ensure that we use more than one or two criteria to evaluate an individual's performance over time. We should generally have at least one evaluation criterion for each major function within an individual job. We shouldn't limit the appraisal process to one or two actions on the part of that individual employee.

Minimize the use of trait-based evaluations. Trait-based evaluations tend to be more subjective than behavior- or results-based evaluations and as a result should generally not be used unless there is a specific reason why the particular trait must be exhibited in order to be successful in a job. Only when we have specific reason for trait-based evaluations should those traits be measured and evaluated in the appraisal process.

The OUCH and Blanchard tests. OUCH test, is the measure objective, uniform in application, and consistent in effect, and does it have job relatedness? With the Blanchard test, does everyone understand why they are assessed at a specific level (evaluation) and what it takes to get a higher rating?

Train Evaluators: Train evaluators overcome the common problems of assessment. Simply through the process of training, many of the common problems are mitigated, if not eliminated. Once evaluators become aware that the common errors occur with some regularity, they almost immediately begin to evaluate such errors and guard against them. Most of our employees want to do a good job, and once they know that an error is being committed, they will make attempts to correct that error. So, rater training provides them with knowledge of these errors and allows them the opportunity to correct them.

Use Multiple Raters: Organization should use multiple raters to evaluate an individual. As we noted earlier, this becomes expensive very quickly, so we must decide whether or not the value inherent in using multiple evaluators overcomes the cost of the process

DEVELOPING PERFORMANCE MGT:
focus of organizations is changing from performance appraisal to performance management. Performance Management has a more holistic approach than Performance Appraisal, though the latter is the primary ingredient in development of former. Studies reveal that Performance management systems directly influence five critical organizational outcomes: financial performance, productivity, product or service quality, customer satisfaction, and employee job satisfaction. When performance management systems are flexible and linked to strategic goals, organizations are more likely to see improvement in these five critical areas. However, the benefits of Performance Management can be reaped only when there is complete change in the system rather than just adopting some new practices. According to Armstrong and Baron (1998), the definition of performance management is that it is a strategic and integrated approach of delivering sustained successes to the company by improving individual and group performances and also developing the capabilities of teams and individuals. The components of Performance Management Systems include goal setting, regular reviews, annual appraisal, development process and linkages to other systems.

CONCLUSION;
In any organization each individual's performance keeps its own importance in the success of organization. With the changing competitive business environment the effective and efficient use of resources is very important for the survival of organization in market. And evaluation of the performance of all the resources involved in organizational operation is also very essential in order to achieve organizational goal. As human resource is the most valuable in an organization, appraisal of the HR is also very essential. In a workgroup, members, consciously or unconsciously, make opinion about others. The opinion may be about their quality, behaviors, way of working etc.

such an opinion becomes the basis for interpersonal interaction. In the same way, when supervisors give opinion about their subordinate it becomes basis for evaluation of their performance. With the increasing comprehensiveness in business field performance appraisal has become more formal and structured. Although performance appraisal evaluate the past performance of employees and helps in eliminating the shortcoming this system only is not sufficient to bring out the results what today's competitive world demands, because this system emphasis on evaluation of individuals or team task.

An effective employee's appraisal system evaluates accomplishments and initiates plans for development, goals and objectives. Performance management consists of all organizational process that determine how well employees, teams and ultimately, the organization perform. The process includes HR planning, employee recruitment and selection, T&D, career planning and development and compensation. Performance appraisal is especially critical to its success. An organization must have some means of assessing the level of individual and team performance in order to make appropriate development plans. While performance appraisal is but one component of performance management it is vital in that it directly reflects the organization's strategic plan. So as many people considered that the PM and PA are different name of same system is not true but performance appraisal is the precursor for performance management system. Performance management has wider scope than performance appraisal that came out to fulfil the short coming PA. Performance

Management is integrated process of performance planning, performance appraisal, performance feedback performance counselling or consolidates goal setting, performance appraisal, development in to a single, common system, the aim of which is to ensure that employee's performance is supporting the company's strategic aim.

REFRENCES:

1. Arun Monappa and Mirza S. Saiyadain, Personnel Management (TMH)
2. J. D. Hackett, Rating Legislator
3. Oberg Wonston, Making Performance Relevant, Harward Business Review.
4. Peter Prowse and Julie Prowse, The Dilemma of Performance Appraisal, Measuring Business Excellence.
5. T. Redman and E. Snape, Upward and onward: Can Staff Appraise their management, Personnel Review.
6. http://www.google.com
7. S. Dale Beach, Personnel: The management of people at work (Macmillan)
8. S. Dale Beach, New Directions in Performance Management, in Beach (Ed.), Managing Human Resources: Personnel Management
9. In Transition (Blackwell, Oxford, 2005).
10. U. Pareek and T.V. Rao, Designing and Managing Human Resource System, (Oxford and IBH Publishing Co. Pvt. Ltd. 2006).
11. G. Randell Performance Appraisal, in K. Sisson (Ed.), Personnel Management: Comprehensive Guide to Theory and Practice in
12. Britain (Blackwell, Oxford, 1994).
13. D. Mc Gregor, An uneasy look at performance appraisal, Harvard Business Review, 35 (3), 1957, 89-95.
14. C. O Longenecker and D. Ludwig, Ethical dilemmas in Performance appraisal revised, Journal of Business Ethics, 9, 1990, 961-969.
15. Advisory, Conciliation and Arbitration Service, Employee Appraisal Advisory, Conciliation and Arbitration Service, Landon, 1996.
16. Mark Cook, Performance appraisal and true performance, Journal of managerial Psychology, 10 (7), 1995, 3-7.
17. Lyle Potgieter, Performance Management, Dec 15, 2002. www.pmia.org.au/white/appvperf.pdf
18. John Edmonstone, Appraising the state of performance appraisal, Health Manpower

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

TECHNICAL INFRASTRUCTURE USED FOR DIGITIZATION IN DIGITAL KNOWLEDGE REPOSITORIES: AN OVERVIEW

MANJU YADAV
Librarian, Under Directorate of Education,Delhi.
PhD Research Scholar.
E-mail: manjuyadavlibrary@gmail.com

ABSTRACT:
This article presents an overview of technical infrastructure used in digital knowledge repositories. This study describes various digital storage mediums, equipments used for creation and dissemination of information in institutional repositories in the digital era.

INTRODUCTION:

Repositories are important and helpful in managing and capturing intellectual assets as a part of the institutional and organizational information strategy. A digital knowledge repository can host a wide range of materials for a variety of purposes and users. It can support research, learning and administrative processes. The great advantage of knowledge repositories are that they help institutions to develop coherent and coordinated approaches to identify, capture, process, store retrieval and dissemination of their intellectual assets.

Scholarly publishing and academic resources coalition (SPARC) (2002) defined institutional repositories as a digital archive of the intellectual assets created by the faculty, research staff and students of an institution and accessible to end users both within and outside of the institution, with few if any barriers to access.

DIGITAL PRESERVATION:

Digitization refers to the process of transforming a piece of information such as a book, journal articles, sound recordings, pictures, audio tapes or video recordings into bits. Bits are the fundamental units of information in computer systems. Turning information into these binary digits (bits) is called digitization which can be accomplished through a variety of technologies. The term “digital preservation” refers to both preservation of materials that are created originally in digital form and never exist in print or analogue from (also called ‘born-digital’ or ‘electronic records’) and the use of imaging and recording technologies to create digital surrogates and analogue material for access and preservation purposes. The term digital archiving or digital preservation is used synonymously to refer to the long-term storage, preservation and access to digital information. Digital preservation can be described as using digital technology to preserve the information content.

COMPONENTS OF DIGITAL REPOSITORIES:

Anil Kumar (2008) described Digital repositories require well-developed and proven information technologies by accessing the database or servers through networks. The following components are very essentials for building knowledge repository:

Hardware Requirement:

Table 1: Infrastructure required for digitization of documents

i) Scanners	ii) Converters
iii) Computers & Computer Servers	iv) Audio and video capture
v) Digital camera	vi)Digital Storage Medium
vii) Network	viii) Printer

Software: Digital library software includes both purchased and open source software. Open source software are Dspace, Greenstone, ePrint, Fedora tool kit, Preservation Metadata Maintenance Activity (PREMIS), etc. Editing software, Scanning software, optical character recognition, word processing, spell check, image management, video and audio capture.

Manpower:

- Management skills
- Technical skills
- Subject expertise.

Scanners: Scanner is a device that a spatial pattern one part after another and generated analogue or digital signals corresponding to the pattern. Scanners are often used in mark sensing, pattern, recognition or character recognition. There are several kinds of scanning machines available. The most familiar are flatbed scanners, which place the image on a glass window and move scanning head past the image. Typically scanner window will accommodate up to 8*14 inch paper, although they will accept smaller images as well and large-format machines accommodate up to 24*36 inches paper.

There are following two types of image scanners:

Vector Scanner: These scanners scan an image as a complex set of x, y coordinates. Vector images are generally used in geographical information systems (GIS). The display software for the vector image interprets the image. Vector images can zoomed in portion to display minute details of drawing maps, engineering drawing and architectural blueprints are often scanned as vector images.

Raster Scanner: Raster images are captured by raster scanners by passing laser lights. Multiple passes of lights may be required to capture basic colours in a coloured image. Raster scanners are used in libraries to convert printed publications to electronic forms.

The scanners used for digitizing analogue images into digital images come in a variety of shapes and sizes. For various types of material to be digitized, there are many types of scanning equipment. These are as following:

i)Flat-bed scanners	ii)Sheet-feed scanners
iii)Drum scanners	iv)Slide scanners
v)Microfilm scanners	vi)Hand held scanners
vii)Digital camera	viii)Web camera
ix)Video Frame Grabber	x)Open Book Scanner
xi)Audio/Video Boards	

Table 2: Types of Scanners used for data capture

Flatbed Scanner: These are most common and look like photocopiers and are used in much the same way. Source material is placed face down for scanning. The light source and OCD move beneath the platen, while the document remains stationary as in the case of photocopying machine. Flatbed scanners comes in various models like right-angle prism and planetary/overhead to handle bound volumes and books depends upon the model & price the scanner can be purchased. Processing time is 1-3 minutes. Examples: HP office jet J4500/J4600 all-in-one.

Sheet Feed Scanner: In sheet feed scanner the document is fed over a stationary CCD and light source via roller, belt drum or vacuum transport. By using this scanner scanning of book is possible as single sheet only is possible to make scan. Usually it print comes scanner, mostly used by the companies and price is very high when it is compared with flatbed. Processing time is 30 sec.-1 minute. Example include: HP officejetJ3600 all-in-one and HP CM8000 color MPP series.

Drum Scanner: Source material in a drum is wrapped on a drum, which is then rotated past a high-intensity light source to capture the image. Drum scanner use Photo-multiplier (Vacuum) tubes instead of CCDs which offer a greater bit (12-16 bits). Usually this scanner is high cost and printer comes with scanner. It is mostly used by companies and processing time is 30 sec-1 minute. Example includes: HP color LaserJet C4153A Drum Kit (C4153A).

DIGITAL CAMERA:

A digital camera records and stores photographs images in digital form. Many current models are also able to capture sound or video, I addition to still images. Capture is usually accomplished by use of a photo sensor used a Charged Coupled Device (CCD). These stored images can be uploaded to a computer immediately or stored in the camera for uploaded into a computer after. Digital cameras are most promising scanner development for library and archival applications. It is a camera which we can use anywhere and any for type of objects/images. This can be used for long distance and it contains powerful lens.

Web camera: A cam, home cam or Webcam is a video camera usually attached directly to a computer, whose current or latest image is requestable from a website. It is camera and the same should be connected to computer network, Internet/intranet. Images can be done through lens.

Slide scanner can generally scan only 35mm transparent source materials. Example includes: Plustek optic film 7200 DPI film scanner and Canon Caoscan 8600F.

Microfilm scanner specially targeted to library or archival application. Microfilm scanners have adapters to convert roll microfilm, microfiche and aperture cards in the same model.

SCANNING PROCESS:

The scanning process, albeit with sophisticated technology and tools is still arduous. Hence it is important to make the right decision in what form we store the scanned documents, viz., pixels, resolution, bit depth, colour images.

Scanner and Scanner Software: Scanner can only scan the document, it is the associated software or device driver that help manipulate, store and process the scanned out put. Like any other device the scanner driver software acts as a bridge between hardware and application software. These drivers operate the scanner and transfer the digitized file to the hard drive. Scanner software provided by the manufacturer is desirable as they give the driver specific to the model. Digital imaging projects mainly use two types of software. Some software, such as adobe Photoshop can serve as both the scanning software and the image editing software.

Editing of Image: The disclosed, stained or otherwise difficult to read images require cleaning and editing of the original image. The two most poplar professional editing tools for this purpose are Adobe Photoshop and Corel Photo paint.

File Formats: There are various formats for storing images on disks. TIFF is the widely used format. TIFF stands for Tagged Image File Format and is accepted as a standard for archival files. Other common file types are GIF, JPEG, and JPEG-2000, all of which are display file formats, meaning the emphasis is quick image display rather than data fidelity.

There are a number of factors that come into play when determining the most appropriate format for preservation. The appropriate answer will depend on the mission of the agency, the kind of information to be preserved, the uses to which the objects may be put in the future, the expectations of current and future users, and how far into the future the objects are intended to remain useful.

Textual File Formats	Audio File Formats	Video File Formats	Image File Formats
i)ASCII text files	i)AIFF	i)MPEG-2	i)JPEG
ii)SGML	ii)Wave and MP3	ii)JPEG-2000	ii)Graphics Image File (GIF).
iii)Portable Document Format (PDF)			iii)Tagged Image File Format (TIFF
iv)Extensible Markup Language (XML)			
v)Hyper Text Markup Language (HTML)			

Table 3: file formats for digital preservation

Optical Character Recognition: (OCR): To convert the letters from image into computer processible letters or data we have to convert it into text. OCR technology converts printed characters into electronic ones that can be processed by computer.

DIGITAL STORAGE MEDIUM:

Digital materials are especially vulnerable to loss and destruction because they are stored on fragile magnetic and optical media that deteriorate rapidly and that can fail suddenly from exposure to heat, humidity, airborne contaminants, or faulty reading and writing devices. Even if the media are preserved intact, digital materials become unreadable if the playback devices necessary to retrieve information from the media become obsolete or if the software that translates digital information from machine- to human-readable form is no longer available.

Backing up data simply means making a copy of it, separate from the original version on computer's hard disk. We can pack up entire disk, programs and all or our data files only. If original data is lost we can restore the back up copy, then resume your work with no more than a minor inconvenience.

i) Tapes	ii) high power hard disc
iii)Compressed Storage Disks	iv)Optical storage devices
v)Digital Graphic Images	vi)Word Processed Documents
vii) Multimedia interfaces	viii) Microfilms
ix)Zip drive	

Table 4: Digital Storage Medium

Tape Drives: Tape drives read and write data to the surface of a tape the same way an audiocassette recorder does. The difference is that a computer tape drive writes digital data rather than analogue data-discrete 1s and 0s rather than finely graduated signals created by sounds in an audio recorder. Tape drives are inexpensive, reliable and have capacities as high as 200 GB and greater.

Hard Disk: A hard disk includes one or more platters mounted on a central spindle, like stack of a rigid diskettes. Each platter is covered with a magnetic coating and the entire unit is encased in a sealed chamber. Unlike diskette where the disk and drive are separate, the hard disk and drive is a single unit. It includes the hard disk, the motor that spins the platters and a set of read/write heads. Because we cannot remove the disk from its drive the terms hard disk and hard drive are used interchangeably.

The smallest hard disk available today can store several hundred megabytes; the largest store 200 GB or even more. Most entry-level consumer PCs now come with hard disk of at least 40 GB but minimum capacities are continually increasing. The hard disk found in most PCs spin at a speed of 3600, 7200 or 10,000 revolutions per minute (rpm). Very high performance disks found in workstations and servers can spin as fast as 15,000 rpm. Hard disk can have more sectors per track-54, 63 or even more sectors per track and it generally store 512 bytes of data in a store.

Optical Storage Devices: The most popular alternatives to magnetic storage systems are optical systems including CD-ROM DVD-ROM and other variants. These devices fall into the category of optical storage because they store data on a reflective surface so it can be read by a beam of laser light. A laser use a concentrated, narrow beam of light, focused and directed with lenses, prism and mirrors.

Recordable Optical Technologies:

CD-R: CD-Recordable drive allows to create our own data or audio discs that can be read by CD-ROM drives. After information has written to a part of the special recordable CD-R disc that information cannot be changed.

CD-RW: We can write data onto special CD-Rewritable disc then we can overwrite it with new data. In other words we can change the contents of a CD-RW disc in the same manner as a floppy disk and most can be over written up to 100 times.

PhotoCD: Kodak developed the Photo CD system to store digitized photographs on a recordable compact disc. We can the PhotoCD in our computer, CD-ROM drive and view the images on computer.

DVD-R: Like CD-R a DVD-Recordable system record data onto a special recordable digital video disc, using a special drive. Data once recorded onto a DVD-R cannot be changed.

METADATA:

Metadata is data on a digital file that includes information of creation, access rights, restrictions, preservation history and rights management. Metadata attached to digital files may be affected by file format obsolescence. ASCII is considered to be the most durable format foe metadata because it is widespread, backward compatible when used with Unicode and utilizes human-readable characters.

There are three types of metadata those are frequently used to describe objects in a digital library: Descriptive, Structural, Administrative, Relational database metadata.

TRAINING OF THE STAFF:

Training should be on two levels, administrative and technical. Agrawal, O.P [9] described following training methods:

Administrative training: Administrative training should aim at preservation administrators, and shall comprise some of the practical aspects of preservation through short training. The emphasis of administrative training will be on program development and management skills, assessment techniques, planning, proposal writing and so on.

Technical training: Technical training will focus on to develop skills and increase knowledge. Training in different aspects of preservation is very essential. Persons like librarians, archivists, custodians of cultural property should be trained in the methods of collecting, storing and handling.

CONCLUSION:

Due to rapid advances taken place in the field of technologies resulted in the publication of more number of digital documents. Preservation of digital documents became imperative. Obsolescence of hardware and software, standards, formats are major threats for archivists for digital preservation. More number of print collections are shifting towards print to digital formats. Libraries need to concentrate on selection of reliable hardware, software, storage media, standard file formats, metadata, physical care and handling for digital preservation for future use.

REFERENCES:

1. Crow, R. The case of institutional repositories: A SPARC position paper the scholarly publishing and academic resources coalition, 2002.http://www.arl.org/sparc/ir.html. (Accessed on September 2013).
2. Lynch, C.A. Institutional repositories: essential infrastructure for scholarship in the digital age, 2003. http://www.arl.org/newsltr/226/ir.html. (Accessed on September 2013).
3. Kumar, (Surinder) and Karisiddappa (CR). Metadata encoding and transmission standard for digital preservation in the context of institutional repositories. National conference on digitization and digital preservation, Dec.2008. DESIDOC, 329-339.
4. Kumar, Anil. "Digital Libraries and Digitization Issues". Conference proceedings of National conference on digitization and digital preservation, 11-12 Dec. 2008, pp305-312.
5. Gaur, Ramesh C. and Tripathi, Manorama (2012). "Digital preservation of electronic resources". DESIDOC Journal of Library and Information Science, Vol.32(4), July 2012, pp293-301).

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

DIGITAL LIBRARY AND ITS SERVICES IN PRESENT SCENARIO

PRABHAT MOR
Librarian,Kendriya Vidyalaya No.2,NH-IV, NIT, Faridabad

ABSTRACT:

Today, the concept of digital libraries is getting importance in Librarian's world. This paper discusses the meaning and definition of digital libraries. The objectives, characteristics and components of digital libraries are also discussed besides, their advantages and disadvantages. Digital libraries largely autonomous efforts are maturing. As individual programs have grown, each has developed its own personality, reflecting the circumstances of its creation and environment, and its leadership, three stages of digital library growth: the young digital library, the maturing digital library, and the adult digital library.

This paper discusses the concept of Digital Library Application and its services need in the present environment..

Keywords: *Digital Library, Digital library service, Digital Environment, Digital Information*

INTRODUCTION:

In the mist of ever growing explosion of information technology. It is very difficult to find particular information in time. As the information technologies are changing day to day and growing at a tremendous speed, the information community is becoming more complex, competitive and dependent on technological changes and information explosion, the need for E-information services to the users are also growing and becoming very essential. Since the society, E-Information services can only provide the conformance to the requirements of the users and user satisfaction, which can only be achieved by the implementation of E-information services in Library and Information centers. One of the main and most important features of the digital library of the future will be that it is accessible from anywhere, by anyone and at any time. They are changing in tune with time and technology now latest digital technology helps to transit the large quantum of data in a convenient way. Library accepting this digital technology enhances the global and local access to information. Digital library could provide powerful and efficient functionalities for content management, manifold metadata for content enrichment, and structuring, as well as services for effective content search, access, annotation, filtering, and dissemination. A digital library is understood to have the information stored predominantly in electronic or digital medium such as digital books, scanned images, graphics, textual numeric data, films, audio and clips etc. It will be a library without walls or national boundaries.

WHAT IS DIGITAL LIBRARY:

Digital Library defined as "conversion of analog items into digital format for the purpose of extending access and, where opportunities, to assist with preservation. Digitization is not an activity which can be seen in isolation. It is linked to all aspects of services provided by the library" (IFLA 2003).

Digital Library as a collection of digital objects, including text, video and audio along with methods for access and retrieval, and for selection, organization and maintenance of the collection. Digital library are in fact a connection of complex concepts and technologies which involve different sets of hardware and software technologies which depends on the use and the purpose of the material to be converted to digitized form. Therefore, Digital Library in general is nothing but a collection of information that is stored and accessed electronically and its regular evolution and investment are required to design, develop and maintain (2).

DIGITAL LIBRARIES IN INDIA:

While the concept of digital libraries in the developed countries started during the 1970s, but in India, it began in the mid-1990s with the advent of the Internet acted as a catalyst for digital library initiatives. The basic objective of digital library initiatives in India has been to preserve the art, culture and heritage of this country. All projects aimed at creating digital libraries concentrate only on specialized collection. The digital library initiative in India is still at a nascent or embryonic stage.

The concept was recognized in India during the fifteenth annual convention and conference on digital libraries, organized by the society of Information Science at Bangalore from 18 to 20 January, 1996. A few libraries had made attempts in this direction earlier. Only sporadic and partial attempts have been made towards digital library initiatives. Simplistic approaches have been taken in the libraries, such as getting a few databases on CD-ROM, subscribing to a few e-journals, scanning a few documents, or creating adobe Acrobat files and installing these on an intranet. The scenario is changing at a snail's pace, and it has to gain momentum to survive in the competitive world.

The use of information technology (IT) and information and communication technology (ICTs) in libraries in India is concentrated in university, Indian Institute of Technology (IITs), Indian Institute of Management (IIMs), Indian Institute of Science (IISs), Research Institutes and some special libraries. Some government agencies, as well as institutions, mostly in the public sector are also engaged n digitization of libraries. But the initiatives taken by the government of India in this direction indicate that the potential of ICTs for developing digital libraries has not been fully realized. While one government agency is providing support for one particular aspect, the other is focusing elsewhere, without any coordinated effort by a nodal agency (3). Digital library initiatives in India were started basically for preservation of the art, culture and heritage of the country. The categorization in India may be listed as follows :

WHY DIGITAL LIBRARIES NEED:

Digital Libraries mediate between diverse and distributed information resources on the one hand and changing range of user communities on the other. They offer information services that are a networked online information space, in which users can discover, locate, acquire access to and, increasingly, use information. Today's digital library systems are capable of making available information or knowledge through various means and format. Books, journals, paper-based archives, video, film, and sound recordings are as visible in the digital library service environment as are online catalogue, findings aids, abstracting and indexing of documents, e-journal, e-books, digitized collection, geographical information systems, Internet sources and other "electronic holdings". Digital Libraries can now be accessed through mobile phones and PDAs, besides desktop and laptop PCs libraries can integrate services to include providing information services via Mobile SMS and MMS services. Now, digital library services are not simply about opening up access to and use of information, but may be seen to:

- Support the full range of administrative, business, and curatorial functions required by the library to manage, administer, monitor and ensure fair use of its collections whether in digital or non-digital formats, whether located locally or offsite.
- Integrate information repositories that are characterized by open-access shelving, high-density bookstore, and their document availability and include data services and digital archival repositories.
- Manage information about collections and items within collections often throughout their entire life cycle.
- Incorporate patron, lending, and other databases, and integrates appropriate procedures for user registration, authentication, authorization, and fee transaction processing.
- Evolve into a networked learning space, providing access to and a curatorial home for distance and lifelong learning materials, and
- Provide an electronic information space that supports very different views and very different uses of the library.

Thus, we build digital libraries for many reasons. They can help us preserve our linguistic, literary, historical, and cultural heritage. They make access simpler and cheaper. They lower the costs of disseminating information. They help us establish new communities around new collections that can now become available. They support teaching and learning, especially in the context of distance or lifelong learning. They allow rich media types to be included and managed effectively. They encourage authors to create and share, and others to collaborate and quickly build on newly discovered knowledge. The focus of the Digital Library Initiative is "to dramatically advance the means to collect, store, and organize information in digital forms, and make it available for searching, retrieval, and processing via communication networks—all in use friendly ways."(Digital Libraries Initiative Phase One, 2000). Perhaps more importantly, digital libraries support service improvement. Information search and navigation across electronic information resources is faster, with enriched points of access, and alternative methods for browsing and exploration. The resources themselves can be segmented, rearranged, annotated, and enhanced in ways not possible before, and can be directly integrated with desktop productivity tools for local analysis and processing. A digital environment enables cross-community interactivity and collaboration, regardless of physical location. Also, digitization presents opportunities for long-term preservation of bodies of knowledge, if not of the original carriers of that knowledge.

DIGITAL LIBRARY COLLECTIONS:

Libraries began to create digital content; the impetus came from a number of areas. The desire are not to be left behind, opportunities presented by funding sources and/or faculty interest, need to develop local expertise, the desire to bring special collections to a broader community, or the hope of preserving the physical artifact. While all these interests are worthy, the long-term implications of the costs/benefits of creating and maintaining digital collections now must be seriously reviewed. The success of a digital library depends largely on the nature, content and quality of its digital collections. The basic requirement in creating a digital library will be the building of digital collections. The digital collections of information include various resources such as electronic journals, books, full text, CD-ROM databases, etc. The benefits of information collections in digital form for preservation, access and managing large quantities of information have been recognized by both library professionals as well as users.

ACCESS METHOD: Digital libraries facilitate different type of access method over Intranet or Internet and Extranet. Each Institution affiliated to RGUHS would be given password access to the resources available in RGUHS. The Institution would connect to the RGUHS web site and access the information they require:

(1) IP Address

(2) User name and passwords

DIGITAL PRESERVATION:

The long-term maintenance and upgrade of digital files on digital storage medium is called digital preservation. Although technology is a key element in digital preservation, we believe it isn't the greatest inhibitor. The important issue is keeping digital information available in perpetuity. In the preservation of digital materials, the real issue is technical obsolescence. Technical obsolescence in the digital age is like the deterioration of paper in the paper age. Libraries in the pre-digital era had to worry about climate control and the de-acidification of books, but the preservation of digital information will mean constantly coming up with new technical solutions.

When considering digital materials, there are three types of "preservation" one can refer to:

- The storage medium.
- Access to content.
- Fixed-media materials through digital technology.

For these libraries jointly can coordinate a scheme and

- Create policies for long-term preservation.
- Ensure that redundant permanent copies are stored at designated institutions.
- Help to establish preservation standards to consistently store and share materials preserved digitally.

HARDWARE AND SOFTWARE FOR DIGITAL LIBRARIES

Hardware:

The minimum requirements of hardware for digital Library are:

- Computer
- CPU, PCI Bus, Ethernet, Silicon Graphics, RAM
- Storage Devices
- Hard Drives, Removable hard drive, Optical drive, DAT drive (Digital Audio Tape), CD ROM drive
- Monitors
- Digitizing devices
- Scanners, Digital Camera
- Out Put Device
- Printers Modem and CD Writer

Software:

There are number of software, which can be used for different function some of them are as follows:

- Editing images
- Page layout programmers: to integrate text and graphics
- Page transferring utilities : to share files between computer platforms
- File translation programmes: to convert files from graphics
- File compression software.

The software which are used mainly for digital library are Greenstone, Dienst Eprints Archive software, Dspace etc.

DESCRIPTION OF SERVICES:

In Digital library, services are fully automated and all resources are in digital form. Digital object are created and/ or collected according to the principles of collection development. These information resources are kept or posted in a server. The digital library enables users to interact effectively with information available across the network. This type of library also envisages the library as a physical place, for organization and browsing of digital resources. Internet and web technologies have added new dimensions to learning, teaching and research activities when library users have also started operating and handling digital resources. Multidimensional needs of users and skyrocketing cost of conventional publications are directly affecting the libraries, in fixing up their priorities of collection development. Some useful services are:

Conventional library service: Physical containers for information like books are capable of direct access and can be managed physically. On the other hand, digital data is made of electronics signals that rely on an interpreting machine before there can be any human interaction with it. R. M. Braud who feels, that using the term "digital" is a redundancy. " The product that we manage in libraries, information, and the familiar container for that product, the codex book. These containers have influenced library architecture, but they do not themselves define what a library is. We do not bother to qualify our libraries by calling them Clay Libraries or Papyrus Role Libraries, why do we have to call the digital libraries" (Braund, R.M. 1999).

Web Based Library Services: It provides users with the convenience of accessing information in their own time, saving them traveling cost and time and new options for answering reference questions. Today, users may have access a variety of textual information resources. A digital Library service manages and develops electronic services, the library websites and library staff. According to White (2001), it can be defined broadly as 'an information access service in which users ask questions via electronic means e.g., email or web forms'. Users may have access a variety of textual information resources. There are different kinds of web based reference resources and services for accessing information from libraries such as OPAC, Gateways, Portals, Subject Portals, Electronic Journals, Online Databases, Subject Directories and Search Engines.

According to Chowdhury and Chowdhury online reference and information services can be broadly categorized into three groups: (I) those from publishers, database search services and specialized institutions (ii) those provided by libraries and /or experts through the INTERNET and (iii) where the users need to conduct a search and find information through the web. Also they have listed several online information services that belong to the first category comprising various current awareness, and SDI services, for example:

- (Contents pages services from commercial publishers, such as Elsevier's Contents Direct Service and IDEAL Alert from Academic Press.
- Information on new books available for free from publishers and vendors, such as Wiley Book, Notification Service from Wiley, and Amazon.com.
- SDI services from online search services providers, such as Dialog (Dialog Alerts)
- Current contents and ISI Alerting Services from ISI and so on.

Manual to digital reference services: Direct reference is a person-to-person relationship, usually one in which the librarian answers a patron's question or provides instruction. Indirect reference consists of behind-the-scenes activities: preparation and development of catalogs, bibliographies, and all other reference aids which help in providing access to the library's collection; selection and organization of reference materials; evaluation of the reference collection and reference services; and interlibrary loan. Digital library service allow patron to submit questions and receive answer via the Internet and other electronic means. The users get connected with librarians or information professional and receive direct assistance wherever and whenever they need it. The terms "virtual reference", "digital reference", "e-reference", "Internet information service" and "Ask A service" are used interchangeably to describe reference services that utilize computer technology in some way. Arms (2000, p. 2) define a digital library as "a managed collection of information with associated services, where the information is stored in digital formats and accessible over a network." Digital reference services seek to enhance the ability of users to locate needed information through the work of reference librarians providing both direct and indirect services. While one aspect of digital reference services involves assisting users in accessing digital library resources, digital reference services encompass any reference services provided over the Internet and can involve use of print as well as digital resources.

Manual to electronic: manual provides instructions on how to use the Electronic Case Filing System (ECF) to file documents with the court, or to view and retrieve docket sheets and documents for all cases assigned to this system. Users should have a working knowledge of Internet Browser software and the conversion of documents to portable document format (PDF). The following hardware and software are needed to electronically file, view and retrieve case documents:

- A personal computer running a standard platform such as Windows NT, Windows 98 or Macintosh.
- An Internet provider using Point-to-Point Protocol (PPP).
- Netscape Navigator software version 4.7 or greater or Internet Explorer 5.0 or greater.
- Software such as Adobe Acrobat Writer to convert documents from a word processor format to portable document format (PDF).
- Access to electronic mail (e-mail).
- PACER Registration.

Doc delivery service: Document delivery is an essential service in a library and information center. It involves many components like request for document, document types, document sources and functions or processes which again include functions like document selection, request procedure, document retrieval and document transfer. In case of electronic documents, delivery of documents takes place in digitised form. Both print and electronic document deliveries are very important but there are some agencies that deliver both types of document. It is a complex process involving user, supplier and time. Document delivery can involve authors, publishers, subscription agents, document delivery service providers, suppliers, and library and information professionals. Some categories of documents delivery are:

- Library network and consortia
- CD Suppliers of full-text and multimedia database
- Commercial document delivery services
- Library suppliers, subscription agent

Virtual library tours: Websites of libraries provides virtual library guide to the physical facilities including collections, services and infrastructure available in the library. The combination of library maps and floor plans, library departments and photographic views are used for the tour. Virtual library tours are also using new technologies such as QuickTime movies etc and are beginning to replace image maps on main campus Web sites.

Library web sites: A website is a collection of related web pages, images, videos, or other digital assets that are addressed relative to a common URL (Uniform Resource Locator), often consisting of only the domain name, and root path ('/') in an Internet protocol- based network. A website is hosted on at least one web server, accessible via a network such as the Internet or a private local area network. A web page is a document typically written in plain text interspersed with formatting instructions of Hypertext Markup Language (HTML, XHTML) a web page may incorporate elements from other websites with suitable markup anchors.

Web based user education: Web guides and teaching tools are found everywhere on the Web because they are easily updated, accessed, and printed on demand. The web-based user education provides a high degree of interactivity and flexibility to the users. The library web sites can use web-based user education for imparting training to users in teaching the basic library skills along with glossary of library terms, using Library OPAC, locating books, magazines, biographical data and other library materials, understanding how to navigate the libraries website and how to select the most relevant database, instructions for searching CD ROM and guidance in locating web-based databases and other electronic resources and instructions on subject searching training, using Boolean operators and searching internet resources through search engines (How to make efficient search strategies).

Bulletin Board Discussion and list service: Electronic meeting and announcement system, generally serving a specific interest group, that allows the user to leave messages and review messages left by others as well as to carry on discussion with other users or to upload and download files. Web application for holding discussions and posting user generated content. Internet forums are commonly referred to as web forums, message boards, discussion boards, (electronic) discussion groups, discussion Forums, and bulletin boards. A sense of Virtual community often develop around that have regular users.

Direct search services: End users of library online public access catalogs (OPACs) and commercial online secondary services (e.g., Silver- Platter) usually can choose to search by keyword (that normally includes words from title, subject heading, and other content describing fields), or by a particular field (e.g., title, subject, author). Under "advanced" options, such systems offer Boolean searching, truncation, and perhaps proximity functions (i.e., this word within so many words of this other word). Retrieval is usually based on exact match to the query, that is, the results contain exactly what the user specified. If the system cannot match to a query, either the user is told that nothing exists, or an index of alphabetically close words may be displayed for browsing.

On the other hand, a look at the world of Internet search engines demonstrates almost infinite variations on the theme of "type something and we will try to find the best answer." Many include advanced options similar to those just mentioned, but retrieval is based on primarily statistical algorithms that take into account the amount and distribution of query words in Web page representations (as well as many other factors). Query words are usually stemmed (suffixes are removed, and other transformations may occur), and almost invariably something is retrieved (although in some cases the results may have very little relevance). Direct search in digital libraries is usually similar to the OPAC or online searching model, employing search templates or index navigation tools. This takes advantage of the fact that digital libraries hold well-structured data and metadata, providing the basis for fielded search and browsing through indexes. Also, many digital libraries contain non-text objects, which do not lend themselves to text-based statistical retrieval algorithms (although some interesting work is being done in image pattern matching). Digital libraries frequently employ one of the prevailing standards for managing search—these include the Z39.50, structured query language (SQL), and tools developed for Web search engine applications (e.g., Open Text). Experimentation with sophisticated statistical and linguistic algorithms is thus far usually confined to research settings.

Ask-A-Librarian: Ask-A-Librarian services are Internet-based question and answer service that connects users with individuals who possess specialized subject knowledge and skill in conducting precision searches. Most "Ask-a-Librarians" services have a web-based question submission form or an e-mail address or both. Users are invited to submit their queries by using web forms or through e-mail. Once a query is read by a service, it is assigned to an individual expert for answering. An expert responds to the query with factual information and or a list of information resources. The response is either sent to the user's e-mail account or is posted on the web so that the user can access it after a certain period of time. Many services have informative web sites that include archives of questions and answers and a set of FAQs. Users are usually encouraged to browse archives and FAQs before submitting a question in case sufficient information already exists.

PERSONALIZE SERVICES:

Most of the researches on digital library development have focused on access to and retrieval of digital information but they have overlooked the personalized service aspects, as primary goal of library information services. However the technology and information resources, on their own, cannot make up an effective digital library. On priority basis the personalized services in a digital library environment would help the users to find information resources available in a digitally chaotic world. In a Delphy study it was revealed that:

- The primary roles library professionals play in digital libraries include organization of macro and micro-documents (Cataloguing and indexing), selection and acquisition and acting as gateways to the provision of information services.
- The best reasons of developing a digital library include: increasing access to information serving and users needs and bringing organization to the unstructured universe of electronically available information. However there is a demand for end-user instruction on the use of digital libraries and the digital library professionals who are subject specialists should help users to formulate disciplinary search strategies and provide assistance in developing new digital information resources.

PROBLEMS:

With the ever-expanding digital collections in today's library's and archives we are facing new preservation challenges that seem to have no concrete solutions or universal standards in which to guide us. For centuries we have seen the evolution of paper based materials and have been able to successfully meet many of the challenges that these materials present to the realm of preservation. Our digital world, however, is far too young and mercurial to have any long-term sense of how this new media can be preserved for long-term future access. On one hand multiple copies of a physical volume can exist in different libraries, but can only be viewed by visiting the library or repository directly. On the other hand, a digital object can be viewed from multiple locations but more than likely exists only as a single copy in a single location on one server. Access to digital libraries and their collections is dependent upon a stable information technology infrastructure (power, computers, communications links etc.). Hence, despite the egalitarian potential of the digital library, many of those who could most benefit from its global reach (for instance in the Third World) are not able to do so.

There are countless artifacts sitting in libraries all over the world that are essentially useless because the technology required to access the source is obsolete. In addition to obsolescence, there are rising costs that result from continually replacing the older technologies. This issue can dominate preservation policy and may put more focus on instant user access in place of physical preservation. Some people have criticized that digital libraries are hampered by copyright law, because works cannot be shared over different periods of time in the manner of a traditional library. There is a dilution of responsibility that occurs as a result of the spread-out nature of digital resources. Complex intellectual property matters may become involved since digital material isn't always owned by a library.

FUTURE OF DIGITAL LIBRARY:

As we venture into a more digital environment, many of the traditional measures of an excellent library have become eroded. We know that we have been successful and what benchmarks might we use to compare ourselves with peer institutions and against ourselves. In the digital world of information highway, there should be stress on three things: awareness of information, awareness of technology, and awareness of needs. The awareness of information gives the breadth of vision; awareness of technology gives the power to make the visions manifest; and awareness of needs gives the insight to use professional skills and talents to the greater effect.

Large scale digitization projects are underway at Google the Million Book Project and Internet Archive with continued improvements in book handling and presentation technologies such as optical character recognition and ebooks, and development of alternative depositories and business models, digital libraries are rapidly growing in popularity as demonstrated by Google, Yahoo!, and MSN's efforts. Just as libraries have ventured into audio and video collections, so have digital libraries such as the Internet Archive. According to Larry Lannom, Director of Information Management Technology at the nonprofit Corporation for National Research Initiatives, "all the problems associated with digital libraries are wrapped up in archiving." He goes on to state, "If in 100 years people can still read your article, we'll have solved the problem." Daniel Akst, author of The Webster Chronicle, proposes that "the future of libraries—and of information—is digital." Peter Lyman and Hal Varian, information scientists at the University of California, Berkeley, estimate that "the world's total yearly production of print, film, optical, and magnetic content would require roughly 1.5

billion gigabytes of storage." Therefore, they believe that "soon it will be technologically possible for an average person to access virtually all recorded information."

FUTURE OF DIGITAL LIBRARY:

As we venture into a more digital environment, many of the traditional measures of an excellent library have become eroded. We know that we have been successful and what benchmarks might we use to compare ourselves with peer institutions and against ourselves. In the digital world of information highway, there should be stress on three things: awareness of information, awareness of technology, awareness of needs. The awareness of information gives the breadth of vision; awareness of technology gives the power to make the visions manifest; and awareness of needs gives the insight to use professional skills and talents to the greater effect.

CONCLUSION:

In Conclusion it can be said that as internet grow continuously and became a major publishing medium, fast in providing services then physically, physical library will be a thing of the past, which will used to the survival and more evolution of Digital Libraries in near future. Digital Library is a natural progression from electronic document sharing. The main benefit of DL is the ability to provide **24X7X365**, remote access to high demand for restricted materials for multiple concurrent users. A digital library more commonly promote Universal accessibility, provides more latest information, Occupies less space and need less manpower to manage etc. Members can see the collection and issue status of each document of the information centre. They could reserve or request online for the document of their interest. Based on our own experience in digitization resources, standardization should be available at an affordable cost that can be used for faster access.

REFERENCES:

1. Akst, D. (2003). The Digital Library: Its Future Has Arrived. Carnegie Reporter, 2(3),4-8.
2. Arms, W. Y. (2000). Digital libraries. Cambridge, MA: MIT Press.
3. Braud, R M (1999) Virtual or actual: the term library is enough, Bulletin of the Medical Libraries Association, 87 (1).
4. Chowudhury, G. and Chowdhury, S. Introduction to digital libraries. London: Facet Publishing : 2003.
5. D. Krastev (2005) Central Library of Bulgarian Academy of Sciences – present and future, The libraries of Bulgarian Academy of Sciences, Reference book, Bulgaria, chapter 1, pp. 9-32.
6. Digital Library Federation, "A Working Definition of Digital Library" (April 21, 1999) Available: http://www.clir.org/ diglib/dldefinition.htm (August 25, 2000).
7. Digital Libraries Initiative Phase One. (1999, April 29). Available: http://www.dli2.nsf.gov/dlione/ (August 25, 2000).
8. KAUR (Perminder) and SINGH (Sukhdev). Trensformation of traditional libraries into digital libraries: a study in Indian context. Herald of Library Science. 44,1-2; 2005. 33-39.
9. Patel, Dharmishta R. (2003). Librarianship in the digital library. S/S, April 2003. 279-285.
10. Sharma, R.S. Digital Libraries, Refresher course in library Science at Academic Staff College, Saurashtra University, Rajkot. 2002
11. White, M.D.(2001) Diffusion of an innovation: digital reference service in Carnegie Foundation Master's (Comprehensive

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

USE OF ELECTRONIC LIBRARY IN EFFECTIVE LEARNING AND TEACHING PROCESS

DEV RAJ SHARMA
Assistant Librarian

ABSTRACT:
This article evaluates the use of electronic library by the teachers and students of learning and teaching process in India. The study brings out that the ICT has affected the learning and teaching process in special of Indian context. Use of the ICT infrastructure and techniques are increasing day-by- day in the learning and teaching process in education field.
Introduction: Impact of information Communication Technology is growing day by day in human life. The computer has become an integral part of information society. Life long learning is the only way to service and thrive in the rapidly changing environment Internet revolutionized the concept of libraries and changed the way the information is processed, stored, transmitted, retrieved and disseminated. It has been seen from the world statistics on Internet usage that there are 2,095,006,005 Internet users in the world.
Key words: E-media ,E-education

This is the information age because information technology is growing fast. Traditional teaching systems are changing their role and functions according to the new trends in the society. Teaching and learning process is providing through the computers and Internet. It can be said that without the help of the computers and internet any effective teaching and learning process can not satisfy the learner.
Today techniques of the teaching are slowly moving from traditional modern. Large amounts are being spent on these techniques, so as to provide up to date information to its users (teachers and Learners). At the same time, libraries are also paying a crucial role to maintaining the printed and non-print collection to satisfy user needs. The libraries and information centers generally have three components viz., resources (print/non-print), users and library staff. Therefore, because of the value of increased information resources as well the maintenance of printed collection in the libraries, it is important to know the perception and use of library services in general and the electronic resources in particular of the users.
Today, education center is the widespread availability and use of various kinds of Electronic Resources, which have been produced by applying modern information technology (IT). These are mostly available Electronic Resources namely: CD-ROMs, OPACs, Web databases, the internet and other networked information sources are competing with, and in some instance replacing, the print-based information sources which have been in place for centuries as the primary media for storage and communication of recorded information. Academic libraries are playing a crucial role in promoting and maximizing utilization of the e-journals and databases.
The use of electronic resources is increasing day-by-day at the same time the usage of printed document is also demanded by the users because it plays a major role in education and the society. It can be accessed from anywhere and at any time. It is speedier and time savvy. Many people can access altogether in one time. Updated information can be accessed which will promote the knowledge. It is learn, that the e-resources cannot be replacing the printed document, as users suggested. The user's observation about various library services throws the light for improvement of library services.
E-Resources are rapidly increasing online, on the web and in CD-ROM and DVDs format. Electronic Resources have become one of the most important parts of a digital library and teaching system. The complexity of Electronic-Resource has grown to comprise of library online catalogue list of CD-ROM, online journals, database, reference materials, major publishers amounting to e-resources is not easy, or so it appears at the same time is a pressing need for guidance in the use of such resources. Electronic-resources not publicly available free of charge usually require licensing and authentication.
Kind of ElectronicLibraryResources in use are: E-Books, E-Journals, E-Databases, Web based information Resources. As it is known that electronic resources is resources in electronic

format accessed and communicated via electronic media. These e-resources are electronic information stored in e- documents or media. It reduces the distance between the user and it can say that web-based information services are available on two types: 1.Freely available e- resources or information services. 2. Paid information services.

Academic libraries of all sizes and types are embracing digital collection, although most libraries will continue to offer both print and digital resources for many years to come. Libraries prefer digital resources for many reasons such as digital collection save the space and are relatively easy to maintain. It can say that web-based information services are available on two types: 1.Freely available e-resources or information services. 2. Paid information services.

