

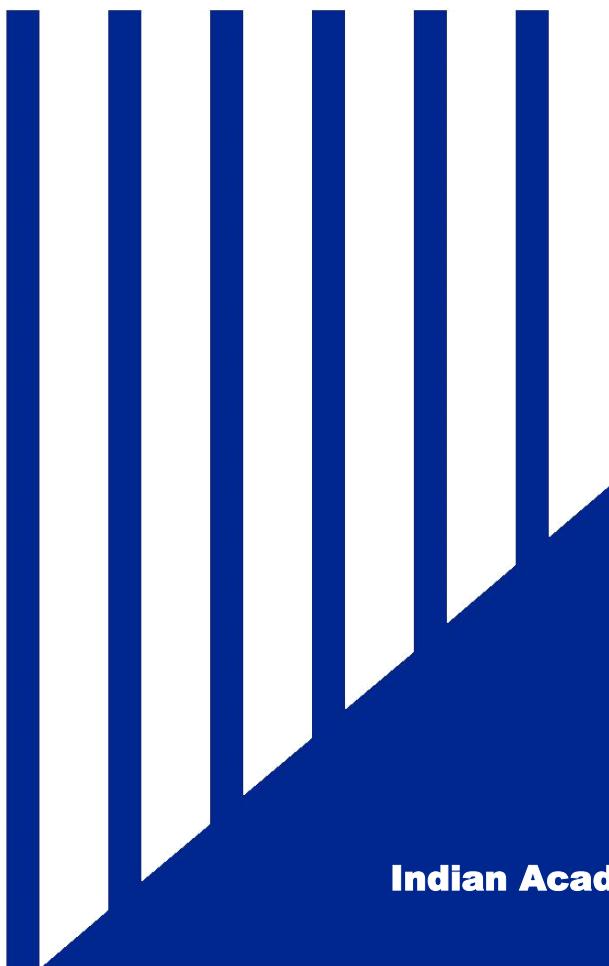
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PRINCIPALS' PERFORMANCES AND STRATEGIES IN THE MANAGEMENT OF EMPLOYEES' DIVERSITIES IN SECONDARY SCHOOLS IN RIVERS STATE, NIGERIA**Dr. Ukaigwe, P. C.**Department of Educational Management, Faculty of Education, University of Port Harcourt, Rivers State, Nigeria

ABSTRACT

This study examined the ways school principals managed employees' diversity and explored strategies for improving diversity management in senior secondary schools in Rivers State, Nigeria. The descriptive research design was adopted for the study. The population of the study consisted of 274 principals and 8456 teachers in public secondary schools in Rivers State. A sample size of 94 principals and 356 teachers were drawn using proportionate random sampling technique. The face-validated instrument used to generate the data used in the study had reliability index of 0.86, using Cronbach alpha statistical tests. The research questions were analysed and answered using mean and mean-set, whereas the research hypotheses were tested using z-test statistics at 0.05 alpha level. The findings of this study showed that principals managed employees' diversities to a high extent. The study further revealed that strategies for managing employees' diversity in schools; they included training, orientation, mentoring of the employees, staff performance appraisal, fairness and application of interpersonal skills in interactions among others. Recommendations made among others included that, school heads and managers should regularly train their employees on diversity management skills to enhance social cohesion in schools, employees' performances and students' achievements.

Keywords: *Principals, Strategies, Management, Employees' Diversities, Secondary Schools, Rivers State, Nigeria.*

INTRODUCTION

The growing globalization and advancement in Information and Communication Technologies (ICTs) have brought considerable changes in economic and social organizations. It is now possible for individuals from different backgrounds to connect, interact and come together to pursue common goals. This is why most organizations nowadays are made up of diverse employees from different socio-cultural, ethnic, religious, racial, economic and educational backgrounds. There is a considerable consensus in literature that employees' diversity stems from the postulations of human capital thesis, which effectively established that knowledge and skills of diverse employees, are the major determinants of firms' technical efficiency and turnover. Thus, organizations strive to attract and retain competent and right individuals into its fold; no matter who they are, where they come from, their culture, religion, gender and socio-political affinities nonetheless. That being so, organizations are made up of different people with varying attitudes, orientations, personalities, thinking patterns and behavioural manifestations. These demographics and personality variables are known as diversities; these attributes have benefits when identified and turned into assets through effective diversity management. However, their drawbacks could pose threats to employees' performances, peace and governance of the school, especially if the administrator is ignorant of the dynamics and implications of a multicultural school environment, where the principal, teachers, ancillary staff and students came from different backgrounds, with varying thought patterns, attitude, values and biases.

CONCEPT OF DIVERSITY

Employees diversity is the differences in demographic attributes of staff in terms of age, colour, gender tribe, nationality and personality traits such as character, charisma, temperament, skills, education, talents, disabilities and other hidden potentials inherent in individual employee. Dessler (2011) defined employee diversity as the plurality of employees features, especially in areas of ethnicity, gender, nationality, values, physical and mental characteristics, religion, tribe, class, age and socio-political affiliations. Similarly, Dike (2013) defined workplace diversity as recognizing, understanding, embracing and taking advantages of individual differences to advance institutional goals. Diversity management was introduced in the United States of America between 1960s and 1970s to address different types of discriminations (Bajpai, 2015). The concept of 'managing diversity' was popularized by Roosevelt Thomas Jr, who explained the term as the process of providing and maintaining comfortable working environment that allow all employees to maximize their potentials (Ozbilgin, 2008). Management in this context is the process of taking series of decisions and actions targeted at providing enabling environment for employees working collectively to successfully achieve the predetermined goals of the organization (Koontz, Cannice&Wehrich, 2010).

DIVERSITY MANAGEMENT

Management of employee diversity is therefore a continuous process of recognizing employees' similarities and differences with a view to creating enabling environment that gives employees latitude to put in their best, under which their skills and crafts are directed towards the accomplishment of school objectives in terms of students' academic achievement and global citizenship. Roosevelt (2001) stated that diversity management is all-inclusive processes, programmes and policies designed and put into effect to create and maintain conducive working environment for all employees to maximize their potentials without artificial hindrances such as discrimination and injustice.

There are a lot of benefits that accrue to organizations that manage employees' diversity. In the first instance, diversity management helps the principal to recognize individuals' uniqueness, similitudes, strengths and weaknesses, which is essential for effective human resources management. This is in keeping with the truth that no single individual has all the wisdom and competencies required to move an organization to the top level. It is no wonder Shower (2016) reported that organizations that have workforce plurality outperform their competitors in the same industry, with a margin of 35% (as cited in Polat, Arslan, &Ölçüm, 2017). This reinforces the need for school administrators to seek for ideas and perspectives of others working with them, in issues concerning organizational growth, in a manner that inspires team efforts towards creating new strategies that will produce effective solutions to identified problem (Lim, 2015). In addition, acknowledging diversity creates the platform for employees to share their ideas and viewpoints during staff meetings, peculiarities during recreations and connect during social gatherings. This will broaden their understanding and deepen their relationships, tolerance and solidarity for one another, with the result that their passion for better performance will increase. Related literatures tend to agree that management of employees diversity does not only strengthen good decision-making, staff retention and conflict resolution, but also increases harmony in work relationships, sense of belonging and group synergy, productivity, customer confidence and job satisfaction on the part of workers (Polat et al, 2017; Ordu, 2015).

Rice (1994) asserted that school administrators who lead diverse employees must live exemplary lives in terms of character and attitude, because those subordinating them are most likely to emulate them (as cited in Edewor&Aluko, 2007). A good administrator knows herself and able to deal with her weaknesses and leverage her strengths to achieve results. This is the foundation for understanding employees' psychology and emotional inclinations, through interactions and display of affection, sharing their feelings, concerns and needs. With these attitudes, the principal will be able to provide succour where necessary while leveraging their psychological constructs to foster a friendly and self-supporting environment in which the employees are inspired to unleash their expertise in carrying out their duties.

In other words, a school leader should command inspiration and confidence in his attitudes, dressings, interactions and behaviours to show that he know what he wants, and ready to seek for ideas and assistance from his superiors and subordinates to actualize the set goals of the school. This means that he should be a good communicator who is open to best ideas from anyone and everyone, able to listen critically and explain the why and what ought to be done to promote harmony, stability and academic performance of students. Accordingly, principals need to take cognizance of individual differences in organizational structuring in order that the variations in employees' attributes are objectively considered (Memduhoglu&Ayyurek, 2014; Aguirre & Martinez, 2006). Hopkins and Hopkins (1999) highlighted some qualities of a good diversity manager as effective communication skills, perceptive abilities, impartiality and diplomacy in considering issues, honest, tolerant and patient with employees, knowledgeable and edifying in language, caring and optimistic in both posture and deeds. Thus, contemporary principals are obliged to entrench equity, fairness, objectivity, respect for and integration of employees' peculiarities and students differences in the school bureaucracy (Polat et al, 2017; Peretomode, 2012).

Though many organizations abhor discriminatory policies, however some of thesepractices still persist in many organizations, including schools that lack good diversity management strategies in place (Memduhoglu, 2011). In fact, there are instance of institutionalized discrimination against certain persons, especially in employment of staff and promotions. Succinctly, the issue of state of origin, tribe of decent and nepotism seem to have taken the place of merit, excellence and fairness in the scheme of things in society. Admittedly, managing employees diversity could be weighty for the school, for instance, it is not easy for the school leadership to accommodate all the numerous entreaties of staff with associated burdens of attending to each of them, especially when those requests are rooted in socio-cultural and religious peculiarities. For example, some Christian employees may request to be absent on Thursdays to attend their religious programme, whereas their Muslim counterparts may request for similar favour on Fridays. These requests could weary the school managers, who have to make

provisions to fill in the gaps regularly created by their absence. Literatures suggest that there is no holistic formula for managing employees' diversity effectively, nevertheless, the following strategies are considered useful in managing employees diversity.

Training: Scholars consider high leveltrainings as a useful tool for integrating and harmonising the diverse of employees (Igbozuruike, Abinusawa, Okoli-Ernest, 2017). This is because during training and sensitization, school employees are educated on the benefits of employees' diversity so that they can appreciate the importance of everybody, their respective roles, ranks, powers and privileges. Goleman, Boyatzis and McKee (2004) observed that diversity training does not only help to engender organizational harmony, and social cohesion, but also provide platform through which employees acquire interpersonal and social skills necessary for fostering productive relationships and tolerance among the employees.

Reorientation: Reorientation is the process of familiarizing new employees (teachers) with the requirements for performing their jobs satisfactorily and in conformity with professional expectations of the jobs (Ohia, 2013). Accordingly, administrators need to organize orientation programmes for new employees to acquaint them with the school's philosophies and more importantly, their behavioural expectations towards their colleagues, regardless of their religion, ethnic or cultural leanings.

Performance appraisal and reward system: This requires that managers should be objective, fair and unbiased in evaluation of staff performances (Goleman et al, 2004). Cox (1994) stated that rewarding staff on the basis of their contributions to diversity management and for successes recorded is essential for fostering productivity and reinforcing the relevance of diversity management in organizations.

Mentoring; Mentoring is pairing arrangement in which experienced teachers are matched with less experienced ones to teach them the nitty-gritty of their new job and to coach them on one-on-one basis (Ohia, 2013). It is an effective way of bringing new employee up to speed on how to fit-in in the organization and perform their tasks satisfactorily, regardless of their demographic characteristics and personality qualities.

Fairness: Fairness in administration of rewards, fringe benefits and task allocation plays important role in fostering stability and peace in the organization. Empirical literature supports that remuneration policies and wage determination guidelines based on employees' competencies and responsibilities as opposed to affinity and prejudice promotes diversity management (Lim, 2015).

Interpersonal Skill: Interpersonal skills are the ability of an administrator to work with his or her employees to accomplish organizational goals (Katz, 2002). This is the ability to discern employees' psychologies and adapting appropriate leadership style to meet situational requirements (Goleman, et al, 2004). This requires that school principals should strive to maintain good organisational climate that stimulate enthusiasm by wearing good look, dress and friendly attitude that espouse caring and respect for employees, faith in their abilities, understanding of their weakness and concerns for their welfare. Okorie (2012) remarked that when these psychological constructs are applied appropriately and in right combinations, the organizational climate will be stable and favourable to high productivity.

STATEMENT OF THE PROBLEM

Rivers State is one of the southern states in Nigeria. It is made up of sizable number of ethnic, groups with different cultural identities. This diversity is well represented in demographic characteristics of students and employees working in the state schools. Apparently, the schools is the meeting point of cultural plurality, with the result that many school principals are confronted with the problem of managing the diverse employees and students populations, with little or limited knowledge of how to take on the challenge of integrating their diversities. It is therefore of no wonder that some employees have been complaining of unjustified discriminations and unfair treatment they faced in postings, tasks allocations, rewards administration and derogatory expressions they had to endure in the course of doing their works. Away from that is the issue of ethnocentrism among students that often results in bullying and verbal attacks against certain students. In this light, it appeared that many school managers were finding it difficult to manage diversity effectively. Thus, the researcher was constrained to investigate how principals managed employees' diversity in the public secondary schools in Rivers State, with a view to exploring the strategies for effective diversity management in the schools.

AIM AND OBJECTIVES OF THE STUDY

The aim of the study was to ascertain how school heads managed employees' diversity and strategies for improvement. Specifically, the objectives of the study were;

1. To determine the how principals managed employees' diversity in senior secondary schools in Rivers State.

2. To find out the strategies for improving diversity management in senior secondary schools in Rivers State.

RESEARCH QUESTIONS

The following research questions guided the study.

1. In what ways do principals manage employees' diversity in senior secondary schools in Rivers State?
2. What are the strategies for improving diversity management in senior secondary schools in Rivers State?

HYPOTHESES

The following hypotheses were tested at 0.05 level of significance

H_{01} : There is no significant difference between the mean ratings of principals and teachers on the ways principals managed employees' diversity in senior secondary schools in Rivers State.

H_{01} : There is no significant difference between the mean ratings of principals and teachers on the strategies for improving diversity management in senior secondary schools in Rivers State.

METHODOLOGY

The study adopted descriptive survey design. The population of the study consisted of the 8703 principals and teachers (247 principals and 8456 teachers) in public secondary schools in Rivers State, Nigeria. A sample size of 450 respondents (94 principals and 356 teachers) were drawn using proportionate random sampling technique. A validated questionnaire instrument titled 'Principals' Performances and Strategies in the Management of Employees' Diversities in Secondary Schools Questionnaire (PPSMEDSSQ)' was used to generate data. The face-validated instrument was subjected to Cronbach alpha statistical tests, which yielded a reliability index of 0.86. The instrument was a modified four point Likert scale of Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD). The instrument consisted of two sections; Section A was designed to elicit demographic data of the respondents, while section B included 14 items questionnaire items structured to obtain responses from the respondents. Data generated were analysed with the aid of SPSS version 22. Research questions were answered using, mean and aggregate mean-set. The criterion for acceptance was $x \geq 2.50$ whereas z-test statistics was used to test the hypotheses at 0.05 alpha level

RESULTS

Research Question One: In what ways do principals manage employees' diversity in senior secondary schools in Rivers State?

Table -1: Mean, mean-sets and standard deviation (SD) of the respondents on the ways principals manage employees' diversity in senior secondary schools in Rivers State.

S/N	Description of items	Principals		Teachers		Mean -set	Remarks
		\bar{x}	SD	\bar{x}	SD		
1	Principals consider employees skills and knowledge in allocation of tasks.	3.03	0.61	2.87	0.67	2.95	Agreed
2	Principals are sensitive to employees' cultural differences in comments.	2.79	0.84	2.63	0.81	2.71	Agreed
3	Principals involve employees in decision-making process.	3.00	0.91	2.57	0.74	2.79	Agreed
4	Principals discriminate against some employees in administration of benefits.	1.20	0.71	2.88	0.57	2.04	Disagreed
5	Principals are biased against some employees in giving opportunities for development.	1.60	0.69	2.78	0.77	2.19	Disagreed
6	Principals respect employees' regardless of their backgrounds	3.29	0.90	3.03	0.97	2.83	Agreed
7	Principals show concern for employees' needs.	2.92	0.52	2.74	0.69	2.83	Agreed
8	Principals praise and commend employees who performed their tasks satisfactorily.	3.04	0.67	2.83	0.71	2.94	Agreed
	Aggregate	2.97	0.73	2.43	0.74	2.70	

Table 1 above shows the perception of teachers on the manner principals manage employees diversities. The respondents concurred to the statements in items 1, 2, 3, 6, 7and 8 with mean-sets of 2.95, 2.71, 2.79, 3.16, 2.83 and 2.94 respectively. However, the respondents did not agree on the statements in items 4 and 5, because their

mean-sets were 2.04 and 2.19 respectively; which are below the criterion level (2.50). The aggregate mean-set of 2.70 indicate that the degrees to which principals managed employees' diversity was moderately high.

Research Question Three: What are the strategies for improving diversity management in senior secondary schools in Rivers State?

Table-2: Mean, mean-sets and SD of the respondents on the strategies for improving diversity management in senior secondary schools in Rivers State.

S/N	Description of items	Principals				Mean-set $\bar{X} - \bar{X}$	Remarks		
		Male		Female					
		\bar{X}	SD	\bar{X}	SD				
1	Regular training of employees on diversity management will foster enabling work environment.	3.32	0.78	3.12	0.78	3.22	Agreed		
2	Regular orientation exercise will gradually blot out cultural biases in the minds of employees.	3.09	0.84	2.94	0.55	3.02	Agreed		
3	Appraisal of employees' adherence to diversity management will enhance diversity management.	2.77	0.64	2.86	0.85	2.82	Agreed		
4	Mentoring of new employees on diversity management will enable them to learn to treat their colleagues with courtesy.	3.20	0.93	2.89	0.78	3.05	Agreed		
5	Ensuring that fairness prevails in administration of rewards will promote cohesion in the school.	3.40	0.75	3.32	0.49	3.36	Agreed		
6	Application of interpersonal skills such as empathy, smiles, praise and commendations to deserving staff will strengthen diversity management in the school.	3.03	0.90	2.94	0.97	2.98	Agreed		
Aggregate		3.14	0.81	3.01	0.74	3.08			

In table 2 above, the respondents agreed that all the itemized statements are in effect strategies that schools and managers can adopt to manage employees' diversity. The aggregate mean-set of 3.08 is high and suggest that itemized factors inherent in the statements are potent strategies for addressing employees diversities.

TEST OF HYPOTHESES

H₀1: There is no significant difference between the mean ratings of principals and teachers on the ways principals managed employees' diversity in senior secondary schools in Rivers State.

Table 3: z-test analysis of the difference between the mean scores of principals and teachers on the ways principals managed employees' diversity in senior secondary schools in Rivers State.

S/No	Respondents	N	Mean	SD	Df	z-cal.	z-crit.	Sig. Level	Remark
1.	Principals	94	2.97	0.73	448	6.36	± 1.96	0.05	Not Significant
2.	Teachers	356	2.43	0.74					(H ₀ accepted)

In table 3 above, the calculated z-cal. (6.36) is higher than the z-crit. (1.96) at 448 degrees of freedom and 0.05 significant level, hence the above null hypothesis that says that there is no significant difference between the mean ratings of principals and teachers on the ways principals managed employees' diversity in senior secondary schools in Rivers State is rejected.

H₀2: There is no significant difference between the mean ratings of male and female principals on the strategies for improving diversity management in senior secondary schools in Rivers State

Table-4: z-test analysis of the difference between the mean scores of male and female principals on the strategies for improving diversity management in senior secondary schools in Rivers State.

S/No	Respondents	N	Mean	SD	Df	z-cal.	z-crit.	Sig. Level	Remark
1.	Principals	94	3.14	0.81	448	1.30	± 1.96	0.05	Not Significant (H_0 accepted)
2.	Teachers	356	3.01	0.74					

Table 4 shows that z-cal. is 1.30, which is less than the z-crit. (1.96) at 448 degrees of freedom and 0.05 significant level, therefore the above null hypothesis which says that there is no significant difference between the mean ratings of male and female principals on the strategies for improving diversity management is accepted.

FINDINGS AND DISCUSSION

The findings of the study revealed that principals took into consideration; the skills and knowledge of employees in tasks allocation. This finding is supported by Memduhoglu and Ayyurek (2014) who reported that high school principals assign tasks to employees based on the skills and knowledge of individual employee. This study finding is also in line with Memduhoglu (2011) who reported that school principals considered employees attitudes, abilities, behaviours and institutional ethics in allocating tasks to employees. This study also showed that principals were sensitive in their comments and cultural differences of employees, though principals discriminated against certain employees in administration of rewards. These findings contradicts Ordu (2015) who reported that principals were not only tolerant to employees' diversity, fair in distribution of tasks and fringe benefits, but also never discriminated against certain employees on the basis of personal ideologies or biases in providing opportunities for career progression and development. The findings of this study further revealed that principals respected employees' diversities, showed concerns for employees' needs and praised employees who performed their jobs satisfactorily. These findings are in consonant with Okorie (2012) who stated that principals leadership styles, moods and facial countenance can inspire and encourage confidence and motivation in the employees, noting that smiles, empathy and compliment are essential interpersonal cum psychological tools with which principals could leverage on to cement bonds with employees and motivate them therefrom. Nevertheless, principals must recognize when to strike a balance and put on assertive disposition otherwise employees may become careless about their duties.

This study also revealed that significant difference existed between the mean ratings of principals and teachers on the ways principals managed employees' diversity in senior secondary schools in Rivers State. This was because the responses of principals and teachers on the manner principals managed employees' diversities differed. These findings partly aligned with Ordu (2015) who reported that principals were objective in delegation of tasks, tolerant in understanding employees and fair in distribution of job enrichment opportunities, with the result that the school had peace, staff's commitment to duty, social cohesion and improvement in students' achievements.

On the divergent findings of this study and Ordu (2015), it could be explained by the fact that despite all the efforts directed at addressing diversity problems at both national and state levels, issues related to religion and ethnicity in appointments and promotions in public institutions appear to be intrinsic in many individuals. Thus, it is necessary to apply all known remedial strategies to eliminate or reduce diversity problems. In this regard, school principals should not only improve their managerial skills in diversity management, but should also initiate and entrench sustainable policies and programmes that tackle discrimination, injustices, ethno-religious and cultural bigotries.

Furthermore, the study revealed some of the strategies that schools/principals can use to enhance the effectiveness of diversity management in their institutions. The strategies include; regular training of employees on how to relate, treat and speak with their superiors, colleagues, students, parents and visitors. Furthermore, regular orientation programme was also found to be strategic for familiarising new employees with the school's ethics, rights, privileges, job requirements and what the school expects from them. These findings are in accord with Goleman et al (2004) who stated that training and reorientation help employees to learn how to relate with their new colleagues and do their work satisfactorily. Training and reorientation programmes help to reduce the resources expended on regular recruitments, absenteeism and litigations that characterise poor diversity management, especially in schools where the principal is complaisant to addressing issues bordering on intolerance, stereotyping, discriminations and baseless religious cum cultural creeds. Objective performance appraisal of employees was also found to be strategic for enhancing staff performances in the area of diversity

management. This finding is in line with Cox (1994) who stated that appraising workers on diversity management and rewarding them accordingly increases their performances.

In addition, the study showed that mentoring is a useful tool for acquainting new staff with the requirements of their job. This finding is in consonant with Polat, (2017), who observed that mentoring is essential tool for developing fresh insights and innovative ideas for accomplishing tasks, delineating roles for new employees and bringing to their awareness the significance of diversity management from both personal and institutional standpoints. Furthermore, the study showed that entrenching fairness in allocation of tasks and administration of rewards is a strategy for fostering unity in diversity. Lim (2015) contend that equity and justices promote calm, harmony and satisfaction among employees and reduce back-biting, dissension and conflict among employees. This study showed that application of interpersonal skills such as smiles, empathy and praise strengthens diversity management. This is because those psychological contrivances help to initiate interactions and relationships. This is because continuous interactions between individuals whatever ethnic origins and social classes will with time breakdown the conscious and sub-conscious prejudices and preconceived ideologies that are rooted in sexism, tribalism, sectarianism, classism, and political affiliations, thereby giving room for open-minded interactions, relationships and communication among the employees, students and parents. Also revealed in the study was that no significant relationship existed between the mean ratings of principals and teachers on the strategies for improving diversity management in schools. This was because the respondents were in agreement with the itemized strategies. For instance, when teachers are involved in decision-making process that allows their inputs to be heard and considered objectively, they will not only feel important, valued and motivated to accomplish the objectives of the decisions, but will also feel obliged to reinforce diversity management in classrooms. This will make them to be polite, fair to and patient with students in a manner that extols diversity and inspires tolerance.

CONCLUSION

The importance of diversity management has been articulated and extent of its management in secondary schools in Rivers State established. Based on the findings, the principals managed employees' diversities to a high extent. The strategies that are useful for managing diversity as revealed include training, orientation and mentoring of the employees. Others are staff performance appraisal, fairness and application of interpersonal skills in interactions and verbal communications.

RECOMMENDATIONS

Based on the findings of this study, the following recommendations were made

1. School heads and managers should regularly train their employees on diversity management skills to enhance social cohesion in schools, employees' performances and students' achievements.
2. The government should initiate and institutionalize policies that promote employees' diversity. This will not only check discrimination and intolerance in the schools, but will also entrench merit, equity and peace in school governance, such that employees are motivated to do their jobs.

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DEVELOPMENT OF GIRLS' EDUCATION IN TRIPURA AT PRIMARY LEVEL**Rita Sinha¹, Md. Kutubuddin Halder² and Mallika Das³**Professor^{1,2}, Department of Education, University of Calcutta, KolkataAssistant Professor³, Ramthakur College, Agartala

ABSTRACT

The study mainly focused on girls' enrolment, dropout, physical facilities and academic achievement of class V girl-students in Tripura. Multistage stratified random sampling technique was adopted in this study. Data were collected from 30 primary schools. 740 students of which 386 boys and 354 girls were selected from class V for measuring academic achievement. Data were analysed from both quantitative and qualitative point of view. Percentage, Mean, SD, t-test and ANOVA were applied. It is observed that the enrolment of girl students in the primary stage (I – V) of education was fluctuating during the period 2001 to 2013 in Tripura. Sometime it was increasing and sometime it was in decreasing mode. But the enrolment of the both boys and girls at primary level in the three districts of Tripura was in declining trend from the year 2009. There was no gender disparity in this state. The dropout rate of students at the primary level (I-V) in Tripura was highly alarming (boys 50.79%, girls 50.39% and total 50.69%) in 2000-2001. It was higher than the national level (boys 39.7%, girls 42.9% and total 40.7%). From 2004 onwards the dropout rate kept on decreasing and gap between boys and girls dropout is nominal. Most of the dimensions of physical facilities were available as per RTE Act, 2009 except the issues related to teacher as one of the component of education. Overall academic achievement of the students was not up to the mark. It is seen that average score 75 out of 150 marks (50%), as achieved by the students, is not satisfactory. It is also found that there is no significant difference in the academic achievement of in the boys and girls in relation to the marks obtained by them.

Keywords: Girls Education, Primary Education, Enrolment, Dropout, Academic Achievement

INTRODUCTION

The progress of a nation cannot be dreamt without education. Education is the chief driving force for development of any society and civilization. No nation building is possible without goal oriented and well defined girls' education. Girls' education is an active process for the girls to realise their full identity and power. So girls' education is very important and necessary to develop a nation economically and socially. Gender biased education system cannot be helpful for sustainable economic development. But girls' education had been neglected in India for a long time. After independence education for girls was the priority factor for which a number of commissions and committees were set up and action was taken for increasing the participation of girls in education process. A major conceptual shift in the last two decades in the approach of girls' education was noticed. The National Policy on Education (1986) is a land mark in the evaluation of the status of women in India. The National Policy on Education (1986) articulated the intent to "Lay special emphasis on the removal of disparities and to equalize educational opportunity by attending to specific needs of those who have been denied equality so far." (NPE.1986, p.7). It was acknowledged that achieving universal elementary education (UEE) would be impossible unless concerted efforts are made to reach out the girl child.

