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## Rowan Atkinson to Mr. Bean: A Story of Weakness to Success- Case Study

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“British comedy doesn’t always resonate with American audiences, but everyone loved *Mr. Bean*”

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### ABSTRACT

**Introduction:** The world renowned and one of the richest comedians is a stutterer. A British Rowan Atkinson who is known as Mr. Bean and famous among young and children equally is has a stutter disability. He had that disability by in his childhood which gave him a tough time in his childhood and at the start of his career. In this case study, I will highlight how Rowan Atkinson became Mr. Bean and how he continued his journey despite of his stuttering while everyone rejected him. As at the end of 2018, no other case study seemed to have addressed this severe problem of stuttering and formation of Mr. Bean.

**Case Description:** Rowan Atkinson was suffering from stammering from his childhood. He was a Shy and self-oriented person. Instead of all these factors he overcome his fear and conquered the world.

**Comments:** The chance of shyness, low confidence level and low level of employability increases in the presence of any disability. Rowan Atkinson is one of the persons with stuttering problem, but he did not close himself behind the door and faced the world with great courage, determination and enthusiasm.

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**Keywords:** Stutter, Stammer, Success, Stammering affects

### 1. INTRODUCTION

When we talk about a successful person, we usually think about their bank balance, their monetary worth, a bestseller, or someone who in-charges a whole nation. By definition, “If you believe success is simply making (or having) a lot of money, you may be setting yourself up for failure”.<sup>1</sup> According to 12 rich, powerful people, success is defined as: happiness (Richard Branson), money

and power are not enough we need well-being, wisdom, wonder, and giving too (Huffington), you do not need money to be successful (Mark Cuban), a satisfaction (John Wooden), people's love (Warren Buffet), enjoying your work (Maya Angelou), an impact on society (Bill Gates), constant growth (Deepak Chopra), change people's lives (Barack Obama), grind (Thomas Edison), categorically individual (Stephen Covey), working hard when no one is looking you (John Paul).<sup>5</sup>

We have seen many people who became successful even with disabilities. Success does not mean that you must be physically fit to earn it. We have a lot of examples of successful people with any disability like Stephen Hawking (Amyotrophic lateral Sclerosis), Helen Keller (Blind and Deaf), John Nash (Schizophrenia), Christy Brown (Cerebral Palsy), Demosthenes (Stammer).<sup>21</sup> Disability doesn't mean you are failure. Like many other disabilities, Stammering is one of them. Stammering or stuttering are synonyms<sup>25</sup> is one of the complex speech disorder which not only impact of person's psychological, cognitive but also on social behavior.<sup>22</sup> Generally, in North America this disability termed as Stuttering while in Britain, it is tend to be used as Stammering.<sup>25</sup> It is also proposed that stutter rate is higher in men than in women<sup>23</sup> and it's about 4:1 or above.<sup>24</sup>

Rowan Atkinson, who is a famous comedian, is a stutter. Mostly people are unaware of it. He made his weakness not a hurdle in the path of his success but his strength and became a world-renowned comedian. Yes, he is none other than Mr. Bean. A real-life Mr. bean is a stutterer. After completing his electrical engineering degree, he decided to be an actor, but nobody was willing to give him a chance because of his stutter. While finalizing Mr. Bean, he decided to do it as a silent character without uttering a single word. Rowan's first relation was with actress Leslie Ash which fizzled out in 1984. On the set of Blackadder, he met make-up artist Sunetra Sastry and they got married.<sup>16</sup> After successful 25 years of his married life, he officially ended his marriage life in 2015.<sup>20</sup> He is a proud father of two children, a daughter and a son.<sup>18</sup> Rowan don't like to talk more about his personal life.<sup>16</sup> When he is not on set, he used to focus on fast cars and write for CAR, A British Car Magazine.<sup>14</sup> In one of the internet video in July 2017, a rumor was sparked that Atkinson had died in a car crash but it was a false news. He is still alive and now he is 63.<sup>15</sup>



### **1.1 CHILDHOOD & EARLY LIFE:**

A rubber-faced comedian<sup>3</sup> Rowan Sebastian Atkinson is a son of Ella May and Eric Atkinson. He was born in January 6, 1995 in Newcastle upon Tyne, England with a zodiac sign Capricorn.<sup>7</sup> His nick name is Row.<sup>8</sup> He is 5'11''. He was the youngest of the four children born to the couple.<sup>10</sup> His father Eric Atkinson owned a farm.<sup>8</sup> He studied at Durham Cathedral Chorister's School<sup>9</sup> and was always bullied by his classmates. He and former British Prime Minister<sup>11</sup>, Tony Blair<sup>16</sup> attended the same prep school.<sup>11</sup> He also studied at St. Bees School and then studied Electrical Engineering at Newcastle University. In 1975, he continued studied his Electrical Engineering at The Queen's College, Oxford.<sup>10</sup> He figured out his talent of comedy when he was attending Oxford university.<sup>10</sup> He had a hernia surgery in 2009.<sup>8</sup>

Atkinson's A-level Physics master Chris Robson told that Atkinson was not an outstanding student but when is was on stage, he was exceptional.<sup>6</sup> His childhood influences were Charlie Chaplin and Peter Seller.<sup>12</sup> Interestingly, Rowan came to act by chance. His father was strict enough that they had no TV in the house till Rowan was 12.<sup>16</sup> He is also a Shy person in nature and can wiggle his ears.<sup>18</sup>

### **1.2 CAREER:**

He started his acting career in 1978 for BBC Radio 3 with the name "The Atkinson People". In 1979, he starred in a comedy TV show "Not The Nine O'Clock News". After that he earned a role in "Blackadder", which was aired in 1983. In the same year, he made his picture with supporting role "Never Say Never Again". From 1987 to 1989 he was called for the festival "Just For Laughs". In the year 1990, he was casted as Mr. Bean in a show titled "Mr. Bean". Many sequels of Mr. Bean were made and aired on TV until 1995. In 1994, he gained recognition for his voiceover as a bird "Zazu" in Disney's "The Lion King" and "Four Weddings and a Funeral". From 2001 to 2003, he did supporting roles in films. In addition to supporting role, he did a big hit with the title "Mr. Bean's Holiday" which released in 2007. In 2011, he appeared on a big screen in the sequel of James Bond named as "Johnny English". In 2013, Rowan took a role in "Quartermine's Terms' at a theater in London.<sup>10</sup> Most recently (2018), he returned back to theater in "Johnny English Strikes Again".<sup>14</sup>

### **1.3 ROWAN ATKINSON TO MR. BEAN:**

Rowan is a comic character actor with two characters, when he is talking and when he is silent. While talking he is always sleek and usually lingers over the juicy words B and P which is a way to overcome his stutter and when he is silent, he is Mr. Bean.<sup>3</sup> Mr. Bean a comic play aired in 90s and came aired via PBS, HBO, and Fox Family.<sup>17</sup>

In an interview, Atkinson recalled *The Story of Mr. Bean* and said that he was not a writer by birth. Additionally he said, I just stood in front of mirror and did mess with my face hence a strange, surreal, silent character evolved.<sup>18</sup> The character Mr. Bean was firstly named as Mr. White, then they tried its name with vegetables and decided Mr. Cauliflower and eventually Mr. Bean was aired.<sup>18</sup>

Mr. Bean was a child grown in a man's body.<sup>18</sup> The impressive part of Mr. Bean was his communication with gestures, funny noises, and oddball physical cues. Rowan kept playing Mr. Bean for 22 years<sup>4</sup> with 104 episodes<sup>20</sup> and 2011 was the last year of Mr. Bean on stage.<sup>4</sup> A character of Mr. bean was silently there for 10 years before he was given a name. Mr. Bean was the highest rating show of 90s and has been sold to more than 50 airlines and 245 countries.<sup>2</sup> in an interview to The Gaurdian, Rowan Atkinson addressed himself a perfectionist and said it is more of a disease rather than a quality.<sup>2</sup>

### **1.4 AWARDS & ACHIEVEMENTS:**

Rowan won an International Emmy and a British Academy Award from *The Nine O'Clock News*, but it was Mr. Bean which gave him worldwide recognition.<sup>13</sup>

### **1.5 NET WORTH:**

It is estimated that Atkinson net worth \$130 million which make him the 23<sup>rd</sup> comedian with the highest net worth.<sup>4</sup> He also do charity. Atkinson has supported many charity houses like amnesty International, CAFOD, Charity projects entertainment fund, comic relief, global goals, kids company, UNICEF, prince's trust, save the children.<sup>19</sup> Rowan is politically active too.<sup>20</sup>

## **2. CASE DESCRIPTION**

### **2.1 HOW STAMMERING AFFECTS OTHER PEOPLE?**

A study suggested that people with stammering disabilities are more likely to choose less socio-economic professions rather than high socio-economic profession because they are afraid of people.<sup>26</sup> Fear of stuttering may stop people to make a valuable contribution to success. A survey by A BSA research program reported that 90% stutterer got frustrated, 71% stutterer didn't share their ideas of growth due to lack of proper oral communication and 51% stutterer had decided to not apply for promotions because they didn't want to be exposed to the world.<sup>27</sup> Another report expressed that child with stuttering disability are tend to show involuntary movements like blinking of eyes, quivering lips, tapping the feet. This report also addresses that mostly stutterer avoid social gatherings, they feel frustrated, fear, shame.<sup>28</sup> A study by Kasbi F et al revealed that stuttering has negative impact on quality of life.<sup>29</sup> Stuttering not only affects individual himself but his family too.<sup>30</sup>

### **2.2 HOW ROWAN ATKINSON OVERCOME HIS DISABILITY?**

Rowan has stuttering problem from his childhood which always kept him alone and stayed away from people. He was afraid of being bullied and shy by nature. He stood against his fear and decided to face the world with his same disability. He did two things to overcome his disability. Firstly, he beat his fear by exposing himself to the same fear. Psychology says exposure to your fear is an effective way to get out of it.<sup>32</sup> According to neuroscience, fear goes out when you come into an action.<sup>33</sup> Another research proves that by facing one's fear, it gradually declines.<sup>34</sup> Secondly, he used to sleek and usually lingers over the juicy words B and P which is a way to overcome his stutter.<sup>6</sup> He said that his stutter went away when he was doing any character.<sup>31</sup> He could not vanish his stutter but found a way out to overcome it.

## **3. CONCLUSION: WEAKNESS BECAME SUCCESS**

He doesn't like giving interviews because of stammer.<sup>8</sup> In August 23, 2007 *Time Magazine* published Atkinson's interview with a question, "Did you ever overcome your serious stutter?" and he replied it comes and goes, when he played other than himself, stammering disappeared.<sup>6</sup> This is his stammering disease which made him Mr. Bean. He was a silent and shy child. His fellow used

to bully him because of his stuttering. He used to remain alone. At Oxford, he made sketches which his friends saw, and he was inspired. When he decided to continue his career in entertainment industry, everybody rejected him due to his speech disability. He wasn't disappointed and started BBC radio. Mr. Bean a silent but funny character is because of his stuttering. He did it silently because he couldn't speak fluently. But he didn't know his character of Mr. Bean would become a big hit of late 90s and early 20s. He opened a door for many others with this disability. He never quit, never disappointed but kept working and now he is one of the world's renowned comedians. Success is not about having enough money in your bank account but happiness and recognition with tireless hard work and enthusiasm. Real success is overcoming your weakness and turns it into your strength. Success doesn't need excuses but passion, determination, and hard work. Like many others, he did not sit behind the closed door and spent his life in a very small circle of people, but he defeated his disability and became a shining star.

#### **4. DISCUSSION**

This case study is all about a person who struggled for himself, had beaten all the odds and earned not only his name but wealth too. We have seen many people around us who are not as perfect as us. They are to be told that they cannot do anything because they are not like us. They are always been bullied by their fellows and surrounding people. They cannot be a public speaker because they stutter, they cannot perform well in interview because they cannot communicate well, and they cannot face the world with full confidence because they cannot talk to people with eye to eye. All these odds should be omitted. Now the world has changed. The purpose of this case study is to motivate all those people who are suffering from any disability and never tried themselves. Every person is specially gifted with some special skills what all you need is to discover that skill, polish it and make your position in this world. Let's people know that don't treat you diseased or disabled but specially abled. Work hard, try again and again, never disappoint if one door doesn't open for you try another, and let your name shine as much as you can.

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**ANALYSIS ON THE CONNOTATION AND APPLICATION OF ADMINISTRATIVE  
THEORY IN THE PERSPECTIVE OF LAW**

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**ABSTRACT**

The main purpose of this study is to explore the connotation and application of administrative theory in the perspective of law. Qualitative approach focusing desk review has been done to obtain the research objectives. Secondary data has been extensively used for substantiating the arguments. The study uses a case study on China. This study reveals that administration is the key to the construction of a country ruled by law, however, many researches only summarize the superficial phenomena of administration according to law, and cannot grasp the deep rules effectively, thus make the practice of administration according to law ineffective. Through the analysis of the key concepts and theoretical connotations, this paper holds that “administration by law” is the rational process of means and goals or objectives under the framework of the rules that the community must follow, and that the essential requirements of the administration in accordance with the law in China are embodied in the definition of Marxist-Leninist Chinese Constitution by using rational means to alleviate administrative problems, realize the goal of socialist development in our country, and lay a good foundation for realizing the sustainable development of China’s home and people, the future administrative development of China should include the requirement of “according to law” and “optimization” two levels.

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**Keywords:** Administration, rationalization, optimization, bureaucracy, China



## **INTRODUCTION**

It is necessary to understand the relevant concepts and essential connotations of administration according to law, and to discuss the relevant requirements and trends of administration in practice according to law (Rosenbloom, 2013). Based on the existing literature analysis, the author thinks it is necessary to clarify the confusion on the concept of “law”. The confusion of the concept of “law” shows the simple equivalence of the two, including the explanation of etymology and misunderstanding of Marxist “law”. Many scholars regard the concept of “law” as the subject of “the interpretation of the word”, that is, “Law and Punishment.” It explains the etymology of three kinds of “law”. Through “punishment”, it contains order, exemplary meaning, fair meaning, meaning of righteousness (Kingsbury, 2009). “Law” is the word “law, uniform cloth also”, the cloth is the ancient instrument to regulate the temperament, meaning to standardize people’s behavior, and everyone generally abide by the norms. “Law is a normative system which is formulated, recognized and enforced by the State to guarantee the will of the ruling class, which is determined by the material life conditions of the ruling class,” or “law is the embodiment of the will of the ruling class determined by a certain material life condition (Sarker, 2019b). The synthesis of the rules of conduct (norms), formulated or recognized by the State and guaranteed by the State, is a general definition of law in reality, it is based on the concept of Marxism on the essence and basic characteristics of law, which is “state will theory” or “Class will theory” (Anonymous, 2018).

There are two deficiencies in such a definition: firstly, Marx and Engels have always strictly demonstrated the concepts of “law”. The real meaning is that the law is the class will, the law is the manifestation of the class will, so the law is the form of law. In addition, Marx, Engels himself in the “German ideology” also made clear against the confusion of the two, that is, “because the state is a class of individuals to achieve their common interests in the form of the entire civil society in this era, the form of concentrated expression. It is therefore, possible to conclude that all common regulations are state-mediated and have political forms. This creates an illusion, as if the law is based on will, and is based on free will based on the basis of reality, and, likewise, the law is subsequently reduced to law. Secondly, the concept itself has its drawbacks. The concept of “national will theory” or “class will theory” is unable to explain the law of Primitive Society and the law of communism, nor can it explain international law and church law.



The root cause of the confusion of the concept of “law”, it focuses only on superficial phenomena of law, and not to analyze its essence dynamically and deeply. Legal concepts can be considered to be used in a shorthand way to identify operational tools that are typical of the same or common elements, and the legal concept is complex because it is related to the human need for legal concepts and to the limitations of the use of these concepts. The implication is that the definition of legal concept should consider its own objectivity and subjectivity of the unity of opposites (Sarker et al., 2019). Some scholars have also noted this problem. The concept of a common law is applicable to all classes of opposing societies (usually referred to as three societies based on private ownership). The concept of law is applicable to a particular social form (e.g., capitalist law, socialist law), and specific countries (e.g. Chinese socialist law, Japanese capitalist law). The concept was questionable, because of the existence of laws that transcend class (the law of the communist society), the law of the special case (the Roman law of the trans-social form), and so forth, “the law is determined by a certain material life condition, and the public authority in a certain region is forced to guarantee its execution by force in order to determine the rights and obligations of the subject, to protect and develop the sum of the codes of conduct for specific social relations and social order (Cao et al., 2019).

The above-mentioned concept raises some questions such as what is the public authorities and what is the judicial organ? This is the product of modern society. In the Slave society, the slave owners can directly determine the life and death of slaves is the law, which does not require the public authority to ensure the enforcement of force. For the definition of the concept of “law”, we should pay attention to the following three questions. Firstly, the logic defined by the concept of “law”. What is law and law defined as the “law” concept of two of logic, the preceding is a divergent answer, whose connotations can be understood as to why the form of law, which can be called law, “yes” or “subordination”, the latter being a focused answer, that is, the nature of the law. Secondly, the existence basis of “law”. Because of the different cognition of law, there is no possibility and necessity of existence of law in primitive society. Law is not originated from the hard society, but the latter. All these viewpoints regard “law” as the product of human society, and do not consider “law” beyond human society. Third, the formation process of “law”. Engels ‘analysis summed up the general process produced by the law is “from the habit of evolution to customary law again developed into statutory law, the original legal norms are mostly the evolution

of customary norms.” In this respect, the author disagrees, because, according to Engels, “at some early stage of social development, there is a need for this: to take a common rule of the production, distribution and exchange of products that are repeated daily, and to try to make individuals subject to the general conditions of production and exchange.” The rule first manifests itself as a habit and then becomes law. With the emergence of law, it is necessary to produce the organ which is responsible for upholding the law - the public power, that is, the state. In comparison, another legal philosophy was not intended to make a study of law or law, but to analyze the relationship between law, law, morality, etiquette and culture. It indicates that law is not invented or enacted, but to discover and declare; Secondly, the law or law is of a certain degree of formal rationality, with the existence of “a certain degree of fixation and formalization” in order to follow. Thirdly, the validity of law or law is premised on a certain kind of way of life.

Based on the above three questions, the author thinks that the concept of “law” must be an exploration of the essence of law, not a form generalization; “The central meaning of a concept may be clear and clear, but it tends to become blurred when we leave the center, and that is the nature of the concept,”. Therefore, the concept of “law” should clarify its central meaning, that is, essence. The objective requirement is that we cannot confine our perspective only to the phenomenon of human society, because the “law” of human society itself is the centrifugal derivative of “law”, which is ambiguous. What is the essence of “law”? The “Moral Sutra” provides us with a good analytical framework. “Man, Law, Earth, Heaven, Law, nature.” Its meaning is that the human social activities to the rules for reference, to the rules of the operation of the day as a reference, the rules of the day to run as a reference (Sarker, 2019c). The mountains and rivers of the Earth, the richness of the water plants determine the human life range and habits, the days of rain and snow to determine the landscape, the rules of the operation of the road determines the change of the day, the natural rule is the foundation of the Tao. In this analytic framework, systematic, subjective and objective unity is included, Human, Earth, heaven, Taoism and Nature form a community, and each of them is the independent variable and the dependent variable, and the interdependent bond between the subjects is the rule, which is not subjectively formulated, but because of the change of the dependent variable due to the characteristic of the independent variable itself (Zhu & Xiao, 2015). Therefore, the essence of law is the rule that the community must obey. The specific meaning is: first, the law is objective, rather than subjective, the second,

the law is invisible, not visual, the third, the performance of the law is multi-level, many forms. In the human society manifested as the class will, in the nature of the law of the jungle, as well as laws, customs, habits and so on. The law is compulsory. If the law is not obeyed, it must be punished or eliminated.

## **METHODOLOGY**

Qualitative approach has been adopted in this study. Secondary materials such as journal articles, book, book chapters, various government reports, and monographs have been extensively used to substantiate the argument. Mainly desk review have been done to obtain latest data. Arguments have been placed in the light of the knowledge of interdisciplinary nature of public management. All the data have been collected carefully to authenticate the findings and meaningful presentation.

## **RESULTS AND DISCUSSION**

### **THE CONCEPT OF ADMINISTRATION**

Administration (administrative) originated from the ancient English Adminstracioun, from the Latin adminitrartio, is the Administer noun form. Administer as a verb, the root of which lies in ancient English and ancient French and Latin, meaning there are four solutions, first, serve, serve, serve the righteousness, second, the implementation of the minister's duties; But his view of "administration" as the whole activity of a State exercising its political power (government) is a modern understanding that is debatable (Sarker, 2019c). Because from its etymology explanation, the administrative application scope is broad, may be a private domain, also may be the religious domain, itself is not limited to the national domain, the government verb exercise governance obviously means the government domain management or the governance (Sarker et al., 2018).

Administration refers to the executive activities of the State administrative organs in order to realize the national objectives and the interests of the ruling class, and to administer the State administration and social affairs in accordance with law. The administration is the state administrative organ and the legally authorized organization, organizes and manages the state and social affairs according to law (Sarker, 2019a). Administration is the administrative function of the State administration, which includes five elements: planning, directing, organizing, handling and supervising. Administration, also known as national Criminal investigation management or

administration, refers to the management of State affairs. Public administration is the use of administrative, political, legal and judicial processes to comply with government orders in the legislative, law enforcement and justice sectors to perform the functions of planning, managing and providing services to society as a whole and its various sectors (Sarker et al., 2017). Public administration generally refers to the state organs that enjoy administrative power according to law, and carry out effective management activities on State affairs and Social Public Affairs. Public administration refers to activities under the leadership and supervision of the Government aimed at maintaining public order, satisfying the overall interests of the community, or referring to all natural and legal persons exercising administrative functions. Public administration includes five aspects: first, public administration is an effort to work together in the public environment, and secondly, to include all three sectors-executive, legislative and judicial, and their interactions-and thirdly, to have an important role in policy-making and therefore an important component of the political process; Distinct from private administration, and, in all aspects of the provision of social services, is closely linked to many private groups and businesses.

The existing concept of “administrative” basically contains the following characteristics: First, the administrative concept is applied to the national government; Secondly, the administrative concept follows the model of “who (the subject) in what way (the scope)”; third, the concept of administration is shared with the concept of management. Based on the above literature, the authors think that the administrative phenomenon must be earlier than the concept of “administration”, and the existing administrative concept is subject to the objective cognition and the subjective need of people to the administrative concept, so it is difficult to grasp the essence of the administrative concept between concrete and abstraction. As an implementation activity, the administration itself is meaningless, and only when it is connected with the aim or goal can the function and significance of the administration be manifested. Therefore, the essence of administration is to take the means to achieve the purpose of the activities, in other words, the means and objectives or goals of the matching activities. So what is management? Management is the sublimation of administration, that is, the rational process between goal and means. Because the administration has both effective administration and ineffective administration, effective administration is divided into low efficiency administration, middle efficiency administration and high efficiency administration, and its efficiency depends on the level of rationality (Sarker, 2019a). On this basis, we can clarify

the following ambiguities: First, the concept of “administration” derived therefrom should be viewed in half, namely, administration and administration. Administrative management is to take the administration as the object of being managed, to carry out the administration with the management angle of view, carries on the rational administration. Administrative administration is the management itself as an activity, and implementation. Therefore, the concept of “administration” in the field of public science is more administrative management rather than administrative management, which often occurs in practical practice. Second, public administration and public administration are embedded in the framework of the allocation and operation of public power, the different public administrations adopt the concept of low-level administration and the concept of “administrative administration”, the realization of more goals or objectives, less attention to efficiency, and the “result theory”, so it is more used in the realistic level. While the public management is to adopt the higher level administrative concept (management) and “The Administrative management”, pay attention to the optimized disposition between the goal and the method, not only pays attention to the result, but also pays attention to the efficiency, takes place in the theoretical discussion level.

#### **THE CONCEPT OF ADMINISTRATION BY LAW**

The scholars of China have abundant achievements on the concept of “administration by law”, but the law of administration according to law: still exists controversy. On the one hand, some scholars believe that the law of “administration by law” generally does not mean the constitution but the law, the administrative organ should be according to the specific rules of the law rather than directly according to the principle of the Constitution, which is the demand of democracy, decentralization and rule of law system. At the same time, the “law” of “administration by law” also includes administrative regulations and departmental regulations, but “administrative regulations should be formulated for the execution of laws within the scope of their administration, which is a refinement of the rules of law, rather than the creation of rules.

On the other hand, some scholars believe that, in practice, China’s legal administration is often caught in the paradox of restricting power and exceeding authority, and administrative law enforcement has become “lawful infringement”. The reason for this is that the “Law of Administration by law” is a broad law, including laws, regulations and regulations, and the original

meaning of “law” and the experience of various countries, and the principle of administration according to law declares “Constraint administration can only rely on the laws of the national representative organs and not the self-discipline of the law of Government. Therefore, in order to solve the dilemma of administration by law, we need to distinguish the “law” from the law of administrative principle and the source of administrative law. At the same time, the “law” of the principle of administration by law should be limited to “laws enacted by the NPC and its Standing Committee”.

At the same time, some scholars believe that the law of “Administration by law” includes not only the specific legal provisions of administrative law, but also the spirit and principles of law embodied in the legal provisions. The spirit of law refers to the aim of legislation and the pursuit of value, and the basic principles of administrative law include the principle of administrative legality, the principle of administrative rationality, the principle of good faith, the principle of due process, and the principle of efficient and convenient service. The spirit and principle of law are more general and stable than the specific legal provisions. Its function is to guide people according to the spirit of the law, accurately understand the specific provisions, the correct interpretation and application of the provisions of the law, and in certain matters in the absence of corresponding specific provisions of the law, the spirit of the law and the principle of discretion and resolution, so as to make up for the limitations of specific (Sarker & Wu, 2019). The authors think that it is the most basic concept of “law” is disputed, which leads to the difficulty of grasping the essence of “administration by law”, and many researches just summarize the superficial phenomena of administration by law, and cannot grasp the deep rules of law effectively, thus make the practice of administration according to law ineffective. Based on the definition of the concept of “law” and “administration”, this paper holds that “administration by law” is the rational process of means and goals or objectives under the framework of the rules that the community must follow.

### **THEORETICAL CONNOTATION**

On the macroscopic view, the administration by law is an important link in the smooth progress of the country’s comprehensive development and legalization construction. The bourgeois jurist advocates that the executive power be conferred by legislation, and “No law means no administration”. Some scholars believe that the theoretical basis of the administration according to

law originates from the “rational Law” theory and the “contract theory”, which are put forward by the Western modern Enlightenment thinkers Hobbes and Locke, and the separation form of regime which prevails in capitalist countries has become the political foundation of administration by law. In our country, administration by law is an important part of the rule of law, and it should be an important link in the construction of law-governed country with complete legislation, ruling by law and administration by law, which is one of the important requirements of rational public administration. In view, the main body of administration according to law should be the government with administrative power and various administrative organizations. In the specific administrative process, the main body of administration according to law is the administrative personnel in various administrative organizations (Howlett, 2004).

The theoretical connotation of the administrative subject in the administration of law should be embodied in the administrative organization and administrative personnel exercising administrative power according to the spirit and requirements of the community, fulfilling their obligations and screening and correcting the irregularities in accordance with their spirit and requirements. Do not deprive citizens of their rights, do not increase the specific obligations of citizens, violate the constitution and the legal provisions of the exercise of authority must bear legal responsibility (Waldt, 2017).

In the preceding article, the basis of administration by law—“law” has been explained in detail, and in the process of state governance, since the law is “the rules that the community must follow”, then for any type, any size of the community should have universal applicability, that is, all levels. The general norms and spirits followed by each type of law should be basically consistent, and the requirements of specific constitutions and laws and regulations should not deviate from each other (macroscopic, meso-and micro-consistency). The theoretical connotation of the legal basis of administration according to law should be embodied in the reality that the community must follow the rules, and in the case of incomplete expression (Oliver Kasdan, 2018). It should be based on the spiritual requirements of the rules and the specific discretion of the community. There are two prerequisites, one is the complete agreement of the Constitution law and all kinds of laws and regulations, the other is that the administrative organization and the administrative personnel must follow the rule spirit completely and standardize the application of the community (Sarker et al.,



2019). The lack of these two premises is also an important cause of various problems and obstacles in the administration of law.

The key of administration according to law lies in “line” and “law” is the limitation of the way of “line”, and “politics” is the criterion of the purpose and content of “line”. On the macroscopic view, the exercise of administrative power should be more inclined to the effective operation of the administrative power system, that is, how to make the administrative power of the whole country smooth and smoothly exert the administrative function, in this view, the administration by law is the normative and fluent of the whole administrative power operation by means of legalization. But in the sense of the “line” is more through the rational use of political, economic and other means to solve the actual administrative problems, according to law is to standardize the use of these methods and the use of the degree. From the specific administrative process, according to law, administration is to use the rules of the community to standardize and measure the administrative problems, and on this basis the rational use of administrative discretion to achieve the solution of administrative problems (Sonne, 2018).

In the traditional sense, the purpose of administrative theory is to control the operation of administrative power and prevent it from infringing on the lawful rights and interests of citizens, legal persons and other organizations. In fact, the administration itself has effective administrative and ineffective administration, effective administration has low efficiency administration, middle efficiency administration and high efficiency administration, and the efficiency depends on the level of rationality, and the level of administrative efficiency directly affects the realization degree of administrative objective or administrative aim. Therefore, it is not enough to consider the control of administrative power simply, and the significance of the further exertion of administrative power should be considered (Sarker et al., 2019). In China, the influence of the relationship between the administrative efficiency and the degree of administrative problems, and then affect the public administration can meet the “optimal management” of the requirements, to achieve “harmonious” management objectives, the realization of the country and the people continue to progress in a comprehensive development. Simply speaking, the most basic of the administration according to law is to fully solve all kinds of specific administrative problems in development (Mbalamula et al., 2017). The aim of this view is to realize the effective promotion of administrative efficiency, that is, to solve not only the current administrative phenomena but also the possible administrative



problems in the future. In the long run, the macroscopic aim of administration according to law should be to provide perfect political conditions for the sustainable and optimal development of the country and the people, that is to eliminate the possibility of various administrative problems and phenomena.

What we need to discuss here is that the administration of law in China and the emergence of the corresponding level of administrative efficiency requirements. According to the author, compliance and law can be said to emphasize that the Community must follow the rules, then it is a means and a way to quell the contradictions and settle the disputes, that is, a basic principle and spirit, and the development course of human society is the development on the basis of “peace” which solves the contradictory dispute, and is the process of making full use of resources to obtain progress (Reis et al., 2016). Therefore, there is reason to believe that the administration of law in our country, in fact, it is the requirement content of the ineffective administration to the low efficiency administrative development, the essence is still the affirmation and the emphasis of the rule spirit, it still needs further promotion and optimization, that is, to the most effective use of administrative power, maximize the use of administrative resources, the most fundamental solution to administrative problems administrative development (Sarker et al., 2018).

From the above analysis, China’s future administration according to law, should be based on the high efficiency of public power allocation and application background, according to the community must follow the spirit of the rules and requirements, the use of rational administrative means to solve the administrative problems in order to achieve sustained and comprehensive progress of the country and people, should include the “law” and “optimization” The two-level requirements, in which the sustained and comprehensive progress of the country and the people mainly manifested in the sustainable development of social productivity, the realization of political civilization and political freedom, the transcendence of spiritual culture, and the formation and development of the consciousness system of human spiritual civilization (Nadrifar et al., 2013).

## **APPLICATION PROBLEMS AND ANALYSIS**

Through the analysis of the connotation of the administrative theory according to law, the essence, requirements and purposes of the administration of law are further clarified, and there still exist many noticeable problems in the practical implementation and perfection of the essential requirements of administration by law.

## **MAJOR ELEMENTS REQUIRED FOR ADMINISTRATION**

### **ADVANCED THEORY OF ADMINISTRATION BY LAW**

One is the progress of research theory and research perspective. The development of theoretical research is an important reason to promote the progress of practice, and the realization of the goal of administrative practice requires effective guidance from the theory of administration according to law. Fundamentally speaking, according to law, administration is the basic requirement of the effective application of the State administrative power, the research on the relevant theory of law should pay attention to the benign interaction between the administrative theory and the realistic development requirement, and improve the research on the administration according to law from the perspective of development and the dynamic angle (Charbonneau et al., 2019). The specific development conditions and the actual development of the reality of the three-dimensional perspective of theoretical research to amend.

The second is the perfection of the research content. By virtue of its own development characteristics and the diversification of its basic elements, the administration of law including from the legal system to the human capacity of all aspects of the thinking and research on the administration of law, not only to include the theoretical study of the administration itself, that is, the degree of “basis”, the concept of “law”, “administrative” means of the study. The “administration by law” should also be considered as a whole, considering the scope of application of administration by law, recognizing the realistic operating conditions of administration according to law, clarifying the status and stage of administration by law in the overall development of the state society, and perfecting the research and development of “administration by law” with the overall and strategic.

### **COMPLETE AND PERFECT OF LEGAL SYSTEM**

“Law” is an important basis for administration according to law, the paper also expounds that most contradictions and problems in the current administration according to law are different from the definition of the key concept and scope of “law”, in fact, “law”, as the general rule of the community, should be consistent with its basic spirit and revised and perfected according to the realistic demand (Sarker & Jie, 2017). Therefore, it is an important prerequisite for the “law” to be stable and complete in reality that the administration of law can play its role effectively in reality and achieve the ideal goal. First of all, the spirit of “law” is consistent not only on the basis of the same community division, but also on the consensus of the Basic principles of common rules in different stages of development, including in the same development period, different regions and different levels of consistency (Keping, 2018). It can be said that the most fundamental norms and requirements of a country’s constitutional law should be consistent with the specific laws, regulations and regulations of the country at all levels and in different fields. Secondly, the need for a complete legal system, not only the perfection of the content of laws and regulations, but also the community to formulate and amend the laws and regulations needed to complete the mechanism, in order to avoid the existing legal provisions and the development of the practice of disconnection brought about by the administration of law problems.

### **APPROPRIATE EXTERNAL ENVIRONMENTAL STATUS**

Administration by law is an important link and basic requirement in the process of national social development, therefore, in reality, effective practice of administration according to law requires a suitable breeding and development environment, the appropriate state of the environment should be formed by three basic elements: first, the stability of political structure, only in a certain degree of political compulsion. On the basis of stable political structure, we can adjust the way of administrative power operation and play a role. The second is the stability and development of society, in the context of social contradictions and social order stability, the role of space and soil can be in accordance with the rules of the community to clarify social contradictions and administrative problems, and then to resolve (Hossin et al., 2018). The third is the popularization and progress of the idea of “law”. This is the necessary ideological basis for administration according to law, only the acceptance and approval of the thought of “law” by the society can adopt

“according to law” to standardize the administrative behavior in the modern society (Sarker et al., 2018). It is manifested as the recognition and understanding of the rule of law, the constitution and various laws to standardize the basic spirit and requirements of identification and understanding.

## **BASIC REQUIREMENTS FOR ADMINISTRATION**

### **THE PERFECTION OF MECHANISM SYSTEM**

In the modern society, the administration according to law can be realized effectively, need to complete the system, need to meet the essential requirements of the basic system of administration according to law to ensure the operation of the administration according to law. The content of this system should include defining the main body of administration according to law, clarifying the legal basis of administration according to law, standardizing the execution mode of administration according to law, emphasizing the political aim of administration according to law, and the relevant administrative mechanism should include smooth running procedure, rule requirement, complete supervision mechanism, punishment mechanism and adjustment mechanism From the institutional system to ensure the realization of the administration according to law and the achievement of its purpose (Sarker et al., 2018).

### **THE COMPLETE ADMINISTRATIVE SUBJECT**

Embodied in the Government, including the basic administrative capacity of various administrative organizations, the promotion of administrative efficiency. According to law, administration can operate in reality, need a sense of administration according to law, understand the essence of administration according to law, have the ability of normative and flexible administration, and can carry out cooperative cooperation, to implement the practical significance of administration by law in all basic social life, deal with non-standard practice and unexpected events. At the same time, it is necessary to establish an effective and pluralistic administrative supervision subject, and to guarantee the practice of administration by law through the operation of supervision and punishment mechanism.

## **KEY ELEMENTS REQUIRED FOR ADMINISTRATION**

Administrative organization is composed of administrative personnel, the legal consciousness of administrative organization and the formation of rule of law can be said to depend on the

ideological consciousness and ability of administrative organization personnel. Therefore, the exertion of the effective use of public power will be influenced by the cognition of administrative personnel. It is becoming an important factor to promote or hinder the practice of administration by law, and to raise the awareness of administrative staff on the thought and purpose of administration according to law, and to strengthen the ability and technology of administrative personnel to deal with administrative problems. According to law, it is necessary to emphasize the compliance and flexibility of administrative personnel on the basis of administration that is the key action to be implemented by law.

### **PROMOTION OF LEGAL AWARENESS OF CITIZENS**

The administrative personnel itself belongs to the citizen, besides, the citizen's understanding and understanding of the national laws and regulations is also the important guarantee factor of the successful application of the theory connotation of the administration according to law in reality. The role of the citizen in the process of administration according to law is the supervision function, the citizen's understanding of the essence of administration according to law will help the citizen to judge the illegal Administrative act, and make a rational judgment and feedback on the execution of the administration according to law and the effect of the administration according to law, so as to promote the continuous improvement and progress of the administration by law (Sossin, 1993).

### **REFLECTIONS ON THE DEVELOPMENT OF ADMINISTRATION BY LAW IN CHINA**

From the perspective of dynamic development, at present, the essential requirements of administrative law in China are embodied in the definition of Marxist-Leninist Chinese Constitution and legal spirit, the use of rational means to alleviate administrative problems, the realization of China's socialist development goals, in order to achieve the overall sustainable development of our home and people laid a good foundation. The future of China according to law administration should include "according to law" and "optimization" two levels of requirements. In other words, in order to realize the sustainable development of social productive forces in the future, the realization of political civilization and political freedom, the transcendence of spiritual culture (Sarker, Hossin, Hua, Anusara, et al., 2018) and the progress of the consciousness system of human spirit civilization, according to law administration. It is one of effective measures in China

at present stage, but it cannot completely become the fundamental countermeasure (Guimaraes et al., 2018).

### **REASONS FOR THE NEED FOR ADMINISTRATION BY LAW**

The first is to establish the needs of China's regular society. Due to the special historical development stage of our country, after a long period of feudal society, the development of agricultural civilization left behind the rule of the social structure of the status quo, although to a certain extent, this kind of condensed social structure can help China in the war period or other homogeneous development of the rapid formation of resultant force, But for the modern society, democracy, freedom, fairness and so on become the core value idea. The interest diversification value pursue also unceasingly clear, to the rule national governance and the Social governance request unceasingly promotes. Therefore, the rule of law should be the main principle of administrative problems in China (Sarker et al., 2018). The second is to deal with the change of the existing social and political authority in China. China is a Marxist-Leninist country under the leadership of the Communist Party of China, democracy and the rule of law are the basic principles of China's development, however, due to the complex stage of social development, the existing political authority has changed in some aspects, which is a kind of perfect and adjustment to the original system in a great extent. But also to some extent, there has been a decay-the abuse of political and administrative power. On this level, it is an inevitable and important countermeasure to deal with the political administrative power from authority to corruption in China.

The third lies in the realization of the fundamental interests of the vast majority of our people. In the previous article, we can know that the essence of administration is the matching activity between means and aim or target, which is embodied in how to use administrative power to solve administrative problems and realize the national political, social and human development goals. At present, the goal of social development in China is to realize the fundamental interests of the vast majority of people, and to achieve this goal (Sarker et al., 2018). It is necessary to use administrative means rationally, and because of the reality of the development of social productive forces and the national attributes of the Leninism countries, the fundamental interests of the majority of the people are confronted with the requirements of China's constitution and legal norms

to deal with these contradictions. The exercise of administrative power has become an effective choice of administrative organizations in China at present.

#### **WAYS AND THOUGHTS ON THE REALIZATION OF THE ESSENTIAL PURPOSE OF ADMINISTRATION BY LAW**

#### **CONSTITUTION AND LAW-IMPROVEMENT OF THE COMMUNITY'S ADHERENCE TO THE RULES**

The administration of law ultimately cannot be separated from the norms and perfection of "law", in our country, the imperfection of legal system and the lag and passivity of legislation directly affect the concrete implementation link of administration according to law, and the essence of China's law administration is defined by the relationship between Constitution and laws and regulations and the policies and regulations of the governmental normative system at all levels, It will influence the effect of administration according to law in our country. Therefore, to achieve the administration according to law, and for the "optimization" of the administration to lay a good foundation for the community to follow the rules of perfection-that is, our Constitution and legal system is the perfect and standard is the inevitable choice, reflected in the legislative process and system of perfection, legal norms and realistic needs of the agreement, the rationality of laws and regulations and other aspects (Sarker et al., 2018).

#### **EFFECTIVE COORDINATION BETWEEN THE PARTICIPATING SUBJECTS OF ADMINISTRATION**

At the present stage, in order to realize the expected effect of administration according to law, it is necessary for the effective cooperation of all the participating subjects in accordance with the law, including the effective enforcement of administrative organizations, the effective supervision of the subject, the acceptance and feedback of citizens to the administration (Coccia, 2009). To provide a realistic basis for the implementation of administration according to law, the people's Congress of China earnestly fulfills the legislative function, and the administrative organizations at all levels comprehend and strictly implement the essential connotation and requirements of the administration according to law, the Government's internal supervision organization, the public and the media public opinion play a supervisory role and jointly promote the realization of administration by law in China.



## **CONCLUSION**

At the present stage, administration by law is one of the effective measures to improve the administrative level and efficiency of China and to alleviate the problem of administrative development in the present stage, but in the long run, administration by law cannot be the fundamental countermeasure to realize China's development goal. The fundamental aim of China's national and social development is the sustained and all-round development of the socialist country with Chinese characteristics, the sustained and all-round development of the Chinese people, the continuous development of social productive forces, the realization of political civilization and political freedom, the transcendence of spiritual culture, and the formation and development of the consciousness system of human spiritual civilization. How to configure and use administrative power in the framework of the application of public power to serve this purpose is the key to the development of our administrative management, administration according to law should be said to be the key link of how to realize the inefficient administration in our country, but from low efficiency administration to middle efficiency administration and even efficient administrative change, On the basis of administration according to law, it is necessary to use administrative power more rationally, to realize a state of optimal allocation and application of power and resources, and to serve the better for the continuous and all-round development.

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**INTEGRATION OF SOCIAL SECURITY POLICY AND MEDICAL POLICY OF CHINA:  
PUBLIC MANAGEMENT RESEARCH PERSPECTIVE**

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**ABSTRACT**

The main purpose of this study is to explore the potential of interdisciplinary research in public management in the perspective of social security and medical policy of China. Chinese social security and medical policy is used as a case study. This paper selects two major areas of social security policy and medical policy, and engages in interdisciplinary research in public management. First, the theory of reality and insight in Mao Zedong Thought Methodology as the theoretical basis has been selected. Then the definition and essence of social security policy and medical policy has been explained focusing the major problems, similarities and differences between the two policies. It analyzes two policy research paths, perspectives and methods. Finally, it expounds the relationship between two policies and public management theory and practice research and its enlightenment.

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**Keywords:** Social security policy, medical policy, national governance, public administration.

**INTRODUCTION**

Social security policies and medical policies play an important role in public management research. Scientific, comprehensive, unified and fair medical policies enrich the content of social security policies (Sarker & Jie, 2017). The rational construction of social security policies promotes the scientific development of medical policies and promotes a harmonious society (Sarker, 2019a). With the establishment of a harmonious world, the two policies have jointly promoted the modernization of national governance capabilities and the better implementation of the “people’s

livelihood concept” (Sarker et al., 2019). The research path and method of social security policy and medical policy have great enlightenment for the construction of public management theory with Chinese characteristics (Sarker et al., 2018). In interdisciplinary research, we should make full use of Mao Zedong Thought Methodological Formalism, Reality Theory, Epistemology, Cognition Theory, and Insight Theory, especially the three levels of value orientation of the theory of reality and the seven insightful perspectives of insights (Arno et al., 2011).

First, the theoretical basis - Mao Zedong Thought Methodology (Practical Theory and Insight Theory) Public management is an applied science that integrates political science, sociology, economics, and management and so on (Sarker, 2019b). There must be constant reflection on how core competencies and unique competencies can be developed for the discipline (Sarker, 2019c). Mao Zedong Thought Methodology provides us with theoretical support and practical guidance (Y. Zhang, 2017). The actual theory - in fact is the reality and should be, that is, through theoretical analysis and practice summary to draw some relatively real and persistent and should be realized of the deep-seated value of human society, become the basic principle guiding all actions (Mei & Kirkpatrick, 2019). The theory of reality consists of three levels of value orientation: based on deep-seated people-oriented values, the inner value of co-prosperity, and the superficial values of fairness, justice and democracy, which are promoted by western countries (Sarker et al., 2019).

These levels of value orientation, used in the formulation and implementation of social security policies and medical policies, is appropriate. Practical wisdom is a kind of proprietary knowledge, and its application can enable decision makers to make correct judgments and effective decisions by combining the relevant knowledge and laws in the practice situation (Zhang et al., 2018). Wisdom is not only the knowledge of philosophy and science, but also a comprehension of the deep nature of complex phenomena and their great meaning (Sarker & Wu, 2019). A wise man can relatively easily grasp the characteristics of complex phenomena and their subtle changes, and even grasp the deep laws that have not yet appeared or are changing, and put forward reasonable views and forward-looking propositions that there is no concrete evidence. The methodology builders of Mao Zedong Thought have long mastered how to apply wisdom at the practical level and form a unique insight theory.

The theory of Mao Zedong Thought Methodology contains seven insights, which are derived from the formality, knowledge theory and cognitive theory of Mao Zedong Thought Methodology, which are the analytical methods that methodarians must use. Seven insights are (a) Binary view: all human things in essence are different, can be divided into two, the analysis of the problem to apply the dual view can avoid partiality; (b) Relative view: the analysis of the subject's perspective is different, see all the phenomena in essence are different, but this is only relative, the analysis of the problem to apply the relative view can avoid subjectivism; (c) The combination view: the essence of human things and the analysis of the perspective of combination, will find that all phenomena are multi-dimensional and multi-level. Therefore, the analysis of the problem must apply the concept of composition to grasp the composition of a phenomenon in a certain period of time, as well as to ensure the comprehensiveness and integrity of the solution to the problem (Liu et al., 2018); (d) The overall view: the environment and specific situation factors and other things are linked and affect each other and output co-effects, so the analysis of the problem must have a holistic view, pay attention to all aspects of the relationship and its integration role, in order to avoid "only see the local, do not see the whole, see only the trees, do not see the forest" problem; (e) The constant view: the situation factors and human things are linked and affect each other, so inevitably there will be a change, therefore, must apply the constant view, in order to avoid from a static perspective to analyze the problem, make the mistake of carving a sword. In addition, attention should be paid to the main nature of transformation, its change or mutual change, and the main causes and sources of motivation for change, so as to grasp the law of change; (f) The concept of variation: all phenomena are changed, but the degree and nature of the transformation is different, its meaning is different, for example, the table of change is not the same, the degree of transformation is not the same, the effect of the transformation is not the same, so we should pay attention to the actual meaning of the difference between the transformation, especially to deal with the existence and the meaning of the upcoming problems (Zhang, 2017); (g) Time and space view: the integration of dual view, relative view, combination view, the overall view, the constant view, the concept of variation, in order to form a view of time and space to see this time and place, at this time it is the phenomenon of time and space, so as to grasp its meaning, and even grasp the meaning of the phenomenon that may occur in the other place.

In the course of the research and analysis of social security policy and medical policy, this paper tries to combine theory with practice, and uses seven insights to analyze the related problems and make research and innovation.

## **METHODOLOGY**

In this study, qualitative approach has been adopted. Secondary materials such as journal articles, book, book chapters, various government reports, and monographs have been extensively used to substantiate the argument. Mainly desk review have been done to obtain latest data. Arguments have been placed in the light of the knowledge of interdisciplinary nature of public management. All the data have been collected carefully to authenticate the findings and meaningful presentation. Seven insights of Mao Zedong Thought Methodology have also been used to explore the interdisciplinary relationship clearly.

## **RESULTS AND DISCUSSION**

### **ESSENCE OF SOCIAL SECURITY POLICY AND MEDICAL POLICY**

Social security is short for Social Security, the term “social security” first appeared in the United States in 1935, the “social security law”, since then by the relevant international organizations and most countries accepted, and gradually become the government and society as the main body of responsibility for the welfare security system (Arno et al., 2011). In Our theoretical academic circles, different scholars have different concepts of definition of social security, this paper recognizes Zheng Gongcheng’s point of view: social security is the national life security system established by the state or society according to law, with economic welfare, socialization, social security, social security in China, social security is all kinds of social insurance, social assistance, social welfare, military welfare, medical security, welfare services, and various social measures such as government or enterprise subsidies and social assistance (Sarker et al., 2019).

It can be divided into three levels: economic security, service guarantee and spiritual security. Social security policy refers to the government under the guidance of a certain social value concept, in order to achieve a certain social goal expectations, and formulate a series of social insurance, social assistance, social welfare, social welfare and placement, such as a series of strategies, decrees, methods, regulations, which are designed to intervene in the life risks of individuals and



groups in the life cycle (Sarker et al., 2019). Due to the level of economic and social development and differences in system and culture, the social security policy systems of different countries are different in composition (Protection & Paper, n.d.). According to the practical experience of Western countries and the design of the international labour organization on the framework of social security system, combined with the basic national conditions and the actual operation of social security (Sarker et al., 2018).

China's social security policy system mainly includes the following: (1) social security policy; (2) social assistance policy; (3) social welfare policy; (4) social welfare policy. The essence of social security is to maintain social equity and promote social stability and development, whether the social security system is perfect has become one of the important signs of social civilization and progress (Sarker et al., 2018). The Constitution of the People's Republic of China stipulates: "Citizens of the People's Republic of China have the right to material assistance from the State and society in the event of old age, illness, or loss of working capacity." This provides a legal basis for the establishment and improvement of china's social security system (Sarker et al., 2018). Since the 18th National Congress of the Communist Party of China, General Secretary Xi Jinping has repeatedly made important statements on his "people's livelihood view", pointed out the importance of safeguarding and improving people's livelihood, put forward the focus of people's livelihood work in the current and future period, and brought the masses together to the goal of pursuing a happy China. General Secretary Xi's "people's livelihood view" macro level has principle, affordability, durability, the specific level covers housing, employment, old-age care and other aspects of social security related to the lives of ordinary people (Cao et al., 2019). General Secretary Xi Jinping also proposed to further strengthen the modernization of the social governance system and governance capacity, social security and public service system is not only an important part of the construction of basic public services, but also an important link in improving the public governance system (Silva, 2015).

In addition, we think that the formulation and perfection of social security policy is an important embodiment of the inner values of the Communist Party of China's symbiosis in Mao Zedong's methodology, and also the concrete application of value rationality in the field of social security.



## **THE MEDICAL POLICY IN CHINA**

Because the mode of operation, connotation and extension of disease medical insurance varies from country to country, the name is not the same, such as disease insurance, medical insurance, health insurance, etc., scholars at home and abroad have no unified concept and definition. The medical insurance is described as a project in the social insurance system, specifically refers to social medical insurance, is a kind of socialized insurance mechanism which is regulated by national legislation and uses coercive means to provide necessary medical services and economic compensation to workers and other members of society within the statutory scope (Sarker et al., 2018). Medical policy is formulated by the government, used to implement the construction and operation of the medical service system, a series of programs and actions, public health policy refers to the government in the allocation of medical and health resources, solve medical and health problems, prevent diseases, to promote, protect or restore health and other aspects of the general term (Sarker et al., 2018). The content of public health policy is divided into two categories: disease prevention and disease treatment.

Policy is the concrete embodiment of the system, the basic medical security system is not only an important part of the social security system, that is, the safety net of the people, the stabilizer of society, but also as the main payer of medical expenses, is an important part of the medical and health system, and therefore is also one of the important areas of medical reform (Sarker et al., 2017). After more than ten years of policy exploration, China's unique medical security system has been basically formed: China's unique social co-ordination and personal account combination of medical insurance model, the construction of urban workers basic medical insurance, urban residents basic medical insurance and new rural cooperative medical "three-way" social basic medical insurance system (Yan et al., 2011). In addition to basic medical insurance, a system of mutual assistance for large medical expenses has been generally established in various places to solve the medical expenses above the maximum payment limit of the Social Co-ordination Fund, and to solve the problem of medical security for the vast majority of the middle class; To solve the problem of medical security for low-income groups has made a significant contribution, the establishment and development of various supplementary medical and commercial health insurance has met the higher medical needs of some people, and health management has gradually been put on the institutionalized agenda (Roemer, 1987). Basic medical insurance for urban workers, basic

medical insurance for urban residents, new rural cooperative medical care and urban and rural medical assistance system together constitute china's basic medical security system, the main medical security policy covers each of the above-mentioned branch system: coverage; From the current research of domestic scholars, the research on China's medical policy and medical security system is mainly concerned with the study of the basic medical security system in urban and rural areas (Sarker, 2016).

The China's current medical security policy system mainly includes: the essence of medical treatment is a game activity involving all parties involved in medical activities, which is generally embodied in information asymmetry. It is the asymmetry of information that leads to the failure of the medical market, resulting in "difficult to see a doctor, expensive to see a doctor". Xi stressed at the National Health and Wellness Congress that people's health should be given priority and that efforts should be made to ensure people's health in all aspects of the whole cycle, stressing that without the health of the whole population, there will be no overall well-off. We should give priority to people's health, focus on popularizing healthy living, optimizing health services, improving health care, building a healthy environment and developing healthy industries, accelerate the construction of a healthy China, strive to safeguard people's health in all aspects and cycles, and achieve the goal of "two hundred years" (Tang, et al., 2014). The Chinese dream of realizing the great rejuvenation of the Chinese nation lays a solid and healthy foundation. President Xi Jinping pointed out that the focus of medical and health work should be lowered, medical and health resources should be lowered, basic public services in urban and rural areas should be equalized, public health and basic medical services should be provided to the masses to provide safe, effective and convenient and affordable public health and basic medical services, and the problem of difficult and expensive medical care for the grass-roots people should be solved (Pan et al., 2016). Premier Li Keqiang also stressed that promoting the reform and development of health and family planning should be related to the physical and mental health of the people, and that relations should be built into a well-off society in an all-round way, and that better medical and health services should be provided around the needs of the people, so as to make new contributions to the early establishment of China as a healthy and powerful country. In addition, I think that the formulation and perfection of medical security policy is also an important embodiment of the inner

values of the Communist Party of China's symbiosis in Mao Zedong's methodology, and also the specific application of value rationality in the field of medical security (Chen & Zhang, 2016).

### **MAJOR PROBLEMS AND CAUSES OF THE TWO POLICIES**

Major problems and causes of social security policies Since the founding of the People's Republic of China, China's social security policy has been reformed for a long time through the period of planned economy and the period of institutional transition, but there are still many problems in the field of social security policy in China. There are three main aspects: First, from the formulation of China's social security policy, China's social security policy has not yet formed a complete system, covering the scope of the various legal provisions, regulations, provisions scattered, and even in some aspects such as social welfare, social assistance and other aspects of the existence of legal blind spots, There are no written laws and regulations, policy provisions to protect the vital interests of members of society. In the process of social security policy formulation, there is a lack of public participation. Social security policy formulation and planning and management involve the people's social, civil affairs, health, finance and other government departments, fund-raising involves the government. Employers and individual insured persons are involved in a variety of institutions and social organizations. When dealing with the complex social security problems, the state or government has also put forward higher demands on its own decision-making ability. Secondly, from the implementation process of social security in China, (a) the regulatory departments, executive departments, there are decentralized management, power, inefficiency and the opaque implementation process, resulting in limited regulatory capacity of government departments, corruption and corruption, and (b) the orderly promotion of the "Golden Insurance Project", So that China's social security information system has basically completed the "vertical construction", that is, basically completed the central, provincial, municipal and county levels of the social security internal network system construction. However, the "horizontal docking" of social security information construction is still not perfect, (c) the security of information security of social security should also arouse the attention of the government, the information explosion of the big data era, so that the information records of members of society there is a great risk, how to protect the privacy of the public also need to be solved urgently (Li & Fu, 2017).

Finally, from the supervision and evaluation of China's social security policy, (1) China's social security system has not yet formed an open and effective supervision system; In view of the reasons for the above-mentioned problems, I think that in the process of social security policy formulation, we should have a holistic view, a combination view, a variation view and a constant view, not only to further improve the social security policy and social welfare policy, accelerate the formulation of social assistance policy and social welfare policy, but also take into account the flexibility to revise and adjust with the times. Fully embody strategic rationality and value rationality should be given priority in the process of social security implementation. There should be a dual view, a holistic view, a relative view and a time-space view, a specific analysis of specific problems, in the process of supervision and evaluation of social security policy, we should fully reflect the rationality of tools and power rationality, so that social security policy can be implemented fairly and impartially (Zhang, 2017).

#### **MAJOR PROBLEMS AND CAUSES OF MEDICAL POLICY**

The medical security system is an important part of China's social security system. Medical policy is the basic driving force and fundamental guarantee to promote China's medical security system. In recent years, the medical security system has made great progress with the constant change of China's medical policy. At present, there are problems of unified policies, low policy levels, vague policies and policy imbalances in china's medical policy, which require the scientific formulation of medical policy and the continuous construction and improvement of China's medical security system. These problems can be summed up in the following aspects: First, strengthen the institutional barriers to employment. The medical insurance sub-system embodies the occupational boundary and the laborer's identity boundary under the system, and the different medical treatment enjoyed by workers in different occupations, different ownership systems and different regions, which, to a certain extent, stifles the inherent characteristics and general laws of the workers' demand for medical consumption; Make the social management function of the government and enterprise or unit upside down, third, the distribution of medical insurance resources is unreasonable, the cost burden is uneven, fourth, the medical expenses ballooned, the phenomenon of "free ride" is serious, and fifthly, the coverage of medical insurance is not wide. Since the Third Plenary Session of the Eleventh Central Committee of the Communist Party of China, great

changes have taken place in the ownership structure of enterprises in China, and the non-public economy has developed rapidly (Yan et al., 2011).

The current medical insurance system does not include the employees of non-public enterprises, so that the non-public enterprise workers lack basic medical care, so that this part of the workers have no sense of occupational security, not only is not conducive to the adjustment of labor structure, but also not conducive to the development of non-public economy. In addition to the problems of policy itself, China's medical policy research also has the following problems: First, from the perspective of discipline research, medical policy research also has relatively superficial research content, there is no unified medical policy system; High-level strategic policy of the stereoscopic system.

Second, from the perspective of policy, economics, political science, sociology, accounting and other perspectives are currently the leading way and perspective of research in this field, from the perspective of other disciplines, research is still lacking, it is urgent to strengthen the participation of management, strategy, systems and other disciplines, in order to promote the development of China's medical policy to provide a valuable reference. The reason is, first of all, China's medical policy research is still in the fragmented, empirical research stage, has not yet formed a medical security policy with Chinese characteristics; Systematic strategic thinking to coordinate medical policy, "holistic view" has not really been established, in addition, China's "soft power" research is weak, heavy technology and humanities phenomenon is serious, the country's "soft power" mining and promotion continue to strengthen, we must build and use "soft power" as a guarantee of people's health, to achieve "people-oriented" livelihood.

## **THE SIMILARITIES AND DIFFERENCES OF THE TWO POLICIES**

### **SIMILARITIES**

Two policies are essentially the same. Social security policy and medical policy are closely linked, in essence, to protect the people's basic life rights and interests, to safeguard social equity and promote social stability and development, both of which are the "people". As President Xi Jinping said, "All the starting point and the starting point of all work is to let the people live a good life", "let the masses get visible, tangible benefits"; (2) two policy content cross, the role of mutual

influence. From the content, social security policy research includes medical policy, in other words, a scientific and systematic social security policy must include the formulation and implementation of medical policy. Scientific and unified social security policies can promote the smooth progress of medical policies, good medical policies and implementation methods can enrich the content of social security policies and safeguard the fundamental interests of the people, and (3) both policies are based on Mao Zedong Thought methodology. From the point of view of policy formulation, implementation, supervision and evaluation process, we all need to adhere to the deep value of “people-oriented”, the inner value orientation of “co-prosperity and symbiosis”, and the superficial value orientation of “fairness, justice and democracy”.

Integrate the dual view, the relative view, the combination view, the whole view, the constant view, the variation view, in order to form the view of time and space to look at the social phenomenon of this place, at this time, across time, so as to work out the most reflect the “people’s livelihood view” of social security and medical policies. The scope of research is different, and the scope of social security policy research is broader which have included relationship. Social security policy includes medical policy, medical policy enriches and develops social security policy. The research object and content are different, the social security policy research includes social insurance, social assistance, social welfare, and so on. The medical policy is mainly the basic medical insurance for urban workers, the basic medical insurance for urban residents, the new type of rural cooperative medical care and the urban and rural medical assistance system, etc. The policy-making process, the use of the theory of different emphasis, social security policy and medical policy formulation belong to the relationship of the total score, social security policy formulation more emphasis on a unified, comprehensive, fair overall view, more need to have forward-looking thinking, and medical policy in addition to popular, comprehensive, more emphasis on the concept of time and space, but also need to have emotional thinking.

### **POLICY RESEARCH APPROACHES, PERSPECTIVES AND METHODS**

Looking at the current literature on social security policy by scholars at home and abroad, we summarize the main research approaches are: (1) the economic approach, the theory of game theory, the theory of consumer behavior, the theory of distribution, the theory of general equilibrium, the theory of income redistribution, as well as welfare economics, personnel

management economics, macroeconomic models, Econometric methods are used in the study of social security policy, (2) the accounting approach, which studies relevant issues in the field of social security policy from the perspectives of performance audit, financing management, tax policy, fiscal policy, etc.; and (3) the sociological approach, from the perspective of public participation in social assistance and social protection, The enlightenment of social structure change to social security policy choice, family and gender research to social security policy, community participation in old-age care, social security policy support in urbanization construction, etc.

The concept of political science, such as political psychology, has been introduced into the research field of social security policy, and the research idea of social security policy has been broadened by the combination of each other. Research perspective: (1) macro level, mainly in different countries of the comparative study of social security policies, such as drawing on Sweden, the Netherlands, the United States and Britain and other developed countries social security policy formulation process, combined with China's national conditions to carry out policy research. The research on medical policy of different groups, such as flexible employment groups, especially the study of urban and rural medical policy, accounts for a large proportion, and (3) the micro level is from the different dimensions of enterprise social security to do research in a certain field, such as old-age security, medical security, unemployment security, or some typical cases as an example. In terms of research methods, it embodies the dual view of Mao Zedong Thought's insight theory, which includes both qualitative and quantitative analysis, as well as normative research (comparative research law, institutional research law, legal research law, etc.) and empirical research (case study law, social investigation law, questionnaire law, etc.).

The medical policy is a branch of social security policy. The research approach of medical policy has something in common with social security policy, but there are differences in the specific content. Through literature research, it is found that the main research paths to medical policy are: (a) economic seamounts, the theory of distribution in economics, general equilibrium theory, income redistribution and other theories, transaction cost theory, welfare economics, etc. used to analyze and study the payment methods of medical insurance, drug pricing mechanism, medical expense burden analysis of patients with large diseases, The rational distribution of medical resources, the benefit of the expansion of the scale of public hospitals and the optimal boundary



analysis, the economic benefit forecast of patient diversion, and (b) the accounting approach, which mainly studies the related issues of drug pricing and cost accounting, such as the cost and price index modeling of public hospital medical services, cost accounting, etc.; and (c) the sociological approach, Mainly from the perspective of public participation in medical policy formulation, community participation in health insurance policy and urban development and other aspects of many research results;

The choice of residential medical institutions based on the system of graded diagnosis and treatment, etc. The research perspective is similar to the research perspective of social security policy: (1) the macro level, mainly the comparative study of health insurance policies in different countries, such as the experience of Sweden, Japan and Germany, and then the policy research in the light of China's national conditions. In particular, the study of the basic medical security system in urban and rural areas accounts for a large proportion and the impact of medical policy on different audiences. In terms of research methods, it embodies the dual view of Mao Zedong Thought's insight theory, which includes both qualitative and quantitative analysis, as well as normative research (comparative research law, institutional research law, legal research law, etc.) and empirical research (case study law, social investigation law, case investigation law, etc.) (Sarker et al., 2018).

## **RELATIONSHIP BETWEEN PUBLIC MANAGEMENT AND POLICY INTEGRATION**

The policies of social security and medical care enrich the content of public management research and promote the development of public policy research in depth. The purpose of public management research is to realize the modernization of national governance system and governance ability. The close relationship between social security policy, medical policy and national governance capacity affects each other. Scientific, comprehensive, unified, fair and practical medical policies enrich the content of social security policies, the joint role of which promotes the improvement of national governance capacity, which in turn puts forward higher demands on social security policies and medical policy formulation and implementation, and promotes the construction of a more scientific, systematic, Comprehensive social security policy and medical policy.



The theoretical thinking of Mao Zedong Thought methodology, theory of practicality, knowledge theory, cognitive theory, insight theory, and rational thinking, cognitive thinking, perceptual thinking, complex thinking, forward thinking and innovative thinking, which are based on the study of social security policy and medical policy, can also be used in the research of other fields of public administration to further make theoretical innovation. The research path, perspective and method of social security and medical two policies provide the direction for the research of public management. The formulation and implementation of medical policy require that the principle of overall consideration and consistency of local conditions, flexibility and principle should be adhered to in the specific implementation process. The research on social security policy requires expanding the research horizon, emphasizing multi-participation, and promoting the scientific, comprehensive, unified and fair research. The level of research must be general and holistic, and the research model of fragmentation must be broken. The same is true of public management research, one is to emphasize interdisciplinary research, because the problems to be solved by public management are complex and the problems are diverse, then the tools used to study methods, the perspective of research problems and the analysis of problems must also be diversified, and any single approach may make scientific reduction errors. Second, if the research is holistic and systematic, only in this way can we form a more scientific and macro public management theory, in order to better guide the practice. Third, the theory must insist on seeking truth from facts and embodying the “national conditions”.

## **CONCLUSION**

In particular, it is to abandon the principle of universality in the process of public management research, take the road of seeking truth from facts and adapting to local conditions, and construct a model of public management research with Chinese characteristics. In a word, Mao Zedong Thought Methodology is the necessary methodology to practice seeking truth from facts, and the government and society should use it in the specific situation of social security policy and medical policy, so as to find, analyze and grasp the nature, cause and formation of phenomena and problems efficiently, and make reasonable judgments and rational decisions based on analysis. To formulate the correct line and social security policy suitable for the needs of today’s social development, to construct an effective social security and medical system, and to implement the ruling intention efficiently. Public management research should not only provide guidance for social security policy

and medical policy in the policy field, but also use the research methods, perspectives and methods of these two policies to further improve public policy research and complete theoretical and practical innovation.

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**SITUATION OF WORKING CHILDREN IN DHAKA CITY**

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**ABSTRACT**

Child labor is a common picture in developing countries like Bangladesh. But the working children those who are involved in economic activities are mostly deprive of their basic needs and rights. Focusing on these issues this study was conducted in Dhaka city, the capital of Bangladesh which is located in the central part of Bangladesh and well connected with all over the country. People come to Dhaka in search of work. Working children of Dhaka are not different from adults. The study was conducted on 250 working children among them around 66.7 percent were male & 33.3 percent were found female. Most of the children were found from Dhaka division background. Results showed that around 36.7 percent working children has no daily fixed work. Around 53.3 percent children earns more than 300 taka per day and 20 percent children earns less than 100 taka per day. Around half portion of the respondents had not the ability of reading & writing. Even 60 percent of them said they are poor & felt education as unnecessary. One fourth of the respondents couldn't receive treatment while their illness and those who receive treatment most of them beard the cost by themselves. About 30 percent of the respondents smoke & 40 percent of them are addicted to different types of drugs. Around 26.7 percent said they have only one cloth. They use to interchange it among their friends day by day. The study also found that they are in need of proper assistance from government and NGOs as well as society.

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**INTRODUCTION**

Child labour has become a global concern and also an attracted attention of people now a days. It is considered as a product of an unequal society where a child has to work hard instead of going to school (Islam, 2014). Kamruzzaman (2018) showed that poverty is the main reason of child labour. This poverty emerges from unequal distribution of wealth in the society and this leads children to go to work. So it can be mentioned that poverty as one of its principal reasons. Children who are involved in work are deprived of their proper basic needs. The assistance from government and non-government organizations is not sufficient enough to

ensure their basic rights (Ahmed & Ray, 2014). This is not such ideal situation of a developing country like Bangladesh which is going through its first demographic dividend.

### **PROBLEM STATEMENT**

Child labour affects a child and his future life in many ways. Long and strenuous hours of physical activity affect a child's health which includes mental, physical and also social wellbeing (Islam, 2014). The poor children are deprived of their daily basic needs which is alarming for a developing nation like Bangladesh, because these children are the future of the nation. If they grow up with morbidity, less educational qualification, less skill and hazardous environment then how a nation can expect something better in future Kamruzzaman & Hakim (2016).

### **LITERATURE REVIEW**

#### **Zaman, Matin & Bin Gholam Kibria (2014)**

Child labour' is such a concept which is generally used in international law to indicate forms of work that are harmful to children. Child labour has been declared illegal by the UN Convention on the Rights of the Child. Actually, all work performed by children is not considered as child labour. Activities of a productive nature which are adapted to children's age and skills and do not interfere with their education and social wellbeing can positively improve their childhood development. However, child labour is significantly related with employment of children under conditions that are not appropriate for their age level. It is also deemed to include activities not directly related to economic production, such as illegal activities performed by children or hazardous household chores.

#### **"Child labour: A priority for EU human rights action - Think Tank" (2019)**

ILO approach Based on this resolution, the ILO has developed a methodology for its global estimates on child labour, which applies the following indicators: Ages 5 to 11: at least 1 hour of economic activity per week; Ages 12 to 14: at least 14 hour of economic activity per week in all forms of economic activity except permissible 'light' work, where light work is operationally defined as economic activity that i) does not exceed 14 hours per week and that ii) is not hazardous in nature; and Ages 15 to 17: work in designated hazardous industries or in designated hazardous



occupations, or for long hours. Long hours are defined as 43 or more hours during the reference week.

UNICEF uses similar indicators for estimating child labour, but also includes household chores. A child is considered to be involved in child labour under the following conditions: ' Age 5 to 11 years: At least 1 hour of economic work or 21 hours of unpaid household services per week. Age 12 to 14 years: At least 14 hours of economic work or 21 hours of unpaid household services per week. Age 15 to 17 years: At least 43 hours of economic or unpaid household services per week.'

### **"International Labour Standards on Child labour" (2019)**

At regional level, in 2017 ILO report on global estimates of child labour, 'Between 2012 and 2016, the proportion of children aged 5–17 years engaged in child labour decreased by only one percentage point, from 168.0 million (10.6 per cent) to 151.6 million (9.6 per cent)'. By far, the highest share of children in child labour was in Africa (22.4 percent), where a 1 percent increase was recorded from 2012 to 2016.

### **Kamruzzaman & Hakim (2016)**

In Bangladesh There are almost 700,000 children under the age of 15, working in urban areas, which is 17 percent of the total urban labour force. They work in industry, transport, commerce, domestic service, metal & leather factories, and construction and also in garment factories. Around 65 percent of the total labour force in Bangladesh of 50.1 million works in agriculture. In rural area, most children work for their families, the boys in agriculture and the girls mainly working at home. Those families, who are landless, work for rural landowners with their children in the fields. Most of the families those are rich, use children in their homes as domestic helpers and for cattle tending and other agriculture work. Children also work in small shops, tea stalls, factories and the fishing industry. Most working children do not have the opportunity to attend school. They lead their life from hand to mouth. They are deprived from basic needs which is really alarming for a nation.

## **JUSTIFICATION OF THE STUDY**

Though there are huge researches on child labour status in Bangladesh or all over the world but only a few researches have been conducted which really addressed their basic need status especially for those working children who live in urban area. This paper has focused on the status of several basic need among the working children around Dhaka city, the capital of Bangladesh. By addressing the focused points the country can ensure a better world for its future resources.

## **OBJECTIVES**

The general objective of the study is to analyze the situation of working status and basic needs of the working children who are seen around of the Dhaka city.

The specific objectives are:

1. To know about their basic demographic characteristics
2. To know about their working status
3. To know about the status of their basic needs
4. To know about their level of awareness & benefit from government and NGOs assistance.

## **METHODOLOGY OF THE STUDY**

The study adopted quantitative research strategy and cross sectional research design. The study used primary data source where data was collected using purposive sampling from 250 working children who lived in Dhaka city the capital of Bangladesh. Before the main research pre-testing of the primary questionnaire on at least 30 respondents was conducted in the selected areas. The researchers visited the places at different times of the day and used a simple structured questionnaire with both open and closed questions for the interview. The collected data has been analyzed descriptively by using the Statistical Package for Social Sciences (SPSS), version 21.

## **LIMITATION OF THE STUDY**

This study as usual like other studies have some limitations; especially conducting research on such a topic is not an easy task among the children those who are involved in



working activities even also due to resource constraints. As a result it is expected that some sort of unintentional errors might remain, though all possible attempts and precautions has been taken to minimize the errors.

## **SURVEY RESULTS**

### **1. Background Features of The Working Children**

#### **Estimate of Working Children by Age, Sex & Previous Residence**

68 percent of the respondents belong to 10-14 years age category where only 8 percent respondents found who belong to 5-9 years age category. Out of 250 children 66.7 percent were male & 33.3 percent were female. Most of the children were found from Dhaka division background around 53.3 percent, then Comilla 20 percent & Sylhet 13.3 percent. 6.7 percent were found both from Khulna & Chittagong but no respondent were found from Rajshahi, Barisal & Rangpur. Both most of the boy & girl children were from Dhaka division.

#### **Religion and Marital Status of the Respondent**

Among the respondents almost 72 percent were found Muslim & around 28 percent found were found Hindu. No children were found Buddhist & Christian or any other religion. 7 percent of the respondents were married in which most of the respondents were female children.

#### **Duration of Staying In Dhaka and With Whom Staying**

Most of the children were staying in Dhaka more than 5 years in percentage they are 40 percent. 30 percent of them are in Dhaka more than two years. Less than three months & one year were also found among them. Around 33.3percent children were living with their parents, 26.7 percent were living with their friends or similar group of children, 16.7 percent were living alone in Dhaka. A few number of children were living with their relative, known person & abandoned parents.

#### **Working Status of the Children**

Around 36.7 percent working children has no fixed work. On asking they said that they use to do anything they get. They mainly depend on seasonal business opportunity. Many of them sells puffed rice, flower, and works at shop & hotel. Some girls use to work at nearby houses as part time job. 50 percent of the children works 8-12 hours. 26.7 percent less than 8 hours, 13.3 percent 12-15 hours and around 10 percent children use to work more than 15 hours. Around

53.3 percent children earns more than 300 taka per day, 16.7 percent 100-200 taka, 10 percent children 200-300 taka & 20 percent children earns less than 100 taka per day.

### **Education & Health Status of the Working Children**

Asking on the question of the ability of reading & writing 46.7 percent children said yes. Among them 28.6 percent are currently attending at school. Among whom are currently attending school 77.8 percent are at primary level. Both 11.1 percent are in secondary level & others like vocational training centers & Madrasha. Among them 25 percent of each use to go govt. institution & non formal institutions for study others go to Madrasha & NGO related institutions & others. Around 57.1 percent children gets educational support from their parents, siblings provide 14.3 percent & others are provided by benevolent person or group or voluntary organizations 28.6percent. The children who are not currently attending school 90.9 percent had attended school before. Most of them completed primary level 70 percent, secondary 25 percent & 5 percent are others. On the question if you attended school earlier, why you stopped going to school, 60 percent of them said they are poor & felt education as unnecessary. 20 percent said they lost interest, 15 percent said their family members forced them not to going school any more half of this percentage is girls & 5 percent said that the environment of the school was not good for learning.

### **Health Status of the Children**

76.7 percent said yes when they feel sick they take treatment. 46.2 percent take consultation from doctor of hospitals & 53.8 percent from persons of pharmacy. On asking who use to bear the cost 51.9 percent children sail they bear the cost themselves. About 44.3 percent children get support from their family. 50 percent of the children said they had to work although being sick. 80percent of the children said they have permanent place of sleeping.

Among that 80 percent children. 55.2 percent said they use to pay for that. 52.4 percent has to pay more than 600 taka per month.38.1percent has to pay between 300-500 taka. 40 percent of the children use open place for toilet.36.7 percent use public toilet & 23.3 percent use government place. 80 percent of the children use to take bath daily & 13.3 percent at least once a week. Among them 53.3 percent use soap every time, 23.3 percent almost every time & 23.4 percent not regularly use soap while bathing. 30 percent of the respondents smoke & 40 percent of them are addicted to different types of drugs.

### **Food Intake & Clothing of the Children**

Around 60 percent of the children said that they can take regularly 3 meals in a day in full stomach & 6.7 percent said they take regularly 3 meals in a day but not in full stomach. 50 percent of them eat foods from the nearby restaurants. 40 percent of them eat from the street small food shops & some of them also use to eat from begging from people, they are around 6.7 percent. On the asking about the quantity of their clothes, 26.7 percent said they have only one cloth. They use to interchange it among their friends day by day. 46.7 percent said they have at least 2-4 clothes & some of them said they have more than 5 clothes. 63.3 percent children have winter cloths.

### **Organizational Assistance**

Table 1 shows that around 36.7 percent children knows about at least one organization that provides assistance for the poor children. Who knows about this about 63.6 percent are beneficiaries of such kind of organizations & 36.4 percent knows but does not get any assistance from these organizations. Sometimes these assistance are overlapping from different type of organizations. Data shows that most of the organization provide them education, food & cloth assistance.

Table 1: Organizational assistance of government and NGOs

<b>Type of assistance</b>	<b>Percentage ( N=250)</b>
Educational assistance	71.4 %
Food assistance	71.4 %
Cloth assistance	57.1 %
Shelter assistance	42.9 %
Health assistance	23.3 %
Financial assistance	14.3%

## **SUGGESTIONS**

1. Most of the children were staying in Dhaka more than 5 years in percentage among them a significant portion, around half of the working children were living with their friends or similar group of children and alone. Government and non-government organizations have to ensure their residence and also security because living in such environment can be dangerous for female children.
2. As more than one fourth of the working children had no fixed work, it indicates that they were involved in such kind of activities because of poverty. In this case government or NGOs can take intervention like they can start such school where children will get financial support instead of coming to school.
3. More than half of the respondents were unable of reading & writing and a significant portion of the respondents felt education was a luxury for them. Government has to address this point and make education available for everyone free of cost.
4. Around one fourth of the respondents said that they don't receive any treatment during illness and those who receive, most of them bear the cost by themselves. So health system should be flexible for these working children addressing universal health coverage.
5. There needs strong law to address their addiction to drugs and awareness campaign is much needed to make them aware about its negative sides.
6. A significant portion of the children don't have more than one cloth and also they don't have winter cloth. Cloth is a basic need of a citizen of a country. Government and NGOs have to increase their assistance in this regard.

## **CONCLUSION**

Children are the future and aspirations of the nation. But the working children in Bangladesh are deprived of their proper legal rights. They have not enough socio- economic security. They are deprived of accommodation, education, medical treatment, entertainment, even food. Since they don't get nutritious food, they suffer from malnutrition (Ahmed & Ray, 2014). The government and the civil society should act to preserve their rights and stop their labour. They should be given opportunity for proper education. They should be dressed and treated

properly. By educating and treating them properly, government can develop their living standard. Actually childhood is a vital and powerful experience in each individual's lifetime. It is the most important and impressionable period of learning. Society and government have to ensure such an environment where the rights for every children will be ensured to make them skilled resource for the country in future.

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## **UN SECURITY COUNCIL AND MILITARY INTERVENTION IN IRAQ**

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### **ABSTRACT**

The United Nations Security Council (UNSC) is the principal organ and main function to maintain peace and security in world .It is also collective security system of world. All members' states have accepted decision of Security Council (UN Charter, Article 25). For peacekeeping operation Security Council is empowered to put international sanctions and military action by passing resolution. Since 1980 Security Council involved Iraq and also internal fight and specially 2003.The Security Council post war strategy towards Iraq involved different resolutions and sanctions. This research is focus on the role of Security Council in Peace keeping and providing stability Iraq and also in conflict resolution in Gulf region.

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**Keyword:**Security Council, United Nation, maintain peace, intervention in Iraq, different resolution, sanctions, conflict, Gulf region.

### **INTRODUCTION**

The Security Council (S.C) is one of principal part of the United Nations. The primary responsibility of Security Council is maintenance of international peace security<sup>1</sup>. Similarly UN Charter prohibits use of force against another state. S.C maintain security and peace<sup>2</sup>. The member states have also agreed to carry Security Council decisions. S.C is only organ to make recommendations, and can issue resolutions, which are binding on all members. In maintaining peace and security in conflict condition, S.C first step is to solve the problem in amicable way. When dispute between parties reach fighting than the Security Council tries to bring to end such fighting. It can issue order of ceasefire and also send peacekeeping forces to control situation and

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<sup>1</sup> The United Nations, Charter of the United Nations (1945)

<sup>2</sup> Article 1 UN Charter 1945.

also impose economic sanction and military action. Council's other responsibilities are to invite other members and give admission them (Kingsbury, Nico and Richard, 2004).

Five are permanent member of this council and they have veto power. They are China, France, Russia, United Kingdom and United state, while remaining ten-members are non-permanent member of the Security Council. The president of S.C is appointed in alphabetical order. And voting procedure is different in substantive matter. Decision on any matter takes by affirmation of nine members out of fifteen.

UNSC intervention in Iraq lasted for three decades. S.C adopted different phases of its strategy in Iraq. In 1980 Security Council took undefined or interim decision on the Iraq-Iran war. But council in took proactive decision in Cold war 1987. The settlement plan of S.C was accepted by Iran and Iraq so that hostilities came to an end.

S.C imposed sanctions against Iraq, when Iraq invaded Kuwait in 1990. Later on military intervention and also weapons inspectors and sanctions of disarmament imposed on Iraq by Security Council.

Later on humanitarian programmed affected S.C sanctions. In the period 2002-2003, S.C role was political and finally became successful in peace keeping after 2003. Further more Security Council involvement with Iraq was to promote international peace and security.

## **UN SECURITY COUNCIL**

S.C is the chief executive organ of the UNO. It is also called Enforcement wing of the UNO. It was established for maintenance of international peace and security. Although it's a fact that S.C isn't successful in fulfilling that job of maintaining peace but still it enjoys supreme authority in UNO.

S.C is consisting of five permanent members also known as "P5" China, France, Russia, the United Kingdom and the United states. 10 are non-permanent members. These non-members are elected by General Assembly in such a way that almost all the region of the world given opportunity. They are elected in such proportion. 5 from Asia and African States, 1 from Eastern Europe, 2 from Western Europe and other states, 2 from Latin America.

S.C holds meeting in which every state represented by his member. Meeting was held at the call of the President. The head quarter of the UNSC is in New York, but the meetings can be held at any other place on request of any member. Every member state has one vote. Veto power is given to the five permanent members. The P5 and their unanimous decision is milestone in safeguarding the international peace and security.

### **THE ROLE OF THE UN SECURITY COUNCIL IN PEACEKEEPING**

The dispute is settling by S.C peacefully. Political and Diplomats are settling dispute by various peaceful techniques, these are negotiation, enquiry, mediation, conciliation, arbitration, judicial settlement, resort to regional agencies or arrangements, or other peaceful means.

Under Chapter VI of UN Charter, Security Council provides peace settlement to dispute. For keeping peace, Security Council also investigates the threatening situation. Council makes non-binding resolution because of lack of enforcement mechanism but it keeps peace internationally<sup>3</sup>. The use of force of Security Council is for self-defense (Cockeayne and Malone, ND, P.5). It is accepted fact that Security Council is authorized to take action.

Peace keeping is the non-aggression use of military force to help nation in conflict settlement. Peacekeeping S.C force plays a neutral role. S.C goes into area of conflict as observers. It can prove provide a buffer between parties. S.C also maintain cease-fire and provide humanitarian aid. S.C takes effective collective measures for the prevention and removal of threats to peace and act of aggression (Traub, 2005). This was legal armed action, which was used in Kuwait and Iraq in 1990 and 2000.

### **HISTORY**

#### **Iran-Iraq**

In 1979 the Iranian revolution ousted Shah of Iran and Ayatollah Khomeini came to power. Long war Iran–Iraq caused loss of hundreds of thousand people live. Iraq attack in Iran and Security

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<sup>3</sup> Article 51 UN Charter 1945



Council favored Iraq. Iraq had been long time trading France and Soviet Union. Security Council failed to solve the tension between these two. Security Council adopted Resolution 479 that Iran and Iraq should stoop hostilities and solve their matter peacefully. In 1987 Gorbachev's came into power in Soviet Union and S.C adopted Resolution 598, which imposed cease-fire in Iraq and Iran<sup>4</sup>. The withdrawal of forces to border was in 1990.

### **Iraq-Kuwait**

Taking advantage of war Kuwait began for concession in its border dispute. In 1990 its oil production quota price in Iraq exceeded. Iraq invaded Kuwait in 1990. Security Council invaded and condemned it and declared a breach of peace<sup>6</sup>. UNSC Resolution 661 imposed sanctions on Iraq and Kuwait. This showed effective decision of Security Council in Post-Cold War era. When sanction didn't result fruit fully, than S.C deployed force for the purpose of maintaining international peace. Bush latter wrote that S.C did not authorize advancement in Iraq capital.

### **The UNSC Resolutions Relating to Iraq**

Security Council resolutions relating to Iraq were passed since 1990 Iraq's invasion in Kuwait. UNSC Resolution 678 authorizes member states 'to use all necessary means' that Iraq withdraws from Kuwait immediately<sup>5</sup>. This resolution prohibits Iraq supporting terrorism and also set out cease-fire in Gulf war 1991<sup>6</sup>. UNSC Resolution 1154 result had severe because Iraq failed to act on UN Special Commission (UNSCOM) and international Atomic Energy (IAEA)<sup>7</sup>. Resolutions 1194 and 1205 criticized that cease of cooperation with UNSCOM. Resolution 1284 replaced UNSCOM to United Nation Monitoring Verification and Inspection Commission (UNMOVIC)<sup>8</sup>. In November 2002 Security Council passed another resolution 1441 which gave final chance to Iraq to act disarmament obligations. In this resolution Security Council so many times warned Iraq that the breaches would be severe consequences. Iraq resisted in inspection process in 1991 and 1998 and also refused to submit inspections 2002. Iraq continued to breach prohibition under WMD and

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<sup>4</sup> Resolution 660 (1990) (August 2, 1990).

<sup>5</sup> SC Res 678, UN SCOR, 45th sess, 2963rd mtg, UN Doc S/RES/678 (1990)

<sup>6</sup> SC Res 687, UN SCOR, 46th sess, 2981st mtg, UN Doc S/RES/687 (1991)

<sup>7</sup> SC Res 1154, UN SCOR, 53rd sess, 3858th mtg, UN Doc S/RES/1154 (1998)

<sup>8</sup> SC Res 1284, UN SCOR, 54th sess, 4084th mtg, UN Doc S/RES/1284 (1999)

ballistic missiles. It is clear that involvement of Security Council in Iraq continuously breach its resolutions.

### **IRAQ CIVIL IRAQ WITH KUWAIT**

Gulf war was basically invasion of Iraq in Kuwait. Security Council declared that it is violation of international peace. So in this response economic sanction were imposed. S.C called and helped Kuwait government and allows Iraq to do inspection of maritime cargo. According to Resolution 678 if Iraq did not follow existing resolution then S.C would take all necessary measures against Iraq for purpose of maintaining peace. It is rightly argued that Gulf war provided guidelines to S.C in post cold war. One basic thing was that war led to all mean of use of force. Gulf war clarified that all permanent five member of Security Council agreed to use force for maintaining peace. In this regard S.C passed two Resolutions one is weapon of mass destruction (WMD). Under this Iraq shall accept the removals and supervision of all chemical and biological weapons and manufacturing of ballistic missile. While other resolution 660 Iraq in vision in Kuwait is illegal and breach of peace. After war due to antigovernment uprising in South and North more than million of refugees escaped northern part of area. Security Council asked the Iraqi government to cease the repression for international peace and security.

### **Humanitarian response**

Soon after civil war humanitarian crisis started in Iraq. Shia and Kurdish militant rose up in North and South. US intervention in this situation and then S.C had passed Resolution. So approximate two million of Kurdish was fled for their lives. US did conciliation to address the crisis situation.

Under Resolution 688 Security Council became prominent decision-making. The internal repression and human right issues lead to threat and disturbed peace. So India and China have showed their reservations.

### **Sanctions and Weapons Inspection**

Addressing internationally Iraq military action remained worrying. Resolution 689 was main resolution in which direction was given to Iraq for weapon of mass destruction and missile and implication of disarmament in Iraq weapon inspection.

The United Nations Special Council was established for purpose of removing biological and chemical weapons. International Atomic Energy also imposed such similar responsibility. UK and US once again imposed sanction. In 1995 sanction were being lost their popularity and led to division. The bad sanction impact of Council that was imposed but due to lack of unity it created negative image about imposing sanction.

The oil and food program were started and Baghdad was allowed to sell oil. UN conducted this whole process. In S.C regime time limit is one of important point .The Security Council not only alter the power but also measure the effectiveness and protecting human rights. There has been imposition of sanctions.

### **Legal-Regulatory Approach**

The role of Security Council on Iraq was important. The military and political intervention was legal regulatory. UNSCOM and UNMOVIC sanctions were one of the examples of legal regulatory approach. Law binds agencies and national spheres. Security Council point of concern is not only making rule of law but also legitimizing it (Diamond, 2005).

Security Council sanction on Iraq was one of the successful and long lasting implementation. And second regulatory agent and member states must be answerable. Third agent must be independent.

### **The UN Security Council and Iraq, 2001-2003**

The terrorist attack 9/11 September in 2001 against US and this attack was threat for all. In 2002 President Bush alone use force against such act. This is accepted doctrine that uses of force against any threat and it security (Roth, 2004).

So it is clear that use of force against Iraq was result of 2002 strategy. And also S.C demand of disarmament. According to UN 1441 Resolution 2002, that Iraq has breached of resolution so that's why it faced sever consequences. In this resolution Iraq has to go through inspection and also eliminate WMD activities.

In 2003 Iraq had told the S.C not to follow disarmament. So in this respect UNMOVIC and IAEA was a failure in Iraq. In final attempt permanent members of Security Council made a resolution that it had final opportunity to accept the resolution 1441. So on 19<sup>th</sup> March 2003 Security Council invaded Iraq. The Security Council was showing drama during Cuban missile crisis and Operation Desert Strom. The invasion of US in Iraq was not only criticized by Security Council but also widespread. Instead of double intervention they faced double failure, one UN and other was US. But UN intervention was not due to US, its act was unilaterally and US showed no favor for collective decision-making. Later on US realized and then participated with UN and also went to war.

### **The Occupation of Iraq (2003-2013)**

UN presence in Iraq continues to risk legitimate and coalition purposes. Security Council obscene would show waived humanitarian and peacekeeping mission. Military operation controls the country and Security Council passed new resolution 1483, which was accepted by UK and US. In this resolution special representative of Secretary-General was appointed to Iraq (Diamond, 2005).

In 2003 UN faced big loss of civilian employee data. A truck bomb blast in headquarters of Baghdad. This terrorist attempt shocked the UN and it started his role peacekeeping. After this task rebuilding of country started. Provisional authority with the head of administration of US appointed interim administration in Iraq. Interim Government formed in 2004 and elections were held December 2005 (Malone, David M. and James Cockayne, 2006).

After this difficult task US call UN to play role for acceptance of it plan. The special Envoy, Mediators, and other accepted interim government. On March 2004 Transitional law was signed which allowed to frame new constitution. On 28 June 2004 election was held and government formed and restored sovereignty took place. The disbanded Iraqi military caused security vacuum.

And present security unable to meet needs of Iraq's people. The humanitarian cost was burden on Iraq. In 2003 five million people displaced. While minority people remain unsecure.

### **United Nations Assistance Mission for Iraq (UNAMI)**

The role of UN Security council was since 2003 peacekeeping builder. This mission was established in Iraq by Resolution 1500 in 2003. Its main objective was supporting political dialogue, electoral process; facilitate dialogue between neighbors and protecting human rights<sup>9</sup>. In 2003 and 2005 UNAMI became handicapped because bomb blast headquarter and all of data were lost. However this mission played important role in drafting constitution in 2005 (Malone, 1999). Iraq entered into an agreement with UN, World Bank, reconciling the political environmental and also stabilize economy (Pincus and Priest, 2003).

Significant achievement of Security Council in Iraq that it has able to improve quality of life, justice and politics etc<sup>10</sup>.

### **CONCLUSION**

Iraq experience shows that the Security Council is a big harm, problem to the ebb of international politics. P-5 member alienate and pose considerable risk, which was faced in 1990s by Iraq (Bowring, Bill 2011). The Iraq –Iran war broke out then Security Council acted steadily in Iraq-Kuwait war. And started action against aggression of Iraq. During 1991 and 1993 Security Council passed 185 resolutions and in that 15 relates with peace keeping mission. Security Council invaded because threat of peace and legitimate use of force. These two links collective security. And use of force became legitimate to maintain peace and security. Post cold war period threat to force showed three new actions, terrorism, violation of human right and civil war. All this humility by Iraq also size sovereignty of a nation<sup>11</sup>.

In 1990 US Administration, Security Council work on operation *Desert Storm* gave expensive expression. In 1999 Russian veto threat, NATO without authorization of Security Council started

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<sup>9</sup> <http://unami.unmissions.org/>

<sup>10</sup> The most recent, at the time of writing, dated 11 July 2013, appears as UN Document S/2013/408

<sup>11</sup> UN Press Release IK/552(27 July 2006)

air strike because of support of Muslim. In 2003 UK and US coalition wanted no involvement Arab participation. They overthrew Saddam Hussian's government. And act of Security Council was legitimate.

Various resolutions took place by Security Council that use of force was legitimate. Resolution 687 Gulf war cease-fire and 1441 was Iraq Weapon Mass Destruction. But Iraq was not adhere with these Resolutions and continuously violated. So severe consequences in this response had taken (Franck, 2003). UK and US undertake military action again Iraq. Security Council imposed economic sanctions and also inspection of weapons. UN Council thought forward flight on Iraq 1991 so restriction was imposed. Violation of humanitarian act caused. But failure of UN Security Council and approval of invasion in Iraq 2003 lost great deal of legitimate and public opinion. Challenged by European Court adopt effective measure to sweep terrorism, weapon mass destruction.

On Iraq legacy within the Council UN Secretary-General sum up:

The Security Council is place of where Ghost inhabited by Iraq. Reopening of crisis again crisis showed distrust and result conflict. The opposition also want protect human right turned it back (Clark, 2003).

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## **A CRITICAL REVIEW ON EFFECT OF SOCIAL NETWORKING SITES ON ACADEMIC ACHIEVEMENT AMONG INTROVERTS AND EXTROVERTS**

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### **ABSTRACT**

In recent years, new relationships have started with the arrival of man-made machines called computer and internet. Social networking sites is the primary tools that always enable socialization .In the young generation this sites gaining more and more popularity everyone has using this sites. There is still an area of knowledge that holds the view that personality traits of student affect the use of social networking sites. The present study was undertaken to explore and compare the effect of social networking sites on the academic achievement of extrovert and introvert by various researchers.

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**Keywords:** Social media, Social networking, Extrovert, Introvert, Academic achievement

### **INTRODUCTION**

The conceptualization of the Internet has been unable to be denied, and affecting millions of people who are communicating with each other and also gather information with each other people also use internet to search something new which can be anything like new words, new information ,news, emails, music, movies, games, social networking sites, or online shopping etc Additionally, it is also used for business purposes like promotion of product, keep in touch with family friends and also one of the easiest way to deal with any problems. The internet is the very fastest way to search any information with the less time and gain more and more information by only sit at home. In only one click with can order any food or dress material from any location. It is just beginning to touch every aspect of our life is increasing over next few years.

In recent years, new relationships have started with the arrival of man-made machines called computer and internet. Social networking sites are the primary tools that always enable



socialization. There is still an area of knowledge that holds the view that personality traits of student affect the use of social networking sites.

Education is a very essential part of any individuals' life. On behalf of youths, education should be more important than anything, unfortunately, this is not the case. Today's youth would rather spend more time on a social network site engaging in unproductive actions than involve themselves with productive tasks. Providing ubiquitous facility for social networking can lead to addiction to any teenagers as well as adults, as academic satisfaction is not sufficient for those students who suffer from social isolation.

SNS has many regulations for creating connections, though they frequently permit subscribers to see the connection of a confirmed link as well as recommend additional connection primarily based on an individual's identified community. A few social media sites like LinkedIn used for job search and expert connection while Facebook is also between professional and private.

Millions of people are currently using social networking websites regularly. The web is much more than simply a way of looking for information. Individuals learned that the Internet might be utilized to link with various other individuals, whether for business or maybe business objective, making new friends, finding old pals and long-lost family. The social networking sites have been used extensively so that they haven't just caught the interest of academic along with business scientists globally but additionally us, particularly. Social media websites now are being examined by several cultural science scientists as well as an increasing amount of academic commentators are starting to be a lot more plus keener on examining Facebook, Twitter, along with other social media products, due to the likely impact of theirs on academic results.

Extraversion-Introversion, a term means a range of trait going from shy or quiet people versus outgoing or loud people. Extraversion types of personalities need a lot of stimulation and often express emotions freely in inter personal relationships. Extraversion lacks symptoms of repression, conflict, over-sensitiveness, creating unrealistic goals and day dreaming. They are very confident and communicate with each other very openly but the introvert personality can need more external training. They more focus on real life and feel fresh and relaxed every time as compare to extrovert personality. An extremely introverted person obtains his satisfactions by mental imagery.

## **LITERATURE SURVEY**

A great deal of past research has sought to find out the many ways that personality may affect individuals' media use patterns, particularly on the Internet or online. This is because people are different in their social and psychological circumstances, which may affect how and why they use the differing forms of media to fulfill their personal needs. These personality characteristics rely on several models differing between three and five total dimensions accepted as the universal, comprehensive elements of human personality including extroversion, neuroticism, openness, agreeableness, and conscientiousness. An interesting finding from the study of Kalra and Manani (2013) on the basis of the findings of current study that students are manage their studies and having no difficulty in obtaining marks they proper manage their time of using social media as compare to their studies. It doesn't effect in their academic performance. Findings suggested that despite of spending time on internet or on using Social Networking Sites, and even with the personality differences students are efficient enough for their studies that they do not face any deficiency in meeting their studies' requirements. Bhatt and Dhakar (2016) argued that positive effect in majority of adolescents was found to be comparatively higher than negative effects. However, the possibility of negative outcomes though observed comparatively lesser in the study cannot be overlooked. Constant monitoring on the part of elders could pave the way for quality results. According to Harbaugh (2010) Facebook users who spend their time on social networking sites more than two hours are more extroverted. And the users who not spend there much time on social networking sites are introverted personality. More of the extroverts are experience more successful on interaction with people on social networking sites rather than introverts. The general population is mostly of extroverts personality because they spend more time on facebook & other interaction online sites. The extrovert and introvert maintain their existing relationship on online platform or without online like offline contacts. (Liu and Larose 2016). Face to face interaction which is extrovert personality types can be positive related with online use. Tosun and Lajunen (2016). This phenomenon, also known as the social enhancement hypothesis, states that extroverted and outgoing individuals are motivated to add online contacts to their already large network of offline friends. These results are important because they show that personality is a highly relevant factor in determining online behavior. However, social media use, particularly for purposes of interacting with others, may be higher among those who rank lower in extroversion for the

following reasons. Researchers also note that introverts may be drawn to the Internet for the social interactions lacking in their offline or 'real' lives. In doing so, these introverts may adopt a more extroverted character online. "Introverts are able to construct and reconstruct their identity in numerous ways on the Internet—something not possible for the average individual offline." Consequently, when people used social networking sites more than two or three hour than they are more updated on social networking sites and having the fully confident when they talk to other people when they are offline. However some people of extrovert personality are differently behaved when they are behave in real life. Something which can be different or choosing manner can be done only in online. Furthermore, the level of extrovert personality will be more impact on media. Both the extrovert and introvert viewing the internet as use in that extroverts and introverts will differ in viewing the Internet as either an replacement or evolvment for social interaction, respectively. Introvert personality are more likely to be than extrovert when use of media as a option when it is face to face interaction , past research has shown. It aslo0 to be reached that those who have any difficulties in face to face interaction or in verbal communication they are more become extrovert and prefer online interaction Research has been found demonstrating that those who have difficulties in face-to-face interactions or who are communication-avoidant may also communicate better and prefer online interactions more than in person. including "anonymity, control over self-presentation, intense and intimate self-disclosure, less perceived social risk, and less social responsibility.

## **CONCLUSION**

A major effect of online social networking was found in the social interaction pattern of introvert and extrovert adolescents. Thus, the various current researchers' findings conclude that it is applicable to say that those who use Facebook more often or heavily are recognized as more outgoing or more extroverted. This is important because past research has delineated how and why introverts would be more heavy users of Facebook for many reasons in that they seek to be a different person online and a comfort factor is found online and in online interactions. A great deal of past research has attempted to make this assumption come to life stating that introverts would be heavier users of Facebook because of the alternatives it offers to face-to-face communication. However, current research has found that Facebook and SNS, in general, offer the extrovert an

outlet and a new platform for which they can interact with others at times that they would not be able to and would otherwise be alone

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THE STRATIFIED ENGLISH SOCIETY: THEORIZING  
PSYCHOANALYSIS IN KAZUO ISHIGURO'S *THE REMAINS OF THE  
DAY*.

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**ABSTRACT:**

*Amalgamation of literary theory or criticism with various literary texts has been one of the captivating trends of research in the modern-day world. Today, there has been a widespread prevalence of interpretation of various texts using the critical lens of literary theory. Modern day research demands innovation, it pertains to the process where a particular theory creeps into the domain of so called a "text." The theory of psychoanalysis emerged with two of its father-figures, Sigmund Freud and Jacques Lacan in the 1960s, a period perfect for its emergence taking the turbulent times of the post-war period into account. This theory glaringly portrayed the intricacies of the mind, the ramifications of thoughts and most importantly captured what otherwise remained hidden, the subtle dealings of the human nature. Numerous issues have placed themselves to be significant parts of the theory of psychoanalysis but the concerns associated with the human mind sit pretty at the top. The Remains of the Day, by the famous inborn Japanese writer, the Nobel prize winner, Kazuo Ishiguro, without a second thought, epitomises the intricacies associated with the central character of the novel, the butler, Stevens. This novel has always been considered a post-imperial or a post-colonial one thereby relegating the inherent presence of the theory of psychoanalysis to a subordinate position. There are numerous happenings in the novel which very well pertain to this theory. This paper is an attempt in order to bring into light the inner thoughts of the mind of the butler Stevens by using the psychoanalytical theory. Also, what this paper does is that it completes a full circumference of the English society of the mid-twentieth century which was very evidently class-ridden at that time. The hypothesis that this paper adheres to is that this novel can very well be read as a psychoanalytical novel.*

**Keywords:** critical, mind, psychoanalysis, society, theory.

## **INTRODUCTION:**

“I have always had a deep feeling for the mystery of life, and essentially my plays have been an effort to explore the beauty and meaning in the confusion of life.”

---Tennessee Williams

The above quote rams the death-nail to the very idea of the beauty of life. ‘Life’, this word looks pretty short and simple to the naked eye but has immense potential as it is adorned with numerous so called off-shoots. Mystery appears to be an integral part of the life of an individual not in terms of magical deeds but in terms of the workings of the mind. When we talk about mind and its inner thoughts, inevitably there appears a tendency to get a hold of the interior processes, but then, it is not humanly possible. To make a proper discussion on this, what is better than *The Remains of the Day* by Ishiguro. The novel is replete with thoughts, character-depictions and most importantly the oscillation between the past and the present. If one observes minutely, the novel very well weaves back and forth thereby drawing connections between the present scenes and the time gone by.

Judith Butler, in her famous book, *Gender Trouble* remarks,

“there is no gender identity behind the expressions of gender; that identity is performatively constituted by the very ‘expressions’ that are said to be its results” (Butler 2006:34).

The above line gets very well applied to the hero of the play, the elderly butler of Darlington Hall near Oxford, Stevens who undertakes a six-day excursion to the English West Country that takes him first to Salisbury, then Dorset, Somerset, Devon and Cornwall, before ending in Weymouth. The towering personality of this individual very well surpasses other characters in the novel. A quirky old butler, to be absolutely precise, steals the show in this novel with his pendulum of the life getting stuck between two simple yet powerful words, “dignity” and “duty.” He quite aptly justifies what Judith Butler intended in the line. He performed his role, he executed what he needed to do and all these never deterred him from the path of serving or rather accomplishing his duty as a butler. He very well carved out his own world of duty, a world where the very sense of serving was just ingrained in his mind. This again speaks volumes of the English society at that time.

The story hits its very stride when the very journey undertaken by Stevens appears to be pregnant with numerous implications. This journey also represents his attempt his attempt to come to terms



with the fact that his long years of professional service, from which he has drawn enormous vicarious satisfaction, have been devoted to a man, Lord Darlington, whose political naivety and moral weakness were utter destructive for his own country. The years of long and dedicated service by Stevens provided ample fodder to his different thoughts which yet again highlight the theory of psychoanalysis. The entire life of Stevens, in one sense, becomes sheer dedication to Lord Darlington regardless of the latter's nature and character and in the other sense, it becomes a denial of his own living. In other words, the dedication on one side proved the denial to materialism on the other side. The gripping and equally captivating story of the butler told amidst the oscillation between the past and the present evidently brings to the fore numerous psychoanalytical elements.

#### **LITERATURE REVIEW:**

The combination of various historical events along with the vivid presence of literary theory is indeed a new area of research or so to say a much lesser explored area. In the past, although fair amount of research was done but those appeared to be one-dimensional in nature. They were basically written taking into account how *The Remains of the Day* appears to be an account associated with the human memory. Others focused how different genres can be seen in the non-linear narration of the plot.

Catherine Wong (2014) has tried to make an in-depth study of the distorted plot of the novel or rather the breakdown of narrative in her research paper. "Collapse of narrative: A study of narrative distance in the confessional narrative in Kazuo Ishiguro's work" (<http://creativecommons.org/licenses/by-nc-nd/3.0/>). Here, she tries to comprehend how the very use of language in a way becomes the medium of transmission of thoughts and feelings between the audience and the narrator. This leads to the depiction of the confessional narrative.

Maha Abdel Moneim Emara (2015) has tried to study *The Remains of the Day* from a historiographical point of view in his research paper, "Kazuo Ishiguro's *The Remains of the Day*: A Historiographical approach" (<http://dx.doi.org/10.5539/elle.V5n4p8>). This paper is basically a delineation of how there are distorted narrative techniques used in order to throw light on the various events of history. Moreover, this paper also deals with the fact of presenting history from a subordinated position.

Kenny Johansson (2011) makes a study of the narrative of the novel under the title “The self-contradictory narrative of Mr. Stevens in Kazuo Ishiguro’s *The Remains of the Day*.” He deals with the aspect of how Stevens, in the process of his narration tries to communicate with his reader, as suggested by lines like, “I think you will understand” (5). The paper also makes a study of the sophisticated language used by the butler.

Although the above mentioned reviews are quite belonging to the present time, old reviews too present the same picture-

Mathilda Slabbert (1997) in her dissertation entitled, “An analysis of the work of Kazuo Ishiguro, His Biculturalism and his contribution to new internationalism” focuses on the different cultured aspects of Ishiguro and the consequent influences it had on the themes of *The Remains of the Day*. It also deals with the process of re-creation of the past with the help of memory.

Tom Penner (1999) in his thesis entitled, “Performing Liminality: Kazuo Ishiguro’s *The Remains of the Day* and Anita Brookner’s *Look at Me* basically deals with the life of the Butler Stevens. The thesis also reflects the idea that the journey towards the process of self-discovery in a way becomes identical with the reader. The employment of the Reader-response theory by Wolfgang Iser in this thesis proved to be of immense help in order to draw certain connections between the narrator and the reader.

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

The following objectives will be envisaged for the research work:

- 1.To address the different workings of the mind in the personality of Stevens which in a way contributes to the incoherence or the distortion of the basic plot. This fact drives home the point that human memory is always correlated with various events which can be interpreted at various personal and historical levels. Having said so, this very assertion also replicates the point that this text is not a mere fiction but something which has traces of the personal life of the main character.
2. To portray that Stevens was the inherent victim of his own sense of “dignity.” The refinement or the politeness which he always stressed on proved to be his nemesis at the end. To substantiate, it was seen that Stevens was never able to come out of his sense of “duty” to lead his “own” life.

3. To show the amalgamation of literary text and literary theory thereby contributing to the fact that there are numerous inherent psychoanalytical elements in the text.

4. To bring to the fore various ramifications of psychoanalysis in the text. Although the term “psychoanalysis” appears to be a hidden term in relation to the text, the paper will aim at proving the depiction of the traits in the character of the butler, Stevens to be falling under this umbrella term.

### **NEED FOR THE STUDY:**

Various literary texts, since the time of them being written, have always had traces of certain historical or theoretical background. The novels of Kazuo Ishiguro are always replete with the customs, traditions and the ways of living of the Japanese people (mainly *A Pale View of Hills*, and *An Artist of the Floating World*). *The Remains of the Day* can be surely said to be a bifurcation as it comes away from Japan and has traces of major theoretical movements. The need for the study lies in its exploration of the various inherent psychoanalytical elements which were unexplored before. The study appears vital in its dealing with the research question which opens up a vast arena of research. Moreover, the significance of the study also lies in its amalgamation of both literary study and literary theory which greatly helps in proving the hypothetical propositions.

### **RESEARCH METHODOLOGY:**

The research is based on the following methods:

1. The research is primarily based on qualitative approach. It focuses on the textual analysis of *The Remains of the Day*. This method abundantly helps uncover the intricacies of the research problem.
2. The research is descriptive in design. So the descriptive outlook paved the way for bringing to the fore the hypothetical assumptions.
3. Theoretical analysis of the plot of the novel forms another key method for coming to a conclusion of the research question.
4. To study psychoanalysis as a specific theory and not a cumulative outcome of different supporting viewpoints. Adopting this method is of utmost benefit because the research question of the thesis deals with the presence of psychoanalytical elements in the text.

5. Extensive analysis of the personality of Stevens which discloses the fact that the various distortions in his life are nothing but the very medium of the incoherence of the plot.

#### **PROBLEM STATEMENT:**

*The Remains of the Day* by Kazuo Ishiguro abounds in psychoanalytical elements as well as other theoretical elements in spite of its dominant idea of the personal memory narrative of Stevens. One of the significant problems associated with the previous researches of this novel is the problem of ignoring or overlooking major issues like the setting of the novel- July, 1956, the year when the Suez Canal was nationalized, the location- Darlington Hall, the six-day road trip of the butler Stevens to Compton, Cornwall, the sense of “dignity” and “duty” as shown by Stevens towards someone who was not a gentleman in ‘real sense’ of the term.

Making an in-depth study of the aforementioned issues leave us no stone unturned to make the assertion that there are glaring elements associated with psychoanalytical criticism in the novel. Therefore, this thesis deals with the basic question of addressing these elements and bringing them to the fore which would also prove the novel to be purely psychoanalytical in nature. The problem of not addressing these issues not only affects the intricacies of the novel, but also, at the same time, hinders proper research of the novel. This research is a humble attempt to bring to the fore the various psychoanalytical elements in the novel. Doing so, it also uncovers the different historical events shown to be having direct connections with the life of the butler, Stevens.

#### **THEORETICAL DELIBERATIONS:**

It is a well-known fact that whether consciously or unconsciously, human beings are prone to numerous thoughts and fancies which are nothing but illusions to the core. These illusions in a way play a vital role in alleviating both the inner complexities of the mind along with internal stress. Such a state of an individual broadly falls under the school of psychoanalytic theory of which Sigmund Freud stands as the towering colossus. Freudian psychoanalytic theory can very rightly be considered a science which comprises mainly of two notable components, the unconscious (id) and the conscious (ego). The influence of Freud in modern day analysis of psychoanalytic theory cannot be belittled. The basic premise of psychoanalytic studies rests on the fact that consciousness of every human being might be present or absent and every mental being is unconsciousness at the

outset. Regarding the huge influence of Freud, the comment by W.H. Auden appears to be perfectly apt,

“If often he was wrong and, at times absurd, to us is no more a person now but a whole climate of opinion under whom we conduct our different lives...” (W.H. Auden, 1991).

The entire narrative of the butler Stevens might be characterized as a stumbling endeavour to salvage something valuable, or at least defensible, from a life that he suspects has been wasted as the dedicated service to Lord Darlington which he rendered throughout his life was not worth the person. Considering this very instance, it can very well be said that the real substance of the novel is then Steven’s attempt to piece together his past, and to integrate it with his present. The literal journey from Darlington Hall to the West Country is a narrative device for dramatizing the more important journey that he makes at the level of consciousness. Ishiguro reinforces this point by locating all the significant action of the past, unfolding it only via the memories and the speculations of the reflecting narrator. In this way, Ishiguro continues the surreptitious assault on dramatic content that are also vividly evident in his other works.

This very assault can easily be understood in the plotless and incoherent narrative of the novel. Steven’s suppression of his love for Miss Kenton is a ploy to divert the reader’s attention to the action that takes place in the narrator’s consciousness- the journey Stevens thinks he is making, the detours he takes to disguise the fact that he is really following another course, and the stops, starts, hesitations by which he exposes his own duplicity to the reader, even as he himself remains deceived. To make it very precise, the real story of the novel is the story of the mind. The lines below clearly highlight the very state of mind of Stevens which depict the different scenarios.

“In the summer of 1956, Stevens, an ageing butler, has embarked on a six-day motoring trip through the West Country. But this holiday is disturbed by the memories of his past service to the late Lord Darlington, and most of all by the painful recollections of his friendship with the housekeeper, Miss Kenton. For the first time in his life, Stevens is forced to wonder if all his actions were for the best after all ... A sad and humorous love story, and a witty meditation on the democratic responsibilities of the ordinary man” (Ishiguro, p.2).

The concept of unconscious mentality is generally taken into account in terms of its role in relation to the mind stuff theories in William James' *The Principle of Psychology*. According to James, mind stuff theories imply the theories which regard the normal mental states as compound which can be numerically analysed.

“Unconsciousness may be perceived as entirely composed of, or at least as including some ideas that were not originally conscious but that could become conscious” (Sears, 1943).

Considering the amount of stress which human beings undertake as a result of their illusions, there has to be a shell as a protective measure and “defence mechanism” comes to the rescue of an individual. Defence mechanism, in short, can be said to be a kind of unconscious mechanism helping the individuals to come out of their stress and anxiety. Although started by Freud, this concept was widely discussed by his daughter Anna Freud. She in her *The Ego and the Mechanism of Defense* (1936) draws out various inner mechanisms which defend the ego. This very fact can be linked to the life of Stevens whose excursion into the past is not only a personal journey, however; it is also a journey into the history of England. This is not simply a matter of investigating the “facts” of the history of England.

Like the other novels, *The Remains of the Day* communicates a larger interest in the relationship between personal identity and national consciousness, the relationship between individual and collective memory, and the ways in which those relationships are represented in the form of a historical narrative. This novel also voices a specific concern with how the past of Ishiguro's adopted country has been imagined, or constructed, in the writing of English history and literature. In this sense, this very novel implies that this literary and historical tradition has been a major vehicle of a national consciousness that Ishiguro finds a way to express both his interest in universal human themes and his engagement with equally pressing, though more local, problem of English politics and English literary form.

The id, ego and the super-ego are the three intertwined layers of the model of human psyche developed by Freud. The id can be referred to as the basic desire of an individual. Behind every wish of a living being, lies the id. Super-ego is the contrary of id as it is the storehouse of all the external happenings including sense of guilt and socially constructed theories. Ego appears to be the most significant apparatus of the three as it is nothing but the reality acting as the balancing link

between the id and the super-ego. Stevens, the dedicated Butler, devoted his entire life to serving Lord Darlington in a society which was purely based on class. The stratification of class was so rigid that the ones at the higher levels distanced themselves from others. The position of a butler, to be absolutely honest, was not a privileged position at that time and the idea was ingrained in the mind of Stevens that they were made to serve the Englishman and this very state of mind was enough for them to serve even relegating their personal life a backseat. We find that Stevens enjoyed the position of a butler in the sentences below: It is sometimes said that butlers only truly exist in England. Other countries, whatever title is actually used, have only manservants. I tend to believe this is true. Continentals are unable to be butlers because they are as a breed incapable of the emotional restraint which only the English race are capable of..... In a word, 'dignity' is beyond such persons. We English have an important advantage over foreigners in this respect and it is for this reason that when you think of a great butler, he is bound, almost by definition, to be an Englishman" (Ishiguro, p.32-33).

#### **OBSERVATIONS AND INTERLINKING IDEAS:**

The significant aspect of the novel is that the primary source of interest is not what happens, but what the narrator says and why he says. There is a sense of an inherent verbal release in the novel. Stevens speaks like a man who has waited a long time for an opportunity to express himself. Now that he has his chance, Stevens hardly indulges in an uncontrolled, decorous, restrained. Stevens very well appears to be a methodical when he speaks as when he performs his duties as a butler. His language is pure "butler-speak," as David Lodge has called it- a language that in itself "has no literary merit whatsoever [...] completely lacking in wit, sensuousness and originality." Stevens holds our attention, however, because his language repeatedly confesses its own shortcomings as a means of telling his story. The very way of telling his story is greatly structured within his workings of the mind.

Stevens tries to live up to the stereotype of the English butler, for which his employer is paying good money, by "thinking of some witty reply":



“More like swallows than crows, I would have said, sir. From the migratory aspect” (Ishiguro, pp. 16-17).

In Stevens’s mind, the night when he rejected Miss Kenton’s advances is inextricably connected with his memory of one of Lord Darlington’s most important conferences, which brought together several high class people. It is typical of Stevens that he brushes off Miss Kenton by insisting that he must attend to his duties because “events of global significance are taking place in this house at this very moment” (Ishiguro, p-218). This vividly highlights the fact that Steven’s commitment to professional duties repeatedly serves as an excuse for evading the deeper emotional issues of his life. This very well indicated that he has ingrained the idea of service towards his master in his mind.

The nature of this evasion also prepares us for the second significant change of perspective on Stevens’s part- a change that concerns his attitude toward his employer. Stevens, as we have noted, is utterly devoted to Lord Darlington, and refuses to doubt him even when young Cardinal states quite plainly that he has become the “pawn” of the Nazis (p-222). To this statement Stevens blatantly remarks, “I’m sorry, sir, but I have to say that I have every trust in his lordship’s good judgement” (p-225). By the closing scene on Weymouth pier, this trust has evaporated, taking with it both Stevens’s idealized image of Lord Darlington and his own self-respect:

“Lord Darlington wasn’t a bad man. He wasn’t a bad man at all. And at least he had the privilege of being able to say at the end of his life that he made his own mistakes. His lordship was a courageous man. He chose a certain path in life, it proved to be a misguided one. He chose a certain path in life, it proved to be a misguided one, but there, he chose it, he can say that at least. As for myself, I cannot even claim that. You see, I *trusted*. I trusted in his lordship’s wisdom. All those years I served him, I trusted I was doing something worthwhile. I can’t even say I made my own mistakes. Really- one has to ask oneself- what dignity is there in that? (Ishiguro, 243).

The above lines give the sense that Stevens sees that in giving Lord Darlington his unquestioning devotion, he has condemned himself to a fate even worse than his master’s for in leading a merely vicarious existence he has become that pawn of a pawn. At this moment of partial self-recognition, Stevens is forced to accept that the concept on which he has founded his entire life- dignity- is utter hollow. The Butler-narration of Stevens in the novel distinguishes himself as Everyman figure.

Steven's Prufrockian rationalizations and self-deceptions, his constant reordering of the past in the very act of recalling it merely confirm his extraordinary ordinariness. The different contours and dimensions of the narrative, its obsessions, repetitions, and ironic reversals, give expressive shape to what are, in the end, utterly normal ways of thinking and feeling. What the novel shows us is the heart and mind of an entirely ordinary character, who suffers because he lacks deep insight into his own life.

The pretext for Stevens's inquiry into the meaning of dignity is his attempt to answer the question, "what is a great butler?" (Ishiguro, p-31). In order to find out the answer of this very question, Stevens turns to the fictitious Hayes Society, which asserts in the pages of the *Quarterly for the Gentleman's Gentleman* that a butler of "the very first rank" is distinguished by a "dignity in keeping with his position" (Ishiguro, p-33). Stevens contends that dignity may be acquired "over many years of self-training and the careful absorbing of experience" (Ishiguro, p- 33). We also find how Stevens explains that dignity "has to do crucially with a butler's ability not to abandon the professional being he inhabits" in the following lines:

Lesser butlers will abandon their professional being for the private one at the least provocation. For such person, being a butler is like playing some pantomime role; a small push, a slight stumble, and the façade will drop off to reveal the actor underneath. The great butlers are great by virtue of their inability to inhabit their professional role and inhabit it to the utmost; they will not be shaken out by external events, however surprising, alarming, or vexing. They wear their professionalism as a decent gentleman will wear his suit: he will not let ruffians or circumstance tear it off him in the public gaze; he will discard it when, and only when, he wills to do so, and this will invariably be when he is entirely alone" (Ishiguro, pp-42-43).

Ishiguro has claimed, somewhat misleadingly, that Stevens, as the "perfect butler" is a metaphor "for someone who is trying to actually erase the emotional part of him that may be dangerous and that could really hurt him in his professional area." A very minute observation of the novel depicts the otherwise. Stevens's preoccupation with professional dignity, which is reflected in his efforts to maintain a controlled and reserved narratorial demeanour, serves to repress personal feeling. The novel thus reflects the emotional and psychological cost of the dignified style for a man who is consumed by his professional role.

**CONCLUSION:**

All told, *The Remains of the Day* can very well be told to be the first-person retrospective account of an aging narrator. However, what strikes is the lucid, tightly-controlled narrative which is remarkable for its deftness and a beguiling simplicity of surface that expresses subtly interwoven themes both of pain and loss. The title of the novel is indeed shrouded in mystery. On one level, “the remains of the day” refers to what is left of Stevens’s life: the final years, the reflections are supposed to be the best of all, because it is then that one is able to put one’s feet up and look back with satisfaction at a life well spent. This, again, points to another of the title’s implications: what is meant by “day” is the glorious past, when Lord Darlington’s fame was at its height, and Stevens himself was at the peak of his profession.

However, there is a subtle irony in the life of Stevens’s life which forces us to consider less glorious interpretations. The more Stevens tells us glorious days or his days have been well spent, the more we doubt it. While we might take the “remains” of Stevens’s day to signify what persists or endures of his past life, we might view them also as its ruins or corpse. Stevens’s entire narration might be characterized as a stumbling endeavour to salvage something valuable, or at least defensible, from a life that he suspects has been wasted. The captivating narration of the mind grippingly adorned with the psychoanalytical ramifications is what makes the novel stand out. The vivid portrayal of the thoughts of the minds of Stevens also aptly justifies the research problem as well as the hypothesis thereby proving the novel to be an all-encompassing whole.

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## **UPLIFTMENT OF TRANSGENDER COMMUNITY THROUGH MICROFINANCE**

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### **ABSTRACT**

Micro Finance is a financial service provided to the low income groups of the society to help them improve their income and standard of living. Micro finance for the poor has become a weapon for empowerment and poverty alleviation. It is dominated by Self Help Group (SHGs) Programme as a cost effective mechanism for providing financial services to the economically poorer sections of the society. The trend has been changing towards the recognition and empowerment of transgender community in India. The various obstacles faced by the transgender community are unemployment, lack of educational facilities, medical facilities, homelessness, discrimination, and depression. Government of India has taken initiatives to prevent sexual, mental and physical harassment and has also considered the Transgender Persons (Protection of Rights) Bill, 2016, which seeks to define transgender and prohibit discrimination against them, was introduced in the Lok Sabha. They are providing employment opportunities in various places like Kochi, Chennai, Karnataka and Andhra Pradesh. The government is taking steps for the welfare of transgender community. This study focuses on awareness and empowerment of transgender community through microfinance.

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**Keywords: Micro finance, Transgender Community, Empowerment**

## **INTRODUCTION**

Microfinance is a financial service that offers loans, savings and insurance to entrepreneurs and who don't have access to traditional sources of capital, like banks or investors. The goal of micro financing is to provide individuals with money to invest in productive sectors. Providing microfinance services will alleviate poverty and creates employment opportunities. But the transgender community is ignored from availing this service. Providing such services to the third gender will help them become self-reliant and economically independent which will empower them to transform their communities. But the discrimination, disrespect faced by such community makes it difficult for them to survive in the society where people do not provide them with job, food and accommodation their survival is becoming difficult. One of the reports of India Today states that we have more than 5,00,000 transgender in the community. As a sign of relief to them Rights of Transgender Persons Bill, 2014 is a proposed [Act](#) of the [Parliament of India](#) which seeks to end the discrimination faced by [transgender people in India](#). The Bill was passed by the upper house [Rajya Sabha](#) on 24 April 2015. It was introduced in the lower house [Lok Sabha](#) on 26 February 2016. Some major changes adopted by other state government are Hiring Trans people in the government services such as sub inspector Prithika Yashini(Chennai). A transgender of Sangiliandapuram in Tiruchi has been appointed as driver in a State government department. Also a transgender was appointed as the Principal of Krishnanagar Womens College in West Bengal. And this appointment was made through the usual selection process, not because of any reservation. Kochi Metro Rail Ltd, an enterprise owned by the government of Kerala, appointed 23 transgender people in different positions in its workforce.

## **OBJECTIVES OF THE STUDY**

- ☐ To assimilate the awareness among the banks about the facilities provided by law to the transgender community.
- ☐ To understand the extent of financial help provided to transgender by banks.
- ☐ To understand whether third gender have availed such services from the banks perspective.

### **NEED FOR THE STUDY**

This paper focuses on the awareness and current status of the microfinance facilities provided by banks to the third gender and its impact on the standard of living of the community.

### **STATEMENT OF THE PROBLEM**

Rights of Transgender Persons Bill, 2014 is a proposed [Act](#) of the [Parliament of India](#) which seeks to end the discrimination faced by [transgender people in India](#). At large it has been observed that the proposed bill has been implemented by few banks, however majority of the banks are not aware about the inclusion of the bill passed nor the transgender are availing these services provided by the banks.

### **RESEARCH METHODOLOGY**

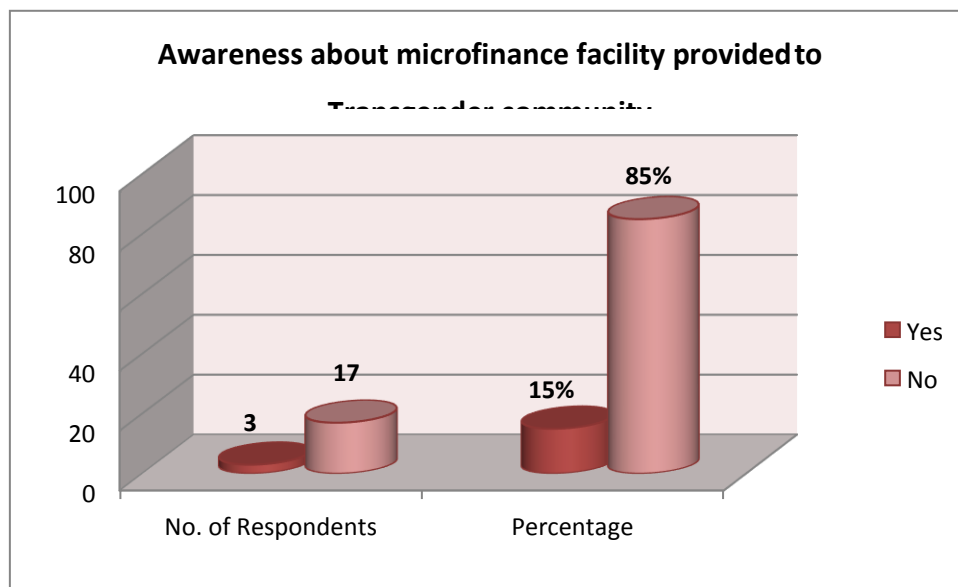
The data for this paper is collected through primary and secondary sources. The primary data is collected from banks using Personal Interview Schedule. The number of respondents from banks is 20. The collected data is analysed using simple statistical tools like tabulation, percentage analysis and graphical analysis. Secondary data is collected from journals and magazine online.

**DATA ANALYSIS AND INTERPRETATION**

**Table 1: Awareness about microfinance facility provided to Transgender community**

Parameters	No. of Respondents	Percentage (%)
Yes	3	15
No	17	85
Total	20	100

**Graph 1:**



Source: Primary Data

**Interpretation:**

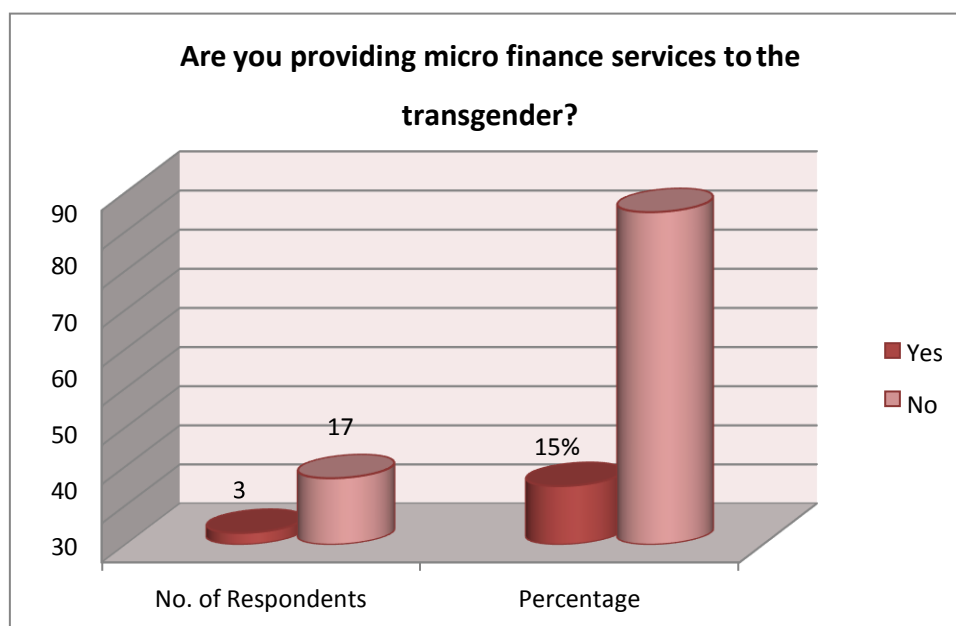
From the above graph we can infer that there is lack of awareness among the banks about the financial services provided to the transgender community i.e., 15% of the banks are aware about the services provided to transgender community and 85% of the banks aren't aware.



**Table 2: Are you providing micro finance services to the transgender?**

Parameters	No. of Respondents	Percentage (%)
Yes	3	15
No	17	85
Total	20	100

**Graph 2:**



Source: Primary Data

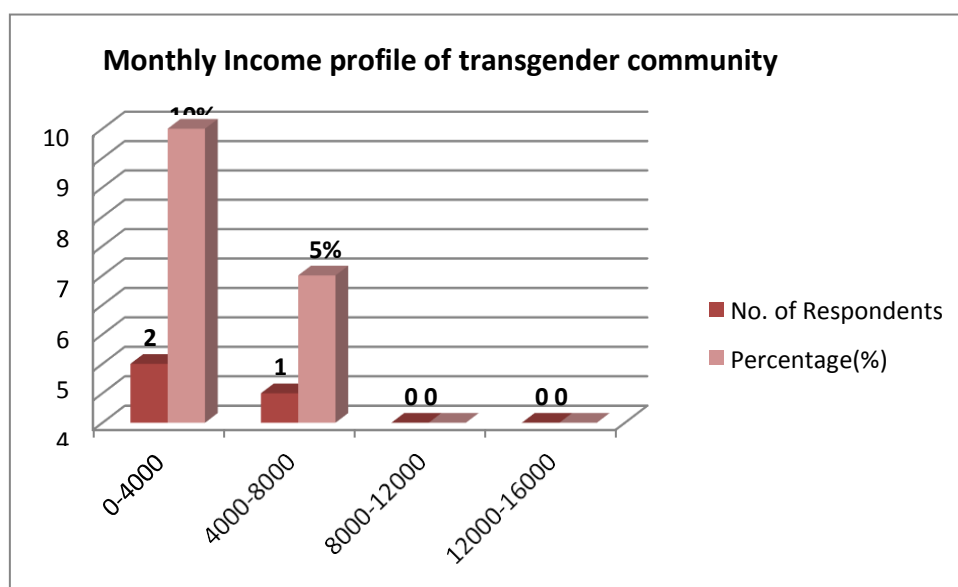
**Interpretation:**

From the above graph we can infer that the banks providing financial services to the transgender community is 15% whereas 85% of the banks are not providing any such services to transgender community.

**Table 3: Monthly income profile of transgender microfinance clients**

Parameters	No. of Respondents	Percentage (%)
0-4000	2	10
4000-8000	1	5
8000-12000	0	0
12000-16000	0	0

**Graph 3:**



Source: Primary Data

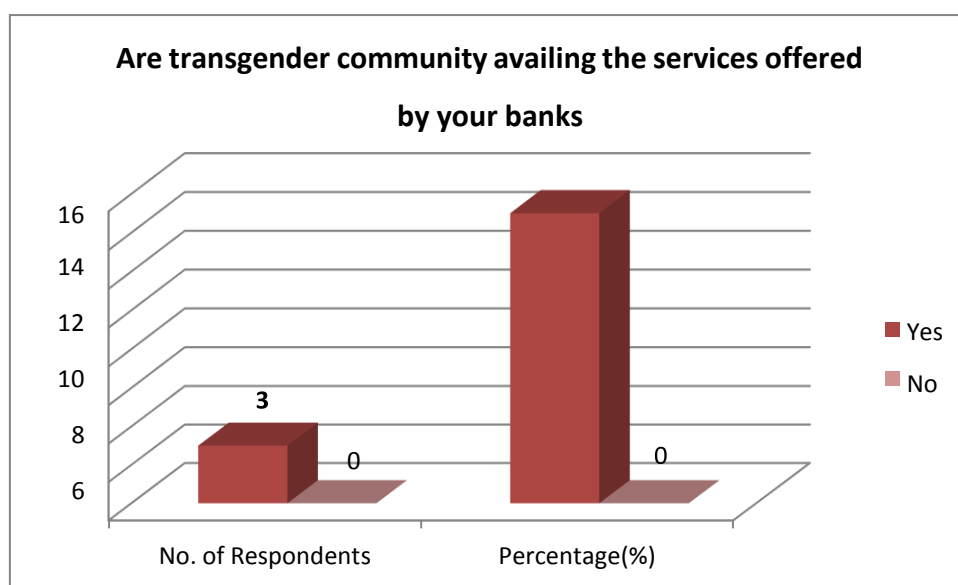
**Interpretation:**

From the above graph we can infer that the monthly income profile of transgender microfinance clients is ranging from Rs. 0-4,000 and 4,000-8,000.

**Table 4: Are transgender community availing the services offered by your banks**

Parameters	No. of Respondents	Percentage (%)
Yes	3	15
No	0	0

**Graph 4:**



Source: Primary Data

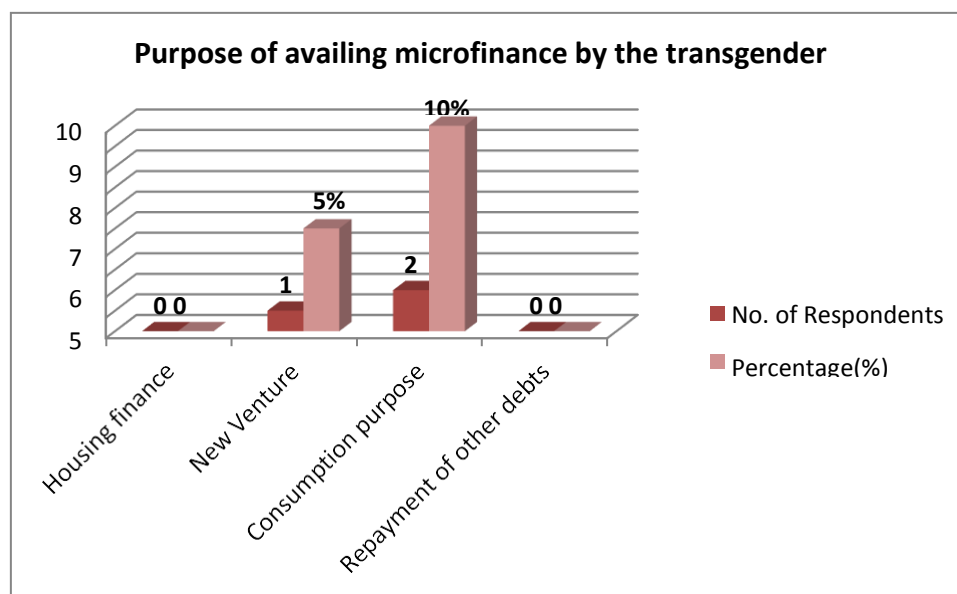
**Interpretation:**

From the above graph we can infer that due to lack of awareness among the transgender community about the financial services provided by the banks, only 15% of the banks have lent to transgender community.

**Table 5: Purpose of availing microfinance by the transgender**

Parameters	No. of Respondents	Percentage (%)
Housing finance	0	0
New Venture	1	5
Consumption purpose	2	10
Repayment of other debts	0	0

**Graph 5:**



Source: Primary Data

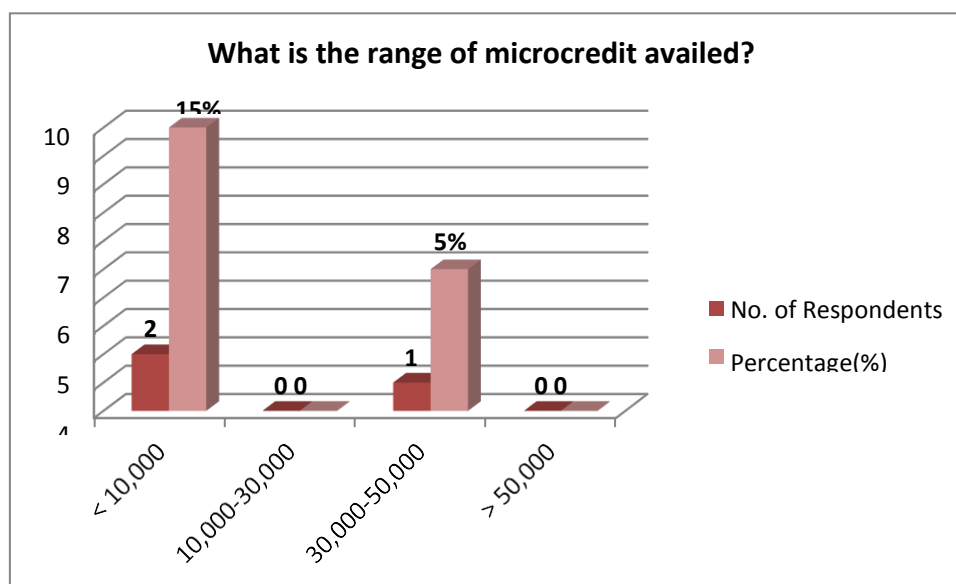
### **Interpretation:**

From the above graph we can infer that the transgender community has availed loan for the purpose of consumption is 10% and 5% of the respondents for starting a new venture.

**Table 6: What is the range of microcredit availed?**

Parameters	No. of Respondents	Percentage (%)
< 10,000	2	10
10,000-30,000	0	0
30,000-50,000	1	5
> 50,000	0	0

**Graph 6:**



Source: Primary Data

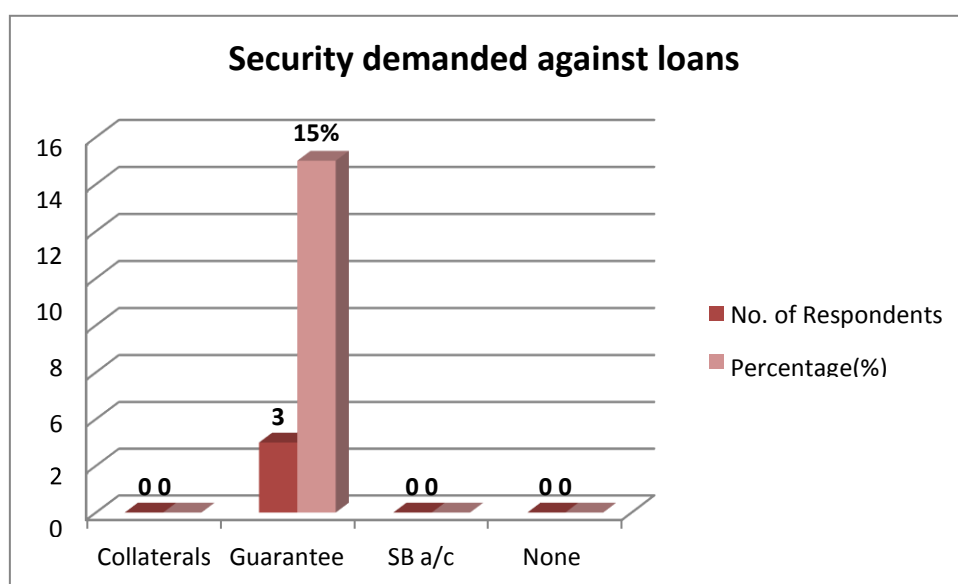
**Interpretation:**

From the above graph we can infer that the range of credit availed by transgender community is very less. 15% of the respondents have borrowed < than Rs. 10,000 and 5% of them have borrowed Rs. 30,000-50,000.

Table 7: Security demanded against loans

Parameters	No. of Respondents	Percentage (%)
Collaterals	0	0
Guarantee	3	15
SB a/c	0	0
None	0	0

Graph 7:



Source: Primary Data

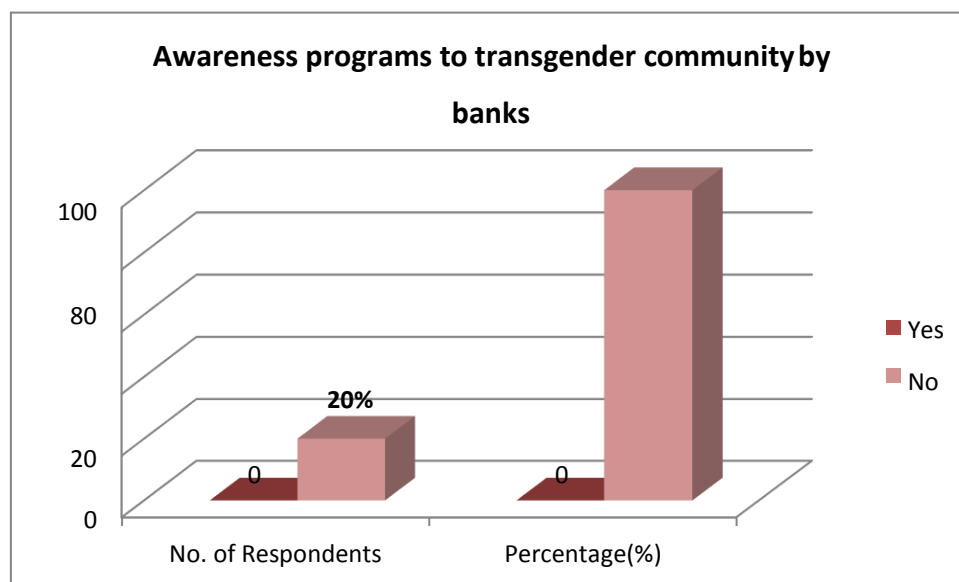
#### Interpretation:

From the above graph we can infer that 15% of the banks are demanding guarantee as a security for granting loans to the transgender community.

**Table 8: Does your bank create awareness programs to the transgender community about the services offered?**

Parameters	No. of Respondents	Percentage (%)
Yes	0	0
No	20	100
Total	20	100

**Graph 8:**



Source: Primary Data

**Interpretation:**

From the above graph we can infer that banks are not taking any measures to create awareness among the transgender community about the various services provided.

### **FINDINGS AND SUGGESTIONS**

- ☐ The accessibility and usability of microfinance by the transgender people is very less.
- ☐ Only few banks are aware and practicing law passed by RBI.
- ☐ As the awareness among transgender community is less, the services are availed only by very few transgender people.
- ☐ The rate of interest charged by the banks on loans lent to transgender community is 10.75%.
- ☐ Majority banks are not providing the facilities to the third gender.
- ☐ Compared to other states the facilities provided by the government to the transgender are very less in Karnataka.
- ☐ Minimum Reserves have to be created by banks exclusively to facilitate lending to the transgender.
- ☐ Education is a tool for empowerment. Government should reserve seats in schools, colleges and in organizations making it mandatory to provide them with the basic education.

### **CONCLUSION**

- ☐ Major contribution and support is been provided by the NGO's to these community.
- ☐ Government should conduct more awareness programmes and provide them equal rights like other genders.
- ☐ Employment opportunities should be provided to these communities which will improve their standard of living.
- ☐ Schools and colleges should be exclusively opened with the main object to provide quality education to transgender adults who dropped out from school at an early age.
- ☐ More of vocational training programmes should be provided so that they would be able to set up their own organisation and support their community people to find more jobs.



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## WILLY LOMAN AS THE PARAGON OF AMERICAN DREAM IN THE PLAY 'DEATH OF A SALESMAN'

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### ABSTRACT:

*Human eagerness is invariably undeniable and boundless. He or she always runs after alternatives, it does not matter how prosperous an individual is! Internal avarice looms titanic. However this longing has an identical connotation in the context of American civilization which believed that an individual to succeed through his determination. Nathanael West's 'The Day of The Locust', Jacob Riis's 'How The Other Half Lives', Barack Obama's 'The Audacity of Hope: Thoughts on Reclaiming the American Dream' are works that were written during the phase of the inordinate misery. This paper will survey how Willy Loman is represented as the epitome of American dream in the play. Arthur Miller is amid the formidable Twentieth century American literary scriptwriters who appears to propose that nevertheless the American fantasy is crucial to American living being, the procurement of this dream is not assertive. Therefore, the focal point of this article is on Willy Loman's perspicacity of the American dream as painted in Miller's play 'Death Of a Salesman'. This play is the story of all human livings who are specified to victory, achievement, desire and aspiration, but are swing between the modern and postmodern advantages. In this play we go along with Willy Loman as he inquires a life of hopeless chasing of a dream of triumph. Miller's 'Death Of a Salesman' inhabits the ruinous potentiality of certain American likelihood such as considering prosperity with goodness and ownership with self- regard. This play, a stony satire, conveyed Miller aesthetic victory as well as International identification. This play has been sighted by many as a mordant ambush on the American dream of attaining prosperity and mastery.*

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### INTRODUCTION:

America has long been studied as a coastline of a lucky chance. Whole of that assessment comes the 'American dream,' the proposal that anyone can eventually attain success even if he or

she began with bupkis. A quotidian man as an awful figure, the play acquired the Pulitzer Prize as well as the New York Drama Critics' Circle Award when it was created published in 1949. The American dream has demonstrated a buoyant and quirky notion that Americans have come to explain and interpret to their own life portrayal and occurrences. Each American forcibly trusts and struggles for the American dream. This dream is a fictitious anatomy, a plink of perfection and faith in liberty, success and prospect to attain ambition. Americans moved into 1800s to resolve the huge badlands that locates West of their erstwhile territories.

Willy Loman is a man who is detaches and is forced to live in seclusion. He is the ideal specimen of a man alienated by a society that is directed by lucre and power. The money oriented world makes agitation for him instead of serving him. 'Death Of a Salesman' is an actual showpiece which smashes the borderlines of time and scene and goes afar the peculiar aeon. It is a narrative of a man who immolates himself to an intention, the fallacious assurance of a blonde future. Willy Loman in particular has preoccupied the efficacies of his society up till they seem part of what he craves to see as his own precision. He is a salesman; the prototype of a society constructed on social recital. Future for Willy is florid and full of pipe dream.

Willy Loman wretchedly driving the parkways of New York and New England, is at the denouement of the bygone process that once saw men holocaust trails into the heart of the hidden and of an idyll that guaranteed a new recognition and a new expectation. Biff and Happy are not so much baffled by the erosion of affliction than their father. Willy's sensation of needing tenderness and approbation causes him to devote his life to the everlasting American pursuit of an altered tomorrow.

Willy is never at pause, an explorer for other motives than his occupation. Willy hooks towards the future. The obvious fixtures of the social world are disclosed as fortuitous. The bucolic becomes the civic; blazing desires dwindle into repents. Yet Willy's echoes are those of a heritage striving to live fictitiously.

## LITERATURE REVIEW:

The amalgamation of diverse bygone occurrences through the evocative attendance of literary theory is truly a new zone of research or so to speak an ample minor traversed domain. In earlier times even if an impartial amount of scrutiny was done but those emerges half-baked in nature. They were chiefly written proceeding into narration on how *The Death of a Salesman* arises as a household drama, a drama of self-admiration and of course some instances of American dream.

*Mauricio Cortina and Barbara Lenkerd* (Field 2008) have attempted to construct the sociohistoric viewpoint we consider at divergent disparities of American dream and a theoretical angle we consider in a single ménage and independent vivacious that haunt Willy Loman. '*Willy Loman's American Dreams : A Sociopschoanalytic Interpretation of Arthur Miller's Death Of a Salesman*' here they try to grasp the potentiality of Miller to exaggerate Loman's grapples bounding the atmosphere of a censorious view of mankind.

*Fredrik Artan* (2014) has centered American dream in connection to egocentricity, the belief of victory correlated to the American dream can be considered as narcissistic. In '*Narcissism and the American Dream in Arthur Miller's Death of a Salesman*' he tries to argue with the thought of Willy in relation to his egomaniac conduct.

*Alaeddin Nahv Hidayat Abu Elhawa* (2018 vol.3 no.1 Angloamerican Journal) has debated American Dream in Lacanian outlook. Here he paints dream as an undying desire passes from one peer generation to the next. '*Desire and American Dream in Death Of a Salesman*' i (November 2016) has attempted an effort to the betrayals of American dream of triumph and the connection between reality and illusion.

'*The Illusion of American Dream in Arthur Miller's Death Of a Salesman*' (<https://www.researchgate.net/publication/312594922>) he tries to state that the extraordinary illusions regarding American dream causes the devastation in one's life.

(<https://aaj.ielas.org>) here, he tries to prudence the gathering about the confusing oaths of American dream, the dream that is erected on social mythos.

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

The remaining schemes will be anticipated by the research work:

1. To mark the divergent workings of the mind in the psyche of Willy which in a way bestows the muddled or the twist of the cardinal intrigue. This factuality drives home the point that human evocation is always corresponded with vivid incidents which can be expounded at various individual and societal volumes. To speak the truth this very proclamation also recreates the barb that this text is not a trifling play yet something which has detected the individual life of the ruling personality, Willy.
2. To sketch that Willy was the intrinsic loser of his own sense of 'nobility'. The distillation which he always emphasized on manifested to be his rival in the climax. To justify, it was seen that Willy was never able to recover his sense of 'responsibility' to lead his family.
3. To draw that the American dream has become a barrier in Willy's life because of his love of money, his inexpensive self- admiration and his blinding hero- worshipping of three lucky men. Thus he fails to hear out his life itself and grabs one of the most precious things away from his family: himself.
4. To portrait the shattered mind of Willy, there are particles of truth where he recognizes the consequences of family over money. Rather than grasping his value within his wife's life, he endlessly tries to find importance in the world.

### **NEED FOR THE STUDY:**

Primarily pragmatism is a condition that customary people can relate to stand on their own happenings. Realism is hugely endemic in the play "Death Of a Salesman." Miller's play marks the waste of specification and a man's incompetency to obtain change within himself and society. The play is a miscellany of recollections, fantasies, collisions and disagreements. With the help of detailed study of this play, we can come to realize that suicide is an unnatural foresight of success. Life can carry so many disasters, but our strength should be worn by our self identity. People should be truthful to their lives, one should try to give up the life of lie. The infatuation of exhaustion breaks a man's spirit all the time. We may feel disenchanted with frustration but we might not be more despondent than wanted in our works and contributions.

**RESEARCH METHODOLOGY:**

1. The research is essentially constructed on numeric approach. It centers on textual examining of “The Death Of a Salesman”. This method plentifully aids to expose the complicacies of the research problem.
2. The research is illustrating and expressive in prototype. So the expository interpretation covered the way for conducting the hypothetical suppositions.
3. Conceptual Survey of the scenario in the novel forms another clue procedure for coming to a culmination of the research question.
4. To study therapies as a distinct theory and not an accumulative result of identical supporting standpoints.
5. Immense anatomy of the personality of Willy which divulges the fact that the various contortions in his life are nothing but the very method of the puzzling plot.

**PROBLEM STATEMENT:**

The four footed brute called human, since time archaic, is known for his cupidity and the zeal to accomplish an errand for personal benefit. This very passion gets a different meaning in the lexicon of the American society. Navigated by a rather queer idea or notion called the ‘American Dream’ the folk of American society believed that one can succeed with the help of veritable resolute commitment and inflexible effort. The particular concept idealized the capacity of an individual in attaining pillar of victory if one is determined to.

One of the showpieces of American literary tenet “The Death of a Salesman” quite noticeably grapples with the otherwise normal idea for the American people. What beats is that the play renders the other side of the canvas. The tenacity of individual limits becomes the exact truth in the play. It delineates how an individual has to confront his annihilation if he covets for more than the imposed limit. Nonetheless they were implicitly single-sided in the sense, they either dealt with the American society as a whole or took into account how Willy carpentered the idea of American Dream.

Such research abandoned a significant area of individual collapse as a result of superfluous quest to succeed. The basic problem I would like to address here is the pessimistic side of American Dream in terms of the death of Willy. The basic individual can overreach his limits or not.

#### **THEORETICAL DELIBERATIONS:**

Miller uses the simulated approach that artistic efforts are the reflections of actuality. It means that the wordsmith makes his work constructed on the reflection of the life's representation. Many Americans look for wealth, proprietorship, glee and so forth but no one can frankly be happy even if they gain this grail. There is no equalization of being wealthy. A few people notices money as the only way of calculating how vigorous one is but only money is not the path to achieve American dream.

Monograph on my contour. Americans are delineated by many divergent ingredients. They are defined by their societal norms, their ancestral backdrops and their pious confederation. Miller manifests what can come up when the dream is untrue. The American dream is a far-reaching distress for Willy Loman and his family because of his hinder of success, lucre, and position. He accepts the misbelieve that success is based on vogue, disposition and personal attractiveness.

#### **OBSERVATIONS AND INTERLINKING:**

Brooke Atkinson in an analysis in *The New York Times*, speaks regarding the success motif in "Death Of a Salesman" foregrounding the dream's weaknesses to the play's advocate, Willy Loman. Willy's target that success can be secured through personality is not rational, for what seems rational in pursuing success, is to sell a fruit of a good standard. Willy has misplaced his values to the business world because he has started a profession on things that are transitory.

Miller himself, in addition to other denigrators, examines Willy's abandon of his natural ability of working with his own as it is planted in variation to his dream of business success. The American society stimulates the dogging of material success at the amount of one's humanity. Till today, the play is always evaluated as one of the greatest American plays and classified among vintages.

The main motives in the play still loops in today's society. This paper seeks Willy's personality in the privatized society and his borrowed benefits and beliefs.

Willy's plan about success and child-rearing are found in the past time circuits. Young Bernard reminds Biff to study math carries the reference to the seriousness of personal glamour and of being cherished to execute success. Willy's idea regarding fatherhood: of the demand for a father to enjoin and mentor his children into adolescence, though also at the same time overindulging and overlooking, and invigorate unprincipled behavior.

Willy's past in his present regulates the behavioral prescript of "Death of a Salesman". The completeness of Willy's value- system, as it is dropped bare in the past time buttons, uncorks forces that work against Willy himself and ultimately escorts him to self-destruction.

#### **CONCLUSION:**

This is the incongruity of congruence and the American faith. People scuffle everyday jobs that scarcely pay. Americans still struggles and fight to achieve that dream. It has been stitched into the webs of American recognition. The interaction between bygone events finally covers the way for us to remark the collision of Willy's mileage structure on his own life eventually led to his death. That is, it makes understandable the thematic concerns of the play. Willy's vision and self-assurance are circled against him and how the other coupled energies, that is, senses of influencing and gaining, guilt, and reality represented by society, engage in adding to his aches. Willy indulges in reclines and hypocrisies. His hallucination of having his own business clashes with reality as do his daydreams of a New York job and a salary and recognition. What spellbinding in this is Willy's tenacity to gain or give up something to be recollected by despite all the stamina working against him, which are wealthily exhibited through the structural modules of the play.



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## **CAREER CHOICE: A STUDY OF PERCEPTIONS OF COMMERCE POST GRADUATE STUDENTS' IN MYSURU CITY**

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### **ABSTRACT**

Virtuous career planning leads to life fulfillment however; many interpersonal factors may influence students' personal interest. Selection of career is one of the vital significant decisions which have to be made by the students in his/her life time which in turn may change their life in future. In this backdrop, the present study tries to throw a light on knowing how and which interpersonal factors influence the students about their choice of career during and after their student life. Hence, the effort has been made to explore the effect of various factors that influence career choice decision of Commerce Post Graduate Students in Mysuru city. The study carried out with the help of linking literature review where the reviews have been done under conceptual framework of the paper wherever it is necessary. Structured questionnaire was prepared and administered to the final year M.Com students throughout Mysuru city. Both male and female students were equally represented as the sample respondents. The data was collected from 100 students and analyzed through statistical tools namely MS Excel and SPSS. Cronbach alpha was used to test the reliability of the questionnaire which resulted at 0.872. It was found and evidenced from the study with the help of Regression analysis that the interpersonal factors such as 'influence of family members', teachers and educators' and 'financial outcome' were the most influential factors which determines the choice of the students' career.

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**Key Words:** Career choice, Financial outcomes, Peer influence, Social Responsibilities

### **INTRODUCTION**

Career decision is a noteworthy issue in the formative life of young people since it is accounted for to be related with positive just as unsafe mental, physical and financial disparities that continue well past the energetic age into an individual's grown-up life (Robertson, 2014). The

complication of decision-making with regard to career rises as age upturns (Gati and Saka, 2001). Youths are bound to offer answers about their ultimate career which may speak to their imagined ideal world and marvelous observations about what they need to do when they grow up. As youngsters get more seasoned, they are bound to portray their career decision as a dynamic transaction of their developmental stages and the predominant natural conditions (Howard and Walsh, 2011). Decision making about their career is required to experience a procedure of comprehension by characterizing what they need to do and investigating an assortment of career alternatives with the guide of planning and direction (Porfeli and Lee, 2012). Appropriate handling of the procedure attests individual personality and encourages prosperity, work fulfillment and solidness (Kunnen, 2013). Carpenter and Foster (1977) hypothesized that the prior practices and impacts which people are presented to frame the bedrock of how they see their professional and career ambitions and objectives. They further say that all career impacting variables get from both natural (Intrinsic) and outward (extrinsic) or interpersonal dimensions. Intrinsic measurement are considered as a lot of professional interests identified and its job in the public eye, then again outward or extrinsic measurements alludes to the longing for social acknowledgment and security. In the interim the interpersonal measurement is associated with the impact of others namely family, companions/friends and educators/teachers.

It is analyzed by different scholars that adolescent who are persuaded by intrinsic variables are driven by their interests in specific jobs and career that are personally fulfilling (Gokuladas, 2010; Kunnen, 2013). Hence, inborn elements or intrinsic variables identify with choices radiating from self, and the activities that pursue are invigorated by interest, happiness or joy and they incorporate individual personality attributes, work fulfillment, career advancement and learning practices (Ryan and Deci, 2000; Kunnen, 2013; Nyamwange, 2016). Extraneous or extrinsic variables spin around outer guidelines and the advantages related with specific occupations (Shoffner et al., 2015). Renowned occupations, accessibility of occupations and well-paying businesses have additionally been accounted to stimulate decision making of youngers' career. (Ryan and Deci, 2000). Therefore, extrinsically inspired youngers may pick their career depending upon the extra fringe benefits related with a specific profession for example, monetary compensation, work stability, work openness and fulfillment (Ryan and Deci, 2000; Edwards and Quinter, 2011; Bakar et al., 2014). Interpersonal variables incorporate the practices of consultants

of socialization in one's individual life and these incorporate the impact of relatives, instructors/teachers, peers, and cultural obligations.

Beynon et. al., (1998) featured that Chinese-Canadian students' concentrate in choosing a profession which thusly carries respect to their family. Students who are affected by interpersonal variables exceptionally esteem the suppositions of family and relatives hence, they counsel with and rely upon these individuals and are happy to negotiate their own advantage (Guan et al., 2015).

### **STATEMENT OF THE PROBLEM**

It is evidenced from the review of many related literatures that basically there are three scenarios out of which the first being wherein the students know what specialization to pursue from the very beginning. Secondly there would be students who subsequently decide what the right path is for them within the time span of the course and then there are the laggards who take a last minute decisions. The bearing of this decision will have an impact on the students' life for at least 30 years. These aspects have been examined by many authors internationally and nationally however, no study has been conducted to know the influence of only interpersonal factors on PG students' career choice particularly in Mysuru city. Hence, the study has been taken up to fill the research gap by taking only Commerce Post Graduate students of Mysuru city.

### **NEED FOR THE STUDY**

The study would help to give information to various stake holders namely teachers, lecturers, vocational training institutes, career counseling firms, employment consultancy firms, corporates, etc. about which interpersonal factors influence the Commerce Post Graduate students career planning or career decisions.

### **OBJECTIVES**

The present paper has been carried out to fulfill the following objectives

- To study the conceptual framework of students' attitude towards career choice
- To evaluate the perception of the PG Commerce students' about the interpersonal factors.

- To examine the effect of interpersonal factors on Commerce Post Graduate students career choice.

## **HYPOTHESIS**

The following hypothesis has been developed to achieve the above objectives

H<sub>0</sub>: Interpersonal factors have no significant influence on Commerce PG Students' career choice.

H<sub>1</sub>: Interpersonal factors have significant influence on Commerce PG Students' career choice.

## **RESEARCH METHODOLOGY**

**Data Collection:** Present data has been collected by taking both primary and secondary source where in primary data has been collected by using structured questionnaire by testing its reliability. Various research articles of national and international journals, magazines, website source, etc, as served as secondary data.

**Sample Size:** The size of the sample respondents taken for the study was 100 in number comprising both male and female students equally in Mysuru city.

**Statistical Tools Applied:** Collected data was gathered and analyzed with the aid of MS Excel and SPSS. Reliability test was done wherein the value stood at 0.872 by using Cronbach alpha. SPSS also been used for evaluating the effect of independent variable on dependent variable with the help of Regression. Analysis and interpretation of data collected has been carried out by using tables.

## **DATA ANALYSIS AND INTERPRETATION**

Data analysis and interpretation has been done in two divisions' namely demographic profile and testing of dependent and independent variables through regression analysis. The demographic profile constituted gender of the respondents where male and female student respondents equally considered, the students of final year M.Com were targeted along with their age which has been shown in the below table

Table No. 1- Demographic Profile

Gender			Age		
	F	%		F	%
Male	50	50	< 24 years	91	91
Female	50	50	25-26 years	7	7
			>26 years	2	2

(Source: Primary)

From the above table, it is clear that the male and female are equally divided which represents 50 percent each. The Age factor is divided into three categories where majority (91%) of the respondents were below 24 years of age, 7 respondents were between the age group of 25 to 26 years and very less portion of respondents were more than 26 years which of only 2 percent.

### TESTING OF HYPOTHESIS

Table No. 2 – Model Summary

Model	R	R Square	Adjusted R Square
1	0.826 <sup>a</sup>	0.747	0.721

(Source: Primary)

Table No. 3

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	17.450	6	3.991	21.301	<b>0.000<sup>a</sup></b>
	Residual	22.176	185	0.125		
	Total	40.735	189			

a. Predictors: (Constant), IF1, IF2, IF3, IF4, IF5, IF6

b. Dependent Variable: CC

(Source: Primary)

Table No. 4 - Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1.723	.214		7.153	0.000
IF1	.138	.048	.210	2.342	<b>0.012</b>
IF2	-.128	.081	-.141	-1.282	0.105
IF3	.238	.078	.267	2.846	<b>0.005</b>
IF4	-.097	.067	-.136	-1.536	0.137
IF5	.171	.066	.185	2.551	<b>0.004</b>
IF6	-.114	.085	-.136	-1.287	0.121

a. Dependent Variable: CC

(Source: Primary)

The present paper has used regression analysis to analyze the effect of independent variables on dependent variable where 'Career Choice' is considered as dependent variable and other six interpersonal factors are considered as independent variables. Regression was done to know which independent factors had more influence on choice of the students' career. The six interpersonal factors which are considered as independent variables are 'Influence of family members'(IF1), 'Peer Influence'(IF2), 'Teachers and Educators' (IF3), 'Social Responsibilities'(IF4), 'Financial Outcome' (IF5) and 'Future Exposure and Job Opportunities' (IF6).

From the above table No. 4, it is evidenced that 'Influence of family members' variable whose p value is 0.012 which is less than 0.05 have significant impact or influence on career choice of the students. Along with family influence other variables such as 'teachers and educators' and 'financial outcomes' do have impact on the career choice of the PG students whose p values stood at 0.005 and 0.004 respectively which is less than 0.05 and significant at 5% level. On the other hand the variables namely peer influence (0.105), social responsibilities (0.137) and future exposure and job opportunities (0.121) resulted with the value more than 0.05 which in turn

showed that they do not have significant influence on career choice of the PG Students. The Regression was a good fit depicting 74.7 percent of the variance in Career choice along with adjusted  $R^2$  value of 72.1 percent.

In the nut shell, from the above analysis it is clear that the developed null hypothesis “Interpersonal factors have no significant influence on Commerce PG Students’ career choice” has been rejected and the alternative hypothesis not rejected. Though few interpersonal factors are not showing high influence on students’ career choice, it can be still considered from the above interpretation that interpersonal factors do influence on Commerce Post Graduate Students’ career choice.

## **SUMMARY**

Settling on compelling career decision choice is basic in numerous aspects, as it prompts guarantee to both individual professional improvement and organizational objective accomplishment. The present study endeavored to recognize the substantial factors that impact the decision with regard to the individual career choice among Commerce PG Students in Mysuru City. It is clear from the study that only factors such as ‘influence of family members’, ‘teachers and educators’ and ‘financial outcomes’ are the most influential factors. However the study was limited to only Mysuru city with only 100 sample respondents and can be further suggested that it can be enlarged and expanded beyond the taken sample size. There is also further scope of research if it can include both Commerce and Management students. Through picking up knowledge about how post graduates settle on their career choice a few foundations like professional directing firms and individual career instructors would be profited in term of viably arranging professional direction programs for those invested individuals. Further, these foundations would probably manage those students towards more reasonable career decision instead of ending up with professional vulnerability.



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## **EFFECTIVENESS OF YASHASVINI SCHEME IN HEALTH INSURANCE - A STUDY AT MYSURU TALUK, MYSURU**

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### **ABSTRACT**

The yashasvini health insurance mainly prefer to rural farmers ,the logic targeting the below poverty line families and there selection is evidently followed as it excludes the genuinely need beneficiaries from the Yashasvini insurance. Yashasvini health insurance scheme is only for rural people. The main reason of this scheme facilitating the lower cost medical treatment facilitating to the rural people .

### **INTRODUCTION**

The government provides health insurance in the Yashasvini scheme is seven location or situated in four Indian state ,Tamilnadu , Maharashtra , Karnataka , Bihar .previous of information on willingness to pay of health insurance in India. 730 network hospital having tie up with the yashasvini scheme it involved the development of health index.

### **CONCEPTUAL FRAME WORK**

The former chief minister of Karnataka S.M .Krishana formally launched the yashivinico operative former health care scheme become operational in 2013and available to co operative former via net work hospital spread accords the state of Karnataka. It is one of the largest community based self funded health insurances scheme in Karnataka state government. thisscheme offered the 823 surgical procedure to formers and their family members to lower cost.The various state governments also initiated various health insurance scheme for the low income people,leading to increase in government expenditure on health.

The beneficiaries need to contribute a small amount of money every year to avail health facilities in the "contributory scheme". It provides facility to cost effective medical treatment to eligibility to contributing the sum fixed amount in membership of under co-operative society member.

#### **THE CHARACTERISTIC OF YASHASVINI SCHEME**

- The yashasvini scheme each enrollment period for the scheme starts from July to October every year
- The family of the is main member of rural co-operative society can avail the benefits offered under the scheme
- Meet once in three months to take important policy decision review funds availability and disbursement under the scheme
- provides all medical facility to the beneficiaries under the scheme subject to conditions every year the beneficiaries of this scheme must pay a fixed amount of annual contribution for financial year 2017 - 2018 Rs 300 is the member contribution for rural yashasvini and for urbanyashasvini it is 710/-

#### **YASHASVINI HEALTH SCHEME IN KARNATAKA**

This is a self funded scheme that works on the collective ability of the masses enrolled in this plan. Management support service provider (MSP) through network hospital implement cashless hospitalization under this scheme. The yashasvini beneficiary approaches the Network hospital. Rural health care currently being promoted by various state government in country. Yashasvini co-operation farmer health care scheme was introduction by the state government of Karnataka to provide health insurance coverage for various medical ailments at an affordable price. As per the approved empanelment criteria, the trust identifies and approves Network hospital to provide medical or surgical Facilities. Benefits of the scheme are available only at the network hospitals recognized by the trust. Based on the diagnosis if the surgical intervention is required hospital admits the patients and send pre-auth request to the MSP online with proof of documents. Karnataka implementation to the 730 network hospital in private and Gov. .In case of emergency, the coordinating officer of the network hospital will take undertaking letter from the beneficiary or his/her ward that in case he/she is not covered under the scheme the cost of the surgery will be paid

by the beneficiary only. Trust arranges payment to network hospitals through MSP within forty five days of the receipt of the bill from the network hospital.

## **REVIEW OF LITERATURE**

**Amit.kumarsahoo et.al(2007):** This research article is a found that health insurance had no impact out-of-pocket spending or on utilization among the poor. Their result also showed that health insurance was increasing the risk of out-of-pocket expenses. The main expenditure per treatment was also lower for scheme members. They used National health service survey data of china and difference-in-differences with matching method to obtain impact estimates. One is to increase the quality and quantity of services and make public health facilities more accessible to the general public. They are also alternatively labeled as mutual health organization, medical aid societies, medical aid scheme or micro-insurance schemes. The main characteristics of this scheme is that they are run on a non-profit basis and they apply the basic principle of risk sharing.

**Sayem Ahmed et.al(2013):** This scheme examination exhibits that CBHI plan for easygoing workers is likely to assemble human administration use from MTP. Further, a case sparing favorable position examination can be coordinated to watch the money related feasibility of this arrangement before scaling up. These sorts of plan should be consideration for scale up in various part of country as easy going territory experts rules the worker market of Bangladesh. Yashasvini is a social advancement to give social security to helpful agriculturists in Karnataka. Ensuring restorative administration for easy going section workers is a test for archiving UHC in various LMICs and CBHI designs can possibly address this test.

**Ruth Koren et.al(2005):** This study focus on willingness to pay health insurance among rural and poor person. It covers 7 location in 4 state for survey. Outcome of its study is small household willing to pay less amount per person, agree to pay about 150 per person when household size count six persons and above. Poor people who are least bother about their health, it is difficult to face their huge expenditure in matters of health, to eradicate this obstacles the central and state government song agreement with

commercial insurers to cover certain segments of their population of certain cost generating illness. Some scholars claimed that the bidding game may suffer from interviewer bias[28] that can sometimes be grouped with other socially indicated biases called "warm glow"[29.30].

It mainly analysis difference between an insured cohort to an uninsured cohorts and across location. it has covered 4931 samples in which 3663 randomly selected in which household respondent to this study willingness to pay of 3024 were valid respondents.

**Drvenkatesh and NP Narayan(2017-2018):** In this research article is sample area taken in the Mysore district it considered the different variables towards health insurance among the rural and poor persons difficult to face there huge expenditure in future in matter of health. The present study analyzed the objectives of effectiveness of Yashasvini scheme beneficiaries. in this research article examines the empirical study towards the general public perception. The article author evaluate the responsiveness of health insurances.

### **SCOPE OF STUDY**

To study effectiveness of Yashasvini scheme, which sponsored by government of Karnataka for rural people. The population for study contains farmers from rural areas. And also informal workers with in the mysore district studying the sample area systematically selected the questionnaire are distributed and collecting the required information regarding the effectiveness of scheme towards the formers .this study concentrated on effectiveness of Yashasvini scheme to rural farmers within mysore district.

## **RESEARCH OBJECTIVE**

- To study the conceptual study of Yashasvini scheme
- To examine the effectiveness of Yashasvini scheme for framers in mysore district
- To study the cultural states of Yashasvini scheme for framers in mysore district
- Effectiveness of Yashasvini Health Insurance scheme

Beneficiaries are utilizing the medical trained health care providers among the rural formers and informal workers

## **RESEARCH HYPOTHESIS**

The effectiveness of Yashasvini scheme has greater impact upon the formers, if the formers had positive impact about implementation yashasvini scheme will be successful. If the former has negative impact then the yashasvini scheme will not be successful.

$H_0$ : There is no effectiveness of yashasvini scheme to formers

$H_1$ : There is an effectiveness of yashasvini scheme to formers

## **RESEARCH METHODOLOGY**

### **1 .Research design**

In the present study research has been applied to identify the effectiveness of yashasvini health plan for the sample of 100 respondents are selected on the basis of convenience sampling method to measure the awareness level of the scheme. primary data has been collected with the help of questionnaires, difference statistical tool like descriptive statistic, T-test, ANOVA, has been used to test the research hypothesis with the help of spss.21.

### **2.Population and sampling technique**

**Population:**Our study covers the mysuru district formers in rural area. It includes the total area of an a present study of myoretaluk ,mysore district of Karnataka has been considering the study of population. In mysore we can't identified the extra population of the formers so we considering the 100 respondents using the non-probability sampling method convinces method regarding the Yashasvini scheme.

**Sampling techniques:** The convenience sampling techniques has been adopted in the present study for the sample size of 100 respondents which are selected on the basis of a members of an effectiveness of Yashasvini scheme health care scheme.

**Questionnaire:** The structured questionnaire was constructed with 5 important demographical factors which influence the difference dimension of these study. The structured questionnaire contain 5 important dimensions with 5 items which comprehensively support him analyzing the research objectives. Five point liker scale has been used in the questionnaire for measuring the effectiveness of Yashasvini health care scheme. (5-Strongly agree, 4-Agree, 3-Netural, 2-Disagree, 1-Strongly disagree) The necessary data for analysis is collect through their questionnaire distributing to the target respondent.

**Data collection:** The collection of data of the empirical research has been adopted in the studyresearch.so with the help of structured questionnaire i.e. actual response of the respondent is collected that is primary data. Secondary data is like research article from generals, magazines, news paper,and from particular website has been referred for framing the review of literature and conceptual framework for the study .

**Research gap and problem statement:** The effectiveness of Yashasvini health insurance scheme is an a satisfaction and effectiveness is like a pillars of achieving the Yashasvini scheme. But there is some important factors effect the satisfaction level of beneficiaries.

- Getting surgical hospital treatment procedure some terms and conditions must condition must be applied to beneficiaries and hospitals
- This scheme is available only in tie – up

## **RESULT AND DISCUSSION**

### Testing of Hypothesis

One way ANOVA was used to test the effectiveness of Yashasvini scheme in rural areas

Ho: There is no significant difference in gender with effectiveness of yashasvini scheme

H<sub>1</sub>: There is a significant difference in gender with effectiveness of Yashasvini scheme

<b>Table-1</b>					
<b>Result of ANOVA for difference between Age and Yashasvini scheme</b>					
Derivative information	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	59.786	3	19.929	1.097	.368
Within Groups	472.214	26	18.162		
Total	532.000	29			

(Source: Field survey) \*p-value is significant at >0.05 level

The table 1 shows the result of ANOVA. According to the ANOVA result the null hypothesis is accepted by rejecting the alternative hypothesis or there is no significant difference between the gender. Effectiveness of Yeshasvini scheme has (p) value is above 0.05 and stands at 0.368 and F value is 1.097. Above analysis give the evidence the existence of significant difference among the gender group in the effectiveness of Yashasvini scheme.

Ho: There is no significant difference in age with effectiveness of Yashasvini scheme '

H<sub>1</sub>: There is a significant difference in age with effectiveness of Yashasvini scheme

<b>Table -2</b>					
<b>Result of ANOVA for difference between Age and Yashasvini Scheme</b>					
Derivative information	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	101.750	3	33.917	2.050	.132
Within Groups	430.250	26	16.548		
Total	532.000	29			



(Source:Field survey) \*p-value is significant at  $>0.05$  level

The table 2 shows the result of ANOVA . According to the ANOVA results the null hypothesis is accepted by rejecting the alternative hypothesis of there is no significant difference between the ages. Effectiveness of Yeshasvini scheme has (p) value is above 0.05 and stands at 0.132 and F value is 2.050. above analysis give the evidence the existence of significant difference among the age group in the effectiveness of Yashasvini scheme.

Ho: There is no significant difference in family with effectiveness of Yashasvini scheme

H<sub>1</sub>: There is significant difference in family with effectiveness of Yashasvini scheme

<b>Table -3</b>					
<b>Result of ANOVA for difference between family and Yashasvini Scheme</b>					
Derivatives information	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	283.733	3	94.578	9.905	.000
Within Groups	248.267	26	9.549		
Total	532.000	29			

(Source: Field survey) \*p-value is significant at  $<0.05$  level

The table 3 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is significant difference between the families. Effectiveness of Yashasvini scheme has (p) value is below 0.05 and stands at 0.000 and F value is 9.905 .above analysis give the evidence the existence of significant difference among the family group in the effectiveness of Yashasvini scheme.

Ho: There is no significant difference in income with effectiveness of Yashasvini scheme

H<sub>1</sub>: There is a significant difference in income with effectiveness of Yashasvini scheme

<b>Table-4</b>					
<b>Result of ANOVA for difference between income and Yashasvini Scheme</b>					
Derivatives information	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.682	1	.682	.036	.851
Within Groups	531.318	28	18.976		
Total	532.000	29			

(Sources: Field survey) \*p-value is significant at >0.05 level

The table 4 shows the result at ANOVA . According to the ANOVA result the null hypothesis is accepted by rejecting the alternative hypothesis of there is no significant difference between the income. Effectiveness of Yashasvini scheme has (p) value is above 0.05 and stands at 0.851 and F value is 0.036. Above analysis give the evidence the existence of significant difference among the income group in the effectiveness of Yashasvini Scheme.

Ho: There is no significant difference between occupations and YashasviniScheme

H<sub>1</sub>: There is significant difference between occupation and Yashasvini Scheme

**Table-5**

**Result of ANOVA for difference between Occupations and Yashasvini Sheme**

Derivatives information	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	59.786	3	19.929	8.079	0.000
Within Groups	296.333	52	57,026		
Total	532.000	29			

(Source : Field survey) \*p-value is significant at  $<0.05$  level

The table 5 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is significant difference between occupation. Effectiveness of Yashasvini Scheme has (p) value is below 0.05 and stands at 0.00 and F value is 8.079. above analysis give the evidence the existence of significant difference among the Occupation group in the effectiveness of Yashasvini Scheme .

<b>Table no- 06 Descriptive table</b>						
SL NO	Particulars	N	Mean	Std Deviation	Std Variance	Range
1	Yashasvini Scheme					
1.1	The formalities of issuing the scheme easy	30	1.9333	0.94443	0.892	2.00
1.2	Nature of this scheme easily understandable	30	1.6667	0.47946	0.230	1.00
1.3	It clear and transparent term and condition specified	30	2.3333	1.09334	1.195	4.00
1.4	This scheme is for unorganized sector labor	30	2.6000	0.72397	0.524	3.00
1.5	Yashasvini scheme available at low cost	30	1.9333	1.25762	1.582	4.00
			2.0933	0.89976	0.884	2.80
2	Satisfaction level					
2.1	Have you satisfied in getting treatment	30	2.3333	1.09334	1.195	4.00
2.2	Have you satisfied in structure of this scheme	30	1.8667	0.62881	0.395	2.00
2.3	Have you satisfied in financial assistance in this scheme	30	2.1333	1.04166	1.085	3.00
2.4	Have you satisfied the benefit to family member	30	2.6000	1.22051	1.490	4.00
2.5	Have you satisfied the hospital facilities	30	2.6667	1.02833	1.057	4.00

	provide under this scheme					
			2.3200	1.00263	1.044	3.4
3	Impact of yashasvini scheme on health care					
3.1	People response towards yashasvini scheme	30	3.5333	0.89955	0.809	3.00
3.2	Increased the getting convenient health care facility	30	3.6000	1.27577	1.628	4.00
3.3	Increase health care facilities in rural unorganized sector Labour	30	3.4667	1.16658	1.361	4.00
3.4	Yashasvini registration expand towards other non cooperation society	30	3.6667	1.21296	1.471	4.00
3.5	All types of surgeries have been getting in network hospital	30	3.7333	0.78492	0.616	3.00
			3.60132	1.06795	1.177	3.60
4	Comparison of Yashasvini scheme					
4.1	Positive think about the scheme to other people	30	2.1333	1.04166	1.085	3.00
4.2	Friends and relatives register for the scheme	30	2.6000	0.72397	0.524	3.00
4.3	Comparison of Yashasvini scheme with other government scheme	30	2.6667	1.15470	1.333	3.00
4.4	Comparison of treatment facilities available under Yashasvini scheme towards other government scheme	30	2.7333	1.20153	1.444	4.00
4.5	Frequently of benefit received under this scheme	30	2.6000	1.22051	1.490	3.00
			2.5466	1.06847	1.174	3.20
5	Factor influencing for registering					

	Yashasvini scheme					
5.1	Self motivation	30	2.2000	0.92476	0.855	3.00
5.2	Recommended by family member	30	2.8000	0.84690	0.717	3.00
5.3	My friend suggestion	30	1.9333	0.86834	0.754	2.00
5.4	My spouses suggestion	30	2.4667	0.97320	0.947	4.00
5.5	My neighbors	30	2.8000	0.92476	0.855	3.00
			2-4400	0-90759	0-825	3-60s
				0.90759	0.825	3.60

## **FINDINGS AND DISCUSSION**

Yashasvini Health Insurance Scheme have 3% less probability of facing impoverishment due to expenditure from lines than expenditure .HHs belonging to socio-economically advanced member.Majority respondent are male where there is no age limit.

## **CONCLUSION**

In recent year, the government of Karnataka has been promoting Yashasvini health insurance scheme. The financial risk protection for health services. Moreover, under this scheme the risk pool is comprised of BPL population with least ability to pay. Health insurance programmer by various state and central government is a welcome step; therefore health insurance should be universalized in order to improve the health index. Even though it is a government insurance beneficiary are getting accurate treatment as per the policy frame under this scheme.

Yashasvini health insurance scheme are to be become more attractive and socially relevant. Government must address this issue by putting in place a better regulatory framework over and above what is currently available under the insurance regulatory and development authority.

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## **AN APPROACH TO CHILD PROTECTION**

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### **INTRODUCTION :**

Globalization has also shrunk the world and made it immensely realistic for news and views to reach every isolated nook and corner of the world. It has myriad roles to dispense with in the current situation. It is a powerful medium for information, education and entertainment. And in all three realms, the media possesses both rights and responsibilities. It is truly and really a 'media world'. However the media often acts as a double edged tool as well.

In the classical sense the media was meant to disseminate information, sensitise the public and be a potent tool for communication. The twenty first century however has experienced numerous new roles donned by the media. Commercialisation and privatization of media houses the foremost changes that have swept across the media houses globally and locally. Perhaps these have been the biggest contributors to sensationalism, advent of media trials, sting operations and also largely a dent in the media as a credible, apolitical and neutral entity. The clout and influence wielded by media in contemporary scenarios has been immense and to the extent that '*legislation by tabloid*' seems to be the buzz word.

### **CHILDREN : CHATTEL OR CITIZENS :-**

Children unfortunately in societies, communities and countries world over occupy a subaltern status. As a social group children remain diverse and heterogeneous and thus their status and position within familial and societal settings also varies vastly. Issues of gender, caste, religion, age, race, economic background, education, disability, location etc. have a snowballing effect on childhood and children. The notion of childhood *per se* has undergone serious changes in recent times.

From being regarded as sole property of the fathers<sup>12</sup> and thus being legitimised in the social and legal fabric as chattel, children have suffered the ignominy of being mere ‘objects’ of intervention for protection and welfare. This protectionist and charity based approach has gradually been eroded by the advent of the human rights discourse wherein children are also deemed to be right holders in the real sense like their adult counterparts.

The catalyst for the paradigm shift from welfare to rights has been a legacy of the *United Nations Convention on the Rights of the Child 1989 (UNCRC)*. As a global human rights treaty almost achieving universal acceptance, the UNCRC 1989 has been instrumental in infusing the rights discourse in the realm of child protection, welfare and development. India has ratified this treaty and as per constitutional obligations is mandated to internalise these minimum global standards in the domestic scenario. This epoch making global human rights instrument has impacted the Indian scenario as well.

Who constitutes a ‘child’ in the India context remains a herculean puzzle. As per Article 1 of the UNCRC 1989 a child is a person who has not completed eighteen years of age. Though the Constitution of India – the fundamental law of the land, enshrines several provisions referring to children, it does not stipulate a definition of a child.<sup>13</sup> There is no uniform definition of child, children or childhood. Sector specific definitions with varying age cut-offs exists. This implies inegalitarian, unequal protection for children.

#### **JUVENILE JUSTICE IN INDIA : DUAL ELEMENTS :-**

The interface of children with the criminal justice system in India occurs in myriad ways. Some most prominent representation of the same is as child victims, child witnesses and child offenders. This notwithstanding, world over the adult criminal justice system is deemed to be inappropriate to address concerns and issues pertaining to children.

The stringent, punitive and deterrent approach that the adult penal system embodies is often considered to be extremely harsh and severe towards children.<sup>14</sup> And this triggered the evolution of



a juvenile justice framework that endorses a restorative and rehabilitative approach towards children especially those in conflict with law. The table below depicts the differences

The Juvenile Justice framework in India addresses two core aspects -Justice and Welfare jurisdictions. The former addresses, children in conflict with law (CICWL)or juveniles whilst the latter caters to children in need of care and protection (CINOCAP) or neglected/abused children. The *Juvenile Justice (Care and Protection of Children) Act 2000*,<sup>15</sup> the primary legislation for the same imbibes a restorative and rehabilitative philosophy for both groups of children. The JJ (C&PC) A 2000 defines a child/juvenile as a person who has not attained 18 years of age.<sup>16</sup>

India's National Crime Records Bureau data reveals that CICWL hail from marginalized and impoverished families.<sup>17</sup> Thus this is testimonial of the fact that children are not born criminals but socio economic compulsions are responsible for their foray in the world of crime. The National Crime Records Bureau in its 2009 report showcases a staggering 7.9% hike in crime rates against children. This also implies that children are vulnerable targets and cases against children often go unpunished or with minimum sentencing. The media can be a robust entity in dissemination information, educating community and sensitising the society on the same.

#### **THE PROMOTIONAL APPROACH :**

The media can indeed be the facilitator in providing access to children to their rights. By projecting child protection as a national agenda and sustained media campaigns can be effective strategies to sensitise the public and curb violence against children.

The media can be an effective medium to challenge prevailing archaic cultural and social practices that are inherently against the interest and rights of the child. It can suitably mould opinion of the public and policy makers against traditional customs and culture that harm the child's psyche, health and development. The case of child marriages and child labour are two such concrete illustrations wherein the media has played an affirmative role.

The National Campaign on the Girl Child run by the media has also immensely been beneficial in highlighting social issues of female foeticide, sex selective abortions, skewed male-

female sex ratio etc. All this has contributed to greater awareness and understanding on some of the social challenges national in nature.

Through the *Right to Information Act 2005*, the media has emerged as a custodian of children's rights as well. It has exposed the malaise of corruption in all echelons of power in the Governmental and bureaucratic set up that affect projects like mid-meal schemes, etc. This has rallied the Government to get more accountable and transparent in their dealings with funds meant for children.

The famous case of *Sheela Barse vs. Union of India* is one such categorical reference of vigilant media that infused a new lease of life in the domain of child rights and welfare.<sup>18</sup> The case drew nationwide attention for incarceration of juveniles in jails, long pendency of juvenile cases, prevalence of abuse and neglect in custodial care etc. The case was responsible for triggering law reform in the ambit of juvenile justice in India.

As the fourth estate and responsible entity for good governance, it can be an effective agency to monitor the implementation of rights of the children in the country. The child's right to participate another radical provision of the UNCRC 1989 that recognises child's agency and autonomy similar to adults can be effectively addressed through the media.<sup>19</sup> The media can be the medium for children to express their views, concerns and stories and this way the fundamental right to freedom of speech, expression and information as guaranteed in the Constitution of India to all inclusive of children can materialised with the able support of the media-print and electronic.

#### **THE CONFLICTING APPROACH:**

The media has a pivotal role to demonstrate in the arena of child protection. However, there have been several instances of the media inducing a climate of fear or fuelling suspicion, mistrust and portraying negative images much to the detriment of child welfare.<sup>20</sup> With the media whipping up the issues of what constitutes 'normal' or 'deviant' pertaining to children, it bears the onus of placing issues in the public and political debates.

Additionally crime news especially juvenile crimes and child abuse and neglect news do world over occupy prime time viewership and footage.<sup>21</sup> Children also form the majority segment of viewers for television and increasingly there has been an upsurge in child internet users. Thus content showcased by the mass media should be suitable for child viewership as well. However the media has been instrumental in often depicting gory, grotesque and unpalatable details of child abuse and juvenile crimes. There is infact no waning of ‘compassion or media fatigue’.<sup>22</sup>

The UNCRC 1989 that articulates indisputably the *Best Interest of the Child*<sup>23</sup> as the cardinal principle while addressing children’s issues. The role of the media also needs to be projected in this direction. Article 17 of the UNCRC 1989 balances the child’s freedom of speech, expression as well receive information but simultaneously monitors the role of media in the same.

Apart from this the other normative framework that impinge on juvenile and youth justice though they are not legally binding treaties are the – *Beijing Rules and the Riyadh Guidelines*. Rules 8 and 8.1 in the former to prevent labelling prohibit the disclosure of identity of the juvenile.<sup>24</sup> Additionally the rules also insist on the records of juveniles are to be kept beyond access to third parties. The JJ(C&PC)A 2000 makes ample provisions for protection rights of both juveniles and child-

**THE RIGHT TO CONFIDENTIALITY :** This is an integral feature of the juvenile justice framework in India. Since children are believed to be cognitively immature and thus not in a position to gauge the consequences of their actions, the juvenile justice philosophy provides them with a second opportunity to redeem themselves. These misdeeds committed during childhood or adolescents need to be effectively masqueraded from the public glare so as to prevent stigmatisation or labelling of the child/juvenile.

There is an absolute prohibition on the disclosure of the name and, identity and other details of a juvenile or a child in section 21 of the JJ(C&PC)A 2000.<sup>25</sup> The right of privacy of the

child/minor/juvenile and the freedom of expression of media and right to information of the public needs to be weighed and balanced in such circumstances. Though ‘anonymity orders’ rule the roost, in exceptional circumstances if it’s in the interest of the minor the Court can order publication of details.

**RIGHT TO PRIVACY AND DIGNITY** – The JJ(C&PC)a 2000 is a beneficial and benevolent legislation meant to mainstream and reintegrate juvenile offenders as well as protect victims of crimes. The legislation to prevent childhood misdemeanours from catching up in adult life actually calls for a total expungement of records of a juvenile and no disqualification being attached to a conviction.<sup>26</sup> This is in sync with the restorative underpinnings of the juvenile justice system in India. The media also has no access to these records.

Additionally, the juvenile justice legislation seeks to prevent secondary victimization and social ostracization of both juveniles as well as child victims of crimes especially sexual crimes like - child sexual abuse, prostitution, trafficking etc. <sup>27</sup> Their right to privacy and dignity stands protected to the extent that the judgements of the Apex Court, High Courts and the lower courts are barred from mentioning the ‘real’ name of the victim. This is to prevent the publication or revelation of the same in the public eye especially since the media often has access to trials and court proceedings.

The issue of naming is indeed a shaming phenomenon. The child’s identity is to be protected at all costs. The explicit or indirect should be punishable severely and thus the onus on the judges to take stringent actions against erring media personal and houses. <sup>28</sup> The media has a responsibility to not hamper the opportunities of rehabilitation and reintegration into families and communities for both a juvenile offender as well as a child victim. The coverage and reporting of cases of child abuse and juvenile offences should be sensitively handled within the applicable contours of the permissible laws.

### **THE FELICITATING APPROACH :**

One of the major responsibilities of the media in both the print and electronic has been to a preponderant tool for disseminating information, news and views. The media possesses the crucial responsibility to be an active disseminator of diversified perspectives in a manner that is neutral, a political and non-biased. The media as a propagator of information has a pivotal mantle for ensuring that the entire citizenry benefits from what it projects-children inclusive.

The Constitution of India under Article 19(1)(a) guarantees the fundamental right to freedom of speech and expression to all in India including children. This remains a core right essential for exercising the right to participate in political governance of the nation. The UNCRC 1989 eulogises the right to participate for children-though a bit radical and unclear and basically an untested terrain.<sup>29</sup> The child's right to participate in affairs affecting him would undeniably depend on the access he/she would have to news and views.<sup>30</sup>

The constitutional right to freedom of speech and expression also encompasses the right to seek, received and access information.<sup>31</sup> The media is thus under an obligation to spread information that benefits children as well. The content of programmes and activities project in media arena also needs to gauge the moral, psychological and emotional repercussions that the contents and images may have on children. The media thus is also required to display restraint in ways and means in which disseminates information and opinions.

The media medium can also be an effective platform for children to air their concerns and grievances. Youth participation can be effectively harnessed with the able support of the media. As a visible global platform, the media can provide opportunities to children to participate in the affairs and issues that affect them closely. There are several illustrations wherein the media has actively supported children's presence and participation- talk shows, Bal Panchayats etc.

However in the current situation the presence of children in media has often deteriorated in aspects that severely hamper children. The recent reality television shows that also include music

competition, dance competition, talent hunts etc. have had adverse impact on children's psyche. The callous media projection and frenzy of winners and losers often led children to attempt suicide. And this needs to be tackled with great urgency.

### **CHALLENGES AND THE PATH TO BE TRAVERSED-**

It is imperative to realize that children occupy varied spaces in the media. As 'users' they remain consumers who seek to access information and views to shape their perceptions and ideas. As 'subjects', children actively participate in different hues in the media. As 'objects' depiction of children in stereotype roles of dependants, victims is yet another dimension.

The media in current settings is a necessary evil. It needs to be harnessed effectively and constructively to make an affirmative impact on issues related to child protection. It has tremendous significance in eradicating prejudices and biases against children, juvenile and youth offenders. A Code of Ethical Guidelines or Principles with regard to reporting on children's cases can be the possible blueprint for the media in breaking 'stereotypes' and 'negative images and perceptions' of children .

The media and the Ombudsman for children, the National Commission for Protection of Child Rights and its State counterparts can collaborate and partner effectively to facilitate greater protection and promotion of rights of children in India. Infact the media is indeed the force to reckon with to entrench a child rights culture in the country and it is bound to so as a responsible agent of the society....!

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LEVEL OF JOB SATISFACTION AMONG BANK EMPLOYEES IN PERIYAPATNA OF  
KARNATAKA

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**ABSTRACT**

*Job satisfaction refers to one's approaches towards one's job. If the employees expectations are fulfilled (or) the employees get higher than what he/she feels satisfied. The main objective of this research is to study the theoretical framework of job satisfaction in banking sector employees and to analyses the job satisfaction of bank employees in Periyapatna. In this article we taken the 100 respondence as a simple size of bank employees and 5 hypothesis are taken in this research like age, gender, qualification, income and experience, among these hypothesis 3 hypothesis are accepted and remaining hypothesis are rejected.*

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**Key words:** Job satisfaction, bank employees and organizational commitment.

**INTRODUCTION**

Job satisfaction alludes to one's emotions towards one's work . An employee having high level of job satisfaction is said to have positive frame of mind in the job. Employee comes to company with specific desires and when these desires come true as expected the employees he is satisfied by the job.

Job Satisfaction talks on the satisfaction level the workers have towards their employments and various aspects of the job. It likewise says about the degree to which individuals like (or) aversion their employments. It is pose variable and individuals have various recognitions about job satisfaction.

The employees job satisfaction has two dimensions:

1. Internal Factors like their personal demographic factors, income level and experience etc.

2. External Factors like company working environment, reimbursement and promotion

## **THEORETICAL FRAMEWORK FOR JOB SATISFACTION**

A significant part of man's life is spent in work which is a social reality and Social Expectation to which man appear to affirm. It is consistently of more noteworthy enthusiasm to know why men work and at which level and how he/she happy with the activity.

According to **Hoppock (1935)** defined “job satisfaction as any combination of psychological, psychological and environmental circumstances that cause a person truthfully to say I am satisfied with my job”.

According to **Vroom (1964)** in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as effective orientations on the part of individuals towards work role which they are presently occupying.

## **FACTORS DETERMINING JOB SATISFACTION**

### **Compensation/salary**

Compensation is the core concept of job satisfaction. It is the monetary benefit for the employees given for their work in the company.

### **Working Condition**

Infrastructural facilitates in the companies includes office space, equipment's, coolers, chairs air conditioning and tools etc. Good infrastructure facilitates in the helps to increases moral of employees in turn it helps to increases job stratification and productivity level of employees automatically increases.

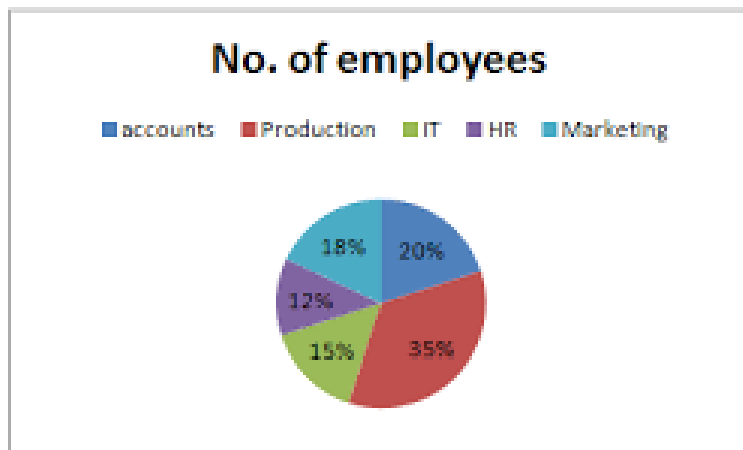
### **Job security**

High level of job security in the job contains high level of job satisfaction The feel of job security is the vital factor in determining the job satisfaction level of employees.



### **Employee promotions**

Empowerment includes giving workers the self-sufficiency to settle on choices they approach their everyday exercises so strengthening upgrades the inspiration of representatives to experience their objectives preparing their exhibitions that fulfillment in regards to their activity.



### **REVIEW OF LITERATURE**

*Ramesh.et.al (2010)* in this research article author, fulfilled representatives have a positive assessment of their activity dependent on their perceptions and passionate encounters. In this investigation on endeavor has been made to relapse and relationship examination on occupation fulfillment and factors among people in general and private bank workers in Cuddalore locale, Tamil Nadu India.

*Neela (2017)* the present study examined the job satisfaction of workers in State Bank of India, Tiruchirappalli, district analysis, the positive connection between occupation fulfillment and sexual orientation. An association is a gathering of individuals who work together to accomplish shared objectives. The achievement and disappointment of any association relies on its HR. Association accepts that fulfilled representatives are all the more performing. From the representative's a piece of view, work fulfillment renders a few advantages, for example, decreased pressure, freshness of brain, and great association with collaborators and imaginative reasoning.

*Malpani .et.al,(2014)* have been suggested the levels of occupation satisfaction of SBI workers in Udaipur and Rajsamand locale and the elements adding to work fulfillment. At last the exploration reasoned that measurements and level of occupation fulfillment of bank representatives of udaipur and Rajsamand are not uniform and there is no single measurement.

### **STATEMENT OF PROBLEM**

On the basis of questionnaire the job satisfaction and effectiveness is like an a pillar for achieving the organizational goals. Highly satisfied employees with effect with high level of effectiveness but they are important factors which effects the satisfaction level of the employees. Currently in bank employees there are many factors which reduces the satisfaction level of the employees. Bad working conditions with high level of workload can effect the satisfaction level. In addition pay and compensation factors which not or confusing promotion policies in these banks has also impact at the satisfaction level of employees.

### **SCOPE OF THE STUDY**

This study concentrated on job satisfaction among bank employees in Periyapatna taluk in Mysore district. Sample of the study are selected systematically. The population of level of employees is selected is 100 employees. Totally 50 questionnaire and distributed and collected the required information regarding job satisfaction of employees towards the banking sector.

### **RESEARCH OBJECTIVES**

- To study the conceptual framework of job satisfaction in banking sector employees.
- To analyses the job satisfaction of bank employees in Periyapatna.

### **RESEARCH HYPOTHESIS**

**H<sub>1</sub>.** Age: There is significant difference in age with job satisfaction level.

**H<sub>2</sub>.** Gender: There is significant difference in gender with job satisfaction level.

**H<sub>3</sub>.** Qualification: There is significant difference in qualification with job satisfaction level.

**H<sub>4</sub>.** Income: There is significant difference in income with job satisfaction level.

**H<sub>5</sub>.** Experience: There is significant difference in experience with job satisfaction level.

## **RESEARCH METHODOLOGY**

### **Research Design**

In the present study empirical research has been applied to identify has been applied to employees. For this sample of 100 respondents are being selected on the basis of convenience sampling methods. The structure questionnaire has been constructed with considering important factors like working condition, job satisfaction, pay and compensation, fairness and promotion to measure the job satisfaction of bank employees.

### **Sampling**

#### **Population**

Population for the study includes total area of an a present study. In this study Periyapatna taluk of Karnataka has been considered as the population for the study. In Periyapatna the exact population of bank employees are considered as a respondents in the research. Descriptive research design was adopted in order to achieve the objectives of the study. This type of research design is more flexible to carry out of the research.

### **Sampling**

In this study the convenience sampling method has been adopted in the present study for the sample size of 100 respondents while are selected on the basis of bank employees.

### **Sampling size**

The present study were selected from the job satisfaction of State Bank of India from Periyapatna taluk, Mysore district. A total of 100 respondents were selected from the State Bank of India for this study.

### **Research Questionnaire**

The structure of questionnaire contains 5 important dimensions with the 5 items which comprehensively support in analyzing the research objectives such as job satisfaction, working conditions, fairness, promotion and pay and compensation. 5 point likert scale has been used in the questionnaire for measuring the job satisfaction level of the job satisfaction among the bank

employees. The necessary data for analysis is collected through these questionnaire by distributing to the target respondents.

### **Data collection**

The empirical research has been adopted in the study so with the help of the structured questionnaire actual responds of the respondents is collected i.e. primary data. Secondary data like research articles from journals, magazines, newspaper and information from the particular websites has been referred for framing review of literature and conceptual framework for the study.

## **RESULTS AND DISCUSSION**

In these section results of demographical factors of job satisfaction is analyzed with the statistical tool ANOVA for analysis the difference between the demographical factors.

### **TESTING OF HYPOTHESIS**

The one way ANOVA is used for analyzing the difference between age with analysis of job satisfaction level.

$H_0$  = There is no significant difference in age with job satisfaction level.

$H_1$  = There is significant difference in age with job satisfaction level.

Table No 1: Results of ANOVA for different between age and job satisfaction level.

<b>ANOVA</b>					
<b>AGE</b>					
	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
Between Groups	2766.600	4	691.650	9.017	.001

Within Groups	1311.000	55	23.836		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 1 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.01 and f value is at 9.017. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

**H<sub>0</sub>** = There is no significant difference in gender with job satisfaction level.

**H<sub>1</sub>** = There is significant difference in gender with job satisfaction level.

Table No 2: Results of ANOVA for different between gender and job satisfaction level.

<b>ANOVA</b>					
<b>GENDER</b>					
	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
Between Groups	21.600	1	21.600	.309	.581
Within Groups	4056.000	58	69.931		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 2 shows the results of ANOVA. According to the ANOVA results the null hypothesis is accepted by rejecting the research hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.58 and f value is at 0.309. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

$H_0$  = There is no significance in Education Qualification with job satisfaction level.

$H_1$  = There is significance in Education Qualification with job satisfaction level.

Table No: 3 Results of ANOVA for difference between qualification and job satisfaction level.

ANOVA					
QUALIFICATION					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2974.600	4	743.650	7.081	.000
Within Groups	1103.000	55	20.055		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 3 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.000 and f value is at

7.081. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

$H_0$  = There is no significance in income with job satisfaction level.

$H_1$  = There is significance in income with job satisfaction level.

Table No: 4 Results of ANOVA for difference between income and job satisfaction level.

ANOVA					
INCOME					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	3481.100	4	870.275	9.243	.004
Within Groups	596.500	55	10.845		
Total	4077.600	59			

\*P value is significant at  $<0.05$

Source: SPSS Data analysis

The table 4 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.04 and f value is at 9.243. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

$H_0$  = There is no significance in experience with job satisfaction level.

$H_1$  = There is significance in experience with job satisfaction level.

Table No: 5 Results of ANOVA for different between experience and job satisfaction level

<b>ANOVA</b>					
<b>Experience</b>					
	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
Between Groups	195.600	4	48.900	.693	.600
Within Groups	3882.000	55	70.582		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 5 shows the results of ANOVA. According to the ANOVA results the null hypothesis is accepted by rejecting the research hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.06 and f value is at 0.693. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

#### **FINDINGS:**

- The variation exist among the different age groups in the job satisfaction level of bank employees is proved with the significance level of 0.58 (table 2)
- The significance value of 0.56 (Table 3) indicates the variation between the Gender and the job satisfaction level among the bank employees.
- The analysis significance value of above 0.05 suggest no variation between the null hypothesis.



## **CONCLUSION:**

The investigation helped in uncovering the degree of fulfillment of workers with reference to the different elements gave in the association. This investigation obviously demonstrates that representatives under association are pretty much happy with the activity. The association ought to think about circumstance on the compensation, relationship of workers and chiefs, complaint taking care of and give greater open door for the new representatives.

The investigation additionally thought to be some different issues lie to under by the administration I trust the administration would consider my proposals certainly it will improve his business exceptionally energetic workers are think about the incredible resource of the organization.

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**COPING STRATEGIES OF WORK STRESS AMONG WOMEN WORKERS OF  
GARMENT MANUFACTURING UNITS OF BANGALORE CITY**

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***ABSTRACT***

Stress is a feeling that's created when you react to certain events. It's the body's way of preparing to meet a situation with focus and heightened alertness. Stress can become a problem when it starts to affect how you cope with day-to-day stuff .The present study highlights the relationship between stress and coping strategies among women workers of garment manufacturing units at Bangalore city. Convenient random sampling method and a sample of 100 is used. A well-structured questionnaire is used to collect the data from the respondents. These SPSS software version 25 is used to proceed with analysis of data mean, standard ANOVA, Correlation was utilized. The findings of the study reveal that there is no significant relationship of stress and coping strategies among women workers of garment manufacturing units of Bangalore city.

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**1) INTRODUCTION**

Stress is a common problem that affects almost all of us at some point in our lives. Learning to identify when you are under stress, what is stressing you, and different ways of coping with stress can greatly improve both your mental and physical well being. Stress is experienced when a body responds to any kind of excessive demand; stress can be caused by both good and bad experiences. When a body feels stressed by something around, it reacts by releasing chemicals into the blood, which gives the body more energy and strength. This can be a good thing, if the stress is caused by physical activity. Similarly it can be a bad thing when stress is in response to an emotional instance and there is no outlet for this extra energy and strength. Positive stress can inspire people to do their

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best and perform better than if they were under no pressure Negative stress causes anxiety, Feels unpleasant, Decreases endurance and/or performance, May lead to both physical and psychological problems.

## **2) REVIEW OF LITERATURE**

**Shenbhagavadivu (2018)** the study examined the sources of occupational stress among managers working in Textile industry in Coimbatore. A total of 553 managers participated in this survey. Data is collected through a questionnaire distributed to managers in textile industry operating in Coimbatore. It was found that workloads, working conditions and relationship at work were the main concern of the managers that lead to stress at the work place. The results also indicated that certain demographic variables do influence the level of stress among managers.

**Jaroslav NEKORANEC, Miroslav KMOSENA (2015)** the study is focused on the problems of stress in the workplace. The authors will define the most common sources of work-related stress, their effect on employees' performance, physical and mental health. The emphasis is on the stress factors emerging from the work environment, relationships in the workplace, culture within the organization and work atmosphere, role conflict, career advancement, and balancing work and personal life. In the second part of the article some stress coping strategies such as ,gaining social support, taking advantage of the programmes targeting on stress coping, reduction of stress in the workplace by improving work environment and work organization.

**Smruti Rekha sahu (2016)** the study provides practical advice on how to deal with work stress. This paper implies work related stress occurs when there is a mismatch between the demands of the job and the resources and capabilities of the individual worker to meet those demands. Subjective and self reported evaluations of stress are just as valid as objective data such as statistics on accidents and absenteeism. It is intended that employers, managers, and trade union representatives use this booklet as part of an initiative to educate on the management of work stress. Discussed are the nature of stress at work, the causes and effects of stress, as well as prevention strategies .Also discussed are the roles of the organizational culture in this process and the resources to be drawn upon for managing work stress.

**Malarvizhi, Jeyarathnam (2016)** the present study indicated that the profile variables which are significantly associated with the stress symptoms are age, experience, income, marital status and numbers of dependents of employees. Being worried is the top ranking stress symptom for cane officers and being short tempered is the dominant stress symptom for cane inspectors. Shortage of labor for harvesting sugarcane is the top most stress causing factor among the employees. The dominant health problem among cane officers and cane inspectors are headache and poor concentration in work respectively. Back pain is the second major health problem for both the categories of employees. Depression and stomach disorder are the other important health related problems. Positive correlation is found between stress symptoms and physical and mental health problems. Quarrelling with family members is the dominant behavioral change among the employees which is followed by seeking help from others. The most important stress coping strategies identified are positive thinking, prayer and conversation with likeminded persons.

### **3) STATEMENT OF THE PROBLEM**

Work stress is a phenomenon which is associated with job satisfaction level of a worker in any place. The women workers of Garment manufacturing units' feels a lot of stress, working on machines for a long period of time, have to work more than eight hours a day. They also have to face issues like low wages, inadequate working conditions, overtime etc. Hence it is clear that Garment manufacturing units women workers faces work stress in the organization which affects their well being. Therefore the present study provides with some coping strategies to overcome or mitigate stress and have a stress free and a healthy life.

### **4) NEED OF THE STUDY**

Stress is a global phenomenon affecting all the categories of workers whether they are blue collar or white collar workers. Stress is a factor in the work place is affecting workers physical, mental, emotional, behavioral well being on a daily basis. Stress is not only affecting an individual as a whole but also affecting the organizations production, performance, and the long term growth. It is crucial that an individual worker should make efforts to overcome stress. Hence, The need of the present study is to provide with some specific coping strategies to overcome stress and perform better in the organization for their own growth and the organization growth as well.

## **5) OBJECTIVE OF THE STUDY**

- 1) To study the demographic profile of women workers of garment manufacturing units.
- 2) To identify work stress and coping strategies among women workers of garment manufacturing units.

## **6) RESEARCH METHODOLOGY**

The study is descriptive in nature .The sample size consists of 100 respondents. A convenient random sampling technique was used. The study was based on both primary and secondary sources of information. Two selected garment manufacturing units were used for the data collection from the respondents. a well structured questionnaire using Likert scale 5 point scale and SPSS version 25 were used. The statistical tool used for data analysis was mean, standard deviation, ANOVA, Correlation.

## **7) DATA ANALYSIS AND INTERPRETATION**

*Ho: There is no significant Relationship between stress and coping strategies among women workers of garment manufacturing units.*

Table 1: Mean and standard deviation of research variables in different age groups

<b>Age</b>		<b><i>Physical exercise</i></b>	<b><i>Self controlling</i></b>	<b><i>Positive thinking</i></b>	<b><i>Accepting responsibility</i></b>	<b><i>Seeking social support</i></b>	<b><i>Entertainment</i></b>	<b><i>Stress</i></b>
Below 25	Mean N=26	2.3846	3.2308	3.0000	4.0769	3.3846	3.9231	1.4231
	Std. Deviation	1.06120	1.10662	1.41421	.74421	1.44435	.89098	.50383
25 - 30	Mean N=25	2.2400	3.3600	2.8000	4.0800	3.4800	4.1600	1.4400
	Std. Deviation	1.05198	1.11355	1.35401	.81240	1.53080	.80000	.50662

31 - 35	Mean N=14	1.9286	3.2857	3.0714	4.3571	3.2143	3.9286	1.6429
	Std. Deviation	.99725	1.38278	1.14114	.63332	1.42389	.91687	.49725
36 - 40	Mean N=14	2.0000	3.5714	2.7143	4.2857	3.0000	4.2143	1.3571
	Std. Deviation	.96077	1.28388	1.54066	.61125	1.41421	.69929	.49725
41 - 45	Mean N=11	2.2727	2.8182	2.5455	3.9091	3.6364	3.5455	1.5455
	Std. Deviation	1.00905	1.16775	.93420	.70065	1.20605	.82020	.52223
Above 45	Mean N=10	2.4000	2.9000	2.8000	4.3000	2.9000	4.4000	1.5000
	Std. Deviation	1.26491	1.59513	1.54919	.67495	1.52388	.69921	.52705
Total	Mean N=100	2.2200	3.2400	2.8500	4.1500	3.3100	4.0300	1.4700
	Std. Deviation	1.04040	1.22367	1.32859	.71598	1.42627	.83430	.50161
<b>F- Value</b>		<b>.530</b>	<b>.662</b>	<b>.288</b>	<b>.765</b>	<b>.498</b>	<b>1.563</b>	<b>.582</b>
<b>Sig</b>		<b>.753</b>	<b>.653</b>	<b>.919</b>	<b>.578</b>	<b>.777</b>	<b>.178</b>	<b>.714</b>

Higher levels of physical exercise (mean=1.9286),self controlling(mean=3.2857),positive thinking(3.0714),accepting responsibility (mean=4.3571),seeking social support(mean=3.2143),entertainment(mean=3.9286)were observed among the respondents of 31-35 age group. Higher level of stress (mean=1.6429) was also seen among respondents of 31-35 years .There was no significant difference .Hence null hypothesis is accepted.

Table 2: Mean and standard deviation of research variables in different marital status groups

<i>marital status</i>		<i>Physical exercise</i>	<i>Self controlling</i>	<i>Positive thinking</i>	<i>Accepting responsibility</i>	<i>Seeking social support</i>	<i>Entertainment</i>	<i>Stress</i>
married	Mean N=16	1.9375	2.8125	2.6250	4.3125	3.5625	4.0625	1.4375
	Std. Deviation	.92871	1.10868	1.62788	.79320	1.59034	.85391	.51235
unmarried	Mean N=20	2.2500	2.9000	2.9000	4.0500	3.5000	3.8500	1.4000
	Std. Deviation	1.11803	1.41049	1.16529	.68633	1.50438	.87509	.50262
widow	Mean N=20	2.2500	3.2000	2.8500	4.0500	3.1500	3.9500	1.7000
	Std. Deviation	1.01955	1.19649	.81273	.68633	1.34849	.88704	.47016
separated	Mean N=24	2.6250	3.6667	3.0417	4.1250	3.4583	4.0833	1.4583
	Std. Deviation	1.09594	.96309	1.57367	.67967	1.17877	.77553	.50898
divorced	Mean N=20	1.9000	3.4500	2.7500	4.2500	2.9000	4.2000	1.3500



	Std. Deviation	.91191	1.31689	1.40955	.78640	1.58612	.83351	.48936
Total	Mean N=100	2.2200	3.2400	2.8500	4.1500	3.3100	4.0300	1.4700
	Std. Deviation	1.04040	1.22367	1.32859	.71598	1.42627	.83430	.50161
<b><i>F-value</i></b>		<b><i>1.736</i></b>	<b><i>1.814</i></b>	<b><i>.267</i></b>	<b><i>.496</i></b>	<b><i>.747</i></b>	<b><i>.507</i></b>	<b><i>1.483</i></b>
<b><i>Sig</i></b>		<b><i>.149</i></b>	<b><i>1.32</i></b>	<b><i>.899</i></b>	<b><i>.739</i></b>	<b><i>.562</i></b>	<b><i>.731</i></b>	<b><i>.213</i></b>

Higher levels of physical exercise (mean=2.2500),self-controlling (mean=3.2000),positive thinking(2.8500),accepting responsibility (mean=4.0500),seeking social support(mean=3.1500),entertainment(mean=3.9500)were observed among the widow respondents .A higher level of stress (mean=1.7000)was also seen among the widow respondents .There was no significant difference. Hence null hypothesis is accepted.

Table 3:Mean and standard deviation of research variables in different level of education groups

<b><i>level of education</i></b>		<b><i>Physical exercise</i></b>	<b><i>Self controlling</i></b>	<b><i>Positive thinking</i></b>	<b><i>Accepting responsibility</i></b>	<b><i>Seeking social support</i></b>	<b><i>Entertainment</i></b>	<b><i>Stress</i></b>
none	Mean N=62	2.1774	3.3548	2.7581	4.1774	3.3226	4.0161	1.4032
	Std. Deviation	1.01665	1.18870	1.33902	.73605	1.45731	.89611	.49455
primary	Mean N=38	2.2895	3.0526	3.0000	4.1053	3.2895	4.0526	1.5789
	Std. Deviation	1.08821	1.27231	1.31519	.68928	1.39319	.73328	.50036

Total	Mean N=100	2.2200	3.2400	2.8500	4.1500	3.3100	4.0300	1.4700
	Std. Deviation	1.04040	1.22367	1.32859	.71598	1.42627	.83430	.50161
<b>F-value</b>		<b>.271</b>	<b>1.443</b>	<b>.780</b>	<b>.237</b>	<b>.013</b>	<b>.045</b>	<b>2.948</b>
<b>Sig</b>		<b>.604</b>	<b>.232</b>	<b>.379</b>	<b>.627</b>	<b>.911</b>	<b>.833</b>	<b>0.89</b>

Higher levels of physical exercise (mean=2.2895),self-controlling(mean=3.0526),positive thinking(3.0000),accepting responsibility (mean=4.1053),seeking social support(mean=3.2895),entertainment(mean=4.0526)were observed among the respondents primary level of education. A higher level of stress (mean=1.5789) was also seen among the respondents of primary level of education .There was no significant difference .Hence null hypothesis is accepted.

Table 4:Mean and standard deviation of research variables in different experience groups

<b>Experience</b>		<b>Physical exercise</b>	<b>Self-controlling</b>	<b>Positive thinking</b>	<b>Accepting responsibility</b>	<b>Seeking social support</b>	<b>Entertainment</b>	<b>Stress</b>
Below 5 years	Mean N=21	2.2381	3.3333	2.8095	4.0000	3.6190	4.2857	1.2857
	Std. Deviation	1.09109	1.35401	1.28915	.70711	1.39557	.90238	.46291
5 years to 10 years	Mean N=36	2.0278	3.2222	2.9167	4.1667	3.2500	3.9722	1.4722
	Std. Deviation	.99960	1.22150	1.57435	.69693	1.46141	.77408	.50631
10 years	Mean N=28	2.3214	3.4643	2.7857	4.1071	3.0000	4.0714	1.5357

to 15 years	Std. Deviation	1.09048	1.23175	1.22798	.78595	1.49071	.76636	.50787
above 15 years	Mean N=15	2.4667	2.7333	2.8667	4.4000	3.6000	3.7333	1.6000
	Std. Deviation	.99043	.96115	.99043	.63246	1.24212	.96115	.50709
Total	Mean N=100	2.2200	3.2400	2.8500	4.1500	3.3100	4.0300	1.4700
	Std. Deviation	1.04040	1.22367	1.32859	.71598	1.42627	.83430	.50161
<b>F-value</b>		<b>.776</b>	<b>1.222</b>	<b>.058</b>	<b>.956</b>	<b>.997</b>	<b>1.386</b>	<b>1.461</b>
<b>Sig</b>		<b>.510</b>	<b>.306</b>	<b>.982</b>	<b>.417</b>	<b>.398</b>	<b>.252</b>	<b>.230</b>

Higher levels of physical exercise (mean=2.4667),self controlling(mean=2.7333),positive thinking(2.8667),accepting responsibility (mean=4.4000),seeking social support(mean=3.6000),entertainment(mean=3.7333)were observed among the respondents of above fifteen years of experience. A higher level of stress (mean=1.6000) was also seen among respondents of above fifteen years of experience .There was no significant difference .Hence null hypothesis is accepted.

Table 5: Mean and standard deviation of research variables in different wage level groups

<i>wages per month</i>		<i>Physical exercise</i>	<i>Self controlling</i>	<i>Positive thinking</i>	<i>Accepting responsibility</i>	<i>Seeking social support</i>	<i>Entertainment</i>	<i>Stress</i>
Less than 9000	Mean N=30	2.0667	3.2000	2.9333	4.0000	3.1000	4.1000	1.4667
	Std. Deviation	1.04826	1.27035	1.28475	.64327	1.56139	.84486	.50742
9000-10000	Mean N=44	2.2273	3.1136	2.7955	4.1364	3.4545	4.0227	1.5000
	Std. Deviation	1.05354	1.20495	1.35680	.79507	1.37172	.84876	.50578
more than 10000	Mean N=26	2.3846	3.5000	2.8462	4.3462	3.3077	3.9615	1.4231
	Std. Deviation	1.02282	1.20830	1.37673	.62880	1.37896	.82369	.50383
Total	Mean N=100	2.2200	3.2400	2.8500	4.1500	3.3100	4.0300	1.4700
	Std. Deviation	1.04040	1.22367	1.32859	.71598	1.42627	.83430	.50161
<i>F-value</i>		<b>.648</b>	<b>.835</b>	<b>.094</b>	<b>1.664</b>	<b>.546</b>	<b>.192</b>	<b>.190</b>
<i>Sig</i>		<b>.525</b>	<b>.437</b>	<b>.910</b>	<b>.195</b>	<b>.581</b>	<b>.826</b>	<b>.827</b>

Higher levels of physical exercise (mean=2.2273), self controlling (mean=3.1136), positive thinking (2.7955), accepting responsibility (mean=4.1364), seeking social support (mean=3.4545), entertainment (mean=4.0227) were observed

among the respondents of 9000-10000 wage group. A higher level of stress (mean=1.5000) was also seen among respondents of 9000-10000 wage group. There was no significant difference. Hence null hypothesis is accepted.

Table 6: Showing the correlation among the research variables

		<i>Physical exercise</i>	<i>Self controlling</i>	<i>Positive thinking</i>	<i>Accepting responsibility</i>	<i>Seeking social support</i>	<i>Entertainment</i>	<i>Stress</i>
Physical exercise	Pearson Correlation	1	-.034	.046	-.031	-.074	.085	.013
	Sig. (2- tailed)		.737	.649	.758	.466	.398	.900
Self controlling	Pearson Correlation		1	.165	-.238*	-.165	.230*	.061
	Sig. (2- tailed)			.100	.017	.102	.021	.545
Positive thinking	Pearson Correlation			1	-.050	-.194	.004	-.166
	Sig. (2- tailed)				.618	.053	.968	.099
Accepting responsibility	Pearson Correlation				1	.043	-.041	-.001
	Sig. (2- tailed)					.671	.682	.989

Seeking social support	Pearson Correlation					1	.043	-.093
	Sig. (2-tailed)						.671	.359
Entertainment	Pearson Correlation						1	-.058
	Sig. (2-tailed)							.565
Stress	Pearson Correlation							1
	Sig. (2-tailed)							
<b><i>Correlation is significant at the 0.05 level (2-tailed)</i></b>								

Relationship between stress and coping strategies presented in the above table 6, it is revealed that, self controlling, accepting responsibility, seeking social support is negative and significant relationship exist. positive thinking, entertainment is positive and significant relationship exist. The overall stress is negative and significantly correlated to coping strategies at 0.05 level.

## **8) CONCLUSION**

Stress is faced by the women workers in the garment manufacturing units either because of their age issues, marital problems, lack of experience, low wages, and poor working conditions. the study examines the relationship between stress and coping strategies among women workers of garment manufacturing units. It is revealed that there is no significant relationship between stress and coping strategies. the correlation results revealed that, self controlling, accepting responsibility, seeking social support is negative and significant relationship exist. positive thinking, entertainment is positive and significant relationship exist. Hence it is clear that the coping strategies like positive thinking, accepting responsibility, self controlling, physical exercise, seeking social support,

entertainment, play a crucial role in reducing stress and leading to a healthy life and work environment in the garment manufacturing units.

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**IMPACT OF INDIA'S OUTWARD FDI ON HOME AND HOST COUNTRY**

**Sukanya R\***

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**ABSTRACT**

Outward foreign direct investment from India is emerging as a significant aspect of India's international economic integration. Firms from India are incorporating outward foreign direct investment had to compete globally as a part of their corporate strategy to acquire key assets. The study tries to analyse the impact of OFDI on both the home and host country. The results reveal that OFDI has a negative impact on the employment in home country contrastingly OFDI has a positive impact on Exports and Research and development of the home country and with regard to the host country it positively encourages the economic development of the host country by increasing the productivity, exports and benefits the local firms by indirect transfer of technology.

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**Keywords:** Outward Foreign direct Investment, Home country, Host country.

**INTRODUCTION**

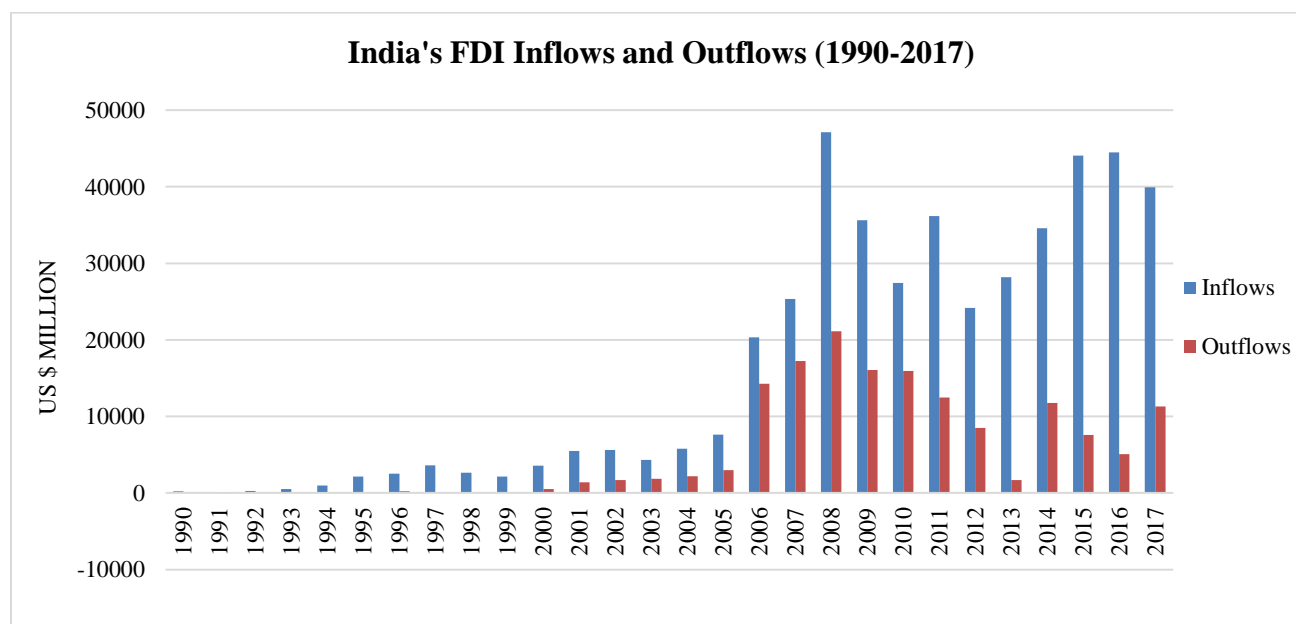
India is considered to be one of the most prominent and largest emerging economies. With the launch of the Globalization and Liberalization policy, India's economy witnessed a major change. As a result, Indian firms apart from competing in the domestic market had to compete globally to sustain the rising competitive environment and stratify for upgrading their technology, accessing new markets, for acquiring assets, obtaining resources, and the need to integrate the firm's operations across the globe. In response to the strategic requirements, Indian firms started overseas investments.

Overseas investments are being undertaken to acquire larger market, resources and strategic assets. Though India's outward investments were there since the 1960s, India started to register steady growth over the past 2 decades, India's Outward Foreign Direct Investment (OFDI) in equity, loans, and guaranteed issue stood at US\$ 11.33 billion in 2017-18 according to the data provided by the Reserve Bank of India (RBI).



India's outward investments have undergone a considerable change in terms of magnitude and in terms of geographical spread and sectoral composition. Since 2005, the Direction and Composition of India's OFDI are more towards the developed countries and the investments have increased in the service sector. For example, the UK announced that India has become the third largest source of FDI for them as investments increased by 65% in 2015 leading to over 9,000 new and safeguarded jobs.

Very few studies have focused on India's OFDI. Most of them have looked into the trend, pattern of India's OFDI (Athreye, 2005; Kumar N. , 1995; Nagaraj, 2006; Nayyar, 2008; Ramamurti, 2009; Dige Pedersen, 2008; De Beule, 2012; Buckley P. J., 2007; Kumar N. , Internationalization of Indian Enterprises: Patterns, Strategies, Ownership Advantages, and Implications., 2008) and the locational determinants of India's OFDI (Buckley P. F., 2012; Das K. &., 2015; Jain, 2015; Nunnenkamp, 2012; Pradhan J. , Emerging multinationals: A comparison of Chinese and Indian outward foreign direct investment., 2011). Similarly, recent works of (Chittoor, 2009; Deng, 2012) have focused on examining the role of firm-specific factors on overseas investment by Indian firms (Bhaumik, 2010; Chittoor, 2009; Gaur, 2014; Pradhan J., 2004).



Year	1990-93	1994-97	1998-2002	2003-2006	2007-2010	2011-2014	2015-2017
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Inflows (US \$ Million)	532	3619	5629.7	20327.8	27417.1	34582.1	39916.1
Outflows (US \$ Million)	0.4	113	1678	14285	15947.4	11783.5	11304.4

Although the macroeconomic environment was not considered as a part of location advantage during the 1970s, Dunning, (2009) revealed the importance of the macroeconomic environment by describing the location pattern, structure and activities of multinational firms over the last 20 years. Recent studies (Augier, 2007; Cavusgil, 2015; Child, 2005; Gerschewski, 2015; Kylaheiko, 2011) (Tseng et al., 2007, etc.) have been concerned about unveiling the role of firm-specific factors on explaining the OFDI activities, (Bhasin, 2013; Das K. C., 2013; Estrin, 2016; Globerman, 1999; Hoang, 2015; Huang, 2017; Kalotay, 2010; Stoian C. , 2013; Stoian C. &, 2016). Later on (Tolentino, 2010; Boateng, 2011; Kyrkilis, 2003; Kueh, 2010; Wei, 2010) have underlined and highlighted the macroeconomic environment from the perspective of home-country location advantage explaining the current trend of OFDI.

## **REVIEW OF LITERATURE**

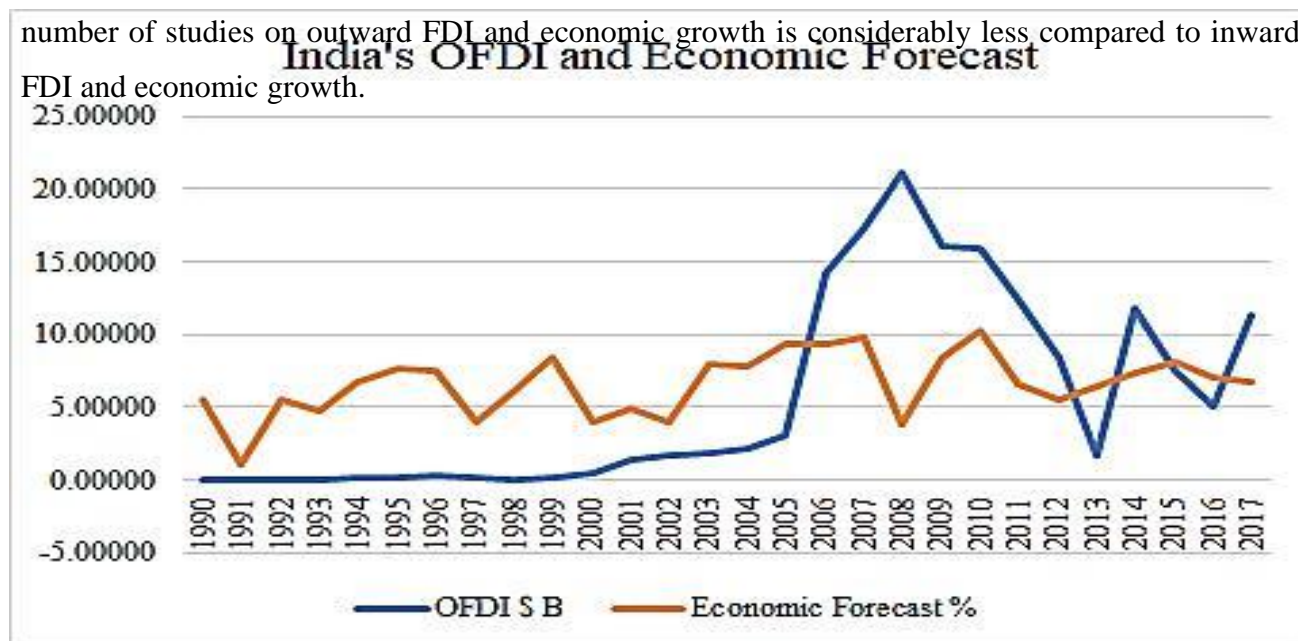
### **IMPACT OF FDI ON THE HOME AND HOST ECONOMY**

#### **Home Country**

In the modern era of globalization, it is important for the companies to set up their entities in the locations beyond the geographical location of the country previously operating from. The best way of establishing their entities is through the expansion strategy of foreign direct investment. By using this approach, the entities will have direct control over the assets owned by them in other geographical locations including their equipment, offices, and buildings in the foreign locations.

Outward Foreign Direct Investment (OFDI) is seen as a new channel for development as it is evident that the growing OFDI increases a country's investment competitiveness, crucial for long-term, sustainable growth. Impact of inward FDI on economic growth is the main focus for

the existing studies (Borensztein E. D.-W., 1998; Chakraborty, 2002; Hansen, 2006) as inward FDI has a positive impact on the economic growth in developed and developing economies. The number of studies on outward FDI and economic growth is considerably less compared to inward FDI and economic growth.



There is also an argument that OFDI reduces the domestic investment, production and employment opportunities in the home country which affects the economic growth among the developing economies (Al-sadiq, 2013; Waqar Ameer et.al., 2017). Some studies have observed that the OFDI reduces the country's rate of domestic investment, while on the other hand others have found that OFDI stimulates the domestic investment with a positive impact on productivity and employment (Navaretti G. B., 2006) innovation (Masso J. R., 2013) in the home country it provides exposure to new markets, import of technology, intellectual capital, upgrade production processes, boost competitiveness, augment managerial skills, and access distribution networks are benefits to the economy as a whole. For example, Chinese OFDI overtook inward FDI in 2016 which made the 6th largest OFDI Stock (Perea, 2017) - Global investment Competitiveness Report 2017/2018) in spite of its Economic (GDP) growth at 6.8% in both 2015 and 2016, Industry production at 6.2% (2015) and 6% (2016), capital investment at 45.4% (2015) and 44.26% (2016), and unemployment rate at 4.05% (2015) and 4.02% (2016). with an increase in the economic globalization of 7.86% from 2015 to 2016.

Yet other studies have observed to have no significant impact among the developed and developing economies (Hsu, 2011; Ito, 2000). Meanwhile, (Elia, 2009) found that OFDI has a negative impact on the demand of the home country's less skilled workers and also for skilled workers when FDI is directed to developed countries. According to (Stevens G. V., 1992) OFDI is a substitute for domestic production when the multinational firms relocate their production facilities abroad, it reduces domestic output, employment, and economic growth as well. On the other hand (Desai, Foreign Direct Investment and the Domestic Capital Stock. , 2005) says that OFDI is complementary to domestic investment, whereas (Hejazi, 2003) says that the impact of OFDI varies according to the investment partner.

(Herzer D., 2011; Herzer D., 2008) analysed (2008) the relationship between outward FDI and Economic Growth as the previous studies had examined the firm and industry level effects (domestic investment, productivity) of outward FDI and found that Outward FDI is positively associated with the increase in economic growth it is both a consequence of economic growth as well as a cause for an increase in economic growth among the developed economies. Using an Asymmetric ARDL model (Ali, 2018) studied the relationship between OFDI and economic growth and found that the results obtained are more superior and efficient for policy making and also suggest that OFDI is beneficial to the country by assessing the advanced innovation and technology among the developed and developing economies.

From a theoretical viewpoint, OFDI varies from one country to another depending on their motives for overseas investment. Similarly, the impact of OFDI on the home country may occur through financial and product markets. If the FDI outflows complement the home economy through backwards-forward linkages then OFDI complements the domestic economy. The FDI outflows may have a positive (Lipsey R. E., 2004; Herzer D., 2011) negative (Feldstein, 1995; Andersen(deceased), 1998) or a neutral impact on the home economies domestic investment, employment. Therefore, it is necessary to identify the overall impact of FDI outflows on the home economy.

### **Host Country**

Foreign direct investment (FDI) influences the host country economic growth through the transfer of new technologies, know-how, the formation of the human resources, integration in global markets, increase of competition, and firms' development and reorganization. Studies consider that FDI generates economic growth in the host country though there is evidence that FDI is also a source of negative effects for the host country. Authors have suggested that foreign capital when effectively allocated generates economic growth and is the most effective way to achieve economic growth (Lee, 2004; Balasubramanyam, 1996). FDI can affect economic growth through the transfer of technology and know-how, and this impact can be positive and/or negative.

FDI is a means to improve countries economic growth depends on the implementation of more advanced technology through multinationals in developing economies (Frindlay, 1978; Saggi, 2002; Hermes, 2003) as the multinational firms are more often regarded as more developed and a major source of technology dispersion, and world spending on research and development (R&D) due to its presence in various parts of the world (Borensztein E. D.-W., 1998; Ford, 2008). Transfer of technology improves the host firms performance and also contributes to the growth of GDP (Varamini, 2007; Lim, 2001) and reduces the firms R&D cost as it receives these technologies and makes the firms more competitive (Berthelemy, 2000). The main benefits brought by multinationals are new products and new production processes (Blomstrom M. a., 1998).

FDI affects the host country economic growth in the formation of the human resources or labour force positively as it improves the knowledge of the labour force by providing training through the introduction of new methods, production, management practices (De Mello, 1999), Know-how, and also highly skilled workers (Zhang, 2001). As a result, it increases the productive capacity based on the training obtained (Ozturk, 2007). Similarly, another harmful impact to the host country economy is the instability of FDI Inflows i.e. sudden and high capital inflow. Which results in an increase of inflation, difficulty in the predicting these flows, and it may destabilize the country's economic development leading to difficulty in implementation of economic policies desired by local authorities (Sen, 1998; Vissak, 2005).

Another negative consequence of FDI in the host country is a decline in the local authorities' autonomy (Duttaray, 2008), as the large multinationals gain control over assets and

employment, it empowers them to influence the political and economic decisions of the host country authorities (Zhang, 2001). It is also observed that multinational companies in order to gain control over their operations pressurise the local authorities to make policies that are more favourable to their firms than to the host country economic growth. Due to the size of multinationals and their influence on local economies, their strategic decisions cause significant changes in the host country, and the independent strategies of local authorities“ could be contrary to the desired national policies (OECD,2002). In this way, multinationals cause distortions in the host country policies to benefit foreign investors (Ram, 2002). It is also reported that multinationals encourage the permanence of the existing economic situation and FDI is seen as a way for the developed countries to gain control developing countries (Zhang, 2001; Loungani, 2001).

OFDI has enhanced with respect to growth, exports, productivity (Zhao, 2010; Liu H. &, 2011), efficiency (Navaretti G. B., 2006; Kumar N. , 2008; Pradhan J. P., 2007; Pradhan J. P., 2008; Chopra & Sachdeva, 2014; Hsu, 2011; Tsuchiya, 2015) employment (Das K. C., 2013) innovation(Masso J. R., 2013) and know-how in particular with advanced home economies. The geographic distance has a negative impact on Indian overseas investments (Al-Sadig, 2013; Mishra & Kumar,2016; De Beule, 2012). Ahmad, Draz, & Yang (2015) Found that outward investment from ASEAN nations is negatively associated with economic growth. Due to the variation in the amount of investment among the high and low income countries it is clearly evident that they negatively impact the demand for the low skilled workers in the parent countries and also reveals a high demand for the high skilled workers in the parent country, this result seems to be evident by the studies of (Alfaro, L., & Charlton, A. , 2007; Elia, 2009).

## **RESEARCH GAP**

Existing studies on India's FDI have only analysed the role of Inward FDI. Few studies have been undertaken outward investments from service sector with respect to the factors influencing investment and very few published studies with respect to firm-specific advantages to the firm from IT Industry as they have created a global presence and brand image. Outward FDI is an emerging phenomenon, therefore, it is important to analyse the changing structure and pattern of outflows from India. Existing studies on India's OFDI are majorly on determinants and impact with

specific variables of the home country. Previously reviewed papers have taken into consideration only the approved amount of investments and not the actual amount of investments. Studies are not been taken on the impact and determinants of India's OFDI into the developing and developed countries and also to find out the direction of India's FDI outflows into sectors and economies.

### **RESEARCH QUESTION**

1. What are the determinants or the motivating factors of India's OFDI?
2. What is the impact of India's OFDI with respect to the specific variables and also the overall economic growth from the perspectives of both home country and host country?
3. What are the trend and pattern of flow of outward foreign direct investment from India to the country and to the Sector?

### **NEED / PURPOSE/ SIGNIFICANCE OF THE STUDY**

Though India's outward investments were there since the 1960s, India started registering a steady growth of 11304.4 US \$ Million in 2017 from 6.0 US \$ Million in 1990, after the implementation of the globalization policies in the 1990s. India has registered a steady increase over the past 2 decades as most of the firms have started adopting internationalization through FDI as a strategic policy, to remain competitive and expand their global outreach. the

Earlier, India's investments were majorly directed towards developing countries with similar or lower levels of economic development, a form of 'South-South' cooperation. The composition of the outflows has also changed post-1991. Currently, OFDI has been undertaken in newer host countries, including large numbers of developed countries, signalling a changing profile of India's external economic engagement.

Outward Foreign direct investment from developing economies like India pose several questions with regard to the motives for the outward Investment. While India's outward investments are motivated by the strategic assets and wider reach of markets ( or new markets), whereas generally it is assumed as resource seeking as the motive for investment in developing



countries. With the firms using different strategies to expand their global reach, there is a significant need to investigate the market-seeking as a motive for investment in a developing country.

With firms applying new strategies to expand their global footprints, this study seeks to investigate the significance of market-seeking even in the developing country group. The significance of this research is in linking the motives of India's OFDI, drawn from the theoretical literature to the host country economic determinants across different groups of countries and to examine the Impact on the home country as well as the host country with the help of empirical data.

The study explores the implications of OFDI and thus supplement the existing literature by identifying significant host country factors across developed and developing countries, the changing patterns of India's OFDI, and the relation of OFDI with exports. The study attempts to identify the economic factors that determine the choice of host country location along with the changing patterns of India's OFDI, and its relationship with exports, another channel of internationalization. The present study aims to analyse the changing patterns of OFDI from India.

## **STATEMENT OF PROBLEM**

Most of the studies are being conducted with respect to the determinants of Outward FDI majorly in developed countries, and existing studies with regard to the impact of OFDI are being studied considering few specific variables like employment. As India's Outward Investment has started registering an increase, it is important to study the relation between OFDI and economic growth. This study analyses the determinants of India's OFDI; examine the impact of India's OFDI with respect to the specific variables and also the overall economic growth from the perspectives of both home country and the host country, empirically drawing upon the link between the established in the theoretical framework. The review of the literature has identified economic determinants based on the motives of OFDI as factors determining the location of OFDI. Market-seeking, resource-seeking, efficiency-seeking, and strategic assets seeking are the motives for OFDI. Therefore, it is important to analyse the changing structure and pattern of India's Outward Foreign Direct Investment.



In a globalised business environment, overseas investment is inevitable on account of a country's policy on outsourcing, emphasis on on-shore presence, protectionism, etc. India's foreign exchange reserves has supported the relaxation of capital controls including Unlimited capital Outflows for OFDI and it has a significant impact on the sustainability of India's external debt profile and Current Account Deficit (CAD). India being a Current Account Deficit economy ensures that the capital outflows from the country needs to be closely monitored. Surplus finance is required to maintain a comfortable level of India's foreign exchange reserves for financing India's growing CAD. Another important factor that warrants close monitoring of capital outflows is implication for domestic investment. It needs to be ensured that overseas investment by Indian companies do not crowd-out domestic investments. Even though both domestic capital formation and overseas FDI investments have increased concomitantly in recent years, potential implications of rising trend in outward FDI for domestic investment, growth and employment needs to be examined against the benefits that domestic companies derive elsewhere in terms of expanded market base, backward and forward vertical integration and cheap skilled labour. Hence, the Indian companies have to balance the need for domestic business expansion with the compulsions of overseas investments.

## **OBJECTIVES OF THE STUDY**

1. To analyse the impact of various OFDI policies.
2. To precisely examine the flow of Outward FDI from India into Developed and Developing countries and sectors for the period of 2011-18.
3. To analyse the determinants of India's Outward Foreign Direct Investment.
4. To examine the causality relationship of India's FDI outflows and economic growth for a period of 1995 -2017
5. To examine the impact of India's FDI outflows and Economic Growth in both the home country and in the host country.

## **METHODOLOGY**

### **The methodology of the Study**

The study is based on secondary data of India's outflow of foreign direct investment to different countries. To facilitate the analysis, the countries will be grouped into developed and developing based on the categorization followed in the 'World Investment Report', a publication by the United Nations Conference on Trade and Development (UNCTAD) on global FDI.

### **Data Sources**

Secondary data for the analysis has been collected from the Reserve Bank of India (RBI): data on Overseas Investment, RBI publications, RBI reports, Export-Import Bank publication (2014) and (2017), data from the Ministry of Finance (1991-2018), World Bank's World Development Indicators, UNCTAD, and other published sources.

To analyse market-seeking (market size), resource-seeking, strategic asset-seeking motives and policy variables, a panel data approach has been adopted. The dependent variable in the study is the amount of OFDI outflow. The independent variables are the market-seeking, policy variables, resource and strategic asset-seeking variables in the host country.

### **Period of Study**

The direction of India's OFDI is studied from 1990-2018, comparing it with pre-1991 data. The year 1991 has been selected as the Government of India had introduced the Liberalization, Privatization and Globalization policy in that year. Subsequently, with policy changes, OFDI from India registered a considerable increase. The study analyses the host country determinants are empirically tested by taking the data of annual foreign direct investment outflow during 2001-13.

The geographical and sector level analysis has been performed by dividing the host countries into two groups, developed and developing, based on the categorization followed in the UNCTAD World Investment Report internationally and also across broad geographical regions

during 2011 - 2018 due to the non-availability of time series data of India's OFDI in host countries for a longer duration. Moreover, for many host countries, the data for independent variables is not available. Thus, such countries could not be considered for panel data analysis.

1. Impact and the causality relationship of OFDI are from 1995-2017.
2. Sector Wise and Country Wise analysis are from 2011-2018.

### **Tools used in the Study**

**Granger Causality test** - Granger causality is a way to investigate causality between two variables in a time series. It is the ratio of the variance of the model before and after the addition of the new time series. The advantage of Granger causality is that it allows a researcher to pinpoint directional influences of regions on another without any *a priori* hypothesis regarding which regions are involved in particular subnetworks (Mohapatra, 2016; Waqar Ameer et.al., 2017; Herzer D., 2011). Testing the data for unit root is necessary as a first step. The concept of Stationarity is important for accurate estimations as well. Variables are considered to be stationary at 1<sup>st</sup> difference under Levin, Lin & Chu t, Breitung t-stat, ADF, PP and I'm, Pesaran and Shin. The results for Exports, Gross Capital Formation, Expense, imports, Inflation, OFDI, Research and Development, Trade openness, Unemployment Rate and Real Effective Exchange Rate are Stationary at 1<sup>st</sup> Difference.

**Johansen Cointegration Test** - Cointegration test will be applied to check the cointegration relationship. Cointegration test represents the relationships among the variables. As long as there is a cointegration relationship between variables, the error correction model can be derived from the autoregressive distributed lag model. And each equation in the VAR model is an autoregressive distributed lag model; therefore, it can be considered that the VEC model is a VAR model with cointegration constraints. Because there is a cointegration relationship in the VEC model, when there is a large range of short-term dynamic fluctuation, VEC expressions can restrict long-term behaviour of the endogenous variables and be convergent to their cointegration relation (Kueh, 2010; Herzer 2011).

## **ANALYSIS OF THE STUDY**

The impact of OFDI is analysed using macroeconomic time series data. Time series data may be non-stationary which means that the series contain permanent stochastic trend which continues over a period of time. therefore there is a required to analyse whether the concerned time series data are stationary or not. Stationarity of the data is being tested using Im, Pesaran and Shin test, Phillips and Perron test, Augmented Dickey-Fuller test at the 1st difference and found that the data is stationary.

To test the relationship between FDI and Economic growth Granger causality test is being used and found that the series is stationary at the 1st difference and 2nd difference (Labour force, Expense, Unemployment rate, Gross capital formation, Imports, Inflation, Trade openness, Research and Development, REER, Exports).

Johansen Cointegration test is used to examine the long run relationship between OFDI and economic growth, the results reveal that there is a significant cointegration between OFDI, GDP, Expense, Exports, Gross Capital Formation, Trade openness, Unemployment Rate, Economic Forecast No significant relationship between OFDI, REER, Imports, Inflation, Labour Force, Research and Development.

## **RESULTS**

First ADF, PP and Im, Pesaran and Shin are applied to examine the stationarity of the data, based on the null hypothesis of unit root against the alternative hypothesis of no unit root. The results given in Table 1 shows that all the series are stationary except labour force. All the series are stationary at first differenced; (1) as the null hypotheses of unit roots. This analysis shows that no data series is stationary at first difference; therefore, these variables may contain long-run relationship among them. Keeping this view, we apply the Johansen cointegration approach to find a long run relation.

Johansen Cointegration test results are given in Table 3 and 4. Table 3 shows the results of Trace statistics and Table 4 shows the results of Maximum Eigen Statistics. The cointegration test results in Table 3 reveal that the variables are stationary at first difference that is they are I (1) series integrated of one order. Trace and Maximum Eigen Statistics show the number of Vector(s) containing long-run relations, and the null hypothesis is rejected at 5% level of

significance. Therefore, the results of both trace and max-Eigen statistics confirm that one cointegration vector exists in the model. It means long run relationship prevails among the variables.

The Causal link between OFDI and economic growth is estimated through ADF, PP, Im Pesaran and Shin approaches. As already explained, all the variables are integrated at first order and lag length of the variable one. The results of causality are presented in Table 5 reveal that OFDI has a relationship with Exports of the country, R&D Expenditure, and the Unemployment rate as the null hypothesis is rejected at 5% level of significance. To conclude, this study has found that there exists a bidirectional causal association between domestic investment and foreign direct investment whereas domestic investment causes economic growth and economic growth causes foreign direct investment.

## **CONCLUSION**

This study examines the impact of India's OFDI and economic growth for the period of 1990 – 2017. As India's OFDI registered steady growth in the past 2 decades. Stationarity of the data is being tested using ADF, PP, Im Pesaran and Shin unit root test and results are stationary at first differenced which shows that all the variables are integrated at first order, that is,  $I(1)$ . Johansen cointegration approach is applied to examine the relationship and Granger causality approach is exercised to evaluate causal linkages between OFDI, Exports, R&D Expenditure, and Unemployment.

The Results reveal that foreign production has a negative impact on the employment in home country contrastingly OFDI has a positive impact on Exports and Research and development (De Beule, 2012) of the home country. Domestic Investment increases Outward FDI and combines the production process to decrease the cost of manufacturing (Desai, 2005). The Findings from the study reveal that OFDI has both a positive and negative impact on the host country. It positively encourages the economic development of the host country by increasing the productivity (Hsu 2011), exports and benefits the local firms by indirect transfer of technology. As a result, the local firms were able to compete more successfully in exports by using the technology or management techniques used by the multinationals (Blomstrom M., 1991).

Therefore policy makers instead of focusing on the standalone increase in FDI inflow

should focus on both FDI inflow and outflow. Policies should be directed to attract and retain FDI inflow even during the crisis rather than managing or taking corrective measures on the macroeconomic policies during the crisis period. EMEs should also incentivize the domestic firms investing abroad for technologies and synergies as FDI outflow also enhance growth-related activities. Various incentives including tax benefits or subsidies should be promoted by the government in order to foster the foreign direct investment and hence domestic investment.

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**NON-TEACHING STAFF PERCEPTIONS TOWARDS WORK ENVIRONMENT –A  
STUDY AT BANGALORE UNIVERSITY**

**Harshitha\***

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**Abstract:** *The main focus of the study was to identify perception of non- teaching staff towards work environment at Bangalore University. 50 non –teaching staff like Superintendent, Assistants, and Junior Assistants were considered for the study. Data was collected with a well-structured questionnaire by convenience sampling method. Factor analysis was used to analyse the data with SPSS 21.The results reveal that work culture, rewards and goodwill of the University is the reason for positive work environment in the university.*

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**Key words:** *Bangalore University, Dedication, Recognition, Security*

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## **1 .INTRODUCTION**

Organization is a group of people who are working for the growth of an economy; success of any organization depends on people who work for the organization with commitment, to achieve success or growth people should work with commitment loyal and trusts to the organization to achieve the organizational goal. Educational Institution consists of providing quality education and empowering students to compete .So along with teaching staff it is also the work delivered by Non-teaching which has a significant value in delivering quality education. Disbursement of scholarships, maintainence of records, report cards, certificates, organization of exam related activities are few of the service rendered by non-teaching staff in educational institutions.

### **1.1 ABOUT BANGALORE UNIVERSITY**

Bangalore University located in the garden city of Karnataka is one of the most recognized Universities in Asia, providing quality education to students and empowering them to compete. It has around 50 departments consisting of both teaching and nonteaching staff and having more than

625 affiliated colleges. It consists of around 1500 employees. It offers various courses in PG and also has well equipped research facilities.

## **2. LITERATURE REVIEW**

**Yuliarini,S et.al., (2012):**The study examined the factors influencing employee satisfaction among the senior non- teaching staff members at higher educational institutions of Malaysia. Mainly four variables were considered for the study viz. leadership, management knowledge, employee satisfaction and training. It is found that leadership has a significant impact on employee satisfaction than management knowledge and training.

**Tiwari,S (2014):**Study focused on to study level of job satisfaction among non-teaching staff of A.P.S University, Madhya Pradesh, India. It is found that promotion, salary, fringe benefits, chances to learn, employees development, working condition, performance appraisal, team spirit and encouragement are the areas which are neglected and need a special attention for the same.

**Chinenye,O., et.al.,(2017):**The study has examined the effect of occupational stress and its effect on performance of non-teaching staff in south eastern universities in Nigeria. It is found that reduction of occupational stress has positive effect on the effectiveness of non-teaching staff.

**Ngony.P.K,et.al., (2017):**The study aimed to assess effect of remuneration and promotion on Job satisfaction of non-teaching staff in secondary schools. It is found that only remuneration had significant and positive effect on job satisfaction.

**Wanjiku,W,G(2016):**The study investigated factors affecting non-teaching staff development at Kenyan Universities. It is found that there is a challenge of skill development of staffs. The staff who acquired the required skill were not rewarded accordingly.

### **2.1 STATEMENT OF THE PROBLEM**

Work environment of any organisation plays a significant role in growth of the institution both in financial and non-financial terms. Especially it is important at higher education institution to know how the perception towards work environment will lead to increase in motivational level of employees.

## **2.2 NEED FOR THE STUDY**

A successful organization in spite of having technology needs an employee who works for the organization with commitment. So employees play a significant role in achieving organizational goals irrespective of the type of industry. In this study researchers have considered Educational Institution i.e., University, to study how employees feel working at Bangalore University. In Universities, non-teaching staff along with teaching staff together will be able to deliver good study environment to students. So this study was aimed at knowing how the contributions made by non-teaching staff will lead to successful growth of University and students.

## **2.3 SCOPE OF THE STUDY:**

The study was restricted to non-teaching staff of Bangalore University, Jnanabharathi Campus which consists of Superintendent, Assistants, and Junior Assistants

## **2.4 OBJECTIVES OF THE STUDY**

1. To know the factors influencing work environment at Bangalore University.
2. To identify the contributions made by non-teaching staff in functioning of Bangalore University, Jnanabharathi Campus.

## **2.5. RESEARCH METHODOLOGY**

The study is descriptive in nature based on survey method. Both primary and secondary data are used for smooth conduct of the study.

### **2.5.1 Primary Data**

Primary data were collected from 50 non-teaching staff through a structured questionnaire.

### **2.5.2 Secondary Data**

Secondary data were collected through websites and reports.

**2.5.3 Sampling Method:** Convenience sampling method was used for selecting the sample respondents from the population.

## **2.6 LIMITATIONS OF THE STUDY**

Even though attempts were made to make the study perfect it is not free from limitations. Due to resource and time constraint, the respondents were approached only once to collect the required data. The staffs who were unavailable during initial visit were not approached again.

## **3. FINDINGS AND DISCUSSION**

**Table no: 3.1**

### **Results of KMO and Barlett's Test**

<b>Kaiser-Meyer-Olkin Measure of Sampling Adequacy.</b>		0.794
<b>Bartlett's test of sphericity</b>	<b>Approx. Chi-Squared</b>	570.095
	<b>df</b>	45
	<b>Sig.</b>	.000

*Source:*  
*Primary*

### *Data*

From the table it can be examined the KMO value of 0.794,significance value of 0.000 at 99% level of confidence and chi-square value of 570.095 is accurate . Factors having more than one as Eigen value are taken as reduced factors which are used as new factors for further analysis. Principal Component analysis was used for extraction purpose and varimax rotation is used as the standard rotation. 88.63 % of the total variance has been explained by ten factor solution. A Varimax rotation was performed with the initial factor solution. The rotated component matrix which showing the factors and their loadings has been presented below.

**Table no: 3.2**  
**Rotated Component Matrix**

<b>Factors</b>	<b>Component</b>		
	<b>1</b>	<b>2</b>	<b>3</b>
Security	.523		
Guidance	.848		
Opportunity	.779		
Interpersonal relationship		.905	
Recognition		.561	
Promotion		.622	
Salary		.961	
Premier institution			.924
Social service			.532
Student friendly			.530

*Extraction Method: Principal Component Analysis*

*Rotation Method: Varimax with Kaiser Normalization*

Factors having loadings greater than 0.5 and close to 0.5 are considered. Three factors emerged which are grouped as Work culture, Rewards, Goodwill.

Work culture factor includes security, guidance and opportunity elements

Rewards factor includes interpersonal relationship, recognition, promotion and salary elements.

Goodwill factor includes premier institution, social service and student friendly programmes.

### **3.3 CONTRIBUTIONS OF NON-TEACHING STAFF TO BANGALORE UNIVERSITY**

Five main contributions from employees towards university were identified

1. Honest, dedicated and sincerity to work
2. Consistently representing to Government and higher authorities in the University to disburse the scholarship on time
3. Help their subordinates to do their job effectively by teaching them the process to do job
4. Recommend others to join University either to study or work
5. Suggesting higher authority for the betterment of University.

### **4. CONCLUSION**

After personally interviewing the employees it is seen that employees are satisfied with working for University .They strongly recommend others to be a part of University. Even though they are discriminated on different grounds, they are honest and sincere at work. There is improvement needed for basic to higher level needs of employees. Majority of nonteaching staff feel they want frequent training and meetings.

### **SUGGESTIONS**

In light of the above findings following suggestions were made:

- Transparency in appointments, transfers and promotion.
- Conduct regular meetings by higher authority with staff and discuss matters affecting University functioning
- To take feedback from employees and incorporate the same in decision making
- The University has to take necessary steps to get grants and funds from UGC and Government for up gradation of infrastructure facilities in terms of technology in appropriate fields
- Adopt technology to speed up the process concerning students.

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**INDIAN PARTITION AND SECOND WAVE OF FEMINIZATION – A WOMAN  
PERSPECTIVE**

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**ABSTRACT**

Women of a developing country are of real consideration in the aspect of nation's progress when the nation can make a good passage towards achieving a special place then the women shall definitely have a basic growth at least. Women empowerment movement has got four waves till date and from the date of 1830 to 1900 the first wave was happening and from 1960 to 1980 the second wave of women empowerment was happening. Indian national liberation movement was started to get the main phase in and around 1830 and then 1960 was very near to a time of Indian partition in 1947. This time conjecture is definitely more significant with the women empowerment in India. The women of India are very submissive from the historical phase and that time was not separated but the women are coming out from the time to this date for not only their sake rather the skill up with due confidence on human oriented progress. The study is taking an effort to see if the women in India have got a good chance of own realization. The second wave of women empowerment if has any universal connection to the partition because the power dimension was becoming to be changed towards the modernized living as can be seen to be persistent this time that has to be checked with due scientific research. It will definitely share about the transformative force which was created by the time to show how the women can feel their potentiality.

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**Keywords:** Developing country, Women empowerment, 1947, Second wave of women empowerment

## **INTRODUCTION**

“Freedom is for the educated people who fought for it. We were slaves of the English, now we will be slaves of the educated Indians – or the Pakistanis.”

Khushwant Singh

In case of a nation like India which has got a liberty at the cost of partition will have a significant and contributory role of the same in not only the religiosity but all the possible spheres in a nation. India is a land of epics like Mahabharata and Ramayana where women have shown as the dependent on the men. The historians are saying that this picturesque was needed because the economy was of agricultural when the women could not be in the field. It was the base of human living in the then society which got a transformation during the period of partition because of the economic change. The land resources were depleted and the all other resources were lost at the time of partition. The women along with men did change their places to live so the agricultural lands were of no use. The humans were searching out different by passes to earn when the women had to come in the scenario to earn. This aspect of earning was giving women a sense of self-sufficiency and with that they were progressing a lot in the direction of rectified living with a little bit power in hand.

The women were being tortured when they were going to the either sides of India and Pakistan so when they were living even after that; they were so powerful in mind to tackle any kind of more pain. The situation was imbibing in them a habit of fighting with injustices so the new nations were getting them in designing or implementing the policies. The women were getting the needed motivation to be broad in their approach of recalling the government that they were also the social component with men for whom the independence has been achieved. It is necessarily a point of discussion as because the angle to see a social being has been changed from the part time of partition. The partition was helping the women to travel a long distance which did create a delimitation for them to show how the nations were being changed.

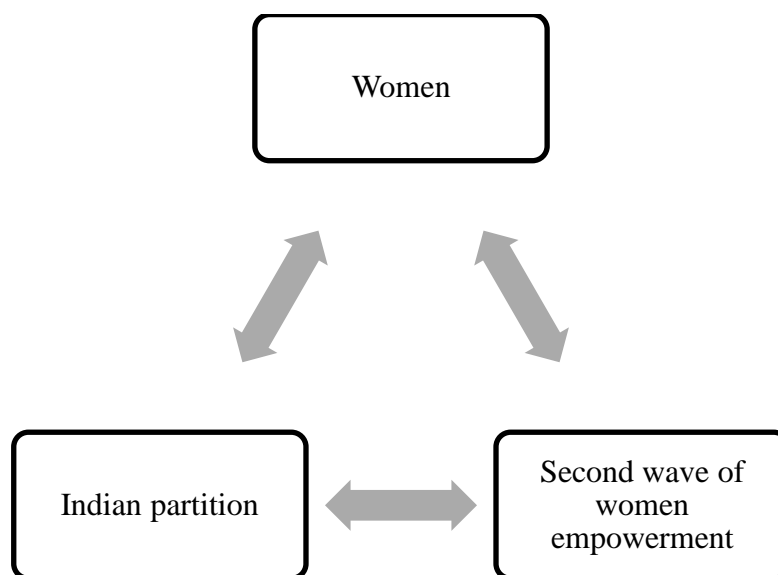


Image 1: The trio Relationship

In this time the Second World War was just ended which created a chance in the women development when their urge of liberation from the established patriarchy was being realized broadly by the women. The European transformation was coming in India at a large because India has a mature line up with the European countries. In this way the country did realize that women should be taken in the plans or programs of the national up-liftment when the women will come into the developmental perspective. Henceforth it can be acclaimed here that these three had an inter connection of the complete way of progress.

This study is very much needed in this time as because the nation is running behind the formal transformation in the lives of women. The women are in all the fields of national importance this time. The women are helping the total tie up with the realization of the capability of women when they are getting chance in the derivative of power relation. The women are really enjoying the pattern of growth. The partition in this way has helped the women towards getting a possible chance of saying their own ideas upon development with proper broadness in mind. This research is a help for checking how a relative vulnerability in the socio-political passage can be useful for the women to know them with their potentiality which is carried from a generation to another.

## **OBJECTIVES**

Nothing is static in a society because of the different driving force and implementation of the attitude of the ruling parties. In this kind of knowledge assimilation the great leaders to drive a nation takes much attention on the realized truths and they try to formulate policies with the learning. In case of Indian liberation the partition was inevitable due to the political scenario. This political thought has changed the traditional attitude of the governance and the women development ideology was including in the political plan formulations. At the same time the second wave of women has helped the national governance approach. In these two ways have helped to have a changed women living. This study is trying to note down upon the issues as below:

- Why the women were in need to be in changed life?
- How the partition and the second wave of women empowerment did act upon the Indian women?
- How much change has worked upon the Indian women?

## **STUDY NEED**

Indian partition was a strategy of change caused to the politico-religious mentality of the British authorities beside the wish of the leaders especially of Muslim league. The religious attitude was not only a break down in the common phase of political flow but the partition changed the complete demographic landscape. The women were in the houses and their condition was almost like in jailed because the women did not get any chance to go far away as because the total scenario was of rural. And then the partition was giving them enough chance to come out from the domestic sites and they were travelling various places. It was like a resurrection of real India which has been told not in the epics but in the Veda when women were getting equal respect. This change was seeking total re-check upon the issues of gratification of the women. Rapidly the women were getting governmental help. In this time the second women empowerment was giving the women a chance to see what the other women in the different part of the globe was doing so that they could also ask for the similar kind of help in their lives. The study is trying to see if the two is of that kind of help for them to get a developed living or if it is so then how the change is still helpful for the women in present time!

## **METHODOLOGY**

This research is in any case an ethnographic kind of knowledge analysis and it has tried to re-open the historical change in the lives of women. An effort of scholastic look upon the partition issue has made it much clear that is to say there is enough ethno-political chance of knowledge seeking in the dimension of the togetherness in connection to women empowerment. Here a review has done upon the issue of women progress after the liberation of India. It has checked the policy line in this case. The women are the dependent variable here which is getting effect of the independent variables like Indian partition or the second wave of women empowerment.

## **DISCUSSION**

“If feminism was not powerful, if feminism was not influential, people would not spent so much time putting it down.”

Jessica Valenti

There is every belief that women are weak and they cannot be consistent with the social wellbeing because the gender is so powerful entity that is to be discussed like anything. In case of Indian partition various inter-connections have been changed or modified due to the impact of political change and henceforth it is much important to take a note that the women in India have got a power with the realization of their potency. In 1947 after getting independence the nation has built up her presence with the women. And from the negligence to the powerful entity they have done various favours to them. Fortunately the administrative and non-governmental helps have ensured them a superb position in the society when they can remove the atrocities.

### **❖ Presence of Indian women in historical period**

Sen (2000) has told that women movement in India has started in 1920s because there was a potential change in the lifeline of the politics as the revolutionaries came in the scene. There was every need to have some definite flame upon the women with which they can feel themselves unique and good to change their socially given fate. Chakravarti (1993) has shown her great inter-look in the Brahmanical order to say that the gender hierarchy is much common to the caste identity because the both cannot give any liberation to a society and the rigidity is so tight that any person cannot overcome it. In India gender is really a very problematic situation in which no

woman can be getting any power to be attached with the affiliate authority on power to take a decision or go outside for a having any economic work. It was so stiff that women were not getting a least freedom. Sharma et. al. (2013) have come into a conclusion that in the Hindu households women are being seen as the child bearer only and if the society is not much educated then the said will not allow any woman out of the households. In this situation women are being compelled to live in a boundary in the historical age which was really painful for them as they could not be in a state to face the world.

❖ Women in the time of Indian partition

Bhat (2018) has said that Indian literature is making the profile of the male leaders most significant when hardly any lady can be seen as the prominent figures and no one can deny that the literatures are focusing upon the status of society. But still the women are really to be honoured because not the male rather the women faced the consequences which burn out their hearts at the extent of creating some powerful mind dimension. The Mountbatten Plan came in the scene during the month of June in 1947 so the migration was started from then and around 12.5 million people were being uprooted from their place of origin (Sachdev 2017). These kind of negative happenings are really devastating for the women and they were losing their dignity to live in case of impious governmental decision but somehow these frustrated and reactive things were helping women towards their full energy to live. The situation was actualised the women with their background which told the women about the theory of Darwin that speaks about the survival of the fittest in the fight for existence. Kapur (2019) has seen here the hidden truth that women realised the need of education to be employed when they were facing physical torture but for that they could not invest money for own health if still alive. Henceforth it can be said that the violence was alternatively helping the women. After the partition when in 1950 the Indian Constitution started to work then the women were mentioned in the Fundamental Rights where the women got equal importance as the men (Mokta 2014). So the partition was like channel between the absence or presence of women in the written form. That is the importance of the partition in the lives of women.

❖ Women after the second wave of feminization in India

The waves of feminization are really important because they show how the power evolution occurred for the sake of women. Pande (2018) has said that women movements are direct result of

the feminization when the set up was dealing with the atrocities of women then alternatively the women were being educated that there is chance of being empowered. In this connection just after the independence the women were becoming strong in their appraisal and very notably the Chipko movement was started in 1970's when the second wave of feminization was occurring on the international level. These movements were giving women the confidence with which they can face the situation boldly and it made the gender strong otherwise which is seen as weaker. In a policy paper by Patel and Khajuria (2016) it has been proclaimed that Indian history is of patriarchy but the feminization movements have challenged the established social fact when after independence women were getting the mentioned wave of realization in their lives. Undoubtedly the partition gave women the authority over their existence which calls a status in the society. It can take in consideration that the voice to seek the power choice has been made with feminism and which was a result of the national partition irrespective of anything else except the religion when gender plays a good role.

## **CONCLUSION**

“No nation can rise to the height of glory unless your women are side by side with you”

Muhammad Ali Jinnah

Being with religious affiliation the father of Pakistan was saying the above mentioned which is a clear cut point to say that the persons who were designing the partition were much motivated to take women forward for not the sake of women rather they did realize that a nation can be promoted if the women are getting the chance of progress. Henceforth the social change for women was created by the help of the time in the means of waves in women empowerment was becoming a universal phenomenon. The women were getting a place in the nation building and the shape of the nations after partition was giving women honour in the human sphere.

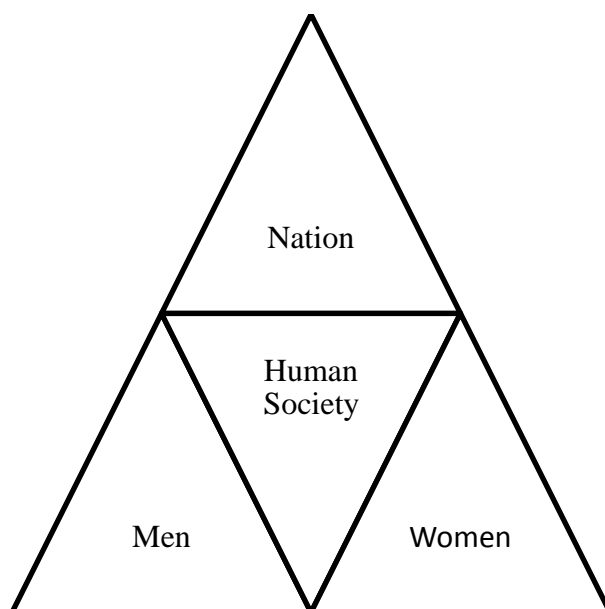


Image 2: Relationship of Men and Women to build a Nation

It is a compulsory thought that says men and women are parts and parcel to build a society when a compound factorization of the societies creates a nation. In 1960 the India government has designed a progression in attitude for having a holistic growth. The women centric plans were started to be designed with proper care for them and a regular monitoring with those has been felt. In this way it can easily be said that the second wave was a necessary point for formulating several inseparable achievements in this line. The thinking for women was then transformed in the governmental thought for establishing the Department of Women alongside being signatory in various United Nations driven plans and programs. It will not be wrong to say that the modern living of women in India is possible caused by the second wave in a liberal county after just receiving freedom.

In this connection the rest can be said as the liberty in the political aspect was most important thing of women empowerment because the male were more attached with the tertiary sector of economy and the landscape was changed into urban so the women had to come out from the households and after being in an open sphere the women were getting to know why they should join shoulder with men for the need of their households. It became a chance for the women to be forward with clear agenda to ask for own properties including the dignity. Women were getting change so the nation had to give them the open way to seek the best advantage in living for the ultimate realization on



own capacity. The women are still using the liberty because the phase of women and development togetherness has noticed that the both the social facts can be marvellous for going in further. Some complexities are still present so the motivation for the second wave to check life with broadness can be versatile and significant here.

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**HEROISM, REALISM & SOCIAL CRITICISM IN MANOHAR MALGAONKAR'S  
FICTION**

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**ABSTRACT:**

This paper attempts to explore the idea of realism in Indian fiction with specific reference to Manohar Malgaonkar's fiction published during three-and-a-half decades which are written in English. The objective of this study is to explore Malgaonkar's fiction which majorly provides a backdrop to the period of greatest upheavals in the recent times. The paper also observes that the Second World War and India's Independence are the two significant events of this duration which play a vital part in most of his works.

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**Keywords:**

Colonisation, realism, partition, heroism

**INTRODUCTION:**

Malgonkar's novels saw the light of the day after India's independence in 1947. His urge for recreating the contemporary history through his writings is a part of his desire to awake the nation and to help it to build an individual character. His novels have heroes who go for heroism and their heroic deeds are in accordance with the traditions of historical periods. They are kings, princes, army personnel, tea-planters and aristocrats. They are bold, capable and daring. They go for shooting, hunting, drinking and sex revelries. But Malgonkar has always been trying to project a hero conforming to the ideals of famous personalities in the past like Nana Saheb, Tantya Tope, Shivaji and Kanhoji Andrey. Malgonkar's heroes, such as Kiran Garud, Debi-Dayal and Abhayraj, clearly reveal his desire. To make them look true and somewhat similar to great historical figures, he throws his heroes into such historical situations as may draw out heroism and idealism at their best.

The action in all his novels, except *The Devil's Wind*, takes place in a particular period from 1938 to 1950. The period which provides a backdrop to the novels of Manohar Malgonkar has been the period of greatest upheavals in the recent times. The Second World War and India's Independence

are the two significant events of this duration which play a vital part in his initial four works. *Distant Drum* (1960) covers a period from 1938 to 1950. It narrates the 'Burma War' during World War II along with the 1947 violence and bloodshed, besides the regimental history of the 4<sup>th</sup> Satpura Regiment. *Combat of Shadows* (1962) covers a period from 1938 to 1940 and it has a reference to the Second World War. *The Princes* (1963) depicts the 'Raj-days' and the princely states amalgamation into the Indian Union. The work *A Bend In The Ganges* (1964) also depicts the historical events prior to and after India's independence. The novel depicts the Second World War scenario and it goes as far back as 1938. *The Devil's Wind* (1972) is truly the first historical novel written in autobiographical form in which he recreate the history of 1857 days through the narrator-hero Nana Saheb.

### **SOCIO-POLITICAL ISSUES**

The socio-political ethos of the subcontinent during the partition days and the life of the princes during the Raj-days leave a deep impact on the pages of his major novel. In the 1990s, 'Partition' may not be a very attractive subject to most Indian-English writers, but there was a time "when Partition convulsed the collective conscience of creative writers and resulted in books such as *A Bend In The Ganges* by Manohar Malgonkar and *A Train to Pakistan* Khushwant Singh". On the other hand, the thrill and romance attached to the Raj-days still has some magnetic attraction which the latest arrival of Gita Mehta's *Raj* (1989) has proved.

Malgonkar weaves his stories around the historical events of contemporary India. His heroes emerge from the tense historical situations. As a matter of fact, he finds many elements common between history and fiction. In an interview with James Y. Dayanand he says:

To my mind, history and fiction have not only many elements in common, history now forms the basis for most of my work.... I think, the bonds of all fiction are these facts and the facts are fantastic in Indian history, as they are in any history.

Thus his quest for heroes having heroic ideals leads him to events and upheavals of contemporary history. He can go as far back as 1857 in realising his desire. Malgonkar's heroes are largely egoists, and blue blood runs in their veins. Heroes and other subordinate characters, who fall in categories other than this, are treated by the author with disdain and indifference. Krishna Kant, Jugal Kishore, Kanak Chand, SarkarBabu and even the hero of *A Bend in the Ganges*, GianTalway, suffer at the hands of the author. KiranGarud, Abhayraj, Debi-Dayal and Henry Winton are the pampered heroes of the author. Nana Saheb's heroic stature is well-known to us and Indian history is a witness to it.

KiranGarud is a C.O. in the 4<sup>th</sup> Satpura Regiment. His heroism in the Second World War wins a military cross for him. In a hand to hand fight, he kills a Japanese soldier. During the riots in Delhi in 1947, he risks his life. His ticking off the British Colonel Manners brings him applause from all. Henry Winton (in *Combat of Shadows*), a public school product, is another extension of Kiran in some respects. He is known as a big time hunter. His collection of guns is marvellous. He risks his life when he goes after the one-tusked rogue elephant. He too intends to join the army during the Second World War, but his ankle injury stops him. AbhayrajBedar, the hero of the *Princes*, is a perfect replica of Kiran. He too goes in for hunting, shooting and sports. Like his predecessors, he takes part in the Second World War and gets a medal. In *A Bend in the Ganges*, the hero Debi-dayal is a member of a revolutionary group. He sets a plane ablaze and defies the orders of Mulligan Saheb at the Andamans. He lives dangerously and consequently he loses his life while travelling to Dariabad in a train along with Mumtaz. In *The Devil's Wind*, Nana Saheb challenges the British power, liberates Kanpur and becomes the hero of the 1857 freedom fight. He is a terror to Britishers, but he refutes the allegations of being responsible for the carnage at Satichaura and Bibighar. It is a known historical fact that Nana did not surrender and British government could not catch him.

### **QUEST FOR HEROISM & ADVENTURES**

Of many heroic sports and entertainments, hunting needs special mention because it occupies a significant place in two of his novels and has a passing reference in two others. In *Combat of Shadows* and *The Princes*, hunting occupies a prominent place. Henry Winton in *Combat of Shadows* is a big time hunter and he goes after one-tusked elephant. Eddie shoots the python and Kistulal is killed by the rogue elephant. In *The Princes*, MaharajHiroji, who has killed fifty-eight tigers, is ultimately killed by a wounded tiger. He also arranges tiger-hunting for Mr. Gibson. Abhayraj is also very keen on hunting and he loses his temper when he finds that his lovely shotgun was used by the palace officer, Abdulla Jan. *Distant Drum* and *The Devil's Wind* provide only casual references to hunting.

All the major novels of ManoharMalgonkar when considered together present a unified vision and a controlling concept. This concept and vision are related to his quest for self-realization which is a recurring theme in his novels. It acts like a centre holding together many subsidiary themes. Most of the critics have ignored the basic themes in Malgonkar's novels, but one of the major critics of Malgonkar, James Y. Dayanand has explored the theme of initiation as one of the significant themes.

ManoharMalgonkar's novels show the growth of the hero. Two of his novels *The Princes* and *The Devils Wind* belong to the type of *bildungsroman*, which records the chronological and intellectual development of the hero. James Y. Dayanand has called *The Princes* the story of initiation. This growth of hero leads to some knowledge and self-realization. Without self-realization, any kind of growth or education is incomplete. This self-realization is the kernel of all kinds of human growth and development, and earlier we attain it the better.

### **TERRIBLE AWAKENINGS IN MALGAONKAR'S WORKS**

The society which the novels by Malgaonkar represented was the society which he had reproached. They always wondered as to why the people were so blind to the hidden realities of their lives. Hence they always longed for awakening in the people. They wanted the people to wake up from their slumber and evaluate the trends of morality around them. The societal duties which the people

had to carry out had lost their actual meaning and the essence of the past Indian life had diminished. Hence, all his novels will indicate at some kind of awakening.

The characters are shown to be waking up to the hypocrisy lurking behind the institution of marriage. *A Bend in the Ganges*, right in the beginning, reflects upon the idea of what it means to cut a nation into three halves. The entire scene is commendable, because it is unquestionably characteristic of the previous bondage between the Hindus and Muslims which would have turned hostile. Ultimately the characters awaken to the fact that their lives would no longer be the same as before. Their so called nation obviously appears to be a false and an insincere notion. They also awaken to the fact that they simply a toy or a puppet the politicians can use. This shows that the commoners are not entitled to have any identity.

In the novel *A Bend in the Ganges* Teckchand awakens to the stifling moral rubrics of his society which were being skilfully regulated and endorsed by the political leaders. He is forced to make a compromise with the dreams and pleasure of his life only to retain life in his body. In order to simply survive, he decides to makes all possible sacrifices. He sacrifices his wishes, desires and happiness so as to sincerely comply with the upheavals of the Indian society which had turned bloodthirsty.

Another interesting awakening in Malgaonkar's novels is that the characters are painfully awakened to the fact that they were immersed only in illusions. The novels also depict that the characters are seen struggling to achieve a perfect and a happy societal life in the face of confusion, chaos and communal hatred. The families which otherwise were closely knit one comprising only mutual love and affection in the pre-independent India were all the societal sense complete ones. But the completion of the families suddenly looks cracked and they all understand that it was only an illusion they were under hoping for betterment of their lives soon after the British departed. .

The novels of Malgaonkar, therefore, are all about the terrible awakenings people come to terms with. The characters ultimately understand that the actual Utopian belief that was instituted in people was that the community was to be treated as an honourable institution that all could trust.

The partition, with all its brutality, changed this prevailing notion. The partition novelists, hence, have a demonstration of how the people are regulated by the hypocrisies of politicians and the media which is always inconsistent.

#### **CONCLUSION:**

In this discourse it has been my endeavour to show the themes and narrative skill of ManoharMalgonkar in his novels. His capacity to engage the readers with a variety of themes and a striking narrative skill is amazing. Out of his many skills, his innovative plot-structuring is the kernel of his narrative technique. It is the neat construction and the entertainingly told narrative which have placed him on a par with the major contemporary Indian-English novelists. *A History of Indian English Literature* by M. K. Naik makes a right assessment of Malgonkar as a narrative artist:

The novels of ManoharMalgonkar are conveniently created and interestingly told stories which anyway present a rather limited view of life and individual instinct viewed from the point of view of a very furious man of the humankind for whom there is very little to appreciate and respect on human instinct; a man for whom life is mostly equated with sex and the flesh and its appetites are more real than the finer perceptions of the mind and the heart and the larger concerns of human life....It is only when he adopts a broader view of things as in *The Princes* that he is able to raise above his self-imposed restrictions.

Malgonkar's environment and cultural heritage too have moulded and shaped his genius in such a manner that his imagination gets full exposure on the wide canvas of his novels. He is considered to be the most masculine of all the Indian-English writers because of his service in the army and passion for big game hunting.

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## ROLE OF E-COMMERCE IN SUPPLY CHAIN MANAGEMENT

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### ABSTRACT

This research paper focuses on role of E- Commerce on the supply chain management and various retailers and multi-level wholesaler of different goods and services providers. In the modern era of economy the role of online marketing is playing very important task. E commerce is envisages human lives by its convenient and customer friendly reliable service without exceptional case in the field of supply chain management In recent days supply chain management is spreading g to core dynamics of various channels to compete with rest of the world. Development of e- commerce is providing a greater platform to perform, numerous activities related to supply chain management. Broad network access of online commerce is enabling acquirement of marketing information, real time based customer requirements quickly. Introduction of product, channelization, distribution and segmentation has become easier through e-commerce. Level of competitiveness of enterprises is enhancing with wide speared of development due to rapid growth in technology. It is creating competitive advantage to customers for purchase decisions. Hence it is providing management and operational tasks of supply chain backward and forward linkages made very simple and accessible in very short span.

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**KEY WORD:** E-Commerce, Marketing, Supply Chain Management, Operations.

## **INTRODUCTION**

E- Commerce is a systematic process of conducting business transactions and related communication through web based technology. Indulging in buying and selling of commodities by using electronic platform is called E- business. It can be done through making online payment by using either debit card or credit card and internet banking. The person who eagerly involves and does all kinds of allied activities in the network platform can be called an E-tailor because the virtually retailer regard as e tailor which means electronic retailer. Electronic commerce activities have to go through these e tailors it is primarily uses internet as medium for customers to carry out buying and selling activities. E-commerce stands for electronic commerce which enabled to do varieties of online business transactions. It covers all kinds of products and services. Easy accessibility of merchandise can be done instantly via internet in any part of the world by a fingertip clicks. E-commerce or E-business carry out activities based on web reliant network its provide digital shopping basket to all users where each and every customers can avail to various products and services without putting substantial time and energy. Over a period of decade E-commerce has become indispensable part of every human life in day today activities. Innovation and up gradation of technology stimulating the business organization to widening their scope of operations on daily basis. Technology made ease doing of business it is helping the entire business strata to shift over from traditional dogma of business activities to modern and sophisticated whole new level of ideologies. The improvement of information and communication technology has drastically reduced the physical task of mankind. It is also contributing to paperless work, saving of time due to this easy accessibility many traders, wholesalers, business organization have started to do their business through internet commerce. Whatever the activities they used to carry out in the physical market to improve their sales and total business revenue, same activities in fact more effectively and efficiently are taking place by using e-commerce channels and medium. It is an advance technology and virtually selling and buying place. This provides user friendly accessibility and more beneficial for customer as well as business major determinants of e-commerce is a website of traders and provided internet accessibility. Supply chain management specifically concentrates on procurement of raw materials, manufacturing, distribution of goods and services in spite of place barrier. It looks after not only delivery of goods but also post sale services to retain the customers for frequent purchases. The conventional approach of business was considered to be less technology orientation hence there were lot of hurdles to make prolific business transactions the essence of physical place and market were the period causing many

problems and hindrances to attain profit maximization. Operational cost maintenance of records, data management was used to take place manually. Earlier post cards , reminders , letters were used to have healthy relationship and exchange of information to customer but the modern era of information and communication technology has changed everything pertains to business communications with the help of improvement of ICT the emergence of E-commerce has playing a dominant role in modern business activities. ICT has transformed the business principle over a period of time. Dimensions of business activities have shifted from conventional traits to improvised standards fast, reliable communication creating more and more business opportunities and this market demand ultimately delivered and fulfilling by supply chain management by using E-commerce.

## **REVIEW OF LITERATURE**

**Abdul gaffer khan (2016)** in this research article titled Electronic commerce a study on benefits and challenges in emerging economy. In his research paper he has focus on role of e –commerce on future development. Information technology plays a vital role in the practice of e commerce with the objectives of benefits and challenges of the field. Scope of the study area on Bangladesh. The researcher has identified numerous challenges and opportunities of e commerce in the different sectors of economy.

**Snyder rell (2013)** E commerce and supply chain management this article focuses on the supply chain management, inventory management and customer satisfaction and retailer characteristics, how the e-commerce is playing paramount role in various elements of supply chain management

**Meng yang (2012)** supply chain management under e commerce environment. Article based on basic principles structure model of supply chain management under e commerce. This paper encounters on the advantages of supply chain management and its challenges and possible remedies for e commerce environment.

**Rajneesh shanjee (2016)** the impact of electronic commerce on business organization this research paper is full of conceptual study with the background of the topic has been clearly focuses objectives were constructed based on that research hypothesis have been formed and tested. Various business models as B2B B2C B2G have been studied thoroughly. The impact of e-commerce on business has got more prominence in his article with the presentation of benefits of e-commerce and its magnitude on studies.

**Yasanur kayikci (2019)** E- commerce in the logistics, supply chain management this scholarly article has done in the scope of turkey. In the beginning of the article says can logistics and supply chain process its functions. Its further continues with the trends in the logistics, supply chain mechanism with the touch of technology as cloud computing, big data, personalization of customer engagement, mobile applications, and social network. The field of channel management has given more significance as integrated commerce has been discussed equally.

## **STATEMENT OF THE PROBLEM**

The field of commerce and management have experienced lot of new innovations and technological advances therefore the emergence of e commerce would that give any shock or surprises, but the degree of impact and the magnitude of its are scope covered made to rethink of its paramount significance. The e commerce has becoming the global platform for every economic activity, without the presence of e commerce the commercial activities are incomplete. Meantime e commerce has overtaken the conventional and traditional forms of commerce and its related activities. Though e commerce made a big footprint in the modern economy it's not free from difficulties or technological problems.

## **SCOPE OF THE STUDY**

E-commerce is not only buying and selling of products online modern E-commerce typically uses the World Wide Web in at least one point of transpiration life cycle. In the global economy E-commerce and internet business has increasingly became necessary component of business strategies and a strong flat form for conducting new business activities with easy accessibility. To talk about the area which is covered by the E-commerce is very vast it has encircled all the segments of businesses if any one

ignores the contribution of E-commerce to be global economy it indicates that he/she is considered to be less than half educated. Hence E-commerce is very much significant and it has paramount value.

### **NEED FOR THE STUDY**

At the present business practices E-commerce is the vastest and popular segment because of the main attributes such as high reach ability conversations customer satisfactions effective communication and lot more. The essence of E-commerce is much needed in the modern days of economy from purchasing desiccations and post selling services all kinds of activities is taking case through e channels only the need and requirement of E-commerce is as important as life blood to industries and over all commercial enterprises it is very difficult to imagine the business sectors with the usage and applicability of electronic or internet commerce.

### **OBJECTIVES OF THE STUDY**

- To understand the impact of E-Commerce in supply chain management
- To know the present scenario of E-commerce in supply mechanism
- To evaluate the effects and impacts in supply chain management.

### **RESEARCH METHODOLOGY**

This research paper is focusing to meet the requirement for set objectives of the study. The researcher designed this paper in such a way to employ for descriptive study needs. With keeping the need of given objectives, the researcher has done in depth study and extensive research survey on available secondary sources of data. The resources have been used to prepare this article as a base such as books, journals articles, web based information, published reports, theses and discussion with many scholars, researchers to comply with the article. No primary data have been collected and used for the purpose of study, it is purely descriptive study based on secondary and existed sources of information.



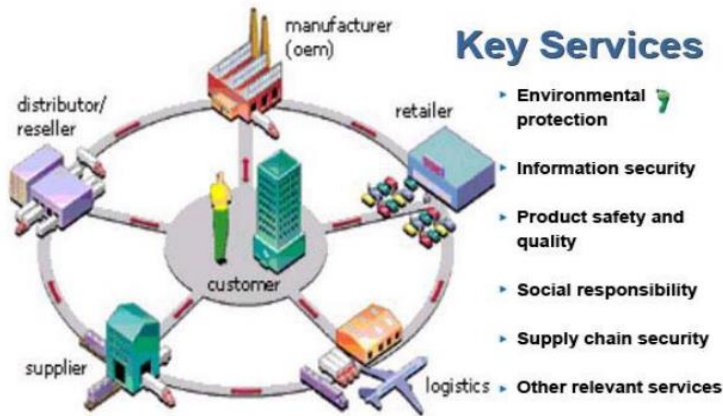
**Fig . 1** Supply Chain Management

**source:** role of supply chain management in e-commerce.

Supply chain management and its process are completely relying upon E-commerce channels, where customer wants to make purchase with little or no time span. If the service provider does not provide it faster than the customer will not prefer to buy through that web site again chances are very high that they may lose customer and business will be greatly affected. ICT and E-commerce plays a very important role in merging all activities and integrating of supply chain dynamics in one platform. E commerce has become new retailer of virtual world. It impacts the various business models and sectors substantially. Supply chain management is a process of combining all dynamics of supply elements to attain business revenue and profit maximization. The important key element of supply chain management has been discussed in the above diagram. Supply chain planning and strategy provides how the supplier should think and act according to the market conditions in the light of competitors to attain market demand with the amount of aggregate supply for this supplier has to depend on supply chain applications and models. Procurement of commodities is the basic step of involved in supply chain management because without having the required amount of stock of goods suppliers cannot fulfill the supply forward linkages demands. According to Laudon (2012) article denotes that information from supply chain management systems help firms to:

- Production decision
- Communication channels or medium

- Tracing system
- Inventory availability checking system
- Status of shipment
- Demand based production
- Awareness towards changes of attributes of products



**Fig.2** Supply Chain Services

**Source:** article of Snyder rell (2013)

Key services of supply chain management are associated with many factors such as manufactures, retailers, logistics department, suppliers, distribution channels and retailers. The circular process of this cycle to reach ultimate customer for consumption there supply chain services ends. Reaching the target customers by using effective business to business or business to customer models are contributing to undertake purchase and allied services to customers very quickly. Due to the popularity and ease doing of business many physical retailers have started to establish online mode of business where it facilitates direct relationship one to one basis with customers and various dynamics of supply chain management. There is a great amount of opportunities to develop in online marketing in recent years the development and influence of E-commerce is remarkable.

## **LIMITATIONS OF THE STUDY**

This present paper has encountered some limitations that are mentioned below

- Collected only secondary data
- Study focuses E-commerce alone
- Covering only recent past year data
- Time boundaries

## **CONCLUSION**

E-commerce industry is the leader with popularity in online business world. The revolution of e-commerce has fundamentally changed the business and transformed from conventional to sophisticated nature. Numerous opportunities have been created domestically; transactions are taking place beyond the international boundaries. The importance of supply chain management is discussed as customers and business depends on internet applications and process needs to constantly reassess. Large number of retailers seems to have an advantage over small retailers. Large retailers have access to more financial resources to implement online mode of transactions so they don't always need a third party or operator to perform supply chain management oriented tasks.



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