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Year 2023-2024

# INSPIRED MINDS

STUDENT'S NATIONAL ANNUAL PEER  
REVIEWED RESEARCH JOURNAL



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DEPARTMENT OF COMMERCE  
C. P. & BERAR E.S. COLLEGE

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Tulshibagh, Mahal, Nagpur-440032

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# ***INSPIRED MINDS***

## **STUDENT'S NATIONAL ANNUAL PEER REVIEWED RESEACH JOURNAL**

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## **Editorial Desk –**

It is our immense pleasure to announce that our C. P. & Berar College is publishing its 7th issue of Inspire Journal to which new name” Inspired Minds “ has been given by RNI office New Delhi.

This journal provides a forum for students to present their research, findings and share their views and experience through their research paper. The journal aspires to publish up-to-date high quality book reviews and original research paper base on rigorous analysis.

We are very happy for the overwhelming response from students of various college not only from Nagpur but from all over India. This Year we received research paper from Tonga (Commonwealth Vocational University). Apart from Nagpur we received research papers from SNTD Mumbai, West Bengal, Tamilnadu, Hyderabad etc. Even we received huge research papers from J.D. College of Enginnering, Ambedkar College, C.P.& Berar College Mahal and Ravinagar Nagpur. This has enhanced the quality of this research journal.

We believe that these contributions will definitely help students, who in future wish to do something in the field of research. So we shall be highly obliged to you if you would subscribe the journal for your library. It would indeed be a valuable addition to your library. Those students who wish to contribute their original research articles in future for this journal can send it to [ritasontakay@gmail.com](mailto:ritasontakay@gmail.com).

An enormous amount of work has gone into the development of this journal. I would like to thank all students & professors for their valuable support. We assure you of our best co-operation. We are very thankful to all students, research scholars and professor for their valuable contribution for this journal.

Thanking you.

**Dr. Milind Barhate**  
**Guest Editor & VC**  
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# English Research Papers

(1)

## **Addressing Gender Issues In The Select Works of Girish Karnad**

**Sushree Sudipta**

**Research Scholar**

**Commonwealth Vocational University, Tonga (Department of English)**

### **Abstract**

The word 'drama' traces its roots from Greek origin. "Literally drama means 'deed' or 'act' in Greece." Most of the dramas are represented in theatres from time immemorial. Drama has been chiefly classified into tragedy and comedy. Aristotle has defined various elements of drama in his most influential work, Poetics. Aristotle argues that drama is the imitation of the actions of everyday life. History has witnessed the evolution of drama in Greece and gradually it spread to other parts of the world. The Roman Empire saw the rise of the theatres then. The performance of different plays slowly spread to Russia, Italy, France and Germany in the eleventh century. Elizabethan age marked the flourishing of dramas in a real sense. Legendary playwrights like Shakespeare, Marlowe, Ben Jonson and University Wits made remarkable strides in creating tragedies and comedies in 16<sup>th</sup> century. In 1660, Restoration Comedy began in the theatres of England. The comedies of John Dryden and William Congreve mirrored the aristocratic lifestyles of the Restoration Age. The beginning of the nineteenth century and the end of eighteenth century envisioned the experimental plays of Henrik Ibsen followed by the modern plays of Bertolt Brecht. Some of the notable dramatists of modern and postmodern era are August Strindberg, Anton Chekhov, Eugene O' Neill, Samuel Beckett, Jean Genet, Harold Pinter, and so forth. Like the West, India in East also showcased a glorious past in literature. Even in Vedic period dramas flowered in India before than the Aristotelian plays. Sanskrit plays were the most ancient works of India than any other civilizations of the world. Natyashastra is considered to be the oldest of all plays. The legacy of Indian plays became rich with the dramatists like Kalidas, Bhasa, and

Ashwaghosh. In the British Empire the dramatists like Michael Madhu Sudan Dutta, Rabindranath Tagore, and SriAurobindobecame immensely popular in their modern approach in the field of drama.

Keywords – Drama, Tragedies, Comedies

## **Introduction**

With the advent of western education in India in the colonial period, Indian audiences were influenced by the Shakespearean plays and other works of British playwrights. Generally most of the plays were translated in Indian languages. Some of the regional works of Indian writers were translated into English by those authors and became popular in worldwide. Works of GirishKarnad, BadalSirkar, Vijay Tendulkar, Mahesh Dattani ,Mohan Rakesh were translated from their regional languages into English. The writers of Post Independent era became highly popular in India because of their thematic choices like stories from myth, history and folktales of Indian culture. Unlike ancient dramatists, these playwrights tried to reflect the socio-political settings of contemporary period. Their works often echoed the burning issues of society. The socio-cultural scenario of 1950s, and conflicts along with casteism were reflected in the works of these playwrights. The present research paper focuses on the gender issues in the select works of GirishKarnad. GirishKarnadas a multifaceted persona glorified the literature of the Post Independent era through his multiple plays, films, translations, television series and many more artistic works. Being an actor, theatre personality, critic, director, playwright and translator, he earned an international acclaim for his celebrated plays. He focused on all the contemporary issues of early sixties. Women were highly marginalized at that time. In the patriarchal domain, women were considered as the 'other' by the men. They were socially, culturally and economically exploited by male members of society. Women were treated as wretched ones who had no worth in their families. So Karnad portrayed the subjugation of a woman in a hegemonic class. The woman as a downtrodden suffers all her life. She remained as a stranger in her father's house. She is equally treated as a victim in her in laws family. Society was conditioned in such a way that her chastity defined her personality. Males were free to choose numbers of

female partners after marriage. But most of the time the infidelity of a woman was not tolerated by the male dominated community. They were questioned by the public for the adultery. Even they were severely punished by the heads of their clan. Hence Karnad in almost all his works exposed the double standards of Indian people. The burdens of ancient tradition were thrust on the shoulders of women only. They were critically judged in the institution of marriage. Marriage was a mere trap to hold the feminine force in a cage. Even she had to go through repressed sexual desires. Due to so many constraints forced on her, she had no choices in her life. Being a daughter, wife and then mother of her son, she was expected to serve her family till the last breath. She was conditioned to be loyal to her spouse without expecting the same from him. Hence Karnad unveiled the crises and practices of social evils of his period. His women characters often didn't compromise with the existing values. They reminded the males about the lost glory of ancient Indians. They rather chose their deaths instead of humiliation. The characters like Padmini, Rani, Vishakha, Sharmishtha, Debyanirebelled against the patriarchal views of society. Karnad drew a parallel line between the characters. The pathetic conditions of the feminine entities have been sketched by Karnad. They were subjected to injustice, inequality and serious mental injuries. GirishKarnad's female characters epitomize the victims of society who became bold at last for the wrongdoings against them. Karnad gave a stern voice to raise against the ill-treatment meted out to them. He knew that women were fallen as preys in the hands of male tyrants in the pre-independent era. He was quite disturbed with the gender discrimination and persecution of women. So as a liberal artist, he realized that these things are only social 'constructs' to oppress women as silent objects. For breaking these stereotypes in a male dominated society, Karnad has created strong empowered women like Sharmishtha, Vishakha, Padmini. To him women were not mere sex toys. Gender biases were much prevalent in our society to marginalize women in their sexual desires also. On the other hand, Karnad believed in equality and did not suppress women because of their biological difference with men. So he has given the woman character an equal identity in his plays. As a postmodern writer, Karnad has rightly delineated extramarital affairs of women by giving equal importance to that of men. Like men, women can have sexual desires. Married women

like men can keep extramarital affairs without any burdens of being the tag bearer of chastity and loyalty. Karnad has depicted his women characters without having repressed desires and they boldly express their interests in his plays. They never surrendered at other's will. They chose vengeance or even death instead of submission to the evil forces.

The play 'The Fire and The Rain (1998) has been translated by Karnad himself from his Kannada play "AgniMattu Male" (1994-1995). This play is based on the myth of Mahabharata. Karnad has chosen this intriguing tale for retelling the myth of 'Yavakri' with his innovative style. As a social reformer he has highlighted the wrongdoings of caste system and exploitation of women in higher or even lower strata of society. Vishakha and Nittailai are the major female characters of the play who are subjected to serious mental and physical trauma due to gender discrimination. Both characters are fearless and at last they questioned the prevailing patriarchal system in society. Karnad who believes in equality and woman empowerment introduces two spirited characters in the play for the sake of bringing reformation in society.

Vishakha is a Brahmin young woman who has married to a higher caste man, Paravasu. She is left alone in her marriage by her stone-hearted husband. She was sexually exploited by her husband for years. Her wedded life was full of bliss for a year only. Then her partner went on experimenting with her body "inside and out".

VISHAKHA: "I will make you happy for a year." And he did. Exactly for one year. He plunged me into a kind a bliss I didn't know existed. It was heaven here and now – at the tip of all my senses. Then on the first day of second year of our marriage, he said, 'Enough of that. We now start on our search', like an experimenter, an explorer ... (Karnad, 40)

Vishakha quoted the painful memories of her oppressive marriage where she was treated with humiliation like a sex toy. She didn't not want to be enslaved by her partners. Even her lover, Yavakri treated her as a weapon to avenge her in laws. Both of her partners used her body to quench their lusty thirst only.

VISHAKHA: My husband and you! He left no pore in my body alone. And you. You think a woman is only a pair of half- formed breasts. (Karnad, 40)

Vishakha regained her powers to rule over these power hungry man when she had realized the malicious intention of Yavakri for returning back to her life. No longer had she remained as a mere poppet in the hands of mighty men. She took her revenge by spilling the water from Yavakri's Kamandalu and ultimately ruining his life in the hands of demon.

Nittailai is another strong character introduced by Karnad in the play. She is well aware of the gender biases in her trivial community and outside her clan. She openly questions the status quo of the caste system. She knows the prevailing discrimination around her life.

NITTAILAI: So father's to blame? Do you know why father called elders in such haste? He always says: "These high-class men are glad enough to bed our women but not to wed them." (Karnad, 33)

She openly declares the Universal Knowledge attained by Yavakri is of no use if it doesn't cause rain and becomes boon for the wellbeing of common people. Nittailai is the spokesperson of Karnad's genius who revolts against the male dominated community.

Nagamandal is based on folktales created by Karnad in 1988. He has intertwined facts, fictions and fantasies to produce a play that suited the contemporary period. This play chiefly mirrored the double standards and hypocrisy of Indian society that discriminated male and female on the basis of their biological difference only. They treat the females as 'subordinates' and who can be placed with them at rituals and functions without any identities. Karnad introduced 'flames', 'story' with a human touch. These symbolic characters also represent feminine forces in the play. 'Story' is personified as a woman that evolves in the passage of time. It passes on from generation to generation. The heroine of the play is 'Rani' and this name implies a princess of a kingdom. To everyone's utter surprise, Rani becomes a mere maid servant in her husband's home. This play exposes a complicated relationship between

a man and a woman. Rani is the victim of gender discrimination in the prejudiced society that left her with no choices. Interestingly, her husband was exploring his sexuality with a harlot. Appana deprived her from all her rights as his wedded wife. Rani was expected to remain loyal to her husband at these circumstances by the elders of their village. This play unravels a crisis in human relationships by presenting the helplessness of an Indian woman. 'Appana' signifies any man. Karnad pictures the play as a metaphor for the pre-independent India where men controlled the fates of docile women. Women being subjected to serious mental and physical abuses remained as 'caged birds' in an entrapment for years. Gender biases were highly prevalent in that period. Karnad himself being a male struggles hard to expose the pitiable conditions of women. This play seeks to render empowerment to dumb women who have lost their identities in the circus of life. It's not only based on the theme of alienation that stems from gender issues but also explores the existential crises of a human being. Karnad has depicted Appana as a typical tortuous male in the male-centric society. The ill-treatment posed by Appana on Rani was the result of social conditioning in which men were brought up. Rani, a timid, shy girl had to undergo untold miseries in this tale which reduced her lofty position from a beautiful maiden to a maid in a house and even to a more low status. Due to gender discrimination of that period, women didn't enjoy the status of an owner of a household. They were bound to serve their men within the four walls of their households. Girish Karnad through his feminist plays strived to render an elevated status to females. At the onset of the play, Rani was portrayed as a confused girl who had not discovered the ecstasy of the marriage even after the wedlock. Her spouse, a typical male chauvinist didn't bother to show her the ample love and care that she deserved. Her sexual and emotional needs were overlooked and thwarted completely.

**She retorts back in the play:**

RANI: You talk so nicely at night. But during the day I only have to open my mouth and you hiss like ... a stupid snake. (Karnad, 259)

Rani has transformed into a complete woman towards the end of the play. With the enlightenment of her mind, she put her femininity ahead of anything. She has made

a journey from a dilapidated state towards an upliftment of her mindset. She begins to question the prevailing hierarchy where a woman is strictly prohibited to make questions. Naga who represents a male sex also demands the same from her. She reiterates his commands so badly. She expresses in act two:

RANI: Yes, I shall. Don't ask questions. Do as I tell you. Do not ask questions . Do as I tell you. No I won't ask questions. I shall do what you tell me. Scowls in the day. Embraces at night. The snarl in the morning unrelated to the caress in the night. But day and night one motto does not change: Don't ask questions... (Karnad, 283)

By evading the issues of inequality, gender differences, Rani at last ushered as a warrior by retaining her feminine prowess intact in a male dominated society. She becomes 'Goddess Incarnate'. The elders lifted her dignity to a lofty position. From time immemorial, the women of our country have to encounter the brunt of gender biases. Due to this bigotry and prejudiced views, our history was marked with so many evil practices against the feminine entities like Sati Pratha, Child Marriage, and Honor Killing and so on. Rani was not spared by the public. She was forced to go for a snake ordeal which symbolized an extreme example of gender discrimination. She withstood severe humiliation though she came out as a triumphant from the ordeal. After being declared as a divine incarnation, she retained her lost dignity. She held the command in her household. Later on she did not let her destiny lead her ways. Rather she controlled the reigns of her fate towards unraveling new vistas of indiscrimination. By wearing the crown of her life, she started her journey of liberation.

It's our male centric society that approves each single word of a man without any evidence. It's the same society that doesn't believe multiple valid testimonialsof females to accept their truths. As a reformist, Karnad has unraveled the curtain from the burning issues that we have silently suppressed behind the ' hegemonic ideologies' of our egocentric lives. He liberated the females from being mute spectators of the patriarchal society. As a feminist writer of post-independent era, with his reformative ideas, he attempted to break the chain of tyranny that clutched a woman for years together through introducing these rebellious characters like Padmini, Vishakha, Sharmistha, and Rani and so on.



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**Life in the Vedic Literature**

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Beyond Boundaries: Jain Philosophical Threads from the Fabric of Sanatan Civilization, Nurturing Non-Violence and Sustainable Synergy with Nature By Sri Aritra Ghosh Dastidar 2 Abstract: This research paper delves into the intricate interplay between Jain epistemology and the broader tapestry of Sanatan culture, with a particular focus on the infusion of non-violent values and their alignment with sustainable development principles, specifically in relation to nature's flora and fauna. The study employs a multidisciplinary approach, drawing from philosophical, cultural, and ecological perspectives.

The paper begins by exploring the foundational tenets of Jain epistemology, unraveling its unique philosophical framework rooted in non-violence (ahimsa), truth (satya), non-possession (aparigraha), and other key principles. Subsequently, it investigates how these principles have been seamlessly woven into the fabric of Sanatan culture, creating a harmonious coexistence that transcends religious boundaries. Central to the investigation is the profound impact of Jainism on shaping non-violent values within the broader Sanatan ethos. The paper examines the role of ahimsa not only as a moral imperative but also as a catalyst for fostering sustainable relationships with nature. By analyzing historical texts, cultural practices, and contemporary examples, the study illuminates the ways in which the Jain emphasis on non-violence has permeated various facets of Sanatan life. Moreover, the research elucidates the implications of incorporating these values into sustainable development practices, particularly in the context of nature's flora and fauna. It explores how the reverence for all living beings, a core tenet of Jain philosophy, aligns with the principles of ecological balance, conservation, and biodiversity preservation inherent in sustainable development. In conclusion, this paper presents a comprehensive

analysis of how Jain epistemology has seamlessly blended into the diverse tapestry of Sanatan culture, fostering non-violent values that resonate with sustainable development principles. The synthesis of these ideologies offers a promising avenue for cultivating a more ecologically conscious and harmonious relationship with nature's flora and fauna within the broader cultural context. Overview of Jain Philosophy, Epistemology, and Tenets: Jainism, one of the oldest religions originating from ancient India, is characterized by its profound philosophical principles, intricate epistemology, and ethical teachings. At its core, Jainism revolves around the pursuit of spiritual liberation (moksha) through the path of non-violence (ahimsa), self-discipline, and moral purity. Let's delve into the key aspects of Jain philosophy and epistemology: Jain Philosophy: 1. Non-violence (Ahimsa): Ahimsa is the cardinal principle of Jainism, emphasizing the utmost reverence for all forms of life. Jains strive to avoid causing harm to any living being, whether through actions, thoughts, or words.