The world declaration on "Education for ALL" Jomtien, 1990, was an important milestone in the march towards universal elementary education girls and women access to basic education. Finally, education received priority in the United Nations Millennium Development Goals. One of the most important goal is to ensure that all boys and girls should complete a full course of primary schooling while another goal is to eliminate gender disparity in primary and secondary education preferably by 2005 and at all levels of education not later than 2015. It considered the year 2015 as the deadline for achieving most of the goals. In these perspective, the new comprehensive programme and the main vehicle for achieving "Universalization of Elementary Education" is the Sarva Shiksha Abhijan (SSA) which was launched in 2001-2002. It reiterates the need to focus on girls' education to equalise educational opportunities and eliminate gender disparities. A quality education is one that satisfies basic learning needs, enriches the life of learners and their overall experience of living. Central and State Governments have to work together to ensure the quality basic education for all. The beginning of the twenty first century was marked by a number of international calls for universal primary education, gender equity and the protection and empowerment of women. Our constitutional commitment and International declaration on UPE, survival protection and quality development of children encouraged the Government of Tripura to take sincere steps and plan of education to achieve the target. The SSA programme was started in the state of Tripura in 2003-2004. Tripura is the third smallest state of Indian Union and being economically under developed, there are many problems related to girls' education. However, the state government has given

highest priority to education and it is quite evident from the overall literacy rate of the state, which was 87.75% in 2011. The male literacy rate was 92.18% and female was 83.15% in the state. As per annual report 2016 of government of Tripura, the literacy rate was 97.22% and it is the highest rated state in respect to literacy in India. This progress is achieved by spreading the primary education in Tripura day by day. It is also remarkable progress in the expansion of girls' education in Tripura. India and most of the developing countries are giving more importance to the quantitative aspect of primary education ignoring the qualitative aspect in order to achieve to goal of UPE. But quality is also invariably pointed to be one of the six goals of Education for All (Global Monitoring Report, 2006). So, there is need for re-evaluation and redefining the quality of education in more holistic and context relevant terms. The purpose of this study is re-evaluate girls' education in Tripura and their present status. Accountable research has been done on the subject of girls' education in India. From this perspective there are no research work has been traced so far in Tripura. Therefore, present study will give us an idea of this effort made for expansion of educational and other ancillary facilities understanding the trends of improvement in the field of girls' education and future direction for their development. The present study covers the enrolment, dropout and academic achievement of primary education, as these variables are very important aspect of the girls' education.

OBJECTIVES OF THE STUDY

1. To study the enrolment rate of girls at primary level in Tripura from 2001 to 2013.
2. To find out the dropout rate of girls at primary level in Tripura.
3. To study the academic achievement of the girl students at primary level in Tripura.
4. To compare district wise academic achievement of girl students at primary level in Tripura.

METHODOLOGY OF THE STUDY

Multistage stratified random sampling technique was adopted in this study, Three districts were selected randomly, out of eight districts in Tripura, namely West Tripura, North Tripura, and South Tripura. The sample comprises altogether thirty (30) schools, randomly selected, and 740 students selected from class V for academic achievement test. Total boys are 386 and girls are 354. Information Schedules and achievement test were used for data collection. Information schedules were constructed by researcher and the achievement test was constructed by Halder, K. (1996) on the basis of several competencies of primary education in consultation with the items in attainment level test prepared by Indian Statistical Institute in Kolkata. The test consisted of three parts competency of Bengali, Mathematics and Environmental studies. Data was collected from primary and secondary sources.

DELIMITATIONS

The study was confined to government Bengali medium rural schools only.

ANALYSIS OF DATA AND DISCUSSION

For quantitative analysis of data Percentage, Mean, Standard Deviation, t-test and ANOVA were applied. Qualitative analysis was done on the basis of observation and informal discussion with Head teachers and assistant teachers of the schools while collecting data.

Table-1: Gender wise enrolment in Primary Education (class I-V) from 2001 to 2013

	North		Total	South		Total	West		Total
	Boy	Girls		Boy	Girls		Boy	Girls	
2001	1277	1239	2516	1037	922	1959	1464	1383	2847
2002	1209	1222	2431	1081	975	2056	1399	1375	2774
2003	1221	1244	2465	1063	950	2013	1356	1347	2703
2004	1287	1298	2585	1101	985	2086	1296	1271	2567
2005	1322	1319	2641	1031	909	1940	1316	1231	2547
2006	1328	1336	2664	895	865	1760	1171	1129	2300
2007	1466	1490	2956	826	782	1608	1088	1054	2142
2008	1385	1465	2850	720	708	1428	1029	1004	2033
2009	1367	1389	2756	677	714	1391	959	918	1877
2010	1280	1295	2575	690	678	1368	928	910	1838
2011	1247	1206	2453	666	668	1334	923	911	1834
2012	1172	1290	2462	635	611	1246	884	885	1769
2013	1139	1165	2304	630	590	1220	796	842	1638

Source: Field Survey

Table 1 shows that girls' enrolment in class I – V in the North Tripura district was fluctuating during the period 2001 – 2007. Sometime it was increasing and sometime it was in increasing mode. And there after girls' enrolment were decreased. It is also found that the girls' enrolment increased during 2001 – 2004 in South Tripura district and their after girls enrolment gradually decreased. At the beginning of the 21st century, girls' enrolment is decreasing in West Tripura district. It is clearly observed that in the three districts of survey areas in Tripura the enrolment of both boys and girls at primary level is declining. All India U-DISE report (2014-15) also shows the same declining trend of enrolment among boys and girls from 2011. It is observed that following factors are responsible behind the declining trend in the enrolment with reference to Tripura. Firstly, the numbers of schools are increased. Secondly, the family size is becoming smaller day by day due to impact of family planning programme. According to Pande (2001), the gender discrimination is declining due to adaptation of small family norm. Thirdly, many private English and Bengali medium schools have been established in urban and rural areas. Common people are very much interested in sending their children to private English and Bengali medium schools. Their perception is that the facilities of the private schools are better than the government schools. The latest report (2014 - 15) of the Comptroller and Auditor General India (CAG) has said that enrolment in private schools with no MDM scheme increased by 72% while it declined by 18% in MDM covered government schools. The above findings show that there is decreasing trend of enrolment among boys and girls at primary level of education which is similar with the present study.

Table-2: Ratio of Girls' enrolment to boys in primary school (class I- V) children in three districts

Years	North	South	West	Total
2001	0.970243	0.889103	0.944672	0.938062
2002	1.010753	0.901943	0.982845	0.968284
2003	1.018837	0.893697	0.993363	0.972802
2004	1.008547	0.894641	0.98071	0.964712
2005	0.997731	0.881668	0.93541	0.942764
2006	1.006024	0.96648	0.964133	0.981143
2007	1.016371	0.946731	0.96875	0.984024
2008	1.057762	0.983333	0.975705	1.01372
2009	1.016094	1.054653	0.957247	1.005994
2010	1.011719	0.982609	0.980603	0.994824
2011	0.967121	1.003003	0.986999	0.982017
2012	1.100683	0.962205	1.001131	1.035303
2013	1.022827	0.936508	1.057789	1.012476

Source: Field Survey

Table 2 (Ratio of girls' enrolment to boys) shows a marvellous reflection of status dimensions as the data of the three districts of Tripura. After 2001 the girls' enrolment ratio of North Tripura district is in increasing trend and similarly other two districts are showing the same trend. In respect to ratio of girls' enrolment to boys, North Tripura district is the highest position holder all over the years. Total girls ratio of the three districts is 1.01 in 2013. According to DISE data at all India level the ratio of girls' enrolment to boys is 0.93 in 2013 – 2014 and U-DISE data (2014-15) reveals that ratio of girls enrolment to boys is 0.98. The present study also reveals that ratio of girls enrolment to boys in Tripura is 1.012 . It is much better than the national level. The gender disparity is absent in this state.

Table-3: Dropout rate (%) of boys and girls in primary education (I-V) in Tripura since 1990

Year	Boys	Girls	Total
1990-91	62.02	63.35	62.63
1991-92	63.23	63.00	62.58
1992-93	59.07	60.46	59.70
1993-94	57.55	60.29	58.81
1994-95	56.39	56.91	56.63
1995-96	53.19	60.29	58.81
1996-97	52.73	56.65	54.55
1997-98	50.35	49.87	53.13
1998-99	53.25	52.95	53.11
1999-00	50.50	50.33	50.42
2000-01	50.79	50.39	50.60

2001-02	50.15	50.71	50.45
2002-03	43.28	42.62	42.96
2003-04	19.12	20.29	19.68
2004-05	16.97	17.62	17.27
2005-06	11.44	11.76	11.60
2006-07	11.44	11.76	11.60
2007-08	7.65	7.99	7.81
2008-09	6.56	6.99	6.77
2009-10	4.08	5.05	4.55
2010-11	4.05	4.08	4.05
2011-12	3.35	3.88	3.61
2012-13	2.91	2.92	2.92
2013-14	2.53	2.31	2.42
2014-15	3.69	3.56	3.6

Source: Statistical Abstract of Tripura -1996, 2010-11 & Economic Review of Tripura 2014 -15, Directorate of Economics and Statistics Planning Department, Government of Tripura, Agartala.

During the early phase of the 21st century, the dropout number of students at the primary level (I-V) in Tripura was highly alarming. In 2000 - 2001, the dropout percentage was quite high (boys 50.79, girls 50.39 and total 50.60) which is seen to be even higher than of the national level (boys 39.7, girls 42.9 and total 40.7). After implementation of SSA programme the dropout rate in Tripura has massively reduced. During the period 2003-04, the dropout percentage was 19.12 for boys, 20.29 for girls and total 19.68. From 2004 onwards the dropout percentage kept on decreasing up to 2013. During the period 2014-15, the dropout percentage was increased as boys 3.69, girls 3.65 and total 3.62. But in 2014-15, the dropout percentage was seen to increased from 2013-14, by a percentage of 1.2. It was nominal difference between the boys and girls; in fact, dropout percentage of girls was less than that of boys. It was a very positive sign as the dropout percentage of girls is lower than that of boys. It became possible due to effective collective efforts of the Government, different political parties, NGOs and communities.

Table-4: Pupil -Teacher ratio in primary schools undertaken as sample

District	Schools	Total Student	Total Teacher	Ratio	District	Schools	Total Student	Total Teacher	Ratio
North	School- 1	357	8	45	South	School- 16	34	4	9
	School -2	188	6	31		School- 17	210	7	30
	School -3	425	10	43		School -18	103	10	10
	School -4	234	4	59		School -19	133	7	19
	School -5	158	5	32		School -20	236	8	30
	School- 6	227	5	45		School -21	176	11	16
	School -7	135	7	19		School -22	118	8	15
	School -8	357	5	71		School -23	128	8	16
	School -9	83	4	21		School -24	204	12	17
	School- 10	231	6	39		School -25	154	10	15
South	School -11	95	7	14	West	School -26	194	10	19
	School -12	74	6	12		School -27	145	9	16
	School- 13	112	4	28		School -28	256	14	18
	School -14	77	6	13		School -29	184	10	18
	School -15	200	12	17		School -30	35	6	6

Source: Field Survey

Table 4 shows that there is a great deal of variation of PTR among the schools of three districts. If we compare the PTR of three districts, we find that PTR variation in the North district is high. 50% schools have PTR above 40. Only one school have PTR less than 20. PTR of West Tripura district is better than the other two districts. In West Tripura district the PTR in one school is 6 and in another is 19 and the rest of 8 schools have PTR ranging from 15 to 18. According to Salam's (2014) finding in SSA period there is also a great deal of variation of PTR of primary schools in West Bengal. In pre and post SSA period it is 66.64% and 31.28% respectively. So there is large number of improvements of PTR in SSA period but on the other hand, enrolment has largely decreased in primary level. U-DISE data (2014-15) shows that the year wise PTR in national level from 2005 to 2014 are 36, 43, 33, 32, 32.30, 30, 27, 26 and 25. According to state of Tripura's data reveals that the year wise PTR in

state level from 2005 to 2014 are 22, 22, 22, 23, 24, 19, 19, 14, 14 and 12. Hence, PTR of Tripura is better than that of the national level.

Table-5: Trained and Untrained teachers in primary schools

	Trained teachers		Untrained teacher		Total	
	Number	Percentage	Number	Percentage	Number	
Male	98	63.63636	56	36.36364	154	100
Female	36	48	39	52	75	100
Total	134	58.51528	95	41.48472	229	100

Source: Field Survey

Table 5 shows that the percentage of trained male teachers is more than that of trained female teachers (Male 63.63%, Female 48%). This table also reveals that there is large number of untrained teachers both male and female (male 36.36% and female 52%), analogous to what the Right to Education Act 2009 depicts. As a result, teaching learning process suffers the most, for which the basic motto of quality education fails.

There is a large difference between male and female teachers. We know that there is a positive relationship between girls' enrolment and female teachers. Lack of female teachers is a potential barrier to girls' education. Female teachers play a role model to the girl students and also the source of inspiration for higher studies. This is true in a highly gender segregated society like India (Bellow and King, 1993). On the basis of this hypothesis several countries adopted policies like greater emphasis on recruitment of female teachers especially in the primary stage. Bangladesh has adopted a policy to hire more female teachers until the ratio of male and female is reached to 60:40 (UNESCO, 1997). It seems that four to five years of schooling creates a level of skill and knowledge that will be sustainable. Therefore, girls not only be given access to school, they should complete at least the primary level of education. The important pre-condition is the availability of proper educational infrastructure to make educated citizens. In rural areas, some cases have also been noted where parents don't send their girl child to school due to lack of female teachers. If we categorise the states of India with respect to percentage of female teachers, highest position is secured by Kerala 77.7% and then Mizoram 46.2%, West Bengal 42.2% and that in Tripura is 28.9% (according to U- DISE data 2014-15). The present study has shown in Tripura (32.76%) as stated in table number 5. From the very beginning, the records of teacher recruitment and distribution reveal the numeral disparity between male and female teachers. There is a positive demand and supply gap of female teachers in the field of primary education. But the negative growth rate of female teachers at the primary level may be due to the geographical condition of the state and other socio- economic conditions.

Table-6: Percentage of Academic achievement scores (all subjects together) of Boys and Girls.

Percentage of Marks.	No. of Boys.	Percentage of Boys.	No. of Girls.	Percentage of Girls.
0 - 10	11	3	13	4
11 - 20	26	7	15	4
21 - 30	39	10	29	8
31 - 40	50	13	44	12
41 - 50	64	17	54	15
51 - 60	71	18	77	22
61 - 70	58	15	59	17
71 - 80	45	12	46	13
81 - 90	22	6	17	5
91 -100	0	0	0	0
Total:	386	100	354	100

Table 6 shows the percentage of academic achievement scores of all the subjects together of boys and girls, 22% girls obtained 51- 60% marks in aggregate and 18 % boys obtained the same. We also see that percentage of girls obtaining 61-80% marks is higher than that of boys. Though 5% of girls securing 81-90% marks it is 1% less than boys, overall girls result is comparatively better than the boys.

Table-7: Mean and S.D. of Academic Achievement Scores in different subjects of Boys and Girls

	Bengali (50 Marks)		Mathematics (50 Marks)		Environmental Studies (50 Marks)		All Subjects together (150 Marks)	
	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
N	386	354	386	354	386	354	386	354
Mean	22.205	23.89	23.109	22.285	28.801	29.887	74.115	76.062
S.D.	11.345	11.174	12.4	12.419	9.952	9.542	30.09	29.725

Table 7 shows that an average marks boys scored 22.205 (44.41%) out of 50 in Bengali, 23.109 (46.218%) in Mathematics, 28.801 (57.602%) in Environmental Studies and hence 74.115(49.41%) out of 150 aggregate. And the girls scored an average 23.89(47.78%) in Bengali, 22.285 (44.57%) in Mathematics, 29.887 (59.774%) in Environmental Studies and hence 76.062 (50.708%) in total marks. It is seen that girls secured higher marks than boys in average.

Table-8: Mean and S.D. of Academic Achievement scores in different subjects altogether

	Bengali (50 Marks)	Mathematics (50 Marks)	Environmental Studies (50 Marks)	All together (150 Marks)
N	740	740	740	740
Mean	23.011	22.715	29.32	75.046
S.D.	11.287	12.407	9.766	29.911

Table 8 shows the mean and standard deviation of academic achievement scores in different subject altogether. It is seen that students on an average scores 75.046 (50%) altogether in three subjects, which is definitely not satisfactory.

Table-9: District wise and Subject wise Mean, S.D. Scores of Girls.

Subject	Statistics/Parameter	North Tripura	South Tripura	West Tripura
Bengali (50 Marks)	N	106	110	138
	Mean	18.585	24.809	27.232
	S.D.	10.577	10.778	10.48
Mathematics (50 Marks)	N	18.123	24.027	24.094
	Mean	13.396	11.296	11.798
	S.D.			
Environmental Studies (50 Marks)	N	25.264	31.773	31.935
	Mean	10.853	7.657	8.605
	S.D.			
Three Subjects Together (150 Marks)	N	61.972	80.609	83.261
	Mean	31.803	25.679	27.466
	S.D.			

Table 9 shows that district wise average scores of girls it is seen that in the North Tripura district an average girls have scored 61.972 out of 150 (all the subjects altogether), 80.609 in South Tripura and 83.269 in West Tripura. It is clearly found that girls in West Tripura district secured better marks than other two districts.

**Table-10: Comparison of total marks of girl's among three districts.
(One Way ANOVA)**

Source	df	SS	MS	F	Sig.
Between Group	2	30470.918	15235.459	19.002	0.000 ***
Within Group	351	281427.715	801.788		
Total	353	311898.633			

Significant codes; ***=> 1%, **=> 5%, *>=10 %

Table 10 shows that comparison of total marks of girls among three districts F-

Value is significant at the level 0.01. So, we can say that there is significance difference in total marks of girls among three districts.

**Table-11: Comparison in marks of different subjects for girls in North districts
(One-way ANOVA)**

Source	df	SS	MS	F	Sig.
Between Groups	2	3385.893	1692.947	12.415	0.000***
Within Groups	315	42953.745	136.361		
Total	317	46339.638			
Signif. codes: ***=> 1%, **=> 5%, *=> 10%					

Table 11 shows that there is significance difference of academic achievement of girls in North Tripura district among the three subjects at the level of 0.01.

**Table-12: Comparison in marks of different subjects for girls in South districts
(One-way ANOVA)**

Source	df	SS	MS	F	Sig.
Between Groups	2	4000.17	2000.085	19.841	0.000***
Within Groups	327	32963.227	100.805		
Total	329	36963.397			
Signif. codes: ***=> 1%, **=> 5%, *=> 10%					

Table 12 shows that there is significance difference in academic achievement of girls in South Tripura district among the three subjects.

**Table-13: Comparison in marks of different subjects for girls in West districts
(One-way ANOVA)**

Source	df	SS	MS	F	Sig.
Between Groups	2	4298.101	2149.051	19.956	0.000***
Within Groups	411	44260.768	107.69		
Total	413	48558.87			
Signif. codes: ***=> 1%, **=> 5%, *=> 10%					

Table 13 shows that there is significance difference of academic achievement of girls in west Tripura district among the three subjects.

Table-14: Comparison of total marks between boys & girls (t-test)

t	Df	Sig.
-0.885	738	0.376

Table 14 shows that there is no significant difference between boys and girls in terms of academic achievement among three districts in Tripura.

CONCLUSION

On the basis of the above discussion it may be concluded that the enrolment of girls in the primary stage (I-V) of education significantly increased after the implementation of SSA programme in Tripura. The rapid growth of enrolment of girls in primary education is a very significant issue of the begining of 21st century in Tripura. But end of the first decade of the 21st century the enrolment rate of both boys and girls at primary level in the three districts of Tripura was in declining trend and the same trend was in existance all over the India. The reason behind this situation may be found in the fact that the common people are very much interested to send their children in private schools. Their perception that the quality education of private schools are better than the government schools. The gap between boys and girls dropout rate is nominal but it is very positive sign as the dropout percentage of girls is lower than that of boys. In respect to academic achievement it is found that girls in West Tripura district secured better average marks than that the other two districts but in between West and South districts difference is nominal. In comparison to boys and girls there is no significant difference in their academic achievement in the three districts. Physical facilities increased significantly and the efforts have yielded results and significant progress have been made in course of the last decade. The number of enrolment of girls has increased considerably. Even though dropout rate for girls has recoded a downward trend. It is a fact that academic achievement of rural students are very poor. India is giving more importance to the quantitative aspect of primary education ignoring the demand of qualitative aspect in order to achieve the goal of universal primary education. The reflection of the same is in existance in the State of Tripura.

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**TOURIST PERCEPTION ON ECOTOURISM ACTIVITIES: A STUDY WITH SPECIAL
REFERENCE TO WILDLIFE SANCTUARIES IN KERALA****Baby Salini P. V.¹ and Prof. (Dr.) K. C. Sankaranarayanan²**Research Scholar¹, Mahatma Gandhi University, KottayamFormer Professor² & Head, Cochin University of Science and Technology, Kochi

ABSTRACT

Ecotourism is a subset of natural area and it combines the elements of nature, adventure activity/travel or an understanding of the concept of sustainability. In the case of ecotourism resources, Kerala possess a better position with the advantages of biosphere reserves, mangroves, mountain and forests, flora and fauna, seas, lakes, beaches, rivers and caves. In this background, the study focus on the tourist satisfaction with special reference to Western Ghats based ecotourism destinations in Kerala. Theoretically the customer satisfaction is determined by different factors including the experience and recommendation of others, the tourist's satisfaction as same and it is an important qualitative indicator from the demand side. The study gives emphasis on, how a tourist rates these prompting factors or whether it is significant for the existence of an ecotourism destination. The study is confined to 4 major wild-life ecotourism destinations, with the total sample of 102 tourists and randomly selected 20-30 sample respondents from each destination, according to the intensity of tourist flow. This paper attempts identify four major dimensions of ecotourism activities, which consist of 20 variables that explain these components.

Keywords: Ecotourism, Tourist Satisfaction, Sustainable Development

1. INTRODUCTION

The UN General Assembly declared 2017 as the international year of sustainable tourism, the main agenda for this declaration was to raise the awareness of the potential of the tourism sector to promote economic growth, social inclusion and cultural and environmental protection. During these periods ecotourism also ensured these effects in the tourism sector. Ecotourism, in simple words, is a travel to natural areas where flora, fauna, fragile, pristine and cultural heritage are the primary attractions. The travel should not lead to disturbing or damaging the eco-system and local value system at the same time it helps the local people to improve their economic conditions and also spread the message of preservation of the biodiversity, educating people about preservation of biodiversity and also lead to promotion of local culture. According to UNWTO (2002), ecotourism refers to, the forms of tourism which have the following characteristics, that is, all nature-based forms of tourism in which the key motivation of the tourists is the observation and enjoyment of nature and also the traditional cultures existing in natural areas, it contains educational and interpretation features, it is generally, but not exclusively arranged for small groups by specialised tour operators. Service provider partners at the destinations tend to be small, locally owned businesses, it minimises negative impacts upon the natural and socio-cultural environment, and it supports the maintenance of natural areas which are used as ecotourism attractions.

Thus, they defined "tourism that involves traveling to relatively undisturbed natural areas with the specified objective of studying, admiring and enjoying the scenery and its wild plants and animals, as well as any existing aspects (both of the past or present) found in these areas". The International Ecotourism Society (2015) defined it as "responsible travel to natural areas that conserves the environment, sustains the well-being of the local people, and involves interpretation and education". Education is supposed to be inclusive of staff as well as guests. When all these characteristics are combined in one canopy, we can define it is a purposeful travel to natural areas to understand and experience environment without altering the integrity of the ecosystem. Eco tourism also have another important aspect that is, it produce economic opportunities to local people and thus enhances conservation of natural resources. Kerala is famous for its ecotourism initiatives because the Government policies focus on the entire tourism sector changes into an eco-friendly mode. Dennis M. Brown (2003) stated, ecotourism is a way to conservation of nature and it focus on dual aspects, that is ecology in one hand and local beneficiary in another. Nature tourism and eco-tourism are not technically synonymous, 'nature-based tourism' is evocative of a broader spectrum of outdoor-based recreation, including hunting, fishing, camping, and use of recreational vehicles – all reflecting a different perspective of the tourism industry. In its broadest sense, nature tourism involves experiencing natural places, typically through outdoor activities that are sustainable in terms of their impact on the environment.

As mentioned above, the ecotourism comprises the whole system of nature, it includes wildlife, rivers and water bodies, forest, floras and fauna, hills, mountains and valleys, climate and weather condition, social and cultural system, man and his activities etc. at the same time the whole system needs environmental and ecological shield

to protect the uniqueness in the developmental aspects of ecotourism. Without proper planning or controlling, the development of ecotourism may end up with some socio-cultural distractions in the destination, which is reflected in the relationship between tourist and the host community. This transformation may be negative or positive, at the same time it involves several dimensions. Thus, the study is focused on ecotourism impact towards the major stakeholders in the industry i.e. tourist - to examine the perceptions towards the services received. Therefore, the study seeks to look the prospects and challenges with special reference of two major wildlife sanctuaries in Munnar- one of the famous destinations in Kerala. The study tries to examine the careful analysis of the negative factors of ecotourism and the tourist satisfaction can help to formulate meaningful changes for effective delivery of ecotourism services in all aspects. Likewise, positive factors need to be identified and further reinforced for enhanced performance of ecotourism sector.

2. LITERATURE REVIEW AND RESEARCH GAP

Over the years, in the tourism literature there has been growing attention to the adverse impact of tourism on the environment. Governments worldwide have been promoting tourism for economic development, but with due focus on preserving the nature. This trend is quite noticeable since the mid-1980s. Studies on the implications of tourism activities on the society as a whole are often done from a socio-ecological viewpoint. The conceptual model suggested by Brundtland (1987) known as 'Ecologically Sustainable Development Framework' is often used in many studies, including those on ecotourism. Ajith Kumar (1998) analysed the psychographic, demographic and lifestyle features of tourists visiting Kerala. The author has noted that spending pattern is integral to the life style factors of tourists and that spending is influenced by demographic factors, income group and psychographic factors like purpose of visit. Roy and Gupta (2005) said that, there are three economic aspects of ecotourism, firstly, tourism's share in the benefits and costs of natural areas. Secondly, user fees and revenue generation to support natural area protection and finally, ecotourism and economic development. Manoj P K (2008) in his research article, 'Sustainable Tourism in India: A Study from a Global Perspective with Focus on Tourism Prospects of Kerala' has given a macro perspective of the prospects of sustainable tourism in Kerala from an international perspective and offered some strategies for the faster growth of sustainable tourism initiatives in Kerala. Resmy (2008) concluded in her Ph.D. study on ecotourism in Idukki district of Kerala that majority of tourists had problems with infrastructure; and suggested, inter alia, measures like improvement in infrastructure, conservation of forest and wildlife, environmental preservation and provision of security, for the development of ecotourism in the region.

Kulwant Singh Pathania and Arun Kumar (2008) observed that one of the greatest contributions of ecotourism to conservation is the degree to which it can shift community activities from the 'threats' category to that of 'opportunities', i.e. those activities which contribute to sustainable development and the achievement of an area's conservation goals. In order to maximize the conservation benefits of an ecotourism activity, it is necessary to define how local stakeholder can participate in its planning and management. Kapil Kumar (2007), promoted the Community-Based Ecotourism (CBET) and his article observe that, it can be a powerful incentive to protect the environment and also the local communities. It offers a sustainable land use that can support the goals of forest, agriculture, and open space preservation. Also, it is opined that National parks and Wild life sanctuaries wherever displaced local communities, especially tribal group or have in any case restricted livelihood options of the original inhabitants. This is left the poor local communities still poorer and often without a viable resource. The utmost need for conservation has therefore to be balanced with the primacy of economic development of local communities within or on the periphery of a protected area.