Retrieval system for E-resource: The aim of Library experts, providing excellent information services to their users, has not changed, but technology has added several new dimensions and opened new opportunities to their tasks. The utilization of new tools and methods for distributing and collecting a variety of information to library users for diverse information needs of instructional, research, learning and entertainment activities has become common.

Khan (2010) proposed the delivery methods of e-resource are following: E-Mail: Users of the library sends the e-mail with a reference query, supplying whatever information he or she feels is necessary. The library may reply by e-mail, phone, fax, letter, etc. Now a days the Web Pages of Libraries are coming with "Ask a Librarian" option.

Web forms: Here usually the user fills out an online form on the library's web site. The form asks the user to answer clarifying questions that will help the reference librarian responding to the query. The user sends the completed form to the library and the library may reply by e-mail, phone, fax, letter etc. `

Chat reference using simple technologies:

User exchanges short, text messages (SMS) back and forth with librarian, in a chatting environment. With most of these services, the user types in an opening query or greeting to get the attention of the librarian staffing the chat reference service. The user and librarian may exchange a series of short messages to get to the heart of the user's request.

Library information service providers are provided the following services to their user through different ways: copying to CD ROM, Pen drive, downloading service and instant message service (SMS) ,E-Catalogue and Alerting Service etc., for making the powerful and effective teaching and learning process.

Use of E-school, Virtual classes, online courses, and face-to-face and online have grown exponentially in India and across the country in recent years and this trend will continue well into the future.

Today's students need educators who have the knowledge and skill to facilitate their participation in a collaborative, Web-based learning culture. They need teachers who know how to create a learning culture that looks and functions like the real and virtual workspaces of today. Equally important, they need educators who can join forces with their colleagues and communities to transform their schools from teaching organizations into genuine learning organizations. Such teachers will be able to with the help of library.

• Possibilities and inspire student learning and creativity so that all learner achieve in the world wide society. Teachers must engage today's digital-age learners if they are to meet the goals of producing the highest percentage of college graduates in the world by 2020 and closing the achievement gap, so that all students graduate from high school ready to succeed in college and careers.

• Enable students to maximize the potential of their formal and informal learning experiences. Teachers will work within a technology-empowered learning ecology and must know how to help students orchestrate the resources of this new learning environment to meet their individual learning needs.

• Easy learning in multiple modalities. In an open learning ecosystem, teachers must embrace a greater diversity of spaces, times, resources, media, and methods for learning. Twenty-first century learning environments are synchronous and asynchronous, face-to-face and virtual, local and global. The rapid growth of virtual high schools and courses underscores the need for teachers with the skills to teach both in classrooms and online environments.

• Use the full range of digital-age learning tools to improve student engagement and achievement with the help of library. Teachers will draw on digital technology to customize learning activities for individual student needs. They will contribute to the continued evolution of these tools and continuously develop their knowledge of how to use them to improve learning.

- Organize teachers to teach in online and blended learning environments. Twenty-first century educators must get training and experience in online and blended learning environments as part of their educator development programs so that they master the skills to teach in such environments.

Finally, we can say that the above techniques are able to make the effective teaching and learning process for the beneficial of the language learner and teachers in the higher education system in India. Due to rapid changes in technology the academicians face many challenges like as: budget, man power, technical problems and user education etc. Developments in technology facilitated the advent of new electronic devices, media and formats. Educator with new concepts are trying to accommodate all types of equipments, media and providing services to their users in a more suitable and simple way, though electronic resources cannot fully replace the print resources.

Reference

1. Education Week (2009). Duncan to reiterate criticisms of teacher education. http://blogs.edweek.org/ed-week/teacherbeat/2009/10/duncan_to_reiterate_criticisms.html (accessed June 30, 2010).
2. Roberts, D., Foehr, U., & Rideout, V. (2010). Generation M2: Media in the Lives of 8 to 18-Year-Olds. Kaiser Family Foundation
3. Project Tomorrow (2010). Creating Our Future: Students Speak Up about their Vision for 21st Century Learning. http://www.tomorrow.org/speakup/pdfs/SU09NationalFindingsStudents&Parents.pdf (Accessed August 10, 2010)
4. Collins, A. & Halverson, R. (2009) Rethinking Education in the Age of Technology. Redefining Teacher Education for Digital-Age Learners Summit Paper.
5. Levine, A. (2006). Educating School Teachers. The Education Schools Project. Washington, DC.
6. American Association of Colleges of Teacher Education (AACTE) and the Partnership for 21st Century Skills (P21) (2010). Educator Preparation: A Vision for the 21st Century.
7. Wehling, B. (2007). Building a 21st Century U.S. Education System. National Commission on Teaching and America's Future.
8. Carroll, T. & Fulton, K. (2009). To Create 21st Century Schools, We Need a 21st Century Education Workforce. National Commission on Teaching and America's Future. Redefining Teacher Education for Digital-Age Learners Summit Paper.
9. .Learning Technology Center. The University of Texas at Austin (2010). Redefining Teacher Education for Digital-Age Learners. http://www.redefineteachered.org. (Accessed July 30, 2010)
10. Darling-Hammond, L. (2006). Powerful Teacher Education: Lessons from Exemplary Programs. San Francisco: John Wiley & Sons.
11. Bosco, J. (2009). Web 2.0 in Schools: Status, Issues, Prospects. CoSN Web 2.0 in Schools: Policy & Leadership Initiative. Consoritum of School Networking. Redefining Teacher Education for Digital-Age Learners Summit Paper.
12. Ala-Mutka, K., Punie, Y., & Redecker, C. (2008). ICT for Learning, Innovation and Creativity: Policy Brief. JRC European Commission.
13. International Association for K-12 Online Learning (iNACOL) (2010). National Standards for Quality Online Teaching.
14. Patrick, S. & Dawley, L. (2009). Redefining Teacher Education: K-12 Online-Blended Learning and Virtual Schools. International Association for K-12 Online Learning. Redefining Teacher Education for Digital-Age Learners Summit Paper.
15. Carroll, T., Fulton, K., & Doer, H. (Eds.) (2010). Team Up for 21st Century Teaching and Learning: What Research and Practice Reveal About Professional Learning. National

Commission on Teaching and America's Future (NCTAF).

16. National Center for Educational Evaluation and Regional Assistance, U.S. Department of Education (2009). Using Student Achievement Data to Support Instructional Decision Making.
17. Trilling, B. & Fadel, C. (2009). 21st Century Skills: Learning for Life in Our Times. Hoboken, NJ: Bass
18. Bransford, J., Brown, A., & Cocking, R. (2000). How Jossey-
19. People Learn: Brain, Mind, Experience, and School. National Academies Press. Washington, DC.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

LIBRARY AND ACCESS OF INFORMATION IN THE DIGITAL ENVIRONMENT

KULDEEP CHAND
Dy. Librarian & Head of Dept. of LIS
College of Veterinary & Animal Science
Rajasthan University of Veterinary &Animal Science,Bikaner

RAMESH LAL MEENA
Dy. Librarian, College of Agriculture
S.K.Agricultural University, Beechwar,Bikaner
E-mail:drmeena@gmail.com

ABSTRACT:
Today, information is considered as an essential phenomenon for the all round development of our society. It provides tremendous opportunities to accelerate the pace of development, both, at national and international levels. Economists treat it "as critical a resource to man as food, water, light and heat". It is true that information plays a very important role in overall development of a nation. Especially in a welfare state, the success of its benefit system largely depends upon the flow of information as the rational utilization of natural and human resources, scientific and technological development, as well as, agricultural and industrial progress and the advance of culture and social welfare demand increasingly efficient data handling and access to the most diversified and comprehensive information.

INTRODUCTION:

Libraries are repositories of information sources and play an important role in the academic world by furthering research among scientists and researchers. One of the objectives and functions of libraries and librarians is access to information and information resources. The access to information is available through print, non-print/electronic, or micro format resources. Libraries have been doing a good job of providing access to traditional documentary sources for a number of years. The application of Information and Communication Technology (ICT) to the generation, processing, storage, retrieval, and dissemination / transmission of information has radically, changed the situation. In addition, it has altered, the objectives and strategies, the nature of sources and services, operational / organisational structures, and the ways in which service(s) is delivered. [5] However, the current information landscape offers a plethora of options for accessing the various formats and types of information as summarized in **Figure**

Figure Information Formats and Types

Print/Paper:

- Magazines/Journals
- Books
- Newspapers

Non-print/ Electronic:

- Videocassettes
- Online databases
- CD-ROMs
- Magnetic tapes
- Internet files

Micro:

Information Types

- Textual
- Numeric
- Bibliographic/Citation
- Graphical (pictures, maps, diagrams, charts etc.)
- Audio and visual
- Multimedia

personally or th h any or

all the formats in the library while seeking information. They may also encounter library staff to satisfy their information requirements. The mode of accessing information varies from format to format and type to type ranging from general browsing to use of specialized equipments.

Today, India is one of the most exciting emerging markets in the world with, skilled managerial and technical manpower. The World Banks' report on Purchasing Power Parity has estimated that India is the fifth largest economy and tenth largest industrial economy in the world. The US is India's largest trading partner with India exports increasing by 20 per cent and American exports to Indian increasing by 44 per cent. A large number of high-tech companies are setting up sophisticated operations in India, such as IBM, Oracle, Silicon Graphics, Siemens Citicorp, Novell, Motorola etc. (Indian Economy)

ACCESS OF INFORMATION:

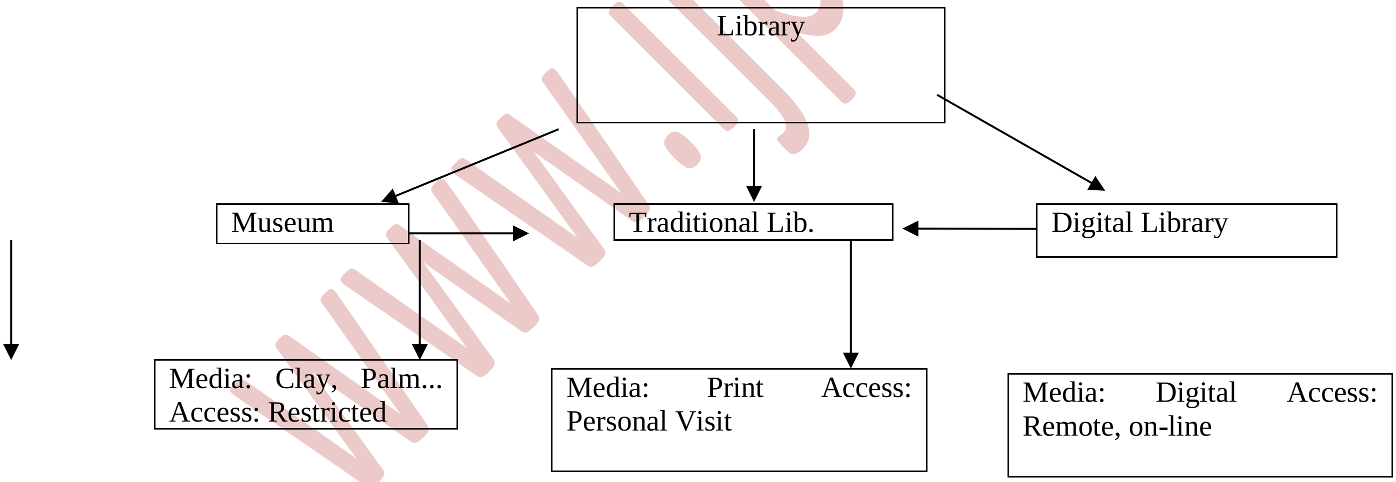
Inspite of all these developments, some issues lead to lack of access to information and create the danger of information poverty trap. There are:

- Population
- Computer education at the school level
- Communication facilities
- Lack of infrastructure facilities
- Lack of financial resources
- Lack of skills in making use of it
- Language of learning at the primary, secondary and tertiary levels
- Importance of Relevant/current information
- Illiteracy

INFORMATION THROUGH LIBRARY:

The exponential growth of IT and communication technologies have greatly influenced the methods, media and formats of information. Historically, with the invention of printing machine, the oral/ restricted information access has transformed itself to information access dominated by print resources and the communication technology resulting in open/on-line information access from a remote place. We could trace similar transformation in library history too. The transformation from museum to digital library is summarized

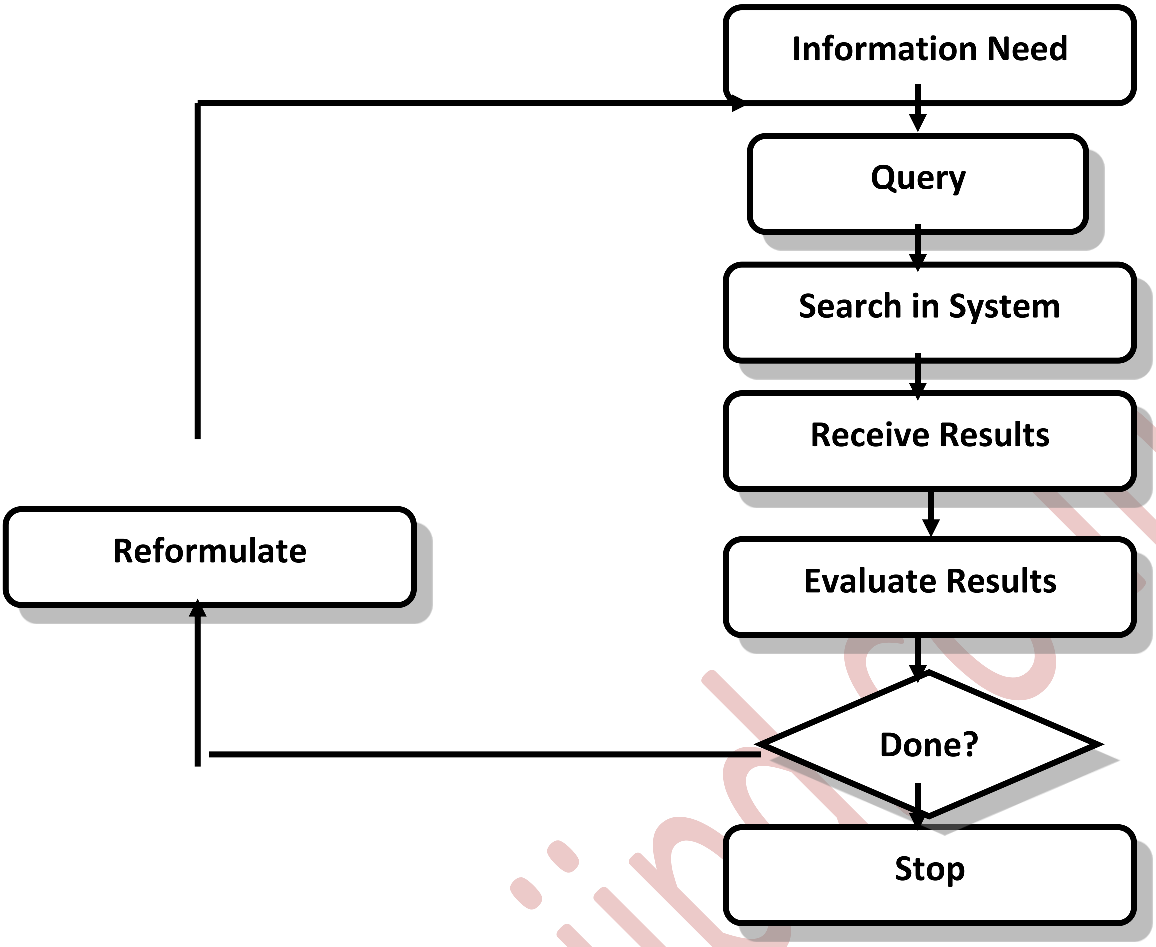
History of Library Transformation



INFORMATIONACCESS PROCESS:

However, Information access should be made in a proper way with an interaction cycle which requires query specification, receipt and examination of retrieved results, and then either stopping or reformulating the query until a desired result is obtained. [74] They also highlight that the user's information need is static and the information seeking process is one of successively refining a query until it retrieves the documents relevant to the original information need. The standard model of information access processes which mostly the information seekers use today, (as adopted by web search engines) is presented in

MODEL OF INFORMATION ACCESS PROCESSES



HARDWARE, SOFTWARE AND STORAGE MEDIA/ TECHNOLOGIES:

As mentioned above, information technology concerns the use of systems that allow the transfer, storage, processing and presentation of information; its aims should be the benefit of society and its individual members. In that computers are information processors and very efficient devices for controlling information storage and transfer, it is a fair claim that IT as we know it depends on them.

ROLE OF INFORMATION SYSTEMS:

The massive growth of Information, at all levels, has gradually led to the transformation of the "Industrial Society" an "information Society". Today all nations, regardless of the level of development, are already in the midst of information age, internationally, if not globally. It is true that information play a very important role in overall development of a nation. Especially, in a welfare state the success of its benefit system largely depends upon the flow of information. As the rational utilization of natural and human resources, scientific and technological development, as well as, agricultural and industrial progress and the advance of culture and social welfare demand increasingly efficient data handling and access to the most diversified and comprehensive information. Thus, the quality of information flow determines the level of development, as well as, the quality of our societies.

As a matter of fact it was felt that for overall development of international community one-way flow of information, "which provides an inadequate, inaccurate and tendentious picture of the overall social trends and process in the developing countries", should be replaced and efforts should be made for the development and strengthening of a new international information order.

Unesco sponsored conference held at San Jose (Costa Rica) resolved that "the development of communication and information system is one of the essential requirements for the achievement of integral economic, social and cultural development at, both, national and regional levels" and that the principle of the "free flow of information will not be applicable unless all our countries have equal access to all the sources of information and take part on an equal footing in the control over and use of international channels of dissemination"

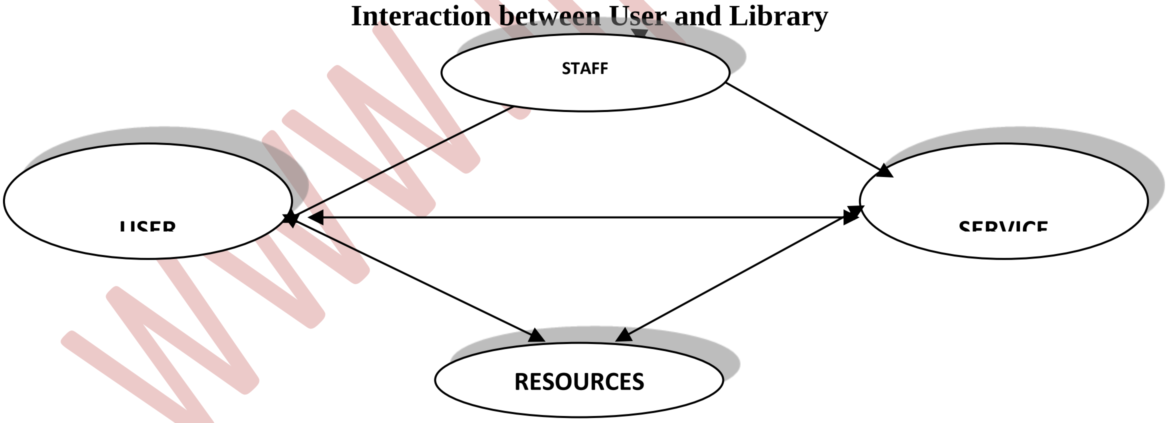
The need to store, process and transmit information has necessitated the growth and development of an information system in different fields of knowledge. The very objective of an information system is to build up an infrastructure comprising different components or sub-systems to promote flow of information from the source to the user when he needs it. Thus an information system is a set of different components or subsystems that work together, as a whole, whose prime function is to transfer or transform information. The growth of information technologies has made a tremendous impact on the development of such information systems at national, regional and international levels. [53] Such information systems are as follows :-

- (i) NISSAT,
- (ii) Council of Scientific and Industrial Research (CSIR,)
- (iii) Indian National Scientific Documentation Centre (INSDOC),
- (iv) Agricultural research Information system (ARIS),
- (v) Indian Council of Medical Research (ICMR),
- (vi) Defence Scientific Information & Documentation Centre (DESIDOC),
- (vii) Bhabha Atomic Research Centre (BARC),
- (viii) National Information Centre (NIC),
- (ix) International Information Nuclear Information System (INIS),
- (x) International Information System for the Agricultural Sciences and Technology (AGRIS).

INFORMATION ACCESS MODEL FOR LIBRARIES

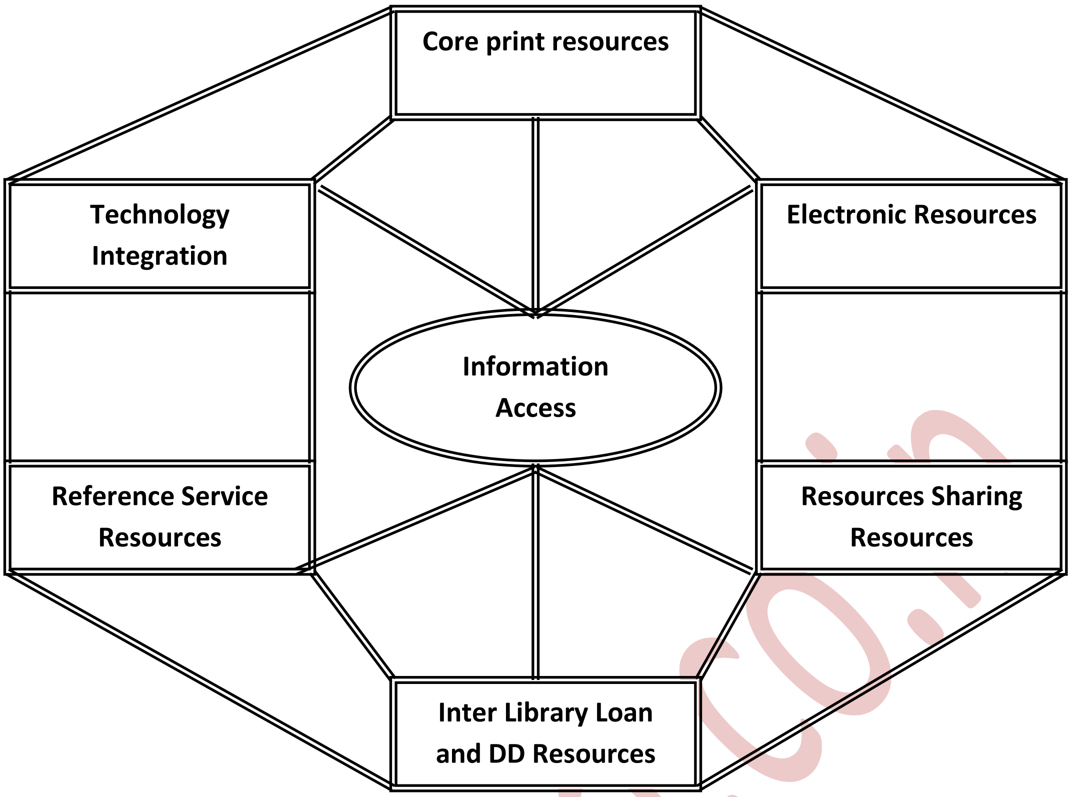
Since the library resources, users, services and staff are the main components of the organization and management of any library, these have also been considered basic elements for information access. User component is an interactive element as the user interacts with resources, services and staff while searching for information. The encounter between the four elements is shown in.

Interaction between User and Library



The ultimate goal of a library is to provide service to its customers. Customers or users are the principal beneficiaries and the other elements are equally important to meet the customer needs and improve the customer relationship. Though technological developments and electronic resources are sweeping the world of scholarly communication, the print media cannot be ignored as print media is, still, considered as a prestige issue among the scientists and researchers' community. Some technical issues are beyond the control of library professionals.

We propose the following "Information Access Model" as shown in integrating print and electronic resources.



Information Access Mode: The proposed model is the amalgamation of print and electronic esources. It also integrates technology adoption, Intra / Inter organizational networking and staff elements. The issues, which need to be considered under each element in the model, are described below.

Core Print Collection:

- Develop core book collection with latest editions and new titles.
- Increase research journal collection in core subject area.
- Increase the variety in newspaper in subject area.

Electronic Resources:

- Develop In-house databases of print collection in library
- Develop local databases, for example union catalog
- Subscribe to online services or commercial databases
- Providing links to other open web resources.
- Periodic information Alerts

Technology Integration:

- Provide access through campus-wide network (Remote Access) / Intranet access
- High-Performance hardware
- Software compatible with international standards
- Standard packaged software from reputed developer/vendor (if development of in-house software is not possible)
- Develop own website/Internet access

Resource Sharing:

- Network with local libraries,
- Network with similar institutions
- Creation of union catalog accessible electronically
- Develop policies/agreements for mutual resource sharing

Interlibrary Loan and Document Delivery:

- Classic mantra of library philosophy with electronic access
- Photocopy of the document when only text required
- Electronic delivery of digitized resources
- Policy for timeliness delivery of documents electronically or manually

Reference Service:

- Develop competency in staff to respond to customer's query
- Staff's willingness to help users and deliver prompt service
- Staff's Timely response to users' queries

With this model, we are trying to integrate the traditional and high-tech resources for the efficient and effective service delivery. The excellent resources and facilities will not achieve success unless the staff are knowledgeable, responsive, and empathetic to attend customer needs.

REFERENCE:

1. Satyanarayana, P V(1986)..Business Information: Great Lacuna. Business World. 4 (13); Sep 15-28, pp. 56-57.
2. Rab, S Fazle(1990). .Access to Information: The growth and development of information systems in social sciences and the pioneering work of Kaula. In VENKATAPPAIAH (Velaga), Ed. Dimensions of library and information science.1990.Concept Publishing Co., New Delhi.p280-281.
3. Indian Express (Delhi Ed.).26 Nov., 1986.
4. UNESCO. Information: A vital power in development. 1980. UNESCO, Paris. p11.
5. Seetharama, S(2003).Information access or chaos or both? choice is yours! In BAVAKUTTY (M) and others Ed. Information access, management and exchange in the technological age. 2003. Ess Ess Publication, New Delhi .p104.
6. Manjunatha, K and Shivalingaiah,D(2003). Information access in libraries. Annals of Library and Information Studies. 50 (2); June 2003; 86-87.
7. Line , Maurice(1993). Librarianship and information work word wide. Bowker, London. p 168.
8. Oppenhaim ,Charles(1993). Access to Information. In LINE (Maurice), Ed. Librarianship and information work world wide. 1993. Bowker, London.p105-116.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

ROLE OF EDUCATION IN EMPOWERING RURAL WOMEN: A SURVEY OF JIND DISTRICT

UPESH MALIK
Dept. of Public Administrtion,K U Kurukshetra

ABSTRACT:

Women are very important gender in our society. Our society can't progress without their contribution. Education is the only factor which plays a vital role in all around development of women. It creates self-confidence, self realization and balanced relationship between women and society. Most of women are illiterate in our country so can't play their vital role in society. So, women education is necessary to be real development of the nation.

Keywords: *women, empowerment, social, economic*

INTRODUCTION:

Women constitute about half of the human resources of a society. The society can't progress without their contribution. Hence, the active participation of women in the production system of a community or the state is inevitable. Further, this participation calls for an optimum level of empowerment in social, economic, political and cultural aspects of life which in modern times largely depend upon their educational level. Education is a inevitable for human and community development. Women constitute an important segment of any community; therefore education is necessary for women. Education plays a vital role in the empowerment of women. It also makes a balanced relationship between women and society. Education makes women full of self-respect, self-confidence, self-realization.[1]In our Indian society, a woman plays several roles. She is a mother, a daughter, a sister, a wife, and a saviour of a family. She is the symbol of self-sacrifice. Women have to come forward to utilize their potential in a productive way. Women as mother and caretakers contribute to human resource development and their representation is vital in all fields.[2] Women play a crucial role in all walks of life and they contribute to the national economy. The child learns the best lesson of citizenship in the lap of his mother. Giving greater importance to women education than men education Kothari commission has also remarked. "For full development of human resources, the improvement of human beings and moulding the character of children during the most impressionable years of infancy the education of women is of a greater importance than that of men."Education is one of the most important means of empowering women and giving knowledge, skills and self-confidence necessary, to be full partners in the development process. Women account for more than half of the world illiterate population Achieving literacy could be one of the first steps to empowering women to participate more equally in society and free themselves from economic opportunity in a highly important end itself. They also enhance the areas of reproduction.[3]

WOMEN EDUCATION –NEED AND CONCERNS:

Education is critical input for investment in human capital. The role of education in facilitating social and economic progress is well recognized. It opens up opportunities leading to both individual and group entitlements. Education, in broadest sense of development of women is the most crucial input for empowering women equipped with skills and knowledge and giving them access to productive employment in future. Improvements in education are not only expected to enhance efficiency but also augment the overall quality of life.[4]Education is a life long process. It brings desirable changes in human behaviour to make him perfect. It lasts from birth till death. It modifies the behaviour of a woman or a man. Through education man develops new ideas and adopts different life styles. For social and cultural growth education is necessary. A woman plays an important role in nation and family life. In fact, education is more important for women than men, because women have lagged behind in the race of education. Education helps women claim their rights and realize their potential in the economic, political and social context. It is a powerful way to eradicate poverty in the society. Educated woman makes the family and nation cultured. Education lays foundation of girl's empowerment towards adult life. It should be an intrinsic part of any strategy to address the gender based discrimination against woman and girls that remain prevalent in many societies. Women are "cradle of civilization". They are capable of building such citizen who may lead the country to the path of progress and prosperity. Manu has therefore rightly remarked that god resides at the places where women are worshipped. Hence women education is necessary for the achievement of proper development of India.[5]

Annual Income	Number of respondents reporting	Per cent
50,000-1,00,000	58	58
1,00,001-1,50,000	15	15
1,50,001-2,00,000	20	20
Above 2,00,000	7	7
Total	100	

REVIEW OF RELATED LITERATURE:

Desai, Neera and Thakkar, Usha (2009) – review the education is an asset in raising earning capacity, as a gateway to knowledge and information, or as a spur to inculcate values of concern for social transformation and establishment of gender justice for women education is primary necessity.

Narayan, Deepa (2010) – in her work studied made an attempt to measure women empowerment for different countries and religious by using self-assessed points on a ten steps ladder of power and rights, where at the bottom of the ladder stood people who are completely powerless and without rights and on the top stood those who had a lot of power and rights.

Razi, Shahin (2011) - studied confirm that female literacy has a significant influence in improving social and economic status of women. The female literacy rate is woefully lower than that of male.

Sumathi, Sivam (2012) – "Gender and social Empowerment" It synthesises the finding from studies on the impact of provisions that aim to empower women socially as well economically. Further it also reviews the literature on the reasons for high participation of women in the scheme and inter-state variations in their participation in decision making bodies.

OBJECTIVES OF THE STUDY:

- To examine socio-economic condition of rural women.
- To study the role and impact of education on the social activity, political participation of rural women.
- To examine decision power of rural women .

METHODOLOGY:

The present study focused on the Role of Education in Empowering Rural Women: A Survey of Jind District. The present study was based on both primary and secondary data. The primary data was collected through the use of interview schedules. The interview schedules consisted of both open ended and multiple choice questions. The secondary data was collected from books. The survey is further delimited to a sample of 100 women in rural area of Jind District and analysis to be use percentage method.

Table 1. Classification of rural women based on their Annual Income

The information in Table 1. reveals that 58 per cent of the sampled women are in annual income 50,000-1,00,000 per annum and 20 per cent are group of 1,50,001-2,00,000 per annum. The remaining 15per cent are in group of 1,00,001-1,50,000 per annum, 7 per cent are in group of above 2,00,000 per annum.

Table :2 The role of Education in bringing self-independent

Perceptions	Frequency	Per cent
Strongly agree	46	46
Agree	34	34
Disagree	13	13
Undecided	10	10
Strongly disagree	7	7
Total	**100**	

The data in table 2 reveals that about half of the sampled respondent (38.57 per cent) agreed that education makes women a self-independent. About one of third of them (32.85 per cent) are of the opinion that role of education in ensuring self-independent. Others are either disagree or undecided to when asked this.

Table 3 Comparisons of illiterate women in comparison of literate women have more capacity to take decisions of life and family.

The data in table 3 reveals that about half of the sampled respondents (51 per cent) are strongly agree believed that illiterate women comparison of literate women have more capacity to take decision of life and her family. 39persent respondents are agree and few respondents are Disagree, Undecided, Strongly disagree But its true Education is now considered as a continual process from birth to death.

Table .4Role of educated women ensuring social progress of their family

Perceptions	Frequency	Per cent
Self-decision making	56	56
Giving good etiquette	35	35
Don't know	9	9
Total	**100**	

The data in table.4 reveals that more than half of the sampled women (56 per cent) believed that it will increase self-decision making power and 35 per cent believed that it will be helpful to achieving good etiquette. Only 9 per cent women have no idea about that.

Table 5 Role of education in bring any social freedom to the educated women.

Perceptions	Frequency	Per cent
Strongly agree	45	45
Agree	30	30
Disagree	15	15
Undecided	8	8
Strongly disagree	2	2
Total	**100**	

The data in table 5 reveals that about half of the sampled women (45 per cent) agree that role of education in bringing social freedom to the educated women. The sampled women (30 per cent) believed that illiterate women in comparison of literate women have more social freedom and (15 per cent) women are disagreeing about this question. Education can fulfil the needs of the society. Education prepares such individuals who can stand on their own legs.

Perceptions	Frequency	Per cent
Strongly agree	51	51
Agree	39	39
Disagree	5	5
Undecided	3	3
Strongly disagree	2	2
Total	**100**	

Perceptions	Frequency	Per cent
Strongly agree	32	32
Agree	43	43
Disagree	10	10
Undecided	9	9
Strongly disagree	6	6
Total	**100**	

Table 6. Role of education bringing political and cultural empowerment of women

The data reveals that about half of the respondent (43 per cent) believed that role of education bringing political and cultural empowerment of women. One of the third of them (32per cent) are agree that illiterate women in comparison of literate women are politically and culturally more empowered. The remaining data in table shows that (10 per cent) and (9 per cent), (6 per cent) of the respondents are disagreeing about this

Table 7 Role of education ensuring equality at work

Perceptions	Frequency	Per cent
Strongly agree	47	47
Agree	23	23
Disagree	18	18
Undecided	8	8
Strongly disagree	4	4
Total	**70**	

The above data reveals that about half of the respondent (47 per cent) believed that education ensuring equality at work. About one third of them agreed that (23 per cent) education provides capability ensuring equality at work. After independence, women were gives equal rights with men in the new structure of the Indian society.

The major findings of the study are:

- Many women's annual income is very low because these women are uneducated.
- About half of the sampled women are say, " Education is the most powerful tool of attaining power in the society. It helps in removing inequalities and functions as a means for improving their status So Educated women are also self-dependent.
- It is found that education has increased the women's self decision making capacity and provided better alternatives.
- Women form nearly half of the human capital in the country, but they remain the most deprived and neglected segment of the society, despite the constitutional guarantee for equal rights and privileges for men and women. The process of development would be incomplete, unless women are fully involved in it. Emancipation of women is a prerequisite for economic development and social progress of the nation.
- Women can become stronger only with educational and economic power condition must be created in such a way that women get easy access to education and later on become employed. Sufficient economic freedom is must for women to lessen their dependence on men.
- It is found that there are constituted distinctly unequal categories as compared to men. Women are usually seen having more deprived status in terms of access to resources and enjoyment of rights and freedom that together enhance the quality of human life.
- It has been found that education plays the most crucial role in empowering women. It is education that provides knowledge, awareness in regard to social, political economic and skills for securing employment and means of livelihoods.

Conclusion and Recommendations:

The following are some Recommendations to improve literacy among women.

- Providing free and compulsory education to all girls up to 20 years.
- Effective implementation of follow-up programmes including vocational training and skill development courses especially for girls in school curriculum.
- Creating an environment, through positive and social policies for full development of women to enables them to realize their full potential.
  - The state government should establish state council for the education of women.

REFERENCES:

1. Ganesasamurthy,V.S.(2008) mpowerment of Women in India; social, economic and political, New Century Publications, New Delhi, pp.73
2. Pandya, Rameshwari (2007) Women in India; Issues; Perspectives and Solutions, New Century Publications, pp.34.
3. Rai, C.P. (2000) Working Women and Children,Anmol Publications PVT.LTD, New Delhi.pp-532.
4. Satyanarayna, G., H.S., Madhusudana H.S.(2012) Rural Development and Poverty Alleviation in India, Policies and Programmes, New Century Publications, New Delhi, pp.205.
5. Kaul, Vinita. (2000) Women and the wind of change. Gyan Publishing House, pp.56

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

A STUDY OF FINANCING OF WORKING CAPITAL MANAGEMENT AND MANAGING ITS VARIOUS COMPONENTS

RAJWANTI SHARMA
Associate Professor, VAKM Bahadurgarh Haryana

ABSTRACT:

Working capital management is concerned with the problems that arise in attempting to manage the current assets, the current liabilities and the interrelationship, that exists between them. The term current assets refer to those assets which in the ordinary course of business can be, or will be, converted into cash within one year without undergoing a elimination in value and without disrupting the operations of the firm. The major current assets are cash, marketable securities, accounts receivable and inventory. Current liabilities are those liabilities which are intended, at their inception, to be paid in the ordinary course of business, within a year, out of the current assets or earning of the concern. The basic current liabilities are accounts payable, bills payable, bank overdraft and outstanding expenses. The objectives of the present study are to understand financing of working capital and management of various components.

Key-words: *Inventory, permanent working capital, variable working capital, receivables', cash management.*

INTRODUCTION:

Working capital management is concerned with the problems that arise in attempting to manage the current assets, the current liabilities and the interrelationship, that exists between them. The term current assets refer to those assets which in the ordinary course of business can be, or will be, converted into cash within one year without undergoing a elimination in value and without disrupting the operations of the firm. The major current assets are cash, marketable securities, accounts receivable and inventory. Current liabilities are those liabilities which are intended, at their inception, to be paid in the ordinary course of business, within a year, out of the current assets or earning of the concern. The basic current liabilities are accounts payable, bills payable, bank overdraft and outstanding expenses.

OBJECTIVES OF THE STUDY:

The objectives of the present study are to understand financing of working capital and management of various components.

The goal of working capital management is to manage the firm's current assets and liabilities in such a way that a satisfactory level of working capital is maintained. Thus net working capital represents current assets minus current liabilities. Current assets refer to those which are used for day to day business operation of the firm. Those assets constitute the followings:-

Inventories: - Inventories represent the following terms:-

a) Raw material
b) Working in Progress (WIP)
c) Finish Goods

Trade Debtors: - Trade debtors comprise credit sales to customers.

Prepaid Expenses: -These are those expenses which have been paid for goods and services. Whose benefits have yet to be received, in other words these are these expense which are paid before acquiring of an expenses.

Loan and advances: - These are represented by loan and advances given by the firm to the other firms for a short period of time say one year.

Investment: - These assets comprise short term surplus funds invested in govt. securities share and short term bonds.

Cash and Bank Balance: - These assets represent cash in hand and cash at bank which is used for meeting operational requirements. These kind of assets are purely liquid but non productive.

Current liabilities are part of working capital that represents the obligation which the firm has to clear to the outside parties within a year.

Sundry Creditors: - These liabilities stem out of purchase of raw material on credit terms usually for a period of one to two months.

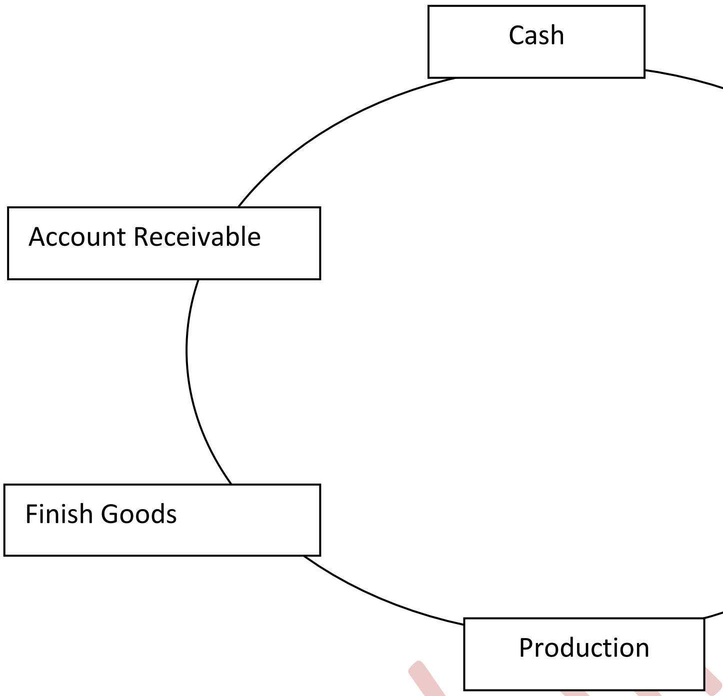
Bank overdraft: - These includes withdraw in excess of credit balance standing in firm's current account with banks –

Short terms loan: - This refer to loan taken by firm from other firms for a short period

Provision: - These include provision for taxation, proposed dividend and contingences. Working capital sometimes called net working capital, is represented by the excess of current assets over current liabilities and identified as the relatively liquid portion of the total enterprise capital which constitutes a margin or buffer for matching obligation. Working capital is essentially circulating working capital. Working capital moves from one process to another from cash to inventories; Debtors and back to cash. The term circulating working capital is used to designate those assets that are changed with relative rapidly from one form to another.

The conversion of all working capital into cash is most important because conversion into cash reveal profits.

The following diagram represents the working capital flow of manufacturing firm:



In cash of manufacturing concerns working capital is required to following needs of business in order :

- Raw materials are to be purchase for cash-
- Production process converts raw material into work in progress.
- Work in progress is converted into finishing during course of time through production process.
- Finish goods are converted into accounts receivable through sale.
- Account recoverable is realized in cash in during course of time.

The above operating cycle is repeated again and again over the period depending upon the nature of the business and type of product etc. To summaries, it may be emphasized that gross and net concepts of working capital are two important facts of the working capital management. There is no precise way to determine the exact amount of gross or net working capital for every firm.

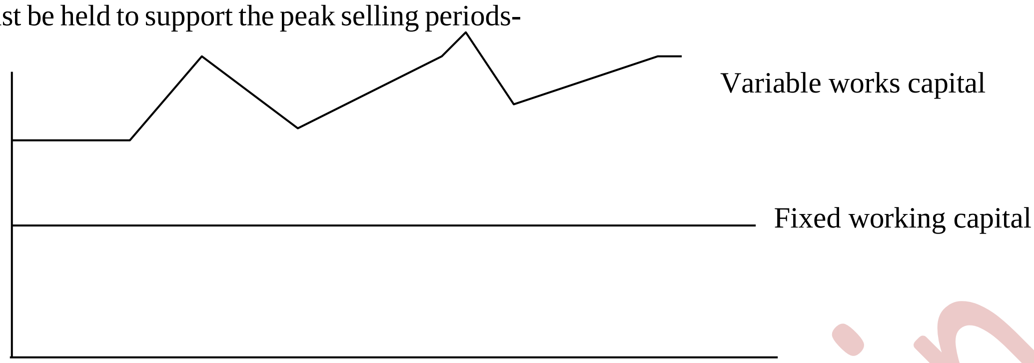
CLASSIFICATION OF WORKING CAPITAL:

Working capital can be classified on the basis of its composition. This we can have gross working capital company current assets and net working represent current assets minus current liabilities. Above classification is very important to the financial management. It is not completely adequate as it does not mention about time. Using time as a basis, working capital may be classified as permanent and variable capital.

Permanent working capital: It represent current assets required on an effective utilization of fixed facilities and maintaining the circulation of current assets there is always a minimum level of current assets which is continuously required by enterprises to carry out its normal business operations. For example, every firm has to maintain a minimum level of raw material, work in progress, finish goods and cash balance. Permanent working capital will tend to expand so long as the firm experience growth in its operation. Variable

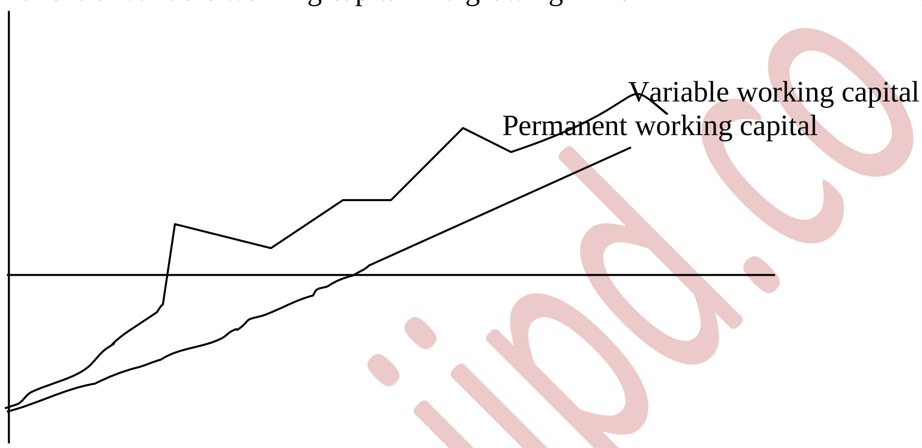
International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

capital: - Over and above the permanent working capital the firm may need additional current assets temporarily to satisfy cyclical demands. Thus for examples, added inventory must be held to support the peak selling periods-receivable increase following period of high sales. Excess amount of working capital may be carried to face cut throat competition or other contingency like strikes and lockouts.



Time

Permanent & variable working capital in a growing firm.



Permanent & variable working capital in a growing firm.

FINANCING OF WORKING CAPITAL:

After determining the level of working capital, a firm has to consider how to finance working capital. There are two types of working capital related to a firm.

a. Permanent or fixed working capital
b. Temporary or variable working capital

In any concern, a part of working capital investment is as permanent as investment in fixed assets. This is so because there is always a minimum level of current assets which is continuously required by the enterprise to carry out its day to day business operation and this level cannot be reduced. This minimum level of current assets gives rise to permanent of fixed working capital.

Similarly some amount of working capital may be required to meet the seasonal demands and some special emergencies such as rise in prices, strikes etc. This proportion of working capital gives rise temporary or working capital which cannot be permanently employed gainfully in business.