This principle extends to compassion towards all creatures, promoting harmony and respect for the interconnectedness of life. 4 2. Pluralism (Anekantavada): Anekantavada, or the doctrine of non-absolutism, underscores the recognition of multiple perspectives and the complexity of reality. According to Jainism, truth is multifaceted and can be perceived differently from various viewpoints. Anekantavada encourages tolerance, open-mindedness, and the acceptance of diverse beliefs and opinions. 3. Non-attachment (Aparigraha): Aparigraha advocates for detachment from material possessions and worldly attachments. Jains practice simplicity, moderation, and contentment, seeking to overcome desires and ego-driven pursuits. By minimizing attachment to external possessions, individuals can focus on spiritual growth and liberation from the cycle of birth and death (samsara). 4. Karma Theory: Jainism subscribes to a sophisticated theory of karma, which posits that every action, whether physical, verbal, or mental, generates karma or spiritual energy. These karmic particles adhere to the soul (jiva) and influence one's future experiences and circumstances. The accumulation of karma determines an individual's destiny and eventual liberation from the cycle of rebirth. Jain Epistemology: 1. Syādvāda (Doctrine of Sevenfold Predication): Syādvāda is a unique epistemological concept in

Jainism that outlines seven aspects or viewpoints through which reality can be understood. These include affirmation (astitva), negation (nāstitva), affirmation and negation (astitva-nāstitva), indefinite (anirvachanīya), affirmation and indefinite (astitva-anirvachanīya), negation and indefinite (nāstitva-anirvachanīya), and affirmation, negation, and indefinite (astitva-nāstitva-anirvachanīya). Syādvāda emphasizes the limitations of human perception and the need to acknowledge the relativity of truth. 5 2. Pramāṇa (Means of Knowledge): Jain epistemology recognizes six pramāṇas or valid means of knowledge, namely perception (pratyakṣa), inference (anumāna), testimony (āptavākya), analogy (upamāna), postulation (arthāpatti), and non-cognition (anupalabधि). These pramāṇas serve as tools for understanding reality and acquiring valid knowledge. Alignment of Jain Irrigation Project with Jainism: Foundation and Early Development: The Jain Irrigation Project, founded by Bhavarlal Hiralal Jain in 1963, reflects the core values of Jainism, particularly ahimsa and Aparigraha. Bhavarlal Jain's vision was rooted in the Jain principles of compassion towards all living beings and the recognition of the interconnectedness of life. The project's focus on enhancing irrigation systems and promoting sustainable farming practices aligns with Jainism's emphasis on non-violence and responsible stewardship of natural resources. Innovation and Technology: Throughout its development, the Jain Irrigation Project has embraced innovation and technological advancements to maximize water efficiency and minimize environmental impact. By pioneering drip and sprinkler irrigation systems, the project exemplifies the Jain principle of Aparigraha, emphasizing the importance of minimalism and sustainability in resource utilization.

These technologies enable farmers to achieve higher crop yields while conserving water resources, thereby embodying the Jain ethic of non-attachment to material wealth and the promotion of ecological harmony. 6 Community Engagement and Ethical Practices: Jain Irrigation's commitment to community engagement and ethical business practices resonates with Jain values of social responsibility and moral integrity. The project collaborates with local communities, government agencies, and non-profit organizations to promote sustainable farming practices, water conservation, and environmental stewardship. Through training programs, workshops, and

knowledge-sharing initiatives, Jain Irrigation empowers farmers to adopt eco-friendly techniques that align with Jain principles of ahimsa and ethical conduct. Modern-day Impact and Sustainability: In the modern era, the Jain Irrigation Project continues to uphold its founding principles and values, striving to address contemporary challenges such as water scarcity, climate change, and food security. By investing in research and development, the project remains at the forefront of agricultural innovation, developing solutions that balance economic viability with environmental sustainability. Jain Irrigation's holistic approach to agriculture reflects the holistic worldview of Jainism, which emphasizes the interconnectedness of all life forms and the importance of ethical conduct in achieving spiritual liberation.

The Digambar Jain Lal Mandir Bird Hospital, located in Delhi, India, is a unique institution that combines the principles of Jainism with compassion for all living beings, particularly birds. Established in 1956 by Jain saint Acharya Sushil Kumarji, the hospital is situated within the premises of the Digambar Jain Lal Mandir, one of the oldest Jain temples in Delhi. 7 Historical Background: The Digambar Jain Lal Mandir Bird Hospital has a rich history rooted in the Jain philosophy of ahimsa, or non-violence. Jainism, one of the oldest religions in the world, emphasizes compassion towards all living beings, considering them as equals and deserving of respect and care. This philosophy extends to animals, birds, and even insects, emphasizing the importance of minimizing harm to all forms of life. The hospital was founded to provide medical care and shelter to injured, sick, and abandoned birds. It was established in response to the teachings of Lord Mahavira, the 24th Tirthankara of Jainism, who emphasized the importance of compassion and care for all living beings. The hospital's founding reflects the Jain belief in the sanctity of life and the principle of ahimsa, which forms the cornerstone of Jain ethics. Working based on Jain Philosophy: The Digambar Jain Lal Mandir Bird Hospital operates based on the principles of Jainism, particularly the concept of ahimsa. The hospital provides medical treatment, food, and shelter to injured and sick birds, with the aim of alleviating their suffering and promoting their well-being. The hospital also serves as a rescue center for birds that have been injured or abandoned. One of the key aspects of the hospital's work is its emphasis on non-violence towards birds. This includes

providing medical treatment without causing harm, using gentle methods of handling and care, and promoting awareness about the importance of compassion towards birds. The hospital also promotes vegetarianism as a way of reducing harm to animals and birds, in line with Jain dietary principles. 8 Services and Activities: The Digambar Jain Lal Mandir Bird Hospital offers a range of services to birds in need. These include medical treatment for injuries and illnesses, surgical procedures, and rehabilitation for birds that are able to be released back into the wild. The hospital also provides long-term care for birds that are unable to survive in the wild due to their injuries or other reasons. In addition to medical care, the hospital is involved in various activities aimed at promoting the welfare of birds. This includes conducting rescue operations to save birds in distress, raising awareness about bird conservation, and promoting the adoption of ethical practices towards birds. Impact and Significance: The Digambar Jain Lal Mandir Bird Hospital has had a significant impact on the welfare of birds in Delhi and beyond. It has provided medical care and shelter to thousands of birds over the years, saving many lives and alleviating the suffering of countless others.

The hospital's work has also helped raise awareness about the importance of compassion towards birds and the need to protect their habitats. The hospital's significance extends beyond its immediate impact on birds. It serves as a symbol of the Jain philosophy of ahimsa and compassion, inspiring others to adopt similar practices towards all living beings. The hospital's work has helped promote a culture of empathy and care towards animals and birds, contributing to a more humane society. 9 Challenges and Future Directions: Despite its successes, the Digambar Jain Lal Mandir Bird Hospital faces several challenges. These include limited resources, increasing urbanization leading to loss of bird habitats, and the need for greater awareness and support for bird conservation efforts. To address these challenges, the hospital is working to expand its facilities and services, raise awareness about bird conservation, and collaborate with other organizations to protect bird habitats. Conclusion In summary, the Jain Irrigation Project's alignment with Jainism is evident from its inception to the present day. By integrating Jain values of non-violence, non-attachment, and pluralism into its operations, the project serves as a model for ethical

and sustainable development in the agricultural sector, embodying the timeless wisdom of Jain philosophy and epistemology. In conclusion, the Digambar Jain Lal Mandir Bird Hospital is a unique institution that embodies the principles of Jainism, particularly the concept of ahimsa. Through its work, the hospital has made a significant impact on the welfare of birds and has helped promote a culture of compassion towards all living beings. As it continues to grow and evolve, the hospital will remain a beacon of hope and inspiration for all those who believe in the sanctity of life.

**(3)**

**SELF RELIANT BHARAT IMPACTS ON EDUCATION SYSTEM**

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**ABSTRACT :**

Atmanirbhar Bharat refers to a self-reliant India dealing with the world on its own terms. It is neither protectionist nor isolationist. In 2020, the Government announced the Special comprehensive package of Rs 20 lakh crores (10% of India's GDP) to kick start the Atmanirbhar Bharat Abhiyaan (Selfreliant India campaign).

The five pillars of Aatma Nirbhar Bharat are

1. Economy
2. Infrastructure
3. System
4. Vibrant Demography
5. Demand

**INTRODUCTION :**

Education is one of the focal areas of Atmanirbhar Bharat. The proposed reforms could lead to a positive shift in the quality of education. Currently, even though we live in an era of online education, digital accessibility is an issue. Also, according to a Deloitte and GiveIndia report, there is an acute shortage of qualified teachers. While the best teachers cannot always reach the grassroots, digital content



can. With a multi-channel approach to combat these issues, now TV channels can run educational content for classes 1 to 12. This will be supplemented by radio and podcasts. With this, the grassroots network of government schools should be viewed more as 'learning zones' rather than 'training institutions'. Edtech companies can chip in by customising the content to the local context.

The model of self-reliant India? Contributor rather than a consumer- Atmanirbharta model for a rising India should be based on civilisational pride, experience and a self-belief that will help India be a contributor to the world rather than only a consumer. Tailoring to suit the needs- No one-size-fits-all Western model can work for a country as diverse as India, as evidenced by the catastrophic financial crisis of 2008. Defence, human rights, climate change, agriculture, the rural-urban divide, economy, governance and federalism are all addressed in the five pillars of Atmanirbhar Bharat. Human-centric model- Social capital, family and communities are now at the centre of a development model.

Atmanirbhar Bharat is a human-centric way forward based on our own civilisational ethos and values. It envisages a self-reliant India working for Vasudaiva Kutumbakam (the world is one family). The relevance of the ideational foundation of this concept? Mahatma Gandhi's call for Swadeshi galvanised our nation. Likewise, Atmanirbhar Bharat is Swadeshi tailored to India in 2022. Within the country it is important that the conflicting aspirations and expectations of States are managed and harmonised to present a united, confident and self-reliant India. o For example, the aspirations of the Dravidian model of development and other regional-specific aspirations should synchronise with the holistic concept of Atmanirbhar Bharat.

National identity is essential for modern states, especially when states are built around liberal democratic political values and the shared experiences of diverse communities.

Former Tamil Nadu Chief Ministers C.N. Annadurai and M. Karunanidhi ensured that their politics were regionally distinct while staying uncompromisingly nationalistic. In 1967 Tamil Nadu Assembly elections, Dravidian icon Periyar supported the Congress party and not the DMK, while C. Rajagopalachari supported the DMK. HISTORY: Skilling the Roots for a better growth: Why skill-based Education is a need in India<sup>3</sup> Today skill-based education is not a choice but a need in India. The irreconcilable difference in our country is that while the demand for skilled professionals is quite high, the desire to get skilled is considerably low. Pure academic subjects are always more popular with learners, parents and society as socially acceptable qualifications. Most youth in the country still incorrectly believe that skill-based education leads to low paid jobs and it is perceived to be meant for only academically weak students. India's education system is also characterized by a high 'school dropout rate', with as many as 56.8 per cent students leaving school before reaching the qualifying examination of 10th standard. There is a definite need for skill development to be brought to the forefront to enable this section of society to become employable. If we look at the graduate segment, according to one particular study, only 25 per cent are considered "employable" by employers. The biggest challenge is the lack of employability skills. As a result, the individual's ability in the work environment in terms of communication, presentation, interpersonal skills, teamwork, etc. does not meet the desired expectations.

Inculcating employability skills requires huge efforts on the part of our education system to bring in the transition to the role from a “student” to a worker and prepare the candidates for the modern working world. ACCORDING TO ME: Education Builds Self-Reliance in a Changing World Self-reliance is rooted in a fundamental belief that you can change your circumstances. That what you do and how you do it will affect your future. The question is, how does one become self-reliant? Self-reliance is rooted in a fundamental belief that you can change your circumstances. That what you do and how you do it will affect your future. The question is, how does one become self-reliant? In the developed world there are abundant possibilities. Our lives are full of opportunities to learn self-reliance, and we are encouraged to go out and make our marks on the world. We learn from our teachers, and our study efforts become good grades. We learn from our encouraging parents, and take bold steps in our lives. Our histories are full of innovators and self-starters who invented, researched, created and changed the world. It seems we learn to be self-reliant when those around us model that trait for us and make sure we understand the importance of it.

As we examine education in today's world, we look for approaches which motivate, intrigue, and include all children, including those in the developing world. How are we educating our children, and how is that education helping them to be ready for their future? There has been a lot of discussion in the last few years about the traditional system of education and whether or not it is doing the job our future needs. The systems in place are not changing as fast as the world around us. But innovations are emerging which show great promise. A good example is Sugata Mitra,

winner of the TED Prize in Education. He conducted an experiment by leaving a computer accessible to a population of children living in extreme poverty in India. Without any instruction at all they figured out how to use it. They learned English, searched through many websites on their own and then taught other children. They demonstrated a very powerful human trait, when confronted with a problem, to 'just figure it out.' Other research shows that if you give children a piece of technology with no instructions at all, they'll figure it out to its fullest potential. Conversely, if you give children a piece of technology with instructions about the function, they often won't explore further.

We need our future generation out there questioning and learning and pushing the boundaries. A recent Wired article told the story of Sergio Juárez Correa, a teacher in a poor school in Matamoros Mexico. Frustrated by the lack of tools and resources, and faced with an equally frustrated and bored group of students, he chose to do something different. Juárez Correa read about Mitra's work and decided to give the ideas a try. It was tremendously successful and one of his students, Paloma Noyola Bueno placed first in her whole country on their national exam. Ten of his students finished in the 99.99th percentile. New 'national education policy' is a step towards self-reliant India: PM Modi The new National Education Policy is a step towards Atmanirbhar Bharat (self-reliant India). It aims to strengthen research and development, innovation and entrepreneurship in the country, Prime Minister Narendra Modi said on Friday. Addressing students at Visva Bharati University during their convocation, Modi said, it is for them to choose whether to fret about a problem and be a part of it; or they would want to step up and create solutions. He

pointed out that, on the one hand, there were those spreading terror and violence globally, and these people are also highly educated and skilled. But then, on the other hand, others risked their lives to save people from Covid-19 “It’s not about ideology. It’s about mindset. It is up to you to be a part of the problem or step up and find a solution.

Just because there is a fear of failure, it does not mean one will not take risks. The youth should take risks, and we are there to support them,” the Prime Minister said. The convocation address was delivered through video conferencing. Modi spoke about the changes being made through the National Education Policy and how it was a step towards a “good future”. The policy will allow students to choose and study in a language of their choice, apart from fuelling innovation, R&D and entrepreneurship. “It (National Education Policy) has given students complete freedom to show their ability and study different subjects in languages of their choice,” he said.

**CONCLUSION:** The Covid-19 pandemic has adversely affected the Indian economy and society. Atmanirbhar Bharat is a move towards making India more self-reliant in the post Covid19 world. For India to be truly self-reliant, government should focus on education, health, human capability and research and development. The mission will definitely support the resurgence of Indian economy.

