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## **A STUDY ON JOB SATISFACTION TO EMPLOYEES AT LIFE INSURANCE CORPORATION WITH SPECIAL REFERENCE TO GONDIA BRANCH**

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### **INTRODUCTION**

Job satisfaction is the favorableness or unfavorableness with which employees view their work. It expresses the amount of agreement between ones expectation of the job and the reward that the job provides since job satisfaction involves expectations, it relates to equity theory, the psychological contract and motivation. Job satisfaction may refer to either a person or a group. Job satisfaction can apply to parts of an individual's job. Job satisfaction is important because it represents general human condition. It requires attention diagnosis, and treatment, just as health does. Job satisfaction is a part of life satisfaction.

Job satisfaction is how content an individual is with his or her job. Scholars and human resource professionals generally make a distinction between affective job satisfaction and cognitive job satisfaction. Affective job satisfaction is the extent of pleasurable emotional feelings individuals have about their jobs overall, and is different to cognitive job satisfaction which is the extent of individuals' satisfaction with particular facets of their jobs, such as pay, pension arrangements, working hours, and numerous other aspects of their jobs.

### **DEFINITION**

- 1) Job satisfaction is simply how content an individual is with his or her job.
- 2) Job satisfaction refers to a persons feeling of satisfaction on the job, which act as a motivation to work. It is not self-satisfaction, happiness or self-contentment but satisfaction on the job.

The study determines job satisfaction in private company is dynamic. It change as quickly as a week after week.

## IMPORTANCE OF JOB SATISFACTION

A worker spend more than third of our working hours at work which means if we are not happy with our job we are also not happy in our personal life.

### 1) **Enthusiastic :**

Worker who find satisfaction in their job are more enthusiastic when it comes to per Efficiency and Productivity forming their responsibility.

### 2) **Efficiency and productivity:**

Job satisfaction defiantly play an important role in deter mining employees efficiency and

## FACTOR OF JOB SATISFACTION

There are different factor on which job satisfaction depends, important among them are discussed hereunder.

1. **Personal factor:-** They include workers sex, education, age, marital status and their personal characteristics, family background, socio-economic background and the like.
2. **Factor inherent in the job:-** These factor have recently been studied and found to be important in the selection of employees. Instead of being guided by their co-workers and supervisors, the skilled workers would rather like to be guided by their own inclination to choose job in consideration of “What they have to do” these factor include: the work itself, conditions, influence of internal and external environment.
3. **Controlled by the management:-** They include the nature of supervision, job security, kind of work group, wages rate, promotional opportunities, transfer policy, duration of work and sense of responsibility. All these factor greatly influence the work. And r provides a sense of job satisfaction.

**OBJECTIVE OF SYUDY:**

- To access the satisfaction level of employees .
- To identify the factor which influence the job satisfaction of employees.
- To know the employees satisfaction towards the facilities.
- To offer valuable suggestion to improve the satisfaction level of employees.
- To motivate the employees to give their best input it the organization in order achieve organizational goal.

**HYPOTHESIS**

**H1:** Most of the employees are satisfied with the facilities provided for work.

**H2 :** Level of job satisfaction effect the performance of work.

**Brief History of Insurance**

The story of insurance is probably as old as the story of mankind. The same instinct that prompts modern businessmen today to secure themselves against loss and disaster existed in primitive men also. They too sought to avert the evil consequences of fire and flood and loss of life and were willing to make some sort of sacrifice in order to achieve security. Though the concept of insurance is largely a development of the recent past, particularly after the industrial era – past few centuries – yet its beginnings date back almost 6000 years.

Life Insurance in its modern form came to India from England in the year 1818. Oriental Life Insurance Company started by Europeans in Calcutta was the first life insurance company on Indian Soil. All the insurance companies established during that period were brought up with the purpose of looking after the needs of European community and Indian natives were not being insured by these companies. The Indian Mercantile, General Assurance and Swadeshi Life (later Bombay Life) were some of the companies established during the same period. Prior to 1912 India had no legislation to regulate insurance business. In the year 1912, the Life Insurance Companies Act, and the Provident Fund Act were passed. The Life Insurance Companies Act, 1912 made it necessary that the premium rate tables and periodical valuations of companies should be certified by an actuary. But the Act discriminated between

foreign and Indian companies on many accounts, putting the Indian companies at a disadvantage.

### **About Gondia branch**

The Gondia branch start in the year 1965,with the aim of providing insurance services to the citizen of Gondia. Now there are 49 employees are working in the LIC.

### **RESEARCH METHODOLOGY**

Research is process of systematic and in-deep study or research of any particular topic/subject or area of investigation, supported by collection, completion, presentation and interpretation of relevant detail or data.

#### **METHOD OF DATA COLLECTION:**

##### **1. Primary method:**

In primary source the researched used the 'Interview scheduled method' for collection of data. It is a direct method for collection of data.

##### **2. Secondary method:**

The secondary sources or method used as supportive sources to the interview method used as supportive sources to the interview method were sources like- Record, Book, Observation, Research paper, Internet, Magazines.

#### **OBJECTIVES OF STUDY:**

- 1) To analysis the job satisfaction of employees.
- 2) To analysis the performance of the employees

#### **Limitation of Study**

- 1) Long time consumed for making an approach to conduct study.
- 2) Limitation of the time.
- 3) Difficult to study the behavior of the employees.

- 4) Some of the replies of the respondents may be biased.
- 5) Respondents had marked the answer in questionnaires which may be sociably incorrect irrespective of their actual feelings.

## DATA ANALYSIS AND INTERPRETATION

### Q1. What is your salary by the Life insurance Corporation?

Salary	No. of respondent	Percentage
5000-10000	5	12.5%
10000-15000	10	25%
15000-20000	3	7.5%
20000-25000	12	30%
25000-30000	10	25%
Total	40	100 %

### ANALYSIS

It can be conclude from the above table that 55% employee are earning 50000-10000, 35% are 10000-15000 , 7.5% are 15000-20000 , 20000-25000 are 0 and 2.5% are 25000-30000.

### INTERPRETATION

Thus above table indicates that the majority of employee are in the monthly salary group 5000-10000.

### Q.2 Are you satisfied with your Salary ?

Satisfaction level	No. of respondent	Percentage
Satisfied	30	75%
Partly Satisfied	5	12.5%
Unsatisfied	3	7.5%
Fully Satisfied	2	5%
Total	40	100 %

**ANALYSIS**

It can be concluded from the above table 50% are satisfied, 25% are partly satisfied, 12.5% are unsatisfied, 12.5% are fully satisfied.

**INTERPRETATION**

Thus the above table indicates that the maximum number of employee are satisfied

**Q.3 Are you satisfied with present post of your job in the Company?**

Satisfaction level	No. of respondent	Percentage
Satisfied	10	25%
Partly Satisfied	10	25%
Unsatisfied	5	12.5%
Fully Satisfied	15	37.5%
Total	40	100 %

**ANALYSIS**

It can be concluded from the above table 25% are satisfied, 25% are partly satisfied ,12.5% are unsatisfied and 37.5% are fully satisfied.

**INTERPRETATION**

Thus the above table indicates that the maximum number of employee are fully satisfied,

**Q.4 Are you on Temporary based or Permanent based ?**

Employee	No. of respondent	Percentage
Temporary	5	12.5%
Permanent	35	87.5%
Total	40	100 %

**ANALYSIS**

It can be concluded from the above table 100% are temporary base and 0 are permanent based.

**INTERPRETATION**

Thus the above table indicates that the 40 employee are temporary

**Q.5 Are you satisfied with your Job ?**

Satisfaction level	No. of respondent	Percentage
Satisfied	20	50%
Partly Satisfied	8	.20%
Unsatisfied	1	2.5%
Fully Satisfied	11	27.5%
Total	40	100 %

**ANALYSIS**

It can be concluded from the above table 37.5% are satisfied, 20% are partly satisfied , 12.5% are unsatisfied, and 30% are fully satisfied.

**INTERPRETATION**

Thus the above table indicates that the maximum number of employee are satisfied.

**Q.6 Are you satisfied with the any training programs organized in the Life insurance  
Coopration?**

Satisfaction level	No. of respondent	Percentage
Satisfied	12	30%
Partly Satisfied	5	12.5%
Unsatisfied	3	7.5%
Fully Satisfied	20	50%
Total	40	100 %

**ANALYSIS**

It can be concluded from the above table that 30% are satisfied, 12.5%are partly satisfied,7.5% are unsatisfied, and 50% are fully satisfied.

**INTERPRETATION**

Thus, the above table indicates that the maximum number employee are fully satisfied.

**Q.7 Are you satisfied with the behavior of the colleagues?**

Satisfaction level	No. of respondent	Percentage
Satisfied	6	15%
Partly Satisfied	2	5%
Unsatisfied	2	5%
Fully Satisfied	30	75%
Total	40	100 %

**ANALYSIS**

It can be concluded from the table that 15% are satisfied , 5% are partially satisfied , 5% are unsatisfied , 75% are fully satisfied.

**INTERPRETATION**

Thus, the above table indicates that the maximum employee are fully satisfied.

**Q.8 Are you satisfied with the facility provided to you for better performance ?**

Satisfaction level	No. of respondent	Percentage
Satisfied	10	25%
Partly Satisfied	20	50%
Unsatisfied	5	12.5%
Fully Satisfied	5	12.5%
Total	40	100 %

**ANALYSIS**

It can be concluded from the above table that 25% employee are satisfied, 50% are partially satisfied, 12.5% are unsatisfied,12.5% fully satisfied.

**INTERPRETATION**

Thus, the above table indicates that the maximum number of employee are partially satisfied.

**Q.9 Are you satisfied with the behavior of the Boss of Life insurance Cooperation?**

Satisfaction level	No. of respondent	Percentage
Satisfied	15	37.5%
Partly Satisfied	5	12.5%
Unsatisfied	5	12.5%
Fully Satisfied	15	37.5%
Total	40	100 %

**ANALYSIS**

It can be concluded from the above table that the employee are satisfied with boss behavior 25%, 12.5% are partly satisfied, 12.5% unsatisfied and 50% are fully satisfied.

**INTERPRETAION**

Thus, the above table indicates that the maximum number of employee are fully satisfied.

**FINDING**

- Thus above table indicates that the majority of employee are in the monthly salary group 5000-10000.
- Thus the above table indicates that the maximum number of employee are satisfied
- Thus the above table indicates that the maximum number of employee are fully satisfied,
- The above table indicates that the 40 employee are temporary
- The above table indicates that the maximum numbers of employees are satisfied.
- The above table indicates that the maximum numbers of employees are fully satisfied.
- The above table indicates that the maximum employee are fully satisfied
- The above table indicates that the maximum numbers of employees are partially satisfied.
- The above table indicates that the maximum numbers of employees are fully satisfied.

**CONCLUSION**

1. Thus from the data interpretation it can be said that job satisfaction is a process which evaluate and analysis the satisfaction level of job.
2. .It is considered that in private company the employees who are satisfied with their job are more productive.
3. The problem of having low job satisfaction is because of less salary and temporary basis job type.
4. To increase the level of job satisfaction some strategies must apply.

**SUGGESTION**

Some of the suggestion on the analysis of all as follows:-

1. The company must create friendly atmosphere with employee.
2. There should be proper infrastructural facility to improve the working condition of employee for more job satisfaction.
3. There should be proper training facility to build employees competence and self confidence for increasing job satisfaction level.
4. To encourage positive workplace relation because of that the performance level increase.

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1.	Human Resource Management	S.S Khanka	S.Chand
2.	Human Resource Management	P.SubbaRao	Himalaya Publication
3.	HumN Resource Development	Dr. K.R. Dixit	Vishwa Publishers

**UPROOTED EXISTENCE OF WOMAN IN SHASHI DESHPANDE'S  
ROOTS AND SHADOWS****Dr. Jyoti Patil**Principal and Head, Dept. of English  
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E-mail: [jyotipatil\\_id1@yahoo.co.in](mailto:jyotipatil_id1@yahoo.co.in)**Abstract:**

Shashi Deshpande explicitly demonstrates her feminist vision in almost all her novels by giving voice to the voiceless, strength to the meek and weak and stronghold to the uprooted and rootless women through her brilliant writing. Her novels turn to the territory of the interior lives of the middle class women who are engaged in an unending battle against the age-old discriminations of patriarchy and the daily nameless humiliations of day-to-day existence. *Roots and Shadows* is a representative novel to showcase her feministic approach in which she draws serious attention to the dilemma of Indian woman. My humble attempt in the present paper is to unveil the uprooted existence of woman in Shashi Deshpande's *Roots and Shadows*.

**Keywords:** Uprooted existence, Feminist Vision, Patriarchy, voiceless, dilemma.

Fiction by women writers exposes a great deal about the searching insights and the human understanding with the trying time. Shashi Deshpande is one of the most significant female writers of the 21<sup>st</sup> century in India. Owing to her Maharashtra and Karnataka connection, her female characters are more reflective to the culture and society of these regions. As a novelist she tries to explore the meaningful search for the uprooted existence of her female characters within the socio-cultural context of time and place. It is clear when she shares these following lines in *The Sunday Times*:

*My writing comes out myself, my ancestry, the place I was born in, the place lived in, the cultural I am steeped in, the fact that the writing is in English, changes none of these things. (2012)*

She identifies the problems of Indian women who traditionally have responsibility of holding the family values and maintaining the relationships at all costs and in any situation. In her first novel *The Dark Holds No Terror* Shashi Deshpande communicates her thoughts and experiences based on her encounter with a couple. She writes about the customs and traditions of the people belonging to Maharashtra and Karnataka so skilfully that the local dialects, terms and traditions reflect her in-depth understanding of the milieu. She keeps on justifying in one way or other that her writings are rooted in her own experiences and the society she belongs and understands.

Similar to the writings of R K Narayan, Shashi Deshpande follows the lines of customs and practices of both the regions and assimilate them in such a way in her novels that it seems to be a reflection of those regions in traditional way.

*Roots and Shadows* established Shashi Deshpande as a mature writer of considerable repute as it fetched her the most prestigious award “ThirumathiRangamal” for the best novel of 1982-83. In the changing scenario of early 21<sup>st</sup> century society that observes cross-currents of various cultural ideals, Shashi Deshpande finds the socio-cultural modes and values are juxtaposed with the thought processes of the women of today. A new generation who have changed perspectives and changed values towards age-old customs and traditions. Women are caught between tradition and modernity and try to come out with their solutions and perceptions.

Shashi Deshpande deals with the issues and problems of middle class women in the whirlpool of complex man-woman relationships. Though her women protagonists are consistently facing the clumsy, knotty relationships, her women firmly refuse to become prisoners of orthodoxies, stale traditions. They go through differences, clashes, sufferings and struggles. Shashi Deshpande can be grouped or compared with Nayantara Sahgal and Anita Desai not only for describing women’s sufferings in the clutches of societal traditions and customs candidly but trying to understand the female psyche in a most objective manner. Her women are aware of the cultural and social shortcomings to which they are subjected in this male-dominated society. They rebel against their men in search for freedom and identity, but ultimately find themselves up against well-entrenched social inertia.

Shashi Deshpande presents her women longing to become economically and ideologically independent. She finds her women caught up in a conflict between their family and professional

roles, between individual aspiration and social demands. Her women protagonists are caught in the conflict between responsibilities to oneself and conformity to the traditional role of a wife. They do not accept to be considered as the objects of gratification. They challenge their victimization and find a new balance of power between the sexes. But their idea of freedom is not purchased from the West, they strongly believe in conformity and compromise for the sake of the retention of domestic harmony rather than revolt, which might result in the disruption of family relationships.

*Roots and Shadows* is a story of middle class young girl named Indu who was brought up in an orthodox Brahmin family. The novel begins with Indu's return to her ancestral house to find her roots after leading an uprooted existence all her life. In her quest to find her roots, to be independent and complete, Indu realizes that there is beauty and security in life through reconciliation. She is a representative of the Indian women in contemporary Indian society who is torn between the old cultural modes and new socio-economic forces facing the different patterns of human life.

Indu is a woman divided into two compartments on one hand it is age-old traditions and her traditional role as a daughter, wife and mother and on the other her individual views as an independent woman. And in the pursuit of her search for her roots she discovered her new self as a commercial writer and a rebellious person against orthodoxy. She rebels against Akka, the head of her family as her mother image, her conventional rites and rituals, and her rigid values. Her penchant to secure complete independence becomes evident in her words: This is my real sorrow that I can never be complete in myself. Until I had met Jayant, I had not known it." (34) To attain complete freedom for her she seeks marriage as an alternative to the bondage unavoidable in her Akka led parental family.

Akka, an elderly member of the family and a mother image in the novel, is dominant and becomes a hindrance to Indu's pursuit of achieving an independent position in the family whereas the other members, her old uncle, Kaka, Atya and other family members cushion her position in the family. Akka doesn't allow Indu to meet boys. She rebels against the suffocating authority of Akka and the oppressive atmosphere of the family where women have no choice but to submit and accept their lot. Since her childhood she was trained to follow rules of the family which Indu never liked:

*As a child, they had told me I must be obedient and unquestioning. As a girl, they had told me I must be meek and submissive. Why? I had asked. Because you are a female. You must accept everything, even defeat, with grace, because you are a girl, they had said. It is the only way, they said, for a female to live and survive. (Deshpande, 1983:158)*

She marries Jayant and thinks of fitting herself in a new role of a wife to attain her freedom and find new roots. Jayant is a man of different caste but of her own choice and she leaves her parental house. Jayant gives her a feeling of solidity and certainty. But very soon she realizes her mistake. She experiences a new sort of humiliation, her disillusionment of conjugal life, her suffering of sexual exploitation by Jayant. She longs for true love and involves with her cousin Naren in search of true love. Her extra marital relation doesn't bring any guilt for her. On the contrary, she feels relaxed and satisfied with her newfound love.

The novel takes its strong feminist standpoint when Indu plunges into such drastic decisions and expresses herself freely in these words: "There was only one thing she wanted and that was to dominate, and for her it is 'A declaration of Independence'..." (68) She seeks fulfilment in education and career, works as a journalist for a woman's magazine, but gives it up for she was disgusted about women and their problems, and switches to another magazines. Her marriage with Jayant suppresses her femininity and basic human demands. She is physically and spiritually dissatisfied with her husband, who takes her for granted and forces her to submit. Her love marriage degenerates into a mere psychological setback.

*Marrying Jayant, Indu realises that it is because of him that her life is meaningful in one view and also meaningless in another view. She wonders as to why she in all the way is trying to please her husband, feeling of having lost her independent identity. (Agrawal, 2013:54)*

But in passage of her life, she realizes that she is not much different from her other counterparts, for she was unknowingly trying to mould and shape herself according to Jayant's demands and expectations. Till now she was independent, intelligent, logical and rational thinker, after her marriage, she becomes one of those archetype submissive Indian women whose identity is only an extension of their husbands. At a crucial time, she even thinks of leaving her husband, hoping

to become whole self again, but she hangs on to her marriage though beneath her skin, she knows that, her marriage is a failure. She is haunted by her affair with Naren, her cousin, who is now dead, and she realizes that she cannot live without Jayant.

It is exactly when Indu finds herself at the cross-roads of her life with her sense of certainty, confidence and assurance withering away, uprooted existence creeps in her life, then she gets an opportunity to go back to her ancestral home in a bid to search her lost roots.

In contrast to Indu, Mini, Indu's cousin stays at her ancestral home and continues to compromise in all fronts. Even being educated she lacks will power and sacrifices her individuality. Though she is deeply aware of her peculiar position, she makes no efforts to come out of the tangles of the society and be independent. But Indu rebels against the narrow conventions and tyrannical authority of Akka in matters of education, love and marriage.

During Indu's stay in her ancestral house, she gets an opportunity to review the past. Here she learns that Akka's life is a stunning example of how woman had been subjected to frustration and disappointment. Her Atya narrates Akka's sufferance and her silences. Indu understands and analyses Akka's behaviour, and how women in the name of child marriages were treated inhumanly and beastly. Akka is too young, a small girl, frail for her hefty and aged husband, so he is drawn to other women. Akka represents the older generation and her husband is indifferent to her. The women of the old generation have suffered sexual violence, widowhood, drudgery, etc. Lack of education and economic opportunities, especially for women, has strengthened the patriarchy even stronger among the working class. Physical violence, sexual abuse and mental torture are a fact of daily life.

Indu is able to free herself from the shadows that bind her to the past, only after Akka's death. Forced by Akka's will to do the mantle of the family matriarch, she displays maturity and strength in executing her duties. She realizes that Jayant, her husband, need not determine or limit her sphere of activity, Indu's decision not to submit herself to anyone's dictates, not to get influenced by her husband in career matters shows that she is making independent decisions, and matures into an individual who chooses to live life in accordance with her own wishes, in a bold and challenging woman of determination. She negates all feminine limitations and also acquires the power to change others. Indu, in the end makes resolutions to change her through self-

realization. As a journalist and writer, writes about woman, she is forced to write untruth about a certain woman, where, she is extremely happy. However, she is conscientious and decides not to repeat her mistake.

Thus, Shashi Deshpande by presenting Indu in this manner is trying to analyse the double standards opted in our society, men are allowed to take any kind of liberties seeking sexual pleasure, even after they are married. A wife must ever remain devoted to her husband and please him. After his death, she should never, never think of other man. Even though, a husband is a bad character, a vicious one, who marries another woman. However a woman has to be always faithful, devoted and must worship him as her God. Thus, in such a society, the sexual emancipation is evidently an assertion of Indu's individuality, her newly emerged identity.

Here, Shashi Deshpande emerges as a feminist possessing deep insight into the female psyche. Focusing on the marital relations she seeks to expose the tradition by which a woman is trained to play her subservient role in the family. Her novel reveals the man-made patriarchal traditions and the uneasiness of the modern Indian woman in being a part of them. S P Swain appropriately sum up Indu's journey as a woman:

*The meek, docile and humble Indu of the early days finally emerges as bold, challenging, conscious and rebellious women. She resigns her job, thus defying male authority, hierarchy and the irony of a woman's masked existence. Her struggle for harmony and sanity. She is able to discover her roots as an independent woman, a daughter, a mother and a commercial writer. (Swain: 1998, 95)*

Shashi Deshpande is not a believer in fiery rhetoric. She is not a firebrand or revolutionary writer for the cause of woman. She is first and foremost an artist and she lodges her protest most artistically through the silent non-conformism of her protagonist, Indu. She refuses to toe the orthodox line and comes out to oppose her husband and other members of family and society. The uprooted existence is very reflective in the character of Indu in *Roots and Shadows*.

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## MANAGING WATER: AVOIDING CRISIS IN VIDARBHA AREA OF MAHARASHTRA

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### Abstract

Managing water resource is the process of decision-making on assessment, allocation, use, regulation, monitoring and development of surface and underground water sources. Water resource management is the activity of planning, developing, distributing and managing the optimum use of water resources. It is a sub-set of water cycle management. In an ideal world, water resource management planning has regard to all the competing demands for water and seeks to allocate water on an equitable basis to satisfy all uses and demands. This is rarely possible in practice. The present paper deals with the problems related to water resource and its management in context with the Vidarbha region of Maharashtra.

**Key Words:** Management, water resource, problem, scarcity.

### Introduction

One of the basic conditions of living is availability of water. Adequate supply of safe water is essential for maintaining health and sanitary conditions. Not only this, water as a natural has influence on almost every aspect of development. Agriculture production, through irrigated cultivation needs water. Likewise labour productivity can be increased if the labour force and their families have safe water supply. Water management requires special efforts especially for water short basins. Besides providing water to household both in villages and cities, adequate water supply is essential for nations' industries.

Around the world, human activity and natural forces are reducing available water resources. Although the need of the public awareness is to better manage and protect water which has grown over the last decade, economic criteria and political considerations still tend to drive water

policy at all levels. Science and best practice are rarely given adequate consideration. Pressures on water resources are increasing mainly as a result of human activity – namely urbanization, population growth, increased living standards, growing competition for water, and pollution. These are aggravated by climate change and variations in natural conditions. Still, some progress is being made. More and more, officials are evaluating water quantity and quality together, and coordinating management efforts across borders.

In developing countries, in early phases for development – water demand always increases. Some industries use more water than others. Development of water resources will continue to rise if we have to attain higher industrial and economic growth.

### **Review of Literature**

Water is a necessity of life. In fact, it is a social topic which is very significant in nature. Many people have contributed their rich work in this area because of need and relevance. The present condition of water is demanding, as a result more work on this topic is required because of huge deviation in demand and supply part.

It is imperative to understand the physical basis for water resources management before moving to look at other issues associated with water management such as governance and institutional arrangements. The literature reviewed on this topic covers numbers of studies. Few of them are given below –

In news on water conservation titled “India to declare 2013 as Water Conservation Year” dated Thursday, May 09, 2013 in ZEE news, according to the report; the Government of India has declared India as water conservation year. The government approved a proposal to declare 2013 as water conservation year under which awareness programmes will be launched for conservation of the scarce natural resource.

According to an article titled Water use rising faster than world population - Like oil in the 20th century, water could well be the essential commodity on which the 21st century will turn states that Human beings have depended on access to water since the earliest days of civilization, but with 7 billion people on the planet as of October 31, exponentially expanding urbanization and development are driving demand like never before.

From the following reviews, it is proved that for being an important resource, there are many conflicting issues about water.

### **Research Methodology**

In order to have proper research work, this research project has an identified research problem, certain objectives and hypothesis. In addition to this, this research project has research design which indicates as to how required data is collected, analyzed and interpreted. The research process consists of series of various actions, out of them the paper is based on the sources of primary as well as secondary. The data was collected through questionnaire from 300 water users of Gondia and Bhandara District. The following are the objectives of the study –

1. To study how we can sap the scarcity of water.
2. To find out the new techniques for conservation and saving of water.
3. To aware the people about the need for water resource management.

### **Hypothesis**

1. If new techniques of management of water resources are developed and applied to preserve and properly use available water, it will solve the water scarcity problem.
2. Other techniques of water resource management used in India or other parts of world may help Nagpur region of Vidarbha also.
3. Proper distribution and utilization of water will solve the problem of water scarcity in Nagpur region of Vidarbha.

**Data Analysis and Interpretation**

## 1. Methods adopt by Respondents to conserve water.

Responses	Gondia District		Bhandara District		Total
	No. of persons	%	No. of persons	%	
Collects rainwater	30	20.00	34	22.67	64
Water education to children	34	22.67	26	17.33	60
Use bucket for bathing & gardening	82	54.67	88	58.67	170
Makes a water use time table	04	2.66	02	1.33	06
<b>Total</b>	150	100	150	100	300

## 2. Awareness among people about the critical condition of availability of water resources, its scarcity and disputes in Vidarbha.

Responses /Area	Gondia District		Bhandara District		Total
	No. of Persons	%	No. of Persons	%	
Yes	132	88.00	126	84.00	258
No	18	22.00	24	16.00	42
<b>Total</b>	150	100	150	100	300

**3. Measures to suggest in solving the problem of water scarcity and disputes.**

Responses / Area	Gondia District		Bhandara District		Total
	No. of Persons	%	No. of Persons	%	
Water management	21	14.00	26	17.33	47
Proper distribution of water	26	17.33	14	9.33	40
Rainwater harvesting	22	14.67	34	22.67	56
Use of water conservation methods	17	11.33	26	17.33	43
Arrangements of awareness programmes	64	42.67	50	33.33	114
<b>Total</b>	150	100	150	100	300

**4. Suggestions to aware people about management of water resources.**

Responses / Area	Gondia District		Bhandara District		Total
	No. of Persons	%	No. of Persons	%	
Through seminars	14	9.33	06	4.00	20
Advertisements	10	6.67	14	9.33	24
Radio	32	21.33	34	22.67	66
Presentations	04	2.67	06	4.00	10
Television	16	10.67	12	8.00	28
Awareness Camps	74	49.33	78	52.00	152
<b>Total</b>	150	100	150	100	300

**5. Awareness among people of Vidarbha about the all new and old techniques of management of water resources.**

Area/ Responses	Gondia District		Bhandara District		Total
	No. of Persons	%	No. of Persons	%	
<b>Yes</b>	45	30.00	42	28.00	87
<b>No</b>	80	53.33	68	45.33	148
<b>Very few</b>	25	16.67	40	26.67	65
<b>Total</b>	150	100	150	100	300

**4. Opinion of people that the development and application of new technique of water resource management to preserve and properly use of available water will solve the water scarcity problem.**

Area/ Responses	Gondia District		Bhandara District		Total
	No. of Persons	%	No. of Persons	%	
<b>Yes</b>	72	48.00	73	48.67	145
<b>No</b>	43	28.67	36	24.00	79
<b>May be</b>	35	23.33	41	27.33	76
<b>Total</b>	150	100	150	100	300

## Findings

1. Apart from the existing techniques, respondents believe that the modern technique of agriculture and irrigation, awareness camps at mass level, imposing water penalty for misuse or wastages of water can help in conserving and saving water.
2. Respondents from this region are aware about the critical condition of availability of water resources, its scarcity and disputes. For the management and conservation of water resource, they adopt rainwater harvesting, use various water conservation methods like reuse water, keep monthly record of water, educate their children etc.
3. Respondents suggested that organizing awareness camps at mass level is a best way to aware people about management of water resources.
4. Very few people of the Gondia and Bhandara District know about the old and new techniques of management of water resources because of lack of awareness.
5. Most of the respondents feel that if new techniques of management of water resources are developed and applied to preserve and properly use available water, it will definitely solve the water scarcity problem.
6. As per the responses collected, the arrangement of awareness camps and modern irrigation tools are best techniques for Vidarbha in management of water resources.
7. Most of the respondents feel that proper distribution and utilization of water will solve the problem of water scarcity in Nagpur region of Vidarbha.

## Conclusion

In the area of Vidarbha, the water resources are in a problematic situation. More reliable information is still needed regarding the quality and quantity of available water and how this availability varies in time and place to place. Human activities affect the water system in many ways, which need to be understood and quantified to manage water resources responsibly and sustainably.

The study proves that there is awareness among people about the present alarming condition of water scarcity and disputes but they are not aware about the proper techniques to be used to curb this problem. For that, the government can help by organizing various camps, seminars to aware people about small and easy techniques of water resource management

Last but not the least, the study can be concluded by stating – “Water, water everywhere! And not a drop to drink!” Still, there are chances to save the most important source of life – Water if the people start working on the concept of sustainable management.

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**ON-DEMAND COMPUTING SYSTEM: A STUDY**

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**ABSTRACT:**

Loud Computing, also known as 'on-demand computing', is a kind of Internet-based computing, where shared resources, data and information are provided to computers and other devices on-demand. It is a model for enabling ubiquitous, on-demand access to a shared pool of configurable computing resources. Cloud computing and storage solutions provide users and enterprises with various capabilities to store and process their data in third-party data centers.<sup>[3]</sup> It relies on sharing of resources to achieve coherence and economies of scale, similar to a utility (like the electricity grid) over a network. At the foundation of cloud computing is the broader concept of converged infrastructure and shared services.

**Index Terms :** Loud Computing, Opportunities, Advantage, Disadvantages

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**1. INTRODUCTION**

Cloud computing is a model for enabling ubiquitous, convenient, on-demand network access to a shared pool of configurable computing resources (e.g., networks, servers, storage, applications and services) that can be rapidly provisioned and released with minimal management effort.

Proponents claim that cloud computing allows companies to avoid upfront infrastructure costs, and focus on projects that differentiate their businesses instead of on infrastructure. Proponents also claim that cloud computing allows enterprises to get their applications up and running faster, with improved manageability and less maintenance, and enables IT to more rapidly adjust resources to meet fluctuating and unpredictable business demand. Cloud providers typically use a "pay as you go" model. This can lead to unexpectedly high charges if administrators do not adapt to the cloud pricing model.

The present availability of high-capacity networks, low-cost computers and storage devices as well as the widespread adoption of hardware virtualization, service-oriented architecture, and autonomic and utility computing have led to a growth in cloud computing. Companies can scale up as computing needs increase and then scale down again as demands decrease.

Cloud computing has now become a highly demanded service or utility due to the advantages of high computing power, cheap cost of services, high performance, scalability, accessibility as well as availability. Cloud vendors are experiencing growth rates of 50% per annum. But due to being in a stage of infancy, it still has some pitfalls which need to be given proper attention to make cloud computing services more reliable and user friendly.

## 2. DEFINITION :

*“ Loud Computing, also known as 'on-demand computing', is a kind of Internet-based computing, where shared resources, data and information are provided to computers and other devices on-demand. ”*

Cloud Computing = Software as a Service

- A) Infrastructure as a Service
- B) Platform as a Service
- C) Data as a Service

## 3. HOW IS IT NEW :

- ✓ Cloud computing is different from the traditional Client-server model.
- ✓ In Client-server model, the workload is partitioned between the server and the client computer, and the server and the client computer normally need to be in the same local network.
- ✓ In cloud computing, the client may be too simple to do any work other than communicate to the cloud.
- ✓ And it is typically accessed from internet, rather than a local network.

### Data as a Service

Data → Information → Knowledge → Intelligence

- Infrastructure for Web-scale data mining and knowledge discovery
- Empower people with knowledge
- Empower applications and services with intelligence

#### 4. TYPE OF CLOUDS :

##### A) Infrastructure as a service (IaaS)

- On Demand Server, Storage & Networking - Computing as a Service
- Hardware, Software, Electricity, Cooling, Connectivity all managed by Vendor
- Pay-as-you-go, Highly Scalable and Elastic
- Vendor provides infrastructure management tools
- Vendors : Amazon EC2, Rackspace, HPCloud, etc
- Tools are available to monitor performance, peak load conditions and backups

##### B) Platform as a service (PaaS)

- A platform to develop applications that can be deployed on the cloud
- Framework / Platform is hosted on the Cloud
- Development language and platform is vendor decided
- Vendor provides infrastructure management tools
- Scalability and management is provided by the Vendor
- No Licensing hassles
- Vendors: Force.com, Google App Engine, Microsoft Azure, Heroku
- Drawback : Vendor Lock in

##### C) Software as a service (SaaS)

- Enterprise Application without installation overhead
- Applications that are available to be used over the internet
- Pay per user Account
- Scalable to multiple users and tenants
- Applications like SalesForce.com, Gmail, Google Apps, etc

#### 5. OPPORTUNITIES OF CLOUD COMPUTING SYSTEM:

In parallel there has been backlash against cloud computing:

- A. Use of cloud computing means dependence on others and that could possibly limit flexibility and innovation:

The others are likely become the bigger Internet companies like Google and IBM, who may monopolise the market.

- Some argue that this use of supercomputers is a return to the time of mainframe computing that the PC was a reaction against.

**B. Security could prove to be a big issue:**

- It is still unclear how safe out-sourced data is and when using these services ownership of data is not always clear.

**C. There are also issues relating to policy and access:**

- If your data is stored abroad whose policy do you adhere to?
- What happens if the remote server goes down?
- How will you then access files?
- There have been cases of users being locked out of accounts and losing access to data.

**6. ADVANTAGES OF CLOUD COMPUTING****A) Lower computer costs:**

- You do not need a high-powered and high-priced computer to run cloud computing's web-based applications.
- Since applications run in the cloud, not on the desktop PC, your desktop PC does not need the processing power or hard disk space demanded by traditional desktop software.
- When you are using web-based applications, your PC can be less expensive, with a smaller hard disk, less memory, more efficient processor...
- In fact, your PC in this scenario does not even need a CD or DVD drive, as no software programs have to be loaded and no document files need to be saved.

**B) Improved performance:**

- With few large programs hogging your computer's memory, you will see better performance from your PC.
- Computers in a cloud computing system boot and run faster because they have fewer programs and processes loaded into memory...

**C) Reduced software costs:**

- Instead of purchasing expensive software applications, you can get most of what you need for free-ish!
  - most cloud computing applications today, such as the Google Docs suite.
- better than paying for similar commercial software
  - which alone may be justification for switching to cloud applications.

**D) Instant software updates:**

- Another advantage to cloud computing is that you are no longer faced with choosing between obsolete software and high upgrade costs.
- When the application is web-based, updates happen automatically
  - available the next time you log into the cloud.
- When you access a web-based application, you get the latest version
  - without needing to pay for or download an upgrade.
  - Improved document format compatibility.
- You do not have to worry about the documents you create on your machine being compatible with other users' applications or OSes

There are potentially no format incompatibilities when everyone is sharing documents and applications in the cloud

**E) Unlimited storage capacity:**

- Cloud computing offers virtually limitless storage.
- Your computer's current 1 Tbyte hard drive is small compared to the hundreds of Pbytes available in the cloud.

**F) Increased data reliability:**

- Unlike desktop computing, in which if a hard disk crashes and destroy all your valuable data, a computer crashing in the cloud should not affect the storage of your data.
  - if your personal computer crashes, all your data is still out there in the cloud, still accessible
- In a world where few individual desktop PC users back up their data on a regular basis, cloud computing is a data-safe computing platform!

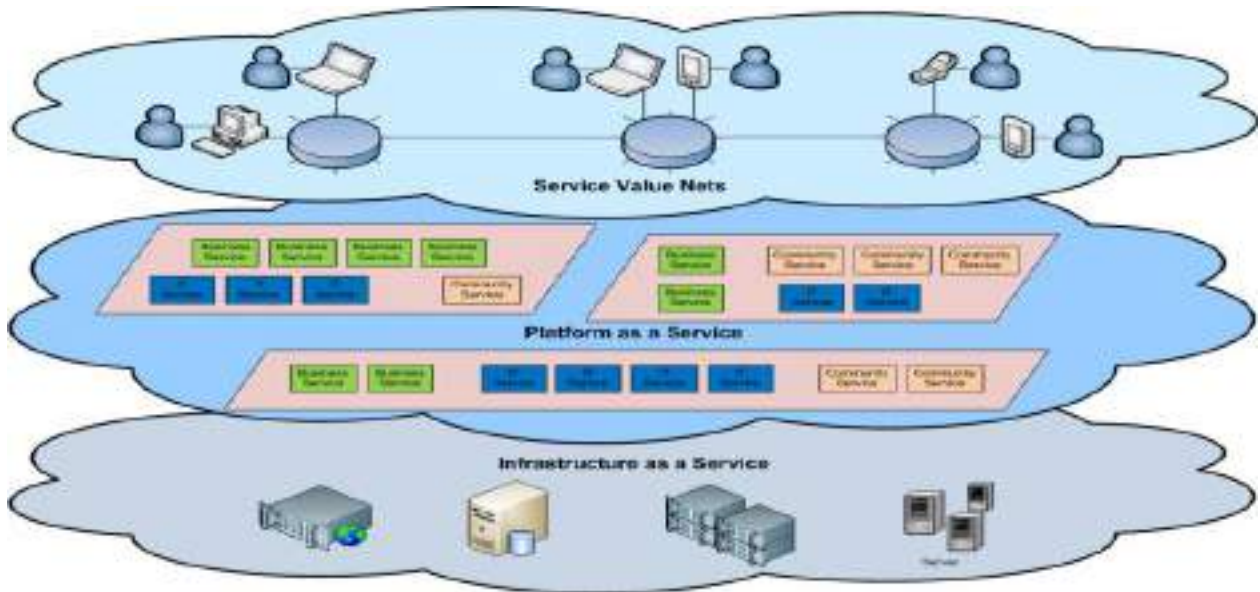
## 7. SECURITY OF CLOUD COMPUTING SYSTEM :

Cloud computing poses privacy concerns because the service provider can access the data that is in the cloud at any time. It could accidentally or deliberately alter or even delete information. Many cloud providers can share information with third parties if necessary for purposes of law and order even without a warrant. That is permitted in their privacy policies which users have to agree to before they start using cloud services. Solutions to privacy include policy and legislation as well as end users' choices for how data is stored. Users can encrypt data that is processed or stored within the cloud to prevent unauthorized access.

According to the Cloud Security Alliance, the top three threats in the cloud are "Insecure Interfaces and APIs", "Data Loss & Leakage", and "Hardware Failure" which accounted for 29%, 25% and 10% of all cloud security outages respectively — together these form shared technology vulnerabilities. In a cloud provider platform being shared by different users there may be a possibility that information belonging to different customers resides on same data server. Therefore, Information leakage may arise by mistake when information for one customer is given to other. Additionally, Eugene Schultz, chief technology officer at Emagined Security, said that hackers are spending substantial time and effort looking for ways to penetrate the cloud. "There are some real Achilles' heels in the cloud infrastructure that are making big holes for the bad guys to get into". Because data from hundreds or thousands of companies can be stored on large cloud servers, hackers can theoretically gain control of huge stores of information through a single attack — a process he called "hyperjacking". Some examples of this include the Dropbox security breach, and iCloud 2014 leak. Dropbox had been breached in October 2014, having over 7 million of its users passwords stolen by hackers in an effort to get monetary value from it by Bitcoins (BTC). By having these passwords, they are able to read private data as well as have this data be indexed by search engines (making the information public).

Fundamentally private cloud is seen as more secure with higher levels of control for the owner, however public cloud is seen to be more flexible and requires less time and money investment from the user

### 8. CLOUD COMPUTING ARCHITECTURE:



### 7. CONCLUSION:

So, while cloud computing is really really great and you're probably already using it, either for business or for personal means, here's what we've learned from taking a look at the pros and cons:

Cloud computing is a really cheap way for companies to have all the resources they need in one place.

It's a much better way to spread your resources, and it becomes easier to access things from longer distances.

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## **THE PERFORMANCE AND GROWTH OF SMALL SCALE AND COTTAGE INDUSTRIES IN INDIA WITH SPECIAL STUDY OF GONDIA DISTRICT**

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### **ABSTRACT:**

Small-scale and cottage industries have been playing an important role in the overall economic development of a country like India, where millions of people are unemployed or underemployed. Population and Poverty has become the most important problem for our country today. Small scale and cottage industries play an important role in solve these problems through dividing employment with lower investment. Industrialization is essential for rural and urban areas because majority of the population lives there. If industrialization is started from villages then the impact of development is enormous. The economic development of any country primarily depends upon the establishment of industries. Small scale and cottage industries sectors sector comprises 95 per cent of the total industrial units in the country like India. Let us discuss about the performance and growth and of small-scale and cottage industries in India with special study to Gondia district.

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### **INTRODUCTION:**

In India, small-scale and cottage industries occupy 12.3 million units, contribute to 40 percent of industrial production and 35 percent of their exports and provide employment to about 29.5 million people. The Small scale and cottage industries now produce more than 8000 products by recognizing the importance of Small scale and cottage industries units in the development of economy. The Indian government has been continuously attempting to improve the availability of critical input to this sector and create appropriate infrastructural environment. Recently, significant policy initiatives have created easy availability of financial assistance, incentives and subsidies and influenced many enterprises to start Small scale and cottage industries. This has resulted in growth in the number of Small scale and cottage industries units.

**MEANING OF SMALL SCALE AND COTTAGE INDUSTRIES:**

According to Micro and Small and Medium Enterprises Development (MSMED) Act 2006, the micro, small and medium enterprises (MSMEs) are classified into two classes, namely, manufacturing enterprises that are engaged in the manufacture or production of goods pertaining to any industry specified in the first schedule to the Industries (Development and Regulation) Act, 1951 and service enterprises. The limit for investment in plant and machinery equipment for manufacturing/service enterprises is shown in Table 1

ENTERPRISES	INVESTMENT IN PLANT AND MACHINERY	
	MANUFACTURING SECTOR	SERVICE SECTOR
MICRO	Not exceed Rs. 25 lakh	Not exceed Rs. 10 lakh
SMALL	More than Rs. 25 lakh but does not exceed Rs. 5crore.	More than Rs. 10 lakh but does not exceed Rs. 2crore.
MEDIUM	More than Rs. 5crore but does not exceed Rs. 10 crore	More than Rs. 2crore but does not exceed Rs. 5 crore.

Source:-Indian Economy 27<sup>th</sup> revised Edition Misra and Puri p.no.383

**OBJECTIVE:**

1. The focuses on overall performance of the Small scale and cottage industries in India from 1991-92 to 2011-12 in terms of number of units registered, production recorded and employment generated.
2. The attempts to compare the performance and growth of small scale and cottage industries in Gondia district in terms of number of units, investments, employment and production.
3. It also analyses the barriers for the development of Small scale and cottage industries suggests some measures for improving their performance in India.

**HYPOTHESES:**

1. Small scale and cottage industries is important to the economy development in India.
2. Overall need to measuring performance of small scale and cottage industries of Gondia district.

**RESEARCH METHODOLOGY:**

The study has been based on secondary data gathered from journals, reports, economic reviews and websites.

**IMPORTANCE OF SMALL SCALE AND COTTAGE INDUSTRIES:**

Economic development of a country is directly related to the level of industrial growth. India has also been striving to develop the country's industrial base since independence. The expansion of industrial sector also leads to improvement in the general standard of living. Small scale and cottage industries have played a key role in planned development with its advantages of low investment and high potential for employment generation. The development of Small scale and cottage industries is being given due importance by the government in order to achieve the following objectives:

1. To provide additional employment opportunities.
2. To mobilize resources of capital and skills from various parts of the country.
3. To provide more equitable distribution of national income.
4. To provide a helping hand to large industries and facilitate them in their work.

**SMALL SMALL SCALE AND COTTAGE INDUSTRIES SICKNESS:**

The Small scale and cottage industries sector now faces problems such as fierce competition and natural threat to indigenous technology. The process of liberalization, privatization and globalization posed several threats and challenges for Small scale and cottage industries in India. As a consequence of this, several small scale and cottage industries flourished and several became sick. The reason for sickness in Small scale and cottage industries includes:

- Inadequacy of working capital
- Delay in sanction of working capital and time gap between sanction of term loan and working capital
- Poor and obsolete technology
- Problems related to availability of raw material
- Inadequate demand and other marketing problems
- Erratic power supply
- Labour problem
- Infrastructural constraints
- Inadequate attention to research and development
- Inability of the units to face growing competition due to liberalization and globalization
- Slow technology adaptation in mitigation of environmental management, technology system and lack of enforcement of existing procedure.

The Indian government has given due importance to Small scale and cottage industries in the five-year plans because of their immense advantages. All five-year plans have stressed the need to develop Small scale and cottage industries in India. Today, the status of Small scale and cottage industries is better than the past years. Five-year plan outlays to small scale and cottage industries increased to 104,300 million in eleventh five-year plan (2007-12) from 52 million in first five-year plan (1951-56) indicating the increased importance assigned to this sector. The performance of Small scale and cottage industries on various parameters, that is, number of units, value of production, number of persons employed and exports has been impressive in spite of tough competition from large-scale sectors. Small scale and cottage industries sector has recorded a high rate of growth and made a steady progress during recent years.

### **ROLE OF SSI SECTOR IN THE INDUSTRIAL DEVELOPMENT OF GONDIA DISTRICT:**

The purpose of administrative conveyance, the Gondia district is divided into 8 Tahsils and 8 Panchayat Samities. According to the 2001 Census, there was 556 Gram Panchayat for the purpose of Rural Development. The main crop grown in the district is paddy. Gondia district stretches over an area of 5641 Sq. Km. In the terms of area; Gondia district constitutes 1.83% of

the total area of the Maharashtra State. Total population of the district according to 2001 census was 1200707 out of which 598834 were males and 601873 were females. Of the total population, 88% is residing in rural area and 12% is residing in urban area. The density of the population according to the 2001 census was 213 persons/Sq. Km. Gondia district lies at latitudes 20.39 and 21.38 North and longitudes 79.27 to 80.42 east. The adjoining districts to Gondia are on northern side Balaghat district of Madhya Pradesh and on eastern side Rajnandgaon district of Chattisgarh state. To the south and west are Chandrapur district and Bhandara district of Maharashtra. The district headquarter is situated at Gondia situated on Mumbai- Calcutta railway route which is 1060 Km from Mumbai, capital of state.

Important places in the district: Navegaon Bandh 65 Km south of Gondia in Arjuni moregaon taluka is a National Park. Nagzira 30 Km south of Gondia in Sadak Arjuni taluka is a National Park. Birsi Airport 12 Km North from Gondia. Adani Power Plant: 30 Km from Gondia at Tiroda taluka. Rice is the main crop of the district. Gondia district is unique in Maharashtra in sense that the entire area of the district is occupied by metamorphic rock and alluvium.

Climate & Rainfall of Gondia District experiences extreme variations in temperature with very hot summers and very cold winters and an average relative humidity of 62 percent. Minimum temperature of 7.4 D.C. and Maximum temperature of 47.5 D.C. recorded in the year 2009. Gondia district receives rainfall from South- Western winds mainly in the months of June, July, August and September. July and August are the months during which the maximum rainfall as well as maximum continuous rainfall occurs. An appraisal of availability of infrastructure facilities for industrial growth has to take due note of the importance of land. This vital factor holds strategy in any scheme for industrial development of a region. The developed plots are under available to entrepreneurs by Maharashtra Industrial Development Corporation (MIDC). MIDC acquires and develop industrial plots with all the basic amenities and take them available to needy entrepreneurs.

Status of Industrial Areas in the District Gondia 31<sup>st</sup> March 2010

Sr. No.	Name of Industrial Area	Land acquired (In ha.)	Land developed (In ha.)	Prevailing Rate Per Sq.m.	No. of Plots	No. of allotted Plots	No. of Vacant Plots	No. of Units in Production
1	Gondia	146.14	146.14	55	176	163	13	83
2	Deori	155.90	155.90	40	55	16	39	11
3	Tiroda	211.60	211.60	100	2	2	-	1
4	Addl. Tiroda	164.98	164.98	--	1	1	-	-
5	Goregaon	9.84	9.84	40	24	17	7	1
6	Morgaon Arjuni	11.91	11.91	30	11	-	11	-
	Total	700.37	700.37	--	251	199	70	96

**Source:** - MSME, District Industrial Potential Survey of Gondia District 2010-11

With a view to promote Gondia district as a prime destination for industrial investment with environmental protection, various programmes were implemented during the year 2010- 11. But microfinance institution and the private money lenders remain quite unfriendly to MSME activities. Access to credit is one of the main bottlenecks to Small scale and cottage industries development. Most Small scale and cottage industries lack the necessary collateral to obtain bank loans. Small scale and cottage industries have limited access to capital markets, both at the national and international levels, in part because of the perception of higher risk, informational barriers and the higher cost of intermediation for smaller firms. As a result, Small scale and cottage industries often cannot obtain long-term finance in the form of debt and equity. The availability of bank credit or investment finance is an important pre-requisite for the progress of the Small scale and cottage industries sector. After the implementation of Basel 1st norms, banks

have been reorienting their balance sheets since the early 1990s to comply with the stipulated standards. These have changed the composition of bank portfolios which in turn has affected the sectoral deployment of credit. Credit to micro and small manufacturing and service enterprises are a part of the priority sector lending.

### **AREAS FOR IMPROVING CREDIT FLOW TO THE SMALL SCALE AND COTTAGE SECTOR *FOCUS ON DEVELOPMENT:***

The development focuses on building a self-sustainable development mechanism at identified locations. This is primarily to enhance the productivity and competitiveness of enterprises through technology up gradation, entrepreneurship development and event management. Small Industries Development Bank of India (SIDBI) proposes to focus on greater and easier flow of credit through clusters while extending developmental support.

Financial Credit support agency for the Small scale and cottage industries sector. Rating is often suggested as a helpful instrument for MSMEs. SIDBI, in association with selected PSBs, has taken the initiative of setting up a specialized credit rating agency for the Small scale and cottage industries sector. The agency aims at providing affordable, credible and independent ratings to Small scale and cottage industries which would help enhance their credibility and standing. Most Small scale and cottage industries are not aware of the benefits such as rating offered for their enterprises.

### **INNOVATION:**

Innovation is the catchword of the day. The demands on the MSMEs in terms of technology infusion, cloud computing, environmental- friendly processes and human resources (HR) intervention are on the rise. But availability of finance remains a problem area. The number of new units financed, per capita availability of credit, poor risk management, collateral dependence and high interest rate are factors mitigating against the interests of the MSMEs.

### **VENTURE CAPITAL:**

It aimed for new entrepreneurial ventures, which involve high risk, but at the same time promise high rewards. The capital is made available in the form of equity and equity-related instruments.

The institutions or investors providing venture capital assistance get deeply involved in the venture by providing necessary managerial and marketing support and networking opportunities.

**Performance and Growth of Small scale and cottage industries in India from 1991-92 to 2010-11 Table No.2**

Year	No. of small scale and cottage industries (million)	Production (million)	Employment (million)	Export (million)
1991-1992	7.063	730,720	16.599	138,830
1992-1993	7.351	855,810	17.484	177,840
1993-1994	7.649	988,040	18.264	253,070
1994-1995	7.960	1,222,100	19.140	290,680
1995-1996	8.284	1,482,900	19.793	364,700
1996-1997	8.621	1,684,130	20.586	392,480
1997-1998	8.971	1,891,780	21.316	444,420
1998-	9.336	2,129,010	22.055	489,790

1999				
1999-2000	9.715	2,342,550	22.910	542,000
2000-2001	10.11	2,612,890	23.909	697,970
2002-2003	11.01	3,119,930	26.138	860,130
2001-2002	10.521	2,822,700	24.909	712,440
2003-2004	11.395	3,645,470	27.142	976,440
2004-2005	11.859	4,297,960	28.235	1,244,170
2005-2006	12.342	4,978,820	29.491	1,502,420
2006-2007	26.112	7,093,980	59.566	1,776,000
2007-2008	27.279	7,907,590	62.637	1,825,380
2007-2008	27.279	7,907,590	62.637	1,825,380
2008-	28.516	8,808,050	65.935	2,020,170

2009				
2009-2010	29.808	9,829,190	69.538	2,235,720
2010-2011	31.152	10,957,580	73.217	2,451,270

**Year-wise Details of SSI/MSME Units Registered in Gondia district During the period 2006-07 to 2010-11**

Table no.3

year	Number of Registered Units	Employment	Investment (lakh. Rs)
2006-2007	766	15333	127.00 Cr.
2007-2008	151	1800	24.00 Cr.
2008-2009	134	1200	6.00 Cr.
2009-2010	135	1894	7.00 Cr.
2010-2011	56	524	6.00 Cr.
Total	1212	20751	170.00 Cr.

**FINDINGS OF THE STUDY:**

After looking at Table II, it is clear that the number of small-scale units in India increased from 7.063 million units in the year 1991-92 to 31.152 million units in the year 2010-11. But Table III shows that in Gondia district, the number of Small scale and cottage industries units increased from 766 in 2006-07 to 1212 in 2011-12 and there is also a decline in 2007-08, 2008-09 and 2009-10. When analyzing national scenario, the production in the SSI units was `730,720 million and the value of goods and services produced was 127.00 `million in 2006-07 and increased to 170.00 million by 2010-11. At the national level, the number of employee's was 16.599 million in the year 1991-92 and the number increased to 73.217 million in 2010-11. In Gondia district, when analyzing a period of Five years, employment generation was 15333 in numbers in 2006-07 and was at 20751 in 2010-11.

**SUGGESTIONS:**

Financial assistance and training programmes through the industrial promotional agencies must be improved in order to generate employment opportunity. Credit rating agencies need to improve their credibility and promote this awareness amongst entrepreneurs in 2011. An effective monitoring mechanism, creation of credit rating facilities, adoption of standards for quality and environmental management, promotion of Small scale and cottage industries brands and development of appropriate capital markets can improve the situation. The banks must become more liberal to strengthen the Small scale and cottage industries and efforts are needed to achieve a high degree of success by focused programmes and policies. Focus on cluster development and innovations must be encouraged. Today, the state of the MSME sector in India indicates the need for much more innovative and solid development strategies.

**CONCLUSION:**

Small scale and cottage industries has emerged as a dynamic and vibrant sector of the economy. At the national level, this sector has performed extremely well and enabled our country to attain industrial amplification and diversification. Small scale and cottage industries have made an important contribution to increase in employment and production. But, when analyzing the position of small scale and cottage industries, it can be noted that the amount of investment and the value of production has increased but, with respect to the amount of employment and the

number of enterprises, a marginal decline has been observed. The total number of small enterprises does not show a real progress. If the potential of Small scale and cottage industries is properly harnessed, it can help in accelerating the pace of socio-economic development and balanced regional growth apart from creation of employment opportunities. It is very essential to develop the industrial sector of Gondia district mainly through the development of Small scale and cottage industries sector.

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## ENGLISH COURSEBOOK-A FACILITATOR TO THE SECOND LANGUAGE LEARNERS

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### ABSTRACT

Broadly speaking, teachers and learners are the two different entities. They are brought together by a coursebook which gives ample opportunities to both teachers and learners to interact for the maximum benefits of the learners and to realize the objectives of teaching-learning process. It is viable only with the coursebook that is the fruition of many brainstorming sessions. It is to be designed while encompassing broader perspectives in the process that facilitate maximum learning and abridge the gap between theory and real life and inspire the learners to be creative and competent. All these salient features make a coursebook indispensable in teaching -learning arena. The present paper tries to examine all the factors that are vital in the process of designing a coursebook.

**Keywords:**Coursebook, Learners, Teachers, Exercises, Skills, Teaching -Learning, Language, Speaking, Reading ,Listening and Activity.

**Introduction-**The popular axiom goes that the planning is the key to success. It is quite befitting when the course book of English is designed. The success of any scheme or policy totally relies on the blue print. Thus the handy course book is also the result of numerous contemplation. The coursebook is the fulcrum on which every educated related activity moves around it. The coursebook helps to realize the objectives of education that is to bring to out the creativity of the learners and to make them competent. It is feasible only with the handy coursebook. There are some salient features that must be kept in mind while designing the coursebook. They are as follows.

**1. Learners' Psychology-**The first most important aspect which is to be taken into consideration while designing the coursebook of English is the Learners' psychology. The contents which are

compiled in the coursebook need to be based on learners' psychology. It is only possible when Bloom's Taxonomy is followed while designing the coursebook as the taxonomy consists of three significant domains-cognitive, affective and psychomotor skills. All these three aspects are firmly grounded on learners' psychology. When the coursebook for the UG students are designed particularly these domains are of utmost importance. Cognitive and Affective skills are associated with knowledge and attitude respectively. The basics skills of learning such as listening, speaking, reading and writing totally rely on these three domains of Bloom's Taxonomy. The first two domains are used at the former stage of learning and the third domain i.e. Psychomotor comes at the later stage of learning .Therefore the units of the coursebook of English are designed in such a way that they are not only helpful for improving the language skills but also to enhance the thinking skills of the students. The affective skills should be aptly incorporated in the coursebook as none of the activities of learning can be taken place without feeling and emotions. Units need to be consisted of the chapter that should assist to grow the attitude of the learners. When the learners feel the story affective i.e. emotional and moving they are self motivated and sources of distraction are minimized. They are tend to read the chapters recurrently resulting learning the skills of the language. **As it is said reading is silent speaking.** The learners who get them admitted in the undergraduate's course come from different background and medium so their psychology tends to be different. Thus the contents should be broken into fragments so as to cope with varied needs of the learners coming from different background and medium. Particularly, the beginning lessons should not be long instead they should be short and engaging. The lengthy lessons should be introduced gradually. The theme of the lessons must have relevance with the present time.

**Interactive Coursebook**-The coursebook of English must be abound in activities if it is only theoretical so it will be dull and drab for the learners. In the case of language, **it is said that the language is learnt by its use not by its rules.** Thus the coursebook of English needs to be designed in such a way that it should be full of activities. If it is laden with exercises it will provide ample opportunities to both teachers and learners to be actively involved. Otherwise in most of the cases the teacher is busy in delivering only long lectures and the learners sit passively .None of the four basic skills of the learners are touched upon .This faulty practice of learning can only get rid of with the help of interactive coursebook in which exercises are framed in such a way that they render the opportunities to the teachers to explain the exercises quite

easily with the involvement of the learners focusing on the four basic skills – listening, reading, writing, and speaking. Therefore there should be pre -reading activity at the beginning of the lesson it will assist the students to give them their responses and that will throw the light on ensuing text. So when the text is read and explained in the classroom, it will be quite easy for the learners to comprehend the text. The exercises that are designed at the end of the text should be based on varied skills of the language. The activity of multiple choice of question must be put forth to examine the comprehension skill of the learners. Grammar exercises are framed to help the learners to get mastery over the language structures. Then the short and long questions are introduced. This strategy will facilitate the learners to solve the exercises with learn and fun way. The interactive coursebook demands minimum efforts of the teachers and maximum from the learners. Generally it is found that the interaction is taken place between teacher and learners in which only the few intelligent learners are involved and most of the learners are mute spectators. But with the handy coursebook the communication can be made up three ways in which each learner can be actively involved. In the handy coursebook ,the exercises are designed in such a way that the interaction can be made teacher and learners,learners and learners and the learners and teacher. It is possible when group activities are given due weightage Short and simple exercises are framed to get involved the learners in micro groups to provide opportunities to each learner to be an active participant. Each learner in the group will participate in the activity within his group as well as with the other groups. When the learners report his response to the other groups, it will not only develop his speaking skills but also help to grow his skills of thinking logically and putting his ideas in the organized way. The most significant skill of speaking can be developed only when each learner is provided ample exercises to express himself freely and frequently. The handy coursebook makes the role of a teacher as an usherer and the learners as the participants.

**Language-** Language as we know that it is the combinations of words- vocabulary. The English coursebook can be a facilitator to the learners if the language of the text is simple and lucid. The language should be of practical use then it will be useful to the learners .The language of the coursebook should be free from bombastic words. The utmost attention is to be given to the syntax of the text so as to give abundant practices to the learners to use the language correctly and confidently in writing and speaking. The language must be such that it should create desire and curiosity in the minds of the readers. It is rightly said by Harmer‘’ **The Language**

**structures make up the skeleton and vocabulary is its vital organs and flesh'** Therefore in order to develop the language of the learners they should be given the practice of reading. Some vocabulary based exercises should also be included in the coursebook of English. One such exercise is that the sentence is given to the learners with the gap for the appropriate word to fill in out of the four options. Activities of synonyms, antonyms, homophones, homonyms, homographs and one word substitutions are framed to augment the vocabulary of the learners. Multiple choice question exercises should be designed to enhance the vocabulary of the learners. The apt usages of the words must be taught to the learners with the assistance of exercises. The learners should be encouraged to refer the dictionary frequently by designing the vocabulary based exercises in productive ways as the dictionary is the repository of words.

**Specific Role** -One of the salient features of the handy coursebook of English is that it should render guidelines to the teacher and learners. It should clearly outline the role of the teacher at the beginning and what outcomes it expects from the learners and how it can be realized. It helps both to the teachers and the learners to assimilate their roles specifically particularly to the teachers in order to play them effectively for the greater benefits of the learners. But the teacher has to use his role judiciously according to the need and demand of the learners. He should improvise his role as per the level of the learners.

**Skills based coursebook**-While designing the coursebook of English, it is extremely significant to pay heed on the language based skills such as listening, speaking, reading and writing. In order to improve the skills of the learners proper emphasis must be given on these skills through appropriate activities. These exercises will certainly dissuade the learners to make rote learning and encourage them to be efficient and effective users of the language. Skills based exercises need to be framed in such a way that they maintain apt correlation between theory and practical life. A large number of situational exercises must be incorporated for providing oral practice to the learners. Writing skills included in the coursebook of English must have relevance with the current scenario .e.g Letter writing CV, e-mail, tree-diagram, note making view and counter-view, paragraph writing and expansion of ideas etc. These skills should be explained to the learners in the handy coursebook with the help of the layout or pattern. More attention needs to be given to inculcate the habit in the learners to prepare their points before beginning any writing item. Generally it is found in ordinary coursebook the explanation is given to the learners about

the varied writing skills lacking the points based activities. Thus the learners begin any writing item abruptly so as to overcome this faulty practice, the writing skills exercises must be designed in the handy coursebook of English based on points.

**CONCLUSION-**The aforementioned points will certainly prove beneficial for achieving the objectives of education provided the course book of English is designed in keeping all those salient features in mind. The coursebook of English that will come into existence while considering the above discussed points will create conducive atmosphere for both learners and teachers to accomplish the outcomes of teaching learning process. It will provide abundant exercises to the learners to have maximum learning getting them involved voluntarily and actively. It will lessen the stress and burden of the teacher and will help to make teaching learning two way process.

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**ATTIA HOSAIN'S *SUNLIGHT ON A BROKEN COLUMN*: DEPICTION OF  
DEPENDENT INDIA UNDER THE BRITISH RULE**

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Attia Hosain has the credit of being a single female novelist belonging to the Muslim community writing in English in India. As a part of narrative strategy adopted by the novelist, her novel, *Sunlight on a Broken Column* is divided into four parts. The crumbling of the world of the feudal lords (*Taluqdars*) due to the throes of the partition of the Indian subcontinent into India and Pakistan is the central theme that runs through the novel. In order to place on record the amiable manner with which the different communities in India not only lived before India's independence but also how they unitedly opposed the British rule, the novelist has devoted the first two parts of the novel that gives a fairly good idea of the pre-partition (dependent) India under the British regime.

Actually Indian society has always been interwoven into the colourful fabric of different communities, speaking different languages like the Hindus, the Muslims, the Sikhs, the Parsis, etc. This united existence of the Indians made them face the foreign rule and its barbarism unitedly. Therefore, the novelist also straightforwardly present this fact as an integral part of her narrative and shows that almost all the communities of India take active part in the freedom struggle. *Khilafat* Movement, (an agitation to oppose all the foreign things) Gandhiji insisted to hate all foreign things and wear hand-spun cloth. While acquainting her cousins, Asad and Zahid, Laila makes it clear that even the Muslims had taken active part in the freedom movement. She says:

Also Asad, eighteen and Zahid, sixteen, who were orphaned sons of poor relatives, their father, a deeply religious man, never very strong, had sacrificed his life and money in the cause of the *Khilafat* Movement, fighting the British. From childhood they had

been made to wear coarse hand-spun cloth and to hate all things foreign<sup>1</sup>.

As a living example of the sense of unity, equality and brotherhood among the religious diversity, the writer has given references to the united celebration of the different festival by the different communities. Actually *Holi* is the festival of the Hindus, but even Laila, a Muslim, enjoyed the festival of *Holi*. “The sounds of the drums, of drunken singing in the men-servants’ quarters, and on the streets. ... In the afternoon friends came to ‘battle’ on the lawn until the pails of coloured water were empty, and weary hands could not pump the sprays (41)”. The very intention of the novelist in presenting the scene of this united celebration is just to reveal in ‘unity in diversity’ among the Indian masses even during the British rule in India. Talking about the relationships between the Hindus and the Muslims, Attia Hosain clears the fact in her interview. She says:

I know this that some of our closest Hindu friends.

Perhaps we could not go into their kitchens, we could not go near them when they were eating, but it made absolutely no difference to the friendship. That was their life, our life was ours and it came together in friendship. We were together in marriages, at births, deaths, and any festivities<sup>2</sup>.

In her attempts to make bare the real history before the readers the novelist has also depicted the barbarism of the British rule. The opposition to the British rule and the struggle for freedom was in full swing. The procession of the non-co-operators and the agitations for freedom were rampant on the Indian streets. When Laila and her friend Sita observed the police charging the non-co-operators heavily with their wooden sticks, “a hot sickness” filled with anger and fear burned inside them. While expressing her reaction to the ill-treatment given by the British, Laila says:

The procession of non-co-operators had been halted, and the police had charged them with heavy wooden *lathis*, the injured were carried back like the dead.... And we have vowed when we were old enough to fight for our country’s freedom as the *Satyagrahis*

did. ... From that day we had stopped singing the alien National Anthem at school concerts (51).

Even the Muslims in India, in the vein of the patriotic fervour, had taken active part in the movement for freedom. Asad was a man of nationalist's fervour like his father. He wanted to take part in the freedom movement. As a true nationalist, he wished to do something worthwhile at par with his father for the sake of his motherland. He could not bear the animal like treatment meted out by the rulers to the patriotic Indians. He says:

‘I tried to believe that humanity is a virtue, but forced humanity is degradation! I must become a part of something greater than myself. I have thought of it for a long time, remembering my father, remembering that day Sita's uncle was beaten and arrested (54).

The British had opened the facilities of education for the Indian masses in order to train the Indians to assist them in the administration of the nation. Almost all the sane people in India were against the British directly or indirectly and were indulged in planning to acquire that talent and power necessary to root out the British Rule in India. Though Baba Jan was one of the *Taluqdars* and was loyal to the British Government, he also opposed the Western ways of living. Influenced by the ideas of reforms among the Muslims, he had sent his sons to English Universities for education. He was deeply disappointed when his eldest son chose to join the Indian Civil Service instead of looking after the estate. About the strategic planning of Baba Jan Laila says: “He had thought the weapon of the foreigners should be used against them to preserve inherited values and culture. To copy their alien ways was abhorrent to them (86)”. The statue of Queen Victoria in the public park and the Union Jack fluttering on a ruined tower was the symbol of the British rule in India. But the dream and the intention of the Indians to free India from the shackles of the British becomes clear when Laila and Zahra visit Queen's garden and see the Union Jack, they hope one day the Union Jack would come down and it would be replaced by the Indian flag, ‘They say that flag is the only one in the world that flies night and day, but one day it will not fly there at all’ (91). Most of the incidents depicted in the novel are based on the real experiences of the novelist and hence it has autobiographical undercurrent.

Being a woman novelist, Attia, with her feminist approach of writing, has presented many female characters in the novel. These female characters seem to be an incarnation of change. This change reflected that the process of empowerment among the women was working with its positive impact. Getting immensely inspired by the idea of freedom, even women were ready to go to the prison for the sake of national freedom. Laila's friend Nita Chatterji was one of them. During 1920s when the Indian National Congress under the leadership of Gandhiji launched non-cooperation movement, anti-*firangi* sentiments were shared by the two communities. Nita decided to cut her looped bun of hair after going to prison. She died of skull fracture caused by the lathi-charge (166). Also Asad, Laila's cousin, was also beaten up by the police during the student demonstrations (159-60). Laila also expresses her desire to actively participate in struggle for independence, but her plan is rather different from Asad's. She expresses her inner conflict in the tone of a great nationalist:

I am not a sentimental fool. But if I think all the things I plan to do, the British will have to put me in prison sooner or later. ...To fight British imperialism we have to be organized and disciplined, and use the kind of weapons that will not misfire' (124).

This shows that almost all young blooded youths of India wanted to work for the freedom of the country. Laila's cousins, Asad and Zahid are pole apart in their views. Asad wanted to go to study at the Jamia in Delhi 'I believe that is the kind of institution where I can best learn how to serve my country' (111). Asad was also influenced by the Russian Revolution and wanted to 'drive the British away' while Zahid is ready to die in order to 'restore the glories of Islam'. Laila's students days are peppered with protests, black-flag demonstrations against the Viceregal visits. Her young cousin gets repeatedly injured during the protest. The *Taluqdars* of *Oudh* arranges a reception in honour to the visit of the Viceroy. We notice that there was no enthusiasm among children. Public on the occasion of Viceroy's arrival can prove the opposition of the Indians to the British dominance. The delicate balance of university and the provincial politics got disturbed. It was difficult to maintain law and order when nationalist leaders preached civil disobedience. The reaction of the British government to the university student's black-flag-demonstration has been narrated by Laila:

On Monday an atmosphere of tension and excitement spread over the wide area of the university and the neighbouring schools and colleges. Rumours spread rapidly. It was said many students had been expelled, many arrested, the police had beaten students within the boundaries of the university, where they had no right to be (157).

It must be noted that when the entire nation get shadowed by the very idea of getting freedom to the Indian nation, how could the youths of this nation lag behind even after their education. The young blood of India was not ready to bear mutely the suppression policy adopted by the British. The Viceregal reception was barely over when a couple of defiant, determined university students marched in procession to the Council Chamber shouting slogans in a full-throated chorus: 'Inquilab.....Zindabad ! Long live Revolution!, 'British Raj.....Murdabad ! Death to British Imperialism!', 'Azadi ki.....Jay! Hail Freedom!'(262) Laila's friend, Sita, died two days later due to the head injury she received during police *lathi*-charge. Laila considers her death as martyrdom. Most of the Muslims in India were fighting for freedom shoulder to shoulder to the Hindus and were ready to die for the sake of the nation. Attia Hosain was one of them as she makes it clear:

'I was brought up in an Islam which emphasized

Rehman and Rahim. And that chimes in with the compassion and mercy that's at the centre of all religions. The rest is only how to deal with everyday life and ritual, not the essential truth. That truth is that there exist both darkness and light in the world. You have to recognize these two and go towards the light.<sup>3</sup>

It must be noted that there was a perfect communal harmony in the subcontinent as even the Muslims, following the leadership of Gandhiji, took active part in the freedom struggle. Both the communities- Hindu and Muslim, well aware of the British game of 'divide and rule,' had decided to fight this barbaric rule unitedly. But this united struggle for freedom suffered a setback as soon as the religion entered politics. This unfortunate development made some power-

hungry political leaders put their demand for a separate home-land for the Indian Muslims. Asad was well aware that the British wanted to create an impression that their presence in India is mandatory to maintain law and order and prevent the Indian communities from killing each other. When Zahid expresses his fear about the possibility of riots that year during Muharram, Asad makes it explicitly clear that those are all the tricks of the British to prove the importance of their rule in India. He says:

‘May be because there haven’t been any for too long, not even Hindu-Muslims one. Something must be done to prove that the British are here to enforce law and order, and stop us killing each other’ (56).

The British wanted to rule the country and hence they took enough advantage of the communal hostilities. Actually the communal differences were already in existence in India. The different skirmishes based on the defilation of one another’s religion were not new to India and Indian people. But the British with their basic policy of ‘divide and rule’ and the so-called leaders of the either communities, in their attempts to create a kind of propaganda in order to clutch their strong hold on the people of their own communities, incited people to develop hostilities among them. The novel gives ample evidences of the communal hostilities and riots caused during the festivals of the either communities. It also refers to the Hindu-Muslim riot during the Muharram when ‘top of *tazia* stuck in the branch of a *peepal* tree’ (75).

Thus, the novelist has tried her best to bring out a real picture of the Indian subcontinent before independence. The detail account given by the novelist leaves some indications in the mind of the readers that it takes no time to develop a squabble into a brawl. Projecting the small skirmishes among the different communities through the dialogues and encounters between the different characters in the novel, the novelist has, directly or indirectly, rang the alarm of the future course of action that would be going to happen in the Indian subcontinent as it really culminated in the form of the partition of the subcontinent.

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## EMPOWERED WOMEN IN GITHA HARIHARAN'S 'WHEN DREAMS TRAVELS'

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### Introduction

Women have been much subdued in the world since ages. The holy books of all the religions demonstrate women as a feeble, marginalized and 'lower cast' beings. The Bible conveys "Wives submit yourselves to your husband as lord." Kuran e Sharif fetches women minor and subordinate. Manusruti defines women as Shudra. Even, most of the societies of world have countenanced women to the males.

In my paper I shall be engaging with all these issues trying to explore the empowered women playing vital roles in the novel. Shahrzad and Dunyazad and other women characters carry driver's seat to explore newly defined feministic perspectives.

**Keywords:** Empowered, Merciless, Feministic, Brutal.

Women are mostly least important in any type of institutions of human race. They are mere the piece of 'house commodity' used for family, food and procreation. The scene is unchanged throughout the generations. But in Githa Hariharan's 'When Dreams Travels', the prospect is vice versa. Women in her novel are powerful, magnified and merciless. There are three major women characters namely, Shaharzad Dunyazad and Dilshad. They are linked to each other by cord role of story tellers through which they exhibit their dilemma and concern of their existence.

Shahrzad is a gorgeous fighter in the novel, who fights with her skill of storytelling to keep away the impending danger of her death. It is not the matter of her life alone, but she has the enormous responsibility to save many other women of her country. She has prodigious daring and love for adventure that crosses the boundary of the self-sacrificial spirit of the Martyr. Shahrzad has immense patriotic feature, pity for her country's people to whom she is trying to save from the tyrannical clutches of Sultan, Shaharyar. Shahrzad is sleepless for many nights to solve of

execution through the power of her stories. She is fighting against the Sultan Shahryar with her tales, a battle in which she is joined by her sister Dunyazad. Hariharan adheres to rationalism by reminiscing the context of power game while also furnishings with a panorama of stories that are dark, poetic and with blending the fable and fiction, interlacing into it. Hariharan's own solicitude about women's ideas, dreams, passions and desires, is the story of the novel.

Hariharan exhibits Shahrzads character in quite different ways. She introspects to her as an active, creative and visionary woman. Having these demeanors in her character as substantive, she is happy and powerful. Hariharan observes the powerless, "Have a dream or two, dreams that break walls, dreams that go through walls as if they were powerless" (WDT: 25). "He (the Sultan) has been brought to senses by a woman.... with her stories" (WDT: 21). The voiceless woman's voice is going to chisel in the novel which encompasses the new hope of enlighten on the part woman.

Dunyazad loves her elder sister Shahrzad from the bottom of her heart. It is incredible for Dunyazad that the girl who loved life most and fought the thousand and one night for her own and other's life, is died suddenly without leaving behind a trace of her death. She remembers the game of 'The Martyr's Walk' played by Shahrzad at their childhood. Living in the shadow of Sultan Shahryar's violent spell of marrying a virgin every night and killing her in the morning had made the two sisters percipient of their inner strength. Dunyazad remembers how Shahrzad, even as child, intended to come out of the walk alive. Dunyazad, on the other hand played the regular martyr almost inviting death to embrace her. It is this point, she introspects the whole scenario while in Shahabad.

Dunyazad appears in a new role in the novel. She plays the role of revenge taker of her sister. She accompanied, with prince Umar to overthrow Shahryar from the throne of kingship and bringing about his imprisonment inside the same monument that Shahryar is building in the memory of his beloved dead wife, Shahrzad. It is Dilshad, the slave girl who intends Dunyazad to work as ally to Umar's rebellious plot. Dunyazad is free to go back to Samarkhand or any other place after completion of her pursuit. An eminent scholar Neelam Sanwal Bhardwaj remarks:

She (Dunyazad) has brought the story of 'The Thousand one Night' to its logical conclusion by making Sultan Shahryar understand what it is to be confined by walls, what it is to live life under constant fear and what it is to be powerless and depend another's mercy (Neelam, 2013: 3).

Dunyazad breaks the traditional norms of sexual relationship of human beings. She takes the slave girl Dilshad as her lover unlike the patterns of heterosexuality. She feels herself philanthropic with the relationship of Dilshad instead of a man for physical need. In this respect, Dunyazad has commenced an alternative to woman who feel repressed and suffocated by the only option of a heterosexual relationship. Dunyazad and Dilshad are two women turn by their patriarchal experience which has treated them as pawns in their power-games. They know in things of patriarchy and its limitations to find an overwhelming solution. Hariharan avails them the alternative to create a new world of their own in which men's higherachy and suppression, cannot enter.

Dunyazad and Dilshad explain the new stories of past in their stay with each other for seven days and nights. Their story enriches with love of storytelling and, has excavated the past in an attempt to search for the real Shahrzad. Dunyazad's story titled 'The Adventures of Sultan' opens up secretly how Dunyazad was compelled to kill her own husband, Shahzaman, for the benefit of the people. The rumour about the death of Shahzaman was that he had gone missing. Dunyazad adores crown of kingship her step-son as the minor sultan and she rules on his behalf as his administration.

Dunyazad appears as a strong, fearless and brave woman. Her mind set is altogether different than her sister Shahrzad. She has learned to work on violence with violence. Dunyazad still thinks that Shahrzad would have killed Shahryar with dagger the night Umar was born. She reveals that if she and Shahrzad had killed him, they would have been cast aside repression of the Sultan. With her own husband Dunyazad has acted like that by killing him cold bloodedly. Her act might not be disliked her father or even by Shahrzad. The projection of Dunyazad as a powerful woman to deal with patriarchy with its own tools is a welcome change from the powerless beings. Dunyazad is not only a woman of letters. Dunyazad has written the first

version of Shahrzad's thousand and one stories in letters of gold. It is so; she is a real representative in preserving the rich heritage of the story teller Shahrzad.

Dilshad the slave girl has perceived new self-designed paradigm in her new found freedom. In the initial part of the novel, Dilshad is intelligent determinant and containing hatred against male authority. Her boyish appearance attracts Dunyazad. Her manly features and hairy patch on her cheek creates great desire in Dunyazad's heart. Dilshad makes a secret plan with prince Umar to throw out Sultan Sharyar from the throne of kingship. She conveys Umar about the golden chance of implementing his plan when Dunyazad and she are accompanying Sultan Shahryar on a visit to the marble monument. As a reward, Dilshad wishes to get written copy of Shahrzad's tales.

Dilshad also represents an average Muslim girl looking for learning in the midst of darkness. The newly crowned Sultan Umar is so fascinated with her that he wants to give her rich prizes. Unlike the other poor girls, she would choose books over money, property or jewelry. It was Shahrzad who taught her reading and writing. It was Styasama who told her stories. The skill of using language and myth avails a new confidence to Dilshad. She is a liberated now; free to write her-stories convey the exploitation of the common people by patriarchy.

'When Dreams Travel' is the novel about women's search for 'their' story. Hariharan's handling of the subject has made the novel altogether different. By using story within story, author tries to write the feminist issue from a fresh perspective. For handling it, author seems to have herself a challenging task. But she gets success in her tasks of writing novel about women's search of individuality. The old stories of Arabian Nights are used as theme and interest. In 1001 nights Shahrzad told the stories like dream. She had dreamt sequences, people and images into the familiar tale. She remarkably described the thousand and one nights to bring out the terror, the terrible oppression and injustice the hollowness of patriarchal ideas. Githa Hariharan remarkably exemplifies these ideas through the empowered women characters of her novel.

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## **WORKERS PARTICIPATION IN MANAGEMENT WITH REFERENCE TO MAHESHWARI SOLVENT GONDIA**

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### **INTRODUCTION**

The Success (or) Failure of an organization depends not on material, machines and equipment but on the efficiency of the personal who are to put in their best for an efficient performance at their jobs.

Human Resource (or) personnel management may be defined as an area of procuring, development and maintaining competent work force to achieve organization goals efficiency.

According to Edwin B Flippo the personnel function is procurement, development compensation integrating and maintenance of the personal of an organization to the purpose of contributing towards the accomplishment of that organization major goals (or) objectives therefore, personal management is planning, organization, directing, controlling of performance of those operative function.

According to Indian institution of management personnel management is that part of management function which is primarily concerned with the human relationship with in the organization. Its objective is the maintenance of those relationship on a basis, which by consideration of the well being of the individual enables all those engaged in the under taking to make their maximum contribute to the effective working of that undertaking.

### **WORKERS' PARTICIPATION IN MANAGEMENT:-**

The concept of workers participation in management is considered as a mechanism where workers have a say in the decision-making process of an enterprise.

The world participation means sharing the decision-making power with the lower ranks of the organization in appropriate manner participation has a unique motivational power and a great psychological value. It promoter harmony and peace between workers and management.

When workers participate in organization decisions, they are able to see the big pictures clearly i.e., how their actions would contribute to overall growth of the company.

There are two distinct groups of people in an undertaking viz. Managers and worker's performing respectively two separate sets of functions which are known as 'Managerial' and 'Operative' managerial functions are primarily concerned with planning, organizing, motivating and controlling in contrast with operative work. A self-employed man may carry out both these functions are to be performed by different set of people workers participation in management seeks to bridge this gap by authorizing workers to take part in managerial process actually this is a very wide view of the term workers participation in management and this not practically possible.

Participation may like two terms it may be

1. Ascending Participation
2. Descending Participation.

### **PROBLEM OF THE STUDY**

The biggest mistake managers make when maintaining problem employees is avoiding the problem .they stay away from the employees and place added burdens on other employees whom they trust. This leads to a whole host for other bigger problems

- Talk to the employee .they may not realize there profanes or behavior is unacceptable.
- Focus of workers' representatives is different from the focus of the remaining members of the board.
- Communication and subsequently relations between the workers' representative and the workers suffers after the former assumes directorship.

Once you start dealing with a weak employee , firing them may become the only option . make sure you prepaid yourself for that by keeping a record of all issues and interaction , it can save you a ton fo time and money

***SCOPE OF THE STUDY***

- *Scope of the study is related with Maheshwari solvent Gondia .*

**OBJECTIVE**

To study the participation level of employees in management decisions.

To know how WPM affects the workers motivation

To know how much the employees are aggressive to participative in management

**HYPOTHESIS**

Workers participation in the management generates the awareness of company policies among the employees.

The workers participation in management increases the efficiency of company decision making.

**Company Profile**

Maheshwari Solvent Extraction Private Limited has been promoted by Maheshwari group in the year 1983 for setting up solvent extraction unit at village Khamari, distGondia; which is backward area declared by the central government. Initially, company has set up solvent extraction unit having capacity of 12000-18000 MT for manufacturing of extracted oil and de-oiled cakes.

The Bank of India, Gondia Branch has sanctioned term loan of Rs. 30 lakh to the unit. Plant was set up in a record time of 6 months period. The commercial production was started in August 1984 and unit has achieved maximum utilization capacity of the plant within a short span; 45-50 lakh tons in terms of rice bran/soya bean/cakes.

The solvent plant is located in the midst of raw material center having 124 rice mill units within the radius of 25 kms and there are about 800-900 rice mills located within the radius of 150 kms. The Maheshwarigroup also have their own rice mills.

## **Application of the Product**

Oil extracted by the solvent is not directly used for human consumption. Extracted oils are refined to improve color and smell and then used for edible purposes. Unrefined oils are consumed by vegetable oil industries for manufacturing of vegetable ghee and used in industrial processes e.g. soaps, greases, lubricant oil paints, varnishes, fatty acids, etc.

Deciles cake are used for manufacturing of cattle feed products.

## **RESEARCH METHODOLOGY**

### **Title of the study**

To study the workers participation in management in Maheshwar solvent Gondia.

### **Selection of topic**

The ultimate success of any organization depends upon various policies laid down by the organization to its employees

Similarly introduction to the policies regarding workers participation in management is source of efficiency in decision making of the company. Since the topic tells individual employees of Maheshwar solvent about the worker participation in management and their benefits to every individual employee and the company it was decided to select the topic as “workers participation in management” adopted in Maheshwar solvent Gondia

### **Methods of research**

This method is usually adopted when the decisions are related to the work to be performed by the employees

### **Needs & Importance of Study**

**The study is important for the industry as well as worker. It provides proper implementation of policy towards workers.**

### **Research Design:**

To design means to plan i.e. the process of decisions before the situation arises in which the decision is to be carried out it is thus a process of deliberate anticipation directed towards bringing an expected situation under.

**Primary data –**

The questionnaire is for collecting the basic data

**Secondary data –**

Rest of the study is done through my conceptual abilities and the book by surfing on net and with the help of guide

**SAMPLE SIZE:**

Sampling may be defined as the selection of some part of an aggregate on the basis of which a judgment or inference about the aggregate is made. For making this project we used 60 sample sizes.

**DATA ANYLISIS & INTERPRETATION****Q.1. Respondents by the age of the employees?**

Sr. No.	Age	NO of Employees	Percentage
1	18-25	25	42%
2	26-33	15	25 %
3	34-40	15	25%
4	41 & above	5	8%
5	Total	60	100%

**Analysis:**

Out of the 60 employees,25 employees are between 18-25, 15 employees are between 26-33, 15 employees are between 34-40 and 5 employees are 41 and above

**Interpretation:**

It can be interpreted that the maximum number of employees working in the organization are young

**Q2. Salary of employee**

Sr. No.	Salary	NO OF RESPONSE	Percentage
1	5000-10000	31	52
2	10,000-15000	15	25
3	15,000-20000	12	20
4	20,000-above	2	3
5	<b>Total</b>	<b>60</b>	<b>100</b>

**Analysis:**

Out of the 60 employees, 31 employees Salary are 5000-10000, 15 employees Salary are 10000-15000, 12 employees Salary are 15000-20000 ,2 employees Salary are 20000 Above .

**Interpretation:**

it can be interpreted that the maximum number of employees employeesSalary are 5000-10000

**Q.3. Respondents by qualification of the employees?**

Sr. No.	Qualification	No of employees	Percentage
1	SSC(10m)	25	42%
2	HSC(12ffi)	15	25 %
3	Graduate	15	25%
4	MBA	5	8%
5	<b>Total</b>	<b>60</b>	<b>100%</b>

**Analysis:**

Out of the 60 employees, 25 employees are SSC, 15 employees are HSC, 15 employees are graduate and 5 employees MBA

**Interpretation:**

It can be interpretation that the maximum number of employees working in the organization are highly qualified

**Q.4. Respondents by gender of the employees?**

Sr. No.	Qualification	No of employees	Percentage
1	Male	45	75%
2	Female	15	25 %
3	Total	60	100%

**Analysis:**

Out of the 60 employees, 45 employees are make and 15 employees are female

**Interpretation:**

It can be interpretation that the maximum number of employees working in the organization are male.

**Q.5. Is there any worker participation in management policy in your company .**

SR NO	No of response	Percentage
YES	49	82
No	11	18
Total	60	100 %

**Analysis:**

Out of the 60 employees, 49 employees are worker participation in management policy in accompany .and 11 employees don't worker participation in management policy in a company.

**Interpretation:**

It can be interpretation that the maximum number of employees worker participation in management policy in acompany.

**Q.6. Are you satisfied with the present participation policy of your company?**

Sr. No.	Satisfaction level	No of employees	Percentage
1	Satisfied	10	41%
2	Partly satisfied	15	25 %
3	Fully satisfied	10	17%
4	Dis-satisfied	25	17%
5	Total	60	100%

**Analysis:**

It is evident that majority i.e. 41%employees are dis-satisfied,25% of the employees are partly satisfied where as 17% employees are fully satisfied and the rest 17% employees are just satisfied

**Interpretation:**

Thus, the above pie chart indicates that the majority of employees are dis-satisfied

**Q.7. Is There Any Discrimination amongThe Employee**

	No of response	Percentage
Sometimes	42	70
Always	3	5
Very rare	10	17
no	5	8

**Analysis:**

It is evident that majority i.e. 41% of employees are satisfied, 25% of the employees are dissatisfied where as 17% employees are fully satisfied and the rest 17%

**Interpretation:**

Thus, the above pie chart indicates that the majority, of employees are partly satisfied

**Q.8.Are you satisfied that company provides any opportunity to the worker to participate in the management decision?**

Sr. No.	Satisfaction level	No of employees	Percentage
1	Satisfied	15	25%
2	Partly satisfied	15	25 %
3	Fully satisfied	25	42%
4	Dis-satisfied	5	8%
5	Total	60	100%

**Analysis:**

It is evident that majority i.e. 42% of employees are fully satisfied, 25% of the employees are partly satisfied where as another 25% employees are just satisfied and the rest 8% employees are dis-satisfied

**Interpretation:**

Thus, the above pie chart indicates that the majority of employees are fully satisfied

**Q.9.Are you satisfied with the present behavior of your company?**

Sr. No.	Satisfaction level	No of employees	Percentage
1	Satisfied	20	37%
2	Partly satisfied	15	27 %
3	Fully satisfied	15	27%
4	Dis-satisfied	5	9%
5	Total	60	100%

**Analysis:**

It is evident that majority i.e. 37% of employees are satisfied, 27% of the employees are partly satisfied where as 27% employees are fully satisfied and the rest 9% dis-satisfied

**Interpretation:**

Thus, the above pie chart indicates that the majority of employees are 8% dis-satisfied

**Q.10. Are you satisfied with the working condition of your company?**

Sr. No.	Satisfaction level	No of employees	Percentage
1	Satisfied	30	50%
2	Partly satisfied	10	16 %
3	Fully satisfied	10	17%
4	Dis-satisfied	10	17%
5	Total	60	100%

**Analysis:**

It is evident that majority i.e. 50% of employees are satisfied, 17% of the employees are partly satisfied where as 17% employees are fully satisfied and the rest 16% employees are dis-satisfied

**Interpretation:**

Thus, the above pie chart indicates that the majority of employees are satisfied

**Q.11. Are you satisfied with the behavior of the trade union?**

Sr. No.	Satisfaction level	No of employees	Percentage
1	Satisfied	25	41%
2	Partly satisfied	15	25 %
3	Fully satisfied	10	17%
4	Dis-satisfied	10	17%
5	Total	60	100%

**Analysis:**

It is evident that majority i.e. 41% of employees are satisfied, 25% of the employees are partly satisfied where as 17% employees are fully satisfied and the rest 17% employees are dis-satisfied

**Interpretation:**

Thus, the above pie chart indicates that the majority of employees are satisfied

**Q.12.Are you satisfied that the management listen to your suggestion?**

Sr. No.	Satisfaction level	No of employees	Percentage
1	Satisfied	25	41%
2	Partly satisfied	15	25 %
3	Fully satisfied	10	17%
4	Dis-satisfied	10	17%
5	Total	60	100%

**Analysis:**

It is the evident that majority i.e. 41% of employees are satisfied, 25%of the employees are partly satisfied where as 17%employees are fully satisfied and file rest 17% employees are dis-satisfied

**Interpretation:**

Thus, the above pie chart indicates that the majority of employees are satisfied

**Q. 13. After participation are you come to know about the company policy?**

SR NO	No of response	Percentage
YES	45	82 %
No	15	18 %
Total	60	100 %

**Analysis:**

Out of the 60 employees, 45 employees are know about the company profile make and 15 employees don't know about the company profile

**Interpretation:**

It can be interpretation that the maximum number of employees know about the company profile

***Finding***

- Maximum number of employees working in the organization is male.
- Majority, of employees are partly satisfied company behavior.
- Majority of employee are young.
- The majority of employees are fully satisfied with management of company.
- The majority of employees are highly qualified.
- The majority of employees are satisfied with trade union.

**CONCLUSION**

There is a general feeling among all that "Workers' Participation in Management" has contributed to the organization and has given imputes. It also increases the efficiency & effectiveness in the organization.

- It also motivates the employees.
- It creates belongingness in the employees.
- Workers initiative at some levels is not recognized and encouraged.
- Trade union rivalry between recognised trade union and registered trade union exist.

**SUGGESTION**

The following are the prerequisites for the successful function of the schemes of workers participation in management. Management, trade unions and the workers should be concerned with these prerequisites:

- 1 There should be closely and mutually formulated, objectives for participation by trade unions and management
- 2 There should be effective communication between workers and management and effective consultation of the workers by the management
- 3 Both the parties should develop a favorable attitude towards the schemes of participative management.

**LIMITATION**

There are many limitations seen in making this:

- 1) Long time consuming for making an approach to a conduct a study
- 2) Difficult to study the behavior of the employees
- 3) The employees of other department are not included
- 4) The study is limited only a particular company.

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**ERNEST HEMINGWAY AND ECOCRITICISM:  
AN ANALYSIS OF HUMAN APATHY TOWARDS ANIMALS IN  
*THE OLD MAN AND THE SEA* AND *THE SUN ALSO RISES***

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**ABSTRACT**

A study of American literature can never be complete without going through the literary works of great Hemmingway. The entire world of his writings is an expression of his adventurous spirit, which can be witnessed throughout his life. A man of such an adventurous attitude was born in Oak Park, Illinois, on July 21, 1899. Ecocriticism is a critical interpretation of a work of art from an ecocritical perspective. However, the most important face in the field of ecocriticism is that of Cheryll Glotfelty. *The Eco-criticism Reader: Landmarks in Literary Ecology* published in 1996 by Cheryll Glotfelty and Harold Fromm is the founding work of the theory of ecocriticism. A number of implicit and explicit ecological ideas and values find expression and assertion at various spots across Hemingway's fictional works. Hemingway seeks to draw the attention of the readers to the bitter fact of how humans have excessively used the natural assets and possessions, and mercilessly continued to bring about the eradication of some species of animals.

**Key Words:** Cheryll Glotfelty, Ecocriticism, ecological ideas, ecocritical perspective, ecocentric, ecowriter, *The Old Man and the Sea*, *The Sun Also Rises* environment, apathetic attitude.

**Introduction:**

Some people are, indeed, born to give a new turn and direction to the world, in which they live by their great thoughts and actions. Ernest Hemingway was also a man of the same mettle, who created his own image in the literary domain by producing some of the world's best novels and short-stories. A study of American literature can never be complete without going through the literary works of great Hemmingway. It will not be an exaggeration, if one says that his place in the entire American literature can be replaced by no one. He occupies his own characteristic position in the world of American literature. The entire world of his writings is an expression of

his adventurous spirit, which can be witnessed throughout his life. A man of such an adventurous attitude was born in Oak Park, Illinois, on July 21, 1899.

Going through the fictional world of Ernest Hemingway in the light of ecocriticism, and discovering his views about the increasing ecological imbalance, it is advisable to have a quick and short glance at the theory of ecocriticism. Ecocriticism is a critical interpretation of a work of art from an ecocritical perspective. Literary works are studied in the light of damaging and cooperative effects to nature they produce and thereby positive environmental change is sought. The deterioration of the environment and the related political problems generate special interest among the ecocritics.

Ernst Heinrich Haeckel used for the first time the term ecology in 1876. The term 'ecological' was first used by Karl Kroeber in 1974. While William Rueckert coined the term eco-criticism in 1978 in his essay "Literature and Ecology: An Experiment in Ecocriticism," and emphasizes that "ecology has the greatest relevance to the present and future of the world we all live"( 107).

William Rueckert seems to assert the permanent value and relevance of the theory of ecocriticism to maintain a safe and sound environment. However, the most important face in the field of eco-criticism is that of Cheryll Glotfelty. *The Eco-criticism Reader: Landmarks in Literary Ecology* published in 1996 by Cheryll Glotfelty and Harold Fromm is the founding work of the theory of eco-criticism. As a beginner of this approach she holds the view:

Simply put, ecocriticism is the study of the relationship between literature and the physical environment (xviii.).

In his book *The Environmental Imagination* (1995), Buell asserts that "the study must be conducted in a spirit of commitment to environmentalist praxis" (12).

As ecocriticism is a newcomer in the field of literary criticism, various readers, literary scholars and critics have tried to use this approach in varied ways. They put forth the meaning and scope of this critical approach in diverse ways. However, their major concerns, being similar, the different approaches generally draw attention to the relationship between humans and the earth. Ecocriticism is the study of the relationship between humans and nonhuman beings; living organisms and the environment as presented in the literary works. In other words, the

investigation and examination of the relationship between literature and the environment from the ecological perspective is to make an analysis of environmental conditions, and reach the probable solutions for the betterment of environment.

The main themes of Hemingway's short stories and novels are consistently related to human association with nature and sensational issues like wild life, nature symbols and imagery, bio-diversity, surroundings, atmosphere, adverse effects of war on nature, human cruelty towards animals, etc., and these are today regarded as ecology or green studies. In most of his fictional works, whether it is *The Old Man and the Sea*, or *The Sun Also Rises*, the leading subject matter seems to be ecocentric.

A number of implicit and explicit ecological ideas and values find expression and assertion at various spots across Hemingway's fictional works. He seems to imply the need of the increasing wakefulness and understanding in the human society for the safety and conservation of both wild life and physical environmental world. Hemingway appears to be alert and conscious about animals and natural resources. As a matter of fact he seems to take the position of an ecowriter showing concern for the much needed freedom of wild animal.

Hemingway seeks to draw the attention of the readers to the bitter fact of how humans have excessively used the natural assets and possessions, and mercilessly continued to bring about the eradication of some species of animals. A number of ecological, social and political ideas, contained in the works of Ernest Hemingway, can be put forth to attract the attention of the readers toward the problems prevailing in the environment, and posing a serious threat to the peaceful and safe existence of all creatures in the world.

Hemingway voices his protest against the maltreatment meted out to nonhuman beings by the humans. He seems to oppose the human domination and the resultant exploitation, persecution, and merciless killings of animals at the heartless hands of people. Hemingway implies his anguish against the undisputed supremacy of humans over nonhuman creatures. He, in many of his fictional works, discloses the dark reality of human world behind the curtain of possessing ostentatious sympathy for the nonhuman living beings.

Ernest Hemingway seeks to draw the attention to the bullfighting, which involves much bloodshed and cruelty. He seems to underscore the fact of how bullfighting has posed a danger

to the peaceful existence of human and wild, since it involves brutal killings of innocent bulls and sometimes of bullfighters as well. Such violence engenders imbalance and a state of disharmony, which in turn generate certain problem disturbing the whole environment. He sheds some light on the cynic nature of people, who inhumanly enjoy such cruel and fierce games as unsympathetic and pitiless spectators. This is undoubtedly a serious threat to the bond between human and wild. This is a critical problem of environment. Bullfight, according to Hemingway in his nonfiction work entitled *Death in the Afternoon*, is not sport but tragedy, i.e., not an equal contest between the man and the bull but one “in which there is danger for the man but certain death for the animal”(16).

Ernest Hemingway lays bare the false affection of humans for the nonhuman beings in his novel *The Old Man and the Sea*. The old man expresses deep feelings of love for the trapped marline. The fish is giant. His behavior, according to Santiago, is highly dignified and noble. The old man goes to the extent of declaring that no man deserves quality to claim the flesh of the fish. But despite all his sympathy and affection for the fish, the old man blatantly and unfeelingly exhibits his resolution to kill the fish. His determination to slay the huge marline in spite of love for him discloses his hidden egocentric intent to use the fish for personal benefit. It means to man his self interest is much above the life of animals. The old man, therefore, says to the fish, “I love you and respect you very much. But I will kill you dead before this day ends”(Hemingway, *The Old Man* 40).

Ernest Hemingway seems to raise the issue of human indifference towards the animals. Hemingway realizes that the gap is widening between human and nonhuman creatures due to the cruel and unfeeling treatment given to the latter by the former. If the picture will remain the same even in times to come, there may arise an ecological imbalance in the environment. This may turn out to be a critical problem of environment, because the presence of both the human beings and non-human beings in balance is the need of nature. But the apathetic attitude of people towards the dumb creatures in modern world has raised a question mark before the existence of the latter. The callous living style of human beings has caused a serious threat to the existence of some species of animals, while some other have already become extinct.

Hemingway’s attitude towards bullfighting is that of an opponent, as he seems to show his strong disapproval of it in *The Sun Also Rises*. Jake Barnes, one of the important characters of the novel,

talks to a waiter at Pamplona about the recent unfortunate incidence during a bullfight, in which a peasant was killed by a bull. But the waiter feels no feelings for the dead peasant, rather he thinks of this tragic incidence as a matter of fun. Hemingway presents the conversation between the waiter and Jake Barnes as:

“ A big wound. All for fun. Just for fun. What do you think of that?”

“I don't know’

“That's it. All for fun you understand.”

“You are not an aficionado?”

“Me? What are bulls? Animals. Brute animals.” He stood up and put his hand on the small of his back. Right through the back. A cornada right through the back. For fun-you understand.”

He shook his head and walked away ( The Sun 160).

People have lost their feelings for the innocent killings during the bullfights. Their hearts have become stony. The man has nothing to do with the killings of either the bulls or the bull-fighters. It is just a matter of fun and cynic enjoyment for him. Through this small conversation, Hemingway seems to affirm his strong opposition to such a cruel and inhuman sport, where life loses its importance and only violence and bloodshed dominate the entire scene.

Hemingway's old man, in his novel *The Old Man and the sea*, brings forth the tragic image of the fighting cocks, which continue to fight even after they have lost their eyes in the course of fierce and brutal fight. Hemingway wants to make the unfeeling world realize the agonies of dumb animals by describing such pathetic incidences in his novels and short stories.

### **Conclusion:**

Ernest Hemingway raises his ecological values to the level of a specific universal appeal in *The Old Man and the Sea* and *The Sun Also Rises*. His account of human apathy toward the animals has today turned a subject of serious contemplation for all mankind. Hemingway seems to emerge as an ecoconscious writer in the sense that his fictional works incorporate descriptions of events and incidences which present a pathetic picture of the predicament of animals caused by

none other than hardhearted humanity. Ecological concerns as manifested in Hemingway's novels and short stories are as important and significant to him as they are to the environmentalists of today. An apathetic attitude of man towards the animals is a big threat to the ecological balance. Hemingway therefore presents the account of such events in his fictional works, which focus on cruelties and other maltreatments given to animals, so that the people will realize the responsibility to provide fellow nonhuman beings with a safe and sound environment. His ecological perception of nature is, indeed, comprehensive, perpetual, and appealing worldwide.

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**CHAMAN NAHAL'S MY TRUE FACES : A STUDY IN CONJUGAL  
UNHAPPINESS**

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Often behavior about the generation gap which stands for the lack of proper appreciation of the feelings and emotion of the older generation by the younger generation and vice-versa. But, of late the modern society is confronting another serious problem which could be safely term as the gender gap. Though the gender gap has been all along there in the human society but it was never so conspicuous as it is found to be in the modern age. In the past man and woman used to take life as an act of compromise for the peace and happiness of one and all. It is too that the bread earner or the man did have greater say in the conjugal and family affairs; whereas the woman made greater sacrifices for the sake of love and harmony in life. Her sacrifice and humility greatly help in keeping the family intact. But the trend is fastly reversing in the modern society in which modern woman is whine for equality and unrestricated freedom in all the sphers of life. Consequently the concept of conjugal happiness is fastly vanishing. Chman Nahal has presented an indebt a study of the various reasons of conjugal unhappiness in his well known novel *My True Faces*.

Due to the growing influence of money and matter in the modern age, man aften thinks that conjugal happiness is a consumer product which could be had from the market by spending some gold coins. This illusion makes him hunt for peace and happiness throughout his life but without success. Searching physical happiness, he sometimes visits ultra-modern hotels, pub-houses and even red-light areas where joy of flesh is sold and bought. Temporarily he feels satisfied so long as he is under the influence of liquor. The moment he comes out of the influence of liquor, he finds emptiness and disillusionment gazing upon him. Subsequently a realization dawns upon him that joy and happiness does not flow either from a human body or a material object. In fact it is outcome of one's attitude. He also realizes that the passion of lust in consuming in its effect. The more indulges in the joy of the senses, the more he feels restless and hungry of it. This reveals that joy is not present in any material object, living or non-living. This realization comes to man when it is too late. He has little time to mend his ways and behaviors. In such a situation

he greatly shocks and repents over his drawbacks and past foolishness during the fag end of his life. During this period he comes to know that by practicing moderation, self-control and restraint he could have made his life an island of peace and beauty. He also realizes that the art of mutual adjustment is essential for achieving real happiness in life. By inflicting pains and unhappiness on our fellow beings, how can we have lasting peace and happiness in life. Is it not foolish to hope for nectar from a poison tree?

In the pursuit of achieving material success and glory modern man begins to run after the superficialities of life. His life becomes a ceaseless toil for things transient and attractive. His obsession with matter makes him often disregard noble qualities like fellow-feelings, and kindness while transacting his daily business. This habit makes him self-centred and completely practical. He becomes heartless while moving on the way of glory and success. But a stage comes in his life when he begins to suffer from an impending sense of loneliness and boredom. To his great dismay, he finds himself placed amidst hostile forces, with no sympathizers around. The situation has a breaking effect on him. He either drowns himself in wine or commits suicide to overcome his suffering. In some cases, he undertakes a life of spiritual quest. Bitterness and uneasiness also creep into his conjugal life partially due to his impending sense of loneliness, and partially on account of his insatiable love for money and matter. Home ceases to be home in majority of the cases.

Chaman Nahal's *My True Faces* is an account of a modern youth, Kamal. It portrays the story of his early life as well as that of his subsequent years during which he prospers but also suffers on some counts. Breaking up of the joint family, in the pursuit of individual freedom and happiness, happens to be the fashion of the modern society. Every young couple has a preference for a nucleus family to have unrestricted freedom and joy. Lack of self-control and the spirit of mutual adjustment turn their life into a sordid affair. Husband and wife lead a cat and dog life after a brief conjugal happiness. They start accusing each other for petty things and finally they part with each other to avoid unsavouriness and bitterness. Similar things happen with Kamal when he fails to live up to the expectation of his wife Malti, a woman of modern tastes and habits. One morning he returns to his mother, being bored and tired of Malti. He tells her about his conjugal unhappiness :

Yes there was, and I'm sick of it all said Kamal without further prompting, as though he was only waiting for her to ask. 'I don't care about fights; I can take them and deal with them as they come. It is the endless strain. She keeps on about something, all the time ! A trivial little thing and she will pick it up and go on with it, hour after hour, hour after hour – you said this. You said that. Your mother said this. Your father said that – I think I'll go crazy under the pressure.<sup>1</sup>

Searching causes gripping conjugal life of the modern man, Nahal suggests that the traditional sense of superiority of male is at the root of many conjugal problems. Even in the modern society, majority of male members treat their spouses as slaves. They want them to submit to their every whim and fancy. But a girl of modern tastes has inordinate sense of freedom. She is never ready to accept any kind of interference in her affairs, no matter it is from her husband.

Generally it is presumed that the conjugal tension is the outcome of western education. Women having western education, generally develop hostile attitude towards men. They start looking upon them as tyrants. This attitude makes them question and challenge each and every decision of their counterparts, Suspicion and disbelief of woman at large are giving birth to social tension in modern Indian life. Modern youths also lack in spirit of toleration and adjustment. Being ignorant of their traditional values they fail to tackle their female parts properly. Being in terrific hurry to be free from their defiant female counterparts. They apply for divorce withouts knowing that it can not be a satisfying solution to their problems. In the traditional Indian society persuasion is used as the most effective tool to settle such problems. Being an aged an experience lady, Kamal's Mami offers her voluntary service of mediation. She tells Kamal : "May be if I see Malti, I can tell her a few things. I can at least tell her how lonely a single woman can get." (13)

Being the product of a traditional family, Kamal relishes the suggestion. He feels that her mediation could be useful in ending the impasse between him and his arrogant wife. He tells her : "Yes, Mami, that might be useful. When can you come? Can you go with me today?" (13)

When he comes back to his residence, he finds that Malti is not there. He thinks that she must have left a note to inform her whereabouts, as she is “a methodical woman”. Kamal’s traditional background makes him think that the institution of marriage brings a young man and a young girl together for keeping the circle of creation in motion. He wants that his wife Malti should bear at least two or three children for his family. He wants to domesticate her for the purpose. But Malti looks upon the institution of marriage with a different angle. She thinks that marriage allows a young man and a young girl to have the full play of sexuality without any hindrance. When she becomes pregnant, she develops a distaste for her conjugal life. She starts looking for separation from Kamal on some count. In one of her confrontations after becoming pregnant, she reveals her intentions to Kamal. She wants to get rid of the child in her womb also so that she may find a job to have an independent life.

Kamal is stunned to hear her decision because such separation is not allowed in “Hindu dharma”, that too when a woman is pregnant. The traditionalists take marriage to be a pious union and wish that it should continue life long. To them, the act of procreation is a pious social service. But Malti is not at all sentimental about it. Hence in reply to Kamal’s hint that “You have my child in you,” (20) she tells : “I’ll hand the child over to you, when it is born.”(20)

Since her confrontation with Kamal at Okhla the warmth of conjugal relationship begins to vanish. She becomes negligent towards her domestic life. Man and matter become insignificant for her. Pregnancy becomes something undesirable and unwanted. It not only spoils her beautiful feature but also her mental peace and happiness. As time passes, she goes on increasing in size and her femininity suffers a gradual decline. Tenderness of feeling evaporates from her life. She gains in confidence and boldness, when Kamal asks her about her depression and uneasiness. She makes a bold statement and reveals her aversion to the act of child bearing.

Generally it happens that a young man and a young girl get attracted towards each other when they are full of passion. In the initial stage of their getting closer, they disregard their different family backgrounds in the name of modernity. But when the passion is spent, they begin to drift apart, accusing each other of being untrue and unfaithful ways of life, whereas Malti’s modern background and affluence make her yearn for physical comfort and unrestrained freedom. She starts accusing her husband, Kamal of putting her into a sort of prison, by making her pregnant. Accusingly she tells him : “I used to be as free as a bird and you’ve clipped my wings”. (71)

Malti believes in unrestricted freedom and she considers marriage to be a social licence to indulge in uninhibited act of sexuality. The child in her womb comes in the way of her reckless behavior. Consequently she rejects the Indian concept of motherhood which every Indian woman considers to be the culmination and bliss in her life.

Kamal's attitude to pregnancy related problems is quite different. He considers it a normal routine of every married woman. Instead of consoling his wife, he frankly tells her : "All married women go through it." (71) It is for the first time that Kamal realizes that everything is finished between him and Malti. The rottenness of their relationship leaves him fazed and disturbed. He feels the shadow of death and destruction looming large around them. However he adopts a persuasive gesture and tries to pacify Malti who is defiant and unyielding. She laughs down Kamal's demand to bear the child first, as irrational. She warns him of extreme step in case of any intervention from him.

Kamal is awestruck at her violent, irrational behavior. Her abhorrence for him becomes obvious. She considers him to be the sole cause of her suffering. She doesn't allow him touch her body. In a fit of anger she runs towards the temple well to end her life in it. But on reaching the parapet of the well, she retraces few steps and changes her previous stand. She begins to feel for the child in her womb and says : " 'No', she said. 'No, I won't die. I shall live. While I don't value my life, I can not kill the infant in me.'" (74) It seems, she is rather pretentious and vacillating in her behavior. Like many pseudo-modern women, she seems to be adept in blackmailing tactics. Somehow or other she wants to tame her husband in her tune. To divert Kamal's attention from her hollow threat, she says : "Yet I wish I didn't have this child. It has chained me to you. I wanted to be free, and it has chained me to you."(74)

*My True Faces* reveals not only the gap existing between a husband and wife coming from different family backgrounds but also the gender gap among working people. M.K. Naik sums up the cause of Kamal's unhappiness in the following lines :

Nahal has, on the whole, succeeded in enlisting the reader's sympathy for Kamal, whose *Odyssey* is certainly of much human interest. It can not however be said of Malti who remains shadowy and inconvincing<sup>2</sup> ...

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## **REREADING POST-COLONIAL AND POST-MODERN PERSPECTIVES IN SHASHI THAROOR'S RIOT: A NOVEL**

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### **Abstract:**

Shashi Tharoor's fiction *Riot: A Novel* is skillfully and intricately designed expressive piece of work that can possess of both its thematic and technical genius. Meditating upon India's social conflicts and political uncertainties, the novel not only emerges as an earnest quest to comprehend labyrinthine issues, but also highlights the universal implications of post colonialism flavour skillfully tackled into its postmodern narrative. The present paper stresses the Post-Colonial traits and Post Modern canon in his writings.

**Key Words:** SOCIAL AND COMMUNAL POLITICS, INDIAN AND WESTERN OUTLOOK, DIVERGENT THOUGHTS AND ISSUE, SENSE OF DUTY AND AGONY OF ISOLATION

The term 'post-colonial' refers to 'reading and writing practices caught in some form of colonial experience occurring outside Europe as a consequence of European extension into the exploitation of 'the other worlds'. According to Hutcheon 'Post-colonialism is the need in countries which have been victims of imperialism, to achieve an identity, 'uncontaminated by Universalist or Eurocentric concepts and images''<sup>1</sup> (qtd.in Hutcheon, 1989:171). As Annamaria Carusi puts it: 'Post-colonialism lays itself open to a recolonization by its very dependence on the notion of the subject as a humanist subject and therefore inherits the limitations of the imperialist subject''<sup>2</sup>(Carusi, Annamaria, 1989:84). Though post-colonial countries have become politically decolonized, their discourse is in continued subjection to cultural and epistemic imperialism.

In *Riot: A Novel* Tharoor highlights numerous concerns and issues deal with contemporary India. Unfolding complex questions about the personal, social and communal politics of the typical small town of Zalilgarh in Northern India, Riot skims through the agony of isolation and the social background of the Indian society. It has been observed that after reading the novel one

actually encounters an authentic riot of ideas, beliefs, mood, styles and perspectives that merge into a larger rubric stretching across two antipodal, culturally disparate continents, individuals and predicaments. All these hurl the novel into a postmodern narrative.

Riot is set amidst the brutal, sectarian clashes in North India in 1989. It is the story of a twenty four years old Newyork University doctoral student Priscilla Hart, visiting the small town of Zalilgarh in North India as volunteer with the population control organization HELP-US. Details about her commitment to help the local women of Zalilgarh and her passionate affair with the district Magistrate Lakshman, followed by her untimely and mysterious death, a few days before she was due to return home from the roux of the story. A few days after Priscilla's murder, her parents Katharine and Rudyard Hart visit India together in search of answers to their queries regarding their daughter's mysterious and sudden end. However, despite their sincere and consistent efforts, the Harts are forced to return unsatisfied simply because of surmising that Priscilla's fatal end had many deliberate and political reasons behind it such as the local resentment against her work with the abused women in Zalilgarh, and her clandestine affair with the married District Magistrate of the town.

*Riot: A Novel* is a brilliant example of a 'pluralistic text' which does not hold itself to a simple yet deep meaning, but owing to its 'polysemic' nature, have likely to be read frequently. Although it is less allegorical yet one cannot ignore the fact that by writing it, Tharoor has explicitly fulfilled his commitment to do something new each line. 'I have always believed that the word 'novel' implies that there must be something 'new' about each one'<sup>3</sup> (Chowdhury Sandip Roy: 2001)

The novel begins with the series of 'spoof columns' in the Newyork Times, reporting the murder of an American girl Priscilla Hart in the North Indian town of Zalilgarh, to be followed by excerpts from personal diaries, letters, journals and interviews. It compares and contrasts the occidental and oriental societies rekindling the memories of a colonized India. Juxtaposing the blacks' and the 'whites' belonging to the contemporary postcolonial times in the novel, Tharoor effectively portrays the divergent attitudes and thought processes of not only those once colonized but also of the people belonging to the western world of the colonizers decades after the end of colonialism. These two societies and cultures (colonizers and colonized) are symbolize through Priscilla and V.Lakshman.

Shashi Tharoor explicates that for this dark skinned Indian bureaucrat, the white skinned beloved was actually ‘a fantasy come true’ ( p.155).Lakshman’s closeness with Priscilla did not simply waterfront on his passion for her, but also provided him with a satisfaction of being associated with an ‘American’ a westerner unquestionably for better than the Indians, including his wife and family. This eulogizing attitude is clearly revealed in V. Lakshman’s sensitivity of the West. It is clearly portrayed him as an Indian who readily accepts the secondary status of a ‘Third World’ citizen. According to Gayatri Spivak this easy attainment to a peripheral citizenship of the world by people like Lakshman, indicts them as unintentional creators of their own colonizers who in turn are smashed by the false illusions of their superiority. Displaying the shallowness of his personality bereft of concern and respect for his family, his job and his nation, he evaluates his affair with her as an avenue to a life in America. He avers:

‘Priscilla is consolation, she is escape, but she is more than that: she is a fantasy come true, the possibility of an alternative life, as if another planet had flung its doors open for me’ ( p.155) .

Thus representing the hunger of an educated, smooth, refined yet complex ridden man, who courageously infringes all the confines of morality by gauging love as a vehicle of entertainment? Here Lakshman appears as the civilized and dignified villain in the novel.

Priscilla, the protagonist exploits Geetha’s innocence, her coyness and her silent yet mature acceptance of life more so a psychological victim of her father illicit relations leading to divorce that dispersed her family. Her life itself evolved into a paradox when she involved herself with a married bureaucrat having a six year old daughter. Unable to forget the past and forgive her father she expressed her feeling before Lakshman:

“I suppose I never forgave my father...just seeing him...with that awful woman from his office. I was barely fifteen, and I felt personally hurt, as if it was me he’d betrayed and not my mother ‘’ (p.77).

Ironically however, she does not seem to realize that Rekha, Lakshman’s daughter is another little Priscilla Hart in making, and probably she is another awful girl. Therefore exhibiting a self oriented decadence and deliberately avoiding questions regarding her personal and professional scruples, she could neither cease herself from exploitation Geetha by taking her for granted, nor could understand with her and Rekha, victim of circumstances which had marked Priscilla’s life itself long ago. Priscilla’s character in the novel thus appears to confirm a hybridity in the

postcolonial society- a society which is clearly blend of both its colonial as well as its non-colonial versions in India. Therefore the novel is postcolonial text.

Lakshman's close friend Gurinder Singh is another character in the novel resents the British who had colonized the Indian for almost two hundred years. He averred

"The British came to exploits us, took what they wanted and left, and in the process they changed us" (p.170).

It vividly foregrounds the greedy and looting tendencies of the white colonizers who ruthlessly erased the ancient roots of the civilization of the subcontinent. Thus Tharoor cleverly reveals the existence of an invisible yet an ever widening political status between the colonizers and the colonized which continues to divide humanity into 'occidental whites and the 'oriental blacks the 'selves' and the 'others as the women.

Randy Diggs, an American correspondent for the Newyork Journal comes to visit India to gather details about Priscilla's mysterious death. He plays the role of a spectator. Perceiving Zalilgarh as 'dump' his behavior is similar to that of any unoriginal and self obsessed Westerner on his first visit to India. Like Priscilla, he could not escape his feeling of superiority and perceived India and her people as the hopeless Third World destined to have a degenerated and servile existence. While the afflictions of Zalilgarh, he had disturbed Priscilla who tried her best to lighten its inhabitant's grievances. Diggs remarks:

"God, what a dump. The heat. The dust. The flies. The shit.The crowds. You name it, Zalilgarh has it. Every horrific western cliché about India turns out to be true here" (p.17).

This quotation reflects prejudiced perception of Westerners about India. Aijaz Ahmed's observations regarding it as 'the transhistorical and commutative nuances of colonialism'.<sup>4</sup>(Ahmed Aijaz, 1995:9)

Reinforcing Homi K. Bhaba's concept of 'Fixity' inevitably giving an immature, weak, effeminate, emotional and primitive description of the erstwhile colonies, Ramcharan Gupta openly indicate Diggs and the Western media for its aggressive tendencies and says:

"You foreign journalists and photographers who cover India are only interested in the kind of India you want to see. The horrible dark India of killing and riots, like this riots that you are so interested in, of course: It is all of a piece with the stories of poverty and disease, of the widows of Banaras, the caste system and the untouchables, poor people selling their blood or their kidneys, the slums of Calcutta or Bombay, brides being burned

for not having brought enough dowry-how many such stories have you written for your American readers, Mr.Diggs? Of course it is even better if the bad things about India are being set right by kind white Christmas- Mother Teresa is a real favourite of yours’’... ( p.212).

His disapproval clarifies that all the so called ‘clichés’ about India, mentioned by Diggs while describing Zalilgarh. Describing Gupta-Diggs encounter, that presents a citizen of the Third World as an accuser of the first world for consistently endeavoring to reduce the former.

*Riot: A Novel* is the coincidence of an American executive with an Indian socialist leader George Fernandes to reorientalize. Underlining the Western fondness to continue its imperialism by resorting to economic exploitation of the East, Tharoor alludes to the post-colonial outgrowth of colonialism termed as ‘Neo-colonialism’ by discussing the issue of Coca-colisation in the persons of Rudyard Hart and his colleagues in coca-cola in India in 1977, found the political trepidations due to the presence of coke in the Indian markets as ‘absurd’. George Fernandes perceived the saturation of the Indian economy by America as an economic exploitation of his county. This coca-colisation of the markets of the recently liberation was perceived by socialists like Fernandes, as another occident effort to dominate, restructure and gain authority over the subcontinent. Thus the Western effort to gain dominance over the East through economic colonization is clearly manifest.

The novel is fictional critique representing the communal unrest of the Indian society. He highlights it in the wake of Ramjanmmabhoomi Babri Masjid issue. He gives an unbiased expression to the feelings of both the Hindus and the Muslims by representing the opinions of the former through Ram Charan Gupta, a leader and religious activist and the later through Prof. Sarwar, a reader of the History Department of Delhi University. Ram Charan Gupta had led the procession in Zalilgarh on the day the riot broke out in 1989. He justify the increase in Hindu fundamentalism by quoting innumerable insistence from the past and Prof.Sarwar outlandishly, ironically negating historical facts, so as to prove himself. The novel presents India on the verge of another imminent division. The author holds Indian politician are responsible for such a state of affairs. Ram Charan Gupta comments’

“They are all atheists and communists in power in our country, people who have lost their roots. They forget that the English have left. It was English law they upheld not Indian justice...” (p.53).

Thus through Gupta, Tharoor highlight the art of colonizing from the British ‘divide et imperia’ and has continuously used it since independence in the name of secularism. The novel establishes the smooth continually of colonial and exploitative methods and actions of man disguised under the official garb of post colonialism. On the other hand; it underlines the presence of a hybrid era which is an blend of the colonial and postcolonial. The novel presents exploitation and exploitation of the other’ by the self, of the ‘margin’ by the centre. The only difference however is the absence of a mandatory parameter envisaging the ‘White versus the Black, the foreigner’ ruling over the ‘native’.

The author presents the novel as ‘Barthian text’ with a multiagency rather than as a work with a deep meaning effectively representing the transcended values and principles essential to the nature of man. It establishes the mortality of man but the immorality of his views and inventions. In fact this continuity of thought and the existence of the past in the present is evidenced in the myriad historical references discussed by Gupta and Prof.Sarwar in the novel. At the same time Lakshman’s comments about India, her culture, her religious pluralism and her secularism, provide an opinion about the subcontinent, divorced from that of the fundamentalist characters. Thus Tharoor has employed multiperspectivisation and challenges history’s claim to be globally valid as a meta-narratives’ and presents the novel as ‘built-in critique of historiography. Susan G.Cole comments’ ‘Riot is really about the construction of identity and memory, as there is never really one history, just different perspectives of the past’<sup>5</sup>. (Cole Susan G: 2005) .As confessed by Tharoor himself, the genesis of *Riot: A Novel* can be traced back to two historical events—the first being simmering Hindu-Muslim discontent of the 1980’, culminating in communal violence concerning the disputed Babri Masjid at Ayodhya, an account of which he recovered from a friend of his in the form of detailed description about a riot in Khargone, Madhya Pradesh; and the second being a report of the death of an American woman in a social riot in South Africa. The amalgamation of two historical incidents the author elucidates ‘pastiche’ in the novel. It is the most favourite postmodern technique. His genius lies in the poise and the skill with which he blended a variety of dichotomous circumstances and predicaments, besides the breathtaking innovations with which he embellish the novel.

Tharoor adopts an ‘eclectic mode of writing and envisages a wide variety of devices. He meticulously foregrounds the dimensions of multi-perspectivisation and inconclusiveness. He oppose to the linear construction of conventionalizing texts. It is essentially a collage of

journalistic reports, diary, entries, letters, memoirs, excerpts from scrapbooks and journals, newspaper clippings, interviews, even poems written by the characters and conversations overhead. Conspicuous by its absence of a normative linearity of flow, the novel envisages a plethora of small discursive narratives, each having its own story. Thus the elements of 'hybridity' is emphasized.

The novel divided into seventy-eight sections at various lengths. It lacks of any grand narratives and cohesiveness. The fragmented narrative is the characteristic of postmodern writings. It highlights myriad issues concerning individuals, cultures, ideologies, religion and their cuisines. The omniscient narrator's role is entirely undermined in the novel reinforcing the views held by one of its own characters who states, 'Down with the omniscient narrator, it's time for the omniscient reader' (p.135). Thus a reader oriented text, Tharoor advocates the subjugation of the narrator to the readers like Roland Barth in his essay 'The Death of the Author'.

The novel sincerely adheres to his connotations of Textuality that highlight the way a text is put together. The events and description in the novel follow a somewhat cinematic style of progression, its chapters or sections have been arranged by the author according to the text-time and not-according to the story time unequivocally opposed to the Aristotelian guidelines of a proper beginning, middle and end, a novel consists of an exposition in the beginning to be followed by a resolution via complication.

The novel exhibits the Baudrillardian concept of 'Simulation' in which both the scriptures become free-floating signs images of which are produced endlessly in this society. This anchorage in the religious texts exemplifies in *Riot* also alludes to the intertextuality represented in the novel, along with the language games that it harbours upon. These language games and intertextual styles that novel replicates further highlight the fact, the reading of this book is both a process of 'decoding'-interpreting the codes to infer the meaning and encoding- reading one's own cultural codes into it.

Thus in the contexts of post colonialism and postmodernism, Tharoor's *Riot: A Novel* is not only an unequivocal illustration of the subtle yet powerful reminders of the subcontinents' colonial past afflicting its present, but is also an emphatic enunciation of the opulence with which he utilizes postmodern tenets in his writings. While post colonialism comprehensively influences his fiction thematically, postmodernism extensively dominates his technique.

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**LOVE AND MARRIAGE IN ATTIA HOSAIN'S *SUNLIGHT ON A BROKEN COLUMN***

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It has always been the quality of the creative artists to encircle multiple narratives with the very purpose of achieving their projected goal in the form of a fiction. Therefore, many times a novel does not evolve a single story but encompasses multiple stories to target the final outcome. Attia Hosain's *Sunlight on a Broken Column*, though based on the historical theme of the partition of the Indian subcontinent and especially the crumbling of the old order of the *Taluqdars system*, depicts the life of the narrator heroine in her big *Taluqdars* household. As the novel also can be read as a family saga, it has therefore the theme of love and marriage which has been cohesively mixed with the anecdotes of the main narrative. The novel depicts the love affairs between the different characters as they are young and unmarried.

There are many pairs of love-birds in the novel. It can be rightly said that the account of love affair between these characters helps the readers to avoid the monotony of the novel as it is based on the historical aspect and also helps the novelist to maintain the interest of the readers throughout the novel. In part II of the novel we come across the love affair between Laila's two cousins, Zahra and Asad. Once when Asad was feverish, Zahra could not sleep the whole night. The attachment of love between Asad and Zahra becomes clear to Aunt Majida when, in a feverish condition Asad utters some words in his delirium when Zahra brings a glass of water for him. Laila narrates:

Asad's eyelids fluttered as he gulped the water; then as her mother put his head on the pillow and wiped his mouth, and Zahra moved back to put the glass away, his eyes opened wide in a fixed stare, and his groping hand caught her *dopatta* as he cried, "Zahra, darling, Zahra, don't leave me, don't ever leave me, Zahra, Zahra..." (80)

Zahra becomes pale with fear and her hands start trembling when Asad utters these words as they clearly expressed his love for Zahra. Presence of Aunt Majida at the place and the utterance of Asad is so shocking for Zahra. Being young, Laila also had a sort of attachments towards Asad. But she never had revealed them to him and it remained an unexpressed love till the end of the novel. Actually, Aunt Majida was shocked to see what had happened in her presence. In spite of her shock she asked Laila and Zahra, “There is no need to remember what he said in his delirium. Allah preserves us from dishonour (80)”. This incident decided that Zahra would be paired off with the first suitable person in the bond of marriage.

The novelist is well aware of the fact for the characters that they require some qualities of head and heart as well as some excuses that impresses their minds and makes them fall in love. This fact Attia Hosain has brilliantly used to depict the first encounter between the narrator heroine, Laila and her lover, Ameer. At the time of the first encounter of Ameer and Laila, she was compelled to turn around to hear his voice. Laila expresses her feelings as to how the voice of Ameer impressed her:

“Our eyes met again for a startled moment, and then I almost ran towards the courtyard. That face, that voice. Rockets bursting through the still night. And now a name I could recognize, and a common bond in Asad”(165).

The novelist also handles in a skilled manner the psychology of the youngsters who are in love and are very eager to meet each other. For the very first time when Laila decided to meet Ameer, she was in tension. But this tension of Laila came to an end by their actual meeting. Sometimes Laila was permitted to go out for parties with her cousins. Now being in love she waits for such opportunities just to meet Ameer, her lover. She says, “Parties were an excuse, unimportant in themselves. Only Ameer’s presence mattered(201)”. Another pair in love was Saleem and Nadira. There was no difficulty for them to get married as they belong to same religion. It is such a love-affair in the novel that turned into marriage with complete approval from the family members.

When a girl or a boy is in love for the first time, she or he is much eager to meet each other. The moments before the appointed hours of meeting seem to them to be passing very slowly.

Commenting on her actual experience of waiting for the arrival of Ameer, Laila says, “I did not know until tonight how many seconds there are in an hour and how many hours in each second” (219). Laila found it difficult even to trust the time shown by her watch only because she was in love and was eager to meet her lover. After meeting each other the lovers become happy and only in that meeting they experience the real meaning of life, the true meaning of birth and their own existence and a joy of completeness and harmony. An eternal bliss Laila enjoys when Ameer kissed her for the first time, she narrates:

“The moment when Ameer kissed me had no beginning; it was as pure and eternal as the snows we had been watching in deep communicative silence. It was a part of every moment before it, the moment for which I had been born to become a part of existence before and after it, to know its meaning and fulfill its purpose. I knew a sense of such completeness and harmony that it seemed I was the earth, the sky, the light and the snow” (222).

Actually, Ameer was a poor man and was not suitable as husband for Laila. But he was well aware that in spite of his close friendship with Kemal and Saleem, Laila’s family would dislike him and disapprove for the marriage. But Laila was strong and determined to face every barrier to marry with Ameer. Every time she encouraged Ameer as she believed that true love knows no boundaries as the rich and the poor as well as of caste, creed or religion. Gathering enough courage from his beloved Laila, Ameer asks her to wait for marriage until he gets some job in government office. After Ameer departs in search of a job, Laila joins the University for her Post-graduate Studies.

A girl or a boy is compelled to tell lies to his near and dear ones while finding some opportunities to meet each other. He always finds different excuses. When Laila comes to know that Ameer was coming to spend a week, she changes her plan to visit Aunt Abida during the December holidays. She even lied that an old college friend of her had come for a day and she wanted to

meet her during the evening time just to meet Ameer. When she was in the arms of Ameer, she felt herself being in some protective shield. She tells:

His arms were a circle of safety, and his mouth a seal of tenderness, and in being together there was such purity of completeness that the world dissolved from perception” (240).

Laila’s marriage with Ameer was also much against the wishes of the family. It was an arranged marriage. Laila’s marriage with Ameer and Saleem’s marriage with Nadira was arranged at the same time. While commenting on the arrangement of the joint marriages, Laila speaks, “My marriage was arranged at the same time as Saleem’s so that the happy celebration of one could disguise disapproval of the other” (281). After her marriage with Ameer, laila had to spend her life in rather different background tainted by poverty. She found no glory and glamour that she was accustomed to in her old surrounding of the rich *Taluqdars* household. But Laila was quite happy in this new, simple establishment which was the world of her own choice. She says,

“I was happy to have a home of my very own, to live in it as I pleased without dictation, though it was small hand simple, and without scores of servants as in Hasanpur and Ashiana”(314)”

The different events related to love and marriage in the novel specially depicted in part III & IV seem to be rather confusing to the readers. Actually these events create some doubts in the minds of the readers. In 1942, Ameer joined the army as a public relations officer, was captured as a prisoner of war and got killed in his attempt to escape (316-17). Here we see that Ameer, the lover and husband of Laila are cleared out of the way and his death is found as an excuse for Laila’s union with Asad. Zahra is hurriedly married off because of the suspicion that Asad was in love with her. But at the end of the novel, Laila, without seeking anybody’s permission marries Asad although they are more closely related.

Laila’s cousin Kemal was in love with Sita. But it became difficult for them to marry each other as they belonged to different religion and also of divergent background. Kemal was a Muslim while Sita was a Hindu. Sita dare not break the barriers created by the religions in spite of her deep love for Kemal. She narrates the reason for her denial:

”Could I do otherwise? I, Sita, loved him, Kemal, and still do. Two individual human beings. But it would have been the daughter of my father and mother marrying the son of his parents, with different background and different religions, two small cogs in a huge social machine. (215)”

Attia Hosain has created different pair of lovers. She has presented each pair of lovers based on the multiple way of thinking among the lovers. Some lovers shows their readiness to sacrifice everything for the sake of their love but some of them dare not to cross the boundaries they themselves have created for them. Laila tries her level best to encourage Sita to marry Kemal discarding the obstacles of the religious background. She even accuses her that she did not love Kemal enough in the sense that her love for Kemal is not true love. But Sita fails to gather enough courage as she thinks differently. The given quote is the expression of her nature of thinking. She says,

“I’m not a saint, Laila. I’m not a martyr. I react to criticism and hatred even if I do not show it. Let me keep my love intact. I cannot expose it to the judgement of others like a criminal waiting for their verdict. You know your uncle and aunt would hate me. Would it be right to drag Kemal between my love and their hatred? (216)”

Love between Sita and Kemal could not result into marriage due to the constraints of difference in religion. Kemal then got married with Perin, Mrs. Wadia’s daughter much against the wishes of her family members. Actually Perin like Sita was non-Muslim but she was ready to go against her family members for her lover.

To Conclude, Attia Hosain’s novel has the national history of India’s independence and Partition as its background. However, the novelist, with her skill and creative acumen, has added flavor by mingling in its plot the stories of romantic love and marriage taking advantage of depicting the life of the narrator heroine in a big *Taluqdars* household. Doubtlessly, the theme of love and marriage cannot be treated as an separate entity as it became a part and parcel of the plot of the novel. Nevertheless, it helps to avoid the monotony of the historical account depicted

in the novel. Such themes are very difficult to handle. Attia Hosain could do it very successfully and became a well-known novelist on the international arena only with her contribution of a single novel.

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**NATURAL FARMING AND WILD HABITAT OF EDIBLE MEDICINAL  
PLANTS USED BY THE TRIBES OF BHIWAPUR TAHSIL OF  
NAGPUR DISTRICT, INDIA**

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**ABSTRACT**

Biodiversity is the variety of life, the different plants, animals, micro-organisms and macro-organisms. The economic benefit from the biodiversity is well known. However aesthetic, ethical, cultural importance are not identified and recorded. Attention to this aspect is essential. There are around 80,000 wild edible medicinal plants are used by the humans of which 200 are under cultivation. On an average 20-30 species provide all the food required for human beings. It indicates that there is much scope for the newer crop species.

Organic farming is very much native to this country. The farmers of our country are known as farmers of forty countries, and it is organic farming, that has sustained them. Organic farming is our own product, our own contribution to the world. It is also called in other terms as Eco-farming, biological farming, bio-dynamic farming, macro-biotic agriculture etc. We need natural farming, because it is cultivation and growing of trees or crops, based on natural principles, which alone is sustainable.

In the present investigation wild edible medicinal plants belonging to different families found in the study are were studied for their neutraceutical properties in their wild habitat using natural farming.

**KEY WORDS:** Bhiwapur, Edible medicinal plants, Natural farming.

## INTRODUCTION

The study area concentrates in and around the forest areas, different villages and market places of BhiwapurTahsil, located in Nagpur district of Maharashtra State situated between the latitude 20 degree 35' and 21 degree 44' N latitudes and between 78 degree 53' and 80 degree east longitude spread over the area of 61323.62 hectors of land. Nagpur being the most prominent district of eastern Maharashtra was the capital of the former central Provinces and Berar. It lies between the latitude of 20 degrees 35' and 21 degree 44' N and has an area of 9930 sq. kms. Administratively it has 14 tahsils including Umred, Ramtek, Katol, Saoner, Bhiwapur, Narkhed, Hingna, Kalmeshwar, Kamptee, Kuhi, Mouda, Parshivani, Nagpur rural and Nagpur.

## METHODOLOGY:

Information of commonly used important 06 wild edible medicinal plant species were collected by visiting 20 villages of Bhiwapur tahsil and two tribal dominated markets followed by interviewing at least 50 tribal personnel about these plants during July 2011-2013 are presented. The plants were identified, authenticated and deposited in PGTD of Botany RTM, Nagpur University, Nagpur as well as Hislop College, Nagpur, author's research place. Botanical name, family along with their local name has been reported.

## ETHNOBOTANICAL OBSERVATIONS

SN	BOTANICAL NAME	FAMILY	VERNACULAR NAME	PART USED
1	<i>Hibiscus sabdariffa</i> .L.	Malvaceae	Ambadibhaji	Leaves
2	<i>Colocasiaesculenta</i> (L.) Scott	Araceae	Dhapa/Dhopapaan/ Alu/ Chamkura/Arbi/ Ghuiya	Leaves
3	<i>Boerhaavia erecta</i> . L.	Nyetaginaceae	KhaperKhutti/Kanda mul/Punarnava	Leaves
4	<i>Amaranthus tricolor</i> L.	Amaranthaceae	Tandulja/Chavlai/ Lalbhaji	Leaves
5	<i>Cassia tora</i> .L	Caesalpineace	Tarota	Leaves
6	<i>Amorphophallus paeoniifolius</i> .Dennst. Nicol.	Araceae	Suran/kand/yam elephant leg	Tuber/ Corn

**LOCAL VILLAGE MARKET OF BHIWAPUR**

**Biological name:** *Hibiscus sabdariffa. (L)*

**Common name:** Ambadi bhaji

**Family:** Malvaceae,



**Description:** It is a shrub, 120cm tall. Leaves are deeply palmate lobed serrate. Flowers pale yellow with a crimson centre. Capsules globosely, pointed bristly. Seeds are glabrous. It is cultivated for its fibre, as a vegetable during the rainy season along with other crops. Flowering and fruiting starts from Sept-Nov.

**Ethnomedicinal uses:** The plant is antiseptic, fibrous, astringent, used in heart ailments, fever, hypertension, neurosis, digestive purgative, cough, cancer. The stem contains 20% oil used for making medicines.

**Botanical name:** *Colocasia esculenta* L

**Common name:** ‘Dhopa/Dhopapaan/Alu/Chamkura

**Family:** Araceae,



**Description:** Rhizome swollen, subterranean. Found growing near stagnant water, also cultivated in garden. Leaf ovate, peltate; venation reticulate with primary veins producing secondary veins which merge into a collective vein, midway between parallel to the primary vein. Spathe in two parts, the lower green and accrescent, the upper elongate, yellow and deciduous spadix 15 cm long. Apparently it is not setting fruits. The corms, leaf-stalks and leaves are used as vegetable.

**Ethnomedicinal uses:** It is rich in fiber content, rich in antioxidants useful against many diseases.

**Botanical name:** *Boerhaavia erecta* L.

**Common name:** Khaperkhutty

**Family:** Nyctaginaceae



**Description:** It is diffuse, woody, much branched herb. Leaves are unequal, ovated, obtuse or acute, rounded or subcordate at the base. Flowers are pink or purple in color, panicle.

Capsules are 5-ribbed, glandular. It is common on open waste lands, grass land and fields. Flowering and Fruiting throughout the year.

**Ethnomedicinal use:** Roots and leaves are rich in medicinal properties; it is effective against, kidney and liver problems.

**Botanical name** : *Amaranthus tricolor*. Linn.

**Common name** : LalBhaji/ChauliBhaji

**Family** : Amaranthaceae



**Description:** It is an erect, diffuse, branched herb. It is cultivated for vegetable and also occasional escape on wasteland. Leaves are rhomboid to deltoid ovate. Flowers in dense axillary clusters forming long distantly interrupted spikes. Capsules are ovoid, rugulose, membranous. Seeds are black, discoid, and biconvex. Flowering and fruiting in winter season.

**Ethnomedicinal use:** Useful in stomach problems, gives cool effect reduces acidity. It is high fibre containing, helps in bowl movement.

**Botanical name** : *Cassia tora* L.

**Common name** : Tarota

**Family** : Caesalpineaceae



**Description:** It is an erect herb. Leaflets are in 3 pairs, obovate, oblong, glands between the leaflets. Flowers yellow, 1-2 in axillary pairs. Pods are elongate, curved, and subtetragonal. It is a common weed throughout the district. Flowering is between July-October. Fruiting is between August-November.

**Ethnomedicinal use :** Mucilagenous and foetid smelling leaves have been found to be internally gentle aperient and externally used as germicide and antiparasitic in ringworm.

**Botanical name :** *Amorphophallus paeoniifolius* (Dennst.).

**Common name :** Suran/Yam/Elephant Leg

**Family :** Amaryllidaceae



**Description:** It is a very stout, cormous herb commonly grows under the shades of the trees in hill forest with large and broad 3- partite and pinnatisect Leaves, (60-90 cms), appearing after flowering. Spathe encloses fruit 12-15 cms. Flowering begins from April-June and Fruiting in November.

**Ethnomedicinal use:** Tuber stomachic, tonic, restorative, carminative, useful in dysentery. The fresh tubers act as an acrid stimulant, expectorant and used in acute rheumatism. The corms are used as vegetable.

During the survey it has been observed that the tribals of the region have adopted the method of Natural Organic Farming to fulfil their daily nutritional requirements. The process includes the digging of open pits in which the water is drawn with the help of electric pumps or manually. It involves the mulching process where stacks of dried hay, cow-dung and leaves are congregated around the trees, preventing evaporation and retaining the moisture in the soil for a long time lessening the burden of watering the fields frequently. They have also applied their own vermicomposting in the farm. Earthworms accelerate the process of bio-degradation of farmyard manure. There are present Neem trees in a row that protect the other foliage, from direct sun light. There are present some naturally occurring green manuring trees that have about 40% of Nitrogen and the fallen leaves are the good nutrient to the soil. A huge Banyan tree, in the backyard of the farm, which keeps the yield cool and fresh till they are disposed and marketed, besides giving shelter to the labourers employed and a gripping rest-place for visitors like us.

The excessive use of chemical fertilizers in modern farming creates soil fertility problems and pollution of surface water bodies. The basic principle of soil fertility management in organic agriculture is the maintenance of soil in good health. The soil erosion is prevented by the grass contour methods that collect the rain water and make available the same during dry seasons. In healthy soil, the biotic and abiotic components covering organic matter, including soil life, mineral particles, soil air and soil water exist in a state of dynamic equilibrium and regulate the ecosystem processes in mutual harmony by complementing and supplementing each other.

## **CONCLUSION:**

In the present investigation all selected wild edible medicinal plants cultivated naturally using organic fertilizers, vermicompost, animal dung, bird chit, vegetables and fruit peels etc, selected from Bhiwapur Tahsil are found to be nutritionally rich containing the necessary phytoconstituents and are used ethnomedicinally to treat various ailments, discomfort and diseases like, rheumatism, arthritis, diabetes, conjunctivitis, asthma, whooping cough, liver, gynaecological, cardiological and kidney problems.

The shade dried powdered samples of these wild edible medicinal plants were than subjected to phytochemical and nutritional analysis. The results showed the presence of sufficient amount of phytochemicals and nutritional components that protect human body from a large number of ailments that is why they are known as ‘protective foods’ and are the warehouse of chemo-diversity. The results obtained in this study suggest the identified phytochemical compounds may be the bioactive constituents and these wild plants are providing increasingly valuable reservoirs of bioactive compounds of substantial medicinal merits. The phytochemical analysis conducted on the plant extracts revealed the presence of constituents, which are known to exhibit medicinal properties; Sofowra (1993).

All the selected wild edible plants are found to be rich in protein, carbohydrate, crude fibre minerals and secondary metabolites investigated and the result suggests that consumption of these plants in sufficient amount could be used for nutrition purpose of human being and adequate protection may be obtained against diseases arising from malnutrition.

I would like to suggest the government authorities, especially those concerning the forest department to take up growing of trees; this would provide sufficient food to the animals and birds and prevent them from migrating for food and creating a menace for farmers.

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## A COMPARATIVE STUDY OF PARTICLE SIZE OF ELECTROWON COPPER AND CADMIUM POWDERS IN GLYCOL MEDIUM

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### **Abstract**

Electrowinning of copper and cadmium powders from the respective bath solutions of different concentrations in Glycol medium was studied. The metal powders formed were studied for their particle size stability and morphology. The copper particles were of spherical and cadmium particles were of cubical shape. The size of copper particle size varied from 50 to 745 nanometer and that of cadmium particles from 92 to 852 nanometer depending upon the concentration of the metal ions and glycol medium .

### **Key words:**

Electrowinning, Stability, Particle size, micrometer, nanometer, metal powders.

### **Introduction:**

Powder metallurgy is one of the oldest and one of the most modern branches of knowledge for production of metal articles. A number of patents have been filed on powder manufacture since the early decades of twentieth century. Iron, copper, nickel cadmium and zinc are among the most expansively studied metals.

Electrolytic copper powders are preferred to powders produced by other method due to the smooth and regular surfaces. The unique characteristics as dendrite structured are not promptly available through other means. The properties of electrowon powders can be altered by changing the conditions within the cell like electric potential, current strength, concentration of the electrolytes, changes in the additives and its nature.

Zheng and Jiang<sup>1</sup> studied the process of electrolytic manufacturing of copper powder by electrolysis of copper salts using current density of  $6A/dm^2$ . Hou<sup>2</sup> studied structure and surface defects of cathodic deposition in copper electro winning process Paster and Rubio's<sup>[3]</sup> experiments show many different types of morphological patterns depending on the current form

the moderately concentrated copper Sulphate solution. Pattabhiraman et al.<sup>4</sup> presented in brief the electrolytic method of copper powder deposition from copper Sulphate and copper chloride bath. Electrolytic preparation of powders of iron, copper, nickel and zinc was practiced in the early decades of the twentieth century.<sup>5-10</sup>. Osborne et.al<sup>11</sup> and Smith<sup>12</sup> studied the electrolytic preparation of copper powder.

Cadmium is a silver-white metal and capable of taking a high polish and it is nearly as soft as tin and like tin emits a crackling sound when bent. It can be rolled out into sheets. Cadmium melts and boils at relatively low temperatures and its vapour is deep yellow and monatomic. The metal becomes coated with the oxide in moist air, burns on heating to redness, and is readily soluble in mineral acids. There is a poisoning result from the inhalation of vapour or dust of cadmium. Friedrich Stromeyer, a German chemist, discovered the element (1817) in a sample of zinc carbonate, and, in the same year, K.S.L. Hermann and J.C.H. Roloff found cadmium in a specimen of zinc oxide. Both zinc compounds were being examined because their purity as pharmaceuticals was suspect.

Cadmium is a rare element (about 0.2 gram per ton in the Earth's crust), which occurs in a few minerals and in small quantities in other ores; especially zinc ores, from which it is produced as a by-product. Most cadmium is recovered from the fumes eliminated during the sintering of zinc concentrates, from the dust collected from the gases leaving lead blast furnaces, and from various residues produced during the electrolytic refining of zinc.

Cadmium has many industrial applications. Dutra et.al<sup>13</sup> studied electrorefining in a flow cell for cadmium removal from diluted aqueous solutions. Elsherief<sup>14</sup> studied the efficient removal of cadmium from acid solutions by using a flow cell, using rotating glassy carbon and spiral wound steel electrodes.

Most of the cadmium produced is used for electroplating steel, iron, copper, brass, and other alloys to protect them from corrosion. Cadmium plating is especially resistant to attack by alkali. Some is used as the anode material in rechargeable storage batteries in which the oxide of nickel or silver is the cathode. Cadmium unites with many heavy metals to yield alloys; the most important are bearing alloys and low-melting alloys used for soldering and brazing. Because it efficiently absorbs thermal neutrons, it is used in control rods for some nuclear reactors.

In its compounds cadmium exhibits almost exclusively the +2 oxidation state, as in the colourless  $\text{Cd}^{+2}$  ion, which forms a number of stable complex ions, especially halide complexes. A few compounds of the +1 oxidation state have been prepared by dissolving cadmium metal in molten cadmium (II) halides. The resultant diatomic cadmium (I) ion,  $\text{Cd}_2^{2+}$ , is unstable in water and immediately disproportionate to cadmium metal and  $\text{Cd}^{2+}$ . Cadmium compounds are mainly ionic, but cadmium also forms complex ions with ligands.

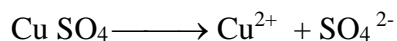
### **Experimental:**

The bath solution (containing  $\text{CuSO}_4/\text{CdSO}_4$ ,  $\text{H}_2\text{SO}_4$  and glycol) was taken in a single compartment of two-electrode cell. The electro winning experiments were performed using copper/cadmium plate ( $6\text{cm} \times 1.5\text{ cm} \times 2.5\text{ mm}$ ) as cathode and gold plate as anode. Current was supplied by Regulated DC Power Supplier Model L3202 (Aplab). Current and voltage was indicated digitally by the instrument itself. All the experiments are carried out in the room temperature. The temperature of the bath remained almost constant during the experiment. 0.5 Amps of current is applied to the bath. The current variation is  $\pm 0.01\text{A}$ .

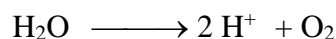
For the optimization of the electrolytic deposition of the powders a series of experiments were carried out by varying the concentration of the electrolytes ( $\text{CuSO}_4/\text{CdSO}_4 + \text{H}_2\text{SO}_4$  with glycol). The powder was removed and washed with ethanol and dried in vacuum oven at  $80^\circ\text{C}$ . The copper/ cadmium powder was then analyzed.

### **Electrode reactions during the electrodeposition:**

The important electrode reactions during the electrowinning process are given below. Since copper is a strong electrolyte, it is dissociated completely.

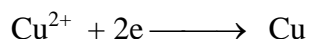
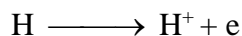


Water undergoes electrolysis and gives hydrogen and oxygen.

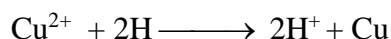


When hydrogen gas,  $\text{H}_2$ , is passed through the copper sulphate solution no copper powder or metallic copper is obtained. After electrowinning process is completed the sulphuric acid concentration is increased. Since the formed hydrogen (nascent hydrogen) is in the atomic form

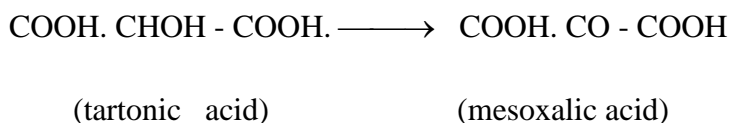
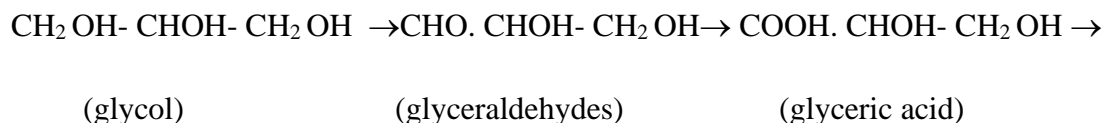
that in turn reacts with copper ion and gives copper in the metallic form and hydrogen ion. The electrode potential of hydrogen is taken as zero at all temperatures and one atmospheric pressure. More electronegative metal or element replaces less electronegative metal or electropositive metal from its salt. So the electrode reaction can be written as



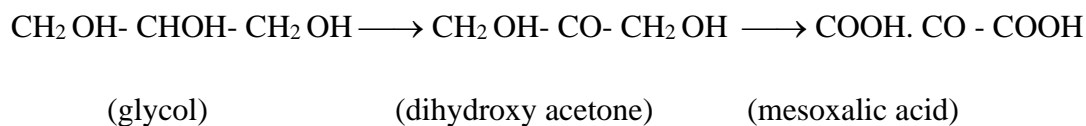
The net electrode reaction is



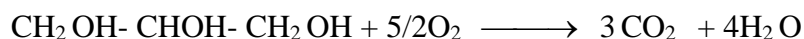
Since large amount of atomic hydrogen is liberated the rate low depends on the concentration of copper ions, hence it follows first order kinetics. This is shown in the kinetic studies. While liberated oxygen at anode reacts with glycol and forms several products, the two primary alcoholic groups in glycol are capable of being oxidized to aldehyde and then to the carboxyl group.



While the secondary alcoholic group is oxidized to carbonyl group:-



While liberated oxygen at anode reacts with glycol and forms several products, but final products are carbon dioxide and water.



In the electrolysis, all positive ions are aligned and migrate towards cathode while negative ions migrate towards anode. The metal ion is discharged at the cathode. The solid metal atoms so deposited on the cathode have a strong metallic bond. When an electrolyte solution containing organic solvents which is covalent in nature disturbs this ion environment particularly at cathode and causes loose bonding between metal-metal atoms that results in the formation of metallic powders.

Similar mechanism is found to be followed by the cadmium ions as well.

### **Particulate size analysis:**

From the relevant data it is observed that when the bath ( $\text{CuSO}_4$ ) contained 7.5 % glycol in the absence of  $\text{H}_2\text{SO}_4$ , the average particle size is 10.86 microns for 8.4 % particles. But as the concentration of glycol in the bath is doubled the % of cumulative frequency remained almost same at 7.4 %. Similarly, when the bath contained 0.5 N sulphuric acid and 10% glycol the frequency increased to 10.6 %. Whereas with 15 % glycol and 0.5 N sulphuric acid the bath produced a very appreciable decrease up to 4.2 % in the frequency. When the concentration of sulphuric acid in the bath is increased to 1 N and 10 % glycol is maintained, the frequency did not change.

When the concentration of sulphuric acid in the bath is kept constant at 0.5 N and contained 10 % glycol an average of 81 % particles produced were of 74.5 microns. In the same manner when the concentration of glycol is increased to 15 % the bath produced 71.6 % particles of 74.5 microns. It means that increasing the concentration of glycol in the medium is not helpful.

Similarly keeping the concentrations of glycol constant in the bath at 10 % , the concentration of sulphuric acid is varied from 0.5 N to 1 N. This is found to have produced slight increase in the cumulative frequency of the particles generating different size. It is concluded that, if the concentration of sulphuric acid in the medium is kept between 0.5 N to 1 N and glycol from 5 to 10% the bath will produce very desirable and good particles showing nano character from a copper sulphate bath.

As far as a bath solution containing cadmium ions is considered, 5 % glycol in the bath solution produced particles of appreciable size range in the absence of sulphuric acid. When the

concentration of the sulphuric acid in the bath is 1N and glycol 10 %, the bath produced 41. % particles with average size 11.4 microns and their cumulative frequency is found to be 6 %. Similarly 67.7 % particles were of average size 22.2microns in 5 % glycol bath and is reduced to 13.6 % in 10 % glycol bath. This is an indication that simply increasing the concentration of glycol in the bath decreases the cumulative frequency of the particles in the appreciable size range.

This is further proved by keeping the concentration of sulphuric acid constant at 1 N and varying the concentration of glycol between 10 to 15 %. Here also it is observed that the cumulative frequency of the particles decreased from 30.4 to 5.2 % to produce the particles of average size 11.5 microns. Similarly there is another decrease of 57.65 to 15.97% for particles in the range 22.17 microns.

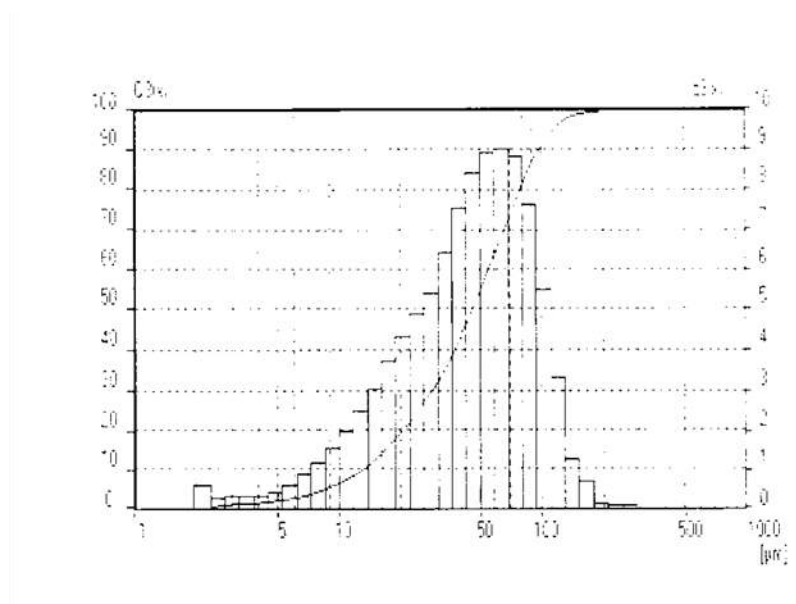


Figure 1 (a) (Bath concentration: 0.2 N  $\text{CuSO}_4$  + 7.5% glycol in the absence of  $\text{H}_2\text{SO}_4$ )

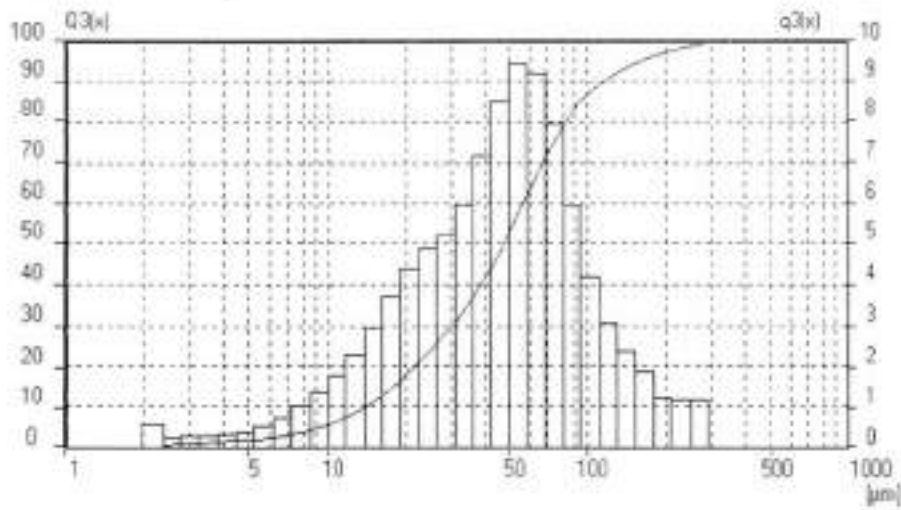


Figure 1 (b) Bath concentration: 0.2 N  $CuSO_4$  +15% /Glycol in the absence of  $H_2SO_4$

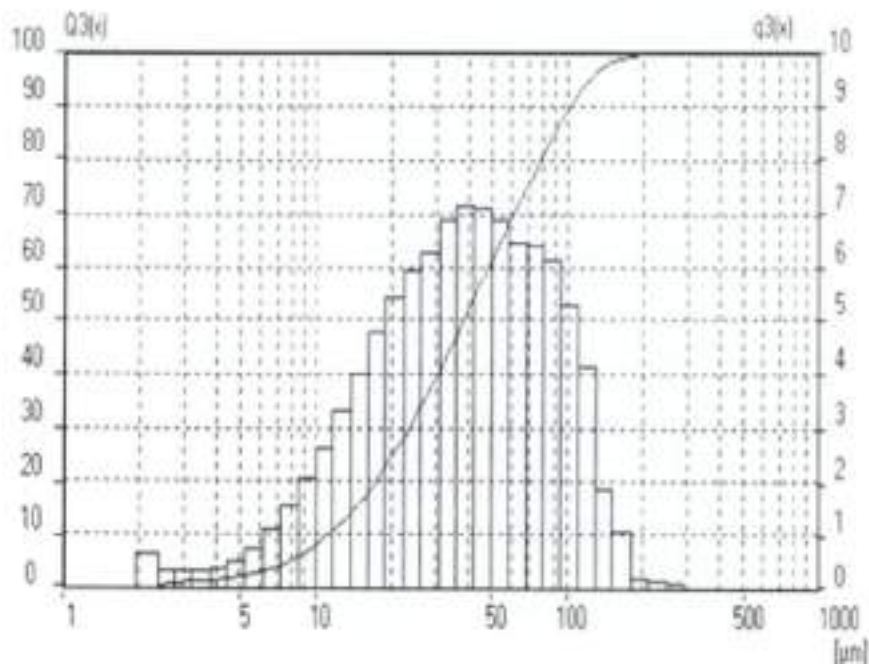


Figure 1 (c) Bath concentration 0.2 N  $CuSO_4$  in 0.5 N  $H_2SO_4$  + 10% glycol.

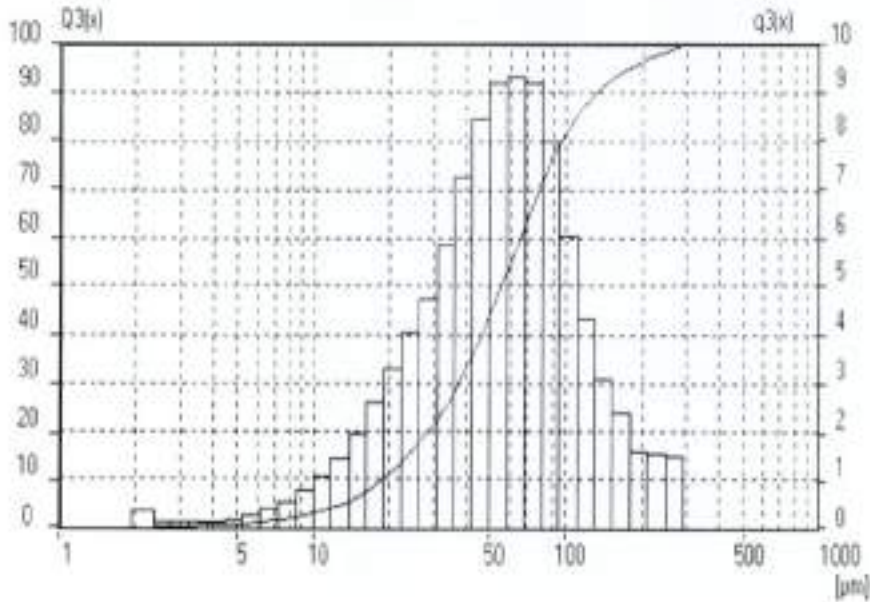


Figure1 (d) Bath concentration: 0.2 N  $CuSO_4$  in 0.5 N  $H_2SO_4$  + 15% glycol

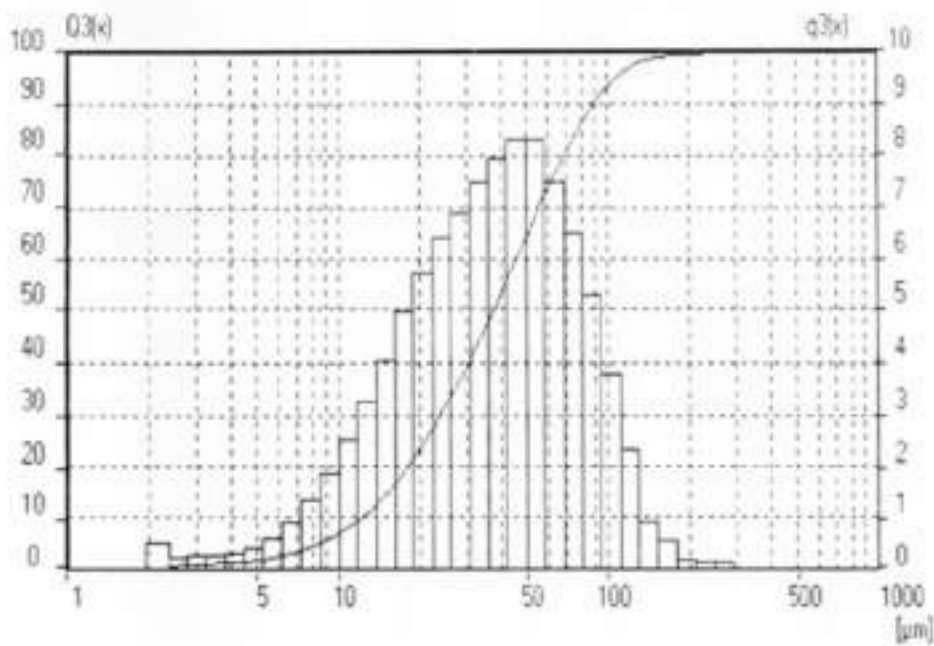


Figure 1 (e) Bath concentration: 0.2 N CuSO<sub>4</sub> + 1 N H<sub>2</sub>SO<sub>4</sub> + 5% glycol

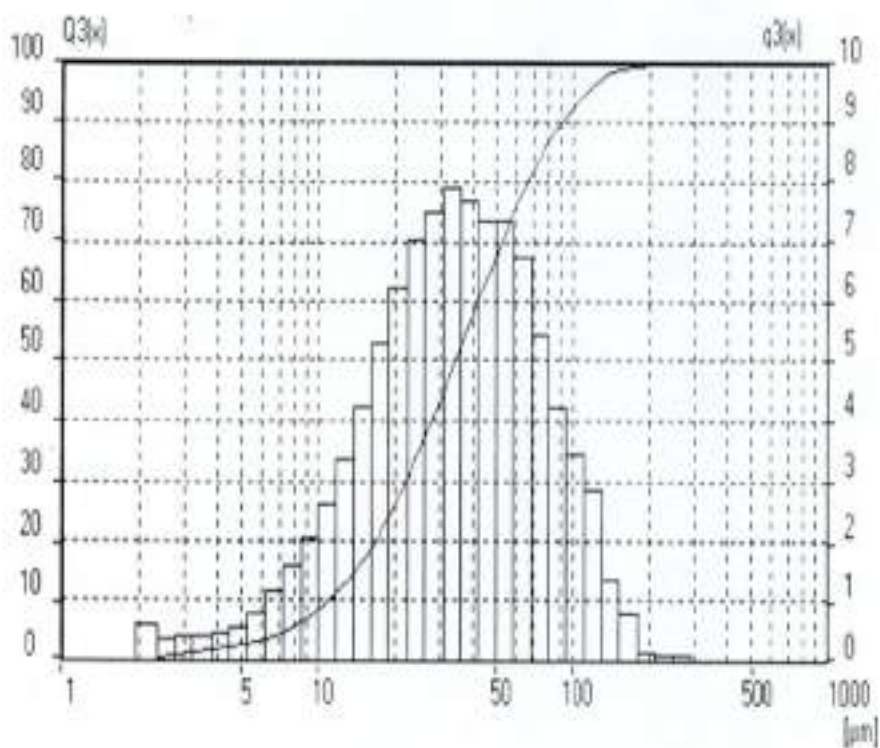


Figure 1 (f) Bath concentration:0.2 N  $\text{CuSO}_4$  in 1N  $\text{H}_2\text{SO}_4$  + 10% glycol

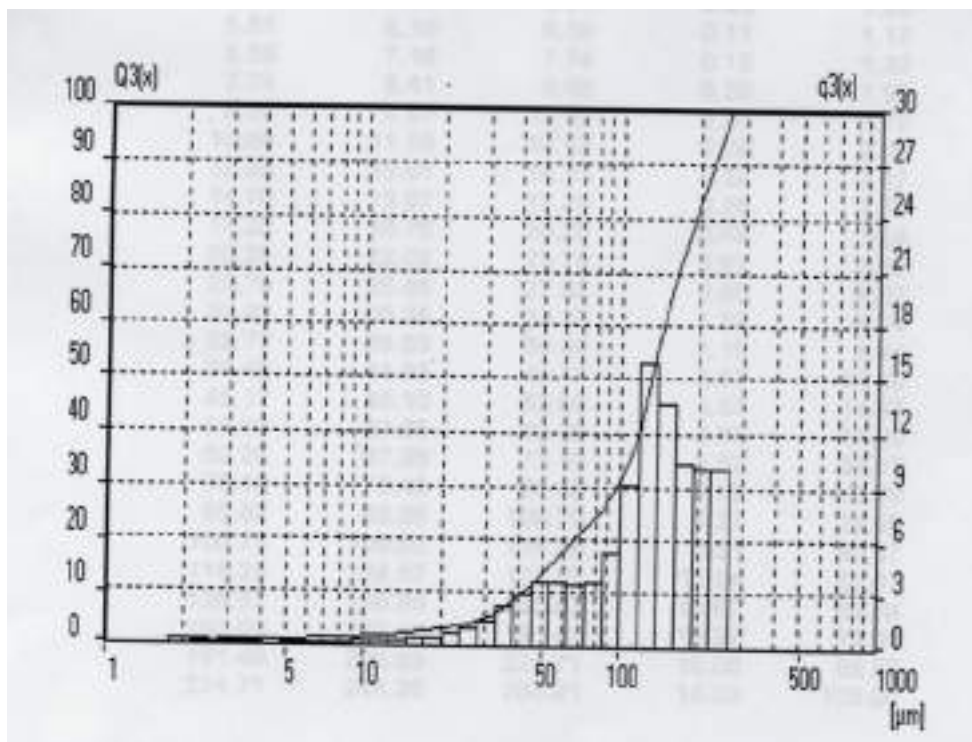


Figure 2 (a).CdSO<sub>4</sub> (0.05M) + 5 % glycol

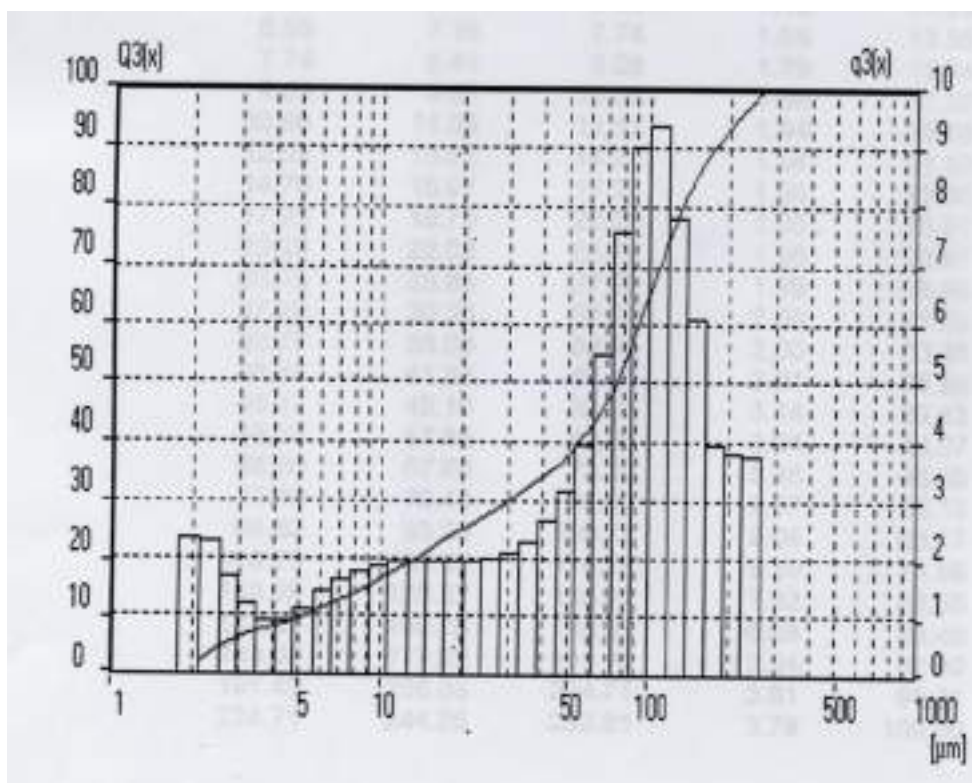


Figure 2(b) CdSO<sub>4</sub> (0.05M) + 10% glycol

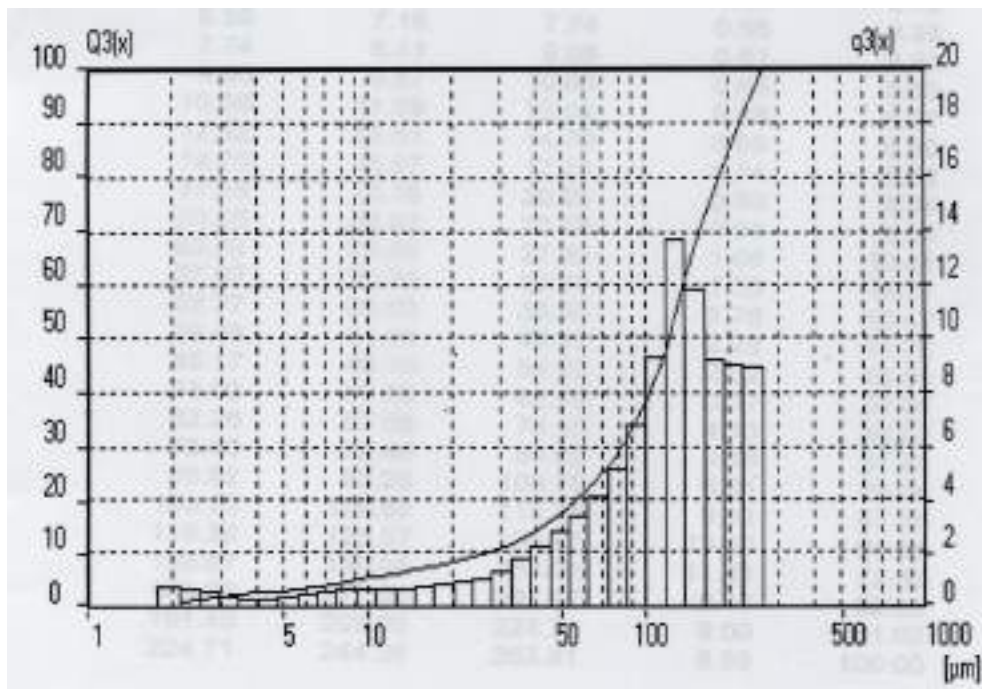


Figure 2.(c) CdSO<sub>4</sub> (0.05M) + 1N H<sub>2</sub>SO<sub>4</sub> + 10 % glycol

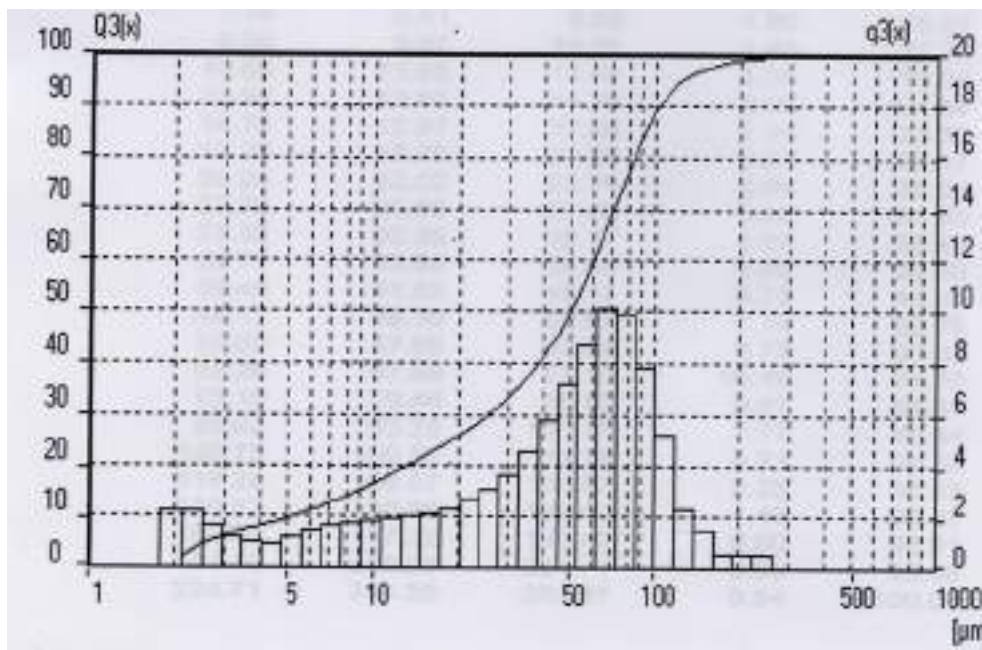


Figure 2(d) CdSO<sub>4</sub> (0.05M) + 1 N H<sub>2</sub>SO<sub>4</sub> + 1 5 % glycol

**Conclusion:**

It is concluded that, if the concentration of sulphuric acid in the medium is kept between 0.5 N to 1 N and glycol from 5 to 10 % the bath will produce very desirable and good particles showing nano character from a copper sulphate bath. A serious study regarding the variation of particle size of electrodeposited cadmium powder showed that when the concentration of sulphuric acid is maintained as 1N and glycol 10 % in the bath that can produce a very good and appreciable particles. When the two metals copper and cadmium are considered electrolytic deposition of their powders from suitable bath solutions containing a very low concentration of sulphuric acid up to 1 N and glycol up to 10 % in the bath can produce a very good and desirable powders that show some nano character.

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## **THE ROLE OF THE BOARD OF DIRECTORS AND SENIOR MANAGEMENT IN ENTERPRISE RISK MANAGEMENT**

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### **ABSTRACT**

The oversight of the enterprise risk management process employed by an organization is one of the most important and challenging functions of a corporation's board of directors. He notes that a failure to adequately acknowledge and effectively manage risks associated with decisions being made throughout the organization can and often do lead to potentially catastrophic results. Research paper explain the shared responsibility between the members of the board and the senior management team to nurture a risk aware culture in the organization that embraces prudent risk taking within an appetite for risk that aligns with the organization's strategic plan. He identifies the legal and regulatory framework that drives the risk oversight responsibilities of the board. He also clarifies the separate roles of the board and its committee's vis-à-vis senior management in the development, approval, and implementation of an enterprise-wide approach to risk management. Finally, the research paper explores optimal board structures to best discharge their risk oversight responsibilities.

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### **INTRODUCTION**

The oversight of the enterprise risk management (ERM) process employed by an organization is one of the most important and challenging functions of a corporation's board of directors. In concert with senior management of the company, the board must establish the appropriate "tone at the top" to ensure that risk and risk management considerations remain at the forefront of strategic and operating decisions made within the business. The 2008–2009 global financial crisis and the rapidly deteriorating global economy has created a context in which companies now face risks that are more complex, more interconnected, and potentially more devastating than ever before. Failure to adequately acknowledge and effectively manage risks associated with decisions being made throughout the organization can and often do lead to potentially catastrophic results.

We need look no further than to the current status of the financial services sector to observe the devastation associated with poorly monitored and managed risk taking. Risks associated with credit quality, liquidity, market disruptions, and reputation have all contributed to unprecedented bankruptcies, bank failures, federal government intervention, and rapid (and forced) consolidation within the industry. The fallout from this financial cataclysm spread quickly to the broader economy, as companies in almost every industry have suffered from the effects of a global credit freeze, dramatic reductions in consumer demand, and extreme volatility in commodity, currency, and equity markets.

The perception that aggressive and unchecked risk taking has been central to the breakdown of the financial and credit markets has led to increased legislative and regulatory focus on risk management and risk prevention. In this environment, boards and companies must be aware that regulators and the legal system may apply new standards of conduct, or reinterpret existing standards, to increase board responsibility for risk management. Boards cannot and should not be involved in the actual day-to-day *management* of risks encountered by the companies they serve. The role of the board is to ensure that the risk management processes designed and implemented by senior executives and risk management professionals employed by the company act in concert with the organization's strategic vision, as articulated by the board and executed by senior management. As well, the board must exercise significant oversight to be confident that risk management processes are functioning as designed and that adequate attention is paid to the development of a culture of risk-aware decision making throughout the organization.

By actively exercising its oversight role, the board sends an important signal to the company's senior management and its employees that corporate risk management activities are not roadblocks to the conduct of business nor a mere "check-the-box" activity. Executed properly, ERM can and should become an integral component of the firm's corporate strategy, culture, and value-creation process. The board can provide direction and support for the ERM effort, but without one or more risk champions within the executive leadership, most ERM programs are destined to fail. Thus, there is a shared responsibility between the members of the board and the senior management team to nurture a risk-aware culture in the organization that embraces prudent risk taking within an appetite for risk that aligns with the organization's strategic plan.

The company's ERM system should function to bring to the board's attention the company's most significant risks and allow the board to understand and evaluate how these risks may be

correlated, the manner in which they may affect the company and management's mitigation or response strategies. It is critically important for board members to have the experience, training, and intimate knowledge of the business required in order to make meaningful assessments of the risks that the company encounters. The board must also consider the best organizational structure to give risk oversight sufficient attention at the board level. In some companies, this has driven the creation of a separate risk management committee of the board. For other organizations, it may be reasonable for these discussions of risk to occur as a regular agenda item for an existing committee such as the audit committee, enhanced by periodic review at the full board level. No one size fits all, but it is vitally important that risk management oversight be a board priority.

The paper addresses the proper role of the board of directors in corporate risk management. It identifies the legal and regulatory framework that drives the risk oversight responsibilities of the board. It also clarifies the separate roles of the board and its committee's vis-à-vis senior management in the development, approval, and implementation of an enterprise-wide approach to risk management. Finally, the chapter explores optimal board structures to best discharge their risk oversight responsibilities.

**Objective:**

1. Overall examine role of the Board of Directors and Senior Management in Enterprise Risk Management.
2. The enterprise risk management process employed by an organization is one of the most important and challenging functions of a corporation's board of directors.
3. The shared responsibility between the members of the board and the senior management team to nurture a risk aware culture in the organization.
4. The strengths and weaknesses of the overall ERM program.

**HYPOTHESES:**

1. No need to examine enterprise risk management in the organization.
2. The enterprise risk management process one of the most important and challenging functions in organization.
3. The proper role of the board of directors in corporate risk management.
4. Board of Directors and Senior Management the separate roles in the development, approval, and implementation of an enterprise-wide approach to risk management.

**RESEARCH METHODOLOGY:**

The study has been based on secondary data gathered from journals, reports, economic reviews and websites.

**GOVERNANCE EXPECTATIONS FOR BOARD OVERSIGHT OF RISK MANAGEMENT**

The risk oversight responsibility of boards of directors is driven by a variety of factors. These factors include the fiduciary duty owed to corporate shareholders, which is a function of state law; U.S. and foreign laws and regulations such as the recently enacted Emergency Economic Stabilization Act of 2008 (EESA) and the Sarbanes-Oxley Act; New York Stock Exchange (NYSE) listing requirements; and certain established corporate best practices. As well, the risk of damage to corporate reputation from shareholder activism or adverse media coverage for companies believed or found to possess inadequate risk management capabilities also strongly contributes to the desirability of sound risk oversight by corporate boards.

The Delaware courts (which serve to establish law for a wide swath of corporate America) have developed guidelines for board oversight responsibilities through a series of court cases that have dealt with purported violations of the fiduciary duties of care and loyalty that are owed to the company by members of the board. The Delaware Chancery Court has stated<sup>1</sup> that director liability for a failure of board oversight requires a “sustained or systemic failure of the board to exercise Oversight-such as an utter failure to assure reasonable information and reporting system exists.” To avoid liability, boards should ensure that their organizations have implemented comprehensive monitoring systems tailored to each category of risk. The board should periodically review these monitoring systems and make inquiries of management as to their robustness. The board should also consider retaining outside consultants for an independent assessment of the adequacy of the methodology that has been implemented. The company’s general counsel may also be utilized to provide an assessment as to whether the board has effectively fulfilled their oversight responsibility for the ERM program.

The board should be especially sensitive to so-called “red flags,” or violations of existing risk limits established by the risk management team. These violations must be investigated by the board or delegated to the appropriate manager for investigation, and the board should document their actions in minutes that accurately convey the time and effort spent by the board in reviewing the deviation from established policies. To preserve their liability shield, boards must

ensure that the monitoring system in place includes reports on significant regulatory matters (such as fines that have been levied against the company), that may be used as evidence in shareholder litigation. The board should treat such a report as a red flag and investigate appropriately.

Corporate risk management issues have recently appeared in two important examples of federal regulatory oversight-the EESA and the Sarbanes-Oxley Act.

Also, companies with foreign operations must be cognizant of the legal requirements in each of the locales in which they do business. Whether or not a particular piece of legislative rule making that relates to risk management directly applies to the company and board, such laws and regulations will undoubtedly influence the activities that a company undertakes. Given the current environment and enhanced focus on risk management and risk oversight, a failure by the board to adequately oversee a system of compliance with legal requirements can raise issues under state law with respect to the board's fiduciary duties, but also can provide opportunities for litigators to highlight such failures in other claims against the company and board, such as tort liability or even criminal liability. It is imperative that the board is aware of all material legal requirements applicable to the company, and the company should take care to include these risks in the development of their ERM program.

The most recent example of federal legislation that includes an explicit focus on risk management is the Troubled Asset Relief Program (TARP) contained in the EESA. The act requires that boards of financial institutions participating in the TARP Capital Purchase Program (CPP) institute certain restrictions on executive compensation that relate to corporate risk taking. Specifically, participants in the TARP CPP must comply with the requirements illustrated in Box 1.1. Although these requirements apply only to financial institutions participating in the CPP, they do provide insight into federal concern over the issue of how compensation programs may contribute to excessive risk taking. Because of this concern, companies that are not directly affected by these requirements should still consider reviewing their compensation plans to determine whether the compensation structure encourages excessive risk taking. To the extent that incentive compensation is externally viewed as a source of inappropriate risk, the interaction between compensation and risk may inevitably find its way into other legislative and regulatory responses and/or become a focus of shareholder activism and undesirable media attention.

**Box 1.1 Executive Pay Requirements under the Troubled Asset Relief Program Capital Purchase Program :**

In order to comply with Section 111(b)(2)(A) of EESA for purposes of participation in the program, a financial institution must comply with the following three rules:

(1) Promptly, and in no case more than 90 days, after the purchase under the program, the financial institution's compensation committee, or a committee acting in a similar capacity, must review the [senior executive officer (SEO)] incentive compensation arrangements with such financial institution's *senior risk officers*, or other personnel acting in a similar capacity, to ensure that the SEO incentive compensation arrangements do not encourage SEO's to take *unnecessary and excessive risks* that threaten the value of the financial institution.

(2) Thereafter, the compensation committee, or a committee acting in a similar capacity, must meet at least annually with senior risk officers, or individuals acting in a similar capacity, to discuss and review the relationship between the financial institution's risk management policies and practices and the SEO incentive compensation arrangements.

(3) The compensation committee, or a committee acting in a similar capacity, must certify that it has completed the reviews of the SEO incentive compensation arrangements required under (1) and (2) above. These rules apply while the Treasury holds an equity or debt position acquired under the program.

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Excerpted from Treasury Department Notice 2008-PSSF1.

The Sarbanes-Oxley Act of 2002 imposes significant requirements on companies and their boards, including audit committee oversight of internal and external auditors, certification of quarterly and annual financial statements and periodic reports by the chief executive officer and chief financial officer, maintenance of well-functioning financial reporting and disclosure controls, enhanced disclosure of financial measures not based on generally accepted accounting principles (GAAP), and a ban on personal loans to directors and officers. Although not directly tied to the risk oversight responsibilities of boards, compliance with Sarbanes-Oxley requirements involves risk management issues. As an example, in determining the effectiveness

of controls over financial reporting, or in the financial statement certification process, the company should focus on whether material risks are identified and disclosed. In their review of the company's compliance with Sarbanes-Oxley requirements, the board should make inquiries as to whether these risk management issues have been acknowledged.

The New York Stock Exchange (NYSE) imposes specific risk oversight obligations on the audit committee of an NYSE-listed company. These NYSE rules require that an audit committee "discuss policies with respect to risk assessment and risk management."<sup>2</sup> Box 1.2 provides an excerpt from the NYSE corporate governance rules germane to this requirement. These discussions should address major financial risk exposures and the steps the board has taken to monitor and

**Box 1.2 Excerpt from the NYSE's 2004 Final Corporate Governance Rules\***

Among numerous other responsibilities, duties, and responsibilities of the audit committee include:

(D) Discuss policies with respect to risk assessment and risk management; Commentary: While it is the job of the CEO and senior management to assess and manage the company's exposure to risk, the audit committee must discuss guidelines and policies to govern the process by which this is handled. The audit committee should discuss the company's major financial risk exposures and the steps management has taken to monitor and control such exposures. The audit committee is not required to be the sole body responsible for risk assessment and management, but, as stated above, the committee must discuss guidelines and policies to govern the process by which risk assessment and management is undertaken. Many companies, particularly financial companies, manage and assess their risk through mechanisms other than the audit committee. The processes these companies have in place should be reviewed in a general manner by the audit committee, but they need not be replaced by the audit committee.

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\*"Final Corporate Governance Rules," New York Stock Exchange (2004) [www.nyse.com](http://www.nyse.com).

control these exposures, including a general review of the company's risk management programs. As the NYSE commentary indicates, the rules permit a company to create a separate committee or subcommittee (often a separate risk committee of the board) to be charged with the

primary risk oversight responsibility. This is subject to the need for the risk oversight processes conducted by that separate committee or subcommittee to be reviewed in a general manner by the audit committee, and for the audit committee to continue to discuss policies with respect to risk assessment and management. As in our earlier discussion concerning the TARP certification requirements for those financial institutions participating in the CPP, these rules only apply to NYSE-listed firms. Yet, it seems prudent for all boards to acknowledge that they may be subject to “best practice” standards in the eyes of their shareholders and the general public.

Boards should also take advantage of industry-specific regulators (such as the Federal Reserve and the FDIC in the banking industry) and specialized risk management organizations that have published best practice guidance. The Committee of Sponsoring Organizations of the Tread way Commission (COSO), a private sector organization sponsored by professional accounting associations and institutes, has developed an ERM framework that promotes an enterprise-wide perspective on risk management. That document emphasizes the role of the board in risk management in its definition of ERM:

*Enterprise risk management is a process, affected by the entity’s board of directors, management, and other personnel, applied in strategy setting and across the enterprise, designed to identify potential events that may affect the entity, and manage risk to be within the risk appetite, to provide reasonable assurance regarding the achievement of objectives.*

The COSO integrated framework provides a valuable benchmarking tool and offers detailed guidance on how a company may implement enterprise risk management procedures in its strategic planning efforts and across the entire organization. The COSO ERM framework presents eight interrelated components of risk management: (1) the internal environment (the tone of the organization), (2) objective-setting, (3) event identification, (4) risk assessment, (5) risk response, (6) control activities, (7) information and communications, and (8) monitoring. The COSO enterprise risk management framework has become well accepted as a development tool for organizations seeking to initiate and/or improve on an ERM program.

In 2007, Standard & Poor’s (S & P) announced a major initiative to incorporate an explicit evaluation of ERM programs as part of their credit ratings analysis of companies. S&P has actively evaluated the ERM practices of financial institutions, insurance companies, and the trading operations of many large energy companies for some time. Beginning in late 2008, S&P extended this evaluation to nonfinancial issuers.

Box 1.3 provides an excerpt from the S & P announcement that highlights their expectations for board involvement in risk management activities. It is clear that they expect active and engaged board-level participation in the establishment of the proper “tone at the top” as well as in the approval and monitoring of specific risk policies the firm develops.

**Box 1.3 Excerpt from Standard & Poor’s “PIM Framework for Assessing ERM Practices”\***

In November 2007, Standard & Poor’s issued a request for comment titled, *Criteria: Request For Comment: Enterprise Risk Management Analysis For Credit Ratings Of Nonfinancial Companies*, which announced S & P’s proposal to expand its analysis of ERM processes as part of its credit-rating assessments into 17 different industries.\*\* S & P has developed an ERM assessment framework—the “PIM Framework” denoting policies, infrastructure, and methodology—to assess the robustness of enterprise risk management practices within an entity

as part of the credit evaluation process. Within the PIM framework, S & P views “risk governance” as the foundation of the evaluation structure. Several components of risk governance include activities involving the board of directors:

- In consultation with the business, the institution has established risk policies that would be approved by the board’s risk committee.
- The institution ensures that periodic dialogue takes place among the board, business heads, and group risk management on the appropriateness and relevance of the various key financial and nonfinancial risk metrics.
- Ensure that the board is well engaged with ERM initiatives within the organization and is to some degree setting the tone.

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\*“Assessing Enterprise Risk Management Practices of Financial Institutions,” Standard & Poor’s (2006). [www.standardandpoors.com](http://www.standardandpoors.com). \*\*“Criteria: Request for Comment: Enterprise Risk Management Analysis For Credit Ratings on Nonfinancial Companies,” Standard & Poor’s (2007).[www.standardandpoors.com](http://www.standardandpoors.com).

Reputational damage resulting from the lack of adequate risk oversight is present even without mandated requirements to adhere to specific risk management–related laws, regulations, stock exchange listing rules, and best practices. Even absent any actual legal exposure, the boards of a company whose excessive risk taking leads to a crisis or poor financial and/or operating performance will likely face significant criticism in the press and from shareholders. In these circumstances, the board may also be faced with proxy contests, either from a competing slate of directors standing for election or through other shareholder resolution campaigns. Proxy attacks against directors viewed as responsible for failures of risk oversight have become more and more common. The business press has also highlighted and targeted directors that they view as underperforming. With the enhanced attention being paid to risk oversight and management, one can expect increased pressure on companies perceived to have taken on excessive levels of risk or who have been found to lack robust risk oversight capabilities.

### **DELEGATION OF RISK OVERSIGHT TO BOARD COMMITTEES**

Many boards find it helpful to assign primary risk oversight responsibility to a committee of the full board. This committee is charged with directly overseeing the risk management function and should receive regular reports on the status of the ERM process from those members of senior management responsible for risk management for the enterprise. This committee, in turn, should make regular reports to the full board to ensure that the board as a whole has an understanding of the risk profile of the entity and can then engage in strategic, risk-informed decision making appropriate to their leadership role.

In many instances, boards delegate primary responsibility for risk oversight to the audit committee, in spite of the audit committee’s seemingly overwhelming list of responsibilities related to financial reporting and the internal/external audit function. Audit committees are the most common board committee to be charged with performance of oversight duties over management’s risk policies and guidelines, and they are being asked to discuss with management the enterprises

key risk exposures—including risk exposures beyond financial reporting related risks. A recent Conference Board study of audit committee charters of Fortune

100 companies reported that 66 percent of these companies place primary risk oversight responsibility on the audit committee, using language similar to the examples illustrated in Box 1.4 for the Coca-Cola Company, Wal-Mart Stores, and Apple.<sup>4</sup>

Audit committees (or other board committees) that have been charged with this responsibility for risk oversight are increasing their demands on management for more information about risk management processes and for up-to-date information about management's assessment of key risk exposures. Within senior management, it is often the chief financial officer (CFO) or chief audit executive (CAE) who has been asked to take the lead in risk management efforts for the organization.

The 2006 Conference Board report, "The Role of U.S. Corporate Boards in Enterprise Risk Management," reports that the executive most frequently cited by directors as responsible for informing the board on risk issues is the CFO—with more than 70 percent reporting this relationship. However, in growing numbers, organizations are creating Chief Risk Officer (CRO) positions to serve as the risk leader or "champion," while others are creating executive-level risk committees comprised of the CFO, CRO, general counsel, executives in charge of strategy and internal audit, and/or other key business unit leaders to lead the ERM effort.

### **FORMALIZING RISK MANAGEMENT PROCESSES**

The complexity and sheer number of risks affecting organizations has expanded at a rapid pace over the past decade. Boards and senior executives are increasingly feeling the pressure to respond to these increased demands on their time and expertise. A 2007 study, "Board Members on Risk,"<sup>5</sup> reports that 72 percent of board members who participated in the survey believe that the overall level of risk that the organizations they serve currently faces has increased in the past two to three years, with 41 percent indicating that the overall level of risk has increased significantly. Senior executives and their boards are realizing that the practice managing risk informally or on an ad hoc basis is no longer tolerable and that, in many instances, current processes have proved inadequate in today's rapidly evolving business world.

#### **Box 1.4 Illustrative Language from Audit Committee Charters**

Below are excerpts from three audit committee charters that provide examples of audit committee involvement in risk oversight:

1. The Coca-Cola Company's *Audit Committee Charter* states that one of the 14 responsibilities of the Audit Committee of the Board of Directors includes:

Risk Assessment and Risk Management. The committee will review and discuss with management, the internal auditors, and the independent auditors the company's policies and procedures with respect to risk assessment and risk management.

2. Wal-Mart Stores includes the following language in their *Audit Committee Charter*:

Discuss with management the company's major financial risk exposures and the steps management has taken to monitor and control such exposures, including the company's risk assessment and risk management policies.

3. The *Audit and Finance Committee Charter* of Apple states that one of the responsibilities of the committee is:

Review and discuss with Management (i) Management's financial risk assessment and risk management policies, (ii) the Corporation's major financial risk exposures and the steps Management has taken to monitor and control such exposures.

To address these concerns, many boards have adopted ERM as a process to develop a more robust and holistic top-down view of key risks facing the organization. Although the adoption of ERM is largely in response to emerging expectations for greater risk oversight, recent data shows that entities that outperform their peers are more likely to have developed a more formal risk management process.<sup>6</sup> Proponents of ERM stress that the goal of effective ERM is not to lower risk. Rather, ERM is designed to more effectively manage risks on an enterprise-wide basis so that stakeholder value is at least preserved, but hopefully enhanced. Said differently, ERM allows management and the board to make better, more "risk-intelligent," strategic decisions. Recent evidence, cited above, seems to support this notion.

An ERM focus is assisting boards and senior executives to think about risks more holistically. This is far different than traditional approaches to risk where management has historically assigned risk oversight responsibilities to individual functions or business units (these are often referred to as "silos" or "stove-pipes" of the business in the language of ERM). The common result of a stove-pipe approach to risk management is that risks are often managed inconsistently or within each individual risk manager's personal tolerance for risk. More importantly, these risks may be effectively managed within an individual business unit to acceptable levels, but the risk responses or treatments selected by the manager may unknowingly create or add to risks for other units within the organization. Furthermore, traditional silo-based approaches to risk management often fail to anticipate that certain risk events may be correlated with other risk events, triggering a cascading series of risk exposures. Often the net result when risks are

managed in this manner is an increase (rather than reduction) in the overall risk exposure for the enterprise.

### **SENIOR EXECUTIVE LEADERSHIP IN RISK MANAGEMENT**

An ERM approach to risk management requires a top-down view of risks faced by the organization. Visible leadership from and embrace by the senior executive team is a critical component to an effective ERM process. Those organizations that have started down the ERM path attest to the reality that the adoption of a holistic view of risks, which requires that risk information be shared transparently across silos within the organization, requires a significant change in the corporate culture or mindset of management at all levels within the enterprise. As employees across the organization are held accountable for the ownership of risks within their areas of responsibility, senior executive leadership is needed to reinforce the importance of this movement toward a more transparent, enterprise-wide view of risk management.

The CFOs are uniquely positioned to lead the overall enterprise risk management effort. CFOs are already intricately involved in providing an overall view of the organization from a financial risk perspective, which gives them an enterprise wide understanding of the key activities that drive performance. CFOs also have an existing relationship with the audit committee. Thus, as audit committees turn to management to strengthen the enterprise's approach to risk management, they are naturally turning to CFOs to kick-start the process.

CFOs have responded to these new challenges by designing basic structures for identifying and assessing risks across the enterprise. For many, this begins by defining risk terminology or developing common definitions of key risk concepts so that risk management approaches are implemented consistently across the enterprise. Providing a clear definition of risk terms (including a discussion of whether "risk" represents both risky opportunities and downside risks) is often the required first step. Once risk is defined, senior management can then survey the organization to identify potential risk drivers and risk events through questionnaires, interviews, risk workshops, and external risk scanning to generate an inventory of risks that may pose potential threats and/or opportunities for the enterprise. Leadership is needed to ensure that risks are assessed consistently across the organization. Risk champions at the senior executive level must develop procedures to govern how risks are to be assessed, not only from a likelihood or probability perspective, but also from an impact perspective in order to prioritize those risks most important for senior executive and board oversight. Based on risk rankings, reflecting

probability and impact assessments, management is now in a position to identify those risks with the greatest need for the development of an appropriate risk response. Senior executives should then identify key risk indicators that can be included in management information reports to allow for proactive management of these risks on an ongoing basis.

The above discussion provides an abbreviated overview of the core elements of an ERM approach, and also illustrates the nature of risk management leadership that the audit committee and board are expecting from the senior executive team. Later chapters are devoted to a thorough discussion of tools and techniques that identify and assess risks and that develop appropriate treatment strategies tailored to the specific risks encountered.

### **THE ROLE OF THE INTERNAL AUDIT FUNCTION IN ERM**

The CFO and other senior executives formally lead the ERM effort, but internal audit plays a major role in supporting the risk management process. In many cases, audit executives who lead the internal audit function have often initiated the ERM launch within their organizations. Although internal audit is naturally involved in risk management activities, there are specific roles the internal audit function should and should not assume throughout the ERM process. Internal audit should provide an assurance service on risk management processes, giving assurance that risks are evaluated correctly, evaluating risk management processes, evaluating the reporting of key risks, and reviewing the management of key risks. However, internal audit should not be involved in developing the risk management process for board approval, imposing risk management processes, making decisions on risk responses, managing identified risks, or establishing the enterprise's risk appetite.

The internal audit's role should be to monitor the effectiveness of ERM processes designed and implemented by senior management. Direct reporting of the internal audit function's monitoring activities puts audit committees in a position to be more objectively informed about the effectiveness of management's risk management processes, including the accuracy and completeness of risk information they receive directly from senior management.

### **EXTERNAL AUDIT AS AN INDEPENDENT SOURCE OF KEY RISK IDENTIFICATION**

Audit committees also exert pressure on their external auditors to share risk information they glean from audits of financial statements and, for publicly traded entities, the audit of internal controls over financial reporting required by the Sarbanes-Oxley Act. In the process of

understanding the entity and its environment (a requirement for financial statement audits to be conducted in conformance with auditing standards), external auditors are likely to identify key business risks affecting the enterprise. Auditors of publicly traded companies may also identify deficiencies in risk responses as they assess the effectiveness of internal controls surrounding core business processes that affect financial reporting. Proactive audit committees recognize that the external auditor can serve as a rich source of risk information that can assist the audit committee in challenging the completeness of risk inventories prepared by management. External auditors recognize that this contribution is a value-added activity for their clients and respond with greater dialogue about key risks when participating in executive sessions with the audit committee.

While boards and senior executives are strengthening their risk oversight processes at a rapid pace, few entities are currently able to claim that they have fully developed ERM processes in place. Most recognize that the implementation of ERM is an evolutionary process, whereby risk oversight improves over time. Most ERM proponents believe there is no “one size fits all” approach to enterprise risk management. As boards and senior management strive to make real progress toward developing ERM processes into more mature business operating models, they will need to be patient. Immediate success is rare-ERM must be viewed as a long-term cultural change and realistic expectations must be established for its implementation.

### **ERM IMPLEMENTATION STRATEGIES**

In fulfilling its obligation to exercise oversight over risk management, the board or board committee charged with the primary responsibility for oversight should focus on the adequacy of the organization’s enterprise risk management system. Risk management must be tailored to the specific entity, but in general an effective ERM process will identify the significant risks that the organization faces in a timely manner, implement appropriate risk management strategies that are in concert with the company’s risk appetite and specific risk exposures, integrate the consideration of risk and risk management into strategic decision making throughout the company, and feature explicit policies and procedures that adequately transmit necessary information with respect to significant risks to senior management and, as appropriate, to the board or relevant committee. To accomplish these objectives, there are certain implementation strategies that can help the board and the senior executives delegate responsibility for the ERM

program in designing and modifying the risk management function. The sections that follow discuss the following strategies:

- Role of the audit committee
- Role of the board
- Training
- Board composition
- Reporting
- Compliance
- Culture

### **Role of the Audit Committee**

As discussed earlier in the chapter, most boards delegate primary oversight of risk management to the audit committee, which is consistent with the NYSE corporate governance rules illustrated in Box 4.2. That rule requires the audit committee to discuss policies with respect to risk assessment and risk management. For many companies, however, the scope and complexity of enterprise risk management may dictate consideration of establishing a dedicated risk management committee of the board in order to force increased attention at the board level on risk management and oversight. The NYSE listing requirement permits boards to so delegate the primary risk oversight function to a different board committee, subject to limited continuing audit committee oversight.

The audit committee may not always be the best choice for providing direct oversight of the ERM program at the board level. Given the significant responsibilities specifically mandated or delegated to it by the Sarbanes-Oxley Act, the audit committee typically has a crowded meeting agenda and may not have sufficient time and resources to devote to the optimal level of risk oversight. In addition, the audit committee's focus on compliance with financial reporting rules and auditing standards is not necessarily the best approach for understanding the broad array of risks faced by their organization. In fact, it may be argued that an intense focus on compliance may hinder certain risk awareness because once satisfaction is reached that a standard has been correctly followed, it is natural to then turn to new issues rather than to continue spending scarce time on an issue seemingly resolved. A recent example of this phenomenon may be found in the banking industry, where the creation of off-balance sheet entities (structured investment vehicles

and trusts) conformed to applicable accounting guidance but, in hindsight, clearly contributed to the catastrophic escalation of risk that has led to financial ruin for many financial institutions.

If primary responsibility for risk oversight remains with the audit committee instead of a newly constituted risk committee, the audit committee should explicitly include dedicated agenda time for the periodic review of risk management policies and the status of key risks apart from its review of the financial statements and compliance issues. Although this will undoubtedly further burden the audit committee, it is critical to allocate necessary time and attention to the risk oversight role specifically. The goal should be to facilitate serious and thoughtful board-level discussion of the organization's ERM process, the trends in the key risks the company encounters, and the robustness of the company's policies, procedures, and actions designed to respond to and treat these risks.

### **Role of the Board**

The primary board-level risk oversight role is typically delegated to a committee, but the full board is ultimately responsible for monitoring the ERM program. Hence, the board should devote meeting time to discuss and analyze information about the entity's ERM program and the most significant risks impacting the company's ability to achieve its strategic objectives. This can be accomplished through reports delivered by the committee charged with risk management oversight and by appropriately summarized versions of the materials provided by senior management and advisors to that committee. Risk management issues also commonly arise in the context of the work of other committees. For example, the compensation committee is charged with approval and oversight of the incentive compensation arrangements for senior management personnel.

These compensation agreements must be carefully structured to ensure that they do not create incentives for the senior management team to take on risky projects (that breach the board-approved risk tolerance or appetite of the organization) in an attempt to maximize bonus compensation. Specialized committees may also be charged with specific areas of risk exposure. Within financial institutions, for example, credit, market, and asset/liability management committees are common, while some boards of energy and manufacturing companies have committees largely devoted to environmental and safety issues.

## **Training**

In-depth knowledge of the organization's fundamental operations is required for understanding the implications of the key risks a company is exposed to and then assessing the company's planned responses to these risks. Director orientation and training programs should be reviewed to ensure they provide enough substance for directors to develop an understanding of the company's businesses. These programs should also discuss the company's risk inventory and provide an overview of the ERM process employed by the entity. In addition to orientation programs for new directors, a company should consider the development of continuing education materials for directors on an ongoing basis, to supplement board and committee meetings. Participation in workshops offered through various organizations can help keep directors abreast of current industry and company-specific developments and specialized issues. Site visits by directors, either within the framework of the board meeting schedule or as part of a continuing education program, can be valuable for companies where a physical inspection is important for appreciating the business-unit risks that the company faces. These visits should allow directors to assess firsthand some of the health and safety, operational, and other risks facing the company much better than a prepared presentation or written communication.

Director training should be tailored to the issues most relevant and important to the particular company and its business. For example, investment banks that issue and trade complex securities and derivatives generally monitor their financial exposure to market risk through daily value at risk (VaR) calculations. Workshops or Web-based presentations to inform bank board members about the underlying assumptions and the approach to calculating the VaR statistic can be critical for understanding the risks the bank faces. Most business decisions are made in the context of the economic and political environments in which the various business units operate, and presentations that illuminate key aspects of these differences across the company will be useful to the board's understanding of the company's operations. Although there are presently no legal requirements that mandate continuing education for the board, these efforts can be extremely valuable in helping directors to discharge their duties and to avoid negative media attention that may follow announcements of bad news events.

## **Board Composition**

Recent changes to corporate governance requirements and best practices guidance have led many companies to enhance the independence and diversity of their boards. There has also been a

downward trend in the participation of senior executives on boards of unaffiliated entities. Because of this, companies are often confronted with the fact that a significant portion of their boards may lack detailed knowledge of the industry in which the company operates. Under these conditions, the importance of well-designed and executed orientation programs for new directors and the creation of opportunities for continuing education for all members of the board are critical. As a function of this new environment, boards should pay particular attention to the background and experience of the individual board members asked to serve on the committee charged with oversight of the ERM function.

As seats on the board open up due to retirements or the creation of additional directorships, the board should aggressively recruit new members with relevant industry expertise and, if possible, with a background that includes risk management experience. For boards on which the CEO serves as the sole representative of the senior management team, it may be prudent to consider adding a second or third management representative, such as the COO, CFO, or chief risk officer (if a separate CRO position has been established), to provide an additional source of information in the boardroom on the company's business, operations, and risk profile. Direct lines of communication between non-CEO executives and the board or relevant board committee should already be present. Actual membership on the board is likely to allow for more consistent and timely input from these senior executives to the board.

The board's ability to perform its oversight role effectively is largely dependent on the flow of information that occurs among the directors, senior management, and the risk management executives in the organization. If the board is unsure whether they are receiving sufficient information to discharge their responsibilities, they need to be aggressive in their requests for that data. Directors must have adequate knowledge of such information as:

- The external and internal risk environment faced by the firm.
- The key material risk exposures affecting the company.
- The methodology employed to assess and prioritize risks.
- Treatment strategies for key risks.
- Status of implementation efforts for risk management procedures and infrastructure.
- The strengths and weaknesses of the overall ERM program.

**Reporting**

If the board has delegated primary risk oversight responsibility to a committee of the board, that committee should meet in executive sessions with the designated ERM leader in a manner analogous to the audit committee and its regular sessions with the company's internal auditor, and with senior management in connection with CEO and CFO certifications of the financial statements. Senior risk managers and the senior executive team need to be comfortable in informing the board or relevant committee of rapidly emerging risk exposures that require the immediate attention of the board. These reporting channels must be open at all times as a complement to regular reporting procedures. As previously discussed, the committee charged with risk oversight should make regular reports to the full board to keep them apprised of important changes in the organization's risk profile and/or exposure to key risks.

**Compliance**

Senior management should also provide the board with a comprehensive review of the company's legal compliance programs and how they affect the company's risk profile. There are a number of principles to consider when assessing the adequacy of compliance efforts. There should be a strong and visible "tone at the top" emanating from both the board and senior management that emphasizes that noncompliance with corporate policy will not be tolerated. Actions of the board and the senior executive team should provide an unambiguous signal to the organization that policies and procedures are to be followed scrupulously. The compliance program should be designed by individuals with the appropriate level of expertise and will typically include workshops and written materials. The full board should review compliance policies periodically in order to assess their effectiveness and to make any revisions deemed prudent or necessary to conform to changes in applicable laws. To ensure that policies are respected, it is essential that there be consistency in enforcement through appropriate disciplinary measures. Finally, there should be a clear reporting system in place so that employees understand when and to whom they should report suspected violations.

**Culture**

In addition to the formal compliance program, the board must also encourage management to promote a corporate culture that understands the business case for risk management and incorporates it into its overall corporate strategy and day-to-day business operations. The enterprise risk management function cannot be viewed as a drag on the achievement of corporate

objectives or isolated as a specialized corporate function, but instead should be established as an integral part of everyday decision making within the business units. Companies must incur risk in order to run their businesses and maximize returns for stakeholders. The board must recognize that there can be significant danger in excessive risk aversion, just as there is danger in unchecked risk taking. But the assessment of risk, the accurate weighing of risks versus rewards, and the informed response to risk exposures should be incorporated into all business decision making.

The company's enterprise risk management structure should enable ongoing efforts to assess and analyze the most likely areas of future risk for the company. This process, often referred to as environmental scanning, is a key element of avoiding or successfully mitigating those risks before they become crises. In their review of the organization's risk management processes, the board should ask senior management directing the ERM program to discuss with them the most likely sources of significant far-horizon risks and how the company is planning for any significant potential vulnerability.

## **CONCLUSION**

As stated at the opening of this research paper, the oversight of the enterprise risk management (ERM) processes employed by an organization is one of the most important and challenging functions of a corporation's board of directors. It is the board's responsibility to work in concert with senior management of the company to establish the appropriate "tone at the top" to ensure that risk and risk management remain at the forefront of strategic and operating decisions made within the business. As a simple survey of the financial press would indicate, we find ourselves today in an environment in which companies face risk exposures that are more complex, more interconnected, and potentially more devastating than ever before. To ensure that they are faithfully discharging their fiduciary duties, boards must adequately acknowledge and manage risks associated with decisions being made throughout the organization and operate with the understanding that these risks can and often do lead to potentially catastrophic results.

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## THEMES IN TAGORE'S ENGLISH POEMS IN GITANJALI (1912) COMPARED TO THE THEMES IN CONTEMPORARY ENGLISH POETRY (1910-1912)

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*(This paper discusses the themes in the 103 poems of Tagore's 'Gitanjali (Song Offerings)' - the English translation by the poet of his own Bengali poems, for which he was awarded the Nobel Prize in 1913, as also the themes in contemporary English poetry published during the same period, in an attempt to compare and establish similarities or uniqueness.)*

### **A Brief Outline of the History of English Literature till Early Twentieth Century**

English literature has an illustrious history. Through the old and middle English periods, the age of Chaucer, Spenser, Elizabeth, Milton, Dryden, Pope, the age of transition, the return to nature, the Victorian age, and the modern and the inter-war years, the mid-twentieth century into the twenty-first century<sup>1</sup>, it has seen the rise and fall of various 'schools' and 'movements' characterized by different styles and ways of thinking, changing with the writers and poets, and with time. Each age had its own areas of interest and produced prose and poetry catering to the prevailing tastes. Some writers and poets gained prominence because they brought in new styles and propagated new thoughts.

<sup>1</sup> Edward, A, History of English Literature, pp 7, Oxford University Press, New York (2000)

As Jayapalan says:

In Spenser's day there was boundless enthusiasm for 'The Faery Queene'; in Pope's for the 'Essay on Man' in Scott's for 'The Lady of the Lake'.<sup>2</sup>

With renaissance came the Greek and Latin classics. Literary influences of the Italian, French and German literature were seen in English literature. Revolutions and scientific advancements had their influence on the English literature of the nineteenth century. Cultural diffusion in the late nineteenth and the early twentieth century transformed English literature.

## Poetry of Late Nineteenth and Early Twentieth Century

After the death of Alfred Tennyson (1809-1892) and the end of the Victorian Age (1830-1890), there was a general decline in English poetry for the next twenty years until 1913. These twenty years therefore are treated as a transition period and the poets of this period (1892-1913) known as 'Poets of the Transition'.<sup>3</sup>

The leading English poets of this period are:

William Butler Yeats (1865-1939), Nobel Laureate (1923), known for his simple melodious lyrics, mastery of language and rhythm, use of traditional verse form, use of symbols, his spiritual mystical poetry and the strong Irish flavour in his poetry. His works include 'The Wanderings of Oisín', 'Poems', 'The Wind among the Reeds', 'The Shadowy Waters', 'The Green Helmet and Other Poems', 'Responsibilities', 'The Wild Swans at Coole', 'The Tower' and 'The Winding Stair and other Poems'.

2 Jayapalan, N., History of English Literature, pp 7, Atlantic Publishers and Distributors, New Delhi (2001)

3 ibid pp 291

His best-known verse is 'The lake Isle of Innisfree':

I will arise and go now, and go to Innisfree,

And a small cabin build there, of clay and wattles made;

Nine bean rows will I have there, a hive for the honey bee,

And live alone in the beeloud glade.

And I shall have some peace there, for peace comes dropping slow,

Dropping from the veils of the morning to where the cricket sings;

There midnight's all a glimmer, and noon a purple glow,

And evening full of the linnet's wings.

I will arise and go now, for always, night and day,

I hear lake-water lapping with low sounds by the shore;

While I stand on the roadway, or on the pavements grey I hear it in the deep heart's core.

Robert Bridges (1844-1930), best known for his lyrics, mainly wrote poetry of love and nature. He is also known for his metrical experiments. His works include 'The Growth of Love', 'The seventy-nine sonnets', 'Prometheus the Firegiver', 'Eros and Psyche', 'New Poems', 'Classical Prosody', 'Later Poems', 'October and Other Poems', 'New Verse' and 'The Testament of Beauty'. His best-known lyrics are 'A Passer-by', 'London Snow', 'I will not let thee go' and 'The Downs'. Cheddar Pinks, from New Verse, is a fair illustration:

Mid the squander'd colour idling as I lay

Reading the Odyssey in my rock-garden

I espied the cluster'd tufts of Cheddar pink

Burgeoning with promise of their scented bloom

All the modish motley of their bloom to-be

Thrust up in narrow buds on the slender stalks

Thronging springing urgent hasting (so I thought)

As if they fear'd to be too late for summer--

Like schoolgirls overslept waken'd by the bell

Leaping from bed to don their muslin dresses on a May morning:

Then felt I like to one indulging in sin

(Whereto Nature is oft a blind accomplice)

Because my aged bones so enjoy'd the sun

There as I lay along idling with my thoughts

Reading an old poet while the busy world

Toil'd toil'd fuss'd and scurried worried bought and sold

Plotted stole and quarrel'd fought and God knows what.

I had forgotten Homer dallying with my thoughts

Till I fell to making these little verses

Communing with the flowers in my rock-garden on a May morning.

A mention must be made of his philosophical poetry, an illustration of which can be seen in the following extract from 'The Testament of Beauty':

Consider a plant--its life--how a seed fain to ground

sucketh in moisture for its germinating cells, and

as it sucketh swelleth, til it burst its case

and thrusting its roots downward and spreading them wide

taketh tenure of the soil, and from ev'ry raindrop

on its dribbling passage to replenish the springs

plundereth the freighted salt, while it pricketh upright

with its flagstaff o'erhead for a place in the sun,

anon to disengage buds that in tender leaves

unfolding may inhale provender of the ambient air:

and, tentacles or tendrils, they search not blindly

but each one headeth straightly for its readiest prey;

and haply, if the seed be fallen in a place of darkness

roof'd in by men--if ther should be any ray or gleam

how faint soe'er, 'twil crane and reach its pallid stalk

pushing at the crevice even to disrupt the stones.

Other poets of this period are:

John Masefield (1878-1967), known for his simple-styled ballads and poems - 'The Everlasting Mercy', 'The Widow in the Bye Street', 'The Daffodil Fields and Lollingdon Downs', 'Dauber', 'Reynard the Fox', 'Right Royal', 'The Land Workers', 'Midsummer Night', 'Collected Poems', 'End and Beginning', and 'Wonderings'.

Walter de la Mare (1873-1956) known for his simple poetry of love of nature - 'The Listeners and other Poems', 'Peacock Pie', 'The Fleeting and other Poems', 'Bells and Grass', 'Collected Poems', 'The Burning Glass and other Poems', and 'The Traveller'.

Masefield's best known poem is 'Sea-Fever':

I must down to the seas again, to the lonely sea and the sky,

And all I ask is a tall ship and a star to steer her by,

And the wheel's kick and the wind's song and the white sail's shaking,

And a grey mist on the sea's face and a grey dawn breaking.

Edmund Charles Blunden, primarily a pastoral poet, who wrote mainly on the English countryside - 'Pastorals', 'The Waggoner and other Poems', 'English Poems', 'Choice or Chance', 'Poems 1930-40', 'Shells by a Stream' and 'After the Bombing'.

A.E. Housman (1850-1936) wrote - 'A Shropshire Lad', 'Last Poems' and 'More Poems'. He wrote simple poetry without ornamentation. He wrote about natural beauty and disillusionment with life.

W. H. Davies (1871-1940) wrote simple lyrics of love and natural beauty - 'The Autobiography of a Super-Tramp', 'A Poet's Pilgrimage', 'Later Days', 'The Soul's Destroyer and other Poems', 'New Poems', 'Collected Poems' and Love Poems'.

Lascelles Abercrombie (1881-1938), known for his metre and rhythm. His main works are - 'Interludes and Poems', 'Emblems of Love Designed in Several Discourses', 'Thomas Hardy', 'An Essay towards a Theory of Art', 'The Idea of Great Poetry', 'Romanticism', 'Collected Poems' and 'Poetry: Its Music and its Meaning'.

Thomas Hardy (1840-1928), who started with poetry and novels and later wrote only poetry. 'Wessex Poems', 'Poems of the Past and Present', 'The Dynasts', 'Time Laughing Stocks', 'Laughing-stocks', 'Satires of Circumstance', 'Moments of Vision and Miscellaneous Verses', 'Late Lyrics and Earlier', 'Human Shows', 'Far Fantasies', 'Songs and Trifles', 'Winter Words' and 'Collected Poems' are some of his works. He wrote mainly short lyrics, focusing often on man's struggle against fate.

W.E. Henley (1849-1903) wrote patriotic and imperialist poetry. 'Lyra Heroica', 'For England's Sake' are his best known volumes. He is remembered for his poems 'A late lark twitters from the quiet skies' and 'Invictus'. Henley wrote free verse stanzas.

Sir William Watson (1858-1935) wrote 'Wordsworth's Grave' and 'Lachrymae'. He is known for his patriotic lyrics and ceremonial poems.

Rudyard Kipling, better known as a writer wrote some patriotic poetry with good imagery. He was a poet of realism who experimented with verse forms and rhythms. His main works are 'Departmental Ditties', 'Barrack-room Ballads', 'The Seven Seas', 'The Five Nations', 'Inclusive Verse' and 'Poems'.

Francis Thompson (1859-1907) is known for this collections of poetry 'The Hound of Heaven', 'Ode to the Setting Sun' and 'Poems on Children'. He wrote some metaphysical poetry focused on the theme of love of God and some simple, emotional poetry.

It must be mentioned here that commenting on contemporary poetry, Bridges wrote in a review in 'The Times Literary Supplement' in 1912:

"There are abundant signs that English syllabic verse has long been in the stage of artistic exhaustion of form which follows great artistic effort."

## The 'Gitanjali' Poems

'Gitanjali' (English) is a compilation of 103 poems published from London in 1912, for which Rabindranath Tagore was awarded the Nobel Prize in 1913. The work was translated soon into all the leading European languages, and almost immediately the poems and the poet gained a widespread popularity among readers. The English compilation itself was a translation by the poet, of his own poems in Bengali.

The English poems in 'Gitanjali' are prose-poetry or lyrical-prose with free versification that does not follow any pattern of rhyme or metre in particular. The poems are regarded as poetry of God, based on the Indian philosophy of spirituality emanating from the Vedanta, Upanishads and other traditional texts, and humanitarian poets like Nanak and Kabir.

Tagore used vivid imagery of common things and everyday experiences to express the desire of man to be one with the Almighty. God manifests in the elements of nature, the relationship between the lover and the beloved, the King and the subject, man and his friend, child and his play, and so on.

### Themes in Tagore's English Poems in 'Gitanjali' (1912)

The opening poem of 'Gitanjali' is:

'Thou hast made me endless, such is thy pleasure. This frail vessel thou emptiest again and again, and fillest it ever with fresh life...

... Thy infinite gifts come to me only on these very small hands of mine. Ages pass, and still thou pourest, and still there is room to fill.'

In this poem, the poet talks about the manifestation of the infinite in the finite and the realization of man's deeds and joys as a gift of God.

Poem 2 continues with the theme ('When thou commandest me to sing it seems that my heart would break with pride; and I look to thy face, and tears come to my eyes...

... I know thou takest pleasure in my singing. I know that only as a singer I come before thy presence...')

The poet takes great pride in singing as he regards it the will of God, as he knows that God takes pleasure in his singing. God seeks man as man seeks God. All that man possesses are His gift: God's manifestation in man, His gift to man.

In poem 3 ('The light of thy music illumines the world') and poem 4 ('Life of my life... knowing it is thy power gives me strength to act'), it is again manifestation of the infinite in the finite because it is God's gift to man.

In poem 5 ('Now it is time to sit quite, face to face with thee, and to sing dedication of life in this silent and overflowing leisure'), poem 6 ('Pluck this little flower and take it, delay not!') and poem 7 ('O master poet, I have sat down at thy feet. Only let me make my life simple and straight, like a flute of reed for thee to fill with music'), it is the dedication of life to God because it is His gift to man.

Poem 8 uses the imagery of a child 'who is decked with prince's robes and who has jewelled chains round his neck loses all pleasure in his play; his dress hampers him at every step' to express the need to be free of life's decorations for the realisation of God.

This theme of realisation of God through simplicity, in simple trust, and in the common people continues in poem 9 ('Leave all thy burdens on his hands who can bear all, and never look behind in regret'), poem 10 ('thou walkest in the clothes of the humble among the poorest, and lowliest, and lost'), poem 11 ('Leave this chanting and singing and telling of beads! Whom dost thou worship in this lonely dark corner of a temple with doors all shut? Open thine eyes and see thy God is not before thee! He is there where the tiller is tilling the hard ground and where the pathmaker is breaking stones. He is with them in sun and in shower, and his garment is covered with dust. Put of thy holy mantle and even like him come down on the dusty soil!'), poem 12 ('My eyes strayed far and wide before I shut them and said 'Here art thou!' The question and the cry 'Oh, where?' melt into tears of a thousand streams and deluge the world with the flood of the assurance 'I am!'), and in poem 13 ('The song that I came to sing remains unsung to this day. I have spent my days in stringing and in unstringing my instrument') and 14 ('There are times

when I languidly linger and times when I awaken and hurry in search of my goal; but cruelly thou hidest thyself from before me'), where the poet anticipates realisation of God.

The theme of waiting for the realisation of God continues in poem 15 ('I am here to sing thee songs. In this hall of thine I have a corner seat... ..When in the morning air the golden harp is tuned, honour me, commanding my presence'), poem 16 ('Now, I ask, has the time come at last when I may go in and see thy face and offer thee my silent salutation?'), up to poem 36 ('And give me the strength to surrender my strength to thy will with love'). In poem 37 ('I thought that my voyage had come to its end at the last limit of my power... .. But I find that thy will knows no end in me') and poem 38 ('That I want thee, only thee---let my heart repeat without end'), it is the longing for God and His endlessness, that find expression in the poet's words.

The longing for God, the silent feel of His presence and the nearing of the realisation of God continues in poem 39 ('When desire blinds the mind with delusion and dust, O thou holy one, thou wakeful, come with thy light and thy thunder') to poem 59 ('The morning light has flooded my eyes---this is thy message to my heart. Thy face is bent from above, thy eyes look down on my eyes, and my heart has touched thy feet').

Carefree happiness oblivious of dangers and death is expressed in poem 60 through the imagery of children playing on the seashore ('On the seashore of endless worlds children meet. Tempest roams in the pathless sky, ships get wrecked in the trackless water, death is abroad and children play. On the seashore of endless worlds is the great meeting of children').

The happy mood and the theme of joy continues in poem 61 ('The sleep that flits on baby's eyes--does anybody know from where it comes?') to poem 70 ('Is it beyond thee to be glad with the gladness of this rhythm? to be tossed and lost and broken in the whirl of this fearful joy?').

Poem 71 speaks of the separation from God ('The great pageant of thee and me has overspread the sky. With the tune of thee and me all the air is vibrant, and all ages pass with the hiding and seeking of thee and me').

Poem 72 sings the glory of God ('He it is, the innermost one, who awakens my being with his deep hidden touches... ..Days come and ages pass, and it is ever he who moves my heart in many a name, in many a guise, in many a rapture of joy and of sorrow').

In poem 73, the poet says - 'Deliverance is not for me in renunciation. I feel the embrace of freedom in a thousand bonds of delight... .. all my illusions will burn into illumination of joy, and all my desires ripen into fruits of love'.

Poem 74 ('The day is no more, the shadow is upon the earth. It is time that I go to the stream to fill my pitcher') onwards, the poet moves towards the theme of separation and death. Poem 76 ('And when my work shall be done in this world, O King of kings, alone and speechless shall I stand before thee face to face'), poem 80 ('I am like a remnant of a cloud of autumn uselessly roaming in the sky, O my sun ever-glorious! Thy touch has not yet melted my vapour, making me one with thy light, and thus I count months and years separated from thee'), poem 84 ('It is the pang of separation that spreads throughout the world and gives birth to shapes innumerable in the infinite sky'), poem 86 ('Death, thy servant, is at my door. He has crossed the unknown sea and brought thy call to my home'), poem 90 ('On the day when death will knock at thy door what wilt thou offer to him?'), poem 96 ('My whole body and my limbs have thrilled with his touch who is beyond touch; and if the end comes here, let it come---let this be my parting word') and poem 101 ('They guided me all the day long to the mysteries of the country of pleasure and pain, and, at last, to what palace gate have they brought me in the evening at the end of my journey?') are presented as illustrative examples of the theme of death.

In the final poem (103), it is the complete surrender to God:

In one salutation to thee, my God, let all my senses spread out and touch this world at thy feet.

Like a rain-cloud of July hung low with its burden of unshed showers let all my mind bend down at thy door in one salutation to thee.

Let all my songs gather together their diverse strains into a single current and flow to a sea of silence in one salutation to thee.

Like a flock of homesick cranes flying night and day back to their mountain nests let all my life take its voyage to its eternal home in one salutation to thee.

Thus to sum up, the principal theme in Tagore's Gitanjali is the relationship between man and the Supreme, Almighty - as the poet conceives Him and man's desire to be one with Him.

### **Themes in Contemporary English Poetry (1910-1912)**

Other major poetic works published during the period are:

'The Green Helmet and Other Poems (1910)' by Yeats, 'Songs of Joy and Others (1911)' by Davies, 'The Everlasting Mercy (1911)' by Masefield, 'The Widow in the Bye Street (1912)' by Masefield, 'The Listeners and Other Poems (1912)' by De La Mare, and 'Emblems of Love (1912)' by Abercrombie.

'The Green Helmet and Other Poems' by William Butler Yeats is a collection of poems, in which the common theme is about how difficult it is to be a human being and about his failed love. They speak of his earlier lust for beauty and his present disappointment with the world. Very strong realism is seen in these poems:

Some may have blamed you that you took away  
The verses that could move them on the day  
When, the ears being deafened, the sight of the eyes blind  
With lightning, you went from me, and I could find  
Nothing to make a song about but kings,  
Helmets, and swords, and half-forgotten things  
That were like memories of you -- but now  
We'll out, for the world lives as long ago;  
And while we're in our laughing, weeping fit,  
Hurl helmets, crowns, and swords into the pit.

But, dear, cling close to me; since you were gone,

My barren thoughts have chilled me to the bone.

The principal themes in the works of Davies are observations about life's hardships, the ways in which the human condition is reflected in nature, his own tramping adventures and the various characters he met.

Leisure, his best known poem from 'Songs of Joy and Others (1911)' reads:

What is this life if, full of care,

We have no time to stand and stare.

No time to stand beneath the boughs

And stare as long as sheep or cows.

No time to see, when woods we pass,

Where squirrels hide their nuts in grass.

No time to see, in broad daylight,

Streams full of stars, like skies at night.

No time to turn at Beauty's glance,

And watch her feet, how they can dance.

No time to wait till her mouth can

Enrich that smile her eyes began.

A poor life this if, full of care,

We have no time to stand and stare.

Masefield was a poet of reality. The themes in his poems were real things, real happenings and real experiences - as real as they were. In 'The Everlasting Mercy (1911)', his theme was the life in the English countryside which realistically depicts events like boxing bouts, etc. and narrates the reform or transformation of the central character Saul Kane. It is crude realism of the drink-sodden Saul Kane and the life of country taverns:

I lived in disbelief of Heaven.

I drunk, I fought, I poached, I whored,

I did despite unto the Lord.

I cursed, 'would make a man look pale,

And nineteen times I went to gaol...

It was followed in similar vein by *The Widow in the Bye Street* (1912) which narrates the life of a widow:

Down Bye Street, in a little Shropshire town,

There lived a widow with her only son:

She had no wealth nor title to renown,

Nor any joyous hours, never one.

She rose from ragged mattress before sun

And stitched all day until her eyes were red,

And had to stitch because her man was dead.

Masefield believed in narrative poetry and storytelling as is evident from his essay 'With the Living Voice (1925)':

"Those poets who shrink from the life about them, however skillfully they invent or imagine, will appeal, in the main, not to the world, but to those few who cannot face the world."

The theme in Abercrombie's 'Emblems of Love (1912)' is love:

We are thine, O Love, being in thee and made of thee,

As thóu, Lóve, were the déep thóught

And we the speech of the thought; yea, spoken are we,

Thy fires of thought out-spoken:

But burn'd not through us thy imagining

Like fiérce móod in a sóng cáught,

We were as clamour'd words a fool may fling,

Loose words, of meaning broken.

For what more like the brainless speech of a fool,--

The lives travelling dark fears,

And as a boy throws pebbles in a pool

Thrown down abysmal places?

De la Mare began as a writer for children, and later wrote poetry with romance and nature as his main themes. The poems in 'The Listeners and other Poems (1912)' have a soft but mature quality of their own:

'Is there anybody there?' said the Traveller,

Knocking on the moonlit door;

And his horse in the silence champ'd the grasses

Of the forest's ferny floor:

And a bird flew up out of the turret,

Above the Traveller's head:

And he smote upon the door again a second time;

‘Is there anybody there?’ he said.

### **Comparison of Themes in ‘Gitanjali’ with contemporary Poetry to Establish Similarities or Uniqueness**

On comparing the theme of ‘Gitanjali’ with the themes of other contemporary English poetry, it is seen that ‘Gitanjali’ is unique in its theme when compared with the other collections of poetry published during the period.

While Yeats, Davies and Masfield wrote on realist themes during that period, De La Mare’s and Abercrombie’s themes were love and nature, but only Tagore’s poetry in ‘Gitanjali’ was on the theme of love of God and the relationship of man with Him.

Also, the various layers and levels of man’s devotion to God for everything He continually gives, and the yearning to be one with Him as found in Tagore’s poems in ‘Gitanjali’ is truly unique.

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## **POLITICAL ECONOMY OF PRIVATISATION OF HIGHER EDUCATION IN INDIA**

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### **ABSTRACT**

There was system of wholesome higher education in ancient India. Where thought the Gurukul System given to students to achieve perfection ( Purushartha) in his life. On completion of 12 years of education the pupils were made self sufficient for their life. But during British period, land Macaulay has cupped idly destroyed our ancient Gurukul system brought to design the students as instruments to serve colonial state. The access to the higher education to higher education as not accessible to common men.

After 1947, the Government has decided to promote higher education as an instrument of social change. Today these are about 350 universities and about 14000 colleges with 11 million students with 40 percent students from lower standard of societies. Women participation in higher education is to the time of 35 percent. But also with the Mushroom growth of universities and colleges we are not able to provide adequate access at par with developing countries. Along with the inadequate access the challenge of equity and quality of education all entail large investment. This has put strain on state exchequer and resulted into a financial crunch. The expenditure on the education has increase to 3.7 percent of GDP by 90s but it is still below the norm of 6 percent prescribed in the national educational policy. Many measures were suggested by the UGC and other committee to find out solution on financial crnch.

In the post liberalization period a solution on the situation has come up in the form of adoption of privatization of higher education.

Under the privatization the trend has changes from the education from basic sciences, social science and humanities faculties. This has resulted in higher fees and had become difficult to

access higher education by poor masses in India. The present access to higher education to the youths in 17 to 23 ages in Indian population is only 7 to 8 percent.

The privatization the education is required to be evaluated with social benefit norms. The trend in education offers the privatisatopm it was found that a serious inequality has been created. Move over the higher education in faculties of medical, engineering and management has worked to create human resources according to the demand of western countries, which has resulted into the serious bring drain from India.

The privatization of education along with globalization has commercialized the education and resulted in the deterioration of quality of higher education; although government has spent a very large amount on the infrastructure facilities. Particularly privatization has yieloled the exploitation of teachers and discouraging them from academic interest. It has also an impact on the deterioration of the quality of the students on as a whole basis.

To come out from the vicious circle there is need for decisigining a good policy of the education. Because presently the education is at the cross roads, and find way out to go towards privatization. So there is need to consider certain points while desiging the future policy for the education. They are preventing commercialization f education, removing obstacles in merit based admissions, preventing deterioration in academic standards arresting encroachment of vested interest in education institution, improving service condition of teachers and preventing education becoming subsequent to market by private sector. All these measure are to be taken by politicians and policy makes while desiging the policy of higher education for the future. These things are required to guard the future of the country though giving good higher education.

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## **Growth of Higher Education in India**

The education in India in the ancient period was by the system of Grukuls where pupils were studying for a period of 12 years approximately. They were admitted at the age of 12 years and were likely to reside in the Gurukul itself for a period of 12 years were likely to come back after completing Brarma, Artha, Kama and Moksha. The education was partly founded by the state and partly through the Gurudakshina, which can be designated as tuition fee. This education system was basically based on the system of learning by doing. The education was made to management of Tana i.e body, Mana i.e Mind and Dhan i.e wealth. The pupil after living

Gurukul was made fit to do some occupation and to earn livelihood and also had further careers to earn wealth. Basically self pride was being thought to the pupils.

After the invasion of Britishers and making India imperiled they made the education suitable for keeping their colonization alive in perpetuity. For this Lord Macaulay was sent to India to study the Indian System. He has observed that the Gurukul system of the education is quite strong and was making the student first for living independent were generation a self pride and patriotism among them. Therefore, he cupidly prepared such a plan of education where the passed out students shall have to be dependent for their jobs on either government or the companies. The British Government accepted his plan and made the education made the education as an instrument of the colonial state and its access was practical, its teaching and limited research programmers were oriented to the colonial state policies. The higher education was not accessible to the common men. The liberal education as we know of today had a limited institutions expression.

After 1947, the post independent state promoted higher education as an instrument of social development. As a result both the central and state government encouraged the establishment of universalities and colleges in their areas of jurisdiction. Today these are around 350 universities and equivalent institutions together with 14000 colleges with 11 million students. Though such an expansion has dematerlised higher education, (40 percent of student are from the lower state along with 35 percent being women) and also increased the reservoir of scientific and technical professionals, it has given rise to numerous problems including the most important of them all is state dependence for funding.

In addition to the problem of funding for higher education, the problem of uneven spread of higher education institution due to lack of funds for infrastructure research and salaries outdated curricula's and political interference. The major factors are changing character of market demanding new skills. These factors have an impact on the demand for subjects. This has been shift in demand from the subjects like fundamental sciences, social sciences and humanities, towards applied areas.

On the one hand we are worried about the so called mushroom growth of the universities and colleges and on the other, are unable to provide access to education even at par with the most of

other developing countries in the world. Further, while enrolment of women and those belonging to SC/ST groups and other backward communities has improved, they are tackled by adopting alternative strategies.

Along with the providing the increased access to education, the challenge of equity and improving the quality of education all entail large investment. It is all the more necessary to ensure continuous inflow of funds needed for implementing and carrying out relevant programmes and activities. But then these does exits the problem of resource crunch.

A suggested way out is exploring additional avenue of generating systems own resources instead of being fully dependant on the state exchequer. It is imperative here that the higher education system has to seek participation both of the Government as well as private and voluntary bodies. Moreover a critical element regarding state's policy is the confusion between the intent and the actuality of UGC Act. This governs the relationship between UGC and universities and affiliated colleges. Originally the constituent assembly had recommended that education be a central subject and this the original bill to constitute UGC held two provisions both of which gave the UGC and thus by implication the centre more power.

### **Financial Crunch :**

The expansion of and provision of free and compulsory education at the elementary stage is a constitutional commitment, So budgetary allocation for this sector of education is continuously on increase, while university and higher education was getting row deal in succession. This has been resulted an overall increase in education expenditure amounting form 1.2 percent of GDP to 3.7 percent of GDP in 1990's. However, it is still below the 6 percent norm as stated in National policy of education. But all this has created a strain on state exchequer for funds. In addition to these the state has created a complicated matter by establishing professional councils such as AICMR and AICTE to oversee medical, technical and scientific education. This has also created further additional strain on state exchequer for finance. Therefore, to solve problem the Punney Committee set up by the UGC and the Swaminathan Panel of AICTE have made some broad recommendations for generating and utilization of financial resources.

But it was found that most of institutions of higher education, the tuition fees contribute very little towards earning while the recurring expenditure on each student is much higher and in fact

an upward revision of fees become over due. Getting contribution from alumni, donations and other funding also become difficult.

### **Rationale of Privatization of Higher Education :**

To solve the financial burden and other strains on the public authorities partly the privation of Higher education started growing. On higher education ex-prime minister Dr. Manmohan Singh has appointed Ambani-Birla Committee for giving a new vision for higher education. The committee gave recommendation to convert education into an industry and encourage the growth of private universities with its own fee structures. They wanted the UGC to curtail financing higher education except in the field of liberal arts.

The privatization of higher education the most benefit is the reduction of financial and administrative strain on the Government. But will this solve the problem of the society. Most of the private universities and colleges tend to promote engineering, Medical and Management education. What shall be the fate of education in arts and social sciences? Will they be uncared because they do not have commercial value?

Under the privatization of Higher education, the self financing institutions have emerged, shall have no alternative but to charge high fees, because they have to attract the quality available in the marks. On the other hand public institution does not have this difficulty. But the higher fees charge by private institutions will restrict the access of the education to the poor masses in India. The present statistics should that in India only 7 to 8 percent of Indians population between the ages of 17 years to 23 years is enrolled in colleges and university.

Education fall all is the goal of our constitution. The exorbitant fees charged by private institution will be a hurdle in achievement of this goal. The goal of good democracy that India has decided after the independence will not be fostered because of total privatization of education. The deserving pupils will be barred from education for want of money. The education don not have only commercial value, but it has also social value. Under privatization of the higher education the new institution will come not through the philanthropic motive; what was found in the pre- independence period. In that period many institutions which came to existence in private sector had objective to serve the society for development of the study of fundamental sciences and social sciences. For example, Gokhale Institute of Politics and Economics was set

up by private Trust during the late 1930's was to develop the social sciences for national needs. In the post independence also in the decade of 1980 the few engineering and medical college were set up with the some noble objective to make good the publicity of engineering and medical education.

But the scenario has changed after 1990 and these institutions have started making commercialization of educations. The trend has changed form institutions teaching fundamental sciences social sciences and humanities towards engineering, medical and management education with commercial motive.

### **Post Globalization Scenario of Higher Education :**

Under the globalization it is accepted the force transfer<sup>4</sup> of goods and service all over the world. So in order to access quality education service these is migration of students from underdeveloped countries such as India towards development countries in India these is shift in the demand for education it IT. It is expected that this make a positive potential to make education truly domestic and give opportunity to students in remote areas and from deprived communities.

In this view UGC is trying to make the education suitable for knowledge controlled world economy as well as to the demand for utility oriented education. For this UGC and NAAC are trying hard to improve quality of education. It has selected 20 universalities to product aboard as dispensers of quality education.

Another trend is found that earlier to the globalizations the students after getting the quality education in India were feeding the needs of the western markets. This flight of many of the IITs and IIMs and higher medical educated students have fled to western and created a serious brain drain on India. The second trend has come after globalization that western universities are giving education India by using western syllables and creating students to be place for jobs in the eastern countries. But this has also created the problems regarding fee structures, and curriculum only suited to western needs and also created a mass of human resources completely identify themselves in eastern style of life and culture. This was the globalization in the education has leaded to subversion of the nationalist's goals of higher education and education of India has become beneficial to western world causing a serious brain drain to India. These changes have

lead to changes in the policies and practices of the Indian universities promoting to the commoditization commercialization and privatization of higher education. This has further led to commercialization of research process through collaboration with industries academic sciences. This also has influenced the recruitment process, evolution and promotion system of teachers. There is trend to decreasing academic consideration and increasing managerial consideration. This has resulted in the stoppage of new recruitment of teachers and encouraged the recruitment of contractual teachers at low rate and put pressure on existing permanent faculties for promotions.

This commercial based system has created a new capitalist class of rich people who are running education as a business. This is certainly detrimental to the academic interest of the country.

Implications of this scenario have seriously shake the faith in the university as a system of learning. Universities were weakened and the implication has created the level of delay of undergraduate as well as post graduate level of education. The expectation of post graduate education was to prepare students with academic excellence and capacity to do research. But unfortunately too much on infrastructure by the quality of post graduate education has not matched to global level. The syllabi did not get improved. In the private owned institutions the position has also worsened. These are tremendous escalation of fees and serious deterioration of salaries of teachers, which cause to lose academic interest of them. The quality of students produced is also a matter of doubt under this privatization, where the results are evaluated by quantitative percentages. The higher fees are denying access of poor students, backward community students to these private engineering, medical and management education institutions; and thus denying opportunities for taking them break through from the poverty.

#### **A way out from this vicious circle:**

At present there is no clear out policy available with Government of India regarding the privatization of higher education. There is move that from occasional official pronouncement that there is a need for supplementing government measure by the efforts of non-government organizations and institutions themselves to generate resources; but this lacks transparency.

The new policy need to evolve by taking following cautions under consideration –

1. Putting a deterrent check on the commercialization of education.
2. To remove the obstacles in merit base admissions in the professional private colleges and universities. For these effective admission tests and eligibility tests to be developed.
3. Effectively checking the deterioration of academic standard, by using efficient evaluation system. NAAC to be made more efficient.
4. Preventing encroachment in institutions of vested interest and ensuring the autonomy to academic personnel.
5. Education should not be allowed to become subsequent to market logic advanced by the private sector in the country.

These are few suggested way, more deep thinking and firm action with transparency in efforts are needed. The higher education presently at cross roads in India where there is need to prevent education from becoming commodity and making it more quantitative, rather than qualitative. This vision should be taken by politicians and have to meet this today challenges for higher education.

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