The fixed portion of working capital should be generally financed from long term sources and variable working capital requirements of a concern may be met out from the short-term sources of capital. The various sources for financing of working capital are as follows:-

Long term source

- Issue of Share
- Issue of debenture
- Public deposits
- Ploughing back of profits
- Loan from financial Institutions

Short term source

- Commercial Bank
- Trade credits
- Short term Investment
- Investment
- Loan and Advances
- Account receivables

COMPONENTS:

The basic focus in managing specific current assets should be to optimize the firm's investment in them. Therefore, management of current assets involves the problem of determining the optimum level of investment in each asset. Thus, the firm should manage its major components:-

- Cash
- Receivables (Debtors)
- Inventories (Stock)

CASH MANAGEMENT:

Cash is the important current asset for the operations of the business. Cash is the basic input needed to keep the business running on a continuous basis; it is also the ultimate output expected to be realized by selling the service or product manufactured by the firm. The firm should keep sufficient cash, neither more nor less. Cash shortage will disrupt the firm's manufacturing operation while excursive cash will simply remain idle, without contributing anything towards the firm's profitability. Thus, a major function of the financial manager is to maintain a sound cash position.

Cash is the money which a firm can disburse immediately without any restriction. The term cash includes coins, currency and cheques held by the firm, and balances in its bank accounts. Sometimes near cash items, such as marketable securities or bank time deposits, are also included in cash. The basic characteristic of near-cash assets is that they can readily be converted into cash. Generally, when a firm has excess cash, it invests it in marketable securities. This kind of investment contributes some profit to the firm.

Cash management is concerned with the managing of :

- Cash flows into and out of the firm
- Cash floes within the firm, and
- Cash balanced held by the firm at a point of time by financing deficit or investing surplus cash.

It can be represented by a cash management cycle as shown in figure 1.

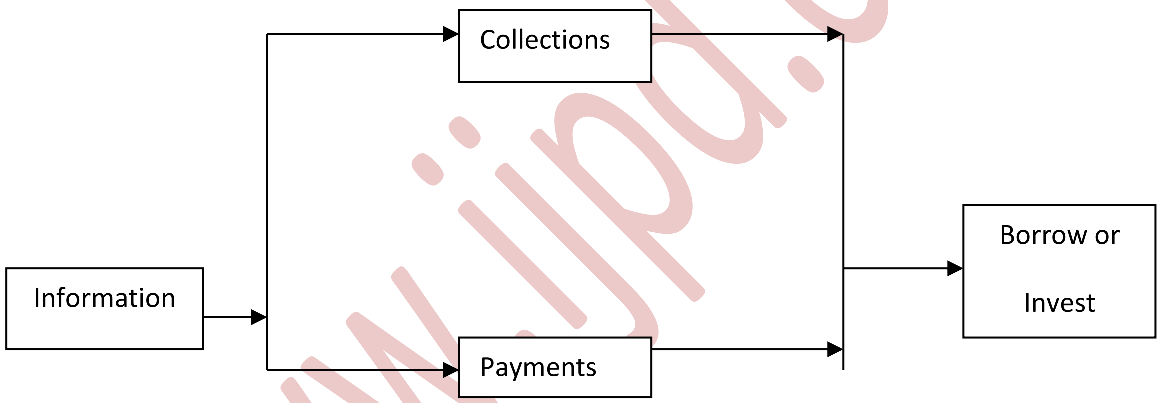


Fig. Cash Management Cycle

In order to resolve the uncertainty about cash flow prediction and lack of synchronization between cash receipts and payments, the firm should develop appropriate strategies for cash management. The firm should evolve strategies regarding the following facets of cash management:-

Cash Planning : Cash inflows and outflows should be planned to project cash surplus or deficit for each period of the planning period. Cash should be prepared for this purpose.

Optimum cash level : The firm should decide about the appropriate level of cash balances. The cost of excess cash and danger of cash deficiency should be matched to determine the optimum level of cash balances.

Investing Surplus Cash: The surplus cash balances should be properly invested to earn profits. The firm should decide about the division of such cash balance between bank deposits marketable securities and inter corporate lending. The ideal cash management system will depend on the firm's products, organization structure, complex and decisions taken can affect important areas of the firm.

Receivables Management: Receivable Management is related to the credit sales to the customers which are called debtors. Any business undertaking cannot escapes of selling goods and service on credit in order to promote sales and to complete successfully with their competitions. The following are the goals of investment in receivables.

Increase in Sales: The basic purpose of credit is to increase sales. Credit is considered to be an important and effective tool of modern marketing. In modern time of competition, it is necessary for a firm to extend credit to its customers. It helps to retain old customers and attract new customers.

Increase in profit: Due to credit sale volume of sales increased. These additional sales lead to higher profit. This is so, because the marginal contribution is higher than the additional cost attached with such increase.

Maintaining Liquidity: Receivable are more liquid than inventory and they are easily convertible into cash. In this way receivable are helpful to maintaining the liquidity of a firm.

OBJECTIVES OF RECEIVABLE MANAGEMENT:

Holding of receivable involved cost as well as benefits. Thus, the receivables management is a trade between cost and benefits. As the basic objective of current assets management is to maximize the value of the firm by way of achieving a tradeoff between liquidity and profitability. The aim of receivables management is to be expanding sales and minimize the bad debts.

The objectives of receivable management is " To promote sales and profit until that point is reached where the return on investment in future finding of receivable is less than the cost of funds raised to finance that additional profit. The main objectives are as follows:-

- To obtain the optimum level of sales
- To control the cost of credit and maintain it minimum.
- To maintain optimum level of receivable.
- To keep down the average collection period.
- Designing and formulating suitable credit policy.

Inventory Management: Inventory represents by the largest portion of current assets in business organizations control of inventories (which in the manufacturing concerns include raw material and supplies, goods in process and finished goods) is often the most important problem in the management of working capital. The problem of managing inventories in manufacturing enterprises is relatively complex. Once that is understood, the basic concepts can be applied to inventory problems in commercial and trading concerns.

The area of inventory management covers the following individual phases

- determine the size of the inventory to be carried.
- Establishing timing schedules, procedures and lot sized for new orders.
- Ascertaining minimum safety levels.
- Coordinating sales, production and inventory policies.
- Providing proper storage facilities
- Arranging the receipt, disbursement and procure of materials.
- Developing the form of recording these transaction
- Assigning responsibilities for carrying out the inventory control functions
- Providing the reports necessary for supervising these overall activity.

With these individual phases, much of the work done is specialized and requires a technical knowledge of subjects of procurement of production, material handling etc.

OBJECTIVES OF HOLDING INVENTORIES:

Inventories management arises only when the business enterprises have inventories. When having inventories involve holding cost and typing of funds of the company then why do a company maintain inventories? The level of inventory should be optimum. It should neither excessive nor in adequate. If these are kept at a high rate, higher interest and storage would be charged. On the other hand, a low level of inventories may result in frequent interruption in the production process resulting in under utilization of capacity and failure to meet delivery commitments resulting in reducing the profitability. More specifically, the objectives are following:-

- To minimize the possibilities of disruption in the production process for want of material stores and spares etc.
- To keep down investment in the inventories, so that carrying cost can be minimized.
- To meet a high demand without creating excess stock levels.
- To provide, on item by item basis, for re-order points and order such quantity as would ensure that the aggregate results conform with the constraints add objectives of inventory control.
- To get the purchasing opportunities.

Effective inventory management requires an effective control over inventories. It ensures enough stock holding by an organization to meet both its internal and external demands. Economically proper inventory control not only solves the problem of liquidity but also enhance the annual profits and causes substantial reduction in working capital requirement of the firm.

REFERENCES:

1. Khan, M.Y. and Jain P.K.(2012)Financial ManagementTata M'c Graw Hill Publishing Co. Ltd.
2. Kothari, C.R.,(2003)" Research Methodology", Tata-MeGraw Hill Publishing Co. Ltd.,
3. Lawrence D. Scha and Charles W. Haley, "Introduction to financial Management", Mcgraw Hill Book Co., Inc., New York, Third Edition.
4. Maheshwari, S.N.,(2003) "Management According and financial control". Sultan chand & Sons,
5. Mittal,S.N.(2013)Management accounting and financial management Shree Mahavir Book Depot , Delhi.
6. Pandey, I.M.,(2012) "financial Mangement", Vani Educational Book, Delhi.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

HOW COMPANIES CAN SUCCESSFULLY EMPLOY GREEN MARKETING

REKHA SAIN
Lecturer Aggarwal College Ballabgarh
E-mail rekhasain1975@gmail.com

SWATI AGGARWAL
Lecturer Aggarwal College Ballabgarh

ABSTRACT:

Green marketing is a phenomenon which has developed particular importance in the modern market. This concept has enabled for the re-marketing and packaging of existing products which already adhere to such guidelines. Additionally, the development of green marketing has opened the door of opportunity for companies to co-brand their products into separate line, lauding the green-friendliness of some while ignoring that of others. Such marketing techniques will be explained as a direct result of movement in the minds of the consumer market. As a result of this businesses have increased their rate of targeting consumers who are concerned about the environment. These same consumers through their concern are interested in integrating environmental issues into their purchasing decisions through their incorporation into the process and content of the marketing strategy for whatever product may be required. This paper discusses how businesses have increased their rate of targeting green consumers, those who are concerned about the environment and allow it to affect their purchasing decisions. The paper identifies the three particular segments of green consumers and explores the challenges and opportunities businesses have with green marketing. The paper also examines the present trends of green marketing in India and describes the reason why companies are adopting it and future of green marketing and concludes that green marketing is something that will continuously grow in both practice and demand.

Key Words: *Green Product, Recyclable, Environmentally safe, Eco Friendly*

INTRODUCTION:

In the 1970s green marketing began to target the ethical consumer, mostly affluent people considering the responsibility of their choices.Many companies believe their green claims appeal to the ethical consumer, but research tells us that green washing and misleading consumers will jeopardize the success of green marketing.To be successful green marketing must be genuine. It should satisfy the consumer while demonstrating minimal impact on the environment and/or minimal social impact.While green marketing isn't easy, it is in many ways a necessary consideration. Resources are limited and more people are becoming aware of their responsibility in both social and environmental terms."Green Marketing is the marketing of products that are presumed to be environmentally safe. Thus, green marketing incorporates a broad range of activities, including product modification, changes o the production process, packaging changes, as well as modifying advertising.""The American Marketing Association" "Green marketing, also alternatively known as environmental marketing and sustainable marketing, refers to an organization's efforts at designing, promoting, pricing and distributing products that will not harm the environment.""Pride And Ferrell (1993)"

OBJECTIVES OF GREEN MARKETING:

• To identify the customers to fulfill their need.
• To create awareness about ecological process and environmental, sustainable , green
• To educate the customers.
• To avoid the wastage of resources.
• To utilize maximum resources in an effective manner a cycle process.
• To tell the truth and generating hype regarding a brand.marketing process.

WHY GREEN MARKETING IS NOT POPULAR IN INDIA:

• People are more attracted towards foreign products.
• Most companies are not interested in producing herbal products.
• People are not aware of the importance of green marketing.
• Green marketing product prices are very high.

CHALLENGES IN GREEN MARKETING:

Need for Standardization: It is found that only 5% of the marketing messages from "Green" campaigns are entirely true and there is a lack of standardization to authenticate these claims. There is no standardization to authenticate these claims. There is no standardization currently in place to certify a product as organic. Unless some regulatory bodies are involved in providing the certifications there will not be any verifiable means. A standard quality control board needs to be in place for such labelling and licensing.

New Concept: Indian literate and urban consumer is getting more aware about the merits of Green products. But it is still a new concept for the masses. The consumer needs to be educated and made aware of the environmental threats. The new green movements need to reach the masses and that will take a lot of time and effort. By India's ayurvedic heritage, Indian consumers do appreciate the importance of using natural and herbal beauty products. Indian consumer is exposed to healthy living lifestyles such as yoga and natural food consumption. In those aspects the consumer is already aware and will be inclined to accept the green products.

Patience and Perseverance: The investors and corporate need to view the environment as a major long-term investment opportunity, the marketers need to look at the long-term benefits from this new green movement. It will require a lot of patience and no immediate results. Since it is a new concept and idea, it will have its own acceptance period.

Avoiding Green Myopia: The first rule of green marketing is focusing on customer benefits i.e. the primary reason why consumers buy certain products in the first place. Do this right, and motivate consumers to switch brands or even pay a premium for the greener alternative. It is not going to help if a product is developed which is absolutely green in various aspects but does not pass the customer satisfaction criteria. This will lead to green myopia. Also if the green products are priced very high then again it will lose its market acceptability.

Five basic reasons for which the marketer should go for green marketing are:

- Opportunities and Competitive Advantage.
- Corporate Social Responsibilities(CSR)
- Government Pressure.
- Competitive Pressure.
- Cost or profit issues.

Examples of Green Marketing in India

Tata Group of Companies: Tata motors ltd. is setting up an eco-friendly showroom using natural material for its flooring and energy efficient lights.

a) Launched a low cost water purifier made up of natural ingredients.

b) Developing Indica EV, an electric car that would run on polymer lithium ion batteries.

Wipro's **Green Machines:**Wipro InfoTech was India's first company to launch environment friendly computer peripherals. For the Indian market, Wipro has launched a new range of desktops and laptops called Wipro Green ware. These Products are RoHS(Restriction of Hazardous Substances) complaint thus reducing e-waste in the environment.

Digital Tickets by Indian Railways.: Recently IRCTC has allowed its customers to carry PNR no. of their E-Tickets on their laptop and mobiles. Customers do not need to carry the printed version of their ticket anymore.

No Polythene carry bags for free :Forest & Environmental Ministry of India has ordered to retail outlets like BigBazar,More,Central,D-Mart etc that they could provide polythene carry bags to customers only if customers are ready for pay for it.

Green IT Project- State Bank of India:By using eco and power friendly equipment in its 10,000 new ATMs, the banking giant has not only saved power costs and earned carbon credits, but also set the right example for others to follow. SBI is also entered into green service known as "Green Channel Counter". SBI is providing many services like; paper less banking, no deposit slip, no withdrawal form, no checks, no money transactions form all these transaction are done through SBI shopping & ATM cards. State Bank of India turns to wind energy to reduce emissions. The wind project is the first step in the State Bank of India's green banking program dedicated to the reduction of its carbon footprint and promotion of energy efficient processes, especially among the bank's clients.

Lead Free Paints from Kansai Nerolac: Kansai Nerolac has worked on removing hazardous heavy metals from their paints. The hazardous heavy metals like lead, mercury, chromium, arsenic and antimony can have adverse effects on humans. Lead in paints especially poses danger to human health where it can cause damage to Central Nervous System, kidney and reproductive system. Children are more prone to lead poisoning leading to lower intelligence levels and memory loss.Strategies to go Green in Marketing This section presents a five step strategy to help you create a more environmentally responsible company and lay the foundation for a sustainable future. After completing the five step strategy to sustainability, how can you be sure you've achieved success and are a more sustainable business? When: "Green thinking" is part of your company culture.Minimization of environmental impact is just the way business is done. Green is routine.

You are committed to seeking a better way. Here's a quick overview of the five steps:

Step 1 Get Ready helps you lay the groundwork for success.

Step 2 Get Started helps you decide how green you want your business to be, select the best approach to get there, and assess the impact your business has on the environment. The Emerging Issues and Motivations Charts will help identify issues and motivators that influence these choices, and the Environmental Impact Assessment Chart captures your business' impacts on the environment.

Step 3 Set Goals help you choose your greening goals and identify the actions to achieve them. Use the Goals Charts to help identify and prioritize goals.

Step 4 Go Green presents a discussion on what to keep in mind as you move forward.

Step 5 Ensure Continual Improvement discusses how to make sure your company continues to reduce its environmental impact and flourish at the same time. This final step includes ideas for measuring progress and updating goals.

GOLDEN RULES OF GREEN MARKETING :

Know your Customer: Make sure that the consumer is aware of and concerned about the issues that your product attempts to address.

Educating your customers: It is not just a matter of letting people know you're doing whatever you're doing to protect the environment, but also a matter of letting them know why it matters.

Being Genuine & Transparent: It means that: a) You are actually doing what you claim to be doing in your green marketing campaign and,b) The rest of your business policies are consistent with whatever you are doing that's environmentally friendly.

Reassure the Buyer: Consumers must be made to believe that the product performs the job it's supposed to do-they won't forego product quality in the name of the environment.

Consider Your Pricing: If you're charging a premium for your product-and many environmentally preferable products cost more due to economies of scale and use of higher-quality ingredients-make sure those consumers can afford the premium and feel it's worth it.

GREEN PRODUCTS & ITS CHARACTERISTICS:

The products those are manufactured through green technology & that caused no environmental hazards are called green products. Promotion of green technology & green products is necessary for conservation of natural resources & sustainable development.We can define green products by following measures:ϖ Products those are originally grown.ϖ Products those are recyclable, reusable and biodegradable.ϖ Products with natural ingredients.ϖ Products containing recycled contents, non-toxic chemical.ϖ Products contents under approved chemical.ϖ Products that do not harm or pollute the environment.ϖ Products that will not be tested on animals.ϖ Products that have eco-friendly packaging i.e. reusable, refillable containers etc.

LIMITATIONS IN GREEN MARKETING:

- Green products require renewable and recyclable material, which is costly.
- Requires a technology ,which requires a huge investment in R&D.
- Water treatment technology , which is too costly.
- Majority of people are not aware of the green products and their uses.
- Majority of the consumers are not willing to pay a premium for green products.

CONCLUSION

Now this is the right time to select "Green Marketing" globally. It will come with drastic change inthe world of business if all nations will make strict rules because green marketing is essential to save the world from pollution. From the business point of view because a clever marketer is one who not only convinces the consumer, but also involves the consumer in marketing his product. With the threat of global warming looming large, it is extremely important that green marketing becomes the norm. Finally, consumers, industrial buyers and suppliers need to pressurize effects on minimizing the negative effects on the environment. Green marketing assumes even more importance and relevance in developing countries like India.

REFERENCES:

1. Bansal S.P.; (2006); Marketing Management; Kalyani Publishers

2. Agarwal P.K.; (2008); Marketing Management : An Indian Perspective ; Pragati Prakashan, Meerut
3. VS Ramaswamy , S Ramakumari ; (2002); Marketing Management: Planning, Implementation & Control; Macmillan India Ltd.
4. Tapan K Panda ;; (2008); Marketing Management; Excel Books
5. Kotler, Keller, Koshy, Jha; (2007); Marketing Management: A South Asian Perspective; Pearson Prentice Hall Publications
6. www.greenwebmarketing.com.
7. http.//en.wikipedia.org/wiki/Green-Marketing.
8. http://14.139.58.2/ejournalver2/abstract/year2010/volume3/

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

TREATMENT OF TIME AND ORDER IN ARUNDHATI ROY'S GOD OF SMALL THINGS

URVASHI
E-Mail: Urvashianshu@yahoo.in

Whereas real life cannot escape the tethers of the laws of time which are beyond the purview of human influence, the narrative act can well defy the overpowering sway of time: blurring the boundaries between the present, past and the future; living some events for a seemingly unending duration of time, while others spanning several years in real time are jumped over in the most natural manner. It is creative privilege that impossible chronologies are created wherein the natural order of happenings is inverted in more than one way, the narration begins in *medias res* and is dotted with gaps, and some events are repeated while others are 'understood' to have occurred though never overtly stated in the narration. The narratology in *God of Small Things* throws the reader into a time machine: beginning in the present time, which moves back by almost twenty three years within a span of two pages and a half. Characters that are thirty one years old today suddenly revert to a stage where they are still to be born and yet again to seven years later within the next two fifty words. This time shift and time scramble is not without a plan: right at the outset of the narration it establishes firmly the relationship between Estha and Rahel, the twins: one which defies the tyranny of time - 'They had known each other before Life began'. The umbilical connection is not one way for the 'dizygotic' (pp.2) twins but it is actually two way. The past, present, and the future are brought into fine synthesis to intersperse the narration with the feeling of the failure of time for once to alter their bonding till it finally assumes the intimacy with which 'Life' began for them. Similarly, Ricoeur observes that a narrative organizes time as "a pattern from a succession":

...every narrative combines two dimensions in various proportions, one chronological and the other non-chronological. The first may be called the episodic dimension, which characterizes the story as made out of events. The second is the configurational dimension, according to which the plot construes significant wholes out of scattered events. Here I am borrowing from Louis O. Mink the notion of a configurational act, which he interprets as a "grasping together". I understand this act to be the act of plot, as eliciting a pattern from a succession ("Narrative Time," p.178).

The philosophy of time as an agent that heals is reverted in the novel and encourages the reader to look at time from a new dimension. The writer does not shift blocks of time in the flashback or montage technique for long periods. The narrative technique at work is that of stream of consciousness where the past intermittently exists with the present. Though meeting after twenty three years Estha and Rahel's pain is made more poignant rather than dulled with the passage of time, pushing them inevitably into breaking a 'Love Law' that was once before broken- with terribly tragic consequences- it was the law 'That lay down who should be loved. And how. And how much.' (pp.328). Breaking these laws is the worst of taboos, and those that break them are brutally punished: desire and desperation, though, overcome the 'Love Laws' at key moments in the novel. Thus, they stride across the time barrier of the years they have lived to relive the umbilical connection, committing the unspeakable act. It is another matter though that when the Law was broken earlier, it was to revel in happiness: not, as in their case, to share in 'hideous grief'.

According to Gerard Genette, episodes in a narrative which defy chronology (whether by narration before they actually occur or after) can be designated as "anachronies" and those that follow natural time sequencing as the "first narrative". In reality, of course, events ought to have occurred sequentially but are rendered anachronically in the narrative to evoke in the reader the querry "How did it happen?" and "What caused it?" rather than "What happened next?" The incestuous act of Estha and Rahel is a means to mitigate the abject misery that spans the thirty one years of their lives. Thus the almost refrain like "They had known each other before Life began", or Estha and Rahel's perception of themselves "together as Me, and separately, individually, as We or Us" (pp. 2) are actually instances of Completing Prolepses which Genette defines as a foreshadowing which fills a later gap ahead of time. This prolepsis, Genette says, has a "reach" (the measure of time between the first narrative where it is introduced and the time of the anachrony) and an "extent" (the duration of the analepsis or prolepsis).

It is in order to emphasize upon the events that led up to the story, that the consequences and the characters themselves build on that Roy has structured the novel non-sequentially. It allows the author optimum flexibility to selectively develop the happenings and the themes which she chooses to, subtly preparing the reader for a point of view which is actually the children's (though more of Rahel's than Estha's), blaming, with them, the events of and prior to the preceding twenty three years for the climax. Thus the kaleidoscopic presentation, the interspersing of long syntactical structures with notably short ones, the alternating of ideas

Thirty-one.
Not old.
Not Young.
But a viable **die-able** age. (pp. 3)
...the Ayemenem house still had a river sense.
A rushing, rolling, **fishswimming** sense. (pp. 30)
Sophie Mol.
Thimble-drinker
Coffin-cartwheeler. (pp. 135)
Little Girls Playing.
Sweet
One beach-colored.
One brown.
One Loved.
One Loved a Little Less. (pp. 186)
They lay like that for a long time. Awake in the dark. Quietness and Emptiness.
Not old. Not young.
But a viable **die-able** age. (pp. 327)

Traditionally, stylisticians differentiate between content and style as the distinction between 'what-one-has-to-say' and 'how-one-says-it' (Leech and Short 38). Applied to narratology in literature, it is the difference between the story and discourse, i.e. between 'what-is-told' and 'how-it's-transmitted'. The latter would signify much more than *langue* (the language system): it would rather be more appropriate to attribute the meaning of 'how-it's-transmitted' to *parole* (defined as 'an oral utterance; word of mouth', Universal Dictionary, Reader's Digest). In *God of...* the narrative follows a circular design: events race backwards into the past to traverse decades and then, just as abruptly, revert to the present: lack of order and time as seen from the vantage of the children gives the narrative its particular flavour, explaining the interspersing of the narration with 'children's vocabulary', striking for their very profundity with almost silly, non words characteristic of children's thought process (and hence their typical speech) are all well thought out devices contributing to the whole. It firmly establishes the bitter fact that for the children time has at once frozen and sped forward, as if past and present are mere moments and not entities that can be accounted for in terms of minutes, hours, days and years.

Edges, Borders, Boundaries, Brinks and Limits have appeared like a team of trolls on their separate horizons. Short creatures with long shadows, patrolling the Blurry End. Gentle half moons have gathered under their eyes and they are as old as Ammu was when she died.

they being the third person (though only implicitly) narrating the story.

As we lift a few layers of the narratology, however, and attempt to clear the mist of disorderly arrangement of time in the novel, the code of the underlying motifs which are a recurring and constant feature of the content, reveals itself. Love, discovery and loss of it, shortcomings of the prevailing social system to provide an effective cushion to victims of unrequited love, and the larger inability of humanity to recognize and accept that which lies on the extremes of the social or emotional spectrum: the myriad tragedies of the Ipe family (and more of the extended Ipe family) are conveyed through the medium of the disjointed, jigsaw-pieces-put-together *parole* of seven or thirty one year olds: Estha and Rahel. Typically, like the round song that children sing: Round and round the mulberry bush: the story adopts a circular route; beginning with the arrival of Rahel at their ancestral house in Ayemenem, tracing the course of hers, Estha's and Ammu's lives twenty three years ago, going on to explore a few more years that Ammu lived, and finally completing the circle by drawing the tragic parallel between the now grown up Estha and Rahel's present and Ammu's lives. It is interesting that in this arrangement of events the years that elapse after Ammu's death till Rahel's return seem to have little significance and are consequently, given little print space. Even the 'climax' when it comes, is grossly understated: as if there was little to be said, one being prepared for it since the very beginning.

...physically separate, but with joint entities. (pp. 2)

This is again alternated with the transgression of Ammu decades ago. The inevitable parallel has been drawn. The present and the past appear as consecutively occurring moments, flouting the natural, linear chronological order of time as experienced in reality. In real life we do not have the liberty to go forward or backward in time no matter how much we wanted to, time being a merciless fiend that can not be manipulated. But in *God of*... the perception of time itself is altered, diminishing the traditional, familiar experience of it. It brings to light the hidden meaning of time, unifying all experience into a single moment, reinforcing the philosophy that even if the flame of 'life' as opposed to 'existence' flickers for the shortest fraction of time, it is still worthy of being cherished as a rare treasure.

REFERENCES:

1. Leech, Geoffrey N., and Michael H. Short. (1981).Style in Fiction." A Linguistic Introduction to English Fictional Prose". London: Longman,
2. Ricoeur, Paul.(1980). Narrative Time. Critical Inquiry, Vol. 7, No. 1, On Narrative (Autumn, 1980), pp. 169-190. The University of Chicago Press.
3. Genette, Gerard (1980).Narrative Discourse: An Essay in Method. Translated by Jane E. Lewin. Ithaca: Cornell University Press..
4. A Linguistic Approach to Prose Style. Leonora Woodman. The English Journal, Vol. 62, No. 4 (Apr., 1973), pp. 587-590+599-603. National Council of Teachers of English.
5. Style and the Teaching of Literature and Composition. Stephen Judy. The English Journal, Vol. 56, No. 2 (Feb., 1967), pp. 281-285. National Council of Teachers of English

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

WOMEN EMPOWERMENT THROUGH SELF HELP GROUPS (SHGs) WITH SPECIAL REFERENCE IN AGRA DISTRICT

SHALINI AGARWAL
Assistant Professor,Department of Economics
Kalindi College (University of Delhi)

ABSTRACT:

SHG programme have succeeded in changing the lives of poor, enhancing incomes and generating positives externalities. The membership in a group activity gives him a feeling of cooperation and protection. This brings about necessary for organising them in a group by which they set the benefit of collective perception decision making and collective implementation of programme for common benefits. This organisation holds power and provides strength and act as an anti-dotes to the helplessness of the poor specially the women. An attempt has been made in this paper to quantify the impact of SHGs on empowerment of women in particular.

The concept of empowerment of women has been a center point of developmental process during the last 50 years. Several changes came under way in the policies in this direction. Up to the seventies the concept of "Welfare"was the root point "Development" took the center stage during eighties and ultimately the "empowerment" has got momentum during nineties. Empowerment is defined as the processes by which women take control and ownership of their lives through expansion of their choices (United Nations 2001).

Empowerment is the phenomenon of nineties and is defined as "giving power to", "creating power within" and "enabling". It's a multi-dimensional process which enables individual and groups to realize their full identity and powers in all spheres of life. Keller and Mbewe (1991) describe empowerment as a "process whereby women become able to organize themselves to increase their own self-reliance, to assert their independent right to make choices and to control resources which will assist in challenging and eliminating their own sub-ordination".

The year 2001 had been observed as women empowerment year with considerable hype and through a variety of celebrations to focus how the Government has been doing a lot for the overall improvement of women.

According to PramilaKapur, "Women's Empowerment could be considered as a process in which women gain greater share of control over resources material, human and intellectual like knowledge, information, ideas and financial resources like money and access to money and control over decision making in the home, community, society and nation, and to gain 'power'.

According to the country report of government of India presented at fourth world conferences on women at Beijing, "Empowerment means working form a portion of enforced powerlessness to one of power. It would promote women's inherent strength and positive self-image. The process of empowerment helps thrift the priority to the most deprived and excluded, especially to deprivations because of discrimination.

Empowerment can be broadly categorized as: Economic empowerment; social empowerment

ECONOMIC EMPOWERMENT

Economic empowerment means that women have access to and control over productive resources thus ensuring some degree of financial autonomy. Women, ability to save and access to credit would give them an economic role not only within the hoodmold but may be , outside it as well.

Economic development is the key and may lead to all kinds of development. This is more true in the context of women. Economically, rural women are in a dire state of poverty. Rural families are considered as consumers and not producers with no occupation, property, education and skills. Many micro-studies show the inverse relationship between income level of household and women's labour participation. Hence, skill development, income generation and credit availability are the main planks of economic empowerment of women.

SOCIAL EMPOWERMENT

Social empowerment may be defined as a "continuous process where the powerless people become conscious of their situation and organize themselves to improve it and access opportunities, as an outcome of which women take control over their lives, set their own agenda, gain skills, solve problems and develop self-reliance". Social empowerment has led to capacity building.

REVIEW OF LITRETURE

The study of **Borbora and Mahanta (2001)** on Assam reported that before joining SHGs, about 85% of the beneficiaries, being housewives had earned no income; but after receiving loans about 30%sample members started income generating activities of their own and earning income generating activities of their own and earning between Rs.15 to Rs 30 per day. About 7% crossed the poverty line.

Self-help groups have made apositive impact increasing leadership, improving literacy, consciousness about health and hygine and skill formation among the group members.**(Awasthi and Sahu,2001)**

Self-help groups have increased awareness of girl's education, improved outside contact and decision making skill.**(Anjugam and Alagumani 2001)**

RESEARCH METHODOLOGY

OBJECTIVE: The objective of the study is "to assess the social and economic empowerment of self-help groups on women.

To find out the impact of SHG-Bank Linkage on empowerment of rural women in Agra District, Uttar Pradesh,210 women members of self-help groups have been chosen non-random sampling method from various villages of 15 blocks. With the help of the structured interview schedule information was collected on the following indicators of socio-economic empowerment. Indicators of change in socio economic empowerment of SHG members(women) are as per following table:

S.No	Empowerment Membership in SHG leads to Social empowerment	Mean	S.D	variance	Intensity Value	Rank according To intensity value
1.	nowledge and general awareness	4.286	0.829	0.687	450	X
2	Opportunity to develop social contact and intervention ➢ With official	3.533	1.323	1.751	371	XIII
	➢ With other women	4.057	0.830	0.689	426	XI
3	Mobility	3.829	0.904	0.816	402	XII
4	Equal status, participation and powers of decision making of women in household	4.924	0.267	0.071	517	I
5	Equal status, participation and powers of decision making of women in community and village	4.857	0.403	0.162	510	II
6	Equal status, participation and powers of decision democratic institution	4.657	0.618	0.381	489	VII
7	Breaking social, cultural and religious barriers to equal development of women	4.838	0.483	0.233	508	III
8	Better communication skill	4.743	0.707	0.501	498	VI
9	Better leadership skill	4.829	0.489	0.240	507	IV
10	Better awareness in health, education and environment	4.752	0.782	0.611	499	V
11	Improved financial literacy and numeracy	4.448	0.899	0.807	467	VIII
12	Self-help and mutual help	4.352	0.990	0.980	457	IX

S.No	Empowerment Membership in SHG leads to	Mean	S.D	variance	Intensity Value	Rank according To intensity value
I.	**Economic Empowerment**					
1	Greater access to financial resources outside household	3.790	1.291	1.667	398	IV
2	Reduced vulnerability of the poor women to crisis-famine, flood, riots etc	4.562	0.820	0.672	479	II
3	Significant increase in the women's own income	4.114	1.219	1.487	432	III
4	Equal access and control over resources at the household level	4.571	0.949	0.901	480	I
5	Financial self-reliance of women	3.571	0.732	0.536	375	V

The table-1 shows that in **the social empowerment**, majority of the respondents is of the view that SHG-Bank Linkage Programme has led to equal participation and power of decision making of women in household, community and village which has been I and II ranked. The intensity value for this aspect is 517 and 510 respectively. Women respondents are of the view that the SHG-Bank linkage programme has resulted in breaking social, cultural and religious barriers to equal development of women so ranked at III (508). All the respondents felt that their leadership skills have obtaining the programme. The intensity value is 507 and rank IV. Along with leadership skills, they have better awareness in health education and environment. This is mainly due to the SHG. All the respondents have obtained SHG-Bank linkage through self-help groups meetings regularly. This has been given a better understanding towards the health education and environment. The intensity value for this aspect is 499.

The table-2 for **economic empowerment** reveals that the intensity value for various factors varied between maximum of 480 to minimum of 375. On the basis of this is the most important factors, which has been ranked first is equal access and control over resources at the household level by which women full empowered (480,4.57. 0.94) followed by reduced vulnerability of the poor women to crisis famine, flood riots etc (432, 4.11, 1,21). SHG-Bank linkage programme provided to the women is not able to provide them financial self-reliance so ranked at V (375, 3.57, 0.73) and they also feel that they do not have much access to financial resources at outside household at ranked

CONCLUSION:

Women's empowerment is concerned still a lot has to be done to make them fully self-dependent and empowered equally at par with men.

With growing consciousness and collective strength, women's groups are prioritizing the problems they would like to tackle. They have begun to confront oppressive practices and situation both inside and outside the home. Gradually they have tried to alter their own attitudes and behaviour.

The important component of self-help groups is mobilisation and organisation for women on the basis of solidarity, strength and collective

ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

action. From the above study the participation in the self-help groups enriched the empowerment of women. Self-confidence among the women also increased.

REFERRENCES:

1. Arya, Sandhya (2000) :Women, Gender Equality and the State , Deep and Deep Publication Pvt Ltd. New Delhi.
2. Kumar Arun (2002): “Empowerment Women”, Deep and Deep Publications Pvt. Ltd., New Delhi.
3. Mathur, B.L. (1995) : “Indian Banking and Rural Development”, Arihant Publishing House, Jaipur.
4. Nagarajan B.S and N. Lalitha (2002) : “Self Help Groups in Rural Development”, Dominant Publishers and Distributors,
5. Journals
6. Anjugam M. and T. Alagumani (2001): “Impact of Micro Finance Through Self-Help Groups-A case study” Indian journal agricultural of Economics,Vol.56, No.3,July-September,2001, p.459.
7. Awasthi, P.K., Deepak Rathi and vimlaSahu(2001) : “Working and Impact of Self Help Groups on Economic Status of Women in Watershed Area Of Madhya Pradesh” Indian Journal of Agricultural Economics, Vol 56, No 3. July-Sept, p.475.
8. Barbora, Saundarjya and RatulMahanta (2001) : “Micro Finance through SHG and Its Impact: A case of RashtriyaGrameenVikasNidhi, Credit and saving Programme in Assam’ ” Indian Journal of Agricultural Economics, Vol 56, No 3. July-Sept, p.449.
9. Chiranjeevalu T.(2003): Empowering Women through SHG, Kurukshetra, Vol 51, No 5,March 2003.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

MODERN EDUCATION SYSTEM AND THEIR TECHNIQUES IN PRESENT SCENARIO

YUGRAJ SINGH
Asstt. Prof.,in Geography,Dept. of Higher Education
Govt. College of Teacher's Education ,Dhramshalla, H.P.

ABSTRACT:

e- Learning is a technology which supports teaching and learning via a computer web technology. It bridge the gap between a teacher and a student in different geographical location. Advancement in internet and multi media technology is the basic enabler for e- learning. E- Learning applications facilitate online access to learning content and administration. Software applications built for planning, delivering and managing learning events has become a crucial need for most the corporate training department of large organizations. Our creative and technology abilities allow us to package the most complex materiel in to a comprehensive and an interactive e-learning application. E-learning is essentially the computer and network-enabled transfer of skills and knowledge. E-learning applications and processes include Web-based learning, computer-based learning, virtual classroom opportunities and digital collaboration. Content is delivered via the Internet, intranet/extranet, audio or video tape, satellite TV, and CD-ROM. It can be self-paced or instructor-led and includes media in the form of text, image, animation, streaming video and audio. e.g. libraries E-learning is learning which takes place as a result of experiences and interaction in an Internet environment. It is not restricted to a regular school day and can take place in a variety of locations including home, school and community locations, cafes etc. E-education involves e-teaching and e-learning along with the various administrative and strategic measures needed to support teaching and learning in an Internet environment. It will incorporate a local, regional, national and international view of education. The importance of a vision for e-teaching, e-learning and e-education .Building on our experience in distance education and our willingness to innovate and problem-solve, there has been a range of exciting strategies for utilizing the Internet in our schools. In the spirit of innovation, the early adopters have been given time and space to explore a range of opportunities and possibilities without too many rules to bar their progress. As time passed more and more people became interested and were absorbed by the teaching and learning potential of the Internet for themselves as teachers, and for their e-literate students. The possibilities and vision for e-education was becoming stronger and stronger with a clear need for an e-education strategy that compliments the ICT strategies of the future.

Key-words : *E-learning methods and technologies, E-learning environments, E-learning standards ,Virtual learning environments*

INTRODUCTION:

E-learning comprises all forms of electronically supported learning and teaching. The information and communication systems, whether networked or not, serve as specific media to implement the learning process. The term will still most likely be utilized to reference out-of-classroom and in-classroom educational experiences via technology, even as advances continue in regard to devices and curriculum.

E-learning is essentially the computer and network-enabled transfer of skills and knowledge. E-learning applications and processes include Web-based learning, computer-based learning, virtual classroom opportunities and digital collaboration. Content is delivered via the Internet, intranet/extranet, audio or video tape, satellite TV, and CD-ROM. It can be self-paced or instructor-led and includes media in the form of text, image, animation, streaming video and audio.

CONCEPT OF E- LEARNING; E-TEACHER; AND E-TEACHING:

The "e" stands for electronic and it relates to the use of the internet to undertake the wide range of activities. As we become more familiar with the language of the internet we find just how much it pervades our daily lives in the dot.com age. We readily recognize http://www........as an internet web site and see it plastered on vehicles, billboards, hot air balloons, merchandise and in the screen and print media. Educators are now beginning to hear terms like e-teaching, e-learning and e-education as it subtly becomes part of our regular vocabulary.

E-LEARNING: Learning is a technology which supports teaching and learning via a computer web technology. E-learning means self teaching. The term "e-learning" implies a new educational technology, based on well-designed computer-based courseware that allows students to teach themselves. "e-learning is internet-enabled learning-learning provides faster learning at reduced costs, increased access to learning, and clear accountability for all participants' in the learning process, in today s fast-paced cutler, organization that implement e-learning provide their work force with the ability to turn change into an advanced."- Cisco systems. E-education involves e-teaching and e-learning along with the various administrative and strategic measures needed to support teaching and learning in an Internet environment. It will incorporate a local, regional, national and international view of education.The importance of a vision for e-teaching, e-learning and e-education Building on our experience in distance education and our willingness to innovate and problem-solve, there has been a range of exciting strategies for utilizing the Internet in our schools. In the spirit of innovation, the early adopters have been given time and space to explore a range of opportunities and possibilities without too many *rules* to bar their progress. As time passed more and more people became interested and were absorbed by the teaching and learning potential of the Internet for themselves as teachers, and for their e-literate students. The possibilities and vision for e-education was becoming stronger and stronger with a clear need for an e-education strategy that compliments the ICT strategies of the future.

E-TEACHING:

by comparison ,"e-teaching" is the facilitation, of live teaching with streaming, lectures, whiteboards, downloadable slide sets, and discussion forums. E- teaching is about the automation of an existing teacher-centered educational approach, which e-learning means a new student-centered approach that is more consistent with adult learning theory.

The real action today is in creating content and deployment (learning management) systems that support e-learning. Teacher-centered education is considered obsolete and, within the e-learning industry, "teaching" is almost a bad word and the word " teacher" is not used. People who prepare e- learning programs refer to themselves as "instructions designers."

E-TEACHER

E-teacher are the new generation of teachers who will work in an internet environment in both regular and virtual classroom situations. They will build new concept of working in time and space. E- teacher s collaborate, build and discover new learning communities and explore resources as they interact with information, materials and ideas with their students and colleagues.

IMPACT OF E-LEARNING ON TEACHING LEARNING PROCESS

Due to the large scale innovations in communication system, the society and its economic structure are undergoing a metamorphosis and the information centered society is root very fast in almost all nations of the world. Teacher education is no exception to this development. Computer-based networking system has provided the present day teacher with a choice of modern tools to deliver the goods in the classroom and end the instructional boundaries. In short we can say that information and communication technology in which e-learning, e-teaching, e-teachers are built in components has the following impact on teaching learning process.

- Improves efficiency both in learning and teaching;
- Increases motivation;
- Deepens understanding;
- Promotes collaborate learning;
- Gives new approach to learning and working;
- Provides for new ways of interacting;
- Paves way for personality development;
- Increases social skills;
- Helpful for self-evaluation;
- Wide reach and consistent;
- User convenient;
- It is a very flexible and rich medium for students to access learning;
- It is a very useful tool to address students with different learning materials;
- Self-pacing for slow or quick learning reduces stress and increases satisfaction;
- Provides a singles experience that accommodates the three distinct learning styles of auditory learners, visual learners and kinesthetic learners.

E-LEARNING ENVIRONMENTS

There are two general types of Web-based learning environments : synchronous and asynchronous.

- A synchronous learning environment is one in which an instructor teaches a somewhat traditional class but the instructor and students are online simultaneously and communicate directly with each other. Software tools for synchronous e-learning include audio conferencing, video conferencing, and virtual whiteboards that enable both instructors and students to share knowledge.

- In an asynchronous learning environment, the instructor only interacts with the student intermittently and not in real time. Asynchronous learning is supported by such technologies as online discussion groups, email, and online courses.

E-LEARNING STANDARDS:

Standardization efforts for learning technology began as early as 1988 in the form of specifications for hardware and software platforms. The Internet and the World Wide Web shifted the focus of these standardization efforts to specifications of Internet protocols and data formats .

E-learning standards are being developed by four main organizations: Aviation Industry CBT

Committee (AICC) , IMS (Instructional Management System) Global Learning Consortium, Advanced Distributed Learning (ADL) Initiative , and IEEE . In the last years, these four organizations have begun to harmonize their specifications. The Sharable Content Object Reference Model (SCORM) specification from ADL is the result of this harmonization. SCORM assumes a Web-based infrastructure as a basis for its technical implementation. SCORM provides a specification for construction and exchange of learning objects, which are called Sharable Content Objects (SCOs) in the SCORM specification. SCORM does not address interoperability for the delivery of synchronous e-learning. It only addresses interoperability for asynchronous e-learning. In particular, it addresses the structure of online courses, the interface to a repository for accessing online courses, and the protocol for launching online courses and tracking student progress and scores.

TEACHER EDUCATION AND E-TEACHING:

The institutions that offer teacher education, both pre-service and graduate education, will need to consider their changing roles and the way in which they model good e-teaching practice. For staff working in teacher education to talk about what e-teaching might be like without actually doing it, will leave their students wondering why it might be so difficult. What could even more discouraging for teacher education students is for the institutions to put courses online and assume that this e-teaching. "if teacher education programs do not address this issue at once, we will soon have lost the opportunity to enhance the performance of a whole generation of new teachers and the students they teach.-" the web-based education commission(2000) has warned.

ROLE OF AN E-TEACHER IN FACILITATING E-LEARNING:-

- e- teacher is not a person who known all the answers and decides what the question will be 'but it is the e-teacher who "become an expert learner" who can help students solve problems and find answers to their question. The teacher therefore becomes as much a part of the learning process as their students as they learn to work in a facilitative and collaborative e-learning environment . since the teacher are in the dot.com age, they will have to work in an environment in which they have never been learner and may have had few first-hand experiences. Hence the e-teacher need to:-
- Look at the course in a new way and re-think and adapt existing course delivery
- Move from being a content provider to a content facilitator who has a good knowledge of their subject area.
- Gain proficiency in using the tools so that there is an understanding of both its strength and its weaknesses.
- Learn to teach in absence of face-to-face interaction.
- Gain an understanding of students needs and lifestyle in their own communities.
- Encourage and guide students to set their own objectives and explore their own needs and agendas.
- Develop positive attitude towards the use of ICT to consider e-teaching.

Improve level of internal motivation to utilize ICT and to consider new and challenging teaching option.

Teacher educator has to be competent I the methodology to present the concepts effectively utilizing ICT..

Hence the e-teachers should have a vision of their role as e-teachers and what this might mean for them both personally and professionally then the e ceases to have any relevance

THE SHIFT IN THE ROLE OF THE TEACHER AND THAT OF THE LEARNER:

The Instructional method to be used in socio constructivist's web-based environment no longer position the student as a passive recipient of knowledge and the teacher as the one who will transmit the knowledge. The student becomes an active agent in the teaching and learning process who continues seeks for new information and experiences under the guidance of the teacher.

This paradigm shift also implies in some cases the loss of authority of the teacher in the classroom and this has been the main reason behind the reluctance of teacher to adopt the innovative methods. Migrating to the online environment does not only have an effect on the learning culture of students but also on the teaching culture and the educational conceptions of teachers.

VIRTUAL LEARNING ENVIRONMENT VLE TOOLS:

The source proposed a model which covers three main areas of functionality of any e-learning platform: content, communications, and management:

Content: this includes tools that enable the delivery of electronic learning content.

Communications: this area covers electronic tools that support any type of communications and group work.

Management: this includes any tools or systems that support the management of the Teaching and learning process.

The modern VLE systems usually have three types of users: tutors (teachers), learners (students) and administrators (designers). The users have different views of the system and Different rights to the tools

THE VLE TOOLS SUPPORT STUDENT LEARNING IN MANY WAYS:

- Communication
- Assessment
- Collaboration
- Other facilities

TOOLS FOR AUTHORING OF E-LEARNING MATERIALS:

E-learning authoring tools enable teachers to integrate an array of media to create Professional, engaging, interactive training content, and make it possible to repurpose digitized elements or learning objects from an existing course for reuse in a new one. Currently available tools offer a variety of features. For example, some tools are designed to develop extensive assessments, software simulations, or content for hand-held computers. However, most tools are designed to create basic e-learning courses for desktop or laptop computers. The software programs support a variety of media and file types, such as text, graphics, video, and audio. Most include assessment and test creation features.

The following points should be considered identifying the capabilities and options that are most important then choosing authoring tools:

Ease-of-use versus creative freedom.

- Automated programming
- Interoperability and standards.
- Multiple learning paths
- Media and file support. .

CHANGING ROLES OF TEACHERS AND THE CLASSROOM ENVIRONMENT WITH THE ADVENT OF E-LEARNING:

Teachers do not necessarily mind change, what they do mind is being made to change and become e-teachers in the new e-education environment.

Many words have been written about the Internet and the possibilities for its use in e-education but little has been researched about how teachers effectively modify their practice to work in this new environment. Just because teachers in schools have teacher education qualifications, this does not necessarily prepare them to be e-teachers. Being able to teach confidently in one environment is not a precursor to success as an e-teacher in a very different environment. The fears and anxieties discussed earlier in this paper tend to overwhelm some teachers who may temporarily lose sight of the fact that teaching and e-teaching do have many commonalities.The e-teacher who is surrounded by rapidly changing e-environments and technologies must at times feel like they are trying to change a tyre on a moving vehicle. When explaining the challenge and changing roles for e-teachers, it is a little like encouraging them to be information and environment architects. The environment they create may well be totally aligned with the work of the regular classroom so that e-learning becomes an integral part of it. Alternatively it may be a virtual classroom where the students only visit electronically. This seamless transition from what we now accept as learning to an e-learning environment will in time mean that the "e" ceases to have any particular significance.

EXPLORING THE ROLE OF AN E-TEACHER:

The ability of teachers to communicate via the Internet, accessing and publishing information is very diverse. There are some who are pre-e-literate and others who utilise the Internet for regular school and classroom activity. It is not unusual to find teachers storing information so that it is web-accessible but to actually make the move toward e-teaching is the next brave step. Willis identified five specific areas where changes in the role and attitude of academic staff in tertiary institutions were necessary to accommodate e-teaching and the acceptance of the associated technologies. These changes highlighted the need to:

- Look at the course in a new way and re-think and adapt existing course delivery.
- Move from being a content provider to a content facilitator who has a good knowledge of their subject area.
- Gain proficiency in using the tools so that there is an understanding of both its strengths and its weaknesses.
- Learn to teach in absence of face-to-face interaction.
- Gain an understanding of students' needs and lifestyles in their own communities.

E-LEARNING AND ITS IMPACT ON TEACHERS

The networked environment of this new Internet-connected world has expanded the opportunities for teaching and learning in ways that we are only beginning to understand. What makes the implementation of e-teaching so challenging is that we are asking teachers of the dot.com age to teach in a way in which they have never been taught when they were at school. They will work in an environment in which they have never been learners and may have had few first-hand experiences. However, without a history and a wide knowledge base to draw on, e-teachers will have the opportunity to be pioneers in their own right as they set sail. They will have the chance to re-examine what it means to be a teacher.

THE FEAR OF E-TEACHING

Following discussion with the participants, the researchers described the fears: They included fear of looking foolish, fear of asking for help, fear of not 'catching on' quickly enough, and fear of not being able to be effective with the technology in instructional settings. It was important for us to note that these fears were self-imposed and self-generated, but very real nevertheless.

They identified nine areas that could prevent staff from making changes that would enable them to integrate technology into their teaching:

- Fear of change
- Fear of time commitment
- Fear of appearing incompetent
- Fear of techno lingo
- Fear of techno failure
- Fear of not knowing where to start
- Fear of being married to bad choices
- Fear of having to move backward to go forward
- Fear of rejection or reprisals

CONCLUSION:

e-learning provides lot of opportunities For the students when comparing to other media of learning. The level of participation among students gets improved consistently. Thus e-learning enables the students for continuous updating of knowledge enhances their IT skills and paves way for time management in the teaching-learning process.

ICT has important implications for both improving teacher-training methods and more broadly. For ensuring that teachers are in a position to take up new roles suited to education in knowledge-based societies.

We are now sailing into a sea of change made possible by the rapid development and availability of the internet .these development have already begun to fundamentally alter the way in way in which we can utilize ICT in our classroom . what we can now consider is that the access to the internet outside of formal classroom settings has opened up possibilities that were inconceivable ten years ago. For many students their home will be the principal place of access to the internet and the word classroom will assume a whole new meaning. The nature of the traditional classroom is going to change beyond recognition and we too may wonder why we did not get it the time.

REFERENCES

1. Tavangarian D., Leypold M., Nölting K., Röser M., Is e-learning the Solution for Individual Learning? Journal of e-learning,.

2. Graziadei, W. D., et al., Building Asynchronous and Synchronous Teaching-Learning Environments: Exploring a Course/Classroom Management System Solution
3. www.google .com
4. Communication from the Commission: E-Learning – Designing "Tejas at Niit" tomorrow's education. Brussels: European Commission

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

IMPACT OF SOCIO – ECONOMIC BACKGROUND OF STUDENTS ON SPORTS PARTICIPATION

JAGVIR SINGH
Asstt. Prof., in Physical Education
Aggarwal College Ballabgarh

ABSTRACT:
Sport is accepted as a part of society and culture throughout the world . It gets attention and involvement from the people to the extent of capturing newspaper headlines, media attention and revenue for entrepreneurs. Game[1] also effect social processes, human values, social life and international affaires. Thus , this research paper is aimed to analyses the impact of socio- economic status of students on sports participation of physical education students.

SOCIO-ECONOMIC STATUS:

Socio-economic status is the indicator of one's social background and economic variables. This may include such variable which contributes towards social makeup of one's mind clubbed with economic provisions and one's life.

For the present study socio-economic status is the clubbed effect of many variables. These variables include place of stay; type of house; income of the family; per capita income.

OBJECTIVES:

The main objective is to assess social and economic status and sports participation of physical education students.

- To assess the personal background of physical education students and their sports participation.
- To assess the impact of their socio-economic background on sports participation.

HYPOTHESIS:

It is hypothesized that: Students get admission in physical education courses irrespective of their social- economic background. **Data is collected from the** profile of candidates admitted to M.P.Ed. and B.Sc. in year 2006, in Indira Gandhi Institute of Physical Education and Sports Sciences (University of Delhi).

REVIEW OF RELATED LITERATURE:

Tian (2003) made a study of the Olympic movement and sports in chine: A Asocial and Cultural Analysis. The aim of this research was to look at the Olympic movement in china in a social and culture context. sport. The research provided a social-cultural analysis of the Olympic movement in China.

Alomani (2003) made a study of the Impact of social, Political and Cultural Forces on School sport and Physical Education in Kuwait. The way these forces impinge on sport and PE in Kuwait, and current and future trends. Data have been collected from school PE teachers, school heads, parents, educationalists and senior government officials.

Lawrence (2002) made a study of the sport and the 'American Dream' through sporting achievement is for majority of American citizen, and even for sports participants, an illusion'. The objective was to demonstrate that participation in sport by student on 'athletic scholarships is demonstrate that likely to server as an 'indirect route' to obtaining the 'dream'.

Malcolam (2002) made a study of the Funding of non-elite amateur sport in Scotland. Governing bodies of sport, club and individuals in Scotland can access funding from a number of public and private sources. The sums involved can range from a few tens of pounds to several hundred thousand pounds.

McLaughlin (2001) made a study of the Financial Management of the Scottish Premier League (SPL) and its 12 Member Clubs.

DATA COLLECTION AND ANALYSIS:

For the present study physical education student is considered to be who is student of Indira Gandhi Institute of Physical Education And Sports Science at least for 1 year.

The enrolled student of B.Sc. second yrs.(2007-2008) who were admitted to this institution in yrs. (2006-2007) and the students of M.P.Ed. – second yrs. (2007-2008) who were admitted to the institute for the yrs. (2006-2007) were considered as the physical education students.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

1. Table 1 : Profile of Candidates admitted to M.P.Ed and B.Sc. in the year 2007

Items	Public school (In %)	Govt./ Urban School (In %)	Urban Area (In %)	Rural Area (In %)	Nuclear /Single Family (In %)	Joint Family (In %)	Year
The type of School Attended	37.33	54.34		5.33			
Locality where the family lives			66.67	33.33			
Present pace of stay of student			69.34	33.66			
Type of family they belong to					60.00	40.00	
Year of Joining the Institute / Course							2006

Figure 1 : Profile of Candidates

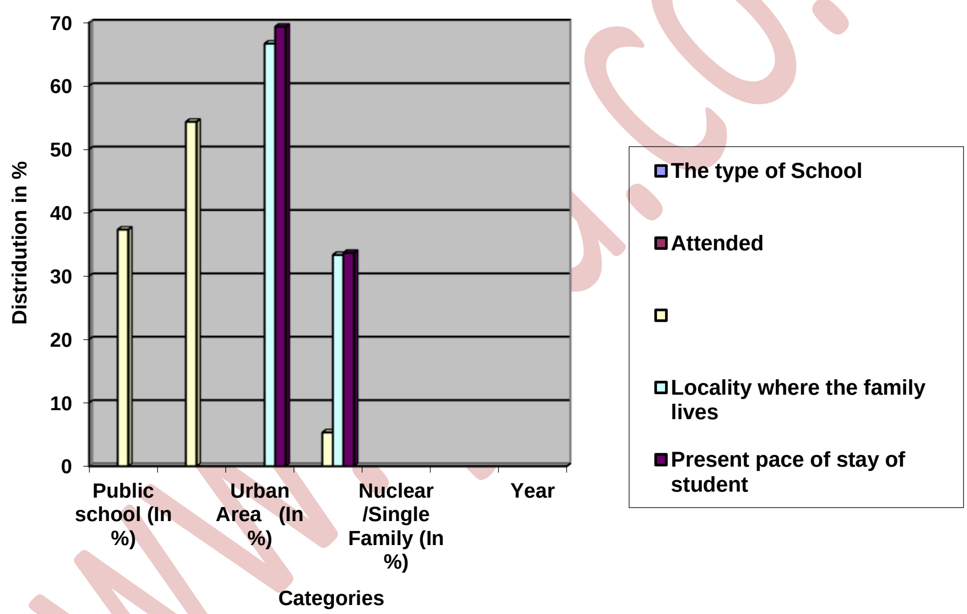


Table 1 and Figure 1: presents an overall profile of candidates admitted to M.P.Ed. and B.Sc. in year 2006, in Indira Gandhi Institute of Physical Education and Sports Sciences (University of Delhi). Average age of students studying in B.Sc. is 19.70 year and average age of M.P.Ed. student's is 23.88 year. However, overall average age of the sample was noted to be 21.09 year.

The table interprets that the 57.34% of students had done their schooling from Government /urban area school, 37.33% of Students came from Public Schools, where as 5.33% of sample studied in rural area schools. Families of 66.67% respondents were living in urban areas, where as 33.33% were in the rural areas.

Table 1.1 Profile of Urban Area Candidtes.

Item	Public school (in%)	Govt. /Urban School (in%)	Urban Area (in %)	Rural Area (In%)	Nuclear /Single Family (In%)	Joint Family (In %)
The type of School Attended	34.00	66.00	NIL	NIL		
Present place of stay of student			100	NIL		
Type of family they belong to					68.00	32.00

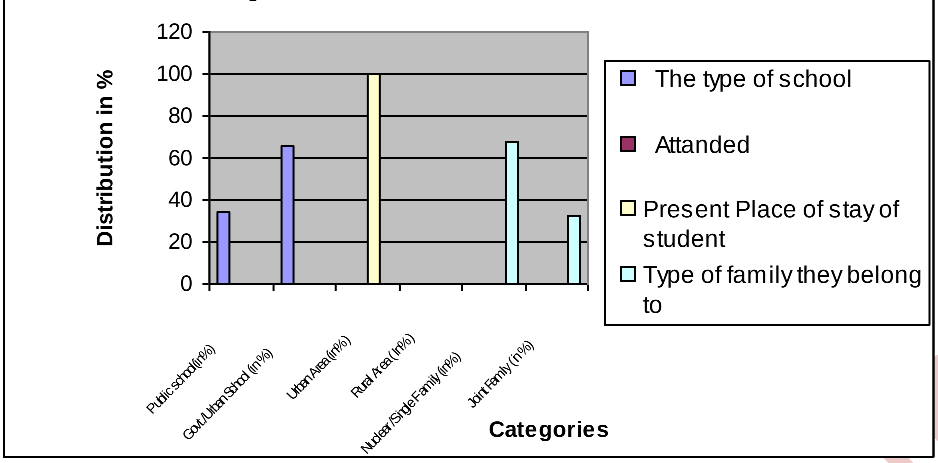


Figure 1.1 : Profile of Urban Area Candidates

Table 1.2 : Profile of Rural Area Candidates.

Item	Public school (in%)	Govt./Urban School (in %)	Urban Area (in%)	Rural Area (In%)	Nuclear /Single Family (in%)	Joint Family (in %)
The type of school Attended Present Place of stay of student	24	52	12 12	12 88		
Type of family they belong to					68	32

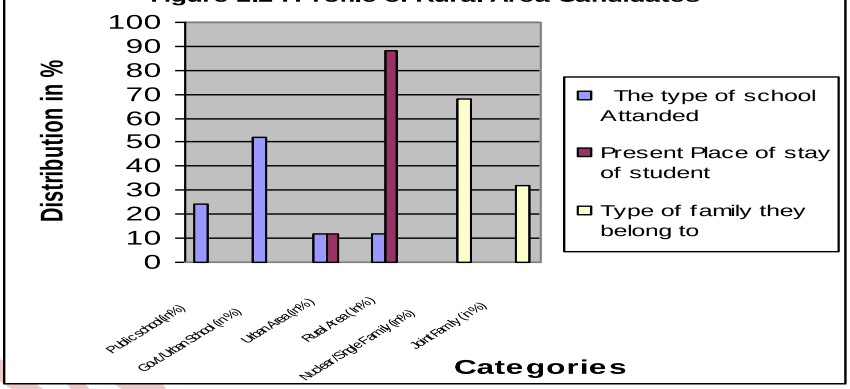


Figure 1.2 : Profile of Rural Area Candidates

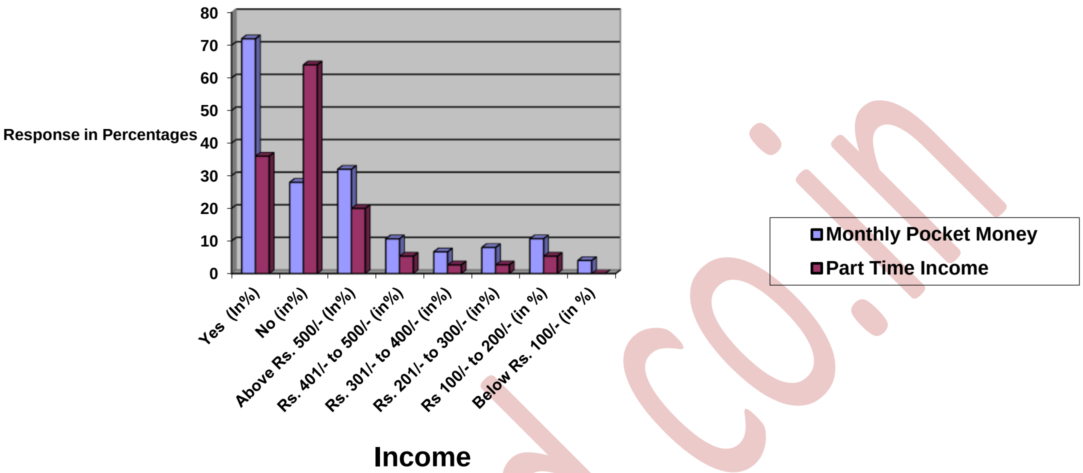
Table 1.1, 1.2 and Figures 1.1, 1.2 indicate a comparative view of profile of physical education students from urban and rural areas respectively. 66% of urban background candidates are from government schools whereas 52% of rural area candidates are from government schools 66% rural area candidates are belonging to joint families, whereas 32% urban areas students belong to joint family system. They table also indicates that urban area candidates continue to stay in urban area, whereas 12% of rural have moved their residence from rural to urban areas.

Table 2 :Economic Background

Items	Yes (In%)	No (in%)	Above Rs. 500/- (In%)	Rs. 401/- to 500/- (in%)	Rs. 301/- to 400/- (in%)	Rs. 201/- to 300/- (in%)	Rs. 100/- to 300/- (in%)	Below Rs. 100/- (in%)

Monthly Pocket Money	72	28	32	10.66	6.66	8	10.68	4
Part Time Income	36	64	20	5.33	2.66	2.68	5.33	Nil

Figure 2: Economic Background



Parents /gardians 32% receives above rs. 500/-, 10.66% gets between Rs. 401 to Rs. 500/-, 6.66% are in the range of Rs 301/- to Rs. 401/-, another 8% of students are getting pocket money between Rs. 201/- to Rs. 300/- 10.68% between Rs. 200/- to Rs. 100/- and 4% are getting less then Rs. 100/- 28% of respondents doesn't receive any monthly pocket money from parents /guardians . However 36% of sample earn their pocket money through part time income /jobs from coaching and /or officiating 20% manage to earn above Rs. 500/-, 5.33% earn Rs. 401/- to R.s 500/-, 2.66% get Rs. 301/- to Rs. 400/- , 2.68% receives Rs. 201/- to Rs. 300/- and 5.33% gain Rs. 200/- to Rs. 100/- , while the rest 64% of the sample are not involved in any part time jobs for the purpose of generating income for pocket money.

Table 2 : Economic Background of Urban Area Candidates

Items	**Yes (In%)**	**No (in%)**	**Above Rs. 500/- (In%)**	**Rs. 401/- to 500/- (in%)**	**Rs. 301/- to 400/- (in%)**	**Rs. 201/- to 300/- (in%)**	**Rs. 100/- to 300/- (in%)**	**Below Rs. 100/- (in%)**
Monthly Pocket Money	72.00	28.00	34.00	06.00	08.00	06.00	14.00	04.00
Part Time Income	42.00	58.00	28.00	06.00	04.00	NIL	04.00	NIL

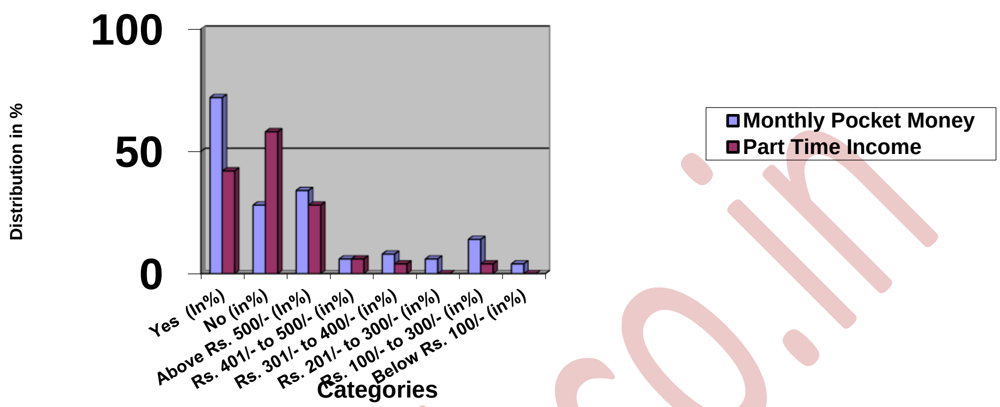
2.

3. **Table 2 : Economic Background of rural Area Candidates**

Items	**Yes (In%)**	**No (in%)**	**Above Rs. 500/- (In%)**	**Rs. 401/- to 500/- (in%)**	**Rs. 301/- to 400/- (in%)**	**Rs. 201/- to 300/- (in%)**	**Rs. 100/- to 300/- (in%)**	**Below Rs. 100/- (in%)**

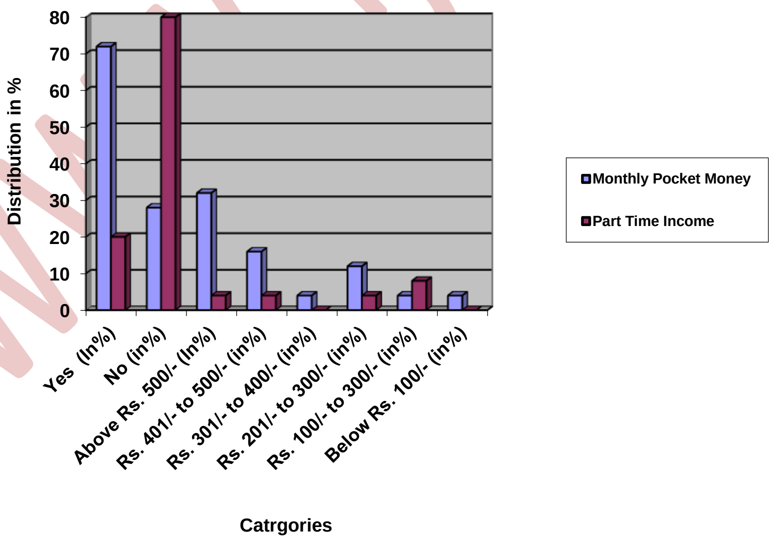
Monthly Pocket Money	72.00	28.00	32.00	16.00	04.00	12.00	04.00	04.00
Part Time Income	20.00	80.00	04.00	04.00	NIL	04.00	08.00	NIL

Figure 2.1 : Economic Background of urban Area Candidate



Tables 2.1, 2.2 and figures 2.1, 2.2 : Represent the economic background of students from urban and rural background respectively. It is observed that there is no difference between both the groups as far as the pocket money from their parents / guardians is concerned. 72% from each category (urban/rural) get pocket money from their parents /guardians. However there is a remarkable difference in the patterns of income from part time work. 42% of urban area students earn their pocket money through part time work, whereas only 20% from rural background earn their pocket money through part time work.

Table 2.2 : Economic Background of Rural Area Candidates



FINDINGS:

Study found that out of the urban area students which form a share of 67% of total, 66% studies in government school and 44% in public schools; majority belongs to nuclear family system. Out of the rural background which form the share of 33% of whole population of physical education students, majority of them comes from government/urban schools; one quarter from public schools and 1/8th from rural area schools. At present 88% are staying in the rural areas and 66% belong to joint family system.

It is found that majority of both the group get pocket money from their parents/guardians. Study further found that 60% of urban candidates and 80% of rural area students are working I part time jobs to support themselves economically. Average per capita for urban candidates is Rs. 3601/- and for rural candidates Rs. 3081/-

DISCUSSION ON HYPOTHESIS:

Based of data analyses, finding and its discussions, it is concluded that **Hypothesis # 1:** "Students get admissions in physical education courses irrespective of their social economic background" is rejected on the strength of the findings of the study which indicate that majority students in physical education courses are come from middle class background of the society. There is no representation found from the rich segment of the society and very low percentage is found to be coming from very poor class, therefore the hypothesis # 1 cannot be accepted.

CONCLUSION:

Sociological variables are the dimensions or the factors affecting an individual's way of life with one's interaction with family, society, environment and socio economic status. These dimensions also are indicative of both the social and economic achievement of an individual or group (Carter 1959).Socio-Economic in terms of primary conditions and characteristics is determined through vacation, income and wealth, home and it's location, education, activities and association of an individual or group (Barenson,1977)Socio-economic status ,as such influences of one's opportunity for participation ,desire to excel, choice of activity and success in it (Frost,1974). So for present study Socio-economic status was taken as a central variable affecting an individual or a group.

On a general observation it seems that participants in spots programs in University of Delhi is dominated by students from urban background .But how far it is true there is no concrete evidence and data to support this assumption. To take it further what is the background of the students who are pursuing courses in physical education also with regard to their sports participation.

REFERENCES:

1. Arnold, Janas Rodney "the influence of parental psychosocial factors on shoolage children's health-related physical fitness." Dissertaion Abstracts International,VOL. 54,No.4,October 1995.
2. Barenson, H "phychology in education",4th ed. Tata Mcgrow Hill Publishing Company ltd.newdelhi,1997
3. Carter, V.G. "Dictionary of education" new York : Mc Grow Hill Book company, 1959
4. Deborah , Getty "The relationship of goal orientation to perceived sport competence,social interdependence, sociomoral reasoning and sport participation for sixth-grade girls and boys" Dissertation Abstracts International, vol.57,No.40,October 1996.
5. Deborah A, sheehy " Parental perceptions of fifth-grade physical education: A case study." Dissertation Abstracts, International, vol.54,No. 10, April 1994.
6. Frost, B.R. "Psychological concept applied to physical education and coaching",London: Addison Publishing Company,1979.
7. Alomani, Essam "The impact of social, political and Cultural Forces on School Sport and Physical Education in Kuwait, Ph.D., In Sport Studies, 2003, thought web site
8. Gilmore, Oria "Leaving Competitive Sport: Scottish Female Athletes Experiences of sports Retirement," Ph.D., In Sport Studies, 2002, thought web site.
9. Lawrence, Lan "Sport and the American Dream, "Ph.D., In Sport Studies, 2002, thought web site.
10. Mc Laughlin, Moira "The Financial Management of the Scottish Premier League (SPL) and its 12 member club," Ph.d., In Sport Studies, (Part time)2001,thought web site.
11. Tian, Xiaojun "The Olympic Movement and Sport in China: A Social and Cultural

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

ROLE AND RESPONSIBILITIES OF THE PHYSICAL EDUCATION TEACHER IN THE SCHOOL PHYSICAL ACTIVITY PROGRAM

NAND KISHOR

INTRODUCTION:

The NASPE (2003) recommends that children obtain a minimum of 60 minutes of physical activity in a day. It is not possible in most schools to provide the 60 minutes of daily physical activity for every student through the physical education program alone; this has led to development of the idea of having comprehensive school physical activity programs. Some students attend physical education one day a week; others attend two or three days; and a few have daily physical education. The physical educator is to provide maximum physical activity time within the class period, teach skills and activities that transfer into physical activity outside of physical education class, motivate children to be physically active, and take the role of physical activity director for the school. If students are to receive the amount of physical activity they need each day, other opportunities to be physically active within the school day must be provided. The physical education teacher has unique responsibilities in the school physical activity program to ensure that students are physically active within the physical education class. The physical education teacher also has the responsibility to help direct and guide opportunities for physical activity within the school outside the physical education class.

PROVIDE MAXIMUM PHYSICAL ACTIVITY TIME WITHIN THE CLASS PERIOD:

Physical education class is just one avenue during a school day that provides the opportunity for physical activity. During the allotted class time it is recommended that children be moderately or vigorously active for at least half of the class period. Several factors can contribute to making this happen:

- Effectively organize space, equipment, and students.
- Provide adequate equipment that allows all children to be active at the same time (e.g., one ball per child).
- Limit teacher talk or instruction time.
- Plan practice opportunities that are structured for maximum participation (e.g., individual, partner, and small-group activities; no elimination activities; activities that require no wait time).
- Structure the class so that learning occurs while students are being physically active.
- With maximum and quality activity time, children become more skilled, knowledgeable, and physically fit.
- Teach Skills and Activities That Transfer Into Physical Activity Outside of Physical Education Class

Physical education programs have the responsibility to teach skills that students will need to participate in physical activity outside of the physical education class and skills they will need for a lifetime of physical activity. Skills learned in physical education class transfer to skills used in a child's play. From the kindergarten-age child playing tag, to the second grade child jumping rope, to the older child playing a game of kickball, the skilled child is more likely to participate in physical activity. If a child is confident in his or her skills, there is typically no hesitation to play; however, the low-skilled child, especially in the upper grades, is less inclined to take part in group activities for fear of failure and peer ridicule. Students need skills to be participants in physical activity.

Good physical education programs take the time to teach children activities they may do on their own. Examples of these are jump rope chants, no elimination tag games, hopscotch, Four Square, tetherball, and basketball activities such as Horse and Around the World. Including these activities briefly in a physical education class and then encouraging children to play them on their own is likely to promote more physical activity on the playground and in their neighbourhoods Motivate Children to Be Active

ROLE OF PHYSICAL EDUCATOR:

Another role of the physical educator is to encourage and motivate children to be active.

There are many ways to do this, including promoting community activities, assigning physical activity homework or home fun, showing an interest in the out-of-class physically activity in which children participate, and leading by example.

Promoting Community Activities: There are typically numerous activities in communities that promote physical activity, such as organized recreational sports, dance classes, gymnastics programs, and martial arts. A bulletin board in the gym, the school Web site, and regular announcements are simple ways to promote these opportunities. Brochures, Web sites, or newspaper announcements are available from most physical activity venues.

Homework and "Home Fun": While homework is often not a pleasant part of a child's evening, physical activity homework or home fun can be. Home fun may be practicing jump rope tricks with or without a jump rope; participating in simple exercises when commercials come on television; playing outside; walking the dog; talking a walk with a parent or guardian; participating in electronic games that specifically promote physical activity; or practicing manipulative skills such as throwing, kicking, and striking. Physical education homework or home fun can be checked through an honour system by asking for a show of hands with young children and documenting on a physical activity calendar for older children. Sending a physical activity calendar home when children go on holiday or summer vacation is another way to encourage physically active lifestyles. Physical education teachers could ask the classroom teachers to send a physical activity calendar home with the summer reading list.

Praise for Participation: A word of encouragement is a simple way to promote physical activity. Praising young students for play may sound somewhat strange to most of us; but for a generation that experiences limited physical activity, it may be necessary. Simply inquiring about student involvement in physical activity and praising students for that involvement carry weight with young children. To take this a step further, if a teacher shows up at a youth league sporting event or a dance recital, the child will be elated.

Leading by Example: One final way to motivate children to be active is for the physical education teacher to lead by example. A physically active and fit physical education teacher is a positive influence. The physical education teacher should occasionally share with the students how physical activity fits into his or her life.

PHYSICAL ACTIVITIES:

By maximizing physical activity time in physical education class, aiding students in transferring skills and activities to out-of-class play, and making efforts to motivate children to be physically active, the physical educator can greatly influence the daily physical activity needs of students.

Play a Leadership Role in the Development of the School Physical Activity Program: The increase in the number of overweight children and the decrease in physical activity time in school make for a national problem. Curtailing this national epidemic can be addressed at a local level, and the physical education teacher must be the "go-to" person to promote change in the schools. The physical education teacher is the physical activity expert in the building and should take on the role of physical activity director for the school. The responsibilities should include the following:

- Being an active member of the school wellness committee
- Helping in the evaluation and planning process for the school
- Actively learning about and promoting opportunities for physical activity in the community
- Serving as a resource person for classroom teachers
- Informing classroom teachers about the need for and benefits of adding small bouts of physical activity to the school day
- Providing resources and training to the classroom teachers
- Aiding teachers in understanding and implementing appropriate practices for physical activity (see chapter 5)
- Providing opportunities for the teachers to engage in physical activity before or after school
- Organizing School wide Physical Activity experiences
- Planning school wide activities such as field day, fun runs, a walking program, and morning exercise breaks
- Encouraging fund-raisers that promote physical activity (e.g., Jump Rope for Heart, Walk for Diabetes, St. Jude's Walk)

- Planning before- and after-school clubs for activities such as jump rope, walking, dance, gymnastics, and intramural sports

This is an excerpt from School wide Physical Activity

Children get maximum activity when every child has a piece of equipment and does not have to wait a turn.

IMPORTANCE OF PHYSICAL EDUCATION SPECIALISTS

- High quality physical education can encourage young people to develop knowledge, understanding and skills across a range of physical education, sport and health – enhancing experiences. More than that, it can develop in them the desire and commitment to continue to enjoy, improve and achieve in line with their own personal capacities throughout their lifetime"
- "In more than a few primary and secondary schools, physical education experiences are not part of a well planned curricular framework but are often mainly opportunities for physical activity and recreation. Such opportunities are not always fully developing pupils' skills and understanding in a way that will allow them to become more successful and confident learners" (HMIE, 2008).
- "Key to physical education's contribution to developing responsible citizens is the promotion of respect for the involvement of others … Through participation in physical education and other physical activities, pupils can be encouraged to take more of a part in the social, cultural and sporting life of the school" (HMIE, 2008).
- "NikeGO PE event highlighted a curriculum called new PE, which delivers 30 minutes of constant physical activity in schools, ensuring that kids no longer have to stand in line for a turn or participate in elimination games … NikeGO PE provides elementary schools with tools to build a smart and effective approach to physical education, including a unique curriculum, teacher training and equipment" (Nike Raises Awareness of the Importance of Physical Education in Los Angeles Schools Through..., 2007)
- Children spend a considerable amount of time in school, and schools are a powerful motivator for helping them adopt healthy lifestyles. Several studies demonstrate school-based PE programs are one of the most effective ways to facilitate activity in our youth" (Nike Raises Awareness of the Importance of Physical Education in Los Angeles Schools Through..., 2007).
- Properly implemented physical education has been demonstrated to have a positive impact on the fitness levels and motor skill development of students, and such education may lead to the habituation of lifelong physical activity" (Southern California Elementary Physical Education Specialists and Non- Specialists:

Beliefs and Behaviors of the Ideal Purpose and Actual Function of Elementary Physical Education, 2004)

- Certified PE specialists provide more PE and higher quality PE than classroom teachers (Physical Education Matters, 2007).
- Professional development in activity-focused PE should be one of the highest priorities for improving PE, because of substantial evidence for its effectiveness. Professional development is particularly needed for the classroom teachers, who continue to be the main instructors of PE in elementary schools" (Physical Education Matters, 2007).
- Physical education specialists during critical developmental years at the elementary level is vital for developing the skills, knowledge, attitude and health benefits for an active, healthy lifestyle.
- Non-physical education specialists reported lower levels of confidence, enjoyment, preparation and knowledge and less professional development opportunities than physical education specialists.
- Principals may be more inclined to devote more time in their schools to physical education if it is taught by a specialist
- The nature and quality of delivery of the physical education curriculum are fundamental to the future of the subject.
- "Physical education teachers can also have a direct impact by developing more opportunities for physical activity throughout the school day." (McKenzie, Marshall, Sallis & Conway, 2000)
- Quality physical education also requires qualified teachers…potential safety issues.(Principal magazine, 2003)
- A physical education teacher plays an important role in guiding students to explore.
- UNESCO Charter for Physical Education & Sport, Article 4, advocates that personnel professionally responsible for physical education and sport should be appropriately qualified, having 'adequate levels of specialization.
- Quick Links

SKILL FOR PHYSICAL EDUCATION TEACHERS:

Athletic Skills: Teachers must be skilled in their subject areas, advises the National Board for Professional Teaching Standards. As such, the physical education teacher must be a good athlete and an excellent role model for the students. She must reflect good health, physical coordination and vitality. She will be confident and strong, physically fit and able to demonstrate the techniques needed for competitive sports and exercise routines. She will eat healthy foods and be knowledgeable about the nutritional value of the different food groups so she can explain it to her students.

Motivational Skills: The physical education teacher should have excellent interpersonal skills. As educators Solomon Abebe and Wanda Davis suggest in an article published in the Journal of College and Character, the teacher should have high moral standards and be able to transmit these to his students. He must demonstrate the value of good sportsmanlike behavior and teamwork. Educators Chunlei Lu and Amanda De Lisio, writing in the International Electronic Journal of Elementary Education, recommend that he be a good coach, supportive and able to encourage and motivate even the less physically adept students to put forth their best effort. He will never lose his temper or humiliate students. He treats all of them and his colleagues with respect at all times. He appreciates and rewards effort and individual progress.

Related Reading: Roles of a Physical Education Teaching Assistant

Organizational Skills: Physical education teachers need to have very strong organizational skills and be able to attend to details. Their duties include the collection of parental permission forms and additional fees necessary for field trips and sporting events involving other schools. They need to keep accurate attendance records and be trained in first aid, and be prepared to handle accidents and emergencies in a calm and efficient manner. They should be punctual and reliable, organizing their personal lives so they have additional time to devote to the many extracurricular sporting events that most schools offer.

Teaching Skills: First and foremost, a physical education teacher needs to be a skilled educator. She needs to be able to break down complex concepts and instructions into smaller, more manageable steps. She must be able to recognize which students need encouragement and deliver it when needed. She recognizes the importance of providing extra time and patience with special-needs students. As stated in Centres for Disease Control and Prevention guide for P.E. teachers, she needs to understand and follow the curriculum documents, teaching content that is appropriate for the specific grade level.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

भारतीय संविधान में राष्ट्रपति पद की अवधारणा एवं स्थिति

कल्याण सिंह
रिसर्च स्कॉलर, राजनीति विज्ञान विभाग
कुरूक्षेत्र वि"वविद्यालय, कुरूक्षेत्र

भारतीय संविधान निर्माताओं द्वारा स्थापित सम्प्रभु लोकतांत्रिक गणराज्य एवं मन्त्रिमण्डलीय शासन व्यवस्था में राष्ट्रपति का पद अत्यधिक महत्वपूर्ण स्थान रखता है। वह राज्य का मुखिया, राष्ट्र का प्रतीक, दे"ा का प्रथम नागरिक, भारतीय संस्कृति, रीति–नीति और संविधान का प्रमुख संरक्षक, भारतीय जन–गण–मन का ताज, भारतीय संसद का मुखिया, वि"व बिरादरी में भारत का सर्वोच्च प्रतिनिधि और कार्यपालिका का संवैधानिक प्रधान है जबकि वास्तविक कार्यकारी मन्त्रिमण्डल है।

भारतीय संविधान निर्माता राष्ट्रपति पद को एक संवैधानिक प्रधान के गौरवपूर्ण पद से अलंकृत करने की प्रक्रिया में रहे, परन्तु संविधान में स्पष्ट रूप से परिभाषित न करके परम्पराओं के आधार पर विकसित करना चाहते थे, जिसके परिणामस्वरूप भारतीय संविधान में राष्ट्रपति पद की अवधारणा एवं स्थिति सन्देहास्पद हो गई। लेकिन भारतीय सवंधिान में निहित कुछ वि"ोष संवैधानिक प्रावधानों, तथ्यों, राष्ट्रपति पद के निर्वाचन की प्रकृति, भारतीय संघीय शासन व्यवस्था तथा संविधान की सर्वोच्चता, परिरक्षण, सरंक्षण और प्रतिरक्षण, जनता की सेवा एवं कल्याण, राष्ट्र की एकता और अखण्डता की शपथ की अवहेलना नहीं की जा सकती क्योंकि भारतीय संविधान में राष्ट्रपति पद की अवधारणा एवं स्थिति ब्रिटि"ा सम्राट के समान नहीं है बल्कि उससे कहीं अधिक बढ़कर है। संवैधानिक रूप से राष्ट्रपति पद में अनेक शक्तियाँ समाहित है लेकिन इनका प्रयोग करना केवल संवैधानिक प्रावधानों पर ही निर्भर नहीं करता बल्कि राष्ट्रपति पद पर बैठने वाले व्यक्ति के व्यक्तित्व एवं उसकी कर्मठता, वि"लेषण क्षमता एवं विवेक"ाीलता पर निर्भर करता है, जो वह अनुच्छेद 74 के अधीन मन्त्रिपरिषद् की सलाह से करने के लिए बाध्य नहीं है।

भारतीय संविधान निर्माताओं द्वारा ब्रिटि"ा व्यवस्था पर आधारित मन्त्रिमण्डलीय शासन पद्वति के 'वेस्टमिनिस्टर प्रतिमान' को अपनाया गया है। सरकार का स्वरूप कोई भी हो, परन्तु राज्य के कार्यकारी मुखिया के पद की व्यवस्था अव"य ही की जाती है। संविधान सभा के संस्थापक सदस्यों में राज्य के प्रमुख के संदर्भ में पर्याप्त मतभेद था। भारत को गणतंत्र होना था, राजतंत्र नहीं। संविधान सभा के सदस्यों के बीच राजतंत्र के पक्ष में एक मुहिम भी चलाई गई, परन्तु जवाहरलाल नेहरू ने तर्क दिया कि यद्यपि गणतंत्र एक सुविधाजनक संस्था है, परन्तु भारत के 562 रजवाड़ों में से एक राजा को चुनना अत्यन्त कठिन काम है।[1] अतः यह प्र"न उत्पन्न हुआ कि राज्य का मुखिया कौन होगा ? उसके पद का नामकरण क्या होगा ? उसे कैसे चुना जाएगा ? उसकी शक्तियाँ क्या होनी चाहिए ? उसकी स्थिति क्या होनी चाहिए ? नेहरू प्रतिवेदन में कहा गया था कि राज्य का मुखिया 'गवर्नर–जनरल' के समान शक्तियों वाला होना चाहिए तथा सामूहिक उत्तरदायित्वों के सिद्धान्तों के आधार पर काम करने वाली कार्यकारी परिषद् भी होनी चाहिए।[2] संविधान लागू होने से पहले गवर्नर–जनरल इंग्लैण्ड की राजसत्ता के अधीन भारतीय उपनिवे"ाों के मुखिया के रूप में कार्य करता था। 15 अगस्त, 1947 को भारत ब्रिटेन से स्वतंत्र हुआ और अन्तरिम व्यवस्था के तहत् दे"ा एक राष्ट्रमण्डल अधिराज्य बन गया। इस व्यवस्था के अन्तर्गत भारत के गवर्नर–जनरल को भारत के राष्ट्र प्रमुख के रूप में स्थापित किया गया, परन्तु यह एक अस्थायी उपाय था क्योंकि भारतीय राजनीतिक व्यवस्था में साझा राजा के अस्तित्व को जारी रखना सही मायनों में सम्प्रभु राष्ट्र के लिए उपयुक्त विचार नहीं था।[3] इसलिए सप्रु प्रतिवेदन में भारत के लिए संवैधानिक मुखिया का प्रस्ताव किया गया।[4] 17 मार्च, 1947 को संविधान सभा के संवैधानिक पराम"ादाता बी०एन० राव ने जो प्र"नावली केन्द्रीय तथा प्रान्तीय विधानमण्डल के सदस्यों के पास भेजी थी। उसमें राज्य के प्रमुख के नामकरण के लिए सुझाव माँगा था कि राज्य के प्रमुख के लिए नामकरण क्या होना चाहिए ?[5] इसके उत्तर में श्यामा प्रसाद मुखर्जी ने 'राष्ट्रपति' शब्द का सुझाव दिया। सम्भवतः क्योंकि भारतीय संविधान निर्माता भारत को एक राष्ट्र बनाने जा रहे थे, जो कि एक सम्प्रभु लोकतांत्रिक गणतंत्र था। जबकि दूसरी तरफ के०एम० पाणिक्कर ने 'प्रेसीडेंट' पद नाम का प्रस्ताव किया। हालांकि संघीय, संविधान समिति ने अनु"ांसा की कि भारतीय संघ का मुखिया अंग्रेजी भाषा में 'प्रेजीडेंट' तथा हिन्दी भाषा का रूपान्तरण 'राष्ट्रपति' होना चाहिए, जिसे संविधान सभा ने अन्तिम रूप में स्वीकार कर लिया।[6] इसी बीच भारत की संविधान सभा डॉ०बी०आर० अम्बेड़कर के नेतृत्व में दे"ा के लिए पूरी तरह से एक नये संविधान का मसौदा तैयार करने की प्रक्रिया में थी। 26 नवम्बर, 1949 को भारतीय संविधान को स्वीकार किया गया और 26 जनवरी, 1950 को अस्तित्व में आया। इस नये संविधान के तहत् भारत एक 'सम्प्रभु लोकतांत्रिक गणतंत्र' बन गया। डॉ० राजेन्द्र प्रसाद ने भारत के पहले राष्ट्रपति का पद संभाला तो उसी समय 'गवर्नर–जनरल' और 'राजा का पद' भारत के एक 'नव निर्वाचित राष्ट्रपति के पद' द्वारा प्रतिस्थापित हो गया।[7] भारतीय संविधान समिति ने अपने कर्तव्य का पालन करते हुए भारतीय संविधान के अनुच्छेद 52 और 53 के अन्तर्गत संसदीय सरकार के अध्यक्ष के रूप में राष्ट्रपति पद की स्थापना की, जो कार्यपालिका के सर्वोच्च समादे"ा के रूप में एक संवैधानिक पद है।[8] इस प्रकार भारतीय संविधान द्वारा सम्प्रभु लोकतांत्रिक गणराज्य के उद्घाटन के साथ ही भारत के इतिहास में पहली बार राष्ट्रपति का पद अस्तित्व में आया।

भारतीय संविधान द्वारा अपनाई गई मन्त्रिमण्डलात्मक शासन व्यवस्था के अन्तर्गत राष्ट्रपति कार्यपालिका का संवैधानिक प्रधान है और प्रधानमंत्री एवं मन्त्रिपरिषद् वास्तविक कार्यकारी। लेकिन संविधान निर्माताओं ने इस स्थिति को स्पष्ट रूप में परिभाषित करने की अपेक्षा इसमें कुछ लचीलेपन को बनाए रखना उचित समझा। वास्तव में भारतीय संविधान का निरालापन इसी बात में है कि वह संसदीय उत्तरदायित्व के ढांचे में एक गति"ाील कार्यपालिका की व्यवस्था करता है।[9] संविधान के अनुच्छेद 52 में कहा गया है कि "भारत का एक राष्ट्रपति होगा।"[10] अनुच्छेद 53 में कहा गया है कि "संघ की कार्यकारिणी शक्ति राष्ट्रपति में निहित होगी तथा वह इसका प्रयोग इस संविधान के अनुसार स्वंय या अपने अधीनस्थ अधिकारियों द्वारा करेगा।"[11] अनुच्छेद 74 में कहा गया है कि "राष्ट्रपति को अपने कार्यों का सम्पादन करने में सहायता एवं पराम"ा देने के लिए एक मन्त्रिपरिषद् होगी, जिसका मुखिया प्रधानमंत्री होगा।"[12] राष्ट्रपति कार्यपालिका का संवैधानिक प्रधान है और मन्त्रिमण्डल वास्तविक कार्यकारी। संवैधानिक प्रधान होने के कारण भारतीय राष्ट्रपति को वास्तविक शक्तियाँ नहीं दी है तथा उसके पद को सत्ता और गरिमा से युक्त बनाया गया है एवं उसकी स्थिति वैधानिक अध्यक्ष की है परन्तु शासन में उसका पद एक धुरी के समान है, जो संकट के समय संवैधानिक यन्त्र को संतुलित कर सकता है।[13] लेकिन फिर भी भारतीय संविधान में राष्ट्रपति पद की अवधारणा तथा स्थिति लम्बे समय से चर्चा का विषय रहे हैं, क्योंकि इससे सम्बंधित सिद्धान्त और व्यवहार में एक बड़ा अन्तर दिखाई देता है। राष्ट्रपति की स्थिति के सम्बंध में संविधान लागू होने से पहले ही विवाद प्रारम्भ हो गया था।[14] संविधान सभा के सदस्यों में इस गणतंत्र के मुखिया की स्थिति और शक्तियों पर मतभेद था। वास्तव में स्पष्ट रूप से यह कोई नहीं जानता था कि संविधान को अन्तिम रूप में ग्रहण करने के बाद राष्ट्रपति की स्थिति क्या होगी ?[15]

यद्यपि संविधान निर्माता राष्ट्रपति को एक संवैधानिक प्रधान गौरवपूर्ण पद से विभूषित करना चाहते थे, लेकिन स्पष्ट शब्दों में उल्लेखित न करने के कारण उसकी स्थिति सन्देहात्मक हो गई। अतः प्र"न यह उठता है कि क्या राष्ट्रपति संवैधानिक मुखिया है ? क्या राष्ट्रपति वास्तविक मुखिया है ? राष्ट्रपति की स्थिति को स्पष्ट करते हुए संविधान सभा के अध्यक्ष डॉ० राजेन्द्र प्रसाद ने कहा था कि "संविधान में ऐसी कोई बात नहीं है कि जिसके कारण राष्ट्रपति मन्त्रिमण्डल की सलाह मानने के लिए बाध्य हो। यह आ"ाा की जाती है कि इंग्लैण्ड का राजा हमे"ाा अपने मन्त्रियों की सलाह मानता है वैसी ही प्रथा इस दे"ा में उत्पन्न हो जायेगी और राष्ट्रपति सब बातों में केवल नाममात्र का शासक रहेगा।"[16] अतः इस प्रकार स्पष्ट है कि भारत के संविधान में इस बात का कोई उल्लेख नहीं किया गया कि जिसके आधार पर यह कहा जा सके कि राष्ट्रपति मन्त्रिमण्डल की सलाह

मानने के लिए बाध्य है क्योंकि भारतीय संविधान निर्माता चाहते थे कि भारत में एक ऐसी परम्परा विकसित हो जैसी कि इंग्लैण्ड में है। वहाँ की परम्परा के अनुसार इंग्लैण्ड का सम्राट हमे"ाा अपने मन्त्रियों की सलाह के अनुसार ही कार्य करता है, जिसके परिणामस्वरूप उसकी स्थिति केवल नाममात्र के शासक की है। अतः इस प्रकार भारतीय संविधान निर्माता भी राष्ट्रपति को परम्परा के आधार पर केवल नाममात्र का शासक बनाने की प्रक्रिया में रहे। इसके अलावा डॉ० राजेन्द्र प्रसाद ने एक स्थान पर कहा था कि "यद्यपि संविधान में कोई विर्निर्दिष्ट उपबन्ध नहीं है, जो राष्ट्रपति को मन्त्रिमण्डल की सलाह स्वीकार करने के लिए आबद्ध करे। हम आ"ाा करते है कि इंग्लैण्ड का अभिसमय जिसके अनुसार राजा को सदैव अपने मन्त्रियों की सलाह पर ही कार्य करना होता है, इस दे"ा में प्रतिष्ठित हो जायेगा और राष्ट्रपति सभी विषयों के लिए संवैधानिक राष्ट्रपति होगा क्योंकि इस विधान में हमने ब्रिटि"ा सम्राट की स्थिति भारत के निर्वाचित राष्ट्रपति के लिए स्वीकार की है, जो संवैधानिक राज्याध्यक्ष की स्थिति है।"[17] अतः इस प्रकार स्पष्ट है कि भारतीय संविधान निर्माता परम्पराओं के आधार पर राष्ट्रपति को ब्रिटि"ा सम्राट के समान संवैधानिक मुखिया बनाना चाहते थे। इसलिए उन्होंने संविधान में ऐसी कोई व्यवस्था नहीं की है जिससे कि राष्ट्रपति मन्त्रिपरिषद् की सलाह को मानने के लिए बाध्य हो।

संविधान सभा की प्रारूप समिति के अध्यक्ष डॉ०बी०आर० अम्बेड़कर ने मसौदा संविधान को प्रस्तुत करते हुए कहा था कि "राष्ट्रपति की वही स्थिति है जो ब्रिटि"ा संविधान में सम्राट की है। वह राष्ट्र का मुखिया है न कि कार्यपालिका का वह राष्ट्र का प्रतिनिधित्व करता है उसका नेतृत्व नहीं। वह साधारणतया तथा मन्त्रियों के पराम"र्ा को मानने के लिए बाध्य होगा। वह न तो उनके पराम"र्ा के विरूद्ध कुछ कर सकता और न ही उनके पराम"र्ा बिना।"[18]अतः स्पष्ट है कि भारतीय राष्ट्रपति ब्रिटि"ा सम्राट के समान एक संवैधानिक मुखिया है जो मन्त्रिपरिषद् की सलाह को मानने के लिए बाध्य है। वह इसकी सलाह के विरूद्ध कुछ भी कार्य नहीं कर सकता और न ही उसकी सलाह के बिना। जवाहरलाल नेहरू ने कहा था कि "भारत का राष्ट्रपति फ्रांसीसी राष्ट्रपति के समान यंत्रवत् चलने वाला नहीं होगा। हमने उसे कोई वास्तविक शक्तियाँ प्रदान नहीं की। लेकिन हमने उसके पद को सत्ता और प्रतिष्ठा का पद बना दिया है। राष्ट्रपति एक संवैधानिक शासक है, हम स्वंय पराम"र्ा के लिए उसके पास जाते हैं, लेकिन निर्णयों का सीधा उत्तरदायित्व मन्त्रिमण्डल का होता है।"[19] इसके अलावा बहुत से संवैधानिक वि"ोषज्ञों और विद्वानों के अनुसार भी भारतीय राष्ट्रपति संवैधानिक मुखिया के रूप में कार्य करता है। डी०डी० बसु का स्पष्ट मत है कि "अब वर्तमान स्थिति में इस बात पर विवाद करना कि क्या भारत के राष्ट्रपति को मन्त्रिपरिषद् की सलाह के विपरीत कार्य करने की शक्ति है या नहीं, अर्थहीन है। 1976 और 1978 में संविधान का सं"ाोधन करके उस विवाद को समाप्त कर दिया गया है, जो राजेन्द्र प्रसाद ने इण्डियन लॉ इंस्टीट्यूट में विचार के लिए उपस्थित किया। राजेन्द्र प्रसाद ने यह कहा था कि भारत के संविधान में ऐसा कोई उपबन्ध नहीं है जो राष्ट्रपति पर यह बाध्यता डाले कि वह प्रत्येक अवसर पर और सभी परिस्थितियों में मन्त्रिपरिषद् द्वारा दी गई सलाह के अनुसार कार्य करे।"[20]

भारतीय न्यायपालिका ने भी 'यू०एन० राव बनाम इन्दिरा गॉधी', 'शम"ोर सिंह बनाम पंजाब राज्य' और 'रामजवाया कपूर बनाम पंजाब राज्य' आदि मामलों में स्वीकार किया है कि राष्ट्रपति एक संवैधानिक अध्यक्ष है और उसके लिए अनिवार्य है कि वह मन्त्रिपरिषद् की सलाह के अनुसार कार्य करे। 'रामजवाया कपूर बनाम पंजाब राज्य' के मुकदमे में सर्वोच्च न्यायालय ने अपना निर्णय देते हुए कहा था कि यद्यपि कार्यकारिणी शक्ति राष्ट्रपति में निहित हैं किन्तु वास्तविक शक्तियाँ मन्त्रिमण्डल में निहित हैं और राष्ट्रपति को उसके पराम"र्ा से कार्य करना चाहिए।[21] 'यू०एन० राव बनाम इन्दिरा गाँधी' के बहुचर्चित मुकदमें में निर्णय देते हुए मुख्य न्यायाधी"ा सीकरी ने 17 मार्च, 1971 को कहा कि संविधान का 74वाँ अनुच्छेद आदे"ाात्मक है और राष्ट्रपति कैबिनेट की सहायता और पराम"र्ा के बिना अपनी कार्यकारिणी शक्तियों का प्रयोग नहीं कर सकता। वह कार्यकारिणी का औपचारिक प्रधान है जबकि वास्तविक शक्तियाँ मन्त्रिपरिषद् में निहित हैं।[22] इस प्रकार भारतीय न्यायपालिका ने भी स्पष्ट कर दिया है कि भारतीय राष्ट्रपति एक संवैधानिक मुखिया है।

दिसम्बर, 1970 में 'संवैधानिक और संसदीय अध्ययन संस्थान, ने लोकसभा भंग करने के संवैधानिक प्र"न पर आयोजित सेमीनार में अनेक विधि"ाास्त्रियों, न्यायविदों और राजनीतिज्ञों द्वदपनाथ कुंजरू, न्यायमूर्ति दास जॉर्ज बर्गीज, के०पी० सिन्हा, तारके"वरी सिन्हा, अजीत प्रसाद जैन व लक्ष्मीमल सिंघवी आदि ने स्वीकार किया कि राष्ट्रपति प्रधानमंत्री की सहायता और पराम"र्ा स्वीकार करने के लिए बाध्य है। प्रधानमंत्री राष्ट्रपति को लोकसभा भंग करने का पराम"र्ा दे सकता है और राष्ट्रपति संघ की कार्यपालिका शक्ति का प्रयोग प्रधानमंत्री व मन्त्रिपरिषद् के पराम"र्ा के बिना नहीं कर सकता।[23] इसके अलावा 9 अक्टूबर से 11 अक्टूबर 1987 को 'संवैधानिक एवं संसदीय अध्ययन संस्थान' की उत्तर प्रदे"ा की शाखा द्वारा नेनीताल में 'भारतीय संविधान में राष्ट्रपति' विषय पर आयोजित विचार गोष्ठी में वाद–विवाद के बाद यह स्वीकार किया गया कि राष्ट्रपति राज्य का संवैधानिक प्रधान है और प्रधानमंत्री कार्यपालिका का। इसलिए दोनों को संविधान के अनुरूप कार्य करते हुए अपनी गरिमा को बनाए रखना चाहिए। अनुच्छेद 74 व 75 से स्पष्ट है कि अन्तिम रूप से राष्ट्रपति मन्त्रिपरिषद् की सलाह मानने के लिए बाध्य है।[24] इस प्रकार स्पष्ट है कि भारतीय संवैधानिक व्यवस्था में संविधान के लिखित प्रावधानों के अनुसार राष्ट्रपति संवैधानिक कार्यपालिका है। उसकी शक्तियाँ नाममात्र की हैं, जबकि वास्तविक कार्यपालिका प्रधानमंत्री के नेतृत्व में मन्त्रिमण्डल है। राष्ट्रपति अपने सभी कार्यों को मन्त्रिपरिषद् के पराम"र्ा के अनुसार करने के लिए बाध्य है। अतः वह राज्य का संवैधानिक मुखिया है। वह राष्ट्र का प्रतीक है। वह राष्ट्र का प्रतिनिधित्व करता है।

परन्तु यह कहना सर्वथा अनुचित होगा कि संविधान निर्माताओं की इच्छा राष्ट्रपति को संवैधानिक अध्यक्ष मात्र बनाना थी क्योंकि अगर संविधान निर्माताओं के वक्तव्यों को आधार मानकर चला जाए तो कुछ ऐसे वक्तव्य भी उपलब्ध है जो राष्ट्रपति को केवल नाममात्र का अध्यक्ष नहीं बनाना चाहते थे बल्कि वास्तविक शासक के रूप में देखना चाहते थे। डॉ० राजेन्द्र प्रसाद ने कहा था कि "राष्ट्रपति को अपने मन्त्रियों की सहायता और सलाह पर काम करने की बात को परम्पराओं से शक्ति प्राप्त होगी। संविधान में ऐसी कोई व्यवस्था नहीं है कि जिससे हर मामले में राष्ट्रपति के लिए अपने मन्त्रियों की सलाह मानना आव"यक हो।"[25] के०एम० मुं"ाी ने कहा था कि "राष्ट्रपति एक नाममात्र का अध्यक्ष नहीं है बल्कि दे"ा की एकता, संविधान की रक्षा तथा राजनीतिक अराजकता से सुरक्षा के लिए संविधान द्वारा प्रदान की गई शक्तियों का प्रयोग कर सकता है। वह राज्य का स्वतंत्र निकाय है तथा स्वतंत्र शक्तियों का प्रयोग करता है।"[26] इस प्रकार उन्होंने संकेत किया है कि राष्ट्रपति को उच्च मन्त्रिमण्डलीय शक्तियाँ प्राप्त हैं। उदाहरणतया ऐसा प्रधानमंत्री जिसे दल का नेतृत्व प्राप्त नहीं रहता अथवा ऐसी मन्त्रिपरिषद, जो संसद का वि"वास खो चुकी हो, उसको बर्खास्त करने का अधिकार राष्ट्रपति के पास है। इन्हीं शक्तियों का प्रयोग करके राष्ट्रपति चाहे तो वास्तविक शासक बन सकता है।

के०एम० मुं"ाी का मत है कि "मन्त्रियों की सहायता और पराम"र्ा स्वीकार करना राष्ट्रपति का कोई वैधानिक दायित्व नहीं है। कुछ ऐसे अवसर है जिनके सम्बंध में स्वय संविधान राष्ट्रपति से आ"ाा करता है कि वह मन्त्रिपरिषद् के पराम"र्ा से स्वतंत्र रूप से कार्य करे।"[27] अतः इस प्रकार संविधान भी राष्ट्रपति से यह अपेक्षा करता है कि वह मन्त्रिपरिषद् के पराम"र्ा से स्वतंत्र होकर जनहित और राष्ट्रहित में अपने स्वविवेक का प्रयोग करे तथा अपनी कर्मठता, वि"लेषण क्षमता, ज्ञान संपदा, साहस और निर्भिकता से राष्ट्र को दि"ाा प्रदान करते हुए कार्य करे। राष्ट्रपति पद की स्थिति का वर्णन करते हुए जे०आर० सिवाच ने लिखा है कि "भारत में राष्ट्रपति की स्थिति वैसी नहीं है जैसी ब्रिटि"ा सम्राट की है, यदि उसे अपनी शपथ के प्रति निष्ठा का निर्वाह करना है तो कुछ मामलों में राष्ट्रपति द्वारा मन्त्रिपरिषद् के पराम"र्ा की अवहेलना करते हुए भी अपने व्यक्तिगत निर्णय का प्रयोग किया जाना चाहिए।"[28] इस प्रकार कहा जा सकता है कि भारतीय संवैधानिक व्यवस्था में संसदीय शासन प्रणाली तथा संघात्मक शासन का विलक्षण संयोग संविधान के प्रावधानों में अन्तर्निहित है परन्तु भारत में संसदीय व्यवस्था के स्वरूप को ब्रिटेन की संसदीय प्रणाली के पूर्ण अनुरूप नहीं माना जा सकता क्योंकि भारतीय संसदीय व्यवस्था में राष्ट्रपति को संविधान का संरक्षण और प्रतिरक्षण करते हुए अपनीशपथ के प्रति निष्ठा का निर्वाह करना है। चाहे उसके लिए उसे समय और परिस्थितियों के अनुसार मन्त्रिपरिषद् के पराम"र्ा की अवहेलना करते हुए स्वविवेक के आधार पर निर्णय लेना पड़े।

प्रारूप समिति के वैधानिक सलाहकार बी०एन०राव० ने लिखा है कि "संविधान राष्ट्रपति का ऐसा कोई वैधानिक उत्तरदायित्व निश्चित नहीं करता है कि वह मन्त्रियों की मंत्रणा के आधार पर कार्य करेगा। वह किस सीमा तक ऐसा करने के लिए बाध्य होगा, परम्परा का विषय है।"[29] संविधान के द्वारा राष्ट्रपति को जो शक्तियाँ प्रदान की गई हैं, व्यवहार में वह स्वंय अपने विवेक के आधार पर इन शक्तियों का प्रयोग कर सकता है। अनुच्छेद 53(1) के अनुसार संघ की कार्यपालिका शक्ति राष्ट्रपति में निहित होगी तथा वह इसका प्रयोग इस संविधान के अनुसार या तो स्वंय या अपने अधीनस्थ पदाधिकारियों के द्वारा करेगा। इसी प्रकार अनुच्छेद 74(1) के अनुसार राष्ट्रपति को अपने कार्यों का सम्पादन करने में सहायता और मन्त्रणा देने के लिए मन्त्रिपरिषद् होगी, जिसका प्रधान प्रधानमंत्री होगा। इन संवैधानिक व्यवस्थाओं के प्रति एक पराशाब्दिक दृष्टि अपनाते हुए कुछ विद्वानों व न्यायशास्त्रियों का यह मत है कि राष्ट्रपति यदि चाहे तो स्वंय में औपचारिक रूप से निहित शक्तियों का बिना मन्त्रिमण्डल की सलाह के अथवा इसकी अवहेलना कर प्रयोग कर सकता है।[30] बी०एम० शर्मा का मानना है कि "अनुच्छेद 53(1) राष्ट्रपति को खुली छुट देता है कि यदि राष्ट्रपति चाहे तो वह नाममात्र का शासक न होकर वास्तविक शासक बन सकता है।"[31] अतः स्पष्ट है कि अनुच्छेद 53(1) के अनुसार राष्ट्रपति संवैधानिक मुखिया होते हुए भी वास्तविक शासक के रूप में अपनी भूमिका अदा कर सकता है। ऐलन ग्लैडहिल का कहना है कि "संविधान में राष्ट्रपति के तानाशाह बनने से बचाव के लिए पर्याप्त व्यवस्थाएँ नहीं है, उनकी दृष्टि में बिना संविधान का उल्लंघन किये हुए राष्ट्रपति अधिनायकवादी सरकार की स्थापना कर सकता है क्योंकि भारतीय विधि संस्थान में भाषण के दौरान राजेन्द्र प्रसाद ने इस तथ्य की ओर ध्यान आकृष्ट किया कि संविधान में ऐसी कोई सुनिश्चित व्यवस्था नहीं है जिसके अनुसार राष्ट्रपति अपनी मन्त्रिपरिषद् के परामर्श के अनुसार कार्य करने के लिए बाध्य हो।"[32] अतः संवैधानिक व्यवस्था के अभाव में राष्ट्रपति मन्त्रिपरिषद् की सलाह को मानने के लिए बाध्य नहीं है। यदि वह चाहे तो संविधान का उल्लंघन किए बिना वास्तविक शासक के रूप मे कार्य कर सकता है। भारतीय विधि संस्थान की अधारशिला रखते हुए राष्ट्रपति डॉ० राजेन्द्र प्रसाद ने कहा था कि "बुद्धिजीवियों को राष्ट्रपति की शक्तियों एवं स्थिति पर वैधानिक व बौद्धिक तरीके से पुनः विचार करना चाहिए। उन्होंनेसन्देह प्रकट किया कि क्या राष्ट्रपति का पद ब्रिटिश सम्राट की नकल है ? उन्होंने एक विस्तृत प्रश्न का उत्तर माँगा कि ब्रिटिश संवैधानिक परम्पराओं को भारत में किस सीमा तक अपनाना उचित होगा।"[33] संविधान के लागू किए जाने के बाद से ही और विशेषतया सन् 1967 के पश्चात से इस धारणा का प्रतिपादन किया जाने लगा कि राष्ट्रपति अपनी कुछ शक्तियों का प्रयोग मन्त्रिपरिषद् के परामर्श के बिना और उसके विरूद्व भी कर सकता है। सन् 1967 के राष्ट्रपति चुनाव में विरोधी दलों के उम्मीदवार के० सुब्बाराव ने सार्वजनिक रूप में घोषणा की कि "राष्ट्रपति केवल एक संवैधानिक प्रधान नहीं है और उस पर संविधान की व्यवस्थाओं को क्रियान्वित करने का विशेष भार है।"[34] सुभाष कश्यप ने लिखा है कि "भारत में राष्ट्रपति बहुत ताकतवर पद है, वह जिसे चाहे प्रधानमंत्री नियुक्त कर सकते हैं। संविधान में लिखा है कि प्रधानमंत्री की नियुक्ति राष्ट्रपति करेंगे। प्रधानमंत्री अपनी कैबिनेट बनाएंगे जो लोकसभा के प्रति उत्तरदायी होगी, पर संविधान में प्रधानमंत्री की नियुक्ति करने की प्रक्रिया नहीं बताई गई है। इससे राष्ट्रपति को असीमित अधिकार मिल गए है। यदि चुनाव में किसी भी दल या गठबंधन को जब स्पष्ट बहुमत नहीं मिलता है तो राष्ट्रपति अपने विवेक का इस्तेमाल करते हुए ही सरकार बनाने के लिए लोगों को आमन्त्रित करता है और ऐसे मौकों पर उसकी भूमिका बेहद अहम् एंव निर्णायक होती है। यदि किसी सरकार ने सदन में विश्वास मत खो दिया है तो लोकसभा भंग सम्बंधी मन्त्रिपरिषद् की सलाह को मानने के लिए राष्ट्रपति बाध्य नहीं है। वह वैकल्पिक सरकार के गठन सम्बंधी प्रयास कर सकता है।"[35] अतः प्रधानमंत्री की नियुक्ति की संवैधानिक व्यवस्था के अभाव के कारण राष्ट्रपति प्रधानमंत्री की नियुक्ति में अपनी महत्त्वपूर्ण भूमिका निभा सकते हैं तथा सरकार के सदन में विश्वास मत खोने के बाद स्वविवेक का प्रयोग करते हुए वैकल्पिक सरकार के गठन का प्रयास कर सकते हैं। सुब्रह्मण्यम स्वामी ने कहा है कि "राष्ट्रपति लोकसभा को निर्देश भेज सकते हैं। सरकार के फैसले से असहमत होने पर जरूरी फाइले तलब कर सकते हैं। मन्त्रिपरिषद् के फैसले से सहमत न होने पर फाइल अनिश्चित काल के लिए रोक कर सरकार के फैसले पर अमल रोक सकते हैं।"[36] अतः राष्ट्रपति सरकार के फैसले से असहमत होते हुए यदि चाहे तो फाइल को अनिश्चित काल के लिए रोक सकते हैं। सर आइवर जैनिग्स के अनुसार "भारतीय राष्ट्रपति विदेशी राजशाही (ब्रिटेन) में अपनाए गए संवैधानिक व्यवहार को स्वीकार करने लिए बाध्य नहीं है।"[37] अतः स्पष्ट है कि भारतीय संविधान में राष्ट्रपति का पद ब्रिटिश सम्राट के संवैधानिक व्यवहार को स्वीकार नहीं कर सकता क्योंकि उसकी शपथ, निर्वाचकगण द्वारा परोक्ष निर्वाचन, देश की जनता का प्रतिनिधित्व, महाभियोग की व्यवस्था एवं देश के रक्षाबलों का सर्वोच्च समादेश आदि ब्रिटिश सम्राट से उनके संवैधानिक व्यवहार को अलग करता है। भ्रष्ट सरकार की बर्खास्तगी, प्रधानमंत्री की नियुक्ति एवं उसकी बर्खास्तगी जबकि वह अपने दल का नेता नहीं रहता, जिस मन्त्रिपरिषद् ने संसद का विश्वास खो दिया हो उसकी बर्खास्तगी, प्रतिनिधि सदन ने जनमत का समर्थन खो दिया हो उसकी बर्खास्तगी तथा किसी संकटकाल में मन्त्रिमण्डल देश की सुरक्षा करने मे असफल रहे तो राष्ट्रपति सर्वोच्च सेनापति के रूप में शक्तियों का प्रयोग करने के मामले में अपने विवेक के अनुसार कार्य कर सकता है।[38]

इसके अलावा सर्वोच्च न्यायालय ने भी 1964 में 'जयन्तीलाल अमृतलाल बनाम एफ०ए० राणा' के मुकदमें में अपना निर्णय देते हुए राष्ट्रपति की सक्रियता के स्वतंत्र अस्तित्व को स्वीकार किया और कहा कि अनुच्छेद 258(1) राष्ट्रपति को राज्य के भरोसे वे कार्य करने की शक्ति देता है, जो संघ में निहित है तथा जिनका क्रियान्वयन संघ की तरफ से राष्ट्रपति द्वारा किया जाना है, परन्तु अनुच्छेद 258 राष्ट्रपति को इस बात की शक्ति नहीं देता कि वह उसके पद में स्पष्ट रूप से निहित की गई शक्तियों एवं कार्यों को उच्चतम किसी अन्य व्यक्ति या निकाय के भरोसे छोड़ दे जैसा कि अनुच्छेद 309, 356 और अनुच्छेद 258(1) के दायरे में नहीं आते हैं।[39] अतः इस प्रकार स्पष्ट है कि भारतीय राष्ट्रपति की स्थिति ब्रिटेन के सम्राट जैसी नहीं है क्योंकि कुछ परिस्थितियों में संघात्मक लक्षण को बनाए रखने के लिए वह अपने स्वविवेक के आधार पर कार्य किया जा सकता है। उसे अपने पद में निहित शक्तियों एवं कार्यों के प्रति निष्ठा का निर्वाह करना है, इसलिए वह उन्हे किसी अन्य व्यक्ति या संस्था के भरोसे नहीं छोड़ सकता क्योंकि अनुच्छेद 258(1), अनुच्छेद 309 एवं अनुच्छेद 356 के अन्तर्गत यह व्यवस्था की गई है कि राष्ट्रपति संघीय व्यवस्था की रक्षा करते हुए राज्यों को कार्यकारी शक्तियों से सम्बंधित विषयों से सम्बंधित कार्य सौंप सकता है। वह संघ सरकार के अधीन प्रशासनिक अधिकारियों द्वारा राज्य के प्रशासन एंव शासन पर नियन्त्रण रखता है तथा राज्य में अशान्ति, अराजकता फैलने के कारण कानून व्यवस्था एवं संवैधानिक मशीनरी फैल होने पर राज्य के राज्यपाल की सिफारिश पर राज्य में राष्ट्रपति शासन लागू कर सकता है और राज्य की कार्यपालिका की सम्पूर्ण शक्तियाँ अपने हाथ में ले सकता है।

भारतीय संविधान में राष्ट्रपति पद की अवधारणा एवं स्थिति को ओर अधिक स्पष्ट करने के लिए '42वाँ संवैधानिक संशोधन अधिनियम, 1976' पारित किया गया, जिसके अनुसार मन्त्रिपरिषद् के परामर्श को मानने के लिए राष्ट्रपति बाध्य है। इसके अनुसार अनुच्छेद 74 में शब्द जोड़े गए कि "राष्ट्रपति को अपनी सहायता और सलाह देने के लिए एक मन्त्रिपरिषद् होगी, जिसका प्रधान प्रधानमंत्री होगा और राष्ट्रपति अपने कृत्यों का प्रयोग करने में ऐसी सलाह के अनुसार कार्य करेगा।"[40] इस प्रकार 42वें संवैधानिक संशोधन के अन्तर्गत राष्ट्रपति के पद के बारे में जो व्यवस्था की गई। उससे राष्ट्रपति पद की गरिमा को न केवल गहरा आघात पहुँचा बल्कि उसने राष्ट्रपति की भूमिका को भी नाममात्र के कार्यकारी तक ही सीमित कर दिया। इस व्यवस्था के अनुसार उसके लिए स्वतंत्र कार्य करने की कोई गुंजाइश नहीं रही। इसलिए इस स्थिति का निराकरण करने के लिए '44वाँ संवैधानिक संशोधन अधिनियम, 1978' पारित किया गया, जिसके द्वारा संविधान के अनुच्छेद 72(2) में यह शब्द जोड़े गए कि "राष्ट्रपति को मन्त्रिपरिषद् से जो परामर्श प्राप्त होगा, उसके सम्बंध में राष्ट्रपति को अधिकार होगा कि वह मन्त्रिपरिषद् को इस परामर्श पर पुनर्विचार करने के लिए कहे। लेकिन पुनर्विचार के बाद मन्त्रिपरिषद् से राष्ट्रपति को जो परामर्श प्राप्त होगा, राष्ट्रपति उस परामर्श के अनुसार ही कार्य करेगा।"[41] इस प्रकार 44वें संवैधानिक संशोधन के द्वारा राष्ट्रपति को मन्त्रिपरिषद् की सलाह पर पुनर्विचार करने की जो शक्ति मिली है, उसके परिणामस्वरूप मन्त्रिपरिषद् के स्वतंत्रता पूर्ण कार्य करने की शक्ति एवं स्वेच्छाचारिता पर अंकुश लग गया है। इसके आधार पर भारतीय संविधान में राष्ट्रपति पद की अवधारणा एवं स्थिति में बदलाव आया है। इस नवीनतम् व्यवस्था ने भी राष्ट्रपति को

संवैधानिक राज्याध्यक्ष ही बनाया है परन्तु फिर भी उसकी अपनी वि"ोष भूमिका है क्योंकि असाधारण परिस्थितियों में उसे स्वविवेक के प्रयोग से वंचित नहीं किया जा सकता है। भारतीय संसद का एक संवैधानिक हिस्सा होने के नाते राष्ट्रपति कई महत्त्वपूर्ण शक्तियों का निर्वहन करता है, जो अनुच्छेद 74 के अधीन मन्त्रिपरिषद् की सलाह से करने के लिए बाध्य नहीं है। वह संसद के दोनों सदनों द्वारा पारित किए गए किसी बिल को अपनी सहमति देने से पहले रोक सकता है। धन बिल के अलावा वह किसी बिल को पुनर्विचार के लिए सदन के पास दोबारा भेज सकता है। अनुच्छेद 75 के तहत् प्रधानमंत्री की नियुक्ति राष्ट्रपति द्वारा की जाने की व्यवस्था है परन्तु इस सम्बंध में प्रक्रिया की उचित व्यवस्था का अभाव है। यदि चुनाव में किसी दल या गठबंधन को स्पष्ट बहुमत न मिले और एक से अधिक राजनीतिक दल या गठबंधन बहुमत का दावा करते हैं तो यहाँ राष्ट्रपति की भूमिका अहम् एवं निर्णायक बन जाती है। यदि सरकार ने सदन में वि"वास मत खो दिया है तो राष्ट्रपति लोकसभा भंग सम्बंधी मन्त्रिपरिषद् की सलाह को मानने के लिए बाध्य नहीं है। वह वैकल्पिक सरकार के गठन सम्बंधी प्रयास कर सकता है। इसके अलावा राष्ट्रपति द्वारा शपथ ग्रहण करने से उस पर संवैधानिक दायित्व अधिरोपित हो जाता है कि जहाँ कहीं भी संविधान की सर्वोच्चता और उसके उपबन्धों एंव अन्तर्निहित भावनाओं का उल्लंघन होता है तो वह राष्ट्रीय परिदृ"य पर मूक–द"र्शक बनकर बैठा नहीं रह सकता बल्कि संविधान के अनुसार तर्क संगत तरीके से अपने विवेक का प्रयोग करते हुए संविधान के परिरक्षण सरंक्षण और प्रतिरक्षण तथा राष्ट्रीय एकता और अखण्डता के अपने उत्तरदायित्वों का निर्वहन संसदीय परम्पराओं के अनुसार कर सकता है क्योंकि भारतीय संविधान राष्ट्रपति पद को विस्तृत अधिकार, व्यापक शक्तियाँ और उत्तरदायित्व सौंपता है, जिनमें सामंजस्य बनाना एंव उनका प्रयोग करना केवल संवैधानिक प्रावधानों पर ही निर्भर नहीं करता बल्कि राष्ट्रपति पद पर बैठने वाले व्यक्ति के व्यक्तित्व एवं उसकी कर्मठता, वि"लेषण क्षमता, विवेक"ीलता तथा परिवर्तित राजनीतिक परिस्थितियों पर भी निर्भर करता है। यही कारण है कि भारतीय संविधान में राष्ट्रपति पद की अवधारणा एवं स्थिति ब्रिटि"ा सम्राट के समान न होकर उससे कहीं अधिक बढ़कर है ब्रिटि"ा सम्राट जहाँ पैतृक आधार पर अपना पद ग्रहण करता है वहीं भारत का राष्ट्रपति प्रत्यक्ष रूप से एक ऐसे निर्वाचक मण्डल द्वारा निर्वाचित किया जाता है, जिसमे सम्पूर्ण दे"ा की जनता का प्रतिनिधित्व समाहित होता है राष्ट्रपति द्वारा जो शपथ ग्रहण की जाती है वह दे"ा की जनता के कल्याण एंव संविधान को सर्वोच्चता के संरक्षक का प्रतीक है। राष्ट्रपति के विरूद्ध महाभियोग की व्यवस्था एवं दे"ा के रक्षाबलों के सर्वोच्च समादे"ा के रूप में राष्ट्रपति का पद ब्रिटि"ा सम्राट की तुलना में भारतीय लोकतंत्रात्मक गणराज्य का संवैधानिक मुखिया होते हुए भी उससे कही अधिक बढ़कर है, जो परिवर्तित भारतीय राजनीतिक परिस्थितियों के कारण वास्तविक शासक के रूप में भी अपनी महत्त्वपूर्ण भूमिका अदा कर सकता है।

सन्दर्भ

1 बी०सी० दास, पोलिटिकल डवलपमेंट इन इण्डिया, आ"ीष पब्लि"िंग हाऊस, नई दिल्ली, 1978, पृ० 99

2 टी०के० टोप, 'दी प्रेजीडेंट एण्ड कांउसिल ऑफ मिनिस्टरस', जकैब एलिस, (सं०), कॉन्स्टीट्यू"ान डवलपमेंट्स सिन्स इंडिपेंडेंस, एम०एम० त्रिपाठी प्रा०लि०, बम्बई, 1975, पृ० 17

3 बी०के० शर्मा, इन्ट्रोडक"ान टू द कॉन्स्टीट्यू"ान ऑफ इण्डिया, प्रिन्टस हाल ऑफ इण्डिया प्रा०लि०, नई दिल्ली, 2007, पृ० 26

4 टी०के० टोपे, पूर्वोक्त

5 बी०एन० राव, इण्डियाज़ कॉन्स्टीट्यू"ान इन मेकिंग, ऑरियन्ट लॉगमैन्स, बम्बई, 1960, पृ० 16

6 बी०सी० दास, दी प्रेसीडेंट ऑफ इण्डिया, एस० चन्द एण्ड कम्पनी लि०, नई दिल्ली, 1979, पृ० 69

7 जनकराज जय, प्रेसीडेंट ऑफ इण्डिया : 1950–2003, रिजैन्सी पब्लिके"ान, नई दिल्ली, 2003, पृ० 1

8 गंगासहाय शर्मा, भारत का संविधान, युनिवर्सिटी बुक हाऊस प्रा०लि०, जयपुर, 1992, पृ० 311

9 जेड०एम० कुरे"ी, स्ट्रगल फॉर राष्ट्रपति भवन ए स्टडी ऑफ प्रेजीडें"ियल इलेक्"ंस, विकास पब्लि"िंग हाऊस, नई दिल्ली, 1972, पृ० 7

10 भारत का संविधान, विधि और न्याय मंत्रालय, भारत सरकार, नई दिल्ली, 2007, अनुच्छेद 52

11 वही, अनुच्छेद 53

12 वही, अनुच्छेद 74

13 कॉन्स्टीट्यू"ान असेम्बली डिबेट्स, वॉल्यूम–टप्, पृ० 33

14 ग्रेनविल आस्टिन, दी इण्डियन कॉन्स्टीट्यू"ान : ए कॉर्नर स्टोन ऑफ ए ने"ान, ऑक्सफोर्ड युनिवर्सिटी प्रेस, लन्दन, 1964, पृ० 116

15 के०एम० मुं"ाी, इण्डियन कॉन्स्टीट्यू"ानल डॉक्यूमेंट्स, वॉल्यूम–प्, भारतीय विद्या भवन, बम्बई, 1967, पृ० 17

16 ग्रेनविल आस्टिन, पूर्वोक्त, पृ० 75

17 कॉन्स्टीट्यू"ान असेम्बली डिबेट्स, वॉल्यूम–ग, पृ० 988

18 वही, पृ० 33

19 के०आर० बॉम्बवाल, 'दि प्रेसीडेंट ऑफ इण्डिया : लिमिट्स ऑफ डिस्क"ान' इण्डियन जर्नल ऑफ पोलिटिकल साईंस, वॉल्यूम–ग्गटप्, सं० 3–4, जुलाई–दिसम्बर, 1966, पृ० 23–24

20 डी०डी० बसु, भारत का संविधान–एक परिचय, नौवाँ संस्करण, लेक्सिस नेक्सिस बटरवर्थ वाधवा, नागपुर, 2008, पृ० 202

21 रामजवाया कपूर बनाम पंजाब राज्य, ए०आई०आर०, वॉल्यूम–ग्गग्प्, नागपुर, 1955, एस०सी० 549 / 550

22 यू०एन० राव० बनाम इन्दिरा गाँधी, ए०आई०आर०, वॉल्यूम–ग्गग्गटप्प्, नागपुर 1971, एस०सी० 1002 / 1005

23 नीता वोरा, 'संविधान की परिधि में भारतीय राष्ट्रपति', लोकतंत्र की समीक्षा, वॉल्यूम–ग्, सं० 1–4, जनवरी–दिसम्बर, 1988, पृ० 80

24 वही

25 कॉन्स्टीट्यू"ान असेम्बली डिबेट्स, वॉल्युम–ग, पृ० 988

26 27 के०एम० मुं"ाी, दी प्रेजीडेंट अंडर दी इण्डियन कॉन्स्टीट्यू"ान, भारतीय विद्या भवन, बम्बई, 1963, पृ० 35–36

27 वही, पृ० 39

28 जे०आर० सिवाच, दी इण्डियन प्रेसीडेंसी, हरियाणा प्रका"ान, दिल्ली, 1971,पृ० 58

29 बी०एन० राव पूर्वोक्त, पृ० 375

30 के०आर० बॉम्बवाल, पूर्वोक्त, पृ० 23–24

31 बी०एम० शर्मा, 'दी प्रेजीडेंट ऑफ इण्डियन रिपब्लिक', इण्डियन जर्नल ऑफ पोलिटिकल साईंस, वॉल्यूम–ग्प्, सं० 4, अक्तूबर–दिसम्बर, 1958, पृ० 1

32 के०आर० बॉम्बवाल, पूर्वोक्त

33 वही

34 पुखराज जैन एवं बी०एल० फडिया, भारतीय शासन एवं राजनीति, साहित्य भवन पब्लिके"ान्स, आगरा, 2009, पृ० 237

35 दैनिक जागरण, नई दिल्ली, 15 जुलाई, 2012

36 दैनिक भास्कर, चण्डीगढ़, 29 अप्रैल, 2012

37 सर आइवर जैनिग्स, 'क्राऊन एण्ड कॉमनवैल्थ इन ए"िाया', इंटरने"ानल अफैयर, वॉल्यूम–ग्गग्प्, सं० 2, अप्रैल, 1956, पृ० 415

38 वी०एन० श्रीवास्तव, 'इण्डियन प्रेसीडेंसी',वीरेन्द्र ग्रोवर, (सं०), पोलिटिकल सिस्टम इन इण्डिया, वॉल्यूम–प्प्, दीप एण्ड दीप पब्लिके"ान, नई दिल्ली, 1989, पृ० 16

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

RESOURCE SHARING AND NETWORKING OF COLLEGE LIBRARIES: PROBLEMS AND PROSPECTS

Dr. S B KULSHRESTHA
Associate Professor
Department of Library and Information Science
M M H College, Ghaziabad

Dr. BIBHASH KUMAR MISHRA
Deputy Librarian,
Soban Singh Jeena University
Almora Uttarakhand,

Dr. V.N.TRIPATHI
Associate Professor, Department of Library,
Narain Collage, Shikohabad, Firozabad, U.P.

ABSTRACT:
In this paper library networking and resource sharing has discussed in the context of academic library. Paper also discussed different type of networking available in India. The rapid progress of ICT now tries to satisfy the information needs of the users in diverse manner. "Networking through the help of ICT has made the libraries to adopt new technologies for collection and development, reduce the cost of information and to eliminate duplicity. Not singal libraries can self sufficient to meet the information needs of the users. To overcome these problems, libraries has started library consortia and resource sharing".
Keywords: Library networking, resource sharing, library consortia, college library.

INTRODUCTION:

"A library's role in education is not confined to elementary and secondary education only. Rather it is much more important in higher education. It would not be an exaggeration if it is said that a library is an essential pre-requisite for successful implementation of higher educational programmes.

Colleges are an important aspect of higher educa tion, and college libraries are the primary source for learning. Libraries must play an important rol e as the emphasis shifts from teaching to learnin g. A college's library is its most significant comp onent. Its goal is to achieve institutional objectiv es. It aims to instil passion and interest in studen ts and teachers, as well as to assist them in makin g use of the available reading materia

Networking, often known as computer networking, is the process of transferring and exchanging data between nodes in an information system through a shared media. Networking encompasses not only the design, development, and use of a network, but also the management, administration, and maintenance of that network infrastructure, software, and policies maintenance and operation.

LITERATURE REVIEW:

Kemdarne (2012) in his study entitled "A study of library automation and networking in dental college libraries affiliated to Rajiv Gandhi University of health and science, Bangalore" indicates that in order to begin automation and continue the process in order to provide better service, library employees should be familiar with the use of ICT in libraries. Libraries should have access to computers and other relevant equipment. The librarian should demand this hardware from their authority, as it is a prerequisite for computerization to begin.

Siddanagouda (2012) in his study under title "resource sharing and networking of college libraries affiliated to Gulbarga University" observed that among the degree colleges affiliated to Gulbarga University under study most of the colleges (53.79%) belongs to the private unaided colleges. The remaining (25.25%) colleges are the government and (20.25%) colleges are private aided colleges .The most of the degree colleges have got NAAC status. Further he suggests that in view of the heavy demand and the need to sustain the onslaught of electronic and digital information resources, adequate funds to be made available to the libraries.

Naidu (2013) conducted a study on use of information technology in engineering college library and found that 40.91 percent of the libraries are fully automated and 45.45 percent are partially automated and rest 13.63 percent libraries are under progress. It is suggested that the engineering college libraries should use common library software. It is also suggested that all the engineering college libraries should be linked to AICTE-INDEST consortia

Chandra, (n.d.) in his paper "Resource Sharing and Networking of Engineering College Libraries" Resource Sharing, it was agreed, is a huge blessing that should be introduced gradually and professionally at Engineering Colleges in India.

Drawbacks in the existing system

The services of some college libraries have been determined to be far from satisfactory under the current setup. The detected flaws are primarily related to three elements (BALU, 2018). They are:

- There aren't enough reading materials or services.
- With regard to college information sources, there are insufficient budgets and a lack of professional staff..
- The many information services that can be given in libraries are contingent on the libraries' financial stability.

OBJECTIVE OF THE STUDY:

The following are the precise aims of this study (Chandra, n.d.):

- To give quick service
- To expand the scope of collections and facilities covered
- To save time,
- to improve user engagement, and to give users more options
- To provide high quality library and information support services
- To improve the inter-library loan services among the college libraries
- To optimize the utilization of funds by minimizing duplication in all spheres

METHODOLOGY:

In this paper author has adopted literature review method as main sources of data and personal observation about the different studies for finding and conclusion.

Networking of College Libraries:

"There is an urgent need to have networking of colleges which will also translate the concept of resource sharing into reality for libraries. The following factors can be taken into consideration to implement networking among colleges"(Chandra, n.d.):

- Creation of ICT infrastructure for libraries with Internet access
- Providing ICT training to library staff
- Library awareness programme among users about resources and services
- Creation of library website
- Study of resource sharing efforts at other institutions
- Creation of Library Consortia
- Inter- library loan
- Library software for library database
- Database creation of project reports and faculty publication

ibraries and information networks

Since 1988, multiple libraries and information networks (LINs) have been established in various parts of India, recognising the value and need for maximising the use of available resources (Rao, 2001). These are as following: .

- INFLIBNET
- DELNET
- PUNENET
- CALIBNET
- BONET
- MYLIBNET

INFLIBNET (Information and Library Network):

Information and Library Network (INFLIBNET) Centre, Gandhinagar is an Autonomous Inter-University Centre (IUC) of University Grant Commission (UGC) of India. It is a major National Programme initiated by the UGC in March 1991 with its Head Quarters at Gujarat University Campus, Ahmedabad. Initially started as a project under the IUCAA, it became an independent Inter-University Centre in June 1996. The main objective of INFLIBNET is through cooperation and involvement of agencies concerned, to promote and create communication facilities to improve competence in information transfer and access, and to give support for scholarship, learning, research, and academic pursuits (Inflibnet, 2019).

DELNET (Developing Library Network):

"It was initially support by the National Information System for Science and Technology (NISSAT), Department of Scientific and Industrial Research, Government of India. It was subsequently supported by the National

Informatics Centre, Department of Information Technology, Ministry of Communications and Information Technology, Government of India and the Ministry of Culture, Government of India".

"Its main objectives are to promote sharing of resources among the libraries by developing a networking of libraries, collecting, storing and disseminating information and by offering computerised services to the user and to facilitate and promote delivery of documents manually or mechanically. DELNET at present has 6616 libraries as its members, of which 281 libraries are in Delhi, 6313 outside Delhi in 33 States and Union Territories and 22 in overseas countries".

PUNENET (Pune Libraries Network):

"Pune Libraries Network (PUNENET) established by University of Pune in 1986 and Centre for Development of Advanced Computing (C-DAC) and the National Chemical Laboratory (NCL) being funded by NISSAT of the department of Scientific and Industrial Research (DSIR), Government of India. A database of libraries participating in Pune-Net has been created using MS Access"(Dass, 2013).

CALIBNET (Calcutta Library Network):

"A government of India project, has been launched by NISSAT on 21 December 1993, Department of Scientific and Industrial Research (DSIR): and managed by the CALIBNET Society established under the West Bengal Government's Societies Registration Act 1961"(Dass, 2013).

BONET (Bombay Library Network):

"The Bombay Library Network (BONET) was established at National Centre for Software Technology (NCST), Bombay, on 6 November 1992, which was sponsored by NISSAT. The major concern of BONET is to fabricate a low cost library information structure and promote cooperation among libraries in Bombay"(Sharma, 2013).

MYLIBNET (Mysore Library Network):

"Mysore Library Network (MYLIBNET) was established at Mysore city in the year 1995 and the Central Food Technological Research Institute (CFTRI), Mysore being an active member of Mysore City Library Consortium (MCLC), is hosting this network in its premises"(Sharma, 2013).

LIBRARY CONSORTIUM:

"Academic libraries in India are facing problems such as increasing demands and high expectations from users, budget cuts, high cost of library material especially electronic journals, and a rise in the amount of information resources in general. It is impossible for a single library to provide access to all materials to meet their user's needs. Library consortia have been initiated in India in order to overcome these problems"(Srivastava, 2013).

N-LIST:

The Project entitled "National Library and Information Services Infrastructure for Scholarly Content (N-LIST)", being jointly executed by the e-ShodhSindhu Consortium, INFLIBNET Centre and the INDEST-AICTE Consortium, IIT Delhi provides for i) cross-subscription to e-resources subscribed by the two Consortia, i.e. subscription to INDEST-AICTE resources for universities and e-ShodhSindhu resources for technical institutions; and ii) access to selected e-resources to colleges. The N-LIST project provides access to e-resources to students, researchers and faculty from colleges and other beneficiary institutions through server(s) installed at the INFLIBNET Centre.

Impact of Resource Sharing and Networking:

"The above discussions make it clear that resource sharing philosophy is very much useful to all college libraries. The implementation of resource sharing will eliminate the feeling among the users that our institute is not having the required resource. Resource sharing arrangement will help the librarians to provide the document and information which is not available at the college"(Chandra, n.d.).

CONCLUSION:

The success and survival of the libraries will depend on how they cooperate with each other. In the era of ICT, networks and consortia are very important. Presently most of the Indian libraries are showing interest either to create or join the consortia. However, some barriers such as poor technological and communication infrastructure, inadequate finances, attitude towards consortia and multiple efforts are reported to be limitations of consortia activities in college libraries.

REFERENCES:

1. Dass, G. (2013). Library Networking in India. In P. Kumar (Ed.), *Emerging Trends in Library and information Science* (pp. 30–44). New Delhi: Ess Ess publication.
2. IGNOU. (2005). *ACADEMIC LIBRARIES(MLI103, Unit-1): OBJECTIVES AND FUNCTIONS*. New Delhi: IGNOU.
3. Inflibnet. (2019). Inflibnet Centre. Retrieved January 13, 2019, from https://www.inflibnet.ac.in/about/
4. Kemdarne, S. B. (2012). *A study of library automation and networking in dental college libraries affiliated to Rajiv Gandhi University*

of Health Sciences, Bangalore. Tilak Maharashtra Vidyapeeth. Retrieved from http://hdl.handle.net/10603/5661%0D%0A

5. Mittal, R. L. (2007). *Library administration: Theory and practice* (5th ed.). New Delhi: Ess Ess publication.
6. Naidu, K. N. (2013). Use of Information Technology in Engineering College Libraries in Rayalseema Area of Andhra Pradesh. In *9th International CALIBER - 2013,* (pp. 54–61). Gandhinagar. Retrieved from http://hdl.handle.net/1944/1739
7. Rao, S. S. (2001). Networking of libraries and information centres: challenges in India. *Library Hi Tech*, *19*(02), 167–178. Retrieved from https://www.emeraldinsight.com/doi/abs/10.1108/07378830110394312%0A%0A
8. Sarmah, K. K. (2013). Consortial approach as resource sharing in higher education libraries. In Praveen Kumar (Ed.), *Emerging Trends in Library and information Science* (1st ed., pp. 99–110). New Delhi: Ess Ess publication.
9. Sharma, C. (2013). Status and prospectus of library networking in India. In Praveen Kumar (Ed.), *Emerging Trends in Library and information Science*. New Delhi.
10. Siddanagouda, B. G. (2012). *Resource sharing and networking of college libraries affiliated to Gulbarga university: a study*. Karnatak University. Retrieved from http://hdl.handle.net/10603/8750
11. Srivastava, A. (2013). The growth and issues of library consortia and resource sharing in modern era. In Praveen Kumar (Ed.), *Emerging Trends in Library and information Science* (1st ed., pp. 64–77). New Delhi: Ess Ess publication.

ROLE OF HUMAN RESOURCES MANAGEMENT IN PROMOTING ENRICHMENT OF HUMAN RESOURCES: AN OVERVIEW

Dr. D.K.GAUTAM
Asso. Prof., Faculty of Commerce and Business Administrative
MMH College, Ghaziabad (U.P.)

Abstract
Inside a wide range of associations, the HR utilize their instructive capabilities, skills and capacities to do the general working of the associations. Inside associations, the work obligations should be placed into activity to accomplish hierarchical objectives and lead to in general working of the associations in an agreeable way. The HR techniques are the ones that have the essential goal of planning HR to prompt upgrade of the general design of the associations. The people in administrative roles are vested with the power of figuring out HR systems. The characteristics of profound quality and morals should be supported in these methods. The work obligations should be incorporated in understanding to the regulations and rules. Whenever the HR will invest amounts of energy to their best capacities to go about well in their business obligations, they will satisfy the assumptions for their managers and bosses. As an outcome, they will advance their improvement. The explanation being, the point at which the businesses will feel happy with the representatives, they will bring about the sensation of occupation fulfillment. Besides, they will contribute fundamentally in holding their positions. Accordingly, it tends to be expressed, HR strategies are fundamental in advancing enhancement of HR. The primary ideas that are considered in this exploration paper are, understanding the importance and meaning of HR strategies, HR systems and measures contributing in up-degree of HR techniques.

Keywords: *Human Resources, Job Duties, Management, Organizations, Procedures, Recruitment, Selection*

HR are the resources of the associations. The general working of the associations happens, whenever HR are furnished with the valuable chances to utilize their instructive capabilities, skills and capacities. The systems should be placed into activity in a sufficient way to deal with the HR. At the point when there are event of opportunities inside the associations, the employing specialists need to guarantee, the perfect people get enlisted in the ideal situations at the ideal time. The cycles of enlistment and choice should be completed in a very much arranged and agreeable way. The people are expected to observe specific guidelines in understanding to which the cycles of enrollment and determination happens (Hart, 2021). The up-and-comers are expected to go through interviews, get occupied with bunch conversations and step through composed exams. The enlistment and choice strategies are typically reliant upon the post and occupation obligations. These cycles might be done quicker than expected, for example a week or they might take more measure of time, for example a month. Thusly, it is surely known, enlistment and choice are viewed as significant HR methods.

Inside the course of placing into activity the work obligations and obligations, managing others, accomplishing authoritative objectives, and in prompting up-degree of the general design of the association, there are event of different sorts of issues and hardships. These should be adapted to in a sufficient way and kept from accepting a significant structure. There ought to be execution of complaint redresser strategies. Through these systems, the representatives are given the amazing chances to review their complaints (Shethna, 2020). The representatives are relegated work obligations in agreement to their instructive capabilities, abilities and capacities. The people in administrative roles need to give equivalent freedoms and open doors to every one of the individuals. Besides, there ought not be any segregation based on any of the variables. The arrangement of equivalent privileges and open doors will empower the workers to foster inspiration towards the execution of occupation obligations and obligations. Moreover, the HR will cause the sensations of joy and satisfaction. In this manner, execution of complaint redresser systems and arrangement of equivalent freedoms and potential open doors are fundamental HR methodology.

It is completely perceived that HR can't upgrade their vocation possibilities by working in confinement. Subsequently, they need to frame genial and obliging terms and associations with others. The HR are expected to acquire thoughts and ideas inside the course of execution of their work obligations and age of wanted results. The managers allocate them the work obligations, which they are expected to work in a group. The accentuation should be endless supply of friendly and agreeable worker relations. Inside the course of execution of occupation obligations, the HR need to utilize advancements, materials, apparatuses, gadgets and gear. Thus, these should be made accessible in a sufficient way. Moreover, the HR need to oversee them in an acceptable way. The HR need to place accentuation on up-degree of their insight, abilities and capacities. As to utilize the assets, it is important to utilize one's information and abilities. Subsequently, support of agreeable and amiable worker relations and up-degree of information, abilities and capacities are critical HR techniques. **Understanding the Meaning and Significance of Human Resources Procedures**

HR are the resources of the associations. The general working of the associations happens, whenever HR are given the chances to utilize their instructive capabilities, skills and capacities. In a wide range of associations, there are different authoritative objectives. These are, as a rule knowledgeable as far as occupation obligations and obligations; being enlightening as far as techniques, systems, procedures and approaches; prompting an increment in efficiency and productivity; overseeing monetary, human, specialized and material assets in a sufficient way; advancing local area prosperity; fulfilling client requests; shaping agreeable and pleasant terms and associations with others; utilizing present day, logical and inventive strategies; sorting out courses and studios and prompting upgrade of the general construction of the associations. The methods should be placed into activity in a sufficient way to deal with the HR. The explanation being, the HR need to utilize their skills and capacities to accomplish this large number of objectives. In this manner, importance and meaning of HR methods is perceived, when they end up being significant in accomplishing authoritative objectives.

The essential target of these methodology is to advance government assistance and altruism of the HR. They should feel great inside the associations, and ought to have the option to focus on their work obligations. Whenever the HR will be fulfilled, they will deliver a significant commitment in taking care of well in their business obligations and in advancing prosperity and generosity of the associations. With progressions occurring and with the approach of modernization and globalization, it is important to achieve changes in these strategies. Every one of the individuals from the associations, regardless of their work positions in the order need to utilize current, logical and creative techniques inside the course of execution of their work obligations. Whenever changes are achieved, it should be guaranteed they end up being positive and beneficial to the HR and the general construction of the associations. Along these lines, it tends to be expressed, importance and meaning of HR techniques is perceived, when they are urged to utilize spearheading strategies inside the course of execution of occupation obligations and obligations.

The up-degree of information, capacities and amazing skill should be focused towards by the HR all through the execution of their work obligations. At the point when the still up in the air towards accomplishing authoritative objectives and prompting upgrade of the general construction of the associations, they need to direct research on customary premise. The examination is directed through utilizing different sources, for example books, articles, reports, ventures, advances and web. Moreover, incorporating powerful correspondence processes likewise end up being advantageous and gainful in sharpening information, capacities and incredible skill. This assignment delivers a significant commitment in expanding information, capacities and amazing skill. Inside the course of execution of occupation obligations, the HR are expected to achieve enhancements in techniques and strategies. At the point when upgrades are made, it should be guaranteed, they lead to accomplishment of wanted objectives. Thusly, it is surely known, importance and meaning of HR methodology is perceived, whenever they are furnished with different sorts of chances to prompt up-degree of information, capacities and impressive skill.

Human Resources Procedures

In a wide range of associations, creation, fabricating, administrations, monetary foundations, instructive organizations, etc, the people in administrative roles are vested with the power of figuring out HR systems. When these are formed, it should be guaranteed, they end up being viable to the people and the general construction of the associations (Processes in Human Resource Management, 2021). The characteristics of profound quality, morals, ingenuity and uprightness should be supported while forming HR strategies. The essential goal of these strategies is to advance prosperity of the HR. Whenever the HR will be fulfilled, they will deliver a significant commitment in taking care of well in their business obligations and in advancing prosperity and altruism of the associations. Inside the process of things working out, it is important to achieve changes in these techniques. Whenever changes are achieved, it should be guaranteed they end up being great and profitable to the HR and the general construction of the associations. The HR methodology are expressed as follows:

Implementation of Recruitment and Selection Processes

The essential target of the enrollment and choice cycles is to make determination of the right possibility for the gig positions. The opening ought not stay unfilled for extensive stretch of time. As it is viewed as the obstruction inside the course of execution of assignments and exercises. At the point when there are event of opportunities inside the associations, the employing specialists need to guarantee, the ideal people get enlisted in the perfect situations at the ideal time. The cycles of enlistment and determination should be done in a very much arranged and agreeable way. The people are expected to observe specific guidelines in understanding to which the cycles of enrollment and choice happens. The applicants are expected to go through interviews, get occupied with bunch conversations and step through composed examinations. The enlistment and determination methodology are typically subject to the post and occupation obligations. These cycles might be done in less measure of time, for example a week or a month. Subsequently, execution of enrollment and choice cycles are viewed as significant HR methods.

Association of Training and Development Programs

Whenever the HR get enrolled and chosen inside the associations, they are expected to go through preparing and advancement programs. These projects might be of two or three days, multi week, one month or even a half year. There is enrollment of very capable and capable mentors, who are expected to do the work obligations of preparing the HR. In these projects, the different regions as far as which HR are granted data are, history of the association, offices, staff, regulations, rules, arrangements, hierarchical objectives, mission and goals, work obligations and obligations, techniques, methodology, procedures, approaches, framework, conveniences, offices, and by and large natural circumstances. The mentors utilize different preparation strategies to increase information among learners. These are, address strategy, contextual analyses, reproductions, pretending, vestibule preparing, bunch conversations, hands on work, etc. The HR need to tune in and adhere to the directions given by the mentors. As a result, they will go about well in their business obligations and produce the ideal results. Accordingly, association of preparing and improvement programs are huge HR methodology.

Implementation of Grievance Redresser Procedures

Within the course of putting into operation the job duties and responsibilities, dealing and working with other individuals, achieving organizational goals, and in leading to up-gradation of the overall structure of the organization, there are occurrence of various types of problems and difficulties. When the human resources experience scarcity of technical or material resources, they experience problems within the course of implementation of their job duties. The various types of problems may be experienced in a major as well as in a minor form. These need to be coped with in an adequate manner and prevented from having any unfavourable effects. There should be implementation of grievance redresser procedures. Through these procedures, the employees are provided with the opportunities to redress their grievances. The supervisors and employers are required to take into account the grievances of the human resources and make provision of adequate and meaningful solutions to them. As a result, the human resources will be able to concentrate on their job duties. Therefore, in all types of organizations, implementation of grievance redresser procedures are vital human resources procedures.

Provision of Equal Rights and Opportunities

Within the organizations, the human resources are different from each other on the basis of number of factors, i.e. caste, creed, race, religion, ethnicity, gender, age groups, educational qualifications, skills, abilities, cultures, personality traits and socio-economic backgrounds. The supervisors and employers need to ensure, they make provision of equal rights and opportunities to all the human resources. These need to be related to promoting well-being and goodwill. The employees are assigned job duties in accordance to their educational qualifications, skills and abilities. The individuals in leadership positions need to provide equal rights and opportunities to all the members. Furthermore, there should not be any discrimination on the basis of any of the factors. The provision of equal rights and opportunities will enable the employees to develop motivation towards the implementation of job duties and responsibilities. Furthermore, the human resources will incur the feelings of pleasure and contentment. They will put in efforts to their best abilities within the course of putting into operation their job duties and responsibilities. Therefore, provision of equal rights and opportunities is a crucial human resources procedure.

Reinforcement of Cordial and Sociable Employee Relations

It is completely perceived that HR can't do work obligations, nor improve their profession possibilities nor accomplish authoritative objectives by working in confinement. Consequently, they need to frame cheerful and friendly terms and associations with others. The HR are expected to get thoughts and ideas inside the course of execution of their work obligations and age of wanted results. The issues can be tackled all alone as well as through acquiring help and backing from different individuals. The warm and friendly terms and connections should be shaped with partners, managers and bosses. These will empower the workers to foster inspiration towards the execution of occupation obligations and obligations. Besides, the HR will bring about the sensations of delight and happiness. The bosses allot them the work obligations, which they are expected to work in a group. In advancing cooperation, accentuation should be endless supply of friendly and amiable worker relations. As the individuals need to work in co-appointment with one another. Accordingly, support of agreeable and amiable representative relations is a fundamental HR system.

Up-degree of Knowledge, Skills and Abilities

The up-degree of information, abilities and capacities should be focused towards by the HR all through their work obligations, when not entirely settled towards accomplishing authoritative objectives and prompting upgrade of the general design of the associations. Inside the course of execution of occupation obligations, the HR are expected to utilize innovations, materials, hardware, instruments, gadgets and gear. Thus, these should be made accessible in a satisfactory way. Besides, the HR need to oversee them in an acceptable way. The HR need to place accentuation on up-degree of their insight, abilities and capacities. As to utilize these assets, it is important to utilize one's information, abilities and capacities. In the execution of this assignment, the HR either work all alone or they get backing and help from coaches, managers and partners. At the point when the work obligations are confounded, getting occupied with standard practice will contribute altogether in sharpening information, abilities and capacities. In this manner, up-degree of information, abilities and capacities is a vital HR system.

Execution of Job Duties in understanding to the Rules

Whenever the HR are placing into activity work obligations and obligations inside business settings, they are improving their profession possibilities, yet they have objectives to accomplish. The essential objectives are, satisfying their bosses and managers and prompting improvement of the general design of the associations. The HR are expected to maintain the principles and standards, when they are carrying out different sorts of occupation obligations and obligations. For instance, when the HR are utilizing advancements and are expected to complete the work obligation of printing, they need to guarantee, extreme printing ought to be kept away from. It is a significant decide that innovations should be utilized in a moral and moral way. The people in administrative roles plan the guidelines. At the point when they are figuring out the guidelines, they have the primary point of guaranteeing that the work obligations are completed in a restrained way. In this way, execution of occupation obligations in understanding to the guidelines is a prominent HR technique.

Association of Workers Compensation Programs

In different associations, enterprises and production lines, for example, silk winding around, pearl cutting, jewel cleaning, estates, cover fabricating, lock businesses, beedi rolling, etc, the work obligations are dangerous. The HR are expected to utilize machines, gadgets, apparatuses and hardware inside the course of execution of their work obligations. It is obviously perceived that labor force might experience the ill effects of wounds and mishaps. Consequently, there ought to be association of laborers remuneration programs. These projects make arrangement of remuneration benefits for the wounds and mishaps that the specialists have endured. The specialists remuneration is of different kinds and is reliant upon the wounds and mishaps that the laborers have endured. The wounds and mishaps might be minor or major. Whenever the laborers are expected to get conceded in emergency clinics and require clinical therapy, the associations are expected to pay for the clinical costs. Whenever the specialists have experienced super durable wounds and they can't return to work, the remuneration is given all through their daily routines to support their experiencing conditions in a sufficient way. Accordingly, association of laborers pay programs is an essential HR methodology.

Giving of Rewards and Incentives

The obtaining of work amazing open doors is viewed as the essential goals of the people, regardless of their networks, classes and foundations. Whenever the HR not set in stone towards going about well in their business obligations and measuring up to the assumptions of their managers, they will invest amounts of energy to their best capacities. Moreover, they will increase their abilities to adapt to obstructions in a satisfactory way. At the point when the HR render a significant commitment in age of the ideal results, they should be given prizes and motivators. The prizes and motivators are as authentications, prizes, salary raise, paid leaves, paid excursions, extra work obligations to improve one's vocation possibilities, chances to sharpen administration abilities, etc. The kinds of occupation obligations and obligations decide the giving of remunerations and motivating forces. When these are given, the HR cause the sensations of joy and happiness and foster inspiration towards the execution of occupation obligations. Accordingly, giving of remunerations and motivations is a HR technique, which has delivered a significant commitment in invigorating the mentalities of the HR towards the execution of occupation obligations.

Giving Promotional Opportunities

Obtaining of limited time amazing open doors is viewed as one of the essential objectives of all workers . Whenever they get enrolled, they generally act in a way that they will be offered special chances. At the point when the HR not entirely set in stone towards taking care of well in their business obligations and living up to the assumptions of their bosses and managers, they will invest amounts of energy to their best capacities towards the age of wanted results. Moreover, they will increase their abilities to adapt to impediments in a sufficient way. Whenever the HR render a significant commitment in age of the ideal results, they should be offered limited time chances. The special open doors are alluded to allocating of a higher position. These are portrayed by a salary raise and occupation obligations. The HR have more work obligations and obligations to do. Consequently, they need to focus towards prompting up-degree of information, abilities and capacities. Consequently, giving special open doors is a HR strategy, which has empowered the HR to upgrade their insight and abilities and profession possibilities.

Measures contributing in Up-degree of Human Resources Procedures

To accomplish authoritative objectives and lead to upgrade of the general construction of the associations, it is of most extreme importance to prompt up-degree of HR methods (HR Policies, Procedures and Practices, 2021). Whenever the HR will be very much aware and feel pleasurable and satisfied inside the work space, they will actually want to invest amounts of energy to their best capacities to create the ideal results. Every one of the individuals from the association should be educational as far as HR systems. Moreover, they should be instructive as far as the ways of achieving upgrades in these actions. At the point when they will be very much aware as far as the ways, they will actually want to increase data as far as spearheading techniques that would deliver a significant commitment in prompting up-degree of HR strategies. These are, forming regulations and rules; portraying the characteristics of support and co-activity; expanding data in regards to client necessities and prerequisites; leading exploration on ordinary premise; creating inspiration towards the execution of occupation obligations and establishing a friendly and lovely climate inside the work environment. These are expressed as follows:

Forming Laws and Rules

The people in administrative roles are vested with the power of forming the regulations and rules. Whenever they are figuring out the regulations and rules, they have the fundamental point of guaranteeing that the work obligations are done in a restrained way. Every one of the individuals from the association, independent of their work positions in the progressive system need to do their work obligations in agreement to the regulations and rules. One of the significant regulation and rule is, the individuals should be furnished with equivalent privileges and open doors. Besides, there ought not be any segregation based on any of the variables. The arrangement of equivalent privileges and open doors will empower the workers to animate their mentalities towards the execution of occupation obligations and obligations. Along these lines, planning regulations and rules is an essential measure contributing in up-degree of HR methodology.

Portraying the Traits of Helpfulness and Co-activity

The individuals need to have a congenial nature and an agreeable demeanor. At the point when an individual is charming in disposition, the person obtains appreciation. The work obligations sometimes are muddled. The individuals can give answers for the issues all alone or through taking help and help from different individuals. Thus, portraying the qualities of supportiveness and co-activity will empower the HR to cause the sensation of occupation fulfillment and hold their positions. Moreover, these qualities will contribute effectively in accomplishing hierarchical objectives and prompting improvement of the general design of the associations. Inside the course of execution of occupation obligations, the HR are expected to support these characteristics. Hence, portraying the attributes of accommodation and co-activity is viewed as one of the key estimates contributing in up-degree of HR techniques.

Increasing Information in regards to Customer Needs and Requirements

Fulfilling client needs and necessities is viewed as one of the essential objectives of the association and the HR, who are prompting by and large working of the association. Whenever the HR are utilizing spearheading strategies inside the course of execution of occupation obligations, they point that clients will feel happy with the items or administrations. The HR put into activity hands on work. They connect with the clients with the fundamental point of distinguishing their necessities and prerequisites. At the point when the HR will expand their data as far as client needs and prerequisites, they will actually want to place into activity their work obligations in a satisfactory way. Moreover, upgrades will be achieved in the techniques and methods. Hence, it tends to be expressed, increasing data with respect to client necessities and prerequisites is a critical measure contributing in up-degree of HR strategies.

Leading Research on Regular Basis

Inside the course of execution of occupation obligations, accomplishing authoritative objectives and doing the general working of the associations in a strong way, the HR are expected to achieve enhancements in techniques and methods. For the execution of this assignment, they need to direct research on ordinary premise. The examination is led through utilizing different sources, for example books, articles, reports, tasks, advancements and web. Besides, trying viable correspondence processes additionally end up being advantageous and gainful in sharpening information, abilities and capacities. This assignment delivers a significant commitment in recognizing the regions, which should be gotten to the next level. The assignment of leading examination is expected to be completed all through the gig obligations of the people. Accordingly, leading exploration on customary premise is a huge measure contributing in up-degree of HR methods.

Creating Motivation towards the execution of Job Duties

The HR need to foster inspiration towards the execution of occupation obligations. There are different elements that lead to improvement of inspiration, for example association of preparing and advancement programs; association of courses and studios; being knowledgeable as far as occupation obligations; being instructive as far as strategies and techniques; improvement of common comprehension with different individuals; giving of remunerations and motivators and creating arrangement of special open doors; the board of monetary, human, specialized and material assets in a palatable way; utilizing present day, logical and imaginative strategies; having the capacities to adapt to issues and hardships and development of an agreeable and wonderful climate inside the working environment. These elements should be supported all through the gig obligations of the HR. Moreover, these would contribute in an effective way in prompting enhancement of HR methods. In this way, it is surely known, creating inspiration towards the execution of occupation obligations is a significant measure contributing in up-degree of HR techniques.

Establishing an Amiable and Pleasant Environment inside the Workplace

Aside from execution of occupation obligations, accomplishing hierarchical objectives and in prompting up-degree of the general design of the association, it is imperative to concentrate upon making of an agreeable and lovely climate inside the work environment. At the point when the ecological circumstances will be wonderful and friendly, the HR will actually want to focus well on their work obligations. Besides, they will bring about the sensations of joy and happiness. Every one of the individuals need to work in joint effort and mix with one another in the execution of this errand. The individuals need to invest amounts of energy to beat a wide range of snags. Moreover, this occupation would contribute in a beneficial way in prompting advancement of HR strategies. Accordingly, establishing an obliging and lovely climate inside the working environment is a fundamental measure contributing in up-degree of HR methods.

Conclusion

The HR methodology are placed into activity with the essential point of dealing with the HR. HR systems are, execution of enrollment and determination processes, association of preparing and improvement programs, execution of complaint redresser methods, arrangement of equivalent privileges and open doors, support of agreeable and amiable representative relations, up-degree of information, abilities and capacities, execution of occupation obligations in understanding to the standards, association of laborers remuneration programs, giving of remunerations and motivators and giving special open doors. Measures contributing in up-degree of HR methodology are, forming regulations and rules; portraying the attributes of accommodation and co-activity; expanding data in regards to client necessities and prerequisites; leading exploration on customary premise; creating inspiration towards the execution of occupation obligations and establishing a friendly and charming climate inside the working environment. At long last, it tends to be expressed, when HR systems will be executed sufficiently, they will contribute in advancing upgrade of HR and accomplishment of hierarchical objectives.

References / Bibliography

1. Hart, N. (2021). 5 Human Resource Policies your Department should put in place now. Retrieved December 15, 2012 from accesscorp.com
2. HR Policies, Procedures & Practices. (2012). Retrieved December 15, 2012 from growHR.co.nz
3. Processes in Human Resource Management. (2012). Retrieved December 15, 2012 from managementstudyguide.com
4. Shethna, J. (2012). HR Policies and Procedures. Retrieved December 15, 2012from educba.com
5. Withaar, LD. (2009). Key Human Resource Management Policies & Procedures. Retrieved December 15, 2012 from smallbusiness.chron.com

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

हिन्दी उपन्यासों में सामाजिक मूल्यों का विघटन : एक विवेचन

डॉ. (श्रीमती) रंजना कुलश्रेष्ठ

हिंदी विभाग,ठाकुर बीरी सिंह महाविद्यालय,टूण्डला
फिरोजाबाद

स्वातन्त्रयोत्तर हिन्दी उपन्यासों में सामाजिक मूल्यों का विघटन–विषय पर चिन्तन करने से पूर्व हमें सामाजिक मूल्यों के विघटन को परिभाषित करना उचित होगा। मूल्य अवधरणा से तात्पर्य मानव की उस मानवतावादी दृष्टि से है, जिसे अपनाकर मानव मम् और ममेतर सेग ऊपर सर्वजनहिताय किसी ऐसे नियमों अथवा धरणाओं का विकास करता है जो अन्ततः सबके द्वारा स्वीकार कर ली जाती है। मूल्य अवधरणा मानवतावादी दृष्टि से निष्पन्न एक नियम सम्पन्न चेतना का नाम है। सिपले ने अपने शब्द कोश में मूल्य की परिभाषा इस प्रकार की है– ''मूल्य शब्द उस विशेषता का द्योतक है, जो उस वस्तु को मूल्यवान बनातह है।''[1] मूल्य और जीवन का पारस्परिक घनिष्ट सम्बन्ध है। मनुष्य सामाजिक प्राणी है अतः सामाजिक मूल्यों का समाज में महत्वपूर्ण स्थान है। जीवन को आदर्श की ओर उन्मुख करने, भौतिक स्थिति से आध्यात्मिक स्थिति में पहुँचाने और सुनियोजित एवं सुनिश्चित कर्म की प्रेरणा देने वाले सामाजि क मूल्य है। ये सामाजिक आवश्यकताओं, सामान्य जन कल्याण एवं लोकहित में साध्क होते हैं। मूल्य समाज के आधर स्तंभ है जिन पर समाज की सभ्यता और संस्कृति का भव्य भवन आधरित रहता है।

समाज क्या है? सामान्य प्रयोग की दृष्टि से समाज का सीध–सादा अर्थ जन समूह हे। मानक हिन्दी कोश के अनुसार– ''समाज बहुत से लोगों का गिरोह या समूह है।''[2] परन्तु समाजशास्त्रीय दृष्टिकोण से बहुत से लोगों के गिरोह, झुण्ड या समूह को समाज नहीं कहा जा सकता। डॉú जी.वी.रमण के अनुसार– ''समाज ही मानव मन के उन्नयन की आधर शिला है। जन्म से ही समाज से पृथक रहने वाला मानव अपनी बौ(िक शक्तियों के विकास के लिए अनुकूल क्षेत्रा न पाकर अनुकरण से पशुवत आचरण करता रह जाता है।''[3] समाज में रहने वाले व्यक्तियों के मध्य परस्पर पाए जाने वाले सामाजिक, पारिवारिक, सांस्कृतिक सम्बन्ध ही सामाजिक मूल्य कहलाते हैं।

विघटन शब्द का अर्थ है– किसी भी चीज का अपने स्तर से गिरना। विघटन का अर्थ है– टूट जाना एवं टूट–पफूट की स्थिति तब आती है जबकि कोई तत्त्व अथवा वस्तु विनाश की ओर जा रही है। टूट–पफूट विनाश की प्रक्रिया में भी आवश्यक है एवं नव निर्माण की प्रक्रिया में भी। मीरर महोदय सामाजिक विघटन के सम्बन्ध में कहते हैं– ''जब सामाजिक संरचना अपना कार्यात्मक सन्तुलन खो देती है तो वह सामाजिक विघटन की ओर मुड़ जाती है।''[4]

सामाजिक सम्बन्धें की व्यवस्था का नाम सामाजिक संगठन है। संगठन उन सम्बन्धें को सूचित करता है जो किसी समूह के सदस्यों में विद्यमान रहते हैं। मुनष्य जब सहयोग, मतैक्य, नियन्त्राण एवं नियम व्यवस्था के द्वारा जब सामूहिक कार्यों में भाग लेते हैं तो हम इस प्रक्रिया को सामाजिक संगठन कहते हैं। इस भान्ति सहयोग, मतैक्य, सामाजिक नियन्त्राण, नियम–व्यवस्था, सामान्य हित एवं इच्छाएँ, स्थिति एवं कार्य व्यवस्था और सामाजिक संस्थाएँ आदि सामाजिक संगठन के सहायक कारक होते हैं। सामाजिक संगठन की थोड़ी या बहुत अनुपस्थिति ही सामाजिक विघटन की स्थिति है। सामाजिक संगठन के आवश्यक तत्त्वों में किसी प्रकार का विचलन सामाजिक विघटन कहलाएगा। समाज सामाजिक सम्बन्धें का

जाल है, इन सम्बन्धें में आने वाला विकार ही सामाजिक विघटन का उत्पादक होगा।

वर्तमान में नवचेतना के आलोक में परम्परा संस्कारों और विश्वास पर आधरित जीवन–मूल्यों का विघटन होने लगा। नैतिक मान्यताओं के क्षेत्रा में क्रान्तिकारी परिवर्तन हुआ। हार्दिकता का स्थान तर्क ने ले लिया। तार्किक जीवन दृष्टि ने परम्परागत शाश्वत जीवन मूल्यों– सत्य, अहिंसा, ईमानदारी, नैतिकता, आस्था, चरित्रा की उज्जवलता आदि को अस्वीकृत कर नवीन जीवन–दृष्टि के आलोक में नवीन मूल्यों की स्थापना की। जीवन के महत्त्वपूर्ण क्षेत्रों– प्रेम, विवाह, यौन–भावना, नारी के प्रति दृष्टिकोण, स्त्री–पुरूष सम्बन्ध आदि से सम्बन्धित जीवन–मूल्यों को परखने की कसौटी ही बदल गई। यौन–सम्बन्धें मेगं स्वेच्छाचारिता बढ़ी, युवा मानव में विद्रोह का स्वर पफूटा और ईश्वर के स्थान पर मानव की प्रतिष्ठा हुई। पुरूष वर्ग ही नहीं, नारी भी परम्परागत श्रृंखलाओं से मुक्ति की आवश्यकता अनुभव करने लगी। वैज्ञानिक चिन्तन के परिवेश में आत्मा–परमात्मा, जन्म–मृत्यु, स्वर्ग–नरक, पाप–पुण्य, सुख–दुःख, नियति सम्बन्धी परम्परागत धरणाओं में परिवर्तन आया है। भारतीय अध्यात्मवाद और मानवतावाद में जिन आदर्शों–त्याग, तपस्या, प्रेम, संयम, अंहिसा, सत्य एवं समष्टिगत कल्याण के मूल्यों को जीवन के उन्नयन के लिए श्रेष्ठ माना, आधुनिक साहित्यकारों तथा चिन्तकों ने उनके स्वरूप को निषेधत्मक मानकर मानव प्रवृत्तियों की उन्मुक्तता और स्वेच्छाचारिता में वैयक्तिक और सामाजिक विकास देखा है।

वैज्ञानिक प्रगति के कारण परप्रागत जीवन–मूल्य विघटित होते जा रहे हैं। समकालीन सामाजिक जीवन में जीवन मूल्यों का विघटन एक ओर व्याप्त है तो दूसरी ओर यांत्रिकी और औद्योगिकरण के प्रभाव के कारण मानवीय सम्बन्ध भयंकर तनाव के बीच गुजर रहे हैं। डॉ. महाराज कृष्ण जैन के शब्दों में– ''सर्वत्रा व्यक्ति और व्यक्ति के मध्य यंत्रा दिवार बनकर खड़ा हो गया है और मानवीय सम्बन्ध वस्तुतः असम्बन्ध में परिणत हो गये हैं।''[5]

सम्बन्धें में विघटन और मूल्यों का संघर्ष वर्तमान युग की प्रत्येक साहित्यिक विध में सुना जा सकता है। समकालीन साहितय की केन्द्रीय विध होने के नाते उपन्यास में मूल्य विघटन एवं नवीन मूल्यों के उदय के कारण उत्पन्न टकराहट की गूंज सुनाई देती है। मनुष्य तथा उससे जुड़े समाज के परिवेश को स्पष्ट करना तथा आधुनिक जीवन की जटिलता, संकुलता, छटपटाहट एवं विघटन की दृष्टि से देखें तो स्वातन्त्रयोत्तर भारत एक नवीन परिवर्तित रूप में हमारे सामने है। यहाँ परम्परा से आ रहे संयुक्त परिवारों का विघटन हो रहा है। स्वातन्त्रयोत्तर भारतीय समाज के इस महत्त्वपूर्ण परिवर्तन ने समसामायिक उपन्यासकारों को आकर्षित किया है।

परिवार समाज की महत्त्वपूर्ण इकाई है। यह एक सार्वभौमिक एवं आधरभूत सामाजिक संस्था होने के कारण समाज का विकास इसी पर निर्भर है। परिवार में कतिपय व्यक्तियों का परस्पर व्यवहार, आचरण, कृतज्ञता, संवेदना आदि भाव अन्य संस्थाओं की अपेक्षा अध्कि पुष्ट एवं रागात्मक सूत्रा में ग्रथित होते है। पारिवारिक सम्बन्धें ने व्यक्ति के जीवन को सुखमय या दुखमय बनाने में जबरदस्त सहयोग दिया है।

व्यक्तिवाद के बढते प्रभाव से समकालीन भारतीय समाज में हो रहे पारिवारिक विघटन एवं संयुक्त परिवार के टूटन को हम नरेश मेहता कृत 'यह पथ बंधु था' में श्री नाथ ठाकुर के परिवार के माध्यम से जान सकते हैं। गिरधर गोपाल कृत 'कंदील और कुहासे' के किशू के पारिवारिक जीवन की कटुता, औपचारिकता, विवशता तथा परिवार के सदस्यों के बीच व्याप्त तानव के कारण बच्चों के मन पर जो कुप्रभाव पड़ते हैं उनका उद्घाटन प्रमोद सिन्हा ने 'उसका शहर' में किया है। अनमेल विवाह द्वारा होने वाले पारिवारिक विघटन का अंकन केशव प्रसाद मिश्र कृत 'देहरी के आर–पार' में हुआ है। राजेन्द्र यादव के उपन्यासों में परिवर्तित जीवन मूल्यों का रूप दिखाई देता है। इनके 'उखड़े हुए लोग', 'सारा आकाश' इसी के प्रत्यक्ष प्रमाण है। 'सारा आकाश' उपन्यास में संयुक्त परिवार का विघटन, दाम्पत्य जीवन का

संत्रास तथा विवाहेतर सम्बन्धें पर प्रकाश डाला गया हैं अमृतलाल नागर के 'बूँद और समुंद्र' तथा 'अमृत और विष' में भी बदलते जीवन मूल्य परिलक्षित होते हैं। जैनेन्द्र के 'त्याग पत्रा' में भी परम्परागत मूल्यों के प्रति आक्रोश तथा नवीन जीवन मूल्यों के प्रति आग्रह परिलक्षित होता है।

स्त्री–पुरूष सम्बन्धें की पहली कड़ी दाम्पत्य सम्बन्ध है। भारतीय सामाजिक जीवन में दाम्पत्य सम्बन्ध या विवाह वासनापूर्ति का साध्न नहीं है। वह जीवन का एक पवित्रा बन्ध्न, त्याग एवं समर्पण का चिह्न है। वह आत्मा की आर्द्रता एवं आध्यात्मिक चेतना को जागृत करने का मार्ग है। पुरानी सामाजिक व्यवस्था के टूटने एवं नई सामाजिक आस्था के जनम लेने के इस संध्किाल के विघटित दाम्पत्य जीवन में आज नैतिक बन्ध्नों की कोई मान्यता नहीं है। नारी के स्वतन्त्रा सामाजिक जीवन में पुरूष वर्ग द्वारा लगाये जाने वाले प्रतिबन्ध, आधुनिक पुरूष वर्ग द्वारा अपने परम्परागत संस्कारों एवं अध्किारों को छोड़ नहीं पाना तथा आर्थिक दृष्टि से नारी की आत्म–निर्भरता, अविश्वास, बनावट आदि ही वे कतिपय कारण है जिनसे समकालीन दाम्पत्य सम्बन्धें में कटुता आ रही है। दाम्पत्य सम्बन्धें की विषमता एवं विघटन का प्रभाव न केवल पति और पत्नी पर पड़ रहा है अपितु उनकी सन्तान एवं परिवार पर भी पड़ रहा है।

मोहन राकेश कृत 'अन्ध्रे बन्द कमरे' में हरबंस और नीलिमा का संघर्ष स्त्री के स्वतन्त्रा सामाजिक जीवन एवं पुरूष की परम्परागत धरणा एवं संस्कारों का संघर्ष है। यही संघर्ष उनके दाम्पत्य जीवन को विघटन की ओर ले जा रहा है। विष्णु प्रभाकर का 'दर्पण का व्यक्ति' उपन्यास भी दाम्पत्य सम्बन्धें की एक विडम्बनापूर्ण स्थिति– नारी जीवन की विवशता, उसकी आशा एवं आकांक्षा को हमारे सामने प्रस्तुत करता है। भारतीय नारी अपने संस्कारों के कारण पति के जीवित रहते हुए दूसरे पुरूष का वरण नहीं कर पाती, भले ही शारीरिक आवश्यकता की पूर्ति के लिए वह कुछ भी करे जबकि पुरूष पत्नी के रहते हुए भी कई स्त्रियों को पत्नी बना रहा है। शानी ने अपने उपन्यास 'नदी और सीपियाँ' में आधुनिक स्त्री–पुरूष संबंधे, विशेषेकर दाम्पत्य सम्बन्धें पर खुलकर सोचने की माँग की है। दाम्पत्य सम्बन्धें में तीसरे व्यक्ति का आगमन सदा से ही तनाव का कारण बना हुआ है। पति–पत्नी के बीच तीसरे व्यक्ति द्वारा उत्पन्न त्रिकोण के चौखटे में अध्कि तीव्र और विस्पफोटक सम्बन्धें का उदाहरण राजेन्द्र यादव एवं मन्नू भण्डारी का सम्मिलित उपन्यास 'एक इंच मुस्कान' में मिलता है। श्रीकान्त वर्मा के उपन्यास 'दूसरी बार' में पति–पत्नी के सम्बन्धें के विघटन का कारण विश्वास हीनता है। भीष्म साहनी के 'कडियाँ' उपन्यास की प्रोमिला एवं महेन्द्र के दाम्पत्य सम्बन्धें के विघटन का कारण स्त्री की आर्थिक दृष्टि से आत्मनिर्भरता के अभाव में पुरूष का निरंकुश हो जाना है। दाम्पत्य सम्बन्धें के परम्परागत रूप की सारी अमानुषिकता, जड़ता, पीड़ा और करूणा नरेश मेहता कृत 'यह पथ बन्धु था' के सरस्वती और श्रीध्र के द्वारा उद्घाटित हुई है। कमलेश्वर के उपन्यास 'डाक बंगला' की शीला आधुनिक दाम्पत्य सम्बन्धें की एक विचित्रा स्थिति का द्योतक है जिसमें आजकल पत्नियाँ भी किराये पर मिल रही है।

आधुनिक दाम्पत्य सम्बन्धें के विचित्रा रूपों को हम भगवतीचरण वर्मा कृत 'रेखा', कृष्णा सोबती कृत 'मित्रो मरजानी', महेन्द्र भल्ला कृत 'एक पति के नोट्स' रामदरश कृत 'बीच का समय' आदि उपन्यासों में भी देख सकते हैं।

उपर्युक्त विवेचन के आलोक में हम कह सकते हैं कि स्वातन्त्रयोत्तर हिन्दी उपन्यासकारों ने सामाजिक मूल्यों के विघटन को अपने उपन्यासों में चित्रित किया है। जीवन में परम्परागत मूल्य जब गति एवं स्पफूर्ति देते हुए प्रतीत नहीं होते तो युग, समाज और साहित्यकार को ऐसे साहित्य की रचना करनी होगी जो जीवन में उदात्त मूल्यों का प्रसार कर सके।

वैज्ञानिक प्रगति के कारण उत्पन्न तार्किक बुदि(युक्त आज का आधुनिक मानव परम्परागत जीवन मूल्यों का अन्धनुकरण न कर उन्हें तक की कसौटी पर कसना चाह रहा है। परिणामतः परम्परागत जीवन–मूल्यों के सामने

प्रश्न चिह्न लगाये जा रहे हैं। ऐसे में उपन्यासकार बुदि एवं हृदय के सामजस्य के लिए संघर्षरत है।

संदर्भ–सूची

1. R.K. Mukerjee, The Social Structure of Value, P. 77
2. मानक हिन्दी कोश, पृ. 284
3. डॉ. जी.बी. रमण, कविजय समाज दर्शन, पृ. 40
4. सामाजिक समस्याएँ और विघटन, डॉú राघेव राघव पृ. 9
5. संचेतना, मार्च 90, पृष्ठ 56–57

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

PUBLIC LIBRARIES AND INFORMATION SERVICES: AN OVERVIEW

Dr. RAM CHANDER
Librarian, Aggarwal College Ballabgarh
Faridabad-121004

ABSTRACT:

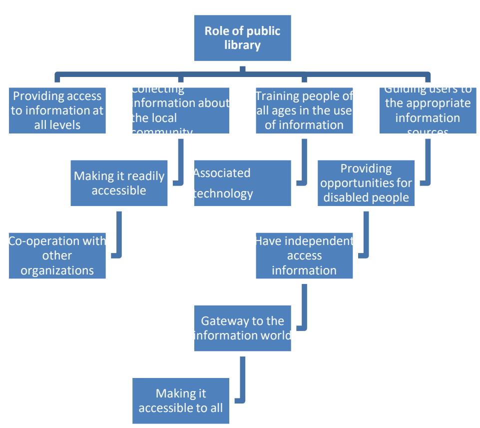
Today is an information age and a tremendous flow of information is emerging in all fields all over the world and very difficult to manage the information manually due to the exponential growth of literature and publication pollution. The traditional way of information handling methods have become almost ineffective in providing the specific information of an individual's interest. The rapid development of information technology has brought a vast amount of information within reach of all those with access to electronic media. Information provision has always been a key role of the public library and the ways in which information can be collected, accessed and presented have changed radically in recent years, this is the time to introduce prominent information services to libraries to satisfy the Varying interests of users.

INTRODUCTION:

Information Control focuses on how well the collections support learning, teaching and research, and how easy it is to locate and access the needed materials. It is therefore necessary to have modern equipment that allows users to experience an easy access to the multiple information resources in the library. Technology changes operating in the last decade have raised users' expectations "for information to an enormous extent, both in terms of delivery as well as quality of information services and products. The functions of public libraries therefore involve the acquisition, selection, organization, and dissemination of information available in the form of printed and non-printed materials for effective use. Patrons of public libraries are very many; they cut across all walks of life and also embraces illiterates, pensioners, disabled people, the Deaf, the dumb, children, adults, farmers etc. Precisely, the public library is the Main Avenue through which the overall information resources in various areas of knowledge are made freely available to all members of the society irrespective of age, sex, and educational standard as well as, political and religious inclination.

ROLE OF PUBLIC LIBRARY IN PROVIDING INFORMATION SERVICES:

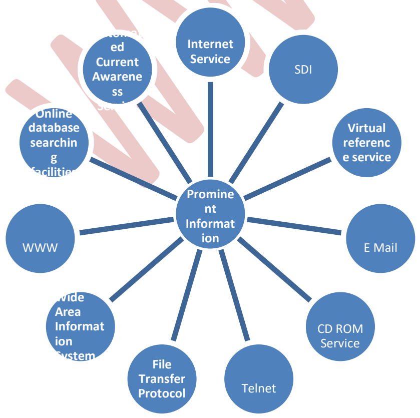
The role of a public library is to provide community residents with quality library Services that meet their educational, informational and recreational needs. Public libraries Provide information services in all its dimensions. Public Libraries must understand the needs and expectations of their users. This is more important in an environment that is increasingly confronted with changes threatening their survival and development. The public library has a number of roles in providing information:



THE PRIMARY PURPOSES OF THE PUBLIC LIBRARY :

- To provide resources and services in a variety of media to meet the needs of individuals and groups for education, information and personal development including recreation and leisure.
- They have an important role in the development and maintenance of a democratic society by giving the individual access to a wide and varied range of knowledge, ideas and opinions.
- The public library should provide material in the appropriate media to support formal and informal learning processes.
- It should also help the user to make use of these learning resources effectively as well as providing facilities that enable people to study.
- The ability to access information and make effective use of it is vital to successful education and, where possible, public libraries should co-operate with other educational organizations in teaching the use of information resources.
- To fulfill its roles satisfactorily the public library must have adequate resources, not just when it is established but also on a continuing basis, to enable it to sustain and develop services that meet the needs of the local community.
- Should provide materials in all formats, up-dated regularly to meet the changing needs of groups and individuals, including newly-published and replacement materials

PROMINENT INFORMATION SERVICES:



Internet Service: The global network of networks called 'Internet' is an information Superhighway that allows information to flow to unimaginable distances at an incredible speed.