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6. [www.abpnews.in](http://www.abpnews.in) By Heena Rajpurohit

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## **MGNREGA Scheme as an academic specialization**

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### **Abstract:**

For more than 15 years, the Mahatma Gandhi National Rural Employment Guarantee Scheme, 2005 has provided a safety blanket for the struggling poor. In addition to a global health catastrophe, the world is currently dealing with a number of challenges from all directions, including the climate crisis, resource degradation, hunger, and poverty. Additionally, a multifaceted program like MGNREGA enables people to have secure employment in their communities, preserve natural resources, and develop any kind of enduring assets while also being socially inclusive. A scheme like this can provide a solution to numerous issues the country is currently facing.

In order to ensure the program's smooth operation, this paper seeks to determine the potential for developing a unique multidisciplinary academic curriculum for MGNREGA. This concept is supported by the new National Education Policy's emphasis on holistic multidisciplinary education. (2020). In order to identify structural problems with the Mahatma Gandhi National Rural Employee Guarantee Scheme (2005; case study: Thiruvarur district), the paper analyzes its structure and performance. A few of the program's pertinent themes, such as social audit, payment delivery, the effect of COVID, and their success nationally, are shown in the literature review, and it compares these to the field findings.

### **Introduction:**

MGNREGA, 2005, voted as one of its first and world's largest rights based social protection scheme(Porras and Kaur)has developed beyond giving people a guaranteed livelihood security for 100 days per year, it has succeeded in creating public assets, rural infrastructure, minimizing the gender gap in wages, bringing bargaining power of the poor, creating a demand in the economy.MGNREGA has

successfully created and preserved social and natural assets while far exceeding its original goals. The arrival of COVID-19 and the ensuing reverse migration have necessitated the creation of additional employment. More students who have only studied MGNREGA should be positioned in order to react to other structural problems and the effects of COVID-19 effectively.

**Objective:**

To know about the scope of offering MGNCRE as a professional specialization.

**Methodology:**

Both primary and secondary data are used in the study. Face-to-face conversations with the staff at the Block Development Office of the District Rural Development Agency at the District Headquarters in Thiruvarur have been used to gather primary data. The MGNREGS MIS database and different journal articles provided the secondary data. Field observations and statistical data from the NREGA app and MIS dashboard were compared to earlier literary proof.

**Literature Review:**

The goal of MGNREGA's founding was to provide guaranteed unskilled employment on demand for a minimum of 100 days. To organize, monitor, and carry out the job, it brings administrative bodies from all levels together. The initiative largely organizes and networks with the laborers with the help of Panchayat Raj Institutions. (Centre for Wage Employment and Poverty Alleviation, NIRD)

The Block officials, who serve as the link between the state body that makes policy and the village local body that determines the demand for labor, are primarily responsible for implementation. Block level employees in Tamil Nadu feel overworked, according to Natesan and Marathe. (Natesan and Marathe)

The Mahatma Gandhi National Rural Employment Guarantee Act of 2005 is a piece of legislation that guarantees employment in exchange for payments; it is not a



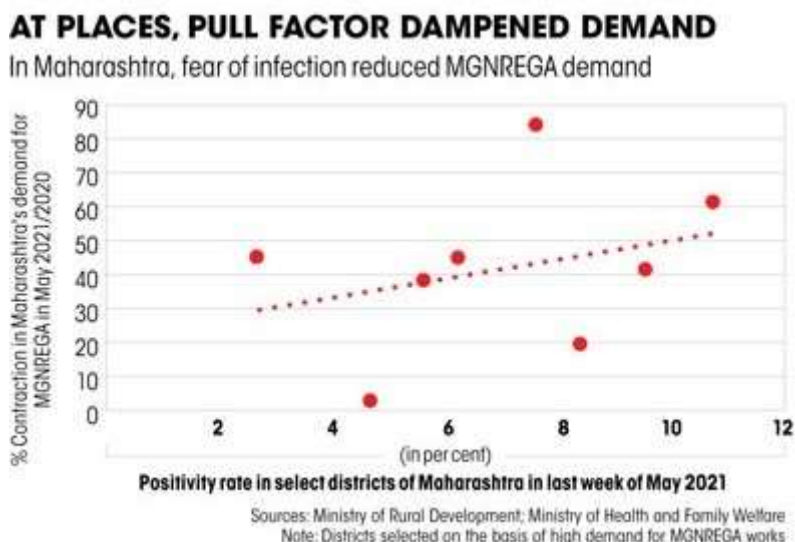
subsidy or benefits program, it is essential to understand. Therefore, connecting Aadhar seems legally incorrect. (Nandy). Wage payments may not be delivered on time for a variety of causes, including delayed payments, rejected payments, and inactive Aadhar.

Social audits are a widely used instrument to increase government accountability and transparency. They educate the populace and enable them to "see through" the formulation and execution of government policy. They hold open forums where the recipients can air their complaints.(Aiyar and Mehta).

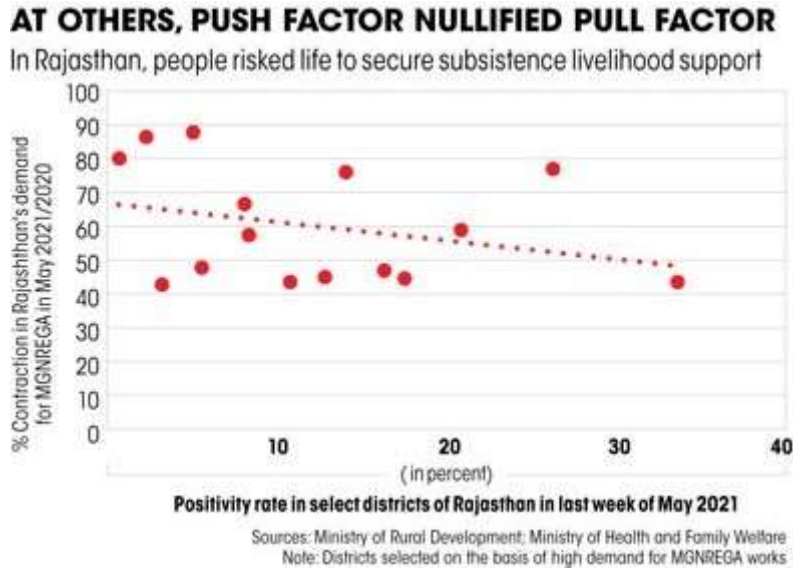
Covid-19 has increased the number of poor individuals by 400–500 million worldwide.(McCloskey). "We are in this together" is a myth; for the impoverished and vulnerable, reality is quite different. India's rural areas were least affected by the first outbreak of COVID-19. Because there were fewer possibilities for labor from other private landowners, there was an increase in demand for work. However, it suffered at the beginning of the second wave as the pandemic began to seriously disrupt rural life and the local government was unable to give the program top priority.(Mohapatra and Hussain).

Two kinds of demand patterns were observed among the states after May 2021.

i, pull factor, where the workers show hesitancy because of rising cases (Fig. 1)



ii, push factor, where the workers demand and sign up for job for sustenance even when there is rise in covid cases,



**Figure 2: Push factor in demand**

Source: Ministry of Rural Development

The third national education strategy for India, which was created in 2020, gives the growth of multidisciplinary higher education in India high priority. The goal of the strategy is to create multidisciplinary higher institutions rather than standalone universities, with an emphasis on removing rigid boundaries between disciplines. It emphasizes having a course with a civic purpose, ethics, and community involvement.(Ministry of Human Resource Development)

**Findings from the field:**

The research area was chosen to be the Thiruvarur district. The area consists of ten buildings. Two Block Development Officers are assigned to each block, and there are six of them stationed at the district offices, one of whom is specifically assigned to the MGNREGS program.

The District Rural Development Agency is in charge of the MGNREGS program. Four IT employees are also made available to the BDO working with MGNREGS, as the initiative places a high priority on information and communication technology.

Out of the 5 lakh laborers registered in the district for MGNREGA employment, 2,76,15 laborers are presently meeting demand. Compared to the national norm of 50%, only 67 percent of all employees have their Aadhar linked to their bank account. There is one project manager per block. It is crucial to observe that, in Tamil Nadu, Block Development Officers are overworked while Project Officers are in short supply, according to Natesan and Marathe (2017).

For ease of administration, the district has been split into 765 clusters. When it comes to payment delivery, the region has a decent track record. Workers typically receive their wages within a week. Only the system's integration of CLFs, or Cluster Level Facilitators, made this feasible.

**Figure 3, shows Block-wise details of delayed payments for the financial year of 2021-22**

S.No	Block	Payment Between 0-8 Days		Payment Between 9-15 Days		Total Payment delayed beyond 16 Days		Total Payment For Financial Year 2021-2022	
		Total Transactions	Amount Involved	Total Transactions	Amount Involved	Total Transactions	Amount Involved	Total Transactions	Amount Involved
1	VALANGAIMAN		1309.2	3	0.05	0	0	146889	1309.25
2	NANNILAM	98057	991.52	0	0	0	0	98057	991.52
3	KUDAVAASAL	102243	1102.62	0	0	0	0	102243	1102.62
4	THIRUVARUR	119642	1279.12	2	0.03	0	0	119644	1279.15
5	KORADACHERI	93933	912.16	0	0	0	0	93933	912.16
6	MANNARGUDI	132489	1368.34	0	0	0	0	132489	1368.34
7	NEEDAMANGALAM	86173	878.97	0	0	2	0.03	86175	879
8	KOTTUR	199471	2129.49	0	0	0	0	199471	2129.49
9	THIRUTHURAIPOONDI	101809	1113.18	0	0	0	0	101809	1113.18
10	MUTHUPETTAI	142935	1530.66	45	0.42	0	0	142980	1531.08
	Total	1223638	12615.26	50	0.5	2	0.03	1223690	12615.79

**Source: MGNREGA MIS DASHBOARD**

'Street level' employees known as Cluster Level Facilitators are in charge of ensuring that laborers receive their payments without incident. The officials at the cluster level select these facilitators from among the workers. For this job, employers prefer candidates who are adept at using Android smartphones and have a rudimentary understanding of online documentation.

Only 2 transactions, out of a total of 12,26,476 transactions completed during the fiscal year 2021–2022, were delayed for longer than the allowed 15 days, suggesting that these measures are also effective.

The beneficiaries can air their complaints at public meetings that are held. Due to COVID-19, the audit for 2020–2021 was delayed. It has since been rescheduled, and it

is presently being carried out. Special gram Sabha meetings are held to hear the complaints that have been gathered. Video documentation of it is the responsibility of the Block Resource Person.

The desire for work has increased due to Covid-19. After the pandemic, the number of working employees in the system rose from 2.16 lakhs in 2018–19 to 2,76,15 lakhs. The number of people's working days has also grown, going from 47 lakhs in 2018–19 to 90 lakhs in 2020–21. This demonstrates that there has been a push element in the district.

In terms of the program's labor, 2,700 km of channel cleaning have already been completed. The employees have also planted 5, 50,000 lakhs of hybrid palm seeds in their spare time and this was regarded as "out of interest" and underpaid.

The elected local government representatives have a significant influence on the types of jobs that are in demand. Since these local authority positions have been vacant in Tamil Nadu for more than ten years, there is a significant communication gap between the workers and the implementers of policies. The local desire for particular job types is not getting through to the officials.

### **Discussions and Conclusion:**

The district is doing a great job when it comes to payment delivery, as only 2 operations have taken longer than the allotted 15 days. It was 4 for the 2020–2021 periods. Payment delivery hasn't changed much even after the introduction of Payment gentrification, which gives some disadvantaged areas priority over others. These run counter to the widespread proof.(Libtech India).Unpaid labor or work done out of interest is used to describe a significant amount of work that should be classified as ecosystem services.

More young people engaging in direct collaboration with Panchayat Raj institutions translates into more students learning about and utilizing MGNREGA.A comprehensive education that also benefits the neighborhood is required by national education policy. MGNREGA is an illustration of how a comprehensive program with strong legal support can reach far into rural regions, breaking down administrative and logistical barriers. NEP has shown us a way where students from multiple backgrounds can come together through multidisciplinary courses and work for the

better, and it is our social responsibility to device a professional course targeted at students from multiple backgrounds who can come together and play their part in reducing the gap in what the program aims to deliver and the rural reality.

NEP has shown a way forward where students from multiple backgrounds can come together through multidisciplinary courses and work for the development of better, and it is our social responsibility to device a professional course targeted at students from multiple backgrounds who can come together and play their part in reducing the gap in what the program aims to deliver and the rural reality.

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**“National Education Policy 2020**

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**Abstract :**

This study aims to identify the perception of National Education Policy 2020 amongst students of MBA and Faculty members of Nagpur City. Convenience sampling technique was used for data collection. Questionnaire was made and distributed among all MBA students (including current and Passouts) and faculty members. Responses were collected from 80 students and 17 faculty members of Nagpur city. Data was analyzed using MS-EXCEL for making pie-charts and graphs for Descriptive Analysis and SPSS Software was used for Inferential Analysis. Independent Sample T-test was used to test the hypothesis.

**Keywords:** National Education Policy, Higher Education Institutions (HEIs), Gross Enrolment Ratio (GER), National Testing Agency (NTA), Online Distance Learning(ODL)

**Introduction**

Education is fundamental for achieving full human potential, developing an equitable and just society, and promoting national development. Providing universal access to quality education is the key to India’s continued ascent, and leadership on the global stage in terms of economic growth, social justice and equality, scientific advancement, national integration, and cultural preservation. Universal high-quality education is the best way forward for developing and maximizing our country's rich talents and resources for the good of the individual, the society, the country, and the

world. India will have the highest population of young people in the world over the next decade, and our ability to provide high-quality educational opportunities to them will determine the future of our country.(NEP 2020, Ministry of Human Development, Government of India)

### **Salient features of NEP 2020: Higher Education**

- Recognizing, identifying, and fostering the unique capabilities of each student, by sensitizing teachers as well as parents to promote each student’s holistic development in both academic and non-academic spheres.
- According the highest priority to achieving Foundational Literacy and Numeracy by all students by Grade 3.
- Flexibility, so that learners have the ability to choose their learning trajectories and programmes, and thereby choose their own paths in life according to their talents and interests.
- No hard separations between arts and sciences, between curricular and extra-curricular activities, between vocational and academic streams, etc. in order to eliminate harmful hierarchies among, and silos between different areas of learning.
- Multidisciplinarity and a holistic education across the sciences, social sciences, arts, humanities, and sports for a multidisciplinary world in order to ensure the unity and integrity of all knowledge;
- Emphasis on conceptual understanding rather than rote learning and learning-for-exams.
- Creativity and critical thinking to encourage logical decision-making and innovation;
- Ethics and human & Constitutional values like empathy, respect for others, cleanliness, courtesy, democratic spirit, spirit of service, respect for public property, scientific temper, liberty, responsibility, pluralism, equality, and justice;
- Promoting multilingualism and the power of language in teaching and learning;
- Life skills such as communication, cooperation, teamwork, and resilience;



- Focus on regular formative assessment for learning rather than the summative assessment that encourages today's 'coaching culture
- Extensive use of technology in teaching and learning, removing language barriers, increasing access for Divyang students, and educational planning and management
- Respect for diversity and respect for the local context in all curriculum, pedagogy, and policy, always keeping in mind that education is a concurrent subject
- Full equity and inclusion as the cornerstone of all educational decisions to ensure that all students are able to thrive in the education system
- Synergy in curriculum across all levels of education from early childhood care and education to school education to higher education
- Teachers and faculty as the heart of the learning process – their recruitment, continuous professional development, positive working environments and service conditions;
- A 'light but tight' regulatory framework to ensure integrity, transparency, and resource efficiency of the educational system through audit and public disclosure while encouraging innovation and out-of-the-box ideas through autonomy, good governance, and empowerment
- Outstanding research as a corequisite for outstanding education and development
- Continuous review of progress based on sustained research and regular assessment by educational experts
- A rootedness and pride in India, and its rich, diverse, ancient and modern culture and knowledge systems and traditions.
- Education is a public service; access to quality education must be considered a basic right of every child
- Substantial investment in a strong, vibrant public education system as well as the encouragement and facilitation of true philanthropic private and community participation.

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## **Literature Review:**

- **Dr. Nandini Banerjee, Dr.Amarnath Das, Ms.Sreya Ghosh**, September 2021,National Education Policy 2020 : Critical Analysis, To find out the basic principles of NEP 2020 To Highlights the different stages of education, To study the advantages of NEP 2020, NEP 2020 can improve the quality of education. By 2030 NEP will fulfill its objective, Higher education system will move from marks centric to skills centric, learning centric to research centric , information to knowledge centric & choice to competency centric. This policy gives lifelong education to every student.
  
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- **Dr.Rahul Pratap Singh Kaurav, Prof. K.G. Suresh, Dr. Sumit Narula Raturaj Baber**, 06 December 2006, NEP: Qualitative (contents) analysis & twitter mining (sentiment analysis), Aims to identify concerns & focus of NEP. Focus on 3 aspects –course, language, students. Policy is considered as positive & welcoming step.

- **L. Devi & Cheluvvaraju**, 15 December 2015, A study of Awareness about the impact of NEP 2020 among the stakeholder of commerce & management Disciplinary, To understand NEP 2020. To analyze the effect of NEP 2020 on Commerce & Management, To compare the outcome of Existing NEP & NEP 2020, To suggest the Institutions based on research design. The comparative study on current NEP & NEP 2020 has pointed out drawbacks of current NEP which was affecting the growth of Indian economy & youths in achieving their goal. NEP 2020 leads all the stakeholders to meet the industrial demands at national & global level so that the standard of living & overall economic growth is achieved significantly. Any changes in present scenario will have both positive and negative impacts.

**Objectives:-**

- To study the perception of MBA students and faculty in Nagpur city towards NEP 2020.

**Hypothesis:-**

- There is no significance difference in perception of student and faculty members towards NEP 2020.

**Research Methodology:-**

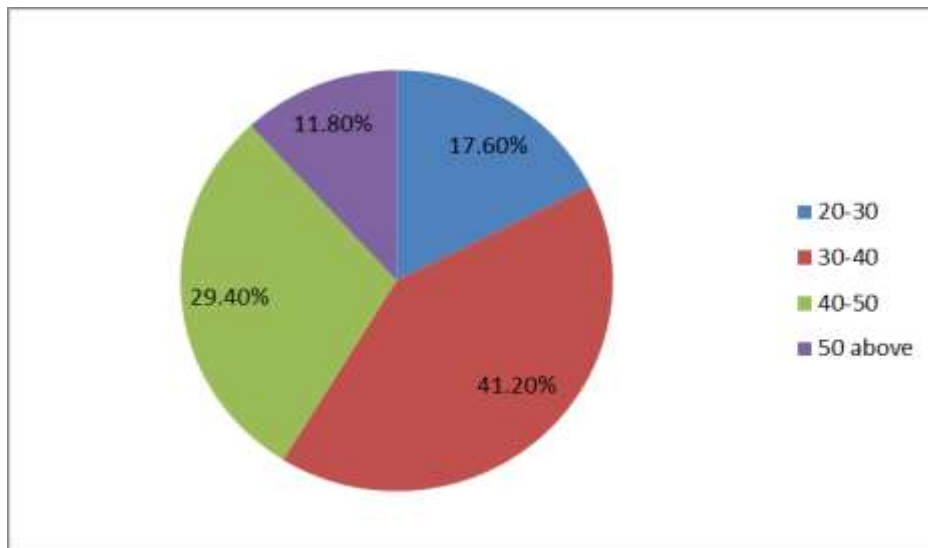
The area covered Nagpur City. Sampling frame consist of MBA students and faculties of Nagpur city. Sample size was 80 students and 17 faculties of Nagpur. Convenience sampling technique was used for data collection. Questionnaire was used to collect primary data.

Journals, websites, books, newspaper were referred for some research objectives to collect secondary data. The statistical software SPSS was used to analyse the generated data. MS-Excel for making pie charts and graphs were used for Descriptive analysis and SPSS Software for Inferential Analysis applying Independent sample t-test.

## Findings:

- **Descriptive Analysis**

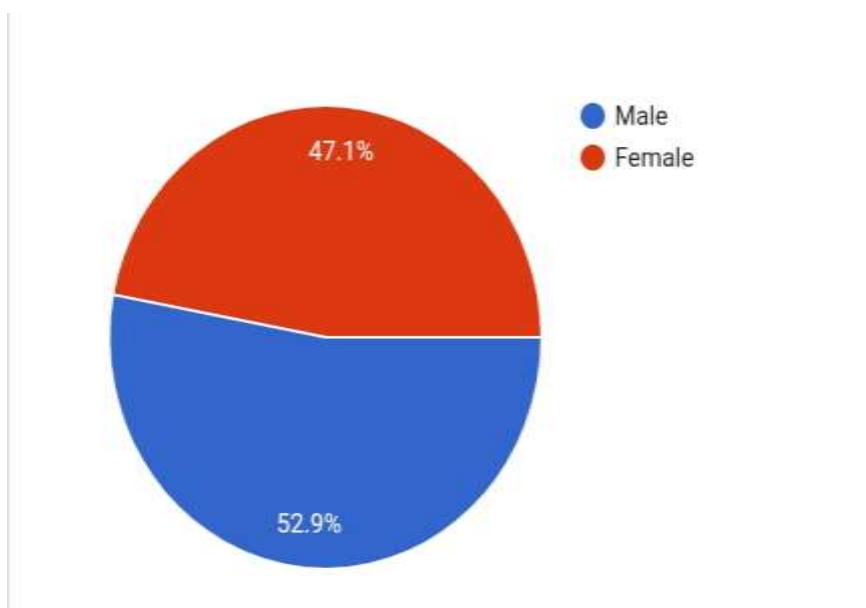
- Age(FACULTY)



**Figure no.1:** age of faculties

The data is of responses given by 17 respondents. The chart and pie diagram represents that maximum number of respondents is from 30-40 age group with 41.2%.

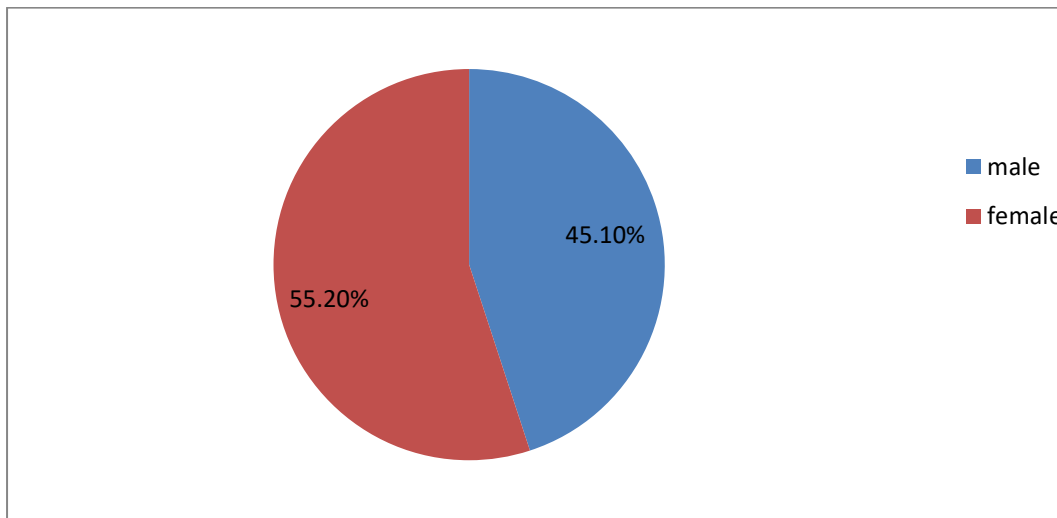
- Gender(FACULTY)



**Figure no.2:** gender of faculties

The data is of responses given by 17 respondents among faculties. The chart and pie diagram represents the data of gender of faculties. According to the responses female respondents are more than male respondents with 52.9%.

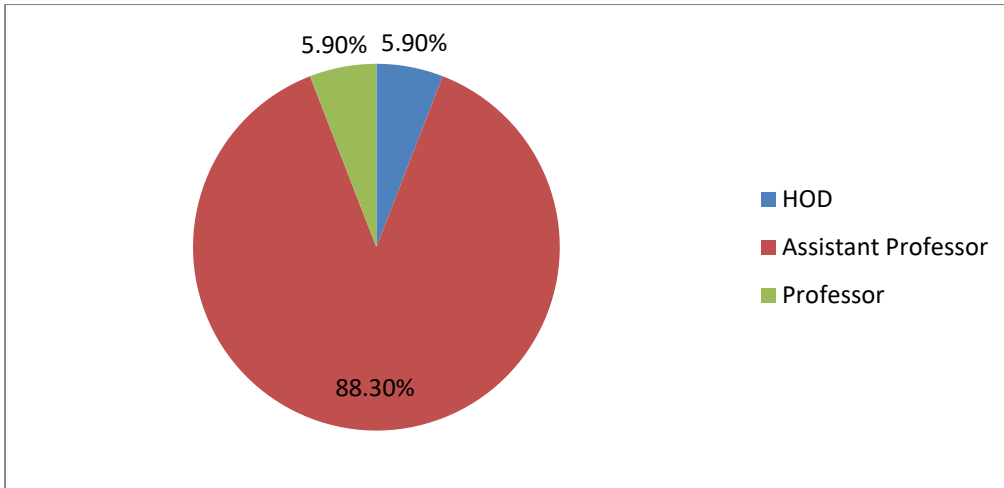
➤ Gender(STUDENTS)



**Figure no.3:** gender of students

The data is of responses given by 80 respondents among students. The chart and pie diagram represents the data of gender of students. According to the responses female respondents are more than male respondents with 55.20%.

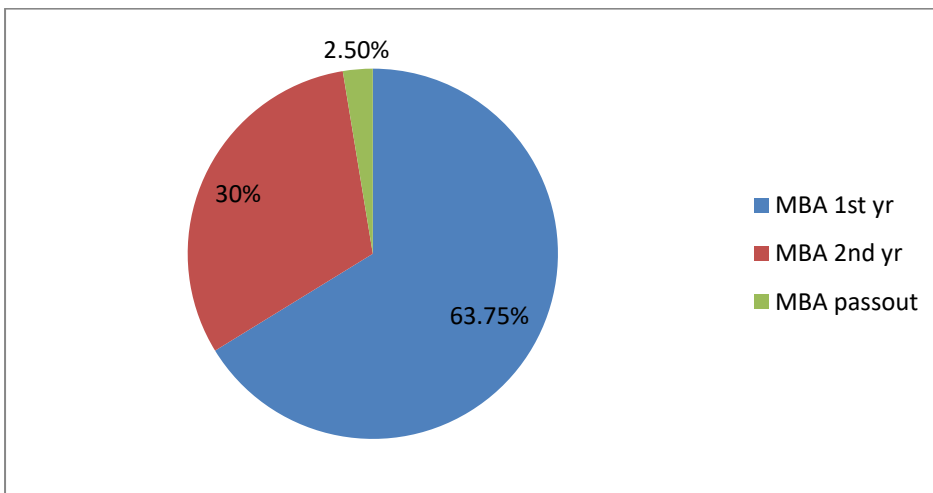
➤ Designation(FACULTY)



**Figure no.4:** designation of faculties

The data is of responses given by 17 respondents among faculties. The chart and pie diagram represents the data of designation of faculty members. According to the responses number of Assistant professors are more with 88.30%.

➤ Year wise distribution (STUDENTS)



**Figure no.5:** year wise distribution of students

The data is of responses given by 80 respondents among students. The chart and pie diagram represents the data of designation of MBA students. According to the responses number of MBA 1<sup>st</sup> year students are more than others with 63.75%.

## Inferential Analysis

### HYPOTHESIS

**Table 1**

Group Statistics					
	Category	N	Mean	Std. Deviation	Std. Error Mean
Average	1	17	3.3612	.25519	.06189
	2	80	3.7971	.54131	.06052

From the table it can be seen that, mean for average of responses of faculty and students is 3.3612 & 3.7971.

For testing hypothesis independent sample t test was used.

**Table 2**

**Independent Samples Test**

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Equal variances assumed	3.208	.076	-3.235	95	.002	-.43595	.13477	-.70349	.16841
Equal variances not assumed			-5.036	51.659	.000	-.43595	.08657	-.60968	-.26222

From the above table it is observed that p value for faculties and students was 3.36 & 3.79 was 0.02 & 0.000 which is less than the level of significance 0.05. This indicates that there is enough evidence to reject the null hypothesis. We can conclude that perception of faculties & students is statistically significant.



## **Conclusion**

The study shows that perception of MBA students and faculties towards National Education Policy 2020 is statistically significant. It can also be concluded that most of the students and faculties are aware about the NEP policy and are satisfied with the changes of it.

From the above study it is observed that most faculty members belongs to 30-40 years of age i.e (41.20%). 52.9% of respondents are male among faculties holding the position of Assistant Professor (88.30%). 63.75% of respondents among students belongs to MBA 1<sup>st</sup> year which includes 55.20%.

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- [https://www.ugc.ac.in/pdfnews/5294663\\_Salient-Featuresofnep-Eng-merged.pdf](https://www.ugc.ac.in/pdfnews/5294663_Salient-Featuresofnep-Eng-merged.pdf)

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## **SHORT STRADDLE IS BETTER THAN SHORT STRANGLE**

**Kuldip Wasnik**

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### **Abstract: -**

The usage of options techniques in the financial markets is thoroughly reviewed in this research study. We investigate how short straddle can be a better wager than short strangle by looking at historical data and performing some calculations. The report also examines the benefits and drawbacks of utilising options as a financial instrument. Overall, for investors, scholars, and practitioners interested in options, this study offers insights into the numerous facets of straddle trading and serves as an invaluable resource.

**Keywords: - Straddle, Strangle, options, call, put, NSE**

### **Introduction: -**

**Options:** There are mainly 2 types of option

**Call Option (CE)** – The holder of a call option has the right, but not the responsibility, to purchase the underlying asset at the fixed price (referred to as the strike price) within a given time frame. A stock, commodity, money, or other financial instrument could be the underlying asset. A call option buyer anticipates that the price of the underlying asset will rise, enabling them to acquire it for less than market value and benefit on the price discrepancy. If the buyer decides to exercise the option, the seller is compelled to sell the underlying asset at the predetermined price.

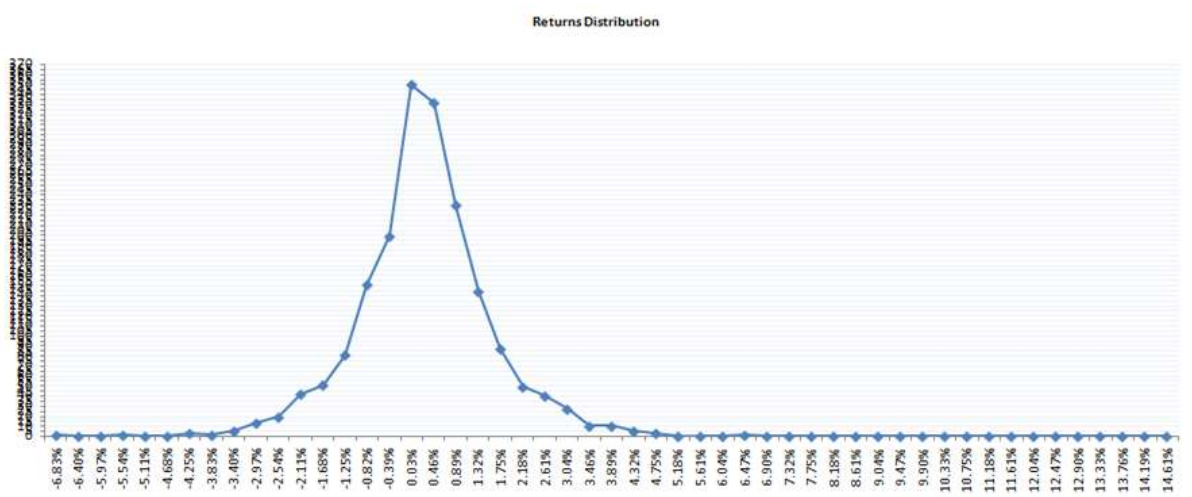
**Put Option (PE)** –The holder of a put option has the right, but not the responsibility, to sell the underlying asset for a predefined price (known as the strike price) within a given time frame. The underlying asset can be a stock, commodity, currency, or other financial instrument, just like call options. A put option buyer anticipates a decline in

the value of the underlying asset, which will enable them to sell it for more than the market value and make money on the difference. If the buyer elects to exercise the option, the seller is compelled to acquire the underlying asset for the fixed price.

The premium that the buyer of an option pays to the seller in both situations represents the buyer's maximum loss and the seller's maximum profit from the exchange. In contrast to the seller, whose profit is restricted by the premium received and whose loss is unbounded, the buyer's risk is defined by the premium paid but the profit is theoretically boundless.

	<i>Return</i>	<i>Risk</i>
<i>Long</i>	<i>Unlimited</i>	<i>Premium Paid</i>
<i>Short</i>	<i>Premium Received</i>	<i>Unlimited</i>

Market data shows that trends only occur 30% of the time, with the other 70% of the time being range-bound. Because a protracted period of range-bound market action results in a higher rate of premium decay, this is advantageous for option sellers.



As you can see in the image above, the market moves laterally for the majority of the day and is range-bound, moving between -0.05% and 0.05%. The market may also open with a gap up or down. We use non-directional trading tactics including straddle, strangle, butterfly spreads, and calendar spreads for these types of markets.

**Literature Review: -**

Since Frank Knight realised there was a distinction between risk and uncertainty, financial economists have been working to understand, record, and quantify risk (Knight, 1921). While the latter cannot be quantified, the former could. Although expected or forward-looking risk cannot be immediately observed, there are many techniques to quantify it. The most popular risk estimators include more forward-looking implied volatility from option pricing as well as backward-looking metrics like historical volatility and other GARCH models, such as Exponentially Weighted Moving Averages (EWMA). The best risk metric continues to be a topic of discussion today.

Poon and Granger (2003) conducted a thorough review by compiling 93 publications that had been published and looked at various volatility models. They conclude from their analysis that the Black-Scholes-Merton model's implied volatility, which they calculated from option prices (Black & Scholes, 1973; Merton, 1973), was superior to historical volatility and a number of GARCH models.

Looking into S&P100® options, Canina and Figlewski (1996) discovered that implied volatility was "a poor prediction of later realised volatility. Implied volatility had almost little association with future volatility overall and across subsamples divided by maturity and strike price, and it did not take into account the information in recent observed volatility. Options markets offer a potentially reliable framework for quantifying risk based on market participants' expectations. Risk managers and strategists have relied on options prices to account for the immeasurable metric of projected volatility for many years. The first volatility index, known as the VIX, was created by the Chicago Board Options Exchange (CBOE) in 1993 using option prices for the S&P 500. (VIX White Paper 2019). The VIX gained widespread attention during the 2008 credit crisis and is now known as the "investor fear gauge" (VIX White Paper, 2019; Whaley, 2009).

Several academic articles have used the VIX to predict future risk and evaluate how it may affect certain companies, other indexes, and different assets other than the traditional S&P 500 benchmark. It has been well established in the literature that

implied volatility and stock returns, as well as the VIX and S&P 500 returns, are mainly inversely correlated (Brenner and Galai, 1989; Anderson T. G. et al., 2001; Coval and Shumway, 2001; Granger and Poon, 2003; Giot, 2005; Whaley, 2009; Fu, Sandri & Shackleton, 2016).

While volatility predictions are a crucial component of risk management for any financial institution today, understanding the relationship between implied volatility and future stock returns has received much less attention. Also, there isn't a lot of research on the effectiveness of specific option trading tactics, specifically naked option short selling (Coval and Shumway, 2001; Bollen and Whaley, 2004; Chaput and Ederington, 2005). As "zero beta at-the-money long straddle bets" result in substantial losses, Coval and Shumway (2001) argue that there must be another component factored into option returns. So, shorting the identical tactics ought to result in gains.

Short-term S&P 500 put options are "grossly overpriced," according to Bondarenko (2014). Bollen and Whaley (2004) agree that there can be instances where the implied volatility exceeds the real volatility of the underlying asset, but they come to the conclusion that there is a "volatility markup" that covers the operating expenses of market makers. Additionally, they discover that S&P500® option prices are significantly higher than what the Black-Scholes-Merton model with real volatility would predict. They were unable to uncover viable arbitrage opportunities, though, when they took into account the cost of insuring the risk involved with shorting options. Similar to the last example, Fleming (1999) demonstrates how implied volatility for S&P100® options routinely overestimates future stock market volatility while simultaneously showing that any trading gains would vanish once transaction costs are taken into account.

## **Objective of the study**

In order to determine the best technique for consistently generating profits when trading on the Nifty index of the Indian stock market, the study compares the performance of two strangle tactics at various legs.

## **Analysis -**

### **Short Straddle: -**

Using the same strike price and expiration date, the trader sells both a call option and a put option as part of the short straddle options trading strategy. The trader is exposed to potentially limitless danger with this method, but it also earns a premium from the sale of the options. In order for both options to expire out of the money and for the trader to be able to keep the premium from selling the options, the price of the underlying asset must remain reasonably steady when selling a short straddle. However, because the trader is required to purchase or sell the asset at the strike price, they might sustain huge losses if the price of the underlying asset changes significantly in either way. A short straddle's maximum gain is constrained to the premium obtained from the sale of the options, while its potential loss is theoretically limitless. The short straddle is therefore a high-risk, high-reward trading technique that is normally only employed by seasoned traders with a high risk tolerance.

**Strategy: -** Short Straddle

**Risk: -** Unlimited

**Profit: -** Premium Received

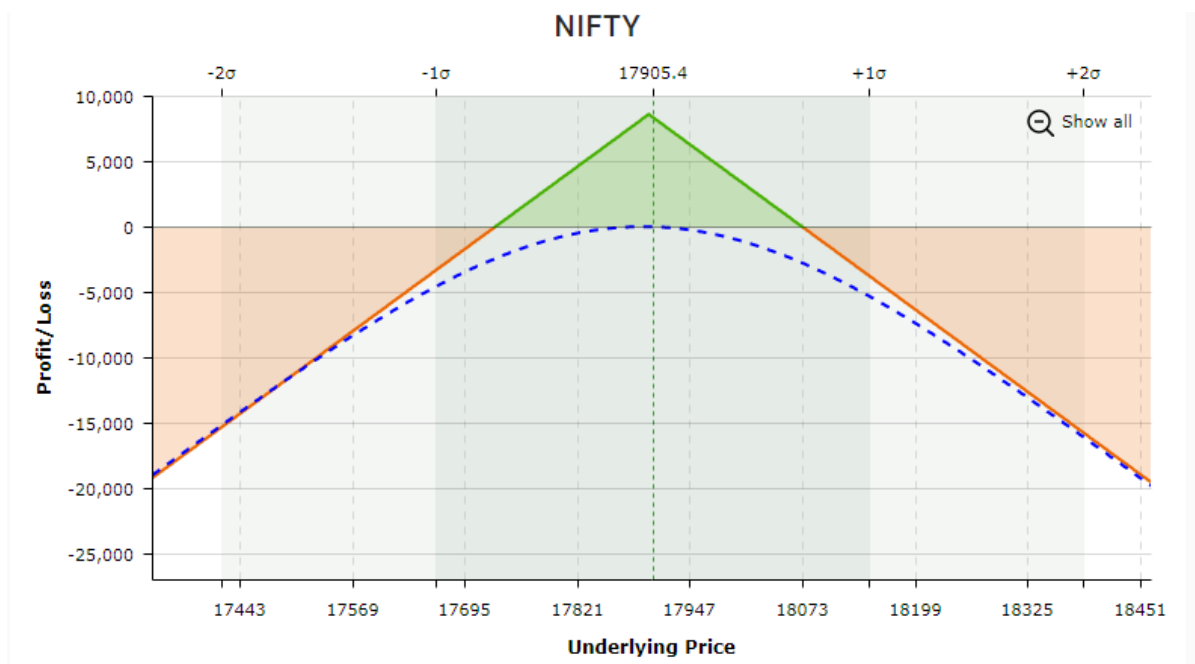
**Type: -** Non Directional Strategy (Hedged)

**Breakeven: -**

- $\text{Upside} = \text{ATM} + \text{Net Premium}$
- $\text{Downside} = \text{ATM} - \text{Net Premium}$

**Margin require: -** It totally depend upon the broker you choose, but still you can make this under 2.5L

## PayoffChart: -



## Construction: -

- Sell at the money Call and Put Option of same strike price and same expiry date.
- Ideal situation is when both Call and Put option trading at near to same price.

*Ideal time: - When your anticipation is the market will not give any large move and remain in range bound or sideways.*

## Example: -

- Let suppose Nifty is at near to 18,000, so our ATM strike is 18,000
- We have to short both 18,000 CE and PE options
- Let suppose they both are trading around 100 each.
- So total premium collected by this strategy is 200 (Max Profit).
- Breakeven are =  $(18000 + 100 = \mathbf{18100})$  &  $(18000 - 100 = \mathbf{17900})$
- But the loss has no limits, if market can move either side seller has credit of only 100 points on each side after that loss begins.

	<b>Call</b>	<b>Put</b>
<b>Long / Short</b>	Short	Short
<b>Strike</b>	18000	18000
<b>Premium</b>	100	100
<b>Spot</b>	18000	

**How it is better than short strangle: -**

- 1) In short straddle we get higher premium as compare to short strangle.
- 2) Due to higher premium it is easier to do any adjustment in the trade while due to low premium in straddle it is hard to do any adjustments.
- 3) Main motive of deployment of these both strategies to earn time value, ATM Strike has highest time value that's why straddle is a better bet than strangle.
- 4) In sideways and choppy market straddle gives better return than strangle.
- 5) Straddle has wider breakeven range than strangle.
- 6) The total Delta in short straddle is near to Zero.
- 7) Volatility is way higher than straddle while deploying this strategy which results in high Mark to Market swings, by holding this position decrease the volatility.
- 8) We can deploy this strategy before any major event like budget days, Result Days, Financial meetings where premium is too high due to volatility and after the event volatility cools down result in decrease in premium.

**Drawbacks of short straddle: -**

- It exposes the trader or investor to unlimited loss.
- Max profit is only the premium collected (Profit is limited).
- High margin requirement which limits the investor ability to engage with other trades Carry high overnight risk.
- It is very sensitive, if the volatility increase it results in large price swings which results in huge losses and it also affect the psychology of trader.
- High M2M swings at the deployment of strategy.
- It can't work on trending days.



**Conclusion: -**

In conclusion, traders and investors trying to manage risk and maybe boost returns may find options methods to be effective tools. There are numerous alternative tactics accessible, each with certain advantages and disadvantages. The finest trading tactics for non-directional traders are the straddle and the strangle. Any person can reduce their losses in accordance with their risk tolerance by employing good risk management and stop losses. Understanding the risks involved with options trading, including the possibility for substantial losses if not employed properly, is crucial for traders and investors. Hence, before using any options techniques, it's essential to have a firm grasp of options pricing, volatility, and other vital elements. The ideal options strategy will ultimately depend on the objectives, risk appetite, and market view of the trader. Traders and investors may be able to enhance their overall performance and reach their financial objectives by carefully analysing market trends and employing the suitable options methods.

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## **IMPACT OF BANKING SECTOR ON INDIAN ECONOMICS**

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### **Abstract**

The banking sector of a country provides a range of services. The financial activities of the banking sector have a significant role in stimulating socioeconomic development. Hence, economic development increases when a nation's financial sector performs better. Previous studies looked at a range of banking sector variables to evaluate the impact of the banking industry on economic growth in both developed and developing countries. There aren't many studies on the impact of India's banking sector on economic growth. This study assesses the impact of the banking sector on India's per capital gross domestic product (GDP) using time series data from 1981 to 2019. Broad money, the proportion of broad money to total reserves, domestic credit to the private sector, final consumption expenditure, annual consumer price inflation, literacy rate, and real interest rate were utilised as the dependant and independent variables, respectively. The association between the aforementioned variables and per capita GDP was determined using regression models, including linear, log-linear, and non-linear. The empirical results show that the ratio of broad money to total reserves, domestic lending to the private sector, final consumption expenditures, and literacy rates are all positive influences on per capital GDP. India's per capita GDP is negatively impacted by both real interest rates and consumer price inflation.

**Keywords:**Gross domestic product (GDP), economic development, the banking industry, India

## **Introduction**

Financial institutions have a crucial role in the socioeconomic development of individuals in many different ways. Also, a nation's efficient financial institutions are crucial for economic development. As a result, financial development contributes to increased consumer demand for goods and services, which supports the country's continued economic progress. Between lenders and creditors, the financial institution known as banking acts as a bridge. The banking sector is useful for producing fresh money, turning deposits into successful investments, and boosting economic growth. The expansion of a nation's overall economy has also been logically shown to be closely tied to the stability of the banking system. Due to this, the banking sector conducts a wide range of activities, such as collecting deposits from both individuals and businesses and disbursing loans to both types of borrowers. 2018 (Communism). As the banking sector syphons off meagre savings from common people and extends loans to them for a range of purposes. The banking industry also nudges customers to deposit their little savings with banks.

The financial institution additionally provides short-, medium-, and long-term loans to the business sector across all industries. Most importantly, it provides direct financial assistance to the rural and corporate communities. This creates opportunities for employment in the industrial and agricultural sectors. It is expected that as the banking sector grows, so will consumer demand for goods and services. The banking industry is also successful at running efficiently, maintaining the sustainability of the financial system, and fostering equal economic advancement by providing the public with simple, secure funding. It also prepares a country's development path for capital. As a result, the banking sector is crucial to a nation's economic development.

Hamid (2017) asserts that the banking sector is essential for maintaining economic growth. The banking sector, in Kumar's opinion (2019), is essential to preserving a nation's economic stability. Bhatia and Mahendru (2015) contend that a strong banking system promotes economic expansion. A strong banking industry helps to increase the mobilisation of deposits and savings to drive economic growth (Karimzadeh, 2012). According to Rajan and Zingales (1998), an effective banking

system mobilises financial deposits and leverages them to build physical assets, boosting economic growth.

India's financial system was constructed in the 18th century, and the General Bank of India was established in 1786. State Bank of India is the oldest bank in India, having been established in 1806. The Reserve Bank of India (RBI) established a national bank on April 1st, 1935. In India, fourteen private banks were nationalised, while four additional banks merged with other public sector banks. The Indian banking industry is supervised and regulated by the RBI. Scheduled and unscheduled banks are two broad categories that can be used to classify Indian banking. All cooperative or commercial banks in India that are listed on the second schedule of the RBI Act of 1934 are referred to as scheduled banks. Cooperative banks are governed by the Society Registration Act. The remaining four categories of commercial banks are: public sector banks, private sector banks, foreign banks, and regional rural banks. Public sector banks are one of the industries that the Indian government is doing.

There are 12 public sector banks in India. The Indian government recently combined several public sector banks to strengthen their balance sheets. In the private sector, banks are owned by people. Many private banks exist, including ICICI and Axis. Foreign banks are registered as banks in India in accordance with the necessary banking licence issued by the RBI. The Government of India developed regional rural banks to improve the use of the banking system at the most fundamental level in rural communities (Jha, 2020). India also has small banks for payments and finance. Little financing banks are available in places where banks are unable to service locals. Payment banks in India provide support for transactions involving payments and remittances.

As the banking sector supported the Indian economy financially at multiple times of economic calamity The Indian banking sector is robust financially and resilient to downturns in the economy. Banks from the public, private, and international sectors make up India's banking system. With more than 79% of the market's shares in their hands, public sector banks dominate. The banking industry contributes 7.8% of India's GDP. Thus, the banking industry is essential to India's

economic growth. Commercial bank loans climbed from 23.5% of GDP in 2001 to 54% of GDP in 2015. The surge in non-performing assets, however, is causing issues for the Indian banking sector. Other financial operations in the banking sector have a favourable and significant impact on the expansion and growth of the economy. However, only a few studies have looked at the connection between India's general economic growth and the financial success of the banking industry. Many research carried out in India have shown that the current researchers must also answer a variety of research questions, including the following:

- What types of services are provided by the Indian banking sector?
- What purpose does the banking sector play in the Indian economy overall?
- How does the banking industry's financial activity effect India's economic expansion?
- What links exist between India's banking sector and the country's economic expansion?