Manoj, P. K., (2009) in his research article 'Environment Friendly Tourism for Sustainable Economic Development in India' has analysed the utmost significance of tourism in India for the faster development of the nation and has given suggestions for environment-friendly and sustainable development of tourism in the country. In another research article by this author viz. Manoj, P. K.(2010) 'Tourism in Kerala: A Study of the Imperatives and Impediments with Focus on Ecotourism' the specific case of the tourism sector in Kerala state in Indian union is studied in detail, and also made a SWOT [i.e. Strengths, Weaknesses, Opportunities and Threats] analysis of Kerala's tourism sector. Suggestions for faster, balanced and hence sustainable growth of tourism in the state of Kerala have been given in the paper. Another paper by Manoj P. K (2015)(a) entitled 'Prospects of Eco tourism in Kerala: Evidence from Kumarakom in Kottayam District' has made an empirical analysis of ecotourism in Kerala and made suggestions for sustainable development of ecotourism in the state based on the study findings. Yet another study by Manoj P. K (2015)(b), 'Employment Generation from Rural Tourism: A Field Study of the Local Community at Kumbalangi, Kerala' has made an empirical analysis of the feedback from the local community about the employment prospects of rural tourism, expectations of the tourists regarding the Governmental interventions required etc. The bright prospects of employment generation and development of the locality are pointed out. At the same time, need for improving the tourism

infrastructure, primarily through Governmental interventions is highlighted. WTO (2015) in its report on tourism has noted that China has been the fastest growing source market for tourism over the years. The major players in global tourism are U.S, Spain, China and France.

In an empirical study done in the Kerala by Manoj P. K. (2016), "Impact of Rural Tourism on the Environment and Society: Evidence from Kumbalangi in Kerala, India" it is noted that from the viewpoint of the local populace there are definite benefits to the local community from rural tourism and also that the tourists have behaved to the local people in appreciable manner. But, it is also pointed out that there are negative effects of rural tourism on the society and environment which in turn may adversely affect its long-term sustainability. Not less than 61.67 per cent of the local population has felt that rural tourism would definitely harm the natural environment. Another recent study by Murugadoss et.al (2016) observed that, the existing basic amenities in Munnar region are not sufficient to meet the demand of tourists and also the destination needs proper infrastructure to promote tourism. As empirical studies on tourists' satisfaction relating to Wildlife sanctuaries in Kerala are nil, this paper seeks to bridge the above research gap.

3. OBJECTIVES OF THE STUDY

- i. To analyse the demographic features of tourists visiting the selected destinations;
- ii. To study the potential of ecotourism and its activities from tourists' perspective.
- iii. To find the leading components among the ecotourism recreational activities.

4. MATERIALS AND METHODS

Both primary and secondary data were utilised in this study. The secondary data were collected from the official publications it includes, Journal articles, newspaper articles, working papers, guide books of different tourism organizations, books, research reports and official publications of tourism departments, ministry of tourism, various websites of the respective state and central governments and various publications of economic survey and economic review etc. The study is confined to 4 major wild life ecotourism destinations, which are from the middle part of Kerala. For collecting data from the tourists (local, domestic and international), the researcher spent 2-3 days in each destination and randomly selected 20-30 sample respondents from each destination. The questions are closely related to the nature of trip and their perceptions about ecotourism activities, general organization, potentialities and problems of the destination, and for the attitude questions Likert scale (5 and 3 point) was widely used and respondents are asked to indicate their strength of agreement with each statement (strongly agree to strongly disagree). For collecting data from the tourists the researcher followed simple random sampling method and the total selected sample respondents constitute 102 tourists.

The ecotourism activities measurement scales for tourist satisfaction are developed on the basis of literature reviews and previous empirical studies. The study analyze the tourism activity and destination management of the ecotourism destinations and also measure one of the important tourism potential index, which is the ecotourism intensity/ tourist's arrivals in the destination. There are 20 variables are using, the tourist perception is quantified through the 5 point Likert scale and 25-30 tourists were interviewed from each destination. The study also uses statistical techniques like tables, percentiles, and factor analysis.

5. ECO-REGIONS AND WILDLIFE SANCTUARIES IN KERALA

In Kerala, the major ecotourism sources are biosphere reserves, mangroves, mountain and forests, flora and fauna, seas, lakes, beaches, rivers, caves and specifically the tea garden, plain fields and seducing greenery etc., road ways through silver oak trees and the cool mountain air, lush green surroundings etc. are other major attractions. Kerala Forest Development Corporation's programmes to preserve nature and the welfare of the local communities have resulted in the evolution of the perfect ecotourism implementation. Almost ecotourism recreational activities are focused to the adventure minded nature interested visitors. The Western Ghats are home to four tropical and subtropical moist broadleaf forest eco regions- the mist deciduous forests and rain forests of north and south Western Ghats. The northern part of the range is generally drier than the southern portion, and at lower elevations makes up the North Western Ghats mountain moist deciduous forests eco region- this is mostly made up predominately of teak. South Western Ghats montane rain forests are also cooler and wetter than the surroundings lowland forests and dominated by evergreen trees, although some montane grasslands and stunted forests are the most species-rich ecologic region in peninsular India. 80 per cent of the flowering plant species of the entire Western Ghats range are found in this ecologic region. Wildlife sanctuaries are intended to ensure natural conditions necessary to protect nationally significant species, biotic communities or physical features of the environment where these require specific human manipulation for their perpetuation. According to the Indian Board of wildlife (IBWL), a sanctuary is an area where killing, hunting, shooting or capturing of any species of bird or animal is prohibited except by or under the supervision of the

top-most authority in the department who is responsible for the management of the sanctuary and whose boundaries and character must be sacrosanct to the extent possible. It is also mandated that sanctuaries must be made accessible to the public. Each sanctuary has a unique management plan and the extent of the sanctuary is divided into zones with separate management prescriptions. Buffer zone will have limited forestry activity, tourism zone will have tourist visit facilities and core zone will be the sanctum sanctorum and will not have activity except research and monitoring. The protection accorded to the sanctuaries has had salutary effect on the growth of wild animal population.

6. PROTECTED AREA AND SAMPLE REGION

The protected area is a geographical space, recognised, dedicated and managed through legal or other effective means, to achieve the long term conservation of nature with associated ecosystem services and cultural values (IUCN definition). In Kerala there are 17 wildlife sanctuaries, 5 national parks and one community reserve. Out of these 17 wildlife sanctuaries, there are some biosphere reserves, Tiger reserves and Elephant reserve. The inter-relationship between eco-regions, and protected area network give the practice of wildlife sanctuaries and this amalgamation contribute to the development of wildlife tourism. Consequently we can define wildlife tourism is, watching wild animals in their natural habitat, either by actively (hunting/collection) or passively (watching/photography). It centred on observation and interaction with local animal and plant life in their natural habitats, it includes eco- and animal-friendly tourism, and our wildlife sanctuaries are doing this entity mannerly. Biodiversity is defined as the natural area made up of living organisms such as plants, animals, marine and other living things in a particular geographical region. These inhabitants are rare living organism and are very sensitive to civilization, it is the responsibility of each citizen, government, industry and society to preserve and protect such rare living organisms on the earth and ecotourism play this role properly. All these things are contribute to the cluster classification by World Heritage site of UNESCO. The Western Ghats is very rich in its unique biophysical and ecological processes. It is recognized as one of the world's eight "hottest hotspots" of biological diversity and is home to at least 325 globally threatened flora, fauna, bird, amphibian, reptile and fish species. The Kerala portion of Western Ghats is divided in to 5 sub-clusters and the majority of the ecotourism destinations are scattered across this region. Thus, this study taken the 3rd and 4th sub-cluster region as sample and the details are given below. Sample destinations are includes Wildlife sanctuaries, Tiger reserves, Biosphere, Protected area, National parks. (Table I).

Table-I: Profile of the Sample destinations

Destinations	Location	Major Attractions
Ervikulam National Park	Idukki	Waterfalls, cascade walk, Kurinji trail, camping, Eravikulam hut, explore wild Munnar, sight-seeing, trekking, Neelakurunji flower blooms, tea plantations, nature camp etc.
Chinnar Wild Life Sanctuary	Idukki	Riverside trekking, sandal depot, Pambar log house, Karakkad tree nest, watch tower, waterfalls, night jar camping, wild safari, stay at tree top hut, stay at log houses etc.
Parambikulam Wild Life Sanctuary (Tiger Reserve)	Palakkad	Lakeview, Kannimara teak, dam view, valley view, camping, tribal heritage centre, tribal symphony, tree top huts, bamboo rafting, trekking, nature camp, tented niche, honey comb complex etc.
Athirappilly-Vazhachal Ecotourism	Thrissur	Waterfalls, Vazhachal rapids, mountains, valleys, thick forests, greenery, various kinds of plantations, flora and fauna, nature camp etc.

Source: Field Survey

Here, each destination has its own special features and ecotourism activities. They are waterfall, trekking, dam view, core forest, mountains, valleys etc. and the study focus on the tourist's satisfaction on these ecotourism activities.

7. DEMOGRAPHIC FEATURES OF SAMPLE RESPONDENTS

The total number of respondents is 102. There is definitely not any criterion for data collection but randomly picked tourist those who are willing to do properly. (Table II).

Table-II: Demographic features of the sample respondents

Variables	classification base	Frequency	Percentiles
Types of tourist	Local	69	67.6
	Domestic	12	11.8
	International	21	20.6
Gender	Male	45	44.1

	Female	57	55.9
Age	Upto 20	25	24.5
	21-30	49	48
	31-40	22	21.6
	41-50	6	5.9
Occupation	Student	38	37.3
	Employee	63	61.8
	No job	1	1
Education	Higher secondary	14	13.7
	Graduate	55	53.9
	Post-graduate	33	32.4

Source: Field Survey

Table II gives the information related to the demographic background of the tourists under study. While majority of respondents are local tourists (67.6 per cent), there is a reasonably high share of 20.6 per cent for the international tourists, and the rest 11.8 per cent are the other domestic tourists (other than locals). Gender-wise, as high as 55.9 per cent are females and age-wise a majority of 48 per cent are in the 21-30 group. While 61.8 per cent tourists are employees, 37.3 per cent are students. Education-wise a majority of 53.9 per cent are graduates while 32.4 per cent are post graduates.(Table II).

8. TOURIST ARRIVALS IN SAMPLE DESTINATIONS

It is important to analyse the tourist arrivals (intensity of destination) in sample destinations because the tourist inflow is the first component to existing the concept of tourism. The trend of destination-wise tourist arrivals (Domestic and International) confirming the potentiality of ecotourism and it is shown below.

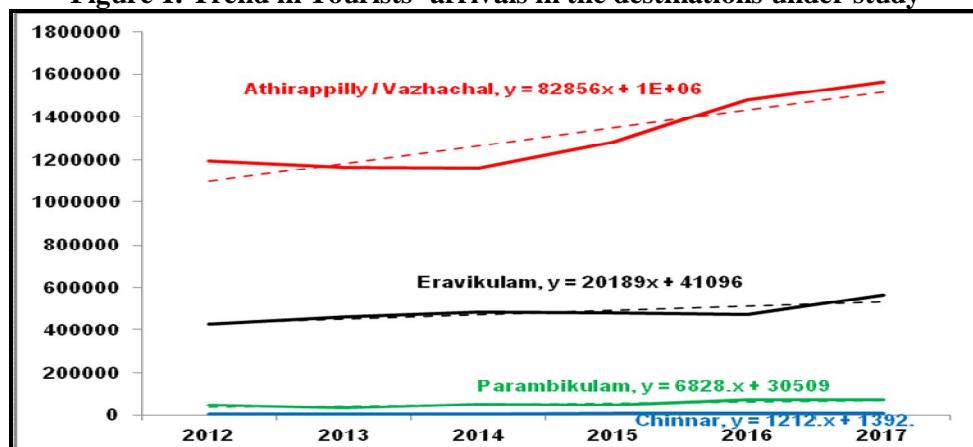
Table-III: Destination-wise tourist's arrivals in 2010-2017

Year	Eravikulam NP	Chinnar WLS	Athirappilly/Vazhachal	Parambikulam WLS
2010	391151	3241	-	46818
2011	384359	3719	-	47500
2012	429093	3377	1195313	49593
2013	460104	3758	1164593	32171
2014	483777	3432	1162600	50570
2015	481548	7044	1283365	46800
2016	470819	7038	1478995	74685
2017	564435	9176	1562508	72641

Source: Compiled from Official publications of Kerala Tourism

The tourist arrivals in each destination show an increasing trend over the years. Athirappilly-Vazhachal ecotourism destination had the largest tourist arrivals and is following Eravikulam and Parambikulam and Chinnar. The number of tourist arrivals in each destination has increased every year. (Figure I). The increasing trend in tourists' arrival is an index of tourism intensity of the destinations and this tourist intensity index is one of the major components of tourism potential index (Moli.P. Koshy, 2013)

Figure-I: Trend in Tourists' arrivals in the destinations under study

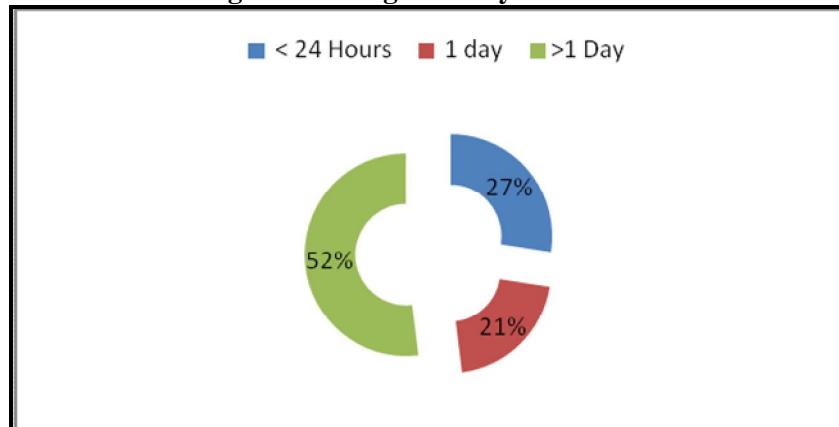


Source: Based on the figures in Table III

9. TOURISTS LENGTH OF THE STAY

A tourist is defined as the person who travels for pleasure, usually sightseeing and staying in hotels. WTO has defined tourists as people who travel to and stay in places outside their usual environment for more than 24 hours and not more one consecutive year for leisure, business and other purposes. (Figure II).

Figure-II: Length of stay of Tourists



Source: Field Survey

Figure II shows an interesting positive fact i.e. majority of the tourists (52 per cent) have liked to stay more than a day in the respective tourism destinations. Within the above group, 21 per cent tourists have stayed for one day and 27 per cent for less than 24 hours. The analysis of the length of the stay is quite relevant in this study because of the fact that as the length of stay increases so does the accuracy of various assessments done.

10. NATURE OF ECOTOURISM AND TYPES OF TOURISTS

Nature of tourism refers, whether the tourists are preferred self-organised or package tour and the table below shows the nature of tourism among the different types of tourists.

Table-4: Nature of Tourism and types of tourists – Crosstab

			Types of tourists			Total	
		Local	Outside state	Foreign			
Nature of Tourism	Self-organized	Count	68	10	0	78	
		Expected Count	52.8	11.5	13.8	78.0	
		Residual	15.2	-1.5	-13.8		
	Package	Count	1	5	18	24	
		Expected Count	16.2	3.5	4.2	24.0	
		Residual	-15.2	1.5	13.8		
		Count	69	15	18	102	
		Expected Count	69.0	15.0	18.0	102.0	

Source: Field Survey

Table IV shows that the most of the foreign tourists preferred the package tour, but most of the local and outsiders (domestic tourists) are preferred the self-organised tour. Hence, it implies that to attract more foreign tourists, it is advisable to offer specially designed tour packages, and that too as per their tastes and preferences.

11. SATISFACTION OF TOURISTS RELATING TO THE ECOTOURISM ACTIVITIES

Satisfaction is the pleasant feeling when we get or receive something. In ecotourism, this function lies between the perceived quality and expectations by the tourists. The measurement of tourist satisfaction helps to know the tourism potentiality of the destination and to make strategies for healthier growth of ecotourism in future and it is enabling the sustainable economic development. In all ecotourism destination have its own attractions, cultural and traditional events, natural features like national parks, wildlife etc. the most common aspect of natural resources is that they are generally fixed in supply and are able to provide only a limited amount of services at a given period.

The basic travel components are attraction, accommodation, transportation and other facilities but this study focus on the tourists' satisfaction on ecotourism and its activities. The tourism authority has been properly organising these different components and offering different experience to the tourists. The tour operators are executing and connecting the tourists and the destination. It is important to how much they satisfied on the destination has to be offered in the label of ecotourism. Most of the ecotourism products/activities are uniquely

intangible. The images, ambiance and understanding etc. are the primary elements of ecotourism products. In this perspective, satisfaction measured through the perception. 5 point likert scale is widely used to indicate their strength of agreement. The rating scale is 1- for extremely satisfied and 5- for extremely dissatisfied. In order to measure the internal consistency, the reliability test was conducted, which is acceptable. (Table V).

Table-V: Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.923	.922	20

Source: Field Survey

Table V shows that the value of Cronbach's Alpha is .923. This high value in turn reflects high reliability of the measuring instrument. That means it indicates high level of internal consistency with respect to the sample and number of items is 20.

12. FACTOR ANALYSIS

There are so many studies revealed that, the satisfaction of tourists is the key factor of all tourisms. The study also focuses on the level of satisfaction on recreational activities of the ecotourism destinations. The initial frequency test gives there is a satisfactory opinion about the destination and its activities. That is, all ecotourism destinations carried a better sightseeing, flora and fauna, dam-sightfeatures to the tourists, they opined these are extremely satisfied with these features. There are 20 variables are taking to analyse, items includes the destination management factors like product innovation, process innovations etc. and the activities like camping, trekking, safari, study of culture and folklore, museum visit etc. Consequently the significant factors are identified through factor analysis. The result of factor analysis is summarised below.

13. KMO- BARTLETT'S TEST

The KMO-Bartlett's test is done for measuring the strength of relationship among the variables under study. This test determines whether the responses collected based on the sample under study are adequate or not. (Table VI).

Table-VI: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.833
	Approx. Chi-Square	2112.116
Bartlett's Test of Sphericity	df	190
	Sig.	.000

Source: Field Survey

Table VI shows KMO adequacy is closer than .833, which is acceptable value for proceeding with factor analysis. The Bartlett's test of Sphericity is 0.000, and this value is significant (at 5 per cent level of significance) because it is less than 0.05. The Eigenvalue reflects the number of extracted factors. This table has been divided into three sub-sections, the Initial Eigen Values, Extracted Sums of Squared Loadings and Rotation of Sums of Squared Loadings. For analysis and interpretation purpose here only concerned with the initial eigenvalue and extracted sums of squared loadings. Among the extracted variables, four factors have an eigenvalue greater than one. (Table VII).

Table-VII: Total variance explained- tourists satisfaction

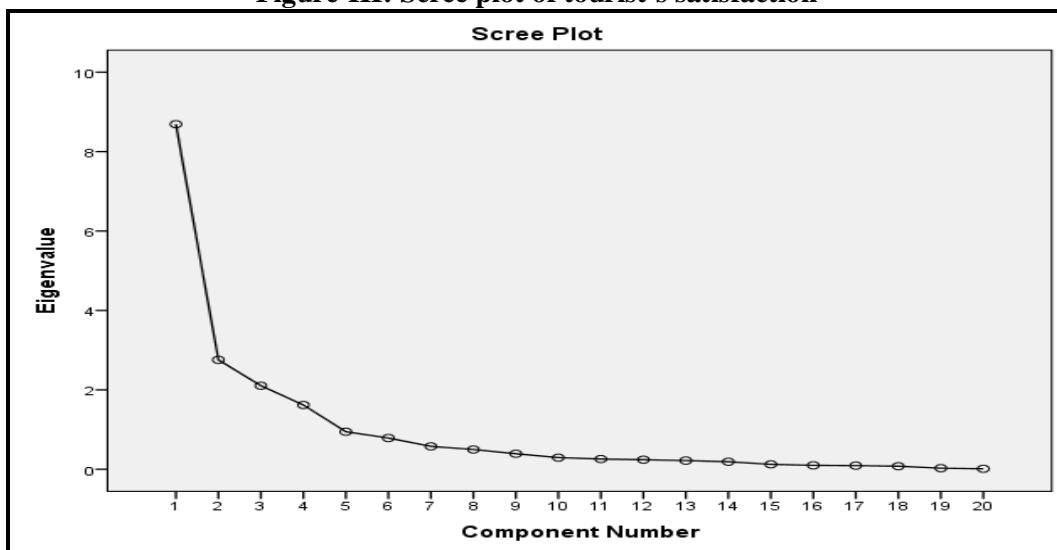
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	Variance (%)	Cumulative %	Total	Variance (%)	Cumulative %
1	8.691	43.454	43.454	8.691	43.454	43.454
2	2.755	13.776	57.230	2.755	13.776	57.230
3	2.105	10.524	67.754	2.105	10.524	67.754
4	1.619	8.094	75.848	1.619	8.094	75.848
5	.945	4.725	80.572			
6	.787	3.934	84.506			
7	.576	2.882	87.388			
8	.498	2.492	89.880			
9	.391	1.955	91.835			
10	.293	1.467	93.301			
11	.257	1.286	94.587			
12	.241	1.206	95.793			
13	.218	1.092	96.884			

14	.190	.951	97.836				
15	.124	.621	98.457				
16	.099	.493	98.950				
17	.093	.464	99.414				
18	.077	.385	99.799				
19	.028	.139	99.938				
20	.012	.062	100.000				

Source: Field Survey

Here the table shows that, the first factor accounts for 43.454 per cent of the variance, the second 13.776 per cent, the third 10.524 per cent and the fourth 8.094 per cent. All the remaining factors are not significant. The extractionsums of Squared Loadings are the total variance after extraction. The four factors have collectively explained 75.848 per cent of the total variance. The Scree plot is a graph of the eigenvalues of all the factors and is useful for determining as to how many factors have to be retained. The Scree plot is depicted as Figure III.

Figure-III: Scree plot of tourist's satisfaction



Source: Based on the analysis of Field Survey data

It is seen that the curve begins to flatten between factors 4 and 5 and from factor 5 onwards the eigen values are less than 1. So, only four factors have been retained here.

Table: Rotated Component Matrix^a - tourists satisfaction

	Component			
	1	2	3	4
-Tourism Product Innovation	.057	.835	.054	.136
- Process Innovation	.115	.825	.255	.161
-Amusements	.280	.783	.260	.091
- Branding	.574	.663	-.149	.037
- Tourism Management	.704	.579	.026	.001
- Quality Management	.705	.571	.022	.002
- Sight Seeing	.091	.157	.158	.867
- Flora and Fauna	.109	.150	.105	.916
- Dam Sight	.755	.048	.119	.470
- Safari / Cycling / Biking	.747	-.042	.149	.390
- Trekking	.817	-.077	.184	.260
- Boating	.830	.307	.042	-.035
- Camping	.835	.071	.136	.124
- Study of Culture and Folklore	.798	.170	.048	.107
- Visiting Museum	.809	.327	.023	-.157
- Farming	.798	.348	.030	-.135
- Climate condition of this destination	.035	.132	.798	.156
- Walking areas of this tourism	.004	-.004	.819	.027

- Parks and green areas/natural beauty	.045	.086	.836	.113
- Land scape beauty of this destination	.358	.214	.650	.032
Extraction Method: Principal Component Analysis.				
Rotation Method: Varimax with Kaiser Normalization.				
a. Rotation converged in 7 iterations.				

Source: Based on the analysis of Field Survey data

The rotated component matrix indicates that, the four components are extracted from the factor analysis of tourist satisfaction on ecotourism activities. The first component is related to the special features of ecotourism activities like – trekking, boating, camping, study of culture and folklore, dam sight, safari/biking, visiting museum, farming with the factor loading greater than 0.7 and it is identified that the “unique features of ecotourism activities” is the first component to making the tourist satisfaction. The second component is related to the tourism management items such as tourism product innovation, process innovation, amusements, branding, tourism management, and quality management with a factor loading above 0.5, which identified as the component of “promoting strategies and planning of ecotourism”. The third component is related to destination attractions like climate condition, walking areas of destination, parks and green areas/natural beauty, land scape beauty of destination, these are identified as the component of “natural attractions” and the fourth component identified the sightseeing and flora and fauna with factor loading greater than 0.8, which constitute the “forest beauty”.

14. FINDINGS AND CONCLUSION

This study reveals a few relevant facts relating to the tourists' satisfaction on ecotourism activities and its management. The nature of tourism analysis shows that most of the international tourists prefer package tours. So package tourism needs special attention for the expansion of tourism. Promotion of package tours is beneficial to the foreign tourists and is also useful for the fast development of tourism. The tourists' inflow is the basic component for measuring the tourism potentiality. In all the destinations under study, this factor is significantly high. The study has used 20 observed variables, to identify the major factors that influence the tourists' satisfaction on ecotourism activities and its functioning. The factor analysis done has revealed that four factors are capable of explaining the observed variance in the variables. The first factor viz. 'Unique features of ecotourism activities' is the most influencing factor as per the tourists' perception. The second factor is 'Promoting strategies and planning', the third factor is 'Natural attractions' and the fourth factor is the 'Forest beauty'. As these four factors influence the tourists' satisfaction significantly, focused attention is required to further improve the tourism facilities and services relating to these four factors.

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ASSESSING SYSTEM OF CORPORATE SOCIAL RESPONSIBILITY INITIATIVES –AN INDIAN SCENARIO**Dr. Meher nosh Rusi Zaveri¹ and Khyati Bhatt²**Assistant Professor¹ and Research Scholar², Veer Narmad South Gujarat University, Surat**ABSTRACT**

In recent years, the concept of corporate social responsibility has gained importance from all avenues. Organizations must realize that government alone will not be able to get success in its attempt to uplift the oppressed of society. Almost all leading organizations in India are involved in corporate social responsibility (CSR) programs in areas like education, health, livelihood creation, skill development, welfare and empowerment of weaker sections of the society.

CSR in Indian context become serious conversation after the introduction of Section 135 of the Companies Act, 2013. The practice of CSR is particularly not latest to the Indian Public Sector Undertakings (PSUs) as they have been involved in CSR both morally and statutorily under the Guidelines on Corporate Governance for Central Public Sector Enterprises, 2010 (issued by the Department of Public Enterprises). CSR means depositing something back in to the society or giving back to the society. CSR is also termed as corporate responsibility, responsible business corporate citizenship, and corporate social opportunity.

In Public & private Sectors prominent initiatives have been taken by many of the organizations. There are a number of public & private sectors limited companies know the significance of CSR scheme in business.

In this paper an attempt is made to highlight the initiatives of public & private sector enterprise.towards various aspects of social contribution.

Keywords: Corporate social Responsibility, public sector enterprise, Indian companies, social upliftment.

INTRODUCTION

Corporate social responsibility, frequently abbreviated "CSR," is a corporation's initiatives to review and take responsibility for the company's effects on environmental and social wellbeing. The term in general applies to efforts that go above what may be required by regulators or environmental protection groups.

CSR may also be referred to as "corporate citizenship" and can engage incurring short-term costs that do not provide an instant financial benefit to the company, but instead endorse positive social and environmental change.

Corporate social responsibility (CSR) is how companies handle their business processes to create an overall positive impact on society. It covers up sustainability, social impact and ethics, and done appropriately should be about hub business - how companies make their money - not just add extras such as philanthropy.