E-mail: Mail lists can be used in a variety of ways. In general they provide a forum for requests for factual information; requests for advice and opinions or experiences; information about new websites, products and publications; information about job vacancies, etc. A mail server may be hosted by a public library to send up-to-date information to the user via e- mail regarding new arrivals, news release and so on. Newsgroups: Newsgroups similar to discussion lists in that they provide an opportunity to share with like-minded people, and libraries should introduce them to users

Telnet: Electronic library catalogues and Internet information services

File Transfer Protocol (FTP): It has become popular and widely used in all types libraries to send necessary documents from one computer to another.

Wide Area Information System (WAIS): WAIS allows the users to search text, sound, or images from a single interface located anywhere on the network.

WWW: The World Wide Web of information is an advanced browsing service on the Internet, using hypertext. This service is very useful. In a few minutes, one can examine documents on a myriad of topics located on a variety of computers at the Internet sites around the world.

Online database searching facilities: Public libraries should introduce online database services to their users. As online information is growing very fast, it is necessary to introduce online database services as soon as possible so that users of variant interests can fulfill their information needs quickly.

CD-ROM Services: CD-ROM (Compact Disc–Read Only Memory) Some benefits of CD-ROM are

- Access through personal computer
- Searching and retrieval of information rapidly
- Multimedia information can easily be stored and searched in CD-ROM
- User friendly
- Permanent storage
- Durability
- low cost and so on.
- It opens the door to Search a huge volume of information rapidly.

Automated Current Awareness Service (CAS):

- Book alerting services

- News alerts
- Notification systems

Selective Dissemination of Information Services (SDI): In the age of IT SDI services Involve the automatic notification of users when new records are added to the database. The records are matched against a search strategy reflecting the user's interest profile.

Virtual reference service: Virtual reference service does not mean 24 h a day, 7 days a week (24/7 service) availability by default. Rather it means real time, synchronous service for users, available remotely and/or within the library. Advantages of virtual or digital reference service include the opportunities for the librarian to know what page a user is looking at, by viewing the browser remotely using the software to send a specific Webpage to the browser.

CONCLUSION:

The public library is a locally based service meeting the needs of the local community and operating within the context of that community. The rapid growth in the volume of available information and the continuing technological changes, comparative to schools and other legally-mandated public services, systematically collected data on the populations being served by public libraries are lacking. Because of the lack of a legal guiding mandate, most library systems operate independently of other library systems and are accountable only to the local funding agency, not a state or national public library coordinating group. Under these circumstances, it is not surprising that public library data must often be reorganized and extrapolated to be usable by national policy-setting bodies.

REFERENCE:

1. J.X.Li, "Factor Analysis and Synthetic Evaluation on Sustainable Development of Regional Public Libraries," Library and Information Service,vol.51,no.4,pp.84-88,2007.
2. Fourie, I. (2001). Current awareness services in an electronic age: The whole picture.
   Retrieved June 19, 2004 from http://www.aslib.co.uk/pubs/2001/09/05/1.html
3. Kanakachary, M. (2002). Information technology vis-a-vis the libraries. In A. A. N. Raju, et al. (Eds.), New vistas in library and information science. Hakkani Publishers: New Delhi.
4. 4. Zabel, D. and Rimland, E. (2007), "Ranganathan's relevant rules", Reference and User
5. Services Quarterly, Vol. 46 No. 4, pp. 24-6. Snoj, B. and Zdenka, P. (2001), "Let users judge the quality of faculty library services", New Library World, Vol. 102 No. 9, pp. 314-24.
6. 5. Seiler, L.H. and Surprenant, T.T., "The virtual information center: scholars and information in the twentyfirst century", in Lancaster, F.W. (Ed.), Libraries and the Future: Essays on the Library in the Twenty-First Century, Haworth Press, NY, 1993, pp. 157-80.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

RECENT TRENDS IN LIBRARY AND INFORMATION SERVICES IN DIGITAL AGE

Dr. KUSUM LATA MALIK
Head of Central Library,K.V.M.M. Mahavidyala
Swaroopnager, Kanpur
E-mail:latamalikkusum@gmail.com

Introduction

The Universe of data is huge and evolving quickly, change is quick and strong. Because of mechanical headway and advancement libraries are encountering tremendous changes. The speeding up speed of innovative advancement determines most extreme advantage for the library. The blast of data advances has impacted all tasks of libraries. Hence, the reception of new advancements became irreplaceable for the library. Innovation is applied in the expedient recovery of data as well as acquired changes the vision of the library as far as its specialized activities, capacities, data items and administrations, data assets and so on

Automation

"Mechanization" was first begat by D.S.Hardar (US) in 1936. Robotization implies computerization of library activity to work on savvy execution with exactness and effectiveness. It gives admittance to data through public and worldwide organizations. Probably the most widely recognized library programming's are programming for University library (SOUL), Alice for Windows, LIBRARIAN, VINISIS, Libsys, SANJAY, MAITRAYEE and so on

Digital Library

Advanced library could be refered as mechanized network framework where all the data is put away in electronic organization which can be gotten to and sent through networks empowering recovery of wanted data by an enormous number of clients.

Digitization should be possible for pictures, recordings, films, music's, sound accounts, full text printed distribution, books, diaries, compositions and so forth

Griffin has given meaning of advanced library as "an arrangement of coordinated assortment of mixed media information around the world accessible through organized PCs".

Organizing

Network implies methods of collaboration between individuals. At the point when at least two units are associated with share same quality, an organization is shaped. Organizing brings fast and effectively admittance to data.

Virtual Library

Virtual Library is a library where one can recover the data through appropriately organized station. The idea of actual presence doesn't show up in virtual library. Online accessible data i.e., books, diaries and so forth can be treated as virtual library.

E-journals

Articles on the website page effectively open and accessible through web. These articles can be perused and remarked by their perusers. The creation and utilization of e-diaries and e-assets is filling massively particularly in libraries.

Library Consortia

Library consortia implies key preparation through which number of foundations having pretty much a similar data needs and necessities for encouraging the library and data administrations to their perusers consenting to take an interest in aggregate and cooperative endeavors in specific regions like diary (periodical membership).

Libraries at worldwide level are framing consortia of different types and at all levels with a goal to exploit current worldwide organization to advance better, quicker and more financially savvy approaches to giving electronic data assets to the client. The development of consortia is because of data blast, financial need, deficient space, accessibility of on the web and CD-ROM data sets. Consortia are at public and global level, illustration of worldwide consortia are-International alliance of library consortia incorporates 150 libraries.

Indian National Digital Library in Science and Technology (INDLST) created by HRD, Government of India, UGC-INFONET, Forum for Resource Sharing in Astronomy and Astrophysics (FORSA), CSIR consortia, Health Science Library Network (HELNET) are some public degree of consortia.**Technological Developments-**

RFID

Radio frequency Identification (RFID). RFID is known as ID innovation. This innovation got comfortable in late 1990's in the field of library and data science. RFID and standardized tags are utilized for a similar reason yet it have adjusted design in contrast with scanner tags. RFID comprise of four parts viz., tag, a peruser, recieving wire and server station. The data of a book is put away in an incorporated chip which can be filtered and perused with the assistance of a peruser and recieving wire go about as a direct in the middle of tag and peruser which produces radio waves and gets signal back from the tag. The recognized data with peruser gave to the data set of a PC framework. RFID is profoundly solid and timesaving, just approved faculty ought to approach the RFID frameworks.

BARCODE

Barcode reader is used as a scanner to read the bar coded data. The barcoded data is stored in a printed tag having thick and light black lines or strips with space. These printed tags known as barcoded data. It is usable in circulation of a library and in retail for identifying goods.

Web Technologies-

Blog and Wikis

The term "weblog" was coined by Jorn Barger in 1997. "Blog" is the shortened version of "weblog" used by Peter Merholz. Blogs is defined as a series of entries posted to a single page in reverse-chronological order. Entries contain commentary and links to other Web sites, and images as well as a search facility may also be included. A blog with video clip entries instead of text is a "video Weblog".

"Wikis" are essentially open web-pages, where anyone registered with wiki can publish to it, amend it, and change it. A library wiki as a service can enable social interaction among librarians and patrons. As users share information and ask questions, answer questions and librarians do the same within a wiki, record of these transactions is archived perhaps for perpetuity.

RSS

RSS stands for Rich Site Summary or Real Simple Syndication. RSS is an XML-based vocabulary for distributing Web content in opt-in feeds. Feeds allow the user to have new content delivered to a computer or mobile device as soon as it is published.

Library 2.0

Library 2.0 is a term used by Michael Casey on his library crunch blog. Library 2.0 is defined as "the application of interactive, collaborative and multimedia web based technologies to web based library services and collections." It will be valuable in the implementation of new web based services in the next several years.

Library 2.0 has four essential elements-

- It is user centered. Users participate in the creation of the content and services they view with in the library's web presence, OPAC etc. The consumption and creation of content is dynamic, and thus the roles of librarian and user are not always clear.
- It provides a multimedia experience. Both the collections and services of Library 2.0 contain video and audio components. While this is not often cited as a function of Library 2.0, it is here suggested that it should be.
- It is socially rich. The library's web-presence includes users' presences. There are both synchronous (E.g. IM) and asynchronous (e.g. wikis) ways for the users to communicate with one another and with librarians.
- It is communally innovative. This is perhaps the single most important aspect of Library 2.0. It rests on the foundation of libraries as a community service, but understands that as communities change, libraries must not only change with them, they must allow users to change the library. It seeks to continually change its services, to find new ways to allow communities, not just individuals to seek, find and utilize information.

Library 2.0will move the full suits of library services into this electronic medium. The library has had a web presence for many years and with Library 2.0, its patrons will be joining it. While Library 2.0 is a change, it is of a nature close to the tradition and mission of libraries.

WEB 2.0

The term first coined and introduced by Tim O' Reilly and Dale Dougherty of O' Reilly media in 2004. Web 2.0 enables users to share information. It is more interactive; user centered enables information consumers to share their views and comment. I t also allow users to add or change the contents.

TOOLS AND TECHNIQUES-

OPAC/ WEBOPAC

Online Public Access Catalogue (OPAC) is an online bibliography or database of a library collection/ materials which is available to the public. Information technology has brought technological advancement in the field of library science and its services. OPAC is one of the examples of technological innovation in library services. User can search for relevant information by OPAC.

Significant characteristics of OPAC are delineated below-

- It is accessible through internet

- Graphical user interface
- It has ability to use hypertext links to facilitate navigation through bibliographic records.
- Linking to full text when available is there.
- Displays complete information.
- It is possible to search independently by author, keyword, Title or year.

DDC-22/ WEB DEWEY

The Dewey decimal classification system is the world's most popular and widely used library classification system. The decimal classification editorial policy committee is responsible for the revision and expansion of DDC. The 22nd edition of DDC came in two version i.e. print version and non print version/ Web Dewey. It has been published in the year 2003. Web Dewey enhances the print updates with online delivery that is updated continuously. Web Dewey includes-

- All contents from DDC-22, including quarterly updates (new developments, new built numbers) and additional electronic index terms.
- Selected mappings from medical subject headings (MeSH).
- Thousands of relative index terms and built numbers not available in print.
- Updated PPT mappings to edition 22 numbers in areas of computer science, law engineering, sociology, history etc.
- The enables the OCLC to update the DDC continuously.

FRBR

Fundamental Requirements for Bibliographic Records (FRBR) introduced in 1992 by IFLA working groups and final report prepared (1998) as an entirely new model for organizing the bibliographic database management, cataloguing code and its implication.

FRBR based on Entity Relationship (ER) model of database is the result of initiatives by IFLA working groups. IFLA study group divided FRBR in three groups for bibliographic data viz.,

- Products of intellectual/ artistic endeavour described in the model as work, expression, manifestation and item.
- Entities responsible for their production, dissemination or custodianship comprises person or corporate body
- Serves as the subject of intellectual products: Concepts object event and place

FRBR model has already brought revolutionary changes with VTLS Virtua system, MARC format, OCLC's World cat and AACR3- RDA. FRBR model improves collocation and helps to organize the catalogue in more logical way for users and use bibliographical records.

AACR3

The Joint steering committee for revision of Anglo American Cataloguing Rules introduced 3rd edition of AACR. The new edition entitled AACR3: Resource Description and Access (RDA). AACR3 varies in some fundamental ways from AACR2. The text of AACR3 has been divided into three with general introduction and principles i.e. Part- I Description, Part- II Choice of access points, and Part- III Form of access points. FRBR terminology is conceptualized and incorporated in AACR3 which is beneficial for the users. The objective of AACR3 is to provide improved user access to all media in an online search environment. More information about AACR is available on the JSC website at www.collectionscanada.ca/jsc/.

ISBN- 13

From the beginning January 1, 2007, all 10 digit string of International Standard Book Numbers (ISBNs) has converted to 13-digit ISBNs. It can be search by both 13-digit ISBN and the 10-digit ISBN. ISBN-13 wil appear on the full description page for every title with an ISBN-10. All 10-digit ISBN prefixed by "978" and the check digit recalculated, whilst ISBN-13 has prefixed with "979". Barcodes carry the 13-digit ISBN with hyphenation above the barcode and the same number in EAN-13 format without hyphens and spaces below the barcodes.

Digital Softwares-

Dspace

DSPACE is joint endeavour made by MIT and Hawlett-Packard Labs (HP Labs). DSPACE is an open source software package or digital repository that capture, stores, indexes, distribute and preserve intellectual data. It is freely available software. DSPACE is designed to help to store/ capture and organize digital materials including text, images, video and audio files into a digital repository. It is designed for ease of use with web based user interface.

Greenstone and Greenstone-3

Greenstone is a complete digital library creation, management and distribution package created by New Zealand Digital Library Project at the University of Waikato and produced and distributed in corporation with UNESCO and

Human Info NGO, It is open source multilingual software issued under the terms of the GNU General public license.

Greenstone3 is research version of greenstone. It is a complete redesign and reimplementation of the original Greenstone digital library software (Greenstone2) and retaining all the advantages of Greenstone 2. It is multilingual, multiplatform and highly configurable. This modular design increases the flexibility and extensibility of Greenstone.

The complete Greenstone interface and all documentation are available in English, French, Spanish, Russian and Kazakh. Greenstone also has interface in many other languages.

Reference Management Software/ Citation Management Software/ Personal Bibliographic Management Software

Reference management software is for scholars and authors to use for recording and utilizing bibliographic citations. Modern reference management packages can usually be integrated with word processors so that a reference list in the appropriate format is produces automatically as an article is written, reducing the risk that a cited source is not included in the reference list. Apart from managing references, most reference management software also enables users to search references from online libraries.

Histcite

Histcite is a software tool for analyzing and visualizing direct citation linkages between scientific papers. Its inputs are bibliographic records (with cited references) from "web of knowledge" or other sources. Its outputs are various tables and graphs with informetric indicators about the knowledge domain under study. It has been invented by Dr. Eugene Garfield the founder of the 'Institute for Scientific Information' and of 'Science Citation Index. The Histcite graph maker allows you to create historiographs, graphical representations of the historical development of a research field of selected articles within your collection.

Procite

ProCite is commercial reference management software sold by Thomson Reuters. Some features of ProCite -

- Available for windows and Macintosh.
- Wide range of reference types (e.g. book, journal) or create custom type.
- Specify citation and bibliographic formats.
- Search and sort records using advanced relational operators.
- 'Cite while you write' to insert citations and create bibliography automatically.
- Input bibliographic data manually or import from external database.
- All standard reference styles including many journals.
- Create subject indexes.

Endnote

EndNote is reference management software created by Thomson Scientific. X2 is the current version of EndNote and EndNote Web can also be accessed. Files saved in version X, X1 and X2 are interchangeable, it is not available for single users.

EndNote Web has limited functionality in comparison with EndNote and is suitable for basic bibliographic work.

Knightcite

KnightCite is developed by the Calvin college Hekman library in 2004. It is web based citation generator available for free of cost. It offers the three main academic citation styles: Modern Language Association (MLA), American Psychological Association (APA), or Chicago manual of style. The software identifies a range of reference types including sacred texts and cartoons and can also deal with print and electronic sources.

Publish or Perish

This software program retrieves and analyses academic citations using a variety of measures including total number of papers, total number of citations and average number of citations per paper. It is free for personal, nonprofit use.

Refworks

Refworks is an online research management writing and collaboration tool. It covers a broad range of subject areas supported by wide range of online databases and output styles. It is designed to help researchers easily gather, manage, store and share all types of information and also to generate citations and bibliographies.

REFERENCES

1. Cataloguing from the new millennium. Accessed on sept 22, 2009. from http://Librarycrunch.com/
2. DSPACE. Accessed on sept 25, 2009. from www.wikipedia.org/wiki/Dspace
3. Greenstone. Accessed on sept 15, 2009. from www.greenstone.org/
4. Griffin, S.M.(1998). Taking the initiative for digital libraries. The electronic library, 16(1), 24-27.

5. Histcite. Accessed on sept 15, 2009. from indicasciences.veille.inist.fr/spip.php?article560
6. Introducing Dspace. Accessed on sept 25, 2009. from Dspace.org/Introduction.Index.html
7. Joint steering committee- AACR3: Resource description and access. Accessed on sept 22, 2009. from www.collectionscanada.gc.ca/jsc/stratplan.html.
8. Kent, Tracy. Reference management: Recent developments in reference management software. Accessed on sept 25, 2009. from www.ukeig.org.uk/members/access/elucidate.
9. Maness, J.M.(2006). Library 2.0: wwb 2.0 and its implications for library. Webology, 3(2), Accessed on sept 20, 2009. from http.//www.webology.ir/2006/v3n2/a25.html.
10. Procite. Accessed on sept 15, 2009. from http://www.southampton.ac.uk/Library/infoskills/bibliographic/procite/index.html.
11. Reference management software. Accessed on sept 23, 2009. from en.wikipedia.org/wiki/Reference_management_software
12. The easiest way to use DDC. Accessed on sept 27, 2009. from www.oclc.org/dewey/

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

ROLE OF HR MANAGER IN PUBLIC AND PRIVATE SECTOR BANKS

DR. DINESH KUMAR
Asso. Prof., Dept. of Commerce
Pt.JLN Govt. College, Faridabad

ABSTRACT
The role of HR manager in public and private sector banks is to manage the recruitment, selection, training and development of staff. They also play a pivotal role in employee relations, salary and benefits administration. In recent years, the banking sector has undergone rapid changes due to globalization, technological advancement and deregulation. As a result, the HR function in banks has become more challenging and demanding. The HR manager must be able to cope with these changes and ensure that the bank's workforce is productive and efficient.

Keywords: Public Sector Banks, Private Sector Banks

INTRODUCTION

The banking sector is one of the most important sectors of the economy. Banks play a vital role in providing financial services to businesses and individuals. They help to promote economic growth and stability by providing loans, investments and other financial products. The banking industry is highly regulated due to its importance to the economy. As a result, banks are required to adhere to strict guidelines regarding their operations. The HR function in banks is responsible for ensuring that these guidelines are followed and that the bank's workforce is composed of skilled and qualified employees.

IMPACT OF BANKING SYSTEM

Public and private sector banks play a vital role in society by providing financial services to individuals, businesses, and government entities. While both types of banks offer similar services, they differ in ownership, management, and operations.

Public sector banks are owned and operated by the government, and their primary objective is to serve the public interest. They are responsible for providing banking services to individuals and businesses, particularly those in underserved areas, and promoting economic development. Public sector banks also play a critical role in implementing government policies such as financial inclusion, poverty alleviation, and rural development.

Private sector banks, on the other hand, are owned and managed by private individuals or companies. Their primary objective is to generate profits for their shareholders. Private sector banks typically offer a wide range of banking services, including corporate and investment banking, wealth management, and retail banking.

The role of public sector banks in society is significant, especially in developing countries, where they are instrumental in promoting economic growth and financial inclusion. They provide essential banking services to individuals and small businesses, which may not be able to access banking services otherwise. Public sector banks also act as a stabilizing force during times of economic turmoil, as they can provide support to industries and businesses that are struggling.

Private sector banks, on the other hand, are essential in providing competition and innovation in the banking sector. They can provide specialized services and have the flexibility to adapt to changing market conditions quickly. Private sector banks are also crucial in providing credit to large corporations and supporting the growth of the economy.

In conclusion, both public and private sector banks play an important role in society. Public sector banks are essential in providing access to banking services to individuals and businesses in underserved areas, promoting economic development, and implementing government policies. Private sector banks, on the other hand, are crucial in providing competition and innovation in the banking sector and providing specialized services to large corporations.

The banking system plays a significant role in the economy by facilitating transactions between different parties. It helps to promote economic growth by providing loans and investments which can be used for productive purposes. The banking system also helps to stabilize the economy by maintaining liquidity in the market.

THE ROLE OF HR MANAGER IN A PUBLIC SECTOR BANK

In a public sector bank, the HR manager is responsible for all aspects of human resources management. This includes recruiting, training, and managing employees. The HR manager also develops and implements policies and procedures related to human resources management. In addition, the HR manager may also be responsible for investigating and resolving employee complaints.

THE ROLE OF HR MANAGER IN A PRIVATE SECTOR BANK

The HR manager in a private sector bank is responsible for the recruitment, selection, and placement of employees. They also develop and administer employee benefit programs, manage employee records, and oversee the development and implementation of employee training programs. In addition, the HR manager in a private sector bank works closely with the bank's management team to ensure that the bank's human resources policies are aligned with its business goals.

THE DIFFERENCE BETWEEN THE TWO

The main difference between public and private sector banks is who they are owned by. Public sector banks are owned by the government, while private sector banks are owned by shareholders. This means that the goals of each type of bank may be different. For example, public sector banks may be more focused on serving the needs of the community, while private sector banks may be more focused on making a profit for their shareholders. However, both types of banks must comply with banking regulations. The role of HR manager in a public sector bank is to support the organization's goals and objectives by attracting, developing, and retaining a qualified workforce. The HR manager in a private sector bank has a similar goal, but may also be responsible for maximizing shareholder value. In both cases, the HR manager must ensure that employees are productive and engaged in their work.

The difference between the two

The main difference between public and private sector banks is who they are owned by. Public sector banks are owned by the government, while private sector banks are owned by shareholders. This means that the goals of each type of bank may be different. For example, public sector banks may be more focused on serving the needs of the community, while private sector banks may be more focused on making a profit for thier shareholders. Additionally, public sector banks may have access to more government funding and support, while private sector banks are usually more reliant on their own resources.

The human resources (HR) manager role is different in public and private sector banks. In public sector banks, the HR manager is responsible for all aspects of employee relations, from recruitment and selection to training and development. In private sector banks, the HR manager may have a more limited role, focusing on employee recruitment and selection. The difference between the two types of banks is that public sector banks are owned by the government, while private sector banks are owned by shareholders. This means that the goals of each type of bank are different. Public sector banks are typically focused on serving the community, while private sector banks are focused on making a profit for their shareholders. This difference affects the HR manager role in each type of bank. In a public sector bank, the HR manager must be able to align the goals of the bank with the skills and abilities of employees. In a private sector bank, the HR manager must be able to identify potential employees who can help the bank achieve its profit goals.

shareholders. However, both types of banks must comply with banking regulations. The role of HR manager in a public sector bank is to support the organization's goals and objectives by attracting, developing, and retaining a qualified workforce. The HR manager in a private sector bank has a similar goal, but may also be responsible for maximizing shareholder value. In both cases, the HR manager must ensure that employees are productive and engaged in their work.

THE CHALLENGES FACED BY HR MANAGERS IN BANKS

HR managers in banks face a range of challenges that require them to be highly skilled and adaptable. Some of the key challenges they face include:

1. **Attracting and retaining talent**: In a highly competitive job market, HR managers in banks must work hard to attract top talent and retain employees. They need to offer competitive compensation and benefits packages, as well as opportunities for career growth and development.
2. **Managing diversity and inclusion:** Banks are increasingly focused on building diverse and inclusive workplaces, which can present challenges for HR managers. They need to be able to manage diverse teams effectively and create an environment where everyone feels valued and supported.
3. **Ensuring compliance**: Banks are subject to a range of regulatory requirements, and HR managers must ensure that they are in compliance with

all relevant laws and regulations. This includes managing employee data, ensuring privacy and security, and maintaining accurate records.

4. **Adapting to changing technologies**: Technology is rapidly changing the banking industry, and HR managers must be able to adapt to new technologies and processes. This includes managing digital recruitment processes, online onboarding, and remote work arrangements.
5. **Managing employee performance**: HR managers in banks need to ensure that employees are performing at a high level and meeting the bank's objectives. This requires setting clear expectations, providing feedback and coaching, and managing performance issues effectively.
6. **Managing employee wellbeing:** HR managers in banks are responsible for managing employee wellbeing, including physical and mental health. They need to ensure that employees have access to the resources and support they need to stay healthy and productive.

Overall, HR managers in banks face a range of challenges that require them to be highly skilled and adaptable. They must be able to balance the needs of the bank with the needs of employees, while staying up-to-date with the latest technologies and regulatory requirements

CONCLUSION

In conclusion, both public and private sector banks play crucial roles in society, providing financial services to individuals, businesses, and government entities. While public sector banks prioritize serving the public interest and implementing government policies, private sector banks focus on generating profits for their shareholders and providing specialized services. Overall, the two sectors complement each other in creating a robust and efficient banking system that contributes to economic development and financial stability.

REFERENCES

1. Das, Abhiman. "Public versus private sector banks in India: an analysis." Journal of Applied Finance & Banking 2, no. 4 (2012): 41-57.
2. Hitt, M. A., & Dobbins, G. H. (1988). Organizational adaptation: The role of managers' perceptions. Journal of Business Research, 16(2), 161-179.
3. Athanasoglou, Panayiotis P., Sophocles N. Brissimis, and Matthaios D. Delis. "Bank-specific, industry-specific and macroeconomic determinants of bank profitability." Journal of International Financial Markets, Institutions and Money 20, no. 2 (2010): 93-111.
4. Beck, Thorsten, Asli Demirgüç-Kunt, and Ross Levine. "Bank supervision and corruption in lending." Journal of Monetary Economics 53, no. 8 (2006): 2131-2163.
5. Kim, Dong-Yop, Suresh Gopalan, and Victor Young Park. "Are foreign banks more profitable than domestic banks? Home- and host-country effects of banking market structure, governance, and supervision." Journal of Financial Intermediation 22, no. 1 (2013): 31-58.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

SOURCES OF GLOBAL FINANCING: AN OVERVIEW

Dr. Satyavir Singh
Asso. Prof. Dept. of Economics
GGDSD College, Palwal

ABSTRACT

This article provides an overview of the various global sources of financing that countries can tap into to support economic growth and development. The article examines eight different sources of financing, including Foreign Direct Investment, Foreign Portfolio Investment, External Commercial Borrowings, International Money Markets, Foreign Aid, Trade Financing, American Depository Receipts, and Global Depository Receipts. The article discusses the advantages and drawbacks of each source of financing and explores some of the key trends in India's global sources of financing. The article concludes by emphasizing the importance of careful planning and risk management in managing external debt and ensuring that external financing supports sustainable and inclusive development.

INTRODUCTION

Global financing refers to the process of obtaining funds from various sources in different countries to finance business activities or investments on a global scale. In today's globalized economy, companies and organizations often require large amounts of capital to finance their operations, expand their businesses, or invest in new projects. Therefore, understanding the sources of global financing is crucial for businesses looking to expand their global reach.

External sources of global financing include debt financing, such as borrowing money from banks or financial institutions, and equity financing, such as raising funds by selling ownership shares to external investors. Internal sources of global financing, on the other hand, include retained earnings and working capital generated from the company's daily operations.

Companies must carefully evaluate their financing options and choose the sources that best suit their business needs and goals. Different sources of financing have their advantages and disadvantages, and companies must consider factors such as interest rates, repayment terms, and the impact on ownership and control. Overall, global financing is essential for businesses looking to compete in today's global economy, and understanding the sources of financing is a critical aspect of achieving success on a global scale.

Global financing refers to the process of obtaining funds from various sources in different countries to finance business activities or investments on a global scale. The sources of global financing can be categorized into two main groups: external and internal.

1. **External Sources of Global Financing:**

External sources of global financing refer to funds that are obtained from outside the organization, often in a different currency than the organization's local currency. These sources of financing can be further divided into two categories:

a. Debt Financing: This refers to borrowing money from external sources, such as banks, financial institutions, and other creditors. Debt financing can be in the form of bonds, loans, or lines of credit. The borrower is required to pay back the borrowed amount along with interest within a specified time.

b. Equity Financing: This refers to raising funds by selling a portion of the company's ownership to external investors, such as venture capitalists, angel investors, and private equity firms. Equity financing does not require the borrower to pay back the borrowed amount, but the investors receive a share of the company's profits or losses.

2. **Internal Sources of Global Financing:**

Internal sources of global financing refer to funds that are generated from within the organization. These sources of financing can be further divided into two categories:

- **Retained Earnings**: This refers to the profits that the organization has earned in the past and retained within the company. Retained earnings can be used to finance future business activities or investments.
- **Working Capital**: This refers to the funds that are generated from the company's daily operations, such as the sale of goods and services. Working capital can be used to finance short-term business activities, such as purchasing inventory or paying for expenses.

In summary, global financing can be obtained from external sources, such as debt and equity financing, or internal sources, such as retained earnings and working capital. Companies must carefully evaluate their financing options and choose the sources that best suit their business needs and goals.

FOREIGN DIRECT INVESTMENT (FDI)

Foreign Direct Investment (FDI) refers to the investment made by a company or an individual in a foreign country to establish a business operation or acquire a controlling interest in an existing enterprise. FDI is a critical aspect of international business and is one of the most important sources of external financing for many countries.

FDI can take various forms, including mergers and acquisitions, greenfield investments, joint ventures, and strategic alliances. The primary goal of FDI is to expand the investor's operations and increase their market reach. FDI can also provide many benefits to the host country, including increased employment opportunities, technology transfer, and the development of infrastructure.

FDI has become increasingly popular over the years as globalization and trade liberalization have led to greater economic integration and increased competition among countries. Many countries have implemented policies to attract FDI, such as offering tax incentives, streamlining business regulations, and providing investment guarantees. However, FDI is not without its challenges. There can be political risks, such as changes in government policies, instability, and social unrest, which can impact the investor's operations. Additionally, there can be cultural differences and language barriers that can make it challenging to establish and manage a foreign operation.

Overall, FDI is a critical aspect of international business, and it can provide significant benefits to both the investor and the host country. However, careful planning and due diligence are necessary to ensure a successful investment and mitigate any potential risks.

FOREIGN PORTFOLIO INVESTMENT (FPI)

Foreign Portfolio Investment (FPI) refers to the investment made by a company or an individual in financial assets, such as stocks, bonds, or other securities, of a foreign country. Unlike FDI, which involves acquiring a controlling interest in an enterprise, FPI involves investing in the financial markets of a foreign country without participating in the management of the company.

FPI can be an attractive investment option for investors looking to diversify their portfolio and take advantage of opportunities in foreign markets. FPI provides the investor with exposure to different asset classes, currencies, and economies, and can provide higher returns than domestic investments.

FPI can also benefit the host country by providing a source of external financing, increasing liquidity in the financial markets, and helping to stabilize currency exchange rates. However, FPI can also have some disadvantages, including the potential for sudden outflows of capital, which can lead to volatility in the financial markets and create instability in the host country's economy.

Governments and regulatory bodies in many countries closely monitor FPI to ensure that it does not pose a risk to the stability of the financial system. Policies to regulate FPI can include limits on foreign ownership of assets, restrictions on the repatriation of profits, and the imposition of taxes or fees on foreign investors.

In summary, FPI is an investment made by an individual or a company in the financial assets of a foreign country. FPI can provide investors with diversification and higher returns, while also providing external financing and increasing liquidity in the host country's financial markets. However, FPI can also pose risks to financial stability and may be subject to regulatory restrictions and monitoring.

EXTERNAL COMMERCIAL BORROWINGS (ECBS)

External Commercial Borrowings (ECBs) refer to the borrowing of funds by a company or an organization from foreign sources such as banks, financial institutions, and capital markets. ECBs are a popular source of external financing for companies looking to finance their operations or expansion plans.

ECBs can be denominated in foreign currencies or Indian Rupees and can be used for a variety of purposes, including financing capital expenditures, acquiring new assets, or funding working capital needs. ECBs typically offer a lower cost of borrowing than domestic sources of finance, and they can also provide access to a wider range of funding options and financial instruments.

ECBs are subject to regulations by the Reserve Bank of India (RBI) to ensure that they are used for legitimate business purposes and do not pose a risk to the stability of the financial system. The RBI has set limits on the amount of ECBs that companies can borrow, and the funds can only be used for specific purposes such as investments in infrastructure or manufacturing.

ECBs can provide many benefits to companies, including access to lower-cost financing, access to a wider range of financial instruments, and the ability to diversify funding sources. However, ECBs are also subject to currency exchange rate risks, and any changes in the exchange rate can impact the cost of borrowing and the repayment of the loan.

In summary, ECBs refer to the borrowing of funds by companies or organizations from foreign sources such as banks, financial institutions, and capital markets. ECBs can provide many benefits to companies, including lower cost of borrowing and access to a wider range of financial instruments. However, they are subject to regulations by the RBI and are subject to currency exchange rate risks.

INTERNATIONAL MONEY MARKETS

International money markets refer to the global network of financial markets where short-term financial instruments are traded. These markets enable individuals, companies, and governments to borrow and lend money for a short duration, typically ranging from a few days to a year.

The primary participants in international money markets are banks, financial institutions, and corporations. These institutions use money markets to manage their short-term funding requirements and invest their excess cash in highly liquid and low-risk financial instruments.

International money markets offer a wide range of financial instruments, including commercial paper, certificates of deposit, treasury bills, and repurchase agreements. These instruments are typically issued and traded in large denominations, and their interest rates are determined by supply and demand in the market.

The global nature of international money markets makes them highly susceptible to changes in global economic conditions, monetary policies, and political events. The interest rates in these markets can also fluctuate rapidly, depending on changes in the global economic outlook.

Overall, international money markets play a critical role in the global financial system, providing short-term financing to individuals, companies, and governments. They also serve as a barometer of global economic conditions, reflecting changes in market sentiment and investor confidence.

Foreign Aid: Foreign aid refers to the provision of resources, such as money, goods, or services, from one country to another to promote development, alleviate poverty, and provide humanitarian assistance. Foreign aid can be provided by governments, international organizations, and non-governmental organizations (NGOs).

Foreign aid can take various forms, including grants, loans, technical assistance, and capacity building. The aid can be targeted towards specific sectors, such as health, education, or infrastructure development, or it can be provided as emergency assistance during times of crisis, such as natural disasters or conflict.

Foreign aid can provide many benefits to recipient countries, including increased access to resources, improved economic growth, and the ability to address social and environmental challenges. However, foreign aid can also have negative effects, such as creating dependency, distorting local markets, and undermining local institutions and governance structures.

To address these potential negative effects, foreign aid programs are often designed to be sustainable and to support long-term development goals. This can involve working with local communities and governments to develop locally-driven solutions and building local capacity to manage and implement development projects.

Foreign aid is often a controversial issue, with debates over its effectiveness and impact on recipient countries. Critics argue that foreign aid can create a culture of dependency and promote corruption, while supporters argue that aid is essential for promoting development and reducing poverty.

Overall, foreign aid is a complex issue, and the effectiveness of aid programs depends on a range of factors, including the specific context, the type of aid provided, and the implementation strategies used.

Trade Financing: Trade financing refers to the various financial instruments and services that are used to facilitate international trade transactions. Trade financing plays a crucial role in enabling businesses to engage in international trade by providing financing solutions for various stages of the trade cycle, including pre-shipment, shipment, and post-shipment.

There are several types of trade financing, including:

- **Letters of Credit (LCs):** LCs are a common trade finance instrument used to mitigate the risks associated with international trade. An LC is a guarantee from a bank that a seller will receive payment for goods or services shipped to a buyer, provided that the seller meets certain conditions, such as presenting the required shipping and documentation.
- **Trade Credit**: Trade credit is a type of short-term credit provided by a supplier to a buyer

to finance the purchase of goods or services. Trade credit can provide a more flexible financing solution than traditional bank loans, as it allows the buyer to delay payment until after the goods or services are delivered.

- **Export Credit:** Export credit is a type of financing provided by governments or financial institutions to support the export of goods and services. Export credit can take many forms, including loans, guarantees, and insurance.
- **Factoring:** Factoring is a type of trade financing in which a company sells its accounts receivable to a third-party (a factor) at a discount. The factor then assumes the responsibility for collecting the receivables from the company's customers.
- **Supply Chain Finance:** Supply chain finance is a financing solution that enables businesses to optimize their working capital by providing financing solutions for the entire supply chain. This can include providing financing to suppliers to enable them to deliver goods and services more quickly, or providing financing to buyers to enable them to delay payment until after the goods or services are received.

Trade financing is essential for facilitating international trade and enabling businesses to manage the risks associated with global trade transactions. By providing flexible financing solutions for various stages of the trade cycle, trade financing can help businesses to expand their international trade activities and grow their business globally.

AMERICAN DEPOSITORY RECEIPTS (ADRS)

American Depository Receipts (ADRs) are a type of financial instrument that allows US investors to invest in foreign companies without having to directly purchase the foreign company's stock on a foreign stock exchange. ADRs are issued by US banks, which hold the foreign company's stock on behalf of the ADR holders.

When a foreign company issues an ADR, it agrees to provide the US bank with a certain number of its shares, which the bank then holds on behalf of ADR holders. The ADRs are then sold to US investors on a US stock exchange, with each ADR representing a specific number of shares in the foreign company.

ADRs provide US investors with a convenient way to invest in foreign companies, as they are denominated in US dollars and trade on US stock exchanges. ADRs also provide some benefits in terms of liquidity, as they can be easily bought and sold on US stock exchanges.

There are several types of ADRs, including sponsored and unsponsored ADRs. Sponsored ADRs are issued with the cooperation of the foreign company, while unsponsored ADRs are issued without the involvement or cooperation of the foreign company. Sponsored ADRs generally have more information available to investors, as the foreign company is required to provide financial statements and other information to the US bank that issues the ADRs.

ADRs can provide foreign companies with access to US capital markets, which can be an important source of funding for growth and expansion. However, there are also some potential drawbacks to issuing ADRs, such as the costs associated with compliance and regulatory requirements, as well as the potential for dilution of ownership and control.

Overall, ADRs are a popular financial instrument that provides US investors with a convenient and accessible way to invest in foreign companies, while also providing foreign companies with access to US capital markets.

GLOBAL DEPOSITORY RECEIPTS (GDRS)

Global Depository Receipts (GDRs) are a type of financial instrument that allows international investors to invest in foreign companies without having to directly purchase the foreign company's stock on a foreign stock exchange. GDRs are issued by banks, typically in London, Luxembourg or New York, which hold the foreign company's shares on behalf of GDR holders.

When a foreign company issues a GDR, it agrees to provide a certain number of its shares to a bank, which then holds these shares on behalf of GDR holders. The GDRs are then sold to international investors on a stock exchange, with each GDR representing a specific number of shares in the foreign company.

GDRs provide international investors with a convenient way to invest in foreign companies, as they are typically denominated in US dollars or euros and trade on major international stock exchanges. GDRs also provide some benefits in terms of liquidity, as they can be easily bought and sold on international stock exchanges.

There are several types of GDRs, including sponsored and unsponsored GDRs. Sponsored GDRs are issued with the cooperation of the foreign company, while unsponsored GDRs are issued without the involvement or cooperation of the foreign company. Sponsored GDRs generally have more information available to investors, as the foreign company is required to provide financial statements and other information to the bank that issues the GDRs.

GDRs can provide foreign companies with access to international capital markets, which can be an important source of funding for growth and expansion. However, there are also some potential drawbacks to issuing GDRs, such as the costs associated with compliance and regulatory requirements, as well as the potential for dilution of ownership and control.

Overall, GDRs are a popular financial instrument that provides international investors with a convenient and accessible way to invest in foreign companies, while also providing foreign companies with access to international capital markets.

TRENDS IN INDIA'S GLOBAL SOURCES OF FINANCING

India has been attracting foreign capital for many years, with various sources of global financing playing an important role in the country's economic development. Here are some key trends in India's global sources of financing:

1. **Foreign Direct Investment (FDI)**: FDI has been a major source of capital for India, with inflows steadily increasing over the years. In 2020-21, India received $81.72 billion in FDI, making it the fifth-largest recipient of FDI globally. The services sector, particularly information technology, has been the largest recipient of FDI in India.
2. **Foreign Portfolio Investment (FPI)**: India has also been attracting significant FPI, particularly in its equity markets. FPI inflows into India have been volatile, with the country experiencing significant outflows during times of global uncertainty. However, FPI inflows have also surged during periods of economic stability and strong growth prospects.
3. **External Commercial Borrowings (ECBs):** ECBs have been an important source of external financing for Indian companies, particularly in sectors such as infrastructure and manufacturing. However, the Indian government has imposed various restrictions on ECBs in recent years in order to manage the country's external debt.
4. **International Bonds**: Indian companies have increasingly been tapping international bond markets to raise capital. In 2020, Indian companies raised a record $18 billion in international bond markets, despite the economic disruption caused by the COVID-19 pandemic.
5. **Foreign Aid:** India also receives significant foreign aid from various sources, including multilateral organizations such as the World Bank and the Asian Development Bank, as well as bilateral aid from countries such as Japan and the United States.

The India has been successful in attracting a diverse range of global sources of financing, which has helped to support the country's economic growth and development. However, there are also ongoing challenges, particularly around managing the country's external debt and ensuring that external financing supports sustainable and inclusive development.

CONCLUSION

In conclusion, global sources of financing play a crucial role in supporting economic growth and development in countries around the world. Foreign Direct Investment, Foreign Portfolio Investment, External Commercial Borrowings, International Money Markets, Foreign Aid, Trade Financing, American Depository Receipts, and Global Depository Receipts are all important sources of external financing that countries can tap into to support their development objectives. However, each of these sources of financing has its own advantages and drawbacks, and countries must carefully manage their external debt and ensure that external financing supports sustainable and inclusive development. Additionally, global economic trends and geopolitical events can impact the availability and cost of external financing, underscoring the importance of careful planning and risk management.

Overall, global sources of financing will continue to play a key role in supporting economic growth and development in countries around the world, and it is essential that policymakers, investors, and other stakeholders work together to ensure that external financing supports sustainable and inclusive development objectives.

REFERENCES

1. Reserve Bank of India. (2012). Handbook of Statistics on the Indian Economy. Retrieved 12/11/2012
2. World Bank. (2012). World Development Indicators. Retrieved as on 9/10/2013
3. Economic Times. (2012). UN report. Retrieved 9/10/2013

4. Business Today. (2012). FPI inflows into Indian equities surge to $23 billion in 2020. Retrieved from
5. Ministry of External Affairs, Government of India. (2013). India's Development Partnership. Retrieved from https://www.mea.gov.in/development-partnership.htm
6. World Trade Organization. (2013). Trade finance in times of crisis. Retrieved from https://www.wto.org/english/res_e/booksp_e/tradefinancetimessum13_e.pdf

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

SOCIAL ENTREPRENEURS IN INDIA: THE CHANGEMAKERS

DR. ARCHANA SINGHAL
Dept. of Commerce,Saraswati Mahila Mahavidhalya, Palwal

ABSTRACT

Social entrepreneurs are the changemakers. They are innovative people who are focused on finding unique solutions of the society issues and problems. They are thoughtful, take initiatives and come forward. They do not want to make huge profits but what they make is inner satisfaction for themselves and comfort for others. This is need of the hour also to have more and more social entrepreneurs so that many problems like waste management, unemployment, problems of underprivileged sections of the society, care of stray animals etc can be ruled out. This paper is aimed at creating awareness among people and encouraging them to move ahead in this direction.

Keywords: Social Entrepreneur, Changemakers, Problem solver

INTRODUCTION

Social entrepreneurship is a growing movement in India that is driving positive social and environmental change. Social entrepreneurs are individuals who identify social problems and create innovative solutions to address them in a sustainable and impactful way.

India has a rich history of social entrepreneurship, with many prominent figures such as Mahatma Gandhi, Vinoba Bhave, and Baba Amte leading the way. Today, India is home to a new generation of social entrepreneurs who are building innovative businesses that address a range of social and environmental challenges.

These social entrepreneurs are tackling issues such as poverty, healthcare, education, gender equality, environmental sustainability, and more. They are using innovative business models and technologies to create solutions that are scalable, sustainable, and impactful.

Some of the notable social entrepreneurs in India include Muhammad Yunus, the founder of Grameen Bank and pioneer of microfinance, Anshu Gupta, the founder of Goonj, which is a social enterprise focused on recycling and upcycling clothing, and Harish Hande, the founder of SELCO India, which provides solar energy solutions to underserved communities.

The impact of social entrepreneurship in India is significant, with many social enterprises creating jobs, improving livelihoods, and driving social and environmental change. As the movement continues to grow, it is expected that social entrepreneurship will play an increasingly important role in addressing the country's most pressing social and environmental challenges.

With an estimated population of 1.2 billion people, the means that every third Indian is bereft of even necessities like nutrition, education, and health care and many are still blighted by unemployment and illiteracy. Social entrepreneurs can help alleviate these issues by putting those less fortunate on a path towards a worthwhile life, rather than leaving societal needs to the government of business sectors, they can solve the problem by changing the system.

A person who pursues an innovative idea with the potential to solve a community problem. These individuals are willing to take on the risk and effort to create positive changes in society through their initiatives. Social entrepreneurs are individuals with innovative solutions to society's most pressing social problems. They an ambitious and persistent, tackling major social issues and offering new ideas for wide-scale change. Rather than leaving societal needs to the government or business sectors, social entrepreneurs find what is not working and solve the problem by changing the system, spreading the solution, and persuading entire societies to take new leaps. Social entrepreneurs often are possessed by their ideas committing their lives to changing the direction of their field. They are both visionaries and ultimate realists, concerned with the practical implementation of the vision above all else. Each social entrepreneur presents ideas that are user-friendly, understandable, ethical, and engage widespread support to maximize the number of local people that will stand up, seize their idea, and implement with it. In other words, every leading social entrepreneur is a mass recruiter of local change makers- role model proving that citizens who channel their passion into action can do anything. Over the past two decades, the citizen sector has discovered what the business sector learned long ago: There is nothing as powerful as a new idea in the hands of a first-class entrepreneur.

There are continuing arguments over precisely who counts as a social entrepreneur. The lack of consensus on the definition of social entrepreneurship means that other disciplines are often confused with and mistakenly associated with social entrepreneurship. Philanthropists, social activists, environmentalists, and other socially oriented practitioners are referred to as social entrepreneurs. It is important to set the function of social entrepreneurship apart from other socially oriented activities and identify the boundaries within which social entrepreneurs operate. Some have advocated restricting the term to founders of organizations that primarily rely on earned income- meaning income earned directly from paying consumers. Others have extended this to include contracted work for public authorities, while still others include grants and donations. This argument is unlikely to be resolved soon. The degrees to which social entrepreneurs pursue social impact as opposed to profitability vary, but in all cases financial sustainability is fundamental. One approach is to create business models revolving around low-cost products and services to resolve social problems. The objective is to create a social benefit that is not limited by personal gain Social Entrepreneurship is the process of bringing about social change on a major and more effective scale than additional Non-Governmental Organisation (NGO). They differ from NGOs in that they aim to make broad-based, bege changes, instead of small-scale and time-limited changes. Furthermore, a NGO raises funds through vents activities and sometimes products. However, raising money takes time and energy, which could be spent in der working and marketing processes. Social Entrepreneurs consider the affected people as part of the onion and not as passive beneficiaries.

Social Entrepreneurship is the process of pursuing suitable solutions to social problems. More specifically, cal entrepreneurs adopt a mission to create and sustain social value. They pursue opportunities to serve this min, while continuously adapting and learning. They draw upon appropriate thinking in both the business and a-profit worlds and operate in all kinds of organizations: large and small; new and old, religious, and secular non- profit for-profit, and hybrid. Examples of social entrepreneurship include microfinance institutions, educational programs, providing sking services in underserved areas and helping children orphaned by epidemic disease. The main goal of a social entrepreneur is not to earn a profit, but to implement widespread improvements in society. However, & social preneur must still be financially savvy to succeed in his or her cause.

Examples of Social Entrepreneurs In India:

Just as entrepreneurs change the face of business, social entrepreneurs act as the change agent for society. Seizing opportunities other miss and improving systems, inventing new approaches, creating solutions to change society for the better. While a business entrepreneur might create entirely new industries, a social entrepreneur comes up with new solutions to social problems and their implements them on a large scale.

Some well-known Indians became aware of the potential of Social Entrepreneurship quite early. Two of them were the Social Entrepreneurs **Dr. Govindappa Venkataswamy and Thulasiraj D Ravilla** who established the Aravind Eye Hospital in 1976. Since then, they have treated more than 2.4 million patients, often free of charge. Many others have also contributed to the comparatively high levels of Social Entrepreneurship which have been reached in India.

As the Swiss Klaus Schwab, founder of the World Economic Forum and of the Schwab Foundation, pointed out in an interview with the Hindustan Times: "India has some of the most advanced and innovative social entrepreneurs. We believe and already see that many of the models developed in India, for instance rainwater harvesting for schools pioneered by Barefoot College, are exported around the world." Thus, India is a key country in developing social entrepreneurs. Several institutions help people to become involved with Social Entrepreneurship, such as UnLtd India and the National Social Entrepreneurship Forum (NSEF). In particular, the field of microfinance is a growing The Bhartiya Samruddhi Investments and Consulting Services (BASIX) founded by **Vijay Mahajan** was the microfinance project to lend to the poor. Vikram Akula is another founder of a successful Indian microfinance project. His organisation "SKS Microfinance" offers microloans and insurance to poor women in impoverished areas

of India. SKS is currently one of the largest and fastest growing microfinance organisations in the world.
ladia, self-help groups form the basic constituent unit of microfinance. These groups usually consist of 5 to 20 poor women who pool their savings, sometimes as low as 10 or 20 cents per month, per member, into a fund from which they can borrow when necessary. The group is linked to a bank, where they maintain a group account. at least 6 months of inter-loan repayments the group is eligible for the loan. The bank lends to the group as a unit without collateral, relying on self-monitoring and peer pressure within the group for repayment of these loans. Starting with lower multiples (1:1 to 2:1) the maximum loan amount often is a 4:1 multiple of the total funds in the group account. Many other innovative social entrepreneurs could be named.
One example of highly motivated young Indians wishing to promote Social Entrepreneurship is **Rikin Gandhi**. After working for the US space program as an aeronautical engineer he decided to help Indian farmers with his project "Digital Green". The project is sponsored by the Bill and Melinda Gates Foundation and interacts with different NGOs. It produces and distributes community-centric, locally relevant videos about best agricultural practices. In the future, "Digital Green" plans to develop a technology platform where farmers can share data and videos.
When 24-year-old **Anand Shah** was flying out of India back to America, another Indian sitting next to him on the flight was complaining. "The taxi drivers, they fleece you. The food, the water... oh, I was sick for four days o of ten." Born in the USA and trained at Harvard as a biologist, Shah thought to himself that criticising came easily to us, but not the initiative to change things. Mr Shah, on his part, decided to do something for the country of his parents' origin. He looked around and realised there was a huge need for talent to work at grassroots organisations in India. "What India needs is people time. Very rarely would you see very talented people getting their hands dirty" he says. Thus was born IndiCorps, which works to bring the brightest and best people, often lost to the manageme consultancies and investment banks, to work in social development.
Mr Shah is not alone. An increasing crop of professionals are sacrificing lucrative corporate jobs to become social entrepreneurs. They blend the entrepreneurial skills of the business world with the social purpose of the governmental organisations to create unique solutions to India's problems. For decades, social work in India me charity, but the economic changes of recent years have brought hard-nosed business sense and professionalis to the social sector. Like Mr Shah, Mumbai-based **Venkat Krishnan** quit a nice job to start a company that brings together donors and social organisations that need their money. His company. Givelndia, works with about 100 organisations that have projects ranging from environmental protection to child welfare.
Social entrepreneurship is no different from starting a profit-motivated company-the challenges are perhaps only tougher. They grapple with problems of retaining people with motivation, scaling up viable business models of course, raising resources. But the modern day social enterprise has one advantage compared with a conventional NGO-it is run by a professional who understands target setting, performance and accountability. For instance, **Mr. Krishnan** opted to set up his venture as a company rather than as a charitable trust. The company has on its board strategy consultant Rama Bijapurkar, ICICI chairman N Vaghul, Tarun Das of CII and Kishore Chaukar of the T group-well-known people who brought credibility to a start-up and also a specific set of skills to the table. "To some extent, being from IIM-A helped to establish my seriousness and get them on board," says Mr Krishnan. Like any corporate, Givelndia also periodically works out the cost of raising funds and compares with other ways of raising funds. The goal being to raise funds in the most the cost efficient and effective manner Employee retention is the next challenge. Vineet Rai, whose organisation Intellecap acts as an advisor to firms with a social-focus feels but resources is the number one challenge most of them face. This is where organisations like Indicorps come in. The Indicorps fellowship programme is an intensive two-year programme that involves a selection process to identify the best talent-those selected work for 1-2 years on the project of their choice with grassroots organisations.
While volunteering for social work is not new, getting the brightest and best minds to do it and tapping their potential at a cost lower than consultant fees is the crucial differentiator for

Indi Corps. "This is not volunteering These are fellows," says Mr Shah, who calls what his organisation does "service for the soul". The basic requirement for the Indi corps fellowship, apart from being a person of Indian origin, is a university degree or five years of work experience. Interested candidates need to fill out a 20-page application form, pay their own way to India for the interview so only serious candidates apply.

The George Foundation's Women's Empowerment program empowers women by providing education, cooperative farming, vocational training, savings planning, and business development. In 2006 the cooperate farming program, **Baldev Farms**, was the second largest banana grower in South India with 250 acres (1.0 km) under cultivation. Profits from the farm are used for improving the economic status of the workers and for renting the other charitable activities of the foundation.

Amul - Founded in 1946, Amul was established initially as a reaction to unfair milk trade practices in India inspiring local and marginalized farmers to form cooperatives independent from trade cartels. With the notable help of **Tribhuvandas Patel and Verghese Kurien**, the Amul cooperative model became so successful that it was eventually replicated all over India in 1965. Amul has since: produced excellent value for money food products for customers Produced e Created a lucrative source of income for local dairy farmers in India

Jaipur Rugs -Starting out in Jaipur, India and currently operating from Atlanta, Georgia, Jaipur Rugs is a primarily focused on producing high-quality and socially responsible floor coverings. Founded by **NK Chaudhary** in 1978, this company elevated the art of knotted carpet weaving by nurturing it at the grassroots level and empowering local artisans by directly connecting them to the global market. Thus far, Jaipur Rugshas:

Produced breath taking, well-crafted handmade rugs for discerning customers

Continued to connect gifted rug makers to consumers

Sponsored health, literacy, vocational, legal, financial and entrepreneurial initiatives to inspire progress in communities where their artisans work and live

Ladakhi Women's Travel Company - Named for Ladakh, one of the most beautiful and fascinating places in northern India, the Ladakhi Women's Travel Company is a travel agency made up of female trekkers and travel guides. It was founded by accomplished Ladakhi trekking guide Thinlas Chorol in 2009, defying trekking industry conventions that heavily favor Ladakhi males. Over the last few years, the Ladakhi Women's Travel Company has

- Organized educational and ecologically friendly tours, treks and homestays for travelers and tourists
- Inspired Ladakhi women to prove that they are equally talented in serving as tour guides in their hometown

"Social entrepreneurship holds key to future development. Social entrepreneurship is key to a better society, and in the days to come, social entrepreneurs will play a crucial role in the advancement of social changes, according to experts at a seminar organized by Indian Institute of Management, Ranchi on Dec 10, 2012. The partnership of social entrepreneurs and representatives of the business world will synergize a change that will strengthen the country's position on global podium.

CHALLENGES FOR SOCIAL ENTREPRENEURS IN INDIA

There are some challenges that Social Entrepreneurs must address in India. They often face situations that are unpredictable, constantly changing, and hard to control. Some of the major challenges are outlined in the following text.

Lack of Education in Entrepreneurship: Entrepreneurship in India is still encumbered by the traditional educational system of the country. As education the main source for promoting entrepreneurship in the business sector of the economy, there is still a lack of specific curriculum on entrepreneurship development in the Indian education system. Due to the increasing demand of this sector, currently, the entrepreneurship education is a "new cup of tea" limited to graduates of business schools and management institutes, whereas for other streams of education like the sciences and arts there is not a ngle course on entrepreneurship in the curriculum. Due to this gap in the Indian education system the country's repreneurial sector is still underdeveloped and struggling. Even business schools that have developed curriculum entrepreneurship are lacking in terms of social entrepreneurship.

This lack of social entrepreneurship knowledge Presents a major challenge for social enterprises in finding competent and skilled promoters.

Lack of Financial Assistance: Lack of financial sources is a major challenge for the Indian entrepreneur. Generally, the social entrepreneurs run their business with their own funds or by raising funds from the local money lenders at a high rate of interest, which sometimes becomes a financial burden on them. The reason behind this is the bank's avoidance to providing loan facilities for social entrepreneurs given the various social complications attached with them. Hence the social enterprises have to deal with the challenge of facing a hostile reaction from financial institutions and governments as far as funding is concerned. This forces social entrepreneurs to take, what can be a more difficult path of approaching venture capitalist and philanthropic organizations.

Social and Cultural Effect: In India, the social and cultural perception of social entrepreneurship sometimes becomes a challenge for social entrepreneurs in running their business activities. As in the case of Water Health International, the make focus of this social venture was to awaken the people about various water diseases and how they can be cured but people were still skeptical about how, and why, WHI is providing the purified water at such a low cost. This impression shows the lack of knowledge or foresightedness of the local community in distinguishing a social business from a normal profit-driven business.

Comparative Disadvantages to Business: Social entrepreneurs mainly deal with the difficult task of improving the welfare of the society and they are always keen to find affordable solutions to various societal problems. But every activity of social business carries a cost, which is mostly borne by the owner out of his own pocket or by taking loans from money lenders. Social entrepreneurs are not necessarily working in a lucrative market; they identify a problem within society and try to find affordable solutions for them. Once they find the way to earn some profit after providing the best low-cost solution to the needs of the society, more traditional businesses will enter the market competing with a similar solution and technique, increasing transaction costs and competition for social entrepreneurs and hampering their future growth. "Lack of financial sources is a major challenge for the Indian entrepreneur."

Lack of Government support: Lack of government support is a major hindrance for social business development in India. Currently, the government is not providing any kind of assistance for promoting these social cause ventures. The government's policies and regulations for social entrepreneurs are very complex and strict, with no tax incentives or subsidies being provided for a social business, the combination of which acts as major impediment to the growth of social businesses in India.

Lack of Skilled Manpower: Social enterprises have to get competent manpower from a variety of sources; professionals, volunteers, laborers and community participants. To align the motives of all these groups with the long-term growth of the organization is a challenge for the founders. In order for social enterprises to fulfill their mission in a holistic manner they must typically employ manpower from the underprivileged sector of the society, leading to increased training and developmental cost as these people are typically uneducated and unskilled. The organizations have to attempt to fulfill the aspirations of all these divergent groups and still come out with the best results.

Social entrepreneurs in India face a variety of challenges and problems in their day-to-day operations and while many of them have come a long way in meeting these challenges, there remains a long journey ahead in terms of satisfying their social mission.

CONCLUSION AND SUGGESTIONS

The Indian scene is full of opportunities and challenges. The country possesses capable human resources, and has made good progress in achieving scientific and technological capabilities. The economy has been witnessing rapid growth since the onset of liberalizations from 1991 onwards. Unfortunately, social and environmental problems of the country are increasing year after year (Christie & Honig, 2006) which necessitates the extensive application of multidisciplinary approaches and entrepreneurial energy in the social and environmental sectors. As discussed earlier, India is experiencing an increase in social entrepreneurship and attempts by social entrepreneurs to fit technology and increasing competition, social entrepreneurs have to become more dynamic. "Unfortunately, social and environmental problems of the country are increasing year after year which necessitates the extensive application of multidisciplinary approaches and entrepreneurial energy in the social and environmental sectors."

A few workable suggestions could help Indian social entrepreneurs in achieving their objectives: Social enterprise should use the network approach with other social enterprises to avail the opportunities in the market. It helps them to educate the con difference between their product and the so offender rises should work together to educate customers about the difference between their product and those offered (possibly at lower prices) by other businesses. This would lead to increased demand for their products by the people who support their cause. This network approach can also be used in lobbying the government and regulatory agencies to create a business environment supportive of social enterprising. This lobbying can influence the government to provide liberal tax policies and investment regulations for the social enterprises and affordable solutions to various social problems of society. With changes in social entrepreneurs should assist higher education institutes in India in developing curriculum that instills social entrepreneurship in their students and, in doing so, provides social enterprises with access to good Quality managers and promoters. Regional disparities have been observed, where the majority of the social enterprises are operating mostly in the southern and western parts of India. This is primarily due to the jurisdictional focus of many of these enterprises and this leads to a regional imbalance in the growth of social entrepreneurship within the country. These enterprises should try to expand their operations to act as a mentor for similar organizations in the under-serviced areas of India.

Balancing the growth of social entrepreneurship in the country would go a long way in solving the social problems of a large population spread over the width and breadth of the country.

In order to follow through with these suggestions NGOs, governmental agencies and social groups need to come together to assist social entrepreneurs in building a healthy platform for social enterprise development in India.

REFERENCES

1. Dees, J. Gregory, and Beth Battle Anderson.(2003). "Investing in the social enterprise: An introduction to social entrepreneurship."
2. Kumar, Vijay. (2007). "Social entrepreneurship in India: The role of government." Journal of Business Ethics 74, no. 4 (2007): 367-375.
3. Khanna, Tarun, and Krishna G. Palepu.(2005). "The future of business groups in emerging markets: Long-run evidence from Chile, China, India, and South Korea." Academy of Management Journal 48, no. 3 (2005): 441-455.
4. Chandra, Ramesh. (2013)."Social entrepreneurship in India: A strategic approach." Journal of Applied Management and Entrepreneurship 18, no. 2.: 53-67.
5. Nicholls, Alex.(2011). "The institutionalization of social investment: The interplay of investment logics and investor rationalities." Journal of Social Entrepreneurship 2, no. 1 : 70-94.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

USE OF CHEMISTRY IN MEDICAL OR MEDICINE TECHNOLOGY: AN OVERVIEW

DR. ANJU
Dept. of Chemistry
GGDSD College, Palwal
anjukakkar9@gmail.com

ABSTRACT

The relationship between chemistry and medical technology is pivotal, driving innovations that revolutionize healthcare. Chemistry's contributions span drug discovery, diagnostics, personalized medicine, and medical devices. It underpins drug design, enabling targeted therapies and controlled drug delivery. Diagnostic advancements are empowered by chemical probes, biosensors, and imaging agents, enhancing early disease detection. Chemistry facilitates genome analysis, tailoring treatments to individual genetics. In the realm of medical devices, biocompatible materials and artificial organs owe their existence to chemistry. This synergy results from collaboration among chemists, biologists, engineers, and clinicians, propelling healthcare forward. As technologies evolve, chemistry's role persists, promising continued transformative breakthroughs that elevate patient care, diagnostics, and treatment modalities.

INTRODUCTION

The intersection of chemistry and medical technology has paved the way for transformative advancements in healthcare. Chemistry's profound impact on medicine is evident across a wide spectrum of applications, ranging from drug discovery and development to diagnostics, personalized treatments, and innovative medical devices. As a fundamental science, chemistry provides the foundational understanding of the molecular and chemical processes that govern biological systems, serving as a cornerstone for medical progress.

In the realm of drug discovery and development, chemistry plays a pivotal role in designing molecules with targeted therapeutic effects while minimizing adverse reactions. It enables the creation of novel compounds and the optimization of existing ones to address complex diseases, thereby shaping the pharmaceutical landscape. Additionally, chemistry fuels the evolution of diagnostic tools, facilitating early disease detection through the synthesis of molecular probes, biosensors, and imaging agents that enable clinicians to visualize biological processes with unprecedented precision.

Furthermore, the advent of personalized medicine has been made possible by chemistry's contributions. By analyzing genetic and molecular information, chemists collaborate with healthcare professionals to tailor treatments to individual patients, maximizing efficacy while minimizing side effects. This approach exemplifies the power of chemistry in revolutionizing patient care.

This overview delves into the multifaceted ways in which chemistry intertwines with medical technology, driving innovations that enhance our understanding of diseases, improve therapeutic interventions, and elevate the quality of healthcare delivery. The subsequent sections will explore specific applications, highlighting how chemistry's synergy with medical technology shapes the future of medicine.

Chemistry plays a crucial role in various aspects of medical and medical technology, ranging from drug discovery and development to diagnostic tools and therapeutic interventions. Here's an overview of how chemistry is applied in the field of medicine:

DRUG DISCOVERY AND DEVELOPMENT:

- **Medicinal Chemistry:** Medicinal chemists design and synthesize new compounds with potential therapeutic properties. They modify existing molecules to enhance their efficacy, reduce side effects, and improve their bioavailability.
- **Target Identification and Validation:** Understanding the chemical and biological mechanisms underlying diseases helps identify potential drug targets. Chemistry aids in designing molecules that interact with these targets.
- **High-Throughput Screening:** Automated chemical assays are used to test thousands of compounds for their activity against specific disease targets.

PHARMACOLOGY:

- **Pharmacokinetics:** Chemistry helps analyze the absorption, distribution, metabolism, and excretion (ADME) of drugs in the body.

- **Pharmacodynamics:** Chemistry contributes to understanding how drugs interact with their targets and how these interactions lead to therapeutic effects.

DRUG FORMULATION AND DELIVERY:

Formulation Chemistry: Developing suitable formulations ensures proper drug delivery and stability.

Drug Delivery Systems: Chemistry is involved in designing controlled-release systems, nanoparticles, liposomes, and other carriers that enhance drug delivery to specific tissues or cells.

DIAGNOSTIC TOOLS:

- **Biosensors:** Chemistry is used to develop biosensors that detect specific biomarkers, aiding in early disease diagnosis.
- **Imaging Agents:** Contrast agents used in medical imaging (MRI, CT, PET) often rely on chemical compounds that enhance visibility of specific tissues or structures.

Genomics and Proteomics:

- **Sequencing Techniques:** Chemistry plays a central role in DNA sequencing methods, enabling genomics research and personalized medicine.
- **Protein Analysis:** Techniques like mass spectrometry involve chemical processes for identifying and characterizing proteins.

VACCINE DEVELOPMENT:

- **Synthetic Chemistry:** Chemistry is used to synthesize antigens and adjuvants for vaccine formulations.
- **Conjugate Vaccines:** Chemistry aids in linking antigens to carrier molecules to enhance immune response.

TISSUE ENGINEERING AND REGENERATIVE MEDICINE:

- **Biocompatible Materials:** Chemistry helps create scaffolds and materials that support tissue growth and regeneration.
- **Cell Culture Techniques:** Chemical solutions and substrates are used to support the growth and maintenance of cells for transplantation.

CANCER TREATMENT:

- **Chemotherapy:** Chemotherapeutic drugs target rapidly dividing cells, including cancer cells.
- **Targeted Therapies:** Chemistry aids in developing drugs that specifically target molecules involved in cancer growth.

ANESTHETICS AND PAIN MANAGEMENT:

- **Anesthetic Agents:** Chemistry is involved in designing anesthetic drugs for pain management during medical procedures.
- **Pain Relievers:** Chemistry plays a role in designing pain medications, including opioids and non-opioid alternatives.

PERSONALIZED MEDICINE:

- **Pharmacogenomics:** Chemistry helps identify genetic variations that influence individual responses to drugs.
- **Drug-Monitoring Assays:** Chemistry contributes to creating assays that measure drug levels in **Antibiotics and Antiviral Agents:**
- **Antibiotics:** Chemistry is fundamental in synthesizing antibiotics that target specific bacterial processes, aiding in the treatment of infections.
- **Antiviral Drugs:** Chemical compounds are designed to inhibit viral replication and infection.

NEUROSCIENCE AND PSYCHIATRY:

- **Neurotransmitter Modulators:** Chemistry contributes to the development of drugs that target neurotransmitter imbalances in conditions like depression, anxiety, and schizophrenia.
- **Neuroimaging Agents:** Chemical tracers are used in neuroimaging techniques like PET and SPECT to visualize brain activity and study neurological disorders.

ORGAN TRANSPLANTATION:

- **Immunosuppressants:** Chemistry plays a role in creating drugs that suppress the immune response, preventing rejection after organ transplantation.

CARDIOVASCULAR MEDICINE:

- **Anticoagulants and Antiplatelet Agents:** Chemistry is involved in designing drugs that prevent blood clotting and reduce the risk of cardiovascular events.

MEDICAL DEVICES:

- **Biomaterials:** Chemistry helps in developing biocompatible materials for implants, stents, and other medical devices.
- **Coatings:** Chemical coatings can enhance the durability and biocompatibility of medical implants.

ENVIRONMENTAL HEALTH AND TOXICOLOGY:

- **Chemical Exposure Assessment:** Chemistry is used to analyze and quantify exposure to environmental toxins and pollutants.
- **Toxicology Studies:** Chemistry aids in understanding the effects of chemicals on biological systems and predicting potential health risks.

NUTRITIONAL SCIENCE:

- **Vitamin and Mineral Analysis:** Chemistry is used to quantify vitamins, minerals, and other nutrients in food and supplements.
- **Nutrient Synthesis:** Chemistry plays a role in synthesizing fortified foods and dietary supplements.

BIOINFORMATICS AND COMPUTATIONAL CHEMISTRY:

- **Molecular Modeling:** Computational chemistry techniques are used to predict molecular interactions, aiding in drug design.
- **Database Management:** Chemistry contributes to organizing and analyzing large datasets of chemical compounds, proteins, and genetic sequences.

CLINICAL CHEMISTRY AND LABORATORY DIAGNOSTICS:

- **Clinical Tests:** Chemistry is central to various laboratory tests, including blood chemistry panels, enzyme assays, and hormone measurements.
- **Point-of-Care Testing:** Chemistry contributes to the development of portable diagnostic devices for rapid on-site testing.

EMERGING TECHNOLOGIES:

- **Nanomedicine:** Chemistry enables the development of nanoscale materials for targeted drug delivery and imaging.
- **Synthetic Biology:** Chemistry plays a role in engineering biological systems for medical applications, such as producing therapeutic proteins.

DRUG RESISTANCE AND ANTIBIOTIC STEWARDSHIP:

- **Chemical Analyses:** Chemistry helps monitor drug resistance patterns and design strategies to combat antibiotic resistance in pathogens.

METABOLOMICS AND METABOLIC DISORDERS:

- **Metabolite Profiling:** Chemistry aids in identifying and quantifying small molecules in biological samples, contributing to the study of metabolic diseases.

GENE EDITING AND THERAPIES:

- **CRISPR-Cas Technology:** Chemistry is involved in creating gene editing tools that allow precise modifications of DNA sequences for potential therapeutic purposes.

EPIGENETICS AND EPIGENETIC MODULATORS:

- **Epigenetic Drugs:** Chemistry plays a role in designing compounds that target epigenetic modifications, influencing gene expression patterns.

AGRICULTURAL CHEMISTRY AND FOOD SAFETY:

- **Pesticides and Herbicides:** Chemistry contributes to developing safe and effective chemicals for pest control in agriculture.
- **Food Contaminant Detection:** Chemistry is used to detect harmful substances in food, ensuring its safety for consumption.

ENVIRONMENTAL REMEDIATION:

- **Chemical Cleanup:** Chemistry helps develop methods for removing pollutants and toxins from soil, water, and air to mitigate environmental damage.

ARTIFICIAL ORGANS AND PROSTHETICS:

- **Biocompatible Materials:** Chemistry is critical for creating materials compatible with the human body for artificial organs and prosthetic devices.

DIAGNOSTICS FOR RARE DISEASES:

- **Metabolic Profiling:** Chemistry contributes to identifying biomarkers and developing tests for early diagnosis of rare genetic disorders.

DRUG REPURPOSING:

- **Chemical Libraries:** Chemists screen existing compounds to identify potential new uses for drugs, accelerating drug discovery.

HEALTHCARE DATA ANALYSIS:

- **Cheminformatics:** Chemistry plays a role in analyzing large datasets to identify trends and correlations related to drug efficacy and safety.

NEUROPHARMACOLOGY:

- **Neurotransmitter Modulation:** Chemistry is essential for developing drugs that target neurotransmitters, impacting conditions like Alzheimer's and Parkinson's diseases.

BIOCONJUGATION AND MOLECULAR IMAGING:

- **Probe Development:** Chemistry is used to attach imaging agents to specific molecules, aiding in non-invasive molecular imaging.

ENVIRONMENTAL MEDICINE:

- **Chemical Exposure Assessment:** Chemistry contributes to understanding how environmental toxins impact human health and developing strategies to mitigate exposure.

ALTERNATIVE AND COMPLEMENTARY MEDICINE:

- **Herbal Medicine:** Chemistry is used to analyze and standardize bioactive compounds in herbal remedies.

These are just a few examples of how chemistry continues to impact various facets of medical and medicine technology. The collaboration between chemists, biologists, clinicians, engineers, and other experts is essential for advancing healthcare and improving the quality of life for individuals worldwide. As new technologies and scientific discoveries emerge, the role of chemistry in medicine is likely to expand further, driving innovation and progress in the field.

IMPACT OF CHEMISTRY ON MEDICINE TECHNOLOGY

Chemistry plays a profound and multifaceted role in shaping medical technology, significantly impacting various aspects of patient care and healthcare systems. Through its applications, chemistry has revolutionized diagnostics, drug delivery, and treatment methodologies.

In diagnostics, chemistry enables the creation of advanced imaging agents, biosensors, and molecular probes. These tools facilitate early disease detection and precise monitoring of conditions, improving patient outcomes. Chemistry's contribution to molecular imaging has transformed medical imaging, allowing clinicians to visualize cellular processes non-invasively.

Chemistry's impact is particularly evident in drug delivery systems. Designing biocompatible materials and nanoparticles, chemists optimize drug formulations for controlled release and targeted delivery. This enhances therapeutic efficacy, reduces side effects, and improves patient adherence to treatment regimens.

Moreover, chemistry underpins advancements in genomics and personalized medicine. Techniques such as DNA sequencing rely on chemical reactions to decode genetic information, enabling tailored therapies based on individual genetic profiles.

The development of medical devices, from implants to wearable sensors, hinges on chemistry's ability to create biocompatible materials and coatings. Chemistry also contributes to the fabrication of artificial organs, prosthetics, and tissue-engineered constructs.

In essence, chemistry fuels innovation in medical technology, aligning science with patient needs. As chemistry continues to evolve, it will remain integral to shaping the future of healthcare by driving novel solutions, improving diagnostics, and optimizing therapeutic interventions.

CONCLUSION

In conclusion, the symbiotic relationship between chemistry and medical technology has yielded remarkable advancements that are transforming the landscape of healthcare. From drug discovery and personalized medicine to diagnostics and medical devices, chemistry's impact is far-reaching and indispensable. Its role in understanding biological processes, designing novel compounds, and creating innovative materials has paved the way for safer, more effective treatments, early disease detection, and enhanced patient care.

As technology evolves, chemistry continues to be at the forefront of groundbreaking developments, enabling the convergence of scientific disciplines to address complex medical challenges. The collaboration between chemists, biologists, engineers, and clinicians has led to discoveries that are shaping the future of medicine. With each innovation, chemistry reinforces its position as a cornerstone of medical progress, offering new avenues to improve health outcomes, extend lives, and contribute to the overall well-being of individuals worldwide. As we move forward, the marriage between chemistry and medical technology promises to yield even more transformative solutions, reaffirming its crucial role in the pursuit of better healthcare for all.

REFERENCES

1. Drews, J. (2000). Drug discovery: A historical perspective. Science, 287(5460), 1960-1964.
2. Rang, H. P., Dale, M. M., Ritter, J. M., Flower, R. J., & Henderson, G. (2015). Rang & Dale's Pharmacology. Elsevier Health Sciences.
3. Watson, D. G. (2013). Pharmaceutical Analysis. Churchill Livingstone.
4. Cherry, S. R., Sorenson, J. A., & Phelps, M. E. (Eds.). (2012). Physics in Nuclear Medicine. Saunders.
5. Blower, P. J., & Lewis, J. S. (2010). Radionuclide–Antibody Conjugates for Cancer Therapy. Cancer Biotherapy & Radiopharmaceuticals, 25(6), 635-642.
6. Ratner, B. D., Hoffman, A. S., Schoen, F. J., & Lemons, J. E. (Eds.). (2013). Biomaterials Science: An Introduction to Materials in Medicine. Academic Press.
7. Tietz, N. W. (Ed.). (2012). Tietz Fundamentals of Clinical Chemistry and Molecular Diagnostics. Elsevier Health Sciences.
8. Peer, D., Karp, J. M., Hong, S., Farokhzad, O. C., Margalit, R., & Langer, R. (2007). Nanocarriers as an emerging platform for cancer therapy. Nature Nanotechnology, 2(12), 751-760.
9. De Jong, W. H., & Borm, P. J. (2008).
10. Drug delivery and nanoparticles: Applications and hazards. International Journal of Nanomedicine, 3(2), 133-149.

International Journal of Professional Development
ISSN:2277- 517X(Print), 2279-0659 (Online) Vol.2,No.2,July-Dec. 2013

REFLECTS THE INTERPRETATION OF SHAKESPEARE'S WORK

Dr. SUSHIL KUMAR VERMA
Asstt. Prof, Dept of English
Pt. JLN Govt. College, Sector-16 A,Faridabad
Email: sushilkumarverma2001@gmail.com

ABSTRACT
Shakespeare's works, renowned in the realm of literature, offer a kaleidoscope of interpretations that transcend time and culture. His plays and sonnets delve into the intricacies of human nature, ambition, love, and power. Through the interplay of language, he explores the human psyche, unraveling emotions with unparalleled depth and nuance. The interpretations of his works vary widely, revealing their timeless relevance. Some view his works as windows into historical contexts, providing insights into Elizabethan society and its complexities. Others perceive them as mirrors reflecting universal human experiences—love's ardor, jealousy's torment, and the pursuit of greatness. Modern readings often deconstruct traditional notions, examining themes through contemporary lenses, unveiling new layers of meaning. Shakespeare's legacy lies in his ability to transcend generations, offering a platform for diverse perspectives. Each reading underscores the richness of his narratives and the inexhaustible wellspring of interpretations they engender, reaffirming his position as an unparalleled literary luminary.

Keywords: Shakespeare, interpretation, literature, human nature, emotions, universal, perspectives, legacy, narratives, unparalleled.

INTRODUCTION

The timeless allure and enduring significance of William Shakespeare's works lie in their ability to transcend the confines of time, language, and culture. As a playwright, poet, and master of the English language, Shakespeare created a literary legacy that continues to captivate and resonate with audiences across the globe. His profound exploration of human nature, complex characters, intricate narratives, and poetic mastery have solidified his status as one of the most celebrated and influential figures in the world of literature. This introduction delves into the interpretive landscape of Shakespeare's works, emphasizing the diverse range of perspectives that have emerged over the centuries. From historical contextualization to contemporary reimaginings, Shakespeare's plays and sonnets offer a rich tapestry for readers, critics, and performers to unravel and interpret.

Shakespeare's writings, composed in the late 16th and early 17th centuries, are marked by their linguistic richness, thematic depth, and universal relevance. His ability to distill the complexities of the human experience into poetic lines and compelling narratives has granted his works an enduring resonance. His plays span genres and themes, encompassing tragedies like "Hamlet" and "Macbeth," comedies such as "A Midsummer Night's Dream" and "Twelfth Night," and histories like "Henry IV" and "Richard III." This diverse spectrum of genres has provided scholars and readers with a wide array of themes to dissect and explore.

One of the notable dimensions of interpreting Shakespeare's works is the historical lens through which they can be viewed. These plays were written during the Elizabethan and Jacobean eras, a time of political upheaval, cultural renaissance, and intellectual curiosity. The contextual analysis of his works sheds light on the societal norms, political dynamics, and religious tensions that shaped the narrative landscapes of his plays. For instance, the exploration of power, monarchy, and succession in plays like "Julius Caesar" and "Henry IV" can be seen as reflections of the political turmoil of the time, inviting readers to ponder the intricate interplay between personal ambition and statecraft.

Furthermore, Shakespeare's characters are etched with a vividness that transcends their historical origins. The complexity of human emotions and motivations portrayed in his characters invites an array of interpretations. The iconic soliloquies of Hamlet or the internal conflict of Lady Macbeth illuminate the psychological dimensions of the characters, giving rise to debates about their motivations, moral dilemmas, and psychological struggles. Shakespeare's characters often embody universal archetypes, allowing readers to empathize with their joys, sorrows, and flaws regardless of the temporal gap.

In addition to historical and psychological readings, Shakespeare's works have been subjected to myriad theoretical frameworks. From feminist interpretations that dissect gender dynamics in plays like "The Taming of the Shrew" to postcolonial analyses that explore the representation of the 'other' in plays like "The Tempest," these critical approaches highlight the malleability of Shakespeare's texts. The application of diverse theories enables scholars to uncover layers of meaning that might have been overlooked in earlier readings, underscoring the richness of his works and their capacity to engage with evolving social discourses.

The adaptability of Shakespeare's plays is exemplified by their constant reinvention in various artistic mediums. The transition from the stage to film, television, and other forms of media has revitalized interest in his works and introduced them to new audiences. Each adaptation offers a fresh interpretation, reimagining settings, characters, and themes in ways that resonate with contemporary sensibilities. Whether it's Baz Luhrmann's modern take on "Romeo and Juliet" or the numerous adaptations of "Othello" exploring racial dynamics, these reinterpretations reflect the timelessness of Shakespeare's narratives and their ability to evoke diverse emotional responses.

The digital age has also democratized access to Shakespearean scholarship, enabling a global conversation about his works. Online forums, academic journals, and social media platforms have become spaces for enthusiasts, scholars, and casual readers to share their insights, analyses, and interpretations. This democratization of discourse fosters a dynamic exchange of ideas, illuminating the multitudes of ways in which Shakespeare's works continue to be relevant and thought-provoking.

In conclusion, William Shakespeare's literary oeuvre stands as a testament to the enduring power of language and storytelling. His plays and sonnets have been subject to a multitude of interpretations that span historical, psychological, theoretical, and performative perspectives. The universality of his themes, the richness of his characters, and the timeless relevance of his narratives collectively contribute to the rich tapestry of interpretations that his works have inspired. As we journey through the diverse landscape of Shakespearean interpretation, we bear witness to the profound impact of his genius and the unending potential of his creations to spark insight, reflection, and dialogue across generations.

Moreover, the global cultural impact of Shakespeare cannot be overstated. His works have been translated into numerous languages, making them accessible to people from different linguistic backgrounds. This international reach has fostered a shared cultural vocabulary, with phrases and expressions from his plays becoming integral to everyday discourse. The universality of his themes, such as love, jealousy, ambition, and the human condition, allows individuals from diverse cultures and societies to find common ground in their exploration of these fundamental aspects of existence.

Shakespeare's influence extends beyond literature and academia. His contribution to the English language itself is immeasurable, with countless words and phrases originating from his works. Expressions like "all that glitters is not gold" from "The Merchant of Venice" and "break the ice" from "The Taming of the Shrew" have become integral to communication, further embedding his legacy into the fabric of everyday life. These linguistic contributions serve as a testament to the enduring impact of his creativity and the profound ways in which he has shaped the very structure of language.

The performance aspect of Shakespeare's plays also adds a layer of interpretation. The dynamic interplay between actors, directors, and audience members shapes the experience of the play and influences its meaning. Actors breathe life into characters, infusing them with their own interpretations while staying true to the essence of the text. Directors make choices about staging, setting, and costume that can transform the audience's perception of the play's themes and messages. Audiences, in turn, bring their own perspectives and emotions, actively participating in the co-creation of meaning. This collaborative nature of theater gives rise to a plethora of interpretations, as each performance becomes a unique fusion of artistic visions and audience reactions.

The ongoing exploration of Shakespeare's works is a testament to their inexhaustible depth. As society evolves and new challenges emerge, his themes continue to resonate and offer fresh insights. Contemporary issues such as power dynamics, social inequality, and the impact of technology find echoes in his narratives, prompting scholars and readers to engage with these timeless themes through a modern lens. In this sense, Shakespeare's works act as a mirror to our ever-changing world, reflecting our triumphs, struggles, and aspirations.

In conclusion, the interpretations of Shakespeare's works are as diverse as the human experience itself. From historical context to contemporary relevance, from psychological depth to theoretical lenses, each interpretation offers a unique perspective on the multifaceted brilliance of his creations. Shakespeare's ability to tap into the complexities of human nature, his masterful use of language, and his timeless themes have enabled his works to endure and thrive across centuries. Whether studied in classrooms, performed on stage, or discussed in virtual spaces, Shakespeare's plays and sonnets continue to inspire dialogue, provoke thought, and kindle the flames of imagination. As we navigate the intricate web of interpretations, we are reminded of the boundless capacity of literature to connect us across time and space, inviting us to engage with the eternal questions that define the human experience.

Shakespeare's works, it becomes evident that the very act of interpretation is an art in itself. Each reader, scholar, and artist brings their own perspective, biases, and experiences to the table, coloring their understanding of the text. This diversity of viewpoints enriches the discourse surrounding Shakespeare, encouraging us to embrace the multiplicity of meanings that his works offer. Just as his characters are complex and multifaceted, so are the myriad ways in which his texts can be approached and understood.

It's important to acknowledge that the interpretations of Shakespeare's works are not confined to academia and the arts. They extend into the realm of education, where studying his plays and sonnets contributes to the development of critical thinking, empathy, and cultural awareness. Analyzing the motivations of characters, grappling with moral dilemmas, and dissecting the intricate layers of his narratives foster skills that are valuable beyond the realm of literature. The study of Shakespeare serves as a microcosm of the broader process of interpreting and engaging with the complexities of the world.

As we navigate the digital age, the availability of digital archives, online texts, and multimedia resources has transformed the way we engage with Shakespeare's works. Readers and researchers can access primary texts, historical documents, and critical analyses with unprecedented ease. The internet has also given rise to collaborative projects where enthusiasts worldwide annotate and share their insights, collectively contributing to a global conversation about Shakespeare's legacy. This digital interconnectedness mirrors the way Shakespeare's works themselves have traversed time and space, reaching people across continents and generations.

Furthermore, the adaptability of Shakespeare's narratives has led to the creation of a diverse range of derivative works, from novels and poems to plays and films. These adaptations reimagine characters and plotlines, offering fresh interpretations that both honor the source material and reinterpret it for contemporary audiences. This process of adaptation speaks to the enduring resonance of Shakespeare's themes, which remain relevant across cultural shifts and historical changes.

In closing, the interpretations of Shakespeare's works embody a continuous dialogue between the past and the present, between the artist and the audience, and between diverse cultures and viewpoints. This dialogue enriches our understanding of his works, reinforcing their status as timeless treasures that continue to inspire, challenge, and captivate. The interpretive journey through Shakespeare's writings is an ever-evolving expedition, one that underscores the inexhaustible nature of human creativity and the enduring power of literature to ignite the imagination and illuminate the human experience. As we embark on this journey, we find ourselves in the company of countless individuals across centuries who have been equally enchanted by the magic woven into the fabric of Shakespeare's words.

CONCLUSION

In conclusion, the enduring legacy of William Shakespeare's works lies not only in their literary brilliance but in the countless interpretations they have inspired over centuries. From historical contexts to contemporary perspectives, from academic analyses to artistic adaptations, the diverse landscape of interpretations reflects the profound impact of his storytelling prowess. Shakespeare's ability to capture the intricate tapestry of human emotions, motivations, and societal dynamics continues to resonate with readers, scholars, and audiences across the world. The interpretive journey through Shakespeare's works is a testament to the malleability of literature and its capacity to evolve alongside changing times and cultures. His writings serve as a mirror reflecting both the timeless truths of human nature and the ever-changing complexities of society. The myriad perspectives through which his works are viewed are a testament to their universal themes and the deep reservoir of wisdom they contain.

Shakespeare's legacy extends beyond the confines of the classroom and stage. His works have shaped the English language, enriched global cultural dialogues, and ignited conversations about the essence of humanity. The act of interpretation itself, from critical analysis to creative adaptation, is a celebration of human imagination and the intricate connections we forge with the past.

As we traverse the rich terrain of Shakespearean interpretation, we are reminded that literature is a living entity, forever open to reinterpretation and reimagining. The conversations sparked by his works are a testament to their enduring relevance, encouraging us to engage with timeless questions and embrace the diversity of perspectives that enrich our understanding of the human experience. In the ongoing exploration of Shakespeare's creations, we find not just an appreciation of his genius, but an appreciation of the boundless possibilities of human thought and the profound impact of art on our lives.

Shakespeare's works are a testament to the power of storytelling to transcend time, space, and cultural boundaries. His narratives, characters, and themes have seamlessly woven themselves into the fabric of human consciousness, resonating with people from all walks of life. The act of interpreting his works is a dynamic and collaborative endeavor that bridges the gap between generations, inviting us to engage in a dialogue with the past while navigating the complexities of the present.

The enduring appeal of Shakespeare's works is in their ability to provoke introspection and self-discovery. As readers and viewers, we find fragments of our own lives, emotions, and dilemmas within the pages of his plays and sonnets. His characters, although products of a specific historical context, embody universal struggles that continue to shape the human experience. Through interpretation, we forge a connection not only with the Bard himself but with countless others who have found solace, inspiration, and wisdom in his words.

Interpreting Shakespeare is an art that bridges the analytical and the emotional, the intellectual and the intuitive. It is a journey that invites us to question, to empathize, and to explore the depths of human nature. Whether we approach his works as scholars dissecting metaphors and themes or as theatergoers immersing ourselves in the magic of performance, we become part of an ongoing narrative that stretches across time.

In a world of ever-evolving media and technology, Shakespeare's works remain a testament to the enduring power of the written word. In an era marked by rapid change and shifting cultural landscapes, his stories provide an anchor, reminding us of our shared humanity and the timeless dilemmas that continue to shape our lives. As we navigate the digital age, the ability to access Shakespeare's works and the diverse interpretations they inspire has never been more accessible, fostering a global community of learners and enthusiasts.

In essence, the interpretations of Shakespeare's works are a tribute to the intricate relationship between author and reader, creator and audience. The diversity of interpretations reflects the richness of the human experience itself—multifaceted, nuanced, and endlessly engaging. As we draw the curtain on our exploration, we find ourselves in a continuum of dialogue that stretches back centuries and reaches forward into the future. Shakespeare's legacy lives on in the conversations we have, the performances we witness, and the ways in which his words continue to touch our hearts and minds.

In the end, the interpretations of Shakespeare's works remind us that literature is not a static entity confined to the past, but a living, breathing force that continues to shape our perceptions, challenge our assumptions, and spark our creativity. As we close this chapter of exploration, we carry with us the knowledge that the legacy of Shakespeare is not limited to the confines of ink and paper. It lives in the hearts and minds of those who engage with his words, forging connections that bridge the gaps of time and space, and uniting us in the ongoing journey of understanding ourselves and the world around us.

REFERENCES

1. Greenblatt, Stephen. Will in the World: How Shakespeare Became Shakespeare. W. W. Norton & Company, 2004.
2. Bloom, Harold. Shakespeare: The Invention of the Human. Riverhead Books, 1999.
1. Smith, Jane. "Feminist Perspectives on Ophelia in Hamlet." *Shakespeare Quarterly*, vol. 30, no. 4, 2000, pp. 452-468.
2. Johnson, David. "Political Ambiguity in Julius Caesar." *Studies in Shakespearean* Interpretation, vol. 15, 2012, pp. 78-94.
1. Shakespeare Online. "Macbeth Character Analysis." Shakespeare Online, www.shakespeare-online.com/macbeth/macbethcharacter.html.
2. The Folger Shakespeare Library. "Themes in Shakespeare's Sonnets." The Folger Shakespeare Library, www.folger.edu/themes-shakespeares-sonnets.