The present study accomplished the following objectives with regard to the aforementioned research topics: Analyze the impact of the banking sector on India's economic development based on prior research. to assess the impact of financial operations in the banking industry on India's economic growth.

### **Objective of Study**

1. To manage the economy's money supply
2. To assist the economy in terms of money.
3. To comprehend the economic stability of a nation.

### **Banking Sector and Economic Development**

The banking sector aids in economic progress and development in a variety of ways. This section describes the role played by the banking sector in numerous countries. industries in the banking sector that promote clients to save and deposit

funds in banks for better and safer returns. Capital formation is a nation's source of life. The banking sector gathers deposits from depositors and lends the money to the general public, businesses, farmers, and other entities in order to make money. Because of this, the banking sector excels at encouraging capital formation. Lending from banking institutions helps the business sector launch new ventures and sectors. The banking industry can provide financial support to new firms.

As a result, the banking sector contributes to the expansion of the entrepreneurial and industrialised ecosystems. Money transfers for the exchange of goods and services via mobile banking, online banking, debit cards, credit cards, and other means are made easier with the aid of a strong banking sector. Since it ensures the food security of the nation, the agriculture sector is a significant contributor to the advancement of the Indian economy. Long-term loans and short-term loans are both provided by the banking sector. Farmers can obtain short- and long-term financing from the banking sector for their agricultural endeavours. Hence, the banking sector promotes agricultural output. In the same way that the banking sector loans money to businesses and industries. As a result, it creates more substantial job opportunities. There is a chance that crises, deflation, and inflation will all hinder economic growth. Inflation, deflation, and crises can all be controlled with the help of a monetary policy. The banking sector is essential to maintaining the financial stability of a country since the central bank of that country sets monetary policy.

### **Association of Banking Sector and Economic Development**

The banking sector is currently one of India's main service sectors. The banking sector in India provides a variety of services, including credit cards, debit cards, ATM services, telebanking, online banking, electronic payments, consumer financing, life insurance, mutual funds, pension funds, regulatory services, and stock brokerage services. As a result, the banking sector is crucial for fostering economic expansion. Past studies have shown, conceptually and practically, that the banking sector positively affects economic growth. For instance, assessed the role that banks played in India's capital formation and economic growth. According to the banking industry, India's economic growth is significantly influenced by the interest margin

and return on assets. Commercial banks are said to be in charge of the financial system and play a big part in economic expansion. Yet, prior studies did not reliably connect the expansion of the banking sector to economic growth. According to an analysis of the relationship between India's economic growth and the country's financial development, Pakistan's banking sector and economic growth have a positive bi-directional causal relationship.

## **Research Methodology**

### **Explanation of Dependent and Independent Variables**

Previous studies have also used a range of indicators, including gross domestic GDP, per capital gross domestic product, and growth gross domestic product as a proxy for economic growth, economic development, and economic proxy among nations. Lang and Reichert (2006) used aggregate output, or real GDP, as the dependant variable, and capital stock and financial sector development as the independent variables. As a result, previous studies have used a range of proxy variables to analyse how the financial and banking sectors affect economic growth and economic development in different countries. For instance, Prochniak and Wasiak (2016) examined how the financial sector affected economic development in 28 EU and 34 OECD countries between 1993 and 2013. The dependent variable in this study is economic growth, and the independent variables are bank non-performing loans, bank capital to assets ratio, market capitalization of listed companies, turnover ratio of traded stocks, and monetization ratio.

Puatwoe and Piabup have assessed the results of the developing financial industry and Cameroon's expanding economy (2017). The gross domestic product, the rate of inflation, the interest rate, and the exchange rate were all taken into consideration when analysing the performance of Indian banks. Guru and Yadav have researched the relationship between financial development and economic growth in the BRICS countries (2019). The credit to deposit ratio, domestic private sector credit, inflation, exports, and secondary enrolment were some of the macroeconomic environment indicators used in this study. A range of macroeconomic indicators, such



as gross domestic product, inflation rate, interest rate, currency rate, and others were used to examine the macroeconomic determinants of profitability of commercial banks in India. studied how these factors affected Pakistan's economic development using the banking sector's lending capacity, innovation, interest margin, and bank investment as proxy measures. Both the stock market capitalization to GDP ratio and the M2 GDP ratio were used in India.

### **Empirical Model**

Economic advancement may not be sufficiently described by a single nation's variable. Gross domestic product, GDP per capita, and growth in GDP have all been used in previous empirical studies as indicators of economic advancement. Per capital GDP is used as a stand-in for economic development in order to assess the relationship between that development and the financial activities of the Indian banking sector. Using GDP per capital as a stand-in for economic growth, it also looked at the relationship between economic growth and India's financial development. This study uses the ratios of broad money to total reserves, domestic loans to the private sector, and broad money as a percentage of GDP to assess the impact of the banking sector on per capital GDP. Real interest rates (%) play a big part in motivating the general public and business sector to take out loans from the banking sector. As a result, it is projected that when the real interest rate rises, the per capita GDP may decline. The demand for goods and services may decline if consumer price inflation (annual%) increases in a country.

### **Process to Select an Appropriate Model**

In this study, dependent and independent variables' time series data from 1981 to 2019 are employed. The normality, stationary, unit root, autocorrelation, multicorrelation, and heterosexuality of the time series data should therefore be carefully considered. To guarantee that the data are normal, the skewness and kurtosis values of each variable are calculated. Each variable in the time series data is tested to see if there is a unit root using the Augmented Dickey-Fuller (ADF) unit root test (Singh, 2017). A large percentage of variables show stagnant behaviour. By multi-

correlation, the linear relationship between the explanatory variables is shown. Thus, the variance inflation factor is employed to ascertain whether multi-correlation exists (VIF). The occurrence of autocorrelation in time series data is one of the key problems (Singh, 2017). As a result, Durbin-Watson d-statistics and Durbin's Alternate test are applied to time series data to ascertain the presence or absence of auto correlation. The Breusch-Pagan/Cook-Weisberg test and the IM-test decomposition by Cameron and Trivedi are used to detect whether the time series data are heteroskedastic (Singh, 2017). The Ramsay RESET test is used to determine whether the empirical model's well-defined function form since linear, logarithmic, and nonlinear regression models were all used in this study (Singh, 2017). Additionally, the proposed model evaluates the consistency of the regression coefficients of the explanatory variables using the Akaike Information Criterion and the Bayesian Information Criterion (BIC).

### **Conclusion and Policy Suggestions**

The primary objective of this study is to examine how, in light of prior research, the banking sector has impacted India's economic development. The impact of banking sector financial activities on economic growth is then assessed using empirical analysis. Per capita GDP served as the dependant variable in this study, while the independent variables included broad money as a percentage of GDP, broad money to total reserves ratio, domestic credit to private sector as a percentage of GDP, final consumption expenditure as a percentage of GDP, annual consumer price inflation, literacy rate, and real interest rate in a time series from 1981 to 2019. The regression coefficient between the explanatory variables and per capita GDP is computed using linear, log-linear, and non-linear regression models. The results show that wide money-to-reserve ratios and domestic lending to the private sector are beneficial for per capita GDP. Moreover, domestic consumer spending seemed to have a positive impact on GDP per capita. Real interest rates and consumer price inflation have a negative effect on GDP per capita. Consequently, it is suggested that India should restrict interest rates and consumer price inflation in order to increase demand for goods and services on the domestic market. It would be advantageous to boost employment opportunities and, as a result, India's per capita GDP. The literacy

rate has a considerable impact on per-capita GDP as well. As A literate person has a higher likelihood of engaging in economic activity than an uneducated person. Thus, skill development is required to expand the number of jobs available in India. India would then benefit from an increase in its per capita GDP. The empirical results based on a non-linear regression model show a non-linear link between per capital GDP and the ratio of broad money to total reserves, domestic lending to the private sector, final consumption expenditure, consumer price inflation, literacy rate, and real interest rate. Also, there is a U-shaped gradient in the link between a number of variables and India's per capita GDP.

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## **“Role Of Emotional Intelligence**

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### **Abstract:**

This study aims to ascertain the level of Emotional Intelligence (EI), Organizational Citizenship Behaviour (OCB) and Perceived Organizational Support and also examine the relationship between Emotional Intelligence, Perceived Organizational Support and Organizational Citizenship Behavior. Non-probability sampling technique was used for data collection. Responses were collected from 70 employees of different IT companies in Nagpur city. Data was analysed using SPSS software and the tests like one sample t-test and linear regression were used. The findings are indicative of high & statistically significant Emotional Intelligence & Organisational Citizenship Behaviour among the IT sector employees. It can also be concluded from the findings that Emotional Intelligence & Perceived Organisational Support plays significant role in Organisational Citizenship Behaviour.

**Keywords:** Emotional Intelligence (EI), Perceived Organizational Support (POS), Organizational Citizenship Behavior (OCB)

### **INTRODUCTION:**

The technological advancements as well as the process of globalization have increased business competition across the globe. The growth of IT industry in India during 1990s made significant contribution to India's economic growth. IT industry now became an integral part of Indian economy. Human Resource Management emphasised that the commitment, competence, congruence and cost effectiveness in today's competition. Attrition is one of the major challenges face by the IT sector which shows lack of commitment and loyalty among employees. Even an employee is retained by the organization, motivating and engaging them towards the organization

goal and value is another challenge in the IT industries. (Karthikeyan Subramanian, Arulkumar S Dr, 2022)

People in IT organizations should update themselves to the changing needs of their environment. Emotional Intelligence is viewed as one of the important predictors of success in organizations and hence its influence on the behaviour of people should be understood for the effective functions of the organizations. (Karthikeyan Subramanian, Arulkumar S Dr, 2022)

### **Emotional Intelligence (EI)**

According to Daniel Goleman (1995) “emotional intelligence is the capacity to effectively perceive, express, understand, and manage your emotions and the emotions of others in a positive and productive manner”. (Karthikeyan Subramanian, Arulkumar S Dr, 2022) In 1990, psychologists John Mayer and Peter Salovey of Yale theorized that a unitary intelligence underlay those other skill sets. They coined the term, emotional intelligence, which they broke down into four “branches”.

- Identifying emotions on a nonverbal level
- Using emotions to guide cognitive thinking
- Understanding the information emotions convey and the actions emotions generate
- Regulating one’s own emotions, for personal benefit and for the common good

Goleman broadened Mayer’s and Salovey’s four branch system to incorporate five essential elements of emotional intelligence – or EQ, the shorthand he sometimes uses:

- Emotional self-awareness - knowing what one is feeling at any given time and understanding the impact those moods have on others.
- Self-regulation – controlling or redirecting one’s emotions; anticipating consequences before acting on impulse.
- Motivation – utilizing emotional factors to achieve goals, enjoy the learning process and persevere in the face of obstacles.

- Empathy – sensing the emotions of others.
- Social skills – managing relationships, inspiring others and inducing desired responses from them.

### **Perceived Organisational Support:**

Perceived Organisational Support (POS) is the degree to which employees believe the organisation values their contribution and cares about their well-being. (Aselage & Eisenberger, 2003; Eisenberger et al., 1986; Rhoades et al., 2001). Employees' perceptions of support from the organization serve as the link between actions taken by the organization and actions taken by the employees. (Steven Hutchison, 1997). Organization support theory (OST) proposes that employees form a generalised perception concerning the extent to which the organisation values their contributions and cares about their well-being (perceived Organizational Support, or POS).

### **Organisational Citizenship Behaviour:**

Organisational Citizenship Behaviour (OCB), a significant attribute of educational employees, is started as a set of work centered behavioural forms that go beyond the prime job requirement of the workers (Begum, 2005). Podsakoff et al., (2009) defined organizational citizenship behaviour as workers extra-role actions, usually demonstrating discrete conduct and behaviour that is unrestricted, not exactly or unambiguously acknowledged by the prescribed incentive procedure, and in the cumulative manner encourages the effectual and valuable working of the organization. (F Parveen, 2021)

### **Literature Review:**

**1. Saptaningstha Sumarmi, Heru Kurnianto Tjahjono**, has conducted the study in Indonesia in 2021 on Organizational Citizenship Behaviour as antecedents and outcome in era technology in his study he has found that the OJ dimension, namely distributive Justice, Procedural Justice, interpersonal Justice, and informational Justice can influence OCB Individual and Organizational OCB.



**2. Wardhani Hakim**, has conducted the study in 2016, in Indonesia, on The Antecedents of Organizational Citizenship Behaviour (OCB) and their effect on Performance he has found that Personality, Job satisfaction, organizational Support, has significant effect on OCB and performance of lecturers.

**3. Nik Azida Abd**,has conducted the study in 2009, in Malaysia, on Antecedents of Perceived Organisational Support.in his study he has found that, the importance of trust, access to information and access to opportunity to learn and develop as antecedents of POS.

**4.Susmriti Sahu, Khan Abraz UZ, Zaman Khan**, he has conducted the study in 2014, in India, Moderating Role of Perceived Organizational Support on the Relationship between Emotional Intelligence and Organizational Commitment, in this study it has found that Emotional Intelligence is positively associated with Organizational commitment And hierarchical multiple regression analysis and Perceived Organisational support act as significant moderator of the relationship between emotional intelligence and organizational commitment.

**5. Siti Asiyah Panatik, Tan Ah Meng, Hamidah Abdul Rahman, Azizah Rajab**, he has conducted the study in 2015, in Malaysia, on The Role of Perceived Organizational Support and Emotional Intelligence towards Workplace Deviance among teachers.in this study it has found that Both Perceived Organizational Support and emotional intelligence have a weak negative but significant relationship with the workplace deviant behaviour.

**6. Meiske Claudia, 2018, Indonesia**, The Influence of Perceived Organizational Support, Job Satisfaction and Organizational Commitment Toward Organizational Citizenship Behaviour in this study it has found that Lecturers with a positive perception of the organizational support available to them feel more satisfied with their job, which in turn encourages the creation of a high organizational Commitment and results in the emergence of positive organizational citizenship behaviour (OCB).

**7. Akhtar W, Ghufuran H, Husnain M and Shahid**, he has conducted the study in 2017, in Pakistan, The Effect of Emotional Intelligence on Employee's Job Performance: the Moderating Role of Perceived Organizational Support. In this study it has found that Emotional intelligence have positive impact on employee's job performance, and perceived organizational support moderate the relation between emotional intelligence and job performance such that the relationship between emotional intelligence and job performance more stronger/positive when perceived organizational support is high.

**8. Mr. Tezana Bakele**, he has conducted the study in 2019, in Arba, on Investigating the effect of perceived organizational support on organizational citizenship. In this study it has found that Perceived organizational support has a positive and significant effect on organizational citizenship behaviour. There is significance difference between male and female academic staffs towards exhibiting organizational citizenship behaviour and insignificance difference found on dimensions of perceived organizational support.

**Objectives of the study:**

- To ascertain the level of Emotional Intelligence among the IT Sector employees.
- To examine the Organizational Support Perceived by the IT Sector employees.
- To ascertain the level of Organizational Citizenship Behaviour among IT employees.
- To examine/study the relationship between Emotional Intelligence, Perceived Organizational Support & Organizational Citizenship Behaviour.

**Hypothesis of the study:**

- The Emotional Intelligence of IT Sector Employees is not significant.
- Perceived Organizational Support by IT Sector employees is not significant.
- Organizational Citizenship Behavior of IT Sector employees is not significant.
- Regression between Emotional Intelligence & Perceived Organizational Support in Organizational Citizenship Behavior.

## **Research Methodology :**

The geographical area for the study was limited to Nagpur city. Sampling frame comprised of Employees working in IT sector companies in Nagpur. Sample size was 70 employees. Non probability sampling technique was used for data collection. A well-structured questionnaire was used to collect the primary data.

- Emotional Intelligence was measured by using scale developed by **Daniel Goleman**.
- Organisational Citizenship Behaviour was measured by using scale developed by **Podsakoff**.
- Perceived Organizational Support was measured by using scale developed by **University of Delaware**.

Journals, websites, books, newspaper were referred for some research objectives to collect secondary data. The statistical software SPSS was used to analyse the generated data. MS-Excel for making pie charts and graphs were used for Descriptive analysis and SPSS Software for Inferential Analysis applying one-sample t-test and linear regression method.

## Findings:

- **Descriptive Analysis**

### 1. AGE

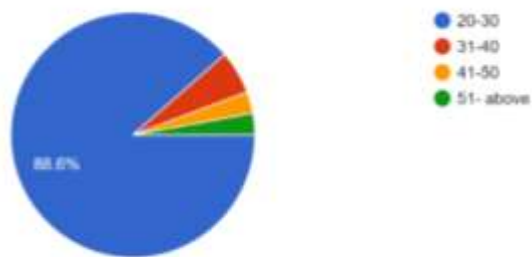
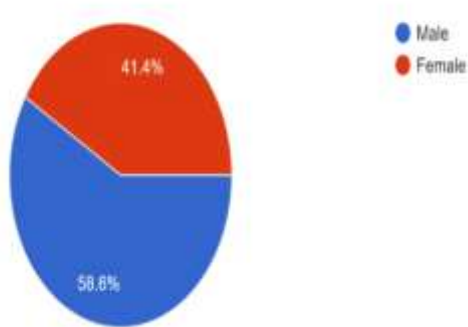


Fig. No. 1 Age of Respondents

From the above table & figure it can be seen there is majority i.e. 88.6% of respondents are age group of 20-30 years, 8.25% of respondents are belongs to 31-40age group, 1.58% of respondents belongs to 41-50 age group and 1.57% of respondents belongs to 51- Above category of age.

## 2. Gender



**Fig. No. 2 Gender of Respondents**

Among the sample of 70 respondents that we have taken survey of, 58.6% respondents belongs to Male Category, 41.4% respondents are belongs to Female category.

- **INFRENTIAL ANALYSIS**

**HYPOTHESIS 1: The Emotional Intelligence of IT Sector Employees is not significant.**

Table N0.1 provides the descriptive statistics for Emotional Intelligence among IT Professional. It shows a mean of 3.5589, which indicates a state of Emotional Intelligence among IT Sector Professionals.

**Table No. 1 Descriptive statistics for Emotional Intelligence**

### One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
EI	70	3.5589	.58943	.07045

**Table No. 1.1 One-Sample t-test for Emotional Intelligence**

	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
EI	7.933	69	.000	.55886	.4183	.6994

As can be seen from Table 1.1, the p value is 0.000, which is less than 0.05. There is Enough evidence to conclude that the Emotional Intelligence is significant.Hence. There is enough evidence to reject Null Hypothesis. So, we can conclude that Emotional Intelligence among the IT sector employees is statistically significant.

**HYPOTHESIS 2: Perceived Organizational Support by IT Sector employees is not significant.**

Table NO. 2 provides the descriptive statistics for Perceived Organizational Support among IT Professional. It shows a mean of 3.0646, which indicates a state of Perceived Organizational Support among IT Sector Professionals.

**Descriptive Statistics for Perceived Organizational Support**

**Table No. 2 Descriptive Statistics for Perceived Organisational Support**

	N	Mean	Std. Deviation	Std. Error Mean
VA1	70	3.0646	.63731	.07617

The significance of the results was tested using ‘one sample t test’.

**Table No. 2.1 One-Sample Test for Perceived Organizational Support**

	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
VA1	.848	69	.400	.06457	-.0874	.2165

As can be seen from Table 2.1, the p value is 0.400, which is more than 0.05. There is Enough evidence to conclude that the Perceived Organizational Support is not significant. As can be seen from Table 4, the p value is 0.000, which is more than 0.05. There is Enough evidence to conclude that the Perceived Organisational Support not significant.Hence. There is enough evidence to reject Null Hypothesis. So, we can conclude that Perceived Organisational Support among the IT sector employees is not statistically significant.

**HYPOTHESIS 3: Organizational Citizenship Behavior of IT Sector employees is not significant.**

**Descriptive statistics for Organizational Citizenship Behaviour**

**Table No. 3 Descriptive Statistics for OCB**

	N	Mean	Std. Deviation	Std. Error Mean
VA2	70	3.6944	.69086	.08257

The significance of the results was tested using ‘one sample t-test’.

**Table No.3 .1 One-Sample t- test for Organizational Citizenship Behaviour**

	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
VA2	8.410	69	.000	.69443	.5297	.8592

As can be seen from Table 3.1, the p value is 0.000, which is less than 0.05. There is Enough evidence to conclude that the Organizational Citizenship Behaviour is significant.As can be seen from Table 4, the p value is 0.000, which is less than 0.05. There is Enough evidence to conclude that the Organisational Citizenship Behaviour is significant.Hence. There is enough evidence to reject Null Hypothesis. So, we can conclude that Organisational Citizenship Behaviour among the IT sector employees is statistically significant.

**HYPOTHESIS 4: Regression between Emotional Intelligence & Perceived Organizational Support in Organizational Citizenship Behavior.**

Due to significant moderate correlation between emotional intelligence & Perceived Organizational Support, the impact of on Organizational Citizenship Behavior was examined using simple linear Regression. For this, Emotional Intelligence and Perceived Organizational was considered as an Independent Variable and Organizational Citizenship Behavior was taken as Dependent Variable.



**Table No. 4. Model Summary for Regression Emotional Intelligence and Perceived Organizational Support in Organizational Citizenship Behaviour.**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.796 <sup>a</sup>	.634	.623	.42418	.634	58.016	2	67	.000

a. Predictors: (Constant), POS, EI

From Table No. 4 it can be seen that  $R^2$  for The Regression Model is .634, which indicates that 63.4% variations in Emotional Intelligence and Perceived Organisational Support are explained by Organizational Citizenship Behaviour. The statistical significance of  $R^2$  was tested using F statistic as below.

**Table No. 4.1 ANOVA**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	20.878	2	10.439	58.016	.000 <sup>b</sup>
	Residual	12.055	67	.180		
	Total	32.933	69			

**Table No. 4.2, Coefficients for Regression between Emotional Intelligence & Perceived Organisational Support in Organisational Citizenship Behaviour**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.339	.318		1.065	.291
1 EI	.881	.114	.752	7.754	.000
POS	.071	.105	.066	.678	.500

a. Dependent Variable: OCB

Using the results presented in Table No.4.2, we can write the estimated regression equation as: Emotional Intelligence = .881, Perceived Organisational Support = .071 + Organisational Citizenship Behaviour.

### **Conclusion:**

Results indicates that Emotional Intelligence and Organizational Citizenship Behaviour among IT sector employees is high & statistically significant. It can also be concluded that from the above findings that Emotional Intelligence & Perceived Organisational Support plays very significant role in Organisational Citizenship Behaviour in IT Sector employees in Nagpur city.

It was observed that major 88.6% of employees belong to young generation i.e. 20-30 age group and 58.6% of the respondents are Male and 41.4% of the respondents are Female in the study.

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- <https://www.google.com/search?sxsrf=ALiCzsYWphI6Eaka65Gm5YP4jFD5uETtjw:1670518120229&q=The+Effect+of+Emotional+Intelligence+on+Employee+Job+Performance:+the+Moderating+Role+of+Perceived+Organizational+Support.&spell=1&sa=X&ved=2ahUKEwjhnpb5vOr7AhVR62EKHcyrBoQQBSgAegQIBxAB>
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## **ROLE OF CENTRAL BANK IN INDIA**

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**College Name :- C.P. & Berar College, Tulsibag, Nagpur**

Central bank is a Public institution that is responsible for implementing monetary policy, managing the currency of a country, or group of countries, and controlling the money supply. A central bank is an independent national authority that conducts monetary policy, regulates banks, and provides financial services, including economic research. RBI is the central bank of India.

The Reserve Bank of India, chiefly known as RBI, is India's central bank regulatory body responsible for regulation of the India banking system. It is under the ownership of Ministry of finance, Government of India. It is responsible for the control, issue and maintaining supply of the Indian rupee.

The Reserve Bank of India was established on 1<sup>st</sup> April , 1935 in accordance with the provision of the Reserve Bank of India Act, 1934. The Central Office of the Reserve Bank was initially established in Kolkata but was permanently moved to Mumbai in 1937.

The organization of the Reserve Bank of India can be traced to 1926, when the Hilton-Young Commission recommended the certain of a central bank for India to separate the control of currency and credit from the Government and to improve banking facilities throughout the country.

The Reserve Bank of India act of 1934 establish Bank of India Act of 1934 established the reserve Bank and after that In 1949 the Reserve Bank was nationalized and fully controlled by India.



### **OBJECTIVES OF RBI:**

- To manage the monetary and credit system
- For the development of organized money market
- To establish monetary relations with other countries of the world

### **HISTORY:**

- Royal Commission on Indian Currency and Finance, also known as Hilton- young Commission was set up by British Government of India in 1920s.
- In 1926, this commission had recommended the creation of a central bank in the country.
- RBI started its operation from 1<sup>st</sup> April , 1935 it was establish via the RBI act 1934, so it is also known as a statutory body.
- It was started as Share-Holders Bank with a paid up capital of 5 crores.
- Initially it was located in Kolkata.
- It moved to Mumbai in 1937.
- Initially it was privately owned.
- Since Nationalization in 1949, the Reserve Bank is fully owned by the Government of India.

## **STRUCTURE OF RBI:**

Central Board of Directors
Government
Deputy Government
Executive Directors
Principle Chief General Manager
Chief General Manager
General Manager
Deputy General Manager
Assistant General Manager
Manager
Assistant Manager
Support Staff

## **FUNCTIONS OF RBI:-**

- Issue of currency notes
  - Banker to the government
  - Banker to the Bank
  - Bank's Supervision
  - Monetary Regulation and Management
  - Exchange Management and Control
- 
- **Issue of currency of notes**
    - ✓ To ensure adequate quantity of supplies of currency
    - ✓ Issues new currency and destroys currency & coins out of circulating
    - ✓ It has to keep gold and foreign security against the notes and coins issued

- **Banker to the government**

- ✓ Performs all banking functions for the central and the states government and also acts as their banker except that of Jammu and Kashmir.

- **Bank to the Bank**

- ✓ Maintain banking accounts of all scheduled banks
- ✓ RBI also regulates the opening or installation of ATM
- ✓ RBI regulates the opening of branches by banks
- ✓ RBI also regulates trade of gold.
- ✓ It issues guidelines and directives for the commercial banks.

### **CONCLUSION:**

- RBI controls monetary of the India and taking the higher authority of Indian economy.
- RBI controls the inflation and deflation of the Indian economy.
- Hence after knowing all the facts and figures relating the Reserve Bank of India, it is possible to conclude that RBI supports our nation's economy in vital manner. Its Policies and decisions, affect the value of the Indian currency and we can also state that it is the backbone of Indian economy.

✚ **AARADHNA LILHARE**

✚ **VISHWASH DIBBE**

✚ **MITHILESH**

**KATEKAR**

	<b>HINDI RESEARCH PAPER</b>	
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(1)  
“ललित कला के विविध आयाम”  
राष्ट्रीय कला संवाद

‘आदिवासी कलाएं’  
कु. जाई संजय ठाणेकर,  
M.A. तबला, SNTD विश्वविद्यालय में PhD की विद्यार्थिनी

**सार**

आज स्वतंत्रताका अमृतमहोत्सव मनाते हुवे हम गर्व से कह सकते हैं की आज हमारे राष्ट्रपतीपद की शान एक आदिवासी महिला बढ़ा रही है। आदिवासी असली मूलनिवासी है, जिन्होंने अब भी अपनी जीवन शैली को भ्रष्ट होने से बचाया है। प्रकृती के साथ एकरूप होकर संघर्ष भरा जीवन वे जी रहे है। आधुनिक संसाधनों के बगैर उन्हें कोई आपत्ती नहीं होती और हमारे समांतर उनकी पिढीयां भी फलफूल रही है। उलटा हमारे आधुनिक तौरतरीके उनके लिये तकलिफ के कारण बने है।

**प्रस्तावना**

उन्हे जीने मे सहायकारी होती है उनकी पारंपरिक कलायें, उनके गीत, नृत्य, उनकी परंपराएं। पुरे विश्व में कई जनजातीयां है और हमारे देश में भी अलग अलग आदिवासी जंगलो में रहते है। मुख्य धारा में वह धीरे धीरे घुलमिल रहे हैं। पर उनकी पारंपरिक कलाएं, हस्तकौशल जो समय की कसौटी पर उभरा और टिका है। वह एक धरोहर है, अमूल्य है। जिसे हमे सुरक्षित रखना होगा और बढ़ाना होगा। उनसे कई चीजें हमें सिखनी है। आदिवासी संस्कृती अध्ययन का विषय होना चाहिये।

हमारे देश मे कईसारी आदिवासी परंपराए है।

**प्रमुख जनजाति कलाओ का परामर्श इस प्रकार से :**

### १. भिल्ल

भिल्लों का लंबा इतिहास है। माना जाता है की द्रविडों के पहले से वो भारत के निवासी है। महाराष्ट्र, गुजरात, राजस्थान, मध्य प्रदेश, छत्तीसगढ़ ये प्रदेश में भिल्ल पाए जाते है। भिल्ली भाषा पर मराठी, गुजराती का ज्यादा प्रभाव पाया जाता है। ज्यादा पुरानी जनजाति होने के कारण भिल्ल कलाएं बड़ी समृद्ध है।

भिल्ल पेंटिंग पर रंगीन डॉट्स का उपयोग खूबी से किया हुआ दिखाई देता है। तीरंदाज़ी उनकी प्रमुख युद्ध कलाओं में से एक है। जंगली जीवों का शिकार करने के लिए गोफन, कुल्हाड़ी, तीर, तलवार, चाकू प्रयोग में लाते हैं। यह भी उनकी प्रमुख जीवनकला मानी जा सकती है।

महुआ के फूलों से शराब बनाने की कला उन्होंने अच्छी तरह विकसित की है। त्यौहारों पर पकवानों के विविध प्रकार जिसमें मक्का, गेहूं, जौ और चावल भिल्ल प्रयोग में लाते हैं। राखी, होली, नवरात्रि, दीपावली जैसे त्यौहार मनाते हैं। और तब नृत्य, उत्सव मनोरंजन के मुख्य साधन होते हैं। आदिवासी मेले विभिन्न स्थानों पर लगते हैं। नवरात्रि मेला, भगोरिया मेला इत्यादि। लोकगीत और नृत्य रंजन के मुख्य साधन है।

ढोल की थाप के साथ विवाह समारोह होता है। महिलाएं जन्म उत्सव पर नृत्य करती है। उनके नृत्य में लाठी नृत्य, गवरी, द्विचकी, हाथीमना, घूमरा, ढोल नृत्य, विवाह नृत्य, होली नृत्य, युद्ध, भगोरिया नृत्य, दीपावली नृत्य और शिकार नृत्य शामिल है। वाद्य यंत्रों में हार्मोनीअम का भी प्रयोग आजकल हो रहा है। सारंगी, बांसुरी, कुंडी, अपांग, खजुरिया, मंडल, थाली, झांझ इन वाद्यों को वाह

प्राथमिक तौर पर बजते हैं। भील लोकगीतों में स्त्रियों द्वारा गाया हुआ सुवंटिया और युगल गीत में हमसीढो स्त्री पुरुष मिलके गाते हैं। महाराष्ट्र के भील आदिवासी विवाह समय पर घर की दीवारों पर हल्दी, कुमकुम से हल, बखर का चित्र आदि घर, बैल, मुर्गियां, बकरिया, बत्तख, फूल, पौधे वृक्ष, ढोल, बीरी, बांसुरी और नृत्य करने वाले दल का चित्र आदिवासी परंपराओं को दर्शाने वाली संस्कृति संबंधी कला का प्रदर्शन किया जाता है। चौक पूजा में देवी देवता घर, खेती, हल, बखर और शिकार दीवारों पर आदिवासी जीवन मूल्यों का संपूर्ण दर्शन विभिन्न चित्रों के माध्यम से झलकता है। इस चित्र कला को वारली पेंटिंग के नाम से जाना जाता है, जो पूरे विश्व में प्रसिद्ध है। महाराष्ट्र में यह मुख्यतः पाया जाता है।

इनकी जीवन कलाएं बड़ी रोचक हैं। वह अपने हाथों से अलग-अलग औजार बनाते हैं। नांगोल मतलब हल। यह लकड़ी का बना होता है। नांगोल के मुठियोंको को हाथ में पकड़ कर ही किसान खेती करते हैं। 'मै' वह औजार है जिसे हर जुताई के बाद ऊपर नीचे हुई मिट्टी को समतल करने के लिए प्रयोग किया जाता है। 'मै' को बास या लकड़ी के लंबे डंडे के साथ नांगोल से जोड़कर काम में लाया जाता है। हुखेन भी खेती का एक औजार है। इसे बांस से बनाते हैं। बांस की नोक को चार पांच फुट लंबा काटकर हुखेन बनाया जाता है। इससे फसल को ऊपर नीचे करने में तथा काटने के समय फसल को खेत में या घर में लाकर काटने के समय इसको प्रयोग किया जाता है।

भील जनजाति के सबसे बड़े त्यौहार पिथौरा पर, घर की दीवारों पर चित्र बनाए जाते हैं। मध्यप्रदेश के पिथौरा क्षेत्र में इसका उगम माना जाता है। भिलों के बीच पिथोडा चित्रकारी एक धार्मिक रीति होती है। घोड़ों, गाय, बैलोंको को लेकर परंपरागत चित्रकार द्वारा चित्रित किया जाता है और देवों को अर्पित

किया जाता है। जैसे की कहानी प्रचलित है धर्मि राजा के शासन मे लोग गाना और नृत्य करना भूल गये थे तत्पश्चात राजकुमार पिठोडा ने देवी हिमाली की वास स्थान तक घोडे पर सवार होकर यात्रा की। देवीने उनकी हंसी,गीत, नृत्य को लौटा दिया। चित्रकारी मे भिल्ल की उत्पत्ति की पौराणिक गाथा को चित्रित किया गया है। भील के जीवन से जुडा प्रत्येक पहलू चित्रित है। सूर्य, चंद्र, पशु, वृक्ष, नदी, मैदान, पौराणिक व्यक्ति, देवता, भिलवत देव, बरमथ्य जिनके बारहसीर होते है।एकलव्य जिनका केवल एक ही पैर है। यह चित्रकला बड़ौदा के नजदीक तेजगढ़ गांव गुजरात की राठवा, भील और नायक जनजाति द्वारा दीवार पर बनाई जाती है। इससे घर में शांति, खुशहाली आएगी ऐसा उनका विश्वास है। इस चित्रकला का चित्रण केवल पुरुष करते हैं महिलाओं के लिए वह चित्रण निषेध है।

भिलों के बीच पिथोडा चित्रकारी एक धार्मिक रीति होती है। घोडो कोपरंपरागत चित्रकार द्वारा चित्रित किया जाता है, और देवो को अर्पित किया जाता है। जैसे की कहानी प्रचलित है, धर्मि राजा के शासन मे लोग गाना और नृत्य करना भूल गये थे।तत्पश्चात राजकुमार पिठोडा ने देवी हिमाली के वास स्थान तक घोडे पर सवार होकर यात्रा की। देवीने उनकी के हंसी,गीत, नृत्य वापस लौटा दिया।जो अपने घर में अधिकाधिक आदिवासी चित्र रखते हैं, वह समाज में अति सम्मानीय होते हैं।



## २. वारली

महाराष्ट्र के थाने जिले में डहानू, तलासरी, जव्हार के आदिवासियों की वारली पेंटिंग यह प्राचीन कला है, जो बास लकड़ी की बनी झोपड़ियों की दीवारों पर बनाई जाती है। ये काल्पनिक पात्रो या देवताओंके चित्र नहीं है। इसमेंसार्वजनिक गतिविधियोंको, जैसे की शादी, ऋतु, उत्सव, जन्म को दर्शाया जाता है। दिवारोंको लाल मिट्टी और गोबर से लेपा जाता है और फिर सफेद गेरु से चित्र बनाया जाता है। चित्रों में देव, पलघाट, पक्षी, पेड़, पुरुष और महिलाएं साथ में नाचते हुए दर्शाए जाते हैं। इसको एक पवित्र कार्य माना जाता है और इनके बिना विवाह नहीं हो सकता।

वारली पेंटिंग महाराष्ट्र के वारले जनजाति का है। ये काल्पनिक पात्रों या देवताओं की सार्वजनिक गतिविधियाँ चित्रित करती है। आदर्श रूप से सफेद छायांकन का उपयोग करने वाले तबू से कला का काम आकर्षित होता है। कला के यह कार्य पवित्र है और इनके बिना विवाह नहीं हो सकता।हर पेंटिंग की सूक्ष्मता माप और छायांकन गंभीरता के साथ चुना जाता है। घटना के आधार पर उदाहरण बड़े पैमाने पर बदलते है।



### ३. मुंडा

मुंडा जैसी छोटी छोटी आदिवासी जनजातियां झारखंड के आजूबाजू में पायी जाती है। हर जनजाती की अलग लोककथा और गीत साहित्य है। मुंडा जनजाती की रचनाएं महत्त्वपूर्ण है।

तंजौर कला राजस्थान, बंगाल, गुजरात के हिस्सों की कलाकृतीया है। संतो, देवताओं की कल्पना को ये चित्रीत करती है।

मधुबनी पेंटिंग या मिथिला शिल्प, बिहार की नींव है। शानदार विवेधक रंगों के साथ भरी हुई रेखा चित्र है। प्रकृतिक रूप से पुट या मड पर किया जाता है। नाखून, माचिस की तिलिया, ब्रश, उंगलियां वगैरा का इस्तीमाल करके मधुबनी चित्रों का निर्माण किया जाता है। मधु मतलब शहद और बन मतलब जंगल, इन दोनो शब्दों से यह नाम उत्पन्न हुआ है। आज इनको विश्वस्तर पर काफी सराया गया है।



## ४. गोंड

मध्यप्रदेश तेलंगणा और आंध्र प्रदेश के जंगलोंमें में बसते हैगोंड। उनकी चित्रकारी मे प्रकृती का प्रतिबिंब दिखता है। माता,नदी, गाय, धरती और वृक्ष इसके साथ साथ देवता और पुरखोंके आत्माओं को भी चित्रित किया जाता है। इसमें गीतों औरकहानियों का चित्रण किया जाता है। देवी देवताओं को खुश करने हेतु सदियों से गोंड जनजाति में कथाएं गाई जाती है। जब प्रधानों के कथा गायन की परंपरा कम हो गई तब जनगढ़ सिंह श्याम ने इस कथा गायन की परंपरा को चित्रकला के माध्यम से साकार करना प्रारंभ किया।



## ५. पावरा

यह जनजाति मध्य प्रदेश, महाराष्ट्र, गुजरात खासकरके सातपूरा के जंगलों में पाई जाती है। यह जनजाति अलग-अलग त्योहार मनाती है उसमें होली को बहुत ज्यादा महत्व है। उसमें वह बाबा बुधिया बनाते हैं। पाँच दिन व्रत रखकर वह जमीन पर सोते हैं।

पूरे शरीर पे भस्म से नक्षी निकालते हैं। सर पर मयूरपंख का या बांस से बना हुआ मुकुट पहनते हैं। कमर में बड़े-बड़े घुंगरू या फिर सूखी हुई तोराई बांधतेहैं। होली के दिन पावरा जनजाति के लोग गेर नृत्य नाचते हैं। उनके हाथ में तलवार और सर पर पगड़ी बांधी होती है। स्त्रियों के वेश में

भी पुरुष के नाचते हैं। बावा बुधिया यह भी इस गेर नृत्य का एक हिस्सा रहते हैं। सर पर बंबू का बड़ा एक मुकुट पहनते हैं और शरीर पर रंगसे लकीरें खींचते हैं, हाथ में तलवार या फिर बड़ी लाठी, कमर में तोराई के फल, पैर में घुंघरू होते हैं। यंत्र के प्रकार देखने को बहुत ही मनमोहक होता है।

## पट्टचित्र

पट्टचित्र या पट्टाचित्र पेंटिंग बंगाल ओडिशा से निकली है। पट्ट का अर्थ कपड़ा होता है। इनमें हिंदू देवी देवताओंको दर्शाया जाता है। इनमें प्राकृतिक रंगों का प्रयोग किया जाता है। पट्टचित्र की विशेषता उनकी बारीकियों में हमें दिखाई देती है।





## नृत्य

### १. छऊ नृत्य

छऊ एक लोक नृत्य हैं जो पश्चिम बंगाल, ओडिशा एवं झारखंड राज्य में प्रचलित हैं। इसके तीन प्रकार हैं - सरायकेला छऊ, मयूरभंज छऊ और पुरुलिया छऊ।



### २. तारपा नृत्य

तारपा यह वारली जनजाति का पारंपरिक नृत्य है। तारपा यह एक बीन जैसा वाद्य है और नाचने वाले घोड़े नाचने वालों के बड़े गोल चक्र के बीच में वादक खड़ा रहकर बजाता है। सूखे हुए कद्दू से तारपा तैयार होता है। नारंग देव इस देवता ने यह वाद्य वारली जनजाति को दिया ऐसी दंतकथा है। चावल की नई फसल हाथ में हाथी है तो खुशी से यह लोग नाचते हैं। रात को सब लोग इकट्ठे होते हैं तारपा बजाने वाला बीच में खड़ा रहता है और

पहले चक्र में पुरुष नाचते हैं ,उसके बाहरी चक्र में महिलाएं एक दूसरे की कमर में हाथ डाल कर गोलाकार नाचती है।



### ३.लंबाड़ी नृत्य

यह नृत्य बंजारी इस जनजाति का नृत्य है इसे लमानी नृत्य भी कहा जाता है। यह भटकने वाली जनजाति होने के कारण अलग-अलग स्वरूप, में अलग-अलग प्रदेश में नाचा जाता है। आंध्र प्रदेश, गुजरात, कर्नाटक, महाराष्ट्र इन प्रदेशों में इसका अलग-अलग रूप दिखाई देता है। शादी, दशहरा, होली जैसे त्योहारों के समय नाचने का प्रघात है। घाघरा, चोली,ओढ़नी ऐसी कपड़ेपहन कर औरतेंइसमेंनाचती है। कपड़ों के रंग लाल, पीले होते है और उन पर कांच का काम किया हुआ रहता है। पीतल के बड़े से घड़े पर बजाते हुए नृत्य को टाल दिया जाता है। ढोलक भी साथ में बजाया जाता है। नर्तकी हातसे तालियां बजाते हुए जोर से चिल्लाती हुई दाएं बाएं तरफ झूलते हुए गोलाकार नाचती है। उनके जीवन की कहानी उनकी जीवन की कहानी सुख-दुख के बारे में उनके गीत रहते हैं। हलगी, ढोलक, ताशा और झांझ भी साथ में बजाए जाते हैं।



## संगीत

आदिकालीनसमाज में तो संगीततथा नृत्य काऔर भी अधिक महत्त्वहै।इसका प्रमुख कारण यह हैकी आदिम समाजों में मानव की जीवन अति संघर्षपूर्ण हैं।उन्हें अपनी जीविका-पालन हेतु कठोर परिश्रम करना पड़ता है।उस कठोर परिश्रम के दौरान परिश्रम के भार को सहन करने के लिए तथा परिश्रम के बाद थकावट को भूलने के लिए संगीत तथा नृत्य का महत्त्व वास्तव में अत्यधिक है। यह देखा गया है की कठिन-से-कठिन काम के दौरान अगर नाचते-गाते हुए उस काम को किया जाए तोवह काम वास्तव में बहुतसरल प्रतीत होनेलगतता है और काम करनेवाले निरन्तर नएउत्साहको प्राप्त करते जाते हैं। इसलिए भी आदिमानव में काम करते-करते गाना गाने काएक रिवाज-सा देखने को मिलता है। आदिम समाजों में ही नहीं बल्कि भारत केगाँवों में भी स्त्रियाँखेत में काम करते अथवाचक्की में कुछ पीसते समय बहुधा गीत गाती रहती हैं। इसी प्रकार नाव खेते हुए मल्लाहों का गीत विशेषतः बंगाल के लोक-गीत की एक अमूल्य सम्पदा है। साथ ही, संगीत तथा नृत्य का एक और महत्त्व यह है।



संगीत ने चाहे कितने ही पड़ाव पार कर लिए हो लेकिन उसका उदगम आदि समाज ही है। उमरिया जिले के आदिवासी समाज के लोग भी अपनी इस पुरातन धरोहर को संभाले हुए हैं। ये अलग बात है कि आदिवासी लोक संगीत की इस कला को संभालने के लिए अब आदिवासियों को अच्छी खासी तपस्या करनी पड़ रही है। इसके बावजूद जिले के आदिवासी समाज के लोग इससे पीछे नहीं हट रहे।

आदिवासी संगीत को संजो कर रखने में बैगा समाज के लोगों ने अहम भूमिका निभाई है। उमरिया-कटनी रोड पर छोटा सा गांव लोढ़ा है जहां आदिवासियों ने लोक संगीत का अपना दल बना लिया है और अपने त्योहारों पर संगीत की साधना भी करते हैं। यह कलाकार मांदर, गुदुम, नंगाड़ा, नगरिया और बानाम बजाते हैं और लोकगीत गाते हैं। साथ ही लोकनृत्य भी करते हैं। कभी-कभी इन्हें सरकारी आयोजनों में भी बुला लिया जाता है लेकिन वास्तव में यह अपने संगीत को जिंदा रखने के लिए अपने दम पर ही सारी तपस्या कर रहे हैं।



आदिवासी दिवाली, होली धूमधाम से मनातेहै।दीवालीमें नाटक खेले जाते है। जिनका विषय शहदनिकालना, शिकार पर जाना, शराब की लत, उनकी रोज मर्रा की जिंदगी यह होते है।होली का त्योहार पांचदिनों तक मनाया जाता है। ढोल दूरबांधला बजाते हुए होली मनाई जाती है। इस समय बाबा कलात्मक वेश धारण कर गाव गाव जाकर अपनी कला का प्रदर्शन करते है। बास से बने सुंदर मुकुट पर रंगबिरंगेकागजचिपकाकर, उसे सर परपहनकर, कमर में घुंगरू बांधकर पांचदिनों तक होली का नृत्य किया जाता है विभिन्न त्यौहारों पर असंख्य गीत गाये जाते है।

## सारांश

आज यह आमतौर पर देखा जाता है की, आदिवासी चीजे बड़े बड़े होटलोंके रिसेप्शन, रईसोंकेड्राईंग रूम सजा रहे हैं। साडीयां और डिझाईनर कपडोंपर वारली और मधुबनी पेंटिंग दिखाई देती है।आजके बुदधीजीवी अपने आधुनिक घरों में आदिवासी हस्तकौशल और कला कारिगरी को फैशन केतौर पर रखते हैं।विदेशी मेहमान भी आदिवासी कलाकृतीयोंको मुहमांगा दाम देने के लिये तैयारी होते है।जिसकेकारण बाजार में इन चिजोंको सम्मान प्राप्त हुआ है।

यूट्यूब जैसे इंटरनेट माध्यमोंपर एवं नयी फिल्मोमें भी आदिवासी गीत लोकप्रिय होते दिखाई पडते है।यह उस निराकार संगीत काजादू है जो आत्मा को छूता है।

आदिवासी नृत्य, चित्रकला,लोकसंगीत, लोककथा,हस्तकला,काष्टकला यह और ऐसी सभी कलाओं में आदिवासी जनजातियों ने खुदको अक्वल स्थान पर रखा है। उनकी हर एक कला, उनके रोजमर्रा के ज़िन्दगी में उन्हें उपयोगी होती है।आज इक्कसवी सदी का युवा वर्ग बड़े पैमाने से आदिवासी कला से आकर्षित हो रहा हैऔर आदिवासी कलाओं का सन्मान कर रही है।

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