CSR IN PRESENT TIME

All the stakeholders of a business consist of investors, managers, employees and consumers have begun to understand how economic development of a business or an industry is linked with environmental and social well-being. Even though it is just a voluntary activity by business organizations, it has about become an integral part of business activities as social activities can indirectly advantage the organization for the long run. As when a business operates in an environmentally, socially and economically accountable and transparent manner, it helps the organization succeed, in particular, through social recognition and shared value.

PROVISION UNDER COMPANIES ACT 2013

The practice of CSR is not a new one in the Indian industry. It was an activity that was not deliberated, rather performed. Observers believe that in India, this activity has evolved from institutional development to community development by way of several projects and tends to focus on the utilization of profits made by a company.

Also, undertaking such initiatives were a voluntary step for all companies until it was mandated by the new Companies Act which came to force in the year 2013. Section 135 of this Act provides that every company in India, either private or public having a net worth of Rs 500 crore, or a turnover of Rs 1,000 crore or net profit of Rs 5 crore, needs to spend a minimum of 2% of its average net profit for the immediately preceding three financial years on corporate social responsibility activities. A company refers to an entity incorporated under the Companies Act or under the other previous company law.

A clarification has been made with regard to computation of net profits that if the profits have been computed under the Companies Act 1956 then they need not be recomputed under the 2013 Act. Also, the CSR activities must be undertaken with respect to certain areas which are listed under Schedule VII of the 2013 Act, some of which include:

- Activities to eradicate hunger, poverty and malnutrition.
- Promotion of preventive healthcare, education and gender equality.
- Setting up homes for women, orphans and the senior citizens.
- Undertaking measures for reducing social and economic inequalities.
- Ensure environmental sustainability, balance in the ecology and welfare of animals.
- Protection of national heritage, art and culture.
- Taking measures for the benefit of armed forces veterans, war widows and their dependents.
- Provide training to promote rural, nationally recognized, Paralympic or Olympic sports.
- Contribute to Prime Minister's National Relief Fund or any other fund which has been set up by the Central Government for socio-economic development, relief and welfare of SC, ST, OBCs, minorities and women.

The provision also states that a company shall give preference to the local areas and those areas around which the company operates for undertaking the said CSR activities. Another statutory requirement under section 135 is the formation of a CSR Committee of the Board for monitoring the CSR policies of any company consisting of at least 3 directors (inclusive of an independent director). The Committee is required to recommend and suggest the amount of expenditure that the company must incur on the activities so specified. After considering the recommendations put forth by the Committee, the Board shall approve the CSR policy for the company.

It has been notified by the Ministry of Corporate Affairs that Section 135 and Schedule VII under Companies Act 2013, along with the provisions of the Rules shall come into effect from 1st April 2014. The Statute provides CSR activities to be undertaken through a registered trust or society, or a company established by its holding, subsidiary or associate company. For this purpose, the company needs to specify the activities that will be taken up and the modalities for utilizing the funds. It is said that such an entity will have to establish a track record of three years where similar activities were performed by it. The report which shall be submitted by the Directors along with the financial statements of a company shall include an annual report on the CSR Activities of a company in the prescribed format under the Rules, setting out inter alia a brief outline of the CSR policy, the composition of the CSR Committee, the average net profit for the last three financial years and the prescribed CSR expenditure. If the company does not have adequate profits or has been unable to spend the minimum required on its CSR initiatives, the specific reasons for not doing so are to be disclosed in the Board Report.

However, failure to report CSR spending or the specific reasons for non-expenditure shall amount to contravention of the provision under section 134 of the Companies Act 2013 and the said company shall attract penalty in the form of fine, which shall not be less than fifty thousand rupees and may extend to INR 2.5 Million. Also, every officer who will be liable for such a default will be punished with imprisonment for a term extending to 3 years, along with fine of minimum fifty thousand rupees but which may extend to INR five lakh rupees or both.

INDIAN CORPORATE SCENARIO

A main challenge organization is facing is the need for more reliable indicators of progress in the field of CSR.

A lack of understanding, insufficient trained personnel, non-availability of authentic data and specific information on the different CSR activities, policy etc.

The Times survey pointed challenges in CSR

- Lack of community participation in CSR activities
- Need to build local capacities
- Issues of transparency
- Non-availability of well organised non-governmental organisations
- Visibility factor
- Narrow perception towards CSR initiatives

- Non-availability of clear CSR guidelines
- Lack of consensus on implementing CSR issues

REVIEW OF LITERATURE

Much literature is available on Corporate Social Responsibility. In following few lines we have tried to summarized the same

Moon (2004) examined the role of government in Corporate Social Responsibility. The study also cleared that government is driver of CSR and making this relationship accurate by making proper policies and regulations. Shah, Bhaskar (2010) studied a case study of public sector i.e. Bharat Petroleum Corporation Ltd. in their research work. The research has argued that there is significant relationship between society and organization. Organization is a part of society. Organization uses various resources of society and organization provide various services in return. The case study demonstrates that BPCL has taken number of initiatives under CSR to serve society. Bidhu Kanti Das and P. K. Halder (2011) has suggested that to run business in effective manner such environment is necessary where societal apprehensions give priorities. Public sector corporate houses are interested for social capacity development by providing training and education to the weaker sections of the society, by providing self employment to the needy people etc. All organization should take such initiatives for the upliftment of society.

Prasad S. Madan and M. A. Bansode (2013) have suggested that CSR is how company handles the entire system to develop an overall image in the society. CSR gradually become very significant activity for the organization. The rising prominence of the CSR affects the relationship between companies and the society. Paramasivan.C and Savarimuthu. S (2014) studied that corporate sectors are highly influenced by the CSR activities not only to serve society but also to create company's good reputation. BHEL is one of the public sector undertakings whose CSR activities give benefits to the villager and other places. Rathi Ashok Kumar (2016) concluded in his study that Central Public sector enterprises are doing well in CSR activities as they follow the guidelines of department of public enterprise. Statutory compulsion alone will not help to achieve goal of CSR but collective effort from Government and Private players surely do that.

Much of the literature focused on either public sector or private sector but only few have presented a holistic view of both sectors together. This forms the gaps in present literature.

RESEARCH METHODOLOGY

Objectives of the study

The main objective is to study the Corporate Social responsibility programs implemented by public sector limited as well as few private sector units in India.

Scope of the study

The study includes under its scope public sector units and private sector units located in India.

Methodology for data collection:

This study is descriptive in nature and based on the secondary data. Secondary data were collected from reports, records, journals, magazines, published papers, websites and official documents of public & private sector limited.

Methodology for data analysis

The data analysis is based on the secondary data available. Statistical tools includes percentage, average etc.

FINDINGS

Current CSR Practices of few Public Sector Enterprise

1. Sanitation

Sanitation has attracted additional attention over few years due to Swachh Bharat Mission. Damodar valley corporation priority is right to use to Individual Household toilet at every corporation household. Durgapur Steel Thermal Power Station Andal under its CSR activity has undergone with an agreement with Public Health Engineering Department Asansol for construction of Individual Household Toilet at Srirampur Gram Panchayat of which the project cost is 46.34 Lakh. The amount will be used in the construction of 300 Individual Household Toilet in different villages of Srirampur Gram panchayat. After construction of this 300 IHL, each household of the panchayat will be covered under 100% sanitation and the entire panchayat will be read as Open Defecation Free (ODF) Panchayat in a true manner.

RashtriyaIspat Nigam Ltd (RINL) launched "Swachhta Intranet Portal" as part of "Swachhta hi Sewa" campaign done in Visakhapatnam Steel Plant (VSP) as a RINL-CSR initiative. The portal is a pool of

information on Swachhta activities amongst the employees and departments to show contribution on implementation of Swachh Bharat Abhiyan.

On the occasion of ONGC Diamond Jubilee celebrations, ONGC Ahmedabad recently adopted Karsanpura village for CSR initiatives. They will construct 16 individual household toilets and setting up of 70 solar street lights as part of rural development and Sanitation initiative.

2. Providing Necessities of age home

Under CSR scheme Damodarvalley corporation - Durgapur Steel Thermal Power Station provided 6 wheelchairs 4 walkers, 1 stretcher trolley, 1 commode chair and for heating water 1 water geyser worth Rs. 50 thousand to elderly people who are living in "old age home". All senior citizens present in the Aashram were so happy to have useful things from the company.

3. Water facility

Bharat Electronics Ltd, is setting up a 10 MLD (million litres per day) Sewage Treatment Plant to rejuvenate the Doddabommasandra Lake at a cost of Rs. 13.5 Cr. BEL has taken up this initiative — a first-of-its-kind — as part of its CSR activities, in partnership with the Karnataka Lake Conservation and Development Authority (KLCDA), BBMP and the Revenue Department. It will supply water to population about 3 lakhs. The advantage of such plant include recharging of groundwater, reduction of sewage load, favourable conditions for the development of fauna and flora, improved microclimatic conditions leading to a balanced ecological system, new leisure opportunities for fishing, bird watching and educational visits.

Two RO plants built under RashtriyaIspat Nigam Ltd (RINL) under CSR scheme in Madeenabagh and Islampeta, the adopted villages of RINL. A large number of villagers will be benefitted by this facility. These drinking water projects are a cost of over Rs 25 lakhs.

4. Education & skill development

As part of the CSR activities of Goa Shipyard Limited, a State of the Art Welding Centre of Excellence (COE) funded by GSL at a cost of Rs 81 Lakhs was inaugurate by RAdmShekharMital, CMD, GSL at SITEG, Bogda campus. The requirement for construction of this COE was felt during the implementation of GSL's Skill Development Initiative aimed at skilling the youth especially school dropouts in Goa in the specialized field of 3G Welding. They are providing support for equipment, books and provide training to the students in Multi Skill development, Entrepreneurship Safety programs, On-the-job training, etc. More than 300 students are recipient to these developmental activities. GSL also trained more than 85 ITI Trainers through its "Train-the-Trainer" initiative.

Central Warehouse Corporation, donated finances under CSR for the furniture and construction work to Uchh Prathmic Vidhyalaya for the benefit of the students, Sarvat (Garhi) Distt. Muzaffarnagar, Uttar Pradesh. RashtriyaIspat Nigam Ltd (RINL)- Visakhapatnam Steel Plant (VSP) has taken up another project of constructing an best hostel building for the Girijan students i.e. Swamy Vivekananda Vidyarthi Nilayam at a cost of Rs 25 lakhs under RINL-CSR. The hostel premises will be helpful for the Girijan students who are studying in a variety of educational institutions in Visakhapatnam. The hostel has different amenities like library, skill development centre, office room, kitchen, prayer hall etc. Under CSR scheme, RashtriyaIspat Nigam Ltd. has supplied a new bus to Arunodaya Special School Educational Society. Arunodaya Special School's objective is to build such an environment where differently abled children can grow into confidence and self-sufficient individuals. Central Warehousing Corporation, donated funds under CSR to provide the drinking water facility, toilet facility and desk & almirahs to the Government Prathmic School, Ayadnagar, Distt Hapur, Uttar Pradesh.

Around 120 children were given Training and Learning Material (TLM) kits during inaugural function of Training and Learning material camp by RashtriyaI spat Nigam Ltd (RINL)- Visakhapatnam Steel Plant for intellectually challenged SC & ST children from Visakhapatnam and Vizianagaram districts at Arunodaya Special School Ukkunagaram. The kits will assist the children in improving their skills and learning abilities. A Leadership Development Program was arranged by NTPC-Power Management Institute for principals of schools located in different townships of NTPC all across the country. The program was conducted by senior faculties from IIM, Ahmedabad. The principals developed a model of measurement of school excellence as an outcome of the programme. NTPC has distributed 30 swing machines at Lucknow on skill development for all around development of women and make them self-employed. Punjab National Bank distributed school bags with reading material to needy children at Sri Vinayak temple at Delhi under CSR activities.

5. Medical treatment facility

A MOU signed between the Airports Authority of India and Institute of Liver and Biliary Sciences on National Organ Donation Day. Patients from financially weaker division will have the assistance of liver transplant surgery at Institute of Liver and Biliary Sciences. According to MOU, Airports Authority of India will give financial support of Rs. 84 lakhs each year for a period of 5 years.

ONGC has given a support of Rs 100 crore to start the vision of affordable world class cancer care facilities in Central India. ONGC has extended support to the project through its CSR Trust - ONGC Foundation.

ONGC give the ONGC multi-specialty hospital ‘Chaolung Sukaphaa’ to the people of Assam, with an venture of Rs 313 crore. The hospital is devoted to the people of Assam to ensure quality and affordable healthcare.

ONGC has given financial support for health care and school facilities in East and West Godavari districts of Rs.17.70 lakh as a part of CSR activity.

NTPC launched a week long campaign on NO TOBACCO. They did street play on “Guthka Tambakhu” and made rangoli which showed the harmful effects of Tobacco.

6. SPORTS ACTIVITY

As a part of CSR activity and noble duty Rashtriya Ispat Nigam Ltd (RINL) has provided financial support of Rs.75000/- to Sri Jeet Kumar, a Para Olympian. So he can take strong coaching for three months to perform better in future tournament.

Apart from this, RINL-VSP has given a financial assistance of Rs 21,000 to Sri Shammi Kumar who has performed for Guinness book record in making 75 push-ups on the single thumb in one minute.

CURRENT CSR PRACTICES OF FEW PRIVATE SECTOR ENTERPRISE**1. Organic farming**

CSR activities are concern Arvind Ltd. Has contributed to a large extent towards Organic farming. The cotton crop essentially requires a lot of water and extensive use of chemical fertilizers and pesticides. As such, it has a dramatic impact on the quality of the soil, and moreover, on the environment. Organic cotton farming is the process of growing cotton naturally — without the use of synthetic pesticides and chemical fertilizers. The only additives come in the form of organic manures, and the soil quality is controlled by means of rotational crops. The impact on the environment is reduced drastically, producing clean and safe cotton while creating a sustainable cycle. Organic farming is best suited for marginal farms with poor quality of soil. Company is working closely with the farmers of the Vidarbha region in Akola to grow organic cotton. This initiative has helped to improve the livelihood of the farmers by dramatically increasing their per-acre income. A direct buying-at-doorstep policy and a seven day payment cycle, along with an elimination of all forms of exploitation by middlemen, have further helped to improve the farmer's income levels. What started out as a small project now encompasses 27,000 acres of farmland employing nearly 3,700 farmers. All the organic cotton produced at these organic farms is certified by the Control Union Certification, Netherlands.

2. Enhancing the capacity of the villagers to improve their livelihood

The Axis Bank Foundation has partnered with Peoples Rural Education Movement for project PREMA contributing towards enhancing the capacity of the villagers to improve their livelihood. This project is designed to provide vocational training and supplementary support to the identified youth from socio-economically depressed tribal and dalit communities of four districts of Odisha - Ganjam, Gajapati, Pun and Kandhamal. The various courses include Hotel Management, Engineering Diploma, Computer hardware and software training, Auto mechanic and driving, Nursing, Security Guard, Agricultural training and Grihini program for mothers and adolescent girls to improve their livelihood. Axis Bank Foundation has partnered with Kherwadi Social Welfare Association (KSWA) to launch the Yuva Parivaratan program. It provides vocational training under various trades to the unmotivated school drop-outs and underprivileged youth residing in the state of Maharashtra. At the end of the training these youth will be placed in an associated industry or be able to begin their own enterprises. Yuva Parivartan is a movement with the vision to create opportunities for school dropouts and deprived youth to lead productive and socially useful lives. The Axis Bank Foundation has partnered with Peoples Rural Education Movement for project PREMA contributing towards enhancing the capacity of the villagers to improve their livelihood. This project is designed to provide vocational training and supplementary support to the identified youth from socio-economically depressed tribal and dalit communities of four districts of Odisha - Ganjam, Gajapati, Pun and Kandhamal. The various courses include Hotel Management, Engineering Diploma, Computer hardware and software training, Auto mechanic and driving, Nursing, Security Guard, Agricultural training and Grihini program for mothers and adolescent girls to improve their

livelihood. Axis Bank Foundation has partnered with Kherwadi Social Welfare Association (KSWA) to launch the Yuva Parivaratan program. It provides vocational training under various trades to the unmotivated school drop-outs and underprivileged youth residing in the state of Maharashtra. At the end of the training these youth will be placed in an associated industry or be able to begin their own enterprises. Yuva Parivartan is a movement with the vision to create opportunities for school dropouts and deprived youth to lead productive and socially useful lives.

3. Cutting & Tailoring Centers

Dabur Ltd. SUNDESH today runs 7 Cutting & Tailoring Centers which have till date trained 2,510 women. Around 253 women successfully completed training in 2011-12 financial year. These centers offer training to women between the age group of 18 and 35 years. SUNDESH today operates such training centers in Chouna, Kamruddin Nagar, Dadupur, Nidhwali, Kapoorpur and Ekiendi villages of Ghaziabad district. SUNDESH has successfully completed one-month Mehndi Application training programme in village Samana. In all, 22 women completed this course during the year.

4. Beautician course for women in village

SUNDESH also organized a six-month Beautician course for women in village Samana, where 22 women were imparted training in beauty care. It's encouraging to see women set up their own tauty salons in their villages and augment their household income.

5. Bee-Keeping

SUNDESH encourages rural youth and adults, especially those living below the poverty line, to take up Bee-Keeping for self-employment. It also empowers them to manage and utilize the locally available sustainable natural resources to achieve a reasonable level of economic well-being.

6. Vermi-Composting

It has contributed towards Vermi-Composting too. Villagers earlier used to spread cow dung arbitrarily on their fields and leave them in the open. As a result, some of it used to dry up on the field itself and some used to flow into the adjoining road. That's when SUNDESH introduced them to the concept of vermi-composting. The process ensures that they get the best quality manure for their fields at all times. They have also encouraged them to mix waste generated both at home and in the fields to the cow dung as part of this process, which has further helped manage waste in their villages. Having adopted this process, they have now witnessed a sharp reduction in use of pesticide in their fields, besides helping maintain and improve field fertility and thereby reduce cost of agriculture-production for the villagers.

7. Supporting Urban Returned Villagers

Supporting Urban Returned Villagers (URVs): Employing novel strategy, the Foundation identifies persons with distinct skills and exposure in particular industry, trade or business, which can be set up and operated in a village with little support. Those persons were then motivated and financially supported to return and set up similar unit to their own villages. This strategy had enormous success and has triggered proliferation of enterprises such as precious stone designing, marble pottery, basil trinket necklace (Tulasi mala making) and many more in the adopted villages. The company has adopted a Cluster based approach. Since the objective is to create hubs of location specific enterprises to act as inspiring models, a cluster approach is used in the selection of villages for the activities.

8. Skill development

Tata Motors Ltd. have re-aligned their skill development Skill development of Indian youth is one of their major CSR programs. A study conducted by NSDC (National Skill Development Council) in 2009, estimates by 2022 around 170 million youth in the country will be employed in unorganized sector. Out of this 170 million, some 35 million will be employed informally within automobile industry. The youth which is expected to join this workforce will neither have necessary skills nor any industrial exposure towards the job they are required to do and in absence of necessary skills the country won't be able to get the demographic dividend.

CONCLUSION

Public & private sectors enterprises are very much influenced by CSR activities not only to return something to the society but also it brings status of the organization in society. Corporate must spend at least 2% of their profit for CSR activities. Both sectors are concentrated more on CSR activities through performing different activates.CSR is the task of one and all i.e. business corporations,government,individuals etc.As the income comes from the society so it is the dignified duty to give back to the society through CSR programme.CSR is developing so fast and becoming competitive task for all. Majority of public sector enterprises are involved in conducting CSR activities in the area of health,education,Sanitation etc.and performing very effectively. Even

private sector organisations have contributed to a large extent to building nation by sharing some of the government responsibility in form of its Corporate social Responsibilities activities. Public sector as well as private sector cater some of needs of the society both in urban and rural areas and indirectly contribute towards development of India.

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FINANCIAL PERFORMANCE ANALYSIS OF THE WEST BENGAL STATE CO-OPERATIVE BANKS IN BARASAT SUB-DIVISION, NORTH 24-PARGANAS, WEST BENGAL**Shawkat Ali¹ and Uttam Kumar Dutta²**Assistant Professor¹, Department of Commerce, Gobardanga Hindu College, West Bengal
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ABSTRACT

The strength and weakness of a particular bank can be measured through performance analysis. A co-operative bank is a financial entity, it belongs to its members, who are at the same time the owners and the customers of their bank. Co-operative bank engaged in financing agricultural and non agricultural activities. An attempt has been made by the researcher to study the financial performance of The West Bengal State co-operative banks at Barasat Sub-division in North 24-Parganas, West Bengal , taking in to account selected variables , viz. Deposits, Loans & Advances, Net Profit, Interest and Other Income , Interest and Other Expenses ,Working Fund etc. during the financial year 2013-2014 to 2017-2018. The financial performance was analyzed through the ratio analysis. The data used for the study was entirely secondary in nature. After a detailed study of the Financial Statements of the bank, it is clear that, though there is increase in deposits, which is an indicator of growth, but the profitability of the bank has not been increased at par for the period 2013-2014 to 2017-2018.The Co-operative bank should take proper initiation to improve the profitability.

Keywords: Deposit, Loans & Advance, Interest Income, Interest Expenses, Working Fund etc.

INTRODUCTION

With the introduction of Co-operative Credit Societies Act in 1904, to provide credit to the farmers regarded as the beginning of the institutionalization of co-operative banking in India. Although this Act has amended in the year 1912 for establishing central co-operative banks at the district level, thereby giving it a three tier federal structure. Over the years Co-operative Banks has been making invasions into different spheres of development, while keeping a focus on low-income group of the society. Cooperative Banks has been busy in micro-finance initiatives and also initiated lending Operations in Weaker-Section of the society through SHG. We can't define the term 'co-operation' in a general way as this movement developed in different countries from time to time in various forms as per the different social environment and circumstances. In August 2004 under the chairmanship of Prof. A. Vaidyanathan the Government of India set up a Task Force to suggest an action plan for reviving rural cooperative credit institutions and legal measures necessary for facilitating the process.

REVIEW OF THE LITERATURE

Dr. Shirasi R.S.(2012) conducted a study on “**A study of financial working and operational Performance of Urban Co-Operative Banks in Pune District**”. He has tried to examine the financial working and operational performance of UCBs in the district of Pune. Gor the puprpose he has taken into consideration different parameters like membership, paid up capital, deposits, advances, NPAs and CD ratio. He has advocated that there is a need for extending the banking facilities in different regions of the country specially Velhe and Mulshi blocks of Pune and also opined that it is necessary to accelerate the pace of its growth especially in backward regions. Financially he has suggested for quality of services to be offered to its customers.

Kanchu T. (2012) conducted a study on “**Performance Evaluation of DCCBs In India-A study**”. He has opined that co-operative banking is retail and commercial banking organized on a co-operative banks differ from stockholder banks by their organization, their goals, their values and their governance. He has attempted to measure the growth of DCCBs, growth of investment , working capital and cost of management position in DCCBs by analyzing the deposits, credits and C/D ratios of DCCBs. They have suggested that government should formulate specific policies and they should be implemented for the upleapment of the DCCBs and they have also suggested that DCCBS should try to upgrade technology and should formulate customer friendly policies to face competition with commercial banks.

Gowd Talla N., Bethapudi A. and Reddy G. R. in their paper titled “**An Analytical Study on Financial Performance of Dharmavaram Urban Co-Operative Bank, A.P India**”, have attempted an exploratory research to measure financial performance of Dharmavaram Urban Co-operative Bank(DUCB). They have opined that there was a significant growth in membership, deposits, loans and Advances, working capital, reserves, owned funds, total income, total expenditure and over dues. On the other hand there is no significant growth in share capital per member, Cash Deposit Ratio(CDR), Compound Growth Rate(CGR), Earning Per

Share. They have suggested to concentrate on recovery performance, controlling expenses, robust risk management and diversifying their operations for improving the performance of DUCB.

OBJECTIVE OF THE STUDY

The following are the objectives of the study,

1. To study the financial performance of all state co-operative banks in Barasat sub-division, north 24 parganas, west Bengal.
2. To compare the financial performance of co-operative banks in Barasat sub-division, north 24 parganas, west Bengal.

RESEARCH METHODOLOGY

The study is based on secondary data, consisting of Audited Final Accounts of The West Bengal state co-operative banks in Barasat sub-division, north 24 parganas, west Bengal. There are some other reports like co-operative journals, websites available on net also has been used.

The study covers the time span of five years from 2013-2014 to 2017-2018.

In this study all three The West Bengal state co-operative banks in Barasat sub-division, north 24 parganas namely 1. The West Bengal State Co-Operative Bank Ltd – Barasat Branch,

2. The West Bengal State Co-Operative Bank Ltd – Amdanga Branch and

3. The West Bengal State Co-Operative Bank Ltd – Habra Branch

have been included for the study.

For the purpose of analyzing the data collected, were presented and analyzed in the form of tables and ratio analysis for better understanding of the problem under study.

LIMITATIONS OF THE STUDY

1. The study covers a sample of The West Bengal state co-operative banks in Barasat sub-division, North 24 Parganas, West Bengal, no other co-operative banks has been considered for the study.
2. The study is based on secondary data, no primary data has been used for the present study.

ANALYSIS OF PERFORMANCE

Financial performance appraisal is the detailed process of scientifically making a relevant, comparative and critical evaluation of the profitability and health of a particular organization with the help of the techniques of financial statement analysis. Here

A. For the purpose of analysis of income and expenses the following ratios have been used.

1. Interest Income to Total Income Ratio: Interest income is the main part of bank's total income. Interest earning in banks refer to fund based income and exhibits the return on pure banking business. With the help of this ratio any one can know proportion of interest income in bank's total income. Higher ratio indicates the improved earning capacity. The formula of finding this ratio is as follows:

$$\text{Interest Income to Total Income Ratio} = \frac{\text{Interest Income}}{\text{Total Income}} * 100$$

Table-1: Interest Income to Total Income Ratio

Year	Wbscb Barasat Branch			Wbscb Amdanga Branch			Wbscb Habra Branch		
	Interest Income	Total Income	Ratio	Interest Income	Total Income	Ratio	Interest Income	Total Income	Ratio
2013-2014	2060.62	2065.26	99.78	120.86	122.16	98.94	365.01	367.68	99.27
2014-2015	2407.19	2494.13	96.51	140.49	141.3	99.43	409.57	410.94	99.67
2015-2016	3420.1	3422.47	99.93	231.03	232.41	99.41	581.69	584.29	99.56
2016-2017	2574.44	2543.43	101.22	212.98	213.58	99.72	333.43	335.62	99.35
2017-2018	2814.58	2817.55	99.89	183.91	184.64	99.60	379.97	382.86	99.25

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 1, for state co-operative bank Barasat branch, that interest income to total income ratio was 101.22 % in the year 2016-2017, which was highest within five years and interest income to total income ratio was 96.51 % in the year 2014-2015, which was lowest within five years.

For state co-operative bank amdanga branch, that interest income to total income ratio was 99.72 % in the year 2016-2017, which was highest within five years and interest income to total income ratio was 99.41 % in the year 2015-2016, which was lowest within five years.

For state co-operative bank habra branch, that interest income to total income ratio was 99.67 % in the year 2014-2015, which was highest within five years and interest income to total income ratio was 99.25 % in the year 2017-2018, which was lowest within five years.

If we compare among the three branch, barasat branch had the highest interest income to total income ratio(101.22%) in the year 2016-2017 and barasat branch had the lowest interest income to total income ratio(96.51%) in the year 2014-2015.

2. Other Income to Total Income Ratio: Although other Income occupy a very small portion in the bank's total income ; with the help of this ratio we can understand the proportion if it, in bank's total income. Formula for finding the other income to total income ratio is as follows:

$$\text{Other Income to Total Income Ratio} = \frac{\text{Other Income}}{\text{Total Income}} * 100$$

Table-2: Other Income to Total Income Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Other Income	Total Income	Ratio	Other Income	Total Income	Ratio	Other Income	Total Income	Ratio
2013-2014	3.86	2065.26	0.19	0.14	122.16	0.11	2.29	367.68	0.62
2014-2015	1.66	2494.13	0.07	0.13	141.3	0.09	0.89	410.94	0.22
2015-2016	1.9	3422.47	0.06	0.24	232.41	0.10	1.95	584.29	0.33
2016-2017	2.29	2543.43	0.09	0.59	213.58	0.28	2.18	335.62	0.65
2017-2018	2.97	2817.55	0.11	0.73	184.64	0.40	2.88	382.86	0.75

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 2, for state co-operative bank barasat branch, that other income to total income ratio was 0.19 % in the year 2013-2014, which was highest within five years and other income to total income ratio was 0.06 % in the year 2015-2016, which was lowest within five years.

For state co-operative bank amdanga branch, that other income to total income ratio was 0.28 % in the year 2016-2017, which was highest within five years and other income to total income ratio was 0.09 % in the year 2015-2016, which was lowest within five years.

For state co-operative bank habra branch, that other income to total income ratio was 0.75 % in the year 2017-2018, which was highest within five years and other income to total income ratio was 0.22 % in the year 2014-2015, which was lowest within five years.

If we compare among the three branch, habra branch had the highest other income to total income ratio(0.75%) in the year 2017-2018 and barasat branch had the lowest other income to total income ratio(0.06%) in the year 2015-2016.

3. Interest Expenses to Total Expenses Ratio: Interest expenses is one of the major components of total expenses. It consists of interest paid on deposits and borrowings. With the help of this ratio we can understand the proportion of Interest expenses in bank's total expenses. Formula for finding the ratio of interest expenses to total expenses is as follows:

$$\text{Interest Expenses to Total Expenses Ratio} = \frac{\text{Interest Expenses}}{\text{Total Expenses}} * 100$$

Table-3: Interest Expenses to Total Expenses Ratio

Year	Wbscb Barasat Branch			Qbscb Amdanga Branch			Wbscb Habra Branch		
	Interest Expenses	Total Expenses	Ratio	Interest Expenses	Total Expenses	Ratio	Interest Expenses	Total Expenses	Ratio
2013-2014	2268.1	2334.96	97.14	100.08	132.7	75.42	348.35	396.48	87.86
2014-2015	2420.19	2409.34	100.45	130.3	160.67	81.10	389.32	432.71	89.97
2015-2016	3947.17	4074.18	96.88	211.43	244.51	86.47	591.1	634.45	93.17
2016-2017	2584.88	2792.18	92.58	167.63	198.27	84.55	417.21	465.91	89.55
2017-2018	2573.02	2744.73	93.74	163.9	198.89	82.41	447.32	501.26	89.24

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 3, for state co-operative bank barasat branch, that Interest expenses to total expenses ratio was 100.45 % in the year 2014-2015, which was highest within five years and Interest expenses to total expenses ratio was 92.58 % in the year 2016-2017, which was lowest within five years.

For state co-operative bank amdanga branch, that Interest expenses to total expenses ratio was 86.47 % in the year 2015-2016, which was highest within five years and Interest expenses to total expenses ratio was 75.42 % in the year 2013-2014, which was lowest within five years.

For state co-operative bank habra branch, that Interest expenses to total expenses ratio was 93.17 % in the year 2015-2016, which was highest within five years and Interest expenses to total expenses ratio was 87.86 % in the year 2013-2014, which was lowest within five years.

If we compare among the three branch, barasat branch had the highest Interest expenses to total expenses ratio(100.45%) in the year 2014-2015 and amdanga branch had the lowest Interest expenses to total expenses ratio(75.42%) in the year 2013-2014.

4. Other Expenses to Total Expenses Ratio: Although other expenses occupy a very small portion in the bank's total income ; with the help of this ratio we can understand the proportion if it, in bank's total expenses. Formula for finding the other expenses to total expenses ratio is as follows:

$$\text{Other Expenses to Total Expenses Ratio} = \frac{\text{Other Expenses}}{\text{Total Expenses}} * 100$$

Table-4: Other Expenses to Total Expenses Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Other Expenses	Total Expenses	Ratio	Other Expenses	Total Expenses	Ratio	Other Expenses	Total Expenses	Ratio
2013-2014	8.59	2334.96	0.37	3.15	132.7	2.37	4.09	396.48	1.03
2014-2015	8.72	2409.34	0.36	3.58	160.67	2.23	5.68	432.71	1.31
2015-2016	18.21	4074.18	0.45	3.72	244.51	1.52	4.66	634.45	0.73
2016-2017	21.03	2792.18	0.75	3.77	198.27	1.90	0	465.91	0.00
2017-2018	22.08	2744.73	0.80	0	198.89	0.00	0	501.26	0.00

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 4, for state co-operative bank barasat branch, that other expenses to total expenses ratio was 0.80 % in the year 2017-2018, which was highest within five years and other expenses to total expenses ratio was 0.36 % in the year 2014-2015, which was lowest within five years.

For state co-operative bank amdanga branch, that other expenses to total expenses ratio was 2.37 % in the year 2013-2014, which was highest within five years and other expenses to total expenses ratio was 0 % in the year 2017-2018, which was lowest within five years.

For state co-operative bank habra branch, that other expenses to total expenses ratio was 1.31 % in the year 2015-2016, which was highest within five years and other expenses to total expenses ratio was 0 % in the year 2016-2017 and 2017-2018 , which was lowest within five years.

If we compare among the three branch, amdanga branch had the highest other expenses to total expenses ratio(2.37%) in the 2017-2018 and amdanga branch and habra branch had the lowest other expenses to total expenses ratio(0%) in the year 2017-2018 and 2016-2017 respectively.

5. Net Profit to Total Income Ratio: It is the most important ratio of bank. With the help of ratio we can argue bank's financial position and performance. If the ratio is higher signifies good return on funds employed and the bank's ability to provide dividend to its members after maintaining reserves. On the other hand if the ratio is low , it indicates deficiencies in the utilization of funds and increase in the proportion of operating expenses. Formula for finding the net profit to total income ratio is as follows:

$$\text{Net Profit to Total Income Ratio} = \frac{\text{Net Profit}}{\text{Total Income}} * 100$$

Table-5: Net Profit to Total Income Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Net Profit	Total Income	Ratio	Net Profit	Total Income	Ratio	Net Profit	Total Income	Ratio
2013-2014	-269.7	2065.26	-13.06	-10.54	122.16	-8.63	-269.7	367.68	-73.35
2014-2015	84.79	2494.13	3.40	-19.37	141.3	-13.71	84.79	410.94	20.63
2015-2016	-651.71	3422.47	-19.04	-12.1	232.41	-5.21	-651.71	584.29	-111.54
2016-2017	-248.75	2543.43	-9.78	15.3	213.58	7.16	-248.75	335.62	-74.12
2017-2018	72.82	2817.55	2.58	-14.25	184.64	-7.72	72.82	382.86	19.02

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 5, for state co-operative bank barasat branch, that net profit to total income ratio was 3.40 % in the year 2014-2015, which was highest within five years and net profit to total income ratio was -19.04 % in the year 2015-2016, which was lowest within five years.

For state co-operative bank amdanga branch, that net profit to total income ratio was 7.16 % in the year 2016-2017, which was highest within five years and net profit to total income ratio was -13.71 % in the year 2014-2015, which was lowest within five years.

For state co-operative bank habra branch, that net profit to total income ratio was 20.63 % in the year 2014-2015, which was highest within five years and net profit to total income ratio was -111.54 % in the year 2015-2016, which was lowest within five years.

If we compare among the three branch, habra branch had the highest net profit to total income ratio (20.63%) in the year 2014-2015 and habra branch had the lowest net profit to total income ratio(-111.54%) in the year 2015-2016.

B. For the purpose of analysis of profitability the following ratios have been used

6. Interest Income to Working Fund Ratio: Interest income is the main part of bank's total income. Interest earning in banks refer to fund based income and exhibits the return on pure banking business. It exhibits how far working funds are effectively utilized for profit making. Formula of finding out interest income to working fund ratio is as follows :

$$\text{Interest Income to Working Fund Ratio} = \frac{\text{Interest Income}}{\text{Working Fund}} * 100$$

Table-6: Interest Income to Working Fund Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Interest Income	Working Fund	Ratio	Interest Income	Working Fund	Ratio	Interest Income	Working Fund	Ratio
2013-2014	2060.62	30376.4	6.78	120.86	1907.88	6.33	365.01	5288.4	6.90
2014-2015	2407.19	33789.8	7.12	140.49	2019.52	6.96	409.57	5515.46	7.43
2015-2016	3420.1	49214	6.95	231.03	2873.52	8.04	581.69	6095.24	9.54
2016-2017	2574.44	45124	5.71	212.98	3159.99	6.74	333.43	7140.18	4.67
2017-2018	2814.58	48472.7	5.81	183.91	3100.21	5.93	379.97	7723.4	4.92

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 6, for state co-operative bank barasat branch, that interest income to working fund ratio was 7.12 % in the year 2014-2015, which was highest within five years and interest income to working fund ratio was 5.71 % in the year 2016-2017, which was lowest within five years.

For state co-operative bank amdanga branch, that interest income to working fund ratio was 8.04 % in the year 2015-2016, which was highest within five years and interest income to working fund ratio was 5.93 % in the year 2017-2018, which was lowest within five years.

For state co-operative bank habra branch, that interest income to working fund ratio was 9.54 % in the year 2015-2016, which was highest within five years and interest income to working fund ratio was 4.67 % in the year 2016-2017, which was lowest within five years.

If we compare among the three branch, habra branch had the highest interest income to working fund ratio (9.54%) in the year 2015-2016 and habra branch had the lowest interest income to working fund ratio(4.67%) in the year 2016-2017.

7. Other Income to Working Fund Ratio: Although other Income occupy a very small portion in the bank's total income and it is inadequate to meet non-interest expenses , which may rise the burden of the institution. So improve the profitability of the bank and reduce the burden proper measures should be taken to improve the other or non-interest income to working fund. The formula for calculating other income to working fund ratio is as follows:

$$\text{Other Income to Working Fund Ratio} = \frac{\text{Other Income}}{\text{Working Fund}} * 100$$

Table-7: Other Income to Working Fund Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Other Income	Working Fund	Ratio	Other Income	Working Fund	Ratio	Other Income	Working Fund	Ratio
2013-2014	3.86	30376.4	0.01	0.14	1907.88	0.01	2.29	5288.4	0.04
2014-2015	1.66	33789.8	0.00	0.13	2019.52	0.01	0.89	5515.46	0.02
2015-2016	1.9	49214	0.00	0.24	2873.52	0.01	1.95	6095.24	0.03
2016-2017	2.29	45124	0.01	0.59	3159.99	0.02	2.18	7140.18	0.03
2017-2018	2.97	48472.7	0.01	0.73	3100.21	0.02	2.88	7723.4	0.04

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 7, for state co-operative bank barasat branch, that other income to working fund ratio was 0.01 % in the year 2013-2014,2016-2017 and 2017-2018, which were highest within five years and other income to working fund ratio was 0 % in the year 2015-2016 and 2016-2017, which were lowest within five years.

For state co-operative bank amdanga branch, that other income to working fund ratio were 0.02 % in the year 2016-2017 and 2017-2018, which were highest within five years and other income to working fund ratio were 0.01 % in the year 2013-2014,2014-2015 and 2015-2016, which were lowest within five years.

For state co-operative bank habra branch, that other income to working fund ratio were 0.04 % in the year 2013-2014 and 2017-2018, which were highest within five years and other income to working fund ratio was 0.02 % in the year 2014-2015, which was lowest within five years.

If we compare among the three branch, habra branch had the highest other income to working fund ratio (0.04%) in the year 2013-2014 and 2017-2018 and barasat branch had the lowest other income to working fund ratio (0%) in the year 2014-2015 and 2015-2016..

8. Interest Expenses to Working Fund Ratio: Interest expenses represent the cost of funds to bank. Mainly it consists of interest paid on deposits and borrowing. A lower ratio of interest expenses to working fund is needed as it in indicator of the rate at which a bank incurs on borrowing fund. The formula for finding interest expenses to working fund ratio is as follows:

$$\text{Interest Expenses to Working Fund Ratio} = \frac{\text{Interest Expenses}}{\text{Working Fund}} * 100$$

Table 8: Interest Expenses to Working Fund Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Interest Expenses	Working Fund	Ratio	Interest Expenses	Working Fund	Ratio	Interest Expenses	Working Fund	Ratio
2013-2014	2268.1	30376.4	7.47	100.08	1907.88	5.25	348.35	5288.4	26.35
2014-2015	2420.19	33789.8	7.16	130.3	2019.52	6.45	389.32	5515.46	28.23
2015-2016	3947.17	49214	8.02	211.43	2873.52	7.36	591.1	6095.24	38.79
2016-2017	2584.88	45124	5.73	167.63	3159.99	5.30	417.21	7140.18	23.37
2017-2018	2573.02	48472.7	5.31	163.9	3100.21	5.29	447.32	7723.4	23.17

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 8, for state co-operative bank barasat branch, that interest expenses to working fund ratio was 8.02 % in the year 2015-2016, which was highest within five years and interest expenses to working fund was 5.31 % in the year 2017-2018, which was lowest within five years.

For state co-operative bank amdanga branch, that interest expenses to working fund ratio was 7.36 % in the year 2015-2016, which was highest within five years and interest expenses to working fund ratio was 5.25 % in the year 2013-2014, which was lowest within five years.

For state co-operative bank habra branch, that interest expenses to working fund ratio was 38.79 % in the year 2015-2016, which was highest within five years and interest expenses to working fund ratio was 23.17 % in the year 2017-2018, which was lowest within five years.

If we compare among the three branch, habra branch had the interest expenses to working fund ratio (38.79%) in the year 2015-2016 and amdanga branch had the lowest interest expenses to working fund ratio (5.25%) in the year 2013-2014

9. Other Expenses to Working Fund Ratio: It is the indicator of the operational efficiency of the bank. Other expenses to working fund ratio represents the effective management of funds of the bank. Other expenses indicates expenditure on manpower and other purpose. Formula for finding other or non interest expenses to working fund ratio is as follows:

$$\text{Other Expenses to Working Fund Ratio} = \frac{\text{Other Expenses}}{\text{Working Fund}} * 100$$

Table-9: Other Expenses to Working Fund Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Other Expenses	Working Fund	Ratio	Other Expenses	Working Fund	Ratio	Other Expenses	Working Fund	Ratio
2013-2014	8.59	30376.4	0.03	3.15	1907.88	0.17	4.09	5288.4	0.08
2014-2015	8.72	33789.8	0.03	3.58	2019.52	0.18	5.68	5515.46	0.10
2015-2016	18.21	49214	0.04	3.72	2873.52	0.13	4.66	6095.24	0.08
2016-2017	21.03	45124	0.05	3.77	3159.99	0.12	0	7140.18	0.00
2017-2018	22.08	48472.7	0.05	0	3100.21	0	0	7723.4	0.00

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 9, for state co-operative bank barasat branch, that Other expenses to working fund ratio was 0.05 % in the year 2016-2017 and 2017-2018, which were highest within five years and Other expenses to working fund was 0.03 % in the year 2013-2014 and 2014-2015, which was lowest within five years.

For state co-operative bank amdanga branch, that Other expenses to working fund ratio was 0.18 % in the year 2014-2015, which was highest within five years and Other expenses to working fund ratio was 0 % in the year 2017-2018, which was lowest within five years.

For state co-operative bank habra branch, that Other expenses to working fund ratio was 0.10 % in the year 2014-2015, which was highest within five years and Other expenses to working fund ratio was 0 % in the year 2016-2017 and 2017-2018, which were lowest within five years.

If we compare among the three branch, amdanga branch had the interest expenses to working fund ratio (0.18%) in the year 2014-2015 and both amdanga and habra branch had the lowest interest expenses to working fund ratio (0 %) in the year 2016-2017 and 2017-2018.

10. Net Profit to Total Working Fund Ratio: Net profit to total working fund ratio is the useful analytical tool to determine the bank's profitability. It is an indicator of efficiency with which a bank deploys its total working funds to maximize its profits. Formula for finding net profit to working fund ratio is as follows :

$$\text{Net Profit to Total Working Fund Ratio} = \frac{\text{Net Profit}}{\text{Working Fund}} * 100$$

Table-10: Net Profit to Total Working Fund Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Net Profit	Working Fund	Ratio	Net Profit	Working Fund	Ratio	Net Profit	Working Fund	Ratio
2013-2014	-269.7	30376.4	-0.89	-10.54	1907.88	-0.55	-269.7	5288.4	-5.10
2014-2015	84.79	33789.8	0.25	-19.37	2019.52	-0.96	84.79	5515.46	1.54
2015-2016	-651.71	49214	-1.32	-12.1	2873.52	-0.42	-651.71	6095.24	-10.69
2016-2017	-248.75	45124	-0.55	15.3	3159.99	0.48	-248.75	7140.18	-3.48
2017-2018	72.82	48472.7	0.15	-14.25	3100.21	-0.46	72.82	7723.4	0.94

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 10, for state co-operative bank barasat branch, that net profit to working fund ratio was 0.25 % in the year 2014-2015, which was highest within five years and net profit to working fund ratio was -1.32 % in the year 2015-2016, which was lowest within five years.

For state co-operative bank amdanga branch, that net profit to working fund ratio was 0.48 % in the year 2016-2017, which was highest within five years and net profit to working fund ratio was -0.96 % in the year 2014-2015, which was lowest within five years.

For state co-operative bank habra branch, that net profit to working fund ratio was 1.54 % in the year 2014-2015, which was highest within five years and net profit to working fund ratio was -10.69 % in the year 2015-2016, which was lowest within five years.

If we compare among the three branch, habra branch had the highest net profit to working fund ratio (1.54%) in the year 2014-2015 and habra branch had the lowest net profit to working fund ratio -10.69% in the year 2015-2016.

C. For the purpose of analysis of assets and debts the following ratios have been used.....

11.Total Deposit to Total Working Fund Ratio: The profitability of bank mainly depends on the ability of collection of deposit. If collection is higher, that will lead to smooth running of the banking business as well as exhibits goodwill of bank. Formula for finding total deposit to total working fund ratio is as follows:

$$\text{Total Deposit to Total Working Fund Ratio} = \frac{\text{Total Deposit}}{\text{Working Fund}} * 100$$

Table-11: Total Deposit to Total Working Fund Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Total Deposit	Working Fund	Ratio	Total Deposit	Working Fund	Ratio	Total Deposit	Working Fund	Ratio
2013-2014	12649.84	30376.4	41.64	1664.52	1907.88	87.24	4459.68	5288.4	84.33
2014-2015	13744.25	33789.8	40.68	1769.85	2019.52	87.64	4585.82	5515.46	83.14
2015-2016	15578.19	49214	31.65	2583.22	2873.52	89.90	5103.41	6095.24	83.73
2016-2017	18323.76	45124	40.61	2837.69	3159.99	89.80	6146.76	7140.18	86.09
2017-2018	20471.28	48472.7	42.23	2833.13	3100.21	91.39	6659.13	7723.4	86.22

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 11, for state co-operative bank barasat branch, that total deposit to total working fund ratio was 42.23 % in the year 2017-2018, which was highest within five years and total deposit to total working fund was 31.65 % in the year 2015-2016, which was lowest within five years.

For state co-operative bank amdanga branch, that total deposit to total working fund ratio was 91.39 % in the year 2017-2018, which was highest within five years and total deposit to total working fund ratio was 87.24 % in the year 2013-2014, which was lowest within five years.

For state co-operative bank habra branch, that total deposit to total working fund ratio ratio was 86.22 % in the year 2017-2018, which was highest within five years and total deposit to total working fund ratio was 83.14 % in the year 2014-2015, which was lowest within five years.

If we compare among the three branch, amdanga branch had the highest total deposit to total working fund ratio (91.39%) in the year 2017-2018 and barasat branch had the lowest total deposit to total working fund ratio 31.65 %) in the year 2015-2016.

12. Advances to Deposit Ratio

Interest on advances is the main sources of for any banking business. So if the advances are high income will be high. It is the proportion of loan created by banks from deposits received. With the help of the ratio we can interpret the ability of the bank to make maximum utilization of deposits if the ratio is high, on the other hand lower credit deposit ratio implies incapability of credit creation of the bank. Formula for finding advances to deposits ratio is as follows:

$$\text{Advances to Deposit Ratio} = \frac{\text{Advances}}{\text{Deposit}} * 100$$

Table-12: Advances to Deposit Ratio

YEAR	WBSCB BARASAT BRANCH			WBSCB AMDANGA BRANCH			WBSCB HABRA BRANCH		
	Advances	Deposit	Ratio	Advances	Deposit	Ratio	Advances	Deposit	Ratio
2013-2014	2544.69	12649.8	20.12	512.79	1664.52	30.81	1054.29	4459.68	23.64
2014-2015	2785.84	13744.3	20.27	566.28	1769.85	32.00	1138.05	4585.82	24.82
2015-2016	3018.45	15578.2	19.38	601.87	2583.22	23.30	1318.71	5103.41	25.84
2016-2017	2894.7	18323.8	15.80	576.11	2837.69	20.30	1331.16	6146.76	21.66
2017-2018	2914.96	20471.3	14.24	571.46	2833.13	20.17	1433.6	6659.13	21.53

Source: Audited Final Accounts of WBSCB Branches during the year 2013-2014 to 2017-2018

It can be observed from the above table 12, for state co-operative bank barasat branch, that advances to deposits ratio was 20.27 % in the year 2014-2015, which was highest within five years and advances to deposits was 14.24 % in the year 2017-2018, which was lowest within five years.

For state co-operative bank amdanga branch, that advances to deposits ratio was 32.00 % in the year 2014-2015, which was highest within five years and total deposit to advances to deposits ratio was 20.17 % in the year 2017-2018, which was lowest within five years.

For state co-operative bank habra branch, that advances to deposits fund ratio was 25.84 % in the year 2015-2016, which was highest within five years and advances to deposits ratio was 21.53 % in the year 2017-2018, which was lowest within five years.

If we compare among the three branch, amdanga branch had the highest advances to deposits ratio (32.00%) in the year 2014-2015 and barasat branch had the lowest advances to deposits ratio (14.24 %) in the year 2017-2018.

CONCLUSION

It has been attempted to identify the financial performance and efficiency of The West Bengal State Co-operative Bank Ltd. operating in barasat sub-division, north 24 parganas ,West Bengal. From the study it is evident that deposit to working fund has not been increasing steadily , it indicates that faith of the customers not bestowed upon on the bank. It is also found from the study that advances to deposit ratio has decreasing trend it means credit disbursement has not been increased at par with the increase in deposit. It is found from the study that net profit to working fund ratio is also decreasing, it implies these bank branches are incapable of utilizing its total working funds to maximize its profits . These The West Bengal state co-operative bank branches in barasat sub-division, north 24parganas, West Bengal should take adequate action for proper utilization of available funds in order to increase the profitability, liquidity and efficiency.

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STATISTICAL SIGNIFICANCE OF IPO FACTORS IMPACT BY SHORT RUN ANALYSIS**R. Selvamathi¹ and Dr. A. A. Ananth²**Research Scholar¹ and Associate Professor², Annamalai University, Annamalainagar

ABSTRACT

This study analyzed empirically evaluate the statistical significance of IPO factors performance of short run, observed the effects of factor impact of IPO performance through secondary data of IPOs and the data was collected from NSE. In that the factor impact of IPOs are evaluated Lead time, Issue size, Issue price and IPO Grade, in influencing the IPO performance in terms of raw return and market adjusted raw returns on listing day and various timeframes in the short-run use regression analysis as well as their influence on under pricing and over pricing listing day using logistic regression analysis of IPOs was observed that the values of independent variables in the logistic regression model can be dichotomous, ordinal or continuous under pricing of IPOs on listing day is the dependent with 1 for 'under pricing' and '0' for overpricing.

Keyword: factor impact, short run, Lead time, Issue size, Issue price, IPO Grade, raw returns, market adjusted returns, underpricing, overpricing

INTRODUCTION

Initial public offering is the process by which a private company can go public by sale of its stocks to general public. It could be a new, young company or an old company which decides to be listed on an exchange and hence goes public. The company which offers its shares, known as an 'issuer', does so with the help of investment banks. After IPO, the company's shares are traded in an open market. Those shares can be further sold by investors through secondary market trading. In that short run analysis was analyzed by raw return and market adjusted raw returns on listing day and various timeframes (15 day, 1month, 2,3,6,9 months) from 93 companies (sector wise selected) in the short-run use regression analysis was affected by various factors those are 1. Lead time- lead time mean it is absolutely imperative that company is supremely well-prepared. Hence the timeliness of this guide. It takes through the IPO process in a clear and concise way, exploring key issues such as how to position business with investors, company structuring, and the increased focus on corporate governance and, important for IPO 2. Issue size- The issue size of a security is the total value, stated in nominal rather than market value terms, of the security issued. Sometimes the amount outstanding will differ from the original issue size it may affect with IPO challenges .3 Issue Price- The issue price of an IPO is the price at which a company sells its shares. The IPO is then listed in exchange. The listing price is the opening price of the share on the listing day. Demand and supply for the shares is a major factor in difference between issue and listing price 4. IPO Grade -The grade represents a relative assessment of the fundamentals of that issue in relation to the other listed equity securities in India. Such grading is generally assigned on a five-point scale with a higher score indicating stronger fundamentals are grade 1-Poor, grade 2- Below Average, grade 3-Average , grade 4-Above Average , grade 5-Good these four variables are consider for their influence on under pricing and over pricing using logistic regression analysis of IPOs by the values of independent variables

REVIEW OF LITERATURE

Vidya Vijayan Rajasree (2018) this paper point when an organization opens up to the world and issues stock, it needs to raise capital and make shares accessible to general society. The IPO is endorsed by a venture bank, representative merchant or a gathering of intermediary merchants. They purchase the offers from the organization and afterward circulate the offers to financial specialists. The pricing of initial public offering mainly deals with under pricing and over pricing. As a result of the analysis IPO under pricing predominates overpricing in most of the articles. Large number of articles dealing with IPO pricing is analyzed and factors affecting IPO pricing are identified.

Poornima (2016) - Initial public offerings are gaining importance worldwide as an important source of funds for the companies to accelerate their growth by using the mobilized funds to implement innovative strategies as well as considered as an important tool for investment since it offers huge profits on the listing day. In this study the short run performance of the companies is analyzed to understand the anomaly of abnormal returns as well long term performance to analyses the performance of the IPO's in the long run. The period of study is from Jan 2013 – Dec 2014. The sample for the study includes 9 companies listed in National Stock Exchange of India pertaining to the study period. The results of this study will throw light on the performance of the IPO's which are majorly considered as a speculative tool and hence aid in better decision making for the investors. The findings will also help conclude if IPO can be a long term investment tool or a speculative opportunity to earn booming profits

Kedar Phadke (2018)- This paper investigates the extent to which local economic as well as IPO specific factors explain first-day marginally adjusted return on opening (MAARO). This study analyzes the MAARO of 239 underpriced IPOs observed for the 2000-2014 period on the NSE. Factors considered for Principal Component Analysis (PCA) were overnight interbank lending rate, Exchange Rate, Bond Yield, GDP, Interest Rate, M1/M2, Trade Balance, IPI, CPI and average deposit Rate. The results suggest that local economic variables can be summarized by the repo rate and exchange rates. Use of MAARO as the dependent variable and the issue type, issue size, subscription rate, repo rate and exchange rate as the independent variables. There is a negative relationship observed between large cap and mid cap stocks to MAARO. There is also a positive relationship observed between subscription rate and repo rate to MAARO. As expected there is a strong negative relation between Book built IPOs and MAARO. The only exception is the exchange rate where we could not establish any statistically significant relationship between the exchange rate and the level of under pricing in the Indian context for the period 2000 until 2014.

RESEARCH METHODOLOGY

Research Objectives

- To study the factors that influence short time analysis through IPO
- To study logistic regression analysis of selected IPOs by impact factor
- To study the influence of under pricing and over pricing value by impact factor

Variables under study: Independent variables-Lead time, Issue size, Issue price, IPO Grade with constant value

Research Design

The correlation analysis is carried out by multivariate analysis between IPO factors and IPO performance variables in the short-run with the different time frames listing day, 15 days, 1 month, 2 month, 3 month, 6 month, 9 month by raw returns, market adjusted returns

Sample selection

93 companies performance through secondary data of IPOs and the data was collected from NSE.

Regression model for Methodology

The specification of the regression model is here under.

$$Y = \alpha + \beta_1 \text{leadtime} + \beta_2 \text{issue size} + \beta_3 \text{issue price} + \beta_4 \text{IPO grade} + \varepsilon$$

Where

Y =Raw return, Market adjusted excess return, α =Intercept (Constant)

$\beta_1, \beta_2, \beta_3 \& \beta_4$ =Estimated coefficients, ε =Error-term

The specification of logistic regression model is as given below.

$$\ln\left(\frac{P}{1-P}\right) = \beta_0 + \beta_1 \text{leadtime} + \beta_2 \text{issue size} + \beta_3 \text{issue price} + \beta_4 \text{IPO grade}$$

Where

P is the probability of under pricing, which is coded as 1 and 1-P is the probability of overpricing, which is coded as 0. β_0 Is constant, and $\beta_1, \beta_2, \beta_3 \& \beta_4$ are the estimated coefficients.

ANALYSIS OF FACTORS AFFECTING THE IPO PERFORMANCE

Correlation between IPO Factors and Raw Return on Various Time-Frames in the Short-Run

IPO Factors	Raw Return							
	Listing Day	One Week	15 Days	1 Month	2 Months	3 Months	6 Months	9 Months
Lead time	0.176#	0.175#	0.179#	0.229*	0.255*	0.284**	0.356**	0.319**
Issue Size	0.537**	0.477**	0.476**	0.407**	0.368**	0.368**	0.335**	0.299**
Issue Price	-0.098	-0.098	-0.077	-0.053	-0.059	-0.065	-0.035	-0.036
Grade	0.539**	0.507**	0.525**	0.484**	0.451**	0.440**	0.431**	0.438**

#Significant @ 10% level; *Significant @ 5% level; **Significant @ 1% level

Regression Results Showing IPO Factors Determining the IPO Raw Return in the Short Run

IPO Factors (Independent)	Dependent Variable: Raw Return							
	Listing Day	One Week	15 Days	1 Month	2 Months	3 Months	6 Months	9 Months
Intercept	-0.926** (-5.43)	-1.009** (-4.85)	-1.058** (-5.22)	-1.192** (-5.23)	-1.238** (-5.19)	-1.338** (-5.34)	-1.664** (-5.80)	-1.683** (-5.38)
Lead time	0.019* (2.30)	0.022* (2.13)	0.022* (2.17)	0.029* (2.63)	0.033** (2.86)	0.039** (3.21)	0.057** (4.08)	0.054** (3.52)
Issue Size	0.001** (4.53)	0.001** (3.66)	0.001** (3.61)	0.001** (2.86)	0.001* (2.49)	0.001* (2.58)	0.001* (2.33)	0.001# (1.76)
Issue Price	-0.0002 (-0.78)	-0.0002 (-0.79)	-0.0001 (-0.55)	-0.0001 (-0.33)	-0.0001 (-0.43)	-0.0002 (-0.51)	-0.0001 (-0.23)	-0.0001 (-0.25)
Grade	0.155** (4.33)	0.174** (3.98)	0.181** (4.25)	0.185** (3.87)	0.178** (3.56)	0.179** (3.41)	0.209** (3.47)	0.242** (3.67)
R ²	0.4504	0.3822	0.3945	0.3414	0.3110	0.3189	0.3419	0.3076
Adjusted R ²	0.4255	0.3541	0.3670	0.3115	0.2797	0.2880	0.3120	0.2762
F value	18.04**	13.61**	14.34**	11.41**	9.93**	10.30**	11.43**	9.78**
DF	4,88	4,88	4,88	4,88	4,88	4,88	4,88	4,88

*Significant @5% level; **Significant @1% level

Logistic Regression Results Showing IPO Factors Determining the IPO Under-pricing on the Listing Day

IPO Factors (Independent)	Dependent Variable: IPO Under-pricing on Listing Day					
	Beta	Standard Error	Wald Statistics	df	p Value	Odd Ratio
Constant	-4.7087	1.4333	10.79**	1	0.0010	0.009
Lead time	0.0437	0.0641	0.46	1	0.4953	1.04
Issue Size	0.0086	0.0024	12.96**	1	0.0003	1.01
Issue Price	0.0006	0.0015	0.16	1	0.6890	1.00
Grade	0.8647	0.2610	10.97**	1	0.0009	2.37
Model χ^2			50.04**			
Degrees of Freedom			5			
Cox & Snell R ²			0.4161			
Nagelkerke R ²			0.5549			

**Significant @1% level

Correlation between IPO Variables and Market Adjusted Excess Return (MAER) on Various Time Frames in the Short-Run

IPO Factors	MAER							
	Listing Day	One Week	15 Days	1 Month	2 Months	3 Months	6 Months	9 Months
Lead time	0.176#	0.175#	0.171#	0.225*	0.246*	0.263*	0.313**	0.265**
Issue Size	0.528**	0.470**	0.473**	0.405**	0.376**	0.376**	0.343**	0.311**
Issue Price	-0.104	-0.101	-0.078	-0.058	-0.058	-0.057	-0.024	-0.040
Grade	0.541**	0.512**	0.527**	0.485**	0.452**	0.437**	0.442**	0.446**

#Significant @10% level; *Significant @5% level; **Significant @1% level

Regression Results Showing IPO Factors Determining the MAER from IPO in Short-Run

IPO Factors (Independent)	Dependent Variable: MAER on Listing Day							
	Listing Day	One Week	15 Days	1 Month	2 Months	3 Months	6 Months	9 Months
Intercept	-0.903** (-5.38)	-0.993** (-4.88)	-1.035** (-5.18)	-1.173** (-5.23)	-1.213** (-5.13)	-1.273** (-5.14)	-1.572** (-5.54)	-1.529** (-4.97)
Lead time	0.019* (2.28)	0.021* (2.12)	0.020* (2.07)	0.028* (2.58)	0.032** (2.76)	0.036** (2.97)	0.049** (3.52)	0.043** (2.88)
Issue Size	0.001**	0.001**	0.001**	0.001**	0.001*	0.001**	0.001*	0.001#

	(4.38)	(3.54)	(3.54)	(2.81)	(2.58)	(2.66)	(2.33)	(1.80)
Issue Price	-0.0002	-0.0002	-0.0001	-0.0001	-0.0001	-0.0001	0.0000	-0.0001
	-(0.86)	-(0.84)	-(0.56)	-(0.39)	-(0.40)	-(0.40)	-(0.07)	-(0.26)
Grade	0.154**	0.175**	0.181**	0.184**	0.175**	0.173**	0.211**	0.239**
	(4.38)	(4.08)	(4.30)	(3.90)	(3.52)	(3.33)	(3.54)	(3.70)
R ²	0.4455	0.3823	0.3913	0.3394	0.3103	0.3093	0.3237	0.2871
Adjusted R ²	0.4203	0.3542	0.3636	0.3094	0.2790	0.2779	0.2929	0.2547
F value	17.68**	13.62**	14.15**	11.31**	9.90**	9.85**	10.53**	8.86**
DF	4,88	4,88	4,88	4,88	4,88	4,88	4,88	4,88

*Significant @5% level; **Significant @1% level

Logistic Regression Results Showing IPO Factors Determining the IPO Outperformance on the Listing Day

IPO Factors (Independent)	Dependent Variable: IPO Outperformance on Listing Day					
	Beta	Standard Error	Wald Statistics	df	p Value	Odd Ratio
Constant	-4.2397	1.3541	9.80**	1	0.0017	0.014
Lead time	0.0335	0.0614	0.30	1	0.5860	1.03
Issue Size	0.0062	0.0020	9.09**	1	0.0026	1.01
Issue Price	-0.0001	0.0015	0.00	1	0.9579	1.00
Grade	0.9544	0.2599	13.49**	1	0.0002	2.60
Model χ^2			44.36**			
Degrees of Freedom			4			
Cox & Snell R ²			0.3793			
Nagelkerke R ²			0.5058			

**Significant @1% level

FINDINGS

Lead time is significantly correlated with raw return in all eight timeframes in the short-run. The level of significance has been at 10 per cent level up to 15 days and 5 per cent level from 1 month to 9 months. Further, the degree of correlation tends to increase with increase in timeframes. The size of IPO (issue size) is another important factor which is correlated with raw return on all short-run timeframes. However, the degree of correlation (the degree of relationship) tends to decline with increase in short-run timeframes. However, issue price does not correlation with raw return on all short-run timeframes. The IPO grade is another factor having significant correlation at 1 per cent level with raw return on all short-run timeframes including on listing day. So, it is found that the raw return on listing day and on other remaining timeframes up to 9 months in short run is significantly and positively correlated with lead time, issue size and IPO grade.

The regression models for IPO raw returns on all short-run timeframes are fitted significantly. From R² values, it is understood that all four IPO factors together could explain 45.04 per cent, 38.22 per cent, 39.45 per cent, 34.14 per cent, 31.10 per cent, 31.89 per cent, 34.19 per cent and 30.76 per cent of the variation in the IPO return on listing day, one week, 15 days, 1 month, 2 months, 3 months, 6 months and 9 months after initial listing respectively.

The estimated coefficient of ‘lead time’ is significant and positive in all regression models, in turn indicating that it has unique power in determining the raw return from selected IPOs on listing day as well as on other timeframes in the short-run. Similarly, the estimated coefficients of ‘issue size’ and ‘grade’ are also significant with positive signs in all models. Hence, it is deduced that ‘IPO grade’, ‘lead time’ and ‘issue size’ are the important IPO factors in determining the IPO raw return on listing day and on all other timeframes in the short-run

The logistic regression model for predicting the probability under pricing by four IPO factors is fitted significantly explaining between 41.6 per cent (Cox & Snell R²) and 55.49 per cent (Nagelkerke R²) of the variance in IPO under pricing on listing day. The estimated coefficient is significant and positive for issue size and grade with odds ratio of 1.01 and 2.37 respectively. Between the two significant IPO factors, IPO grade is the strongest predictor of under pricing. This shows that one level increase in IPO grade is significantly associated 2.37 times increase in the probability of under pricing than the probability of overpricing. Similarly, the odds (probability) of increase in under pricing are 1.01 times higher than overpricing for every one unit increase in issue size. In sum, it is found that all four IPO factors together could explain between 41.6 per cent

and 55.5 per cent of the variance in under pricing and odds of under pricing is 2.37 times and 1.01 times higher than overpricing for every one level increase in IPO grade and one unit increase in issue size respectively.

The lead-time, issue size and IPO grade have significant and positive correlation with MAER on listing day as well as on other seven timeframe from one week to 9 months in the short-run. The degree correlation of issue size and grade with MAER in the short run time frames is higher than that of lead-time. There is negative but insignificant correlation between issue price and MAER in the short-run. On the whole, it is found that MAER from IPO is positively and significantly correlated with IPO grade, issue size and lead-time.

The fit of the regression models for MAER with IPO factors on listing day as well as in all the remaining timeframes are significant. The R^2 values have revealed that the explained variance by all four IPO factors together in MAER is 44.55 per cent on listing day, 38.23 per cent on 7th day of listing, 39.13 per cent on 15 days, 33.94 per cent on 1 month, 31.03 per cent on 2 months, 30.93 per cent on 3 months, 32.37 per cent on 6 months and 28.71 per cent on 9 months from listing day. The coefficient of 'lead time' is significant at 5 per cent and 1 per cent levels in the eight models. Similarly, the coefficients of 'issue size' and 'grade' are highly significant at 1 per cent level in all the models. All significant coefficients are positive. So, it is found that MAER on listing day and on all the remaining timeframes in the short run is positively determined by IPO grade, lead time and issue size during the years from 2010 to 2014 in India.

The full model for outperformance with all four IPO factors is statistically significant ($\chi^2 = 44.36$, $p < 0.01$) with Cox & Snell R^2 of 37.93 per cent and Nagelkerke R^2 of 50.58 per cent. The Wald statistics have indicated that the power of Grade and Issue size is significant in predicting occurrence of IPO outperformance in the short-run in Indian market. Between the two significant predictors, Grade is the strongest predictor of IPO outperformance on listing day. The odds (probability) of outperformance are 2.60 times higher than the odds of underperformance for every one level increase in IPO grading. Similarly, the odds of outperformance are 1.01 times more than the odds of underperformance of IPO on listing for one unit increase in issue size.

CONCLUSION

This study analyzed the short run is significantly and positively correlated with lead time, issue size and IPO grade. The 'IPO grade', 'lead time' and 'issue size' are the important IPO factors in determining the IPO raw return and MAER (Market adjusted excess return) on listing day and also on all other timeframes in the short-run. It is found that the odds of under pricing is higher than overpricing for every one level increase in IPO grade and one unit increase in issue size respectively.

SUGGESTIONS

The statistical significance of IPOs factors by short run analysis obtained by this research and the issuer, the investor needs to make their own independent decision regarding on investing in any issue after studying the contents of the prospectus including impact of IPOs risk factors carefully.

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THE UPRISAL OF ANNAMALAI UNIVERSITY TEACHERS TOWARDS INDIAN INDEPENDENCE – A HISTORICAL STUDY**Dr. P. Loganathan**Assistant Professor, Department of History, Annamalai University, Annamalainagar

ABSTRACT

The teachers as a single group, while dispersing their political role developed a genuine teacher – disciple relationship. The Indian freedom struggle had its headway in Annamalai Nagar and its adjacent areas due to the support extended by the teaching community which served the prestigious Annamalai University. In the guise of 'English teachers, they also imparted ideas of patriotism, freedom, etc. Here may be referred that Myleru, Professor of English, taught English classics in a way of inculcating patriotic fervor among the students. Vipulananda Adikal and Somasundara Bharathi, Teachers in the Department of Tamil, Annamalai University always preached the gospel of Gandhi among the students. Gandhi visited the University in February 1934 and he was received by Prof. Somasundara Bharathi. Here it may be stated that these two teachers of Annamalai University backed the congress in the 1930s with much concern. The march of Annamalai University teachers exhibits their patriotism and inherent affinity towards mother India.

INTRODUCTION

Ever since the advent of western education in India, the educated elites – teachers began to play their role in politics. There were two reasons for their political emergence – the spirit of nationalism and the anti-British surge, which had developed in course of time during the British regime. The growth of British power, its revenue, judicial and educational policies evoked the literate community to rise against the British with a sense of anger and revenge. Their passionate love and responsive affection for their mother land also were responsible for their political participation against the British. Every section in India showed the spirit of discontent towards the British Government in India, but it was more confined to the literate class. The teachers as anti-British elements took the responsibility of teaching History, Economics, English literature etc¹., in a way to inculcate patriotic fervour among their students. They kept constant touch with their students and trained them, which the students considered, a 'best apprenticeship'. The teachers as a single group, while dispersing their political role developed a genuine teacher – disciple relationship. This resulted in an atmosphere of the educational institutions becoming nurseries of nationalism and anti-colonial surge. The growing political consciousness out of nationalism and colonial resentment among the teachers took the Indian politics to a higher platform. In this scenario, the Indian national congress gave them an opportunity to work better for the cause of Indian independence. The Government on its part, counter-acted against the literate community simultaneously to curb the growing spirit of nationalism among the students and the teachers and also it avoided their mixing up with the politics of India². Without studying the role of the teachers, the history of Indian independence movement would remain incomplete.

This research article tries to trace the participative role of teachers to get rid of India from the sucker of British political enslavement. Awakened by patriotism, complicated academic environment and general frustrations, teachers were destined to enter the vortex of national politics. On their march to freedom, they underwent many ravages in the name of expulsion, dismissal, arrest and conviction by the then British Government. However, no work had been undertaken so far with regard to the patriotic and courageous deeds of the teachers towards obtaining Indian independence. This study attempts to fulfill the lacuna.

HISTORICAL BACKGROUND OF ANNAMALAI UNIVERSITY

In the early 1920s Rajah Sir S. R. M. Annamalai Chettiar founded Sri Meenakshi College, Sri Meenakshi Tamil College and Sri Meenakshi Sanskrit College at Chidambaram. In 1928, Rajah Sir S. R. M. Annamalai Chettiar agreed with the Local Government to handover the above said institution for establishing a University. Thus, on 01.01.1929 Annamalai University was established as per Annamalai University Act 1928 (Tamil Nadu Act 1 of 1929)³. Annamalai University is one of the largest unitary, teaching, and residential Universities in Southern Asia comprising of 10 Faculties and 49 Departments of Study. This University has played a pivotal role in providing access to higher education to thousands of youth cutting across the social spectrum, especially from economically and socially disadvantaged classes. In this respect, this University's service to the nation is tremendous.

ANNAMALAI UNIVERSITY TEACHERS TOWARDS NATIONAL MOVEMENT

The Indian freedom struggle had its headway in Annamalai Nagar and its adjacent areas due to the support extended by the teaching community which served the prestigious Annamalai University. In the guise of

'English teachers, they also imparted ideas of patriotism, freedom, etc. Here may be referred that Myleru, Professor of English, taught English classics in a way of inculcating patriotic fervor among the students. However, the first manifestation of Annamalai University teachers' political entry began with the launching of Civil Disobedience Movement during 1930-34. The teachers with the apprenticeship received under the teachers and local Congress leader's experience gained at their Congress volunteer ship, lessons learned from European History, etc., plunged into the freedom movement. They supported the movement by participating in the local political protests and teaching patriotism among their students.⁴ The teachers of different faculties such as English, History and Economics knowingly or unknowingly and wittingly or unwittingly participated in different activities of resisting British rule in India. They also politicized their students in different ways. History teachers taught different periods of Indian history comparing the peaceful revolution of that time with the anarchy of the British. The teachers of Annamalai University such as Vipulananda Adikal and Somasundara Bharathi, Teachers in the Department of Tamil, Annamalai University always preached the gospel of Gandhi among the students. Gandhi visited the University in February 1934 and he was received by Prof. Somasundara Bharathi. Here it may be stated that these two teachers of Annamalai University backed the congress in the 1930s with much concern. Ramachandra Iyer, a teacher of Nandanar School, Chidambaram was dismissed from service for attempting to disseminate anti-British surge among the students and the public in Chidambaram⁵.

The teaching community in India also resisted the involvement of Britain in the second War, as it was waged for imperialistic interest of the British. The teachers of Annamalai University indulged in motivating their students and local people not to render money or men towards Second World War efforts. They also explained about the anti war ideologies. On 14 November 1940 most of the congress students abstained from their classes and took out a procession demanding the release of Jawaharlal Nehru, who had already been convicted. They held a meeting that evening, in which students like K. Dravyam and M. Venkataramani spoke against the Second World War effort. These type of activities of the students were shouldered by the teachers.⁶

Meanwhile in November 1940, the government of Madras issued a press communique expressing their strong disapprobation of the conduct of students in abstaining themselves from classes and organizing demonstrations calculated to interrupt the functioning of the college. The press communique said that the absence was concerted. Generally, the initiative was taken by a minority of students by harassing others who wanted to study, leading to considerable agitation. The government considered that "the student's agitations would lead to slackening of function of the educational institution. In the operative part of the communique, the government asked the authorities of colleges under both private and public management to supply them with a list of names of leading students participants and organizers of such demonstrations. The government would punish them by debarring them from appointments in Government services and by expelling them, if they belonged to government colleges. That part of the communique which imposed on the principals the unpleasant task of submitting lists of names of student leaders, was vehemently attacked by V.S. Srinivasa Sastri, the then Vice-Chancellor (1935-1940) of Annamalai University⁷. In a statement on the government communique issued to the press Sastri viewed that the punishment could well be left to the discretion of the principals. He commented upon the punishment proposed by the communique as one far in excess of the offence and harmful to the society.

Giving heed to the words of the government authorities of the education institutions started to prepared lists of student absentees who would be punished either by suspension or by expulsion. V.S. Srinivasa Sastri reacted by saying that the proposed penalty imposed on the students was like killing a fly with a spear. The response from the Vice-Chancellor of Annamalai University had its own repercussion. The fellow teachers as well students all over Tamilnadu especially of Annamalai University applauded the Vice-Chancellor.

Quit India movement, the final battle for Indian political freedom was started in August 1942. The students of Annamalai University participated in the quit India movement which was spontaneous and intensive. They held a meeting on 9 August, 1942, and passed a resolution which condemned the arrest of congress leaders. Persuasion by the Professors persuaded the students to rescind their proposed political agitation.

However, on 10 August more than fifty percent of the Annamalai University students abstained from their classes. They held a meeting, where in a number of students hailing from various linguistic regions addressed in their respective mother tongues such as Telugu, Malayalam, Tamil, and Kannadam. National flag was also hoisted on the prayer ground opposite to Sri Meenakshi Building. Students, who abstained from their classes, took out processions parading the photo of Gandhi. The University organization strengthened the congress movement by awakening the rural masses by their inspiring propaganda and charismatic leadership. It also strengthened their organization by an enrolment drive, with a subscription of four annas per head. The subscription receipt contained the motto of the association Freedom Peace, and Progress.⁸ By September 1942,

more than 500 students became subscribed members of the association. The subscription amount collected was spent for printing anti-British pamphlets, organizing political meeting inviting guest speakers and providing dress materials to the poor and note books to school going youngsters. The student's crusade against the British government was gaining strength till the end of 1942. The bearing behind the students political activities were the teachers. They did not render their mite obviously towards the success of quit India movement as they had some apprehension that they would be dealt with iron hands by the British. As K.M. Paniker said the teachers were no more silent but actively participated in the glorious movement for Indian independence by silently teaching the concepts of freedom, equality etc. Hence we should not find fault with the teachers for their being silent during the days of Quit India movement of 1942⁹.

CONCLUSION

The movement of teachers and students had a firm foundation in Tamilnadu because their patriotism and pacifism was free from opportunism and treacherous elements. Even a few of them sacrificed their lives in the altar of the mother India. The students organization were functions well to co-ordinate the students activities and the organizations were supported by national and regional leadership. By the systematic participation of the teachers and students in the political movement, the British deprived them of their political rights. Beside, in order to make them unaware of their right and privileges it did not impart political instruction to them. It argued that the students would be formed by the political instructions and political philosophy. As few of the parents accepted this view and seemingly believed to better mould the sons, than be docile in the sphere of politics in order to guarantee academic excellence. However, in general the students community in common had perfection that the expression of love towards country never seized at any cost. Thus the attainment of Independence by India was to a greater extent due to the sufferings and sacrifices meted out by each and every individual in India including the teachers and the students of Tamil Nadu. To sum-up, the march of Annamalai University teachers exhibits their patriotism and inherent affinity towards mother India. The mite rendered by them for the sake of Indian independence is a worthwhile historical episode to be recorded and reiterated in the History of Modern India.

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A STUDY ON CHALLENGES FACED BY WORKING WOMEN IN BALANCING WORK AND FAMILY**Raheem Unissa, Sadiya Aziz and Sherin Banu**

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ABSTRACT

Women today are not confined to the four walls of house; we can find women in establishing their presence in almost every field that to in huge number they proved them self as strong intelligent competent and qualified in comparison to men. However despite achieving big success in capturing the place in the male dominating society women still face many challenges in balancing work and family roles. Some of the challenges are gender bias, poor security mental harassment, disrespect, unsupportive family, juggling between work and personal life, work family conflict and stress caused by multiple roles. These challenges also hamper the performance of working women and these tend to make women less eager to progress in their career. In this background the present study was undertaken to determine the real condition of working women and also make an effort to clear main problems of working women.

Keywords: Women, Family and Work life balance.

INTRODUCTION

Women today have established their presence in almost every field/sector that to in large number. They proved them self as strong, emotional, intelligent, competent and qualified in comparison to men and they are rightly called as corporate women. They also play an important role in the maintenance of household and spend their time energy and earnings to their family.

In the olden days men was considered as the bread earner and women are traditionally bound to do household work but now a day's everything is change. Women are encouraged to do work and to be educated. As a result there is change in the social attitude towards women, they are more educated and considered for all positional levels. On the other side women plays various the roles of mother, daughter, sister, wife and they are called as "multitasked" since ages. They do multiple tasks like cook food, raise kids do domestic work, facing deadlines completing the task at work place, and cut off sleep, stretch time to meet the demand of office

There are numerous reasons why women step out of their homes to work and to earn such as, to mark her identity, to be independent, to support her husband/family to earn livelihood. Working women ultimately concentrate on both work and family which has raised the bar for male counterparts. However despite achieving success in balancing work and family women still face many challenges/obstacles that women face today. Although women face challenges/problems in balancing work and family they still take up new roles and challenges

REVIEW OF LITERATURE

1. **Dr. N. Chinta Rao and Dr. D. Venkateshwar Rao (2013)** : The authors in the study titled "Stress management at work place" tried to learn the concept of stress management so that it will help in managing the challenges at work place. The author's suggested that if the activities are organised for health and wellness then it can bring money and happiness at work place.
2. **Dr. Sai Rani and et al (2013)** : The authors in the study titled "Talent at work place" explore the working environment of the organisation in which the employee shows their talent and skills. The exploratory study was conducted on 31 participants of IT solutions with diverse and extensive experience in HR. the study concludes that given proper resources the employees can contribute towards proposing creative ideas, cultivating and managing individual talent should be given as a priority.
3. **M.Sudhir Reddy& S. Padma (2013)** : The authors in the titled " A study on employee motivation and work life balance", tries to understand the relation between motivation and work life balance of female constables of AP police and the association motivation with demographic factors. The analysis is being done on 56 female constables by using convenience sampling method and conclusion made is that there is no impact on motivation with respect to demographic factors.
4. **Boris Groysberg and Robin Abrahams (2014)** : The authors through this article "Manage your work, manage your life" focused on the problems faced by employees in managing work and family. The study was conducted on 4000 executive worldwide. They discovered that through hard experience with careful combination of work and home will prosper them to the attainment of career and family.

5. **Sanjay Sinha (2016)** : The author through the article “Stress management and work life balance” tries to focus on employees of some selected banks in Dimapur city of Nagaland, India and identify that stress level is one of the reason which has effects the performance of employees. The data analysis is based on non random sampling method within sample size of 100. The study concludes that there is no rigid rule for management of stress, it depends upon the individual and organisation how they manage the stress.
6. **Lalatendu Kesari Jena and et al (2016)** : The authors in the article “Effects of work life balance on organisational citizenship behaviour: Role of organizational commitment” has focus on work life balance and its impact on commitment towards at work. The authors suggest that employee- friendly policies and practices play a major role at work place.
7. **Hishamuddin Ismail and et.al (2016)** : The Researchers through the article title “Managing Work-Family Conflict among Entrepreneurs: An Empirical Study”, has focused on role overload, role ambiguity and role conflict of entrepreneurs which affected their businesses and personal lives on work family conflict. The researcher recommended that role overload effects positively on work family conflict whereas role ambiguity and role conflict effects are irrelevant on work family conflict.
8. **Dr. Deepak Shrivastava , Ayushi Vyas,:** The Researchers through the article “Exploring the determinants of work life balance of Software Professionals in Indore region” has tries to explain how work life and family was affected by the usage of information and communication technologies. The study was conducted on 150 software professionals of IT industry by convenience sampling method. The Researcher concludes that whoever manages multiple roles can maintain both work life and family.
9. **Jeffrey and et.al. (2002)** : The researchers through the article titled “The relation between work–family balance and quality of life” examined the relation between work–family balance and quality of life among professionals employed in public accounting. They focused on three components of work–family balance i.e., time balance, involvement balance and satisfaction balance. The study concludes that the individual who spends more time on family than on work life experienced a high quality of life.
10. The study of **T.O. Oladirin and et.al (2014)**: Titled “Analysis of stress management among professionals in the Nigerian construction industry”. The research work concentrates on the various sources of stress that affects the employee productivity and analysing the ways of effectively managing stress level. The descriptive study was conducted on a sample size of 100.the author suggested certain areas where the professionals needs development that can helps them to cope up with the stress

OBJECTIVES

1. To identify the challenges related with the work and family.
2. To analyse the problems faced by working women.

HYPOTHESIS

- 1) **Hypothesis to finds whether there is any significant impact of income on financial instability problems of working women**
H0: There is no significant impact of income on financial instability problems of working women.
H1: There is significant impact of income on financial instability problems of working women.
- 2) **Hypothesis to finds whether there is any significant impact of working hours on lack of concentration**
H0: There is no significant impact of working hours on lack of concentration.
H1: There is significant impact of working hours on lack of concentration.
- 3) **Hypothesis to finds whether there is any significant impact of working hours on giving time to family**
H0: There is no significant impact of working hours on giving time to family.
H1: There is significant impact of working hours on giving time to family.
- 4) **Hypothesis to finds whether there is any significant impact of working hours on marital life**
H0: There is no significant impact of working hours on marital life.
H1: There is significant impact of working hours on marital life.

5) Hypothesis to finds whether there is any significant impact of age on health issues

H0: There is no significant impact of age on health issues.

H1: There is significant impact of age on health issues.

6) Hypothesis to finds whether there is any significant impact of qualification on discrimination at work

H0: There is no significant impact of qualification on discrimination at work.

H1: There is significant impact of qualification on discrimination at work.

RESEARCH METHODOLOGY

This Empirical study on “Challenges of Working Women in Balancing work and Family” is based on both primary and secondary source of information. Discussion and observations were carried out and a well structure questionnaire is prepared by keeping in view the objectives of the study. Questionnaire comprises of demographic and psychographic questions and is framed by using likert's scale. The secondary source of information is taken from articles, journals, books and internet. A random sample of 50 working women is selected by using convenience method. The hypothesis is testing by using statistical tools such as ANOVA test.

Reliability Statistics	
Cronbach's Alpha	N of Items
.783	10

The cronbachs alpha clearly states that the reliability statistics of the questions are in range of 0.783 which can be considered for further analysis.

DATA ANALYSIS

1. Hypothesis to finds whether there is any significant impact of income on financial instability problems of working women:

Anova: Two-Factor Without Replication				
	Count	Sum	Average	Variance
LESS THAN 5000	5	0	0	0
5001-15000	5	16	3.2	6.7
15001-25000	5	16	3.2	17.2
MORE THAN 25000	5	18	3.6	1.8
STRONGLY AGREE	4	3	0.75	2.25
AGREE	4	21	5.25	16.91667
NEITHER AGREE NOR DISAGREE	4	12	3	6
DISAGREE	4	11	2.75	3.583333
STRONGLY DISAGREE	4	3	0.75	0.916667
ANOVA				
Source of Variation	SS	df	MS	F
BETWEEN INCOME	42.2	3	14.06667	3.606838
BETWEEN SCALE	56	4	14	3.589744
RESIDUAL	46.8	12	3.9	
Total	145	19		

INTERPRETATION

The above table demonstrate ANOVA with respect to income level and scale on financial stability.

It has been observed that there is a significant impact of income on financial instability problems of working women (P value < significance value)

2. Hypothesis to finds whether there is any significant impact of working hours on lack of concentration:

Anova: Two-Factor Without Replication				
SUMMARY	Count	Sum	Average	Variance
6 HOUR	5	12	2.4	3.3
7 HOUR	5	12	2.4	2.8
8 HOUR	5	12	2.4	2.8
9 HOUR	5	7	1.4	4.3
MORE THAN 9	5	7	1.4	2.3
STRONGLY AGREE	5	4	0.8	0.7
AGREE	5	19	3.8	1.7
NEITHER AGREE NOR DISAGREE	5	14	2.8	1.2
DISAGREE	5	10	2	3.5
STRONGLY DISAGREE	5	3	0.6	0.8
ANOVA				
Source of Variation	SS	df	MS	F
BETWEEN WORKING HOURS	6	4	1.5	0.9375
BETWEEN SCALE	36.4	4	9.1	5.6875
RESIDUAL	25.6	16	1.6	
Total	68	24		

INTERPRETATION

The above table demonstrate ANOVA with respect to working hours on lack of concentration.

It has been observed that there is no significant impact of working hours on lack of concentration (P value > significance value)

The above table demonstrate ANOVA with respect to each scale. It has been observed that there is significant impact of working hours on lack of concentration. (P value < significance value)

3. Hypothesis to finds whether there is any significant impact of working hours on giving time to family

Anova: Two-Factor Without Replication				
SUMMARY	Count	Sum	Average	Variance
6 HOUR	5	12	2.4	4.3
7 HOUR	5	12	2.4	6.8
8 HOUR	5	12	2.4	2.3
9 HOUR	5	7	1.4	2.8
MORE THAN 9	5	7	1.4	1.3
STRONGLY AGREE	5	2	0.4	0.3
AGREE	5	12	2.4	4.8
NEITHER AGREE NOR DISAGREE	5	21	4.2	1.2
DISAGREE	5	11	2.2	1.2
STRONGLY DISAGREE	5	4	0.8	0.2
ANOVA				
Source of Variation	SS	df	MS	F
BETWEEN WORKING HOURS	6	4	1.5	0.967742
BETWEEN SCALE	45.2	4	11.3	7.290323
RESIDUAL	24.8	16	1.55	
Total	76	24		

INTERPRETATION

The above table demonstrate ANOVA with respect to working hours on giving time to family.

It has been observed that there is no significant impact of working hours on giving time to family (P value > significance value)

The above table demonstrate ANOVA with respect to each scale. It has been observed that there is significant impact of working hours on giving time to family. (P value < significance value)

4. Hypothesis to finds whether there is any significant impact of working hours on marital life:

Anova: Two-Factor Without Replication				
SUMMARY	Count	Sum	Average	Variance
6 HOUR	5	12	2.4	3.3
7 HOUR	5	13	2.6	8.8
8 HOUR	5	12	2.4	3.3
9 HOUR	5	5	1	3
MORE THAN 9	5	7	1.4	1.8
STRONGLY AGREE	5	2	0.4	0.8
AGREE	5	24	4.8	2.2
NEITHER AGREE NOR DISAGREE	5	11	2.2	0.7
DISAGREE	5	8	1.6	2.8
STRONGLY DISAGREE	5	4	0.8	1.2
ANOVA				
Source of Variation	SS	df	MS	F
BETWEEN WORKING HOURS	10.16	4	2.54	1.96899
BETWEEN SCALE	60.16	4	15.04	11.6589
RESIDUAL	20.64	16	1.29	
Total	90.96	24		

INTERPRETATION

The above table demonstrate ANOVA with respect to working hours

on marital life. It has been observed that there is no significant impact of working hours on marital life. (P value > significance value)

The above table demonstrate ANOVA with respect to each scale. It has been observed that there is significant impact of working hours on marital life. (P value < significance value)

5. Hypothesis to finds whether there is any significant impact of age on health issues:

Anova: Two-Factor Without Replication				
SUMMARY	Count	Sum	Average	Variance
20-25	5	15	3	6.5
26-30	5	8	1.6	3.3
31-35	5	17	3.4	10.3
Above 35	5	10	2	2
STRONGLY AGREE	4	10	2.5	5.66667
AGREE	4	22	5.5	5.66667
NEITHER AGREE NOR DISAGREE	4	11	2.75	1.58333
DISAGREE	4	3	0.75	0.91667
STRONGLY DISAGREE	4	4	1	0
ANOVA				
Source of Variation	SS	df	MS	F
BETWEEN AGE	10.6	3	3.53333	1.37217
BETWEEN SCALE	57.5	4	14.375	5.58252

RESIDUAL	30.9	12	2.575			
Total	99	19				

INTERPRETATION

The above table demonstrate ANOVA with respect to age on health issues.

It has been observed that there is no significant impact of age on health issues. (P value > significance value)

The above table demonstrate ANOVA with respect to each scale. It has been observed that there is significant impact of age on health issues. (P value < significance value)

6. Hypothesis to finds whether there is any significant impact of qualification on discrimination at work :

Anova: Two-Factor Without Replication					
SUMMARY	Count	Sum	Average	Variance	
DEGREE	5	21	4.2	9.2	
PG	5	21	4.2	10.7	
DOCTRATE	5	8	1.6	1.8	
STRONGLY AGREE	3	1	0.33333	0.33333	
AGREE	3	14	4.66667	4.33333	
NEITHER AGREE NOR DISAGREE	3	19	6.33333	8.33333	
DISAGREE	3	11	3.66667	6.33333	
STRONGLY DISAGREE	3	5	1.66667	1.33333	
ANOVA					
Source of Variation	SS	df	MS	F	P-value
BETWEEN QUALIFICATION	22.5333	2	11.2667	4.79433	0.0428
BETWEEN SCALE	68	4	17	7.23404	0.0091
RESIDUAL	18.8	8	2.35		
Total	109.333	14			

INTERPRETATION

The above table demonstrate ANOVA with respect to qualification and scale on discrimination at work. It has been observed that there is significant impact of qualification on discrimination at work. (P value < significance value)

FINDINGS OF THE STUDY

1. The mean respondent whose income is more than 25000 is quiet high with low variance when compared to other level of income.
2. The mean respondent whose working hours is 6, 7, 8 hours is quiet high when compared to other level of working hours.
3. Most of the people agreed that there is a significant impact of working hours on lack of concentration.
4. The mean respondent whose working hours is 6,7,8 hours is quiet high when compared to other level of working hours.
5. Most of the people neither agreed nor disagree that there is a significant impact of working hours on giving time to family.
6. The mean respondent whose working hours is 7 hours is quiet high when compared to other level of working hours.
7. Most of the people neither agreed nor disagree that there is a significant impact of working hours on marital life.
8. The mean respondent whose age is between 31-35 is quiet high when compared to other level of ages.

9. Most of the people agreed that there is a significant impact of age on health issues.
10. The mean respondent whose qualification is degree and pg is quiet high when compared to other level of qualification.
11. Most of the people neither agreed nor disagree that there is a significant impact of qualification on discrimination at work.
12. The cronbachs alpha clearly states that the reliability statistics of the questions are in range of 0.783.

CONCLUSION

Over the past few decades the things have changed when it comes to working women in balancing family life and work place. The overall conclusion was drawn from the analysis of responses are professional women generally feel mental pressure and safety issues at work place. Due to long working hours cannot concentrate on domestic life and work place. Generally working women are unable to give quality time to households and kids.

Therefore women are solely responsible for managing her responsibility in her various roles at work place and household. They need to learn how to work efficiently and effectively to adjust priority well. The challenges and issues faced by working women should be kept on one side and they need to build their dreams and aspirations to become successful in family and work life.

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TRANSFIGURATION OF FREEDOM TO SLAVERY IN ALEX HALEY'S *ROOTS: THE SAGA OF AN AMERICAN FAMILY***Dr. T. Deivasigamani**Assistant Professor, Annamalai University, Annamalainagar

SYNOPSIS

Alex Haley's is a twentieth Century African American novelist, short story writer, playwright and journalist. He published two seminal books that have shaped African American consciousness. African American literature is the body of literature produced in the United States by writers of African descent. It begins with the works of such late 18th-century writers as Phillis Wheatley. Before the high point of slave narratives, African-American literature was dominated by autobiographical spiritual narratives. Alex Haley's *Roots: The Saga of an American Family* is a typical African American novel which deals with black tribal slave experience. The protagonist of the novel, Kunta Kinte is born in Africa and was brought to America as a prison slave. He is a typical African tribal boy, who is a Muslim. He grew up in the midst of the strict African culture and tradition. He was taught strictly to respect and follow his village's tradition and culture. This paper focuses on how slaves are enjoying a life of freedom in Africa and then how their free life is changed into slavery after their capture by the white people.

Keywords: Africandescents, black, slave, culture and tradition

INTRODUCTION

African American literature began in the late eighteenth century after the colonization period. Slavery and freedom were the central themes of the African American literature. Most of the African American writers wrote boldly about the slave tortures and the domination of the white people. This literature brought the inner feelings, emotions, and the terrible experience of the slaves into light. Most of the novelists portray the protagonist and other characters as pathetic people living a hard life and struggling to find their own identity. Slavery is the primary reason that made the black people to lose their own identity and also forget their own culture and tradition. The end product of the slavery is "transformation." Here, transformation refers to the change in the entire life of the slaves. Their whole system of life changes including their lifestyle, food habits, language, and dressing. This change does not happen naturally, but it was forcefully changed by the white people. The consequence did not stop here; it also had its effects on the slaves' succeeding generations. The slaves' succeeding generations without knowing about their family's heritage, culture, and tradition started living in an alien land, under the domination of the whites. They were forcefully made to forget their real identity and were given a new identity. With this new fake identity, the black slaves' generation started living a new life by abandoning their "roots." Here "roots" refers to one's native tradition and family heritage.

Alexander Murray Palmer is one of the prominent writers of African American literature. He was born on August 11, 1921, in Ithaca, New York to Simon Haley and Bertha George. He wrote his first book, *The Autobiography of Malcolm X* in 1965. It is chronicled that his ancestors' origins in Africa and their journey from slavery to freedom in America, played a major role in creating awareness about African American history in the United States. This Article mainly focuses on the novel of Alex Haley's *Roots: The Saga of an American Family*. Randy Laistin in her article observes:

As both a book and a mini-series, *Roots* destabilizes conventional categories of fiction and reality in a way that mirrors the sense in which slavery itself is a tragic historical reality supported by an elaborate fiction of racial superiority. By challenging the Western separation of history and fiction, *Roots* has been enormously successful in provoking dialogue and deepening our understanding of the "factions" that constitute our social environment. Haley's praiseworthy accomplishment is similar to that of his distant ancestor Kairaba Kunta Kinte: summoning the power of myth in a heroic effort to make his land a place where it is possible to live. (4)

Haley's *Roots: The Saga of an American Family* narrates the family history of Haley. In this novel, Haley starts the novel from his ancestor Kunta Kinte, who was an African, unfortunately captured by the whites and taken as a slave to America and where after him, his succeeding generations start living in America. After several struggles, his generation gains freedom and lives a free life in America with a new identity called "Black American" or African Americans." They entirely adopt themselves to the American culture and tradition by forgetting their "roots," whereby, they undergo a thorough transformation and their life undergoes a total change. In this novel, the process of transformation can be divided into two, namely, Transformation from Freedom to Slavery and Transformation from Slavery to Freedom.

Transformation is a common technique or system found in the novels of Haley. Throughout the novel, transformation takes place. The first and foremost transfiguration process starts from the beginning of the novel itself. It started from the childhood life of the protagonist of the novel, Kunta Kite and ends up with the life of Chicken George. This transformation process commences from Africa and terminates in America. Slavery is the main reason for this transformation. It is the main thing that changed the life of many Africans and other tribal black people like Sumerians. Though slavery and slave trade existed from the olden days, it attained its peak during the sixteenth century colonization period. Slavery was considered as one of the trades and was done as a business by the Europeans, especially by the western people. The first thirty chapters of this novel, Haley beautifully portrays the lifestyle, culture, and tradition of the African tribal village Juffure. Juffure is an African village situated near the shores of the Gamby River Bolongo. This river Bolongo is a vital thing in this novel, which appears many times in this novel. When the protagonist Kunta Kinte is about to die, his last words were "Gamby Bolongo." Each time when Kunta Kinte's life at Africa and his slavery life were passed down to each one of his generations, the significance of the Gamby River was explained to every one of them. This river is the symbol of "life," which indirectly refers to the richness of African culture and tradition.

The transformation first starts from the protagonist Kunta Kinte, whose life started in Africa. He is a typical African tribal boy, who is a Muslim. He grew up in the midst of the strict African culture and tradition. He was taught strictly to respect and follow his village's tradition and culture. At the young age of thirteen, he went into the forest for cutting down the woods for making drums, where he was captured by the whites and taken as a slave to an alien country named America. The transformation process begins after the following incident:

Kunta headed forward to the centre of the grove and bending over a likely prospect when he heard the sharp crack of a twig. In a blur, rushing at him, he saw a white face, a club upraised; heard heavy footfalls behind him. Toubob! His foot lashed up and caught the man in the belly. He heard a grunt- just as something heavy grazed the back of Kunta's back and landed like a tree trunk on his shoulder. (*Roots* 148)

Kunta Kinte's life in America changes everything for him. When he was in Africa, he was a free boy roaming freely in the woods of the African forests, herding the goats, hunting the animals and guarding the village. He was living a life full of freedom. But after his captivation, his life becomes totally changed. His life in America is totally different to that of his life in Africa. In America, he was a slave and was treated cruelly and harshly by the whites. He is subjected to his white master, who is a rich plantation owner. A free African man is changed into a slave. He is not a free African anymore but he is merely a slave. The transformation from freedom into slavery and this is the first transformation traced in this novel. This transformation process entirely changes the life of Kunta Kinte. Tennessee Nashville points out in his review:

Roots traces the family history of writer Alex Haley back to the late 1700's when his African ancestor, KuntaKinte, was brought here as a slave. The show goes on to tell the stories of Kunta's daughter, Kizzy, grandson, Chicken George, and great-grandson, Tom Harvey, as they courageously struggled to survive the brutalities of slavery in the American South. The acting is outstanding and the characters are truly inspirational. Highly recommended viewing for all. ([Alex-haley.com](http://www.Alex-haley.com))

In America, once a slave was bought, the first thing that the whites do is, they change the identity of the slaves. They give a new Christian name to the slaves by including their last name. The protagonist of this novel Kunta Kinte's name was also changed into Toby. The ferocious Kunta Kinte refused to utter his new name Toby. Thus, he was whipped continuously till he uttered his new name, Toby:

... The black one began jabbing at his chest. "Me Samson!" he exclaimed. "Samson!" He moved his jabbing finger again to Kunta. "You To-by! Toby. Massa says you name Toby!" when what he meant began to sink in, it took all of Kunta's self-control to grip his flooding rage without any facial sign of the slightest understanding. He wanted to shout "I am KuntaKinte, first son of Omoro, who is the son of the holy man KairabaKuntaKinte!. (*Roots* 214)

Here, the author describes the real condition of Black slaves. No slaves are allowed to be called by their native African names. If anyone is called by their African name, they will be punished or whipped severely. Then, the slaves were given rugged clothes like pants and shirts for men and women were given coarse gowns to wear. Their food habits were also changed. They were given pork, meat and bread pieces, and white colored soup to eat. The slaves were not permitted to speak in their native African language. The old slaves were ordered to teach the new slaves to speak in English but they are not allowed to read and write. Often the whites call and abuse the slaves as "Niggers," which is an insulting one for the black people. Kunta Kinte was often abused as "Nigger," that made him angry towards his white masters.

The slaves were not to practice any of their native customs, traditions, cultures, and other religious practices. If any slave tried to break these rules then they would be severely punished. The protagonist Kunta Kinte could not adopt himself with this new lifestyle. He was very adamant and ferocious towards the whites for several times, he disobeyed the whites and refused to follow their orders and rules. When he arrived at the plantation for the first time and saw many black Africans working there, he was shocked. When he was captivated by the whites, he felt ashamed because, his father Omoro used to tell him that only cowards become slaves but the brave people would rather die than becoming a slave:

... Returning from herding, kunta asked his father about the slaves and Toubob. Omoro was terrified by hearing the name Toubob and told him that one should not speak of slaves in the presence of slaves. "One become slaves, being not brave enough to die rather than to be taken" says Omoro. (Roots 98)

These words created a strong impression in the heart of Kunta Kinte that induced his rage for freedom. Kunta Kinte could not abandon his native culture, tradition, and religious practices. Though he started living as a slave in an unknown country under the tortures of the white people, he never abandoned his daily prayer. As per the Mandikan tradition and religious rules, the first duty of a man is to go to mosque and pray to Allah. After the prayer, he can do his other courses. In America, slaves were not allowed to pray but every day early morning Kunta Kinte used to pray secretly in his cabin every day. During his slavery life, he did not stop his religious practices, "as the sun began to set, Kunta turned his face forward the east, and by the time he had finished his silent evening prayer to Allah" (Roots180). And, "Kneeling towards the east, he prayed to Allah for deliverance, and just as he finished, the deep-throated baying came again, closer this time" (Roots 208).

When Kunta tried to escape from the plantation for the third time, before running away he tied a white cock's feather in a cloth and tied it around his shoulders. According to the African tradition and belief, the white cock's feather will bring them victory, goodness, and prosperity. While running away he was caught in the hands of the Toubob, at that time he prayed to Allah:

... Abandoning the idea of breaking the chain for now, anyway- he felt as if Allah had turned His back- but why? What thing so terrible had he ever done? It seemed to him that every time in his life when had been punished, it had been because of carelessness and inattention. (Roots 201)

Another important thing is that Muslims consider eating pork as a sinful one. When Kunta Kinte was forced to eat pork, he did not eat it so he was punished severely. According to African tradition, a man must live without losing his virginity until his marriage (the age of 31);Kunta Kinte remained as a virgin until he married Bella, who is a born slave and cook in that plantation. His marriage with Bella did not happen in the African tradition. The marriage of Kunta Kinte and Bella happened in the white peoples' tradition. Kunta was very upset that his marriage was not arranged in his African tradition. The respect and the importance that he gives to his African culture and tradition is clearly visible through the following lines:

Kunta felt as if he were suffocating. In his mind was flashing how marriages were conducted in his Juffure. He could see the dancers hear the praise singers and the prayers, and the talking drums relaying the glad tidings to other villages. (Roots 325)

All these things show the dedication, involvement, and importance that Kunta Kinte gives to his native culture, tradition, and religion. In the plantation, like Kunta Kinte, there are many African slaves live without forgetting their native culture and tradition. There were also some descriptions of few African slaves living in the plantation, who wear Saphie in their neck. But some of them adopt themselves with their new lifestyle and started living according to their masters. They change according to the wishes of their masters. Kunta Kinte never left his rage for freedom, he always thought about escaping from the plantation and going back to his African village Juffure. He tried to escape four times but he was caught and at the fourth time his right foot was cut down. It is after his marriage, he abandoned his thoughts about escaping from the plantation. Though Kunta Kinte spent and lived his whole life in America, his rage for freedom never calmed down. It was hidden inside his soul. He did not forget the memories about Africa and its culture, tradition, and beliefs. It was always in his thoughts and hidden in his soul and mind.

Kunta Kinte was very conscious and wanted his daughter to know and follow the African culture and tradition. So he used to narrate the African tradition and culture and religious practices. He also narrated his childhood life at Juffue in Africa. He also insisted her to pass on the family history and African culture and tradition to succeeding generations:

Rolling along the dusty Spotsylvania country roads, he would tell her the Mandikan names of things they passed along the road. Pointing at a tree, he'd say "yiro," then downward at the road, "silo." As they

pass the grazing cow, he'd say "ninsemuso," and went over a small bridge, "salo." Once when they got caught in a sudden shower, Kunta shouted "sanjio," Waving out at the rain, and when the sun reappeared, pointing at it, he said tilo. (Roots 375)

Kunta Kinte is the first person to experience this cruel transformation. The effects of this transformation are enormous and unimaginable that Kunta Kinte could neither live as an African nor as a slave. He lived as a slave physically, but at the depth of his heart he was not a slave but purely (an African boy) a Mandikan warrior. He was physically controlled and transformed into an American slave but soulfully he lived as an African. The transformation process not only affected Kunta Kinte, but it had its effects on Kunta Kinte's succeeding generations. After him, his daughter Kizzy was affected very much because of this transformation process. It is only the female slaves, who used to experience the brutality and cruelty of the slavery. They were cruelly tortured, abused, and humiliated by their white masters. They are often sexually exploited and their master often rapes them. The female slaves also become impregnated by their white masters. Usually the female slaves were often sold out when they attain their puberty. So, that the master makes more money from the female slaves. Kunta Kinte named her daughter as Kizzy. The Kizzy is an African expression, which means "Stay Here." He never wanted her daughter to be apart from the family. But she was sold to a man named Tom, who often raped her and made her pregnant. Chicken George is the grandson of Kunta Kinte, who is very optimistic, genuine and a talented person in cock fighting. Next to Kunta Kinte, he is the person, who was very eager to attain freedom. The thoughts of Kunta Kinte and Chicken George are one and the same. Both of them tried very hard to get freedom from their masters and live a free life. But the efforts put forth by them are different. Kunta Kinte tried to escape or run away from the whites, but Chicken George tried to gain freedom by paying off the slave money to their masters. A slave can get freedom by paying off the slave money to the master. In order to get freedom, he and his wife Matilda saved money but everything ended in vain because of their huge investment in the cock fighting. Up to him, the slavery life ends in the Kunta Kinte's generation.

CONCLUSION

This paper gives an account of the theme of transfiguration of race in Haley's novel *Roots: The Saga of an American Family*. It gives more information about the Atlantic slave trade, which is a land mark incident of the slavery life of the African people which is revealed. The suffering of the black people in the white dominating society, are clearly portrayed. The agitation and aggression of the people against the white people during the Civil War period and Reconstruction era is illustrated explicitly. It demonstrates how a free African transfigures into a slavery life at America. It also describes the struggles and sufferings of the black slaves in their slavery life.

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**A STUDY ON CURRENT ASSETS AND CURRENT LIABILITIES OF LOYAL TEXTILE MILL
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ABSTRACT

Loyal Textile and Lakshmi Mill are the key players in the textile field; this mill has been installed in accordance with the modern technology. However the loyal textile mill faced many problem while continuing the business, these problems were effect the efficiency of business of the company. The demand for textile products in India is very large and is growing at an increasing rate in tandem with the increase in disposable income of the people, so the Indian textile plays a vital role for meeting the requirement of demands. But present scenario Textile industry failure in a worldwide phenomenon, from the last two years twenty four cotton textile mills has been pushed into bankruptcy due to sickness of financial resources of the company. A firm is required to maintain a balance between liquidity and profitability while conducting its day to day operations. This paper has been analysed various components of current assets and current liabilities of the Loyal Mill. The paper revealed that the company has not sufficient Current Investments and Sundry debtors are most important content of current assets but its value is decreasing during the study period. So the researcher suggests that the loyal textile mill take necessary steps to improve the current investments because, it will be increased the liquidity position as well as help the management to meet emergencies.

I. INTRODUCTION OF THE LOYAL TEXTILE MILL

Tamil Nadu is known as the land of temples, and it is a one of the most industrialized state in the country. It covers an area of 130058 sq. km, it is the eleventh largest state and the seventh most populous state in India and it has 32 districts. Kovilpatti is the second largest town in Thoothukudi District. Kovilpatti is one of the industrial cities in Tamilnadu, the town started its industrial development earlier than 1891, the introduction of southern railway, the establishment of loyal textile mill (1891), Lakshmi mill (1926), establishment of government revenue and divisional officers (1911) induced the industrial growth of the town. Kovilpatti is famous for Match Factory, Textile Mill and Fireworks, Loyal Textile and Lakshmi Mill are the key players in the textile field, which provides both direct and indirect employment around to 25000 people.

The cotton factory at Kovilpatti near the Railway station contains nearly fifteen thousand spindles. It was started by some Muhammadans as a limited company with a capital of Rupees Five Lakhs in the year 1886. The company had not worked out and so the company went bankrupt and was closed in 1908. The property came for sale and was brought by Nattukkottai Chettiar for nearly seven lakhs. After one and half years, the mill reopened as a purely private company, which went under the name of "Kamatchi Mills" and it continued till July 1911, when a new company, calling itself the "Sri Chidambara Vinayakar Mills Limited", was floated with a nominal capital of seven lakhs". The Loyal Group generation was founded by Late "Kalaithanthai" Karuuttu Thiagarajan Chattier in the year 1956. Than it was taken over by the Loyal group so, the company name was changed as Loyal Textile Mill. In the initial stage one thousand one hundred and four labourers and one hundred and thirty office staff were employed in this mill. This mill has been installed in accordance with the modern technology. The mill purchases raw materials from other states also and the finished products are exported to foreign countries such as United Kingdom, Germany, Italy, France, Spain, South Korea, Taiwan, Denmark and Singapore. Now the annual turnover is four crores and the mill has twenty one thousand seven hundred and twenty eight spindles. INTUC and AITUC are the leading labour unions functioning in the mills. This mill has established its name in the market for its good quality products. Loyal Textile mill produced Yarn, Fabrics, Garments, Home textile and Organic products, and distributed to domestic as well as foreign. Loyal textile mill has an annual turnover in US \$ 110 million, of which US \$ 75 million is generated via exports. The company's export turnover is increased from 715.11 crore to 935.42 crore from the year 2011-12 to 2012-13.

II. PROBLEMS FACED BY THE LOYAL TEXTILE MILLS

However the loyal textile mill faced many problem while continuing the business, these problems were effect the efficiency of business of the company. So the management should take control on these problems, the problems faced by the loyal textile mill are as below

- (i) Shortage of power in Tamilnadu resulting in underutilization of the plant and also higher power cost due to greater utilization of the captive power plant.

- (ii) Global meltdown resulting in steep drop in demand and excess supply which adversely affected our unit price realization.
- (iii) High volatility in the forex market; the company was taking forward cover against confirmed export contracts, but some export were cancelled forcing us to liquidate our forward contracts at a loss.
- (iv) Rise in interest rates resulting in higher financing costs.
- (v) Delay in disbursal of TUFS (Technology Upgradation Funds Scheme) subsidies and VAT refund resulting in blocking of funds- the company had to borrow more leading to further interest burden.

III. SIGNIFICANCE OF THE TEXTILE MILL IN INDIA

India is home of the second largest population in the world. The population in 2010 was 1.2 billion people living in over 206 million households. Hence, the demand for textile products in India is very large and is growing at an increasing rate in tandem with the increase in disposable income of the people, so the Indian textile plays a vital role for meeting the requirement of those demands. India has been in the midst of a great social, political and economic change ever since reforms were introduced in various spheres of activity. The country has greater confidence to take on the competition from developed countries and has attracted global investors in ever increasing measure. The Textile industry is one of the oldest industries in India, and it occupies a very important place in the economic life of India. It contributes to the Indian Economy through generation of employment, manufacturing output and export earnings. Textile has been one of the main sources of income for the Indian economy through export.

In the financial year 2012, it has been found out that the contribution of this industry amount to 14 per cent of the total output generation by the industrial sector. Indian Textile industry's contribution towards GDP has been estimated to be hovering around 5 per cent which itself is a commendable one. The total share of the Indian Textile Industry in the total earnings from export has been calculated to be 10.8, per cent as estimated by Ministry of Textiles, India. This industry has shown the potential of being one of the largest employment generating industries of the Indian economy. Indian Textile Industry employs a whooping thirty five million people and more. In terms of employment generation, textile industry has come up to the second position, just after agriculture.

IV. TEXTILE MILLS IN TAMIL NADU

Tamil Nadu is known as the "Yarn Bowl" of the country. A Tamil Nadu account for 47 per cent of the country's spinning capacity and nearly 60 per cent of yarn export. Textile Industry of Tamil Nadu is the forerunner in Industrial Development and in providing massive employment in the State. It is predominantly Spinning-oriented. The State Textile Industry has a significant presence in the National economy also. Out of 2130 large and medium textile mills in India, 977 mills are located in Tamil Nadu. Similarly, out of 1336 small units in India, 1041 are located in Tamil Nadu. The 977 large and medium textile mills include 18 Cooperative Spinning Mills, 17 National Textile Corporation Mills and 40 Composite Mills. The spinning capacity is 14.75 million spindles with a labour force of about 2.7 lakhs. The Textile Industry in the private sector has a very important role to play in the Industrial field, with regard to employment potential, overall economic and commercial activities. This industry enables the Central and State Government to earn revenue, besides foreign exchange through exports.

V. STATEMENT OF THE PROBLEM

Business concerns are facing severe competition in the present world of liberalized economy. The survival, growth and organizational success greatly depend on the efficient management of its finance.

But present scenario Textile industry failure in a worldwide phenomenon, from the last two years twenty four cotton textile mills has been pushed into bankruptcy due to sickness of financial resources of the company. So, the business failure in the textile industry in India has increasing day by day. It affects not only the company, those employed by and trading with the company but it also affects the overall economy and trading with the well-being of the country. So, the study entitled, "**A Study on Current Assets and Current Liabilities of Loyal Textile Mill Kovilpatti**" has been undertaken with a view to highlight the importance of an efficient financial management in textile industry.

VI. OBJECTIVES OF THE STUDY

The researcher framed the major objective of the paper is A Study on the component of current assets and current liabilities. The present objective is based on the problems of the textile mills and to examine and evaluate the correlation between Current assets and Current liabilities in Loyal Textile Mill over a period of five years from 2008 to 2013.

VII. METHODOLOGY

The study is based on secondary data. The secondary data collected from the published Annual Reports and from the discussion with officials of Loyal Textile Mill. The Loyal Textile Mill is one of the leading mill of Tamil Nadu, in India it comes third place after Mumbai and Gujarat. It is first textile mill of Tamil Nadu and it is established in 1886 and the mill could not survive long time but finally in 1908 the mill is pushed into bankruptcy. So the researcher has purposively selected Loyal Textile Mill Kovilpatti, Tamil Nadu for the study of financial performance analysis.

VIII. TOOLS OF ANALYSIS

The data from the annual reports has been analysed by using various tools and techniques with a view to evaluate the financial performance of the Loyal Textile Mill. The researcher has been used the working capital analysis and ratio analysis for analyzing the financial performance through liquidity ratios, profitability ratios and activity ratios. Apart from the above ratio analysis simple percentage analysis, bar diagram, and trend are used to strengthen the analysis of financial performance of Loyal Textile Mill Kovilpatti TamilNadu.

IX. CONCEPT OF WORKING CAPITAL

Working capital is the money needed to fund the normal, day to day operations of the business. It ensures the business to have enough cash to pay the debts and expenses as they fall due, particularly during start-up period. Very few new businesses are profitable as soon as they open their doors. It takes time to reach the breakeven point and start making a profit. The management of short term assets and liabilities refers to management of Working Capital. A firm is required to maintain a balance between liquidity and profitability while conducting its day to day operations. Liquidity is a precondition to ensure that firms are able to meet their short-term obligations and their continued flow can be guaranteed for a profitable venture (Padachi, 2006). Working Capital Management includes maintaining optimum balance of working capital components – receivable, inventory and payables and using the cash efficiently for day-to-day operations. The Management of Working Capital plays an important role in maintaining the financial health of the firm during the normal course of business.

Every business needs investment to procure fixed assets, which remain in use for a longer period. Money invested in these assets is called ‘Long term Funds’ or ‘Fixed Capital’. Business also needs funds for short-term purposes to finance current operations. The management of the working capital is equally important as the management of long-term financial investment. Even a business which is fully equipped with all types of fixed assets required is bound to collapse without current assets.

X. THE CURRENT ASSETS ANALYSIS

The importance of the current assets depends on the nature of a company, so do the optimal level of current assets. Even in a given industry, companies may have very different current assets needs, and it is therefore impossible to determine an overall optimal current assets level without considering a company’s specific situation, however the components of current assets differs from company to company. But generally the following assets are components of current assets.

Table-1: Components of Current Assets of Loyal Textile Mill

Current assets	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amt	%	Amt	%	Amt	%	Amt	%	Amt	%
Current investments	913.47	4.97	960.23	5.03	1064.44	3.31	Nil	Nil	Nil	Nil
Inventories	9208.57	50.03	11102.03	58.17	23055.76	71.86	13510	35.57	14253	39.66
Sundry Debtors	8105.91	44.04	6714.15	35.18	7522.72	23.44	8219	21.63	7462	20.76
Cash and cash equivalents	176.35	0.96	309.50	1.62	443.83	1.39	3280	8.64	89	0.24
Other current assets	Nil	Nil	Nil	Nil	Nil	Nil	12975	34.16	14141	39.34
Total	18404.3	100	19085.91	100	32086.75	100	37984	100	35945	100

Source: Computed from the annual reports of loyal textile mill kovilpatti

According to above table inventories are the most important current assets of loyal textile mill because the proportion was higher among the other current assets for example 50.03, 58.17, 71.86, 35.57, and 39.66

respectively from 2008-09 to 2012-13. However, inventories stock levels were gradually increased in the first three years but in the last two years the value of inventories are struggling to maintain of same level.

Sundry debtors are also important contribution factor of current assets of Loyal Textile Mill. From the above Table shows that the percentage of debtor from total current assets like in the year 2008-09 is 44.04 per cent and then decreasing trend continuously to all over study period, so the company has not maintained same level of debtors, during the study period. So, the researcher found that sales value of the loyal textile mills were not proportionately increased because the percentages of sundry debtors were going down.

Cash and cash equivalents is another influencing factor of current assets as per the table the value of cash is increasing in first four years of study period but in the last year the value of cash is minimum that is the percentage of cash is 8.64 percent in the year 2011-12 but 2012-13 it is 0.24 percent only. It indicates that operating cycle period of cash is very long, and cash inflow of the sample company is not permanent.

XI. CURRENT LIABILITIES

Current liabilities are those liabilities which are intends, at their inception, to be paid in the ordinary courses of business, within a year, out of the current assets or earnings of the concern. The basic current liabilities are accounts payable, bills payable, bank overdraft and outstanding expenses. The goal of working capital management is to manage the firm's current assets and current liabilities in such a way that a satisfactory level of working capital maintained. The current liabilities are also the short term sources of working capital.

Table-2: Components of Current Liabilities of Loyal Textile Mill

Current Liabilities	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amt.	%	Amt.	%	Amt.	%	Amt.	%	Amt.	%
Short term Borrowings	Nil	Nil	Nil	Nil	Nil	Nil	23993	66.84	21570	60.07
Provisions	117.34	3.52	252.74	5.28	362.65	3.46	2934	8.18	3496	9.73
Sundry Creditors	3162.68	94.92	4494.16	93.75	10040.06	95.66	4019	11.2	6550	18.24
Other Current liabilities	Nil	Nil	Nil	Nil	Nil	Nil	4945	13.78	4294	11.96
Unclaimed Dividend	33.96	1.02	30.68	0.63	50.20	0.48	Nil	Nil	Nil	Nil
Due to Managing Director	17.73	0.54	16.18	0.34	42.90	0.40	Nil	Nil	Nil	Nil
Total	3331.71	100	4793.76	100	10495.81	100	35891	100	35910	100

Source: compiled by researcher from annual reports of loyal textile mill kovilpatti

Loyal Textile Mill current liabilities components are sundry creditors, provisions, short term borrowings and other current liabilities and it is shown in above table no 3.9 This is common contributor of current liabilities but sundry creditors and provisions are fixed sources of current liabilities and other components of current liabilities are flexible. These items of sources may rise by the company during the needs.

From the above the researcher understood that table sundry creditors value is major influencing factor of total current liabilities in the first three years. For example 94.92 per cent, 93.75 per cent and 95.66 per cent occupied respectively from 2008-09 to 2010-11 and the remaining two years, sundry creditors contribution were occupied only less than 20 per cent. However, total amount of creditors were increased in each year so, the researcher interprets that sundry creditors is a major as well as fixed contribution of current liabilities even its proportions were reduced from the previous year.

A provision of Loyal Textile Mill contains provision for dividend, income tax, wealth tax, leave salary and provident fund. This provision value is the second major component of current liabilities ` 117.34 lakhs was the first year but it was increased to `3496 lakhs in the end of the study period. The provision is an internal liabilities because it is created by firm due to delaying to pay cash, So the provision value indicates that loyal Textile mill had the problems to pay provisions due to inadequate cash inflow during the study period. The loyal textile mill is affecting the loss during the year 2011-12 and 2012-13, so the current liabilities of unclaimed dividend and due to managing director are not exists. From the above analysis company is not able to meet current obligations therefore, it was collected working capital loan from banks through secured by the hypothecation of raw material, stock in process, finished goods, stores consumables, spares and book debts.

And are also secured by second charge on block assets (secured against hypothecation of stocks), working capital loans are guaranteed by the chairman and managing director.

Researcher analyses that the loyal textile mill working capital management is not permanent one at the same time they are maintain conservative working capital policy. So this is a reason the company approach to short term borrowings to meet its current obligations during the period of company loss.

XII. FINDINGS OF THE STUDY

1. Inventories stock levels were gradually increased in the first three years but in the last two years the value of inventories are struggling to maintain of same level due to economic recession and individual per capita income is reduced.
2. The researcher found that the percentages of sundry debtors were going down because sales values of the loyal textile mills were not proportionately increased.
3. Cash and cash equivalents of current assets as per the table the value of cash is increasing in first four years of study period but in the last year the value of cash is minimum percentage of 8.64 percent.
4. The sundry creditors and provisions are fixed sources of current liabilities but other components of current liabilities are flexible because of sources may rise by the company whenever they needs. The provision is an internal liability because it is created by firm due to delaying to pay cash. So the provision value indicates that loyal Textile mill had the problems to pay provisions due to inadequate cash inflow during the study period.
5. The loyal textile mill working capital management is not permanent one at the same time they are maintain conservative working capital policy. So this is a reason the company approach to short term borrowings to meet its current obligations during the period of company loss.

XIII. SUGGESTION AND CONCLUSION

The loyal textile mill has not sufficient Current Investments and Sundry debtors are most important content of current assets but its value is decreasing during the study period. So the researcher suggests that the loyal textile mill take necessary steps to improve the current investments because, it will be increased the liquidity position as well as help the management to meet emergencies. Current Assets management is becoming an increasingly important part of successful business management, and in many instances, poor management of Current Assets can make or break a business. An initiative to reduce Current Assets can provide companies with a well-needed one-off cash injection but more importantly, there are several continuous benefits of improved working capital management.

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SUSTAINABLE HUMAN RESOURCE MANAGEMENT – A THEORETICAL PERSPECTIVE**Shivanjali¹, Dr. Mithu Singh² and Dr. Divya Goel³**Research Scholar¹ and Assistant Professor^{2,3}, Amity University, Noida**ABSTRACT**

The term sustainability is understood as the ability of a company to achieve its goals and objectives and increase the long term shareholder value by integrating the social, economic and environmental factors into business. The concept of sustainable HRM has received less attention from the researchers and what it is exactly is not much clear. The purpose of the study is to describe what sustainable HRM is and to examine the key factors associated with the organizational approach to sustainability and the role of HRM in that process. The study applies De Prin's model of four approaches to sustainable Human resource management. A combination of descriptive and conclusive research design was adopted. Only secondary data has been used for the purpose of the study. The study concludes that sustainable HRM is an important factor in the growth and development of a company since all of the suggested approaches play a crucial role in taking care of the management, employee and the society so that they are able to function effectively in an effective manner.

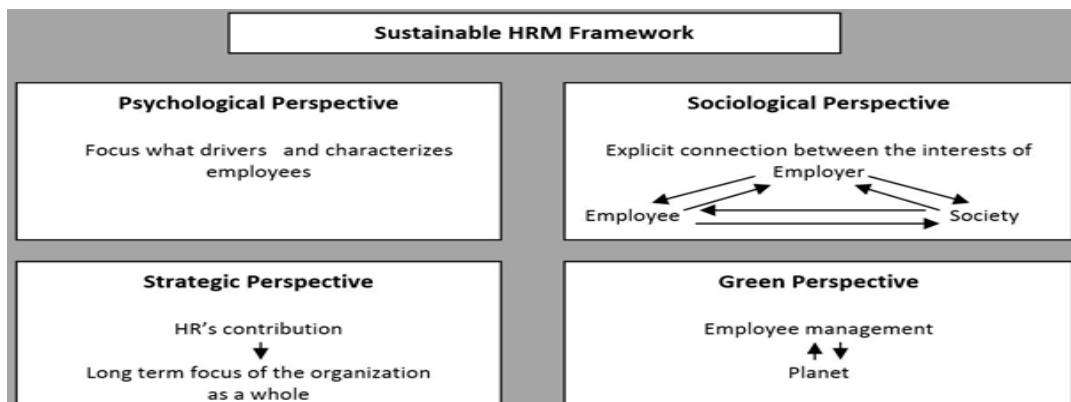
Keywords: Sustainability, HRM, Sustainable HRM

INTRODUCTION

In the 21st century, sustainability and sustainable development – applied as synonyms for “long-term”, “durable”, “sound”, and “systematic” – have become a critical issue for the world and for business in particular. Companies have found themselves in need to develop more sustainable business models, in which the HR function has a key role to play. The understanding of sustainability has been influenced by three main groups: ecologists, business strategists, and the United Nation's World Commission on Environment and Development (WCED, 1987), called the “Brundtland Commission”. Ecologists' view on sustainability is said to have been coined in 1712 by the German nobleman Hans Carl von Carlowitz, and referred to the sustainable production of wood. In the 1970s, the term was adapted by the ecological movement concerned with the over-exploitation of natural and environmental resources of the planet. While ecologists focus on sustainability's ecological dimension – the protection of the natural environment – the traditional goal of business strategy scholars is economic sustainability of organizations. Business strategists link the term “sustainability” with “sustainable competitive advantages”. The Brundtland Commission added a social dimension to the ecological and economic ones, defining sustainable development as a development that meets the needs of the present without compromising the ability of future generations to meet their own needs. The diffusion of research and practice such as “Corporate Social Responsibility” or “Corporate Sustainability”, in practice and research, has contributed to the interest in sustainability linked to Human Resources issues. Over the recent years, globalisation and technology development have caused dramatic changes for organisations which have transformed Human Resource Management (HRM). The focusing of Corporate Social Responsibility (CSR) and increasing pressure of competitiveness and flexibility of organisation have significantly influenced HRM strategies and practices.

CONCEPTUAL FRAMEWORK

In this study, the focus was to examine what approaches are associated with an organization to achieve sustainability in an organization. In this case, the study concept shows that there were independent variables such as sociological approach, psychological approach, strategic approach, green approach. Sustainable HRM was the dependent variable in this study concept as indicated in the figure.



OBJECTIVES

1. To study the concept of Sustainable Human resource management.
2. To study the factors associated with the organizational approach to sustainability.
3. To study Role of human resource management in developing sustainability.

RESEARCH METHODOLOGY**Research design**

Descriptive research design is used in this study because it will ensure the minimization of bias and maximization of reliability of data collected. Descriptive study is based on some previous understanding of the topic. Research has a very specific objective and clear cut data requirements. The used facts and information are made available through research work. Hence by making the type of the research conducted to be descriptive in nature.

RESEARCH INSTRUMENT**Books and Journals****Variables**

The dependent variables in this study are: Sustainable HRM

The independent variables in this study are: sociological approach, psychological approach, strategic approach, green approach.

SIGNIFICANCE OF THE STUDY

A better understanding of the approaches to sustainable development that can be followed by the organization for their growth and development. Also, it studies the role of HR of an organization in achieving the sustainable objectives of an organization.

DE PRINS' MODEL OF FOUR APPROACHES TO SUSTAINABLE HRM

De Prins (2011) argues Sustainable HRM focuses on optimally utilizing and respecting human workforces within the organization, in which an explicit relationship is built between an organization's strategic policies and its environment. Long-term vision and integration with an organization's strategy and CSR-policy are key.

SOCIOLOGICAL APPROACH

The sociological approach aims at "societalizing" HRM practices. This specific form of personnel management is long-term focused and aims at continuity, whereby the interests of the employer, the employee and society are explicitly connected. Concretely translated, valuable themes are engagement policies, health policies and societal themes like diversity, age-conscious and family-friendly personnel policies.

The sociological approach can be explained using diversity management. Diversity has been an evolving concept. Many writers define diversity as any significant difference that distinguishes one individual from another - a description that encompasses a broad range of overt and hidden qualities. Generally, researchers organize diversity characteristics into four areas: personality (traits, skills and abilities), internal (gender, race, ethnicity, I.Q., sexual orientation), external (culture, nationality, religion, marital or parental status), and organizational (position, department, union/nonunion). The trend in defining diversity seems to favour a broad definition, one that goes beyond the visible differences.

Diversity means difference, variety, and individuality that emerges from numerous variations between individuals. Diversity of individual skills, experiences, competencies, and qualifications of human resources builds successful organizations, that permits entrepreneurial strategies of accelerating flexibility and continuous learning. Managing Diversity is quite a program. It is an attitude and a new understanding of how enterprises function and how to manage human resources in a sustainable way.

Creating and applying effective diversity management concepts is one of the main challenges in modern organizations. Comprehensive diversity management is a strategic approach and attitude towards understanding differences in organizations and teams. HR teams should ensure their organizations have support groups and mentoring initiatives. The key role in diversity management and leadership is to create and empower an organisational culture that fosters a respectful, inclusive environment where each employee has the opportunity to learn, grow and contribute to the organisation's success. Mentoring can be internal or part of a community scheme with schools or local youth groups. It's important to foster talent early and ensure ethnic minority individuals are aware of the right choices to make to reach their career goals.

PSYCHOLOGICAL APPROACH

The psychological approach draws on what topics employees themselves find important. According to De Prins (2011), if people are the centre of a sustainable competitive advantage, then the knowledge and fostering of what drives and characterizes them is of utmost importance. People are completely different from financial or technological capital because they function in time, look for purpose and have a soul (Graton, mentioned in De Prins, 2011). Essential themes within this approach are therefore work-life balance, autonomy, self-development, employability and dialogue.

The psychological approach can be exemplified by work life balance. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to keep balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Numerous studies have been conducted on work-life balance.

Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (Health, pleasure, leisure, family and spiritual development) on the other.

During the 1980s, recognizing the value and needs of their women contributors, pioneering organizations such as Merck, Deloitte & Touché, and IBM began to change their internal workplace policies, procedures, and benefits. The changes included maternity leave, employee assistance programs (EAPs), flexitime, home-based work, and child-care referral. During the 1980s men also began voicing work-life concerns. By the end of the decade, work life balance was seen as more than just a women's issue, affecting men, families, organizations and cultures.

Until recently, most organizations have taken a one-sided "systems" approach to their work-life efforts. Their focus has been on adopting organization policies, benefits, and procedures to solve the work-life-balance problem. Although helpful, the systems approach overlooks a critical fact: At its core, work-life balance is more an individual issue that affects the organization than it is an organizational issue that affects the individual.

A "green work-life balance concept" is suggested to facilitate environmentally friendly behaviour in both life domains. The concept offers chances not only for the environment, but also for the company and its employees by increasing, for example, work motivation and job retention. However, challenges like employees' reactance to allow corporate influence on private life need to be addressed.

It is proposed that sustainable human development can occur only when there is a reasonable work-life balance for humans. Developmental work for humans is mostly achieved through high performing organizations, and the performance of organizations, in turn, depend on the commitment and engagement of their employees. While societies organize themselves through groups which come together to form an organization, the individual continues to play a key role in success of these organizations.

STRATEGIC APPROACH

The third approach asks how Sustainable HRM is related to strategic HRM, and focuses on how Sustainable HRM impacts on typical HR domains such as intake, employee turnover, appraisal- and employability-aspects of an organization. De Prins uses Ehnert's (2009) definition of Sustainable HRM for this approach, which is "the pattern of planned or emerging HR deployments and activities intended to enable a balance of organizational goal achievement and reproduction of the human resource base over a long-lasting calendar time and to control for the negative impact on the human resource base" (p. 74). It thus means HR works on the achievement of organizational goals, which entail more than profits only. Typical themes are the belief in humans as a sustainable competitive advantage, social achievements and the sustainable management of HR sources.

This view seems well established in current Strategic HRM literature. Consequently, human resources and their management by organizations likely are important sources of competitive advantage, and it becomes crucial to identify ways to attract, develop, and retain high-quality employees. If resources are valuable, rare, non-substitutable, and inimitable, they are considered as important and strategic and enable the organization to gain a sustained competitive advantage (Barney, 1991). Wright and McMahan (1992) thus argue that human resources have the potential to be sources of sustained competitive advantage, though they also note that to do so, the employees must be both highly skilled and motivated - that is, a high-quality workforce.

GREEN APPROACH

The fourth approach is "green HRM", the ways in which employees and employee management relate to the planet-component of the triple bottom line. Which HRM aspects can help "green" the organization, and also: what impact does a green character have on employer attractiveness- and branding. Relevant themes are

mentioning green behavior as a competence, trainings in sustainability awareness, stimulating environmentally conscious behaviors and green employer branding.

Mampra (2013) defines Green HRM as the use of HRM policies to encourage the sustainable use of resources within business enterprises and promote the cause of environmentalism which further boosts up employee morale and satisfaction. Others describe Green HRM as the use of HRM policies, philosophies, and practices to promote sustainable use of business resources and thwart any untoward harm arising from environmental concerns in organizations (Zoogah, 2011).

Green initiatives within HRM form part of wider programs of corporate social responsibility. Green HR essentially consists of two major elements namely environment-friendly HR practices and the preservation of knowledge capital (Mandip, 2012). Within an organization, human resource and their systems are the basic foundation of any business, be it financial business or sustainable business. They are the ones responsible for planning and executing those eco-friendly policies to create a green atmosphere.

CSR pertains to some organization's voluntary environmental activities in its business operations and in interactions with stakeholders. A number of studies note a positive association between CSR and leader attractiveness, as an example, Greening and Turban (2000) show that candidates are more inclined towards employment with environmentally sustainable organizations.

Finally, the organization's employer brand image reflects the perceptions of existing and potential employees, so an employee perspective must be adopted to effectively position an employer brand. As argued previously, a substance-oriented understanding of Sustainable HRM indicates that organizations themselves should secure the longterm supply and "reproduction" of their human resources and not rely on supply from labor markets.

From an employee's perspective, this securing involves investments in the human resource base, to create value for existing and potential employees, and there-fore enhances the organization's attractiveness as an employer. Including Sustainable HRM in the employer brand thus might be a promising route to employer attractiveness. Sustainable HRM also enhances the organization's ability to attract and retain high-quality employees.

CONCLUSION

The paper is an attempt to present the HR's role in sustainabilizing the organization. Its aim was to examine the role HR can play in contributing to the sustainabilization of their organizations from different perspectives. This involves the perspectives of the employer, employee, society and the organization as a whole.

The Human Resource Department of an organization is said to have the capability to play a significant role in the creation of company's sustainability. Using such concepts as diversity management and work-life balance programs seems to be crucial in achieving the far-reaching goals of sustainable development.

The Sustainable Human Resource Management roadmap will help organizations and HR managers understand the foundational elements that need to be in place to foster a high performance sustainable or CSR (corporate social responsibility) organization. Human resource professionals have a key role to play to help a company achieve its sustainability or CSR objectives. Employee involvement is a critical success factor for CSR performance. Human resource managers have the tools and the opportunity to leverage employee commitment to, and engagement in, the firm's CSR strategy. The Sustainable Human Resource Management roadmap will help HR managers understand and leverage this opportunity.

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ENVIRONMENTAL IMPACT OF FLY ASH DISPOSAL - A STUDY OF TWO THERMAL POWER PLANTS IN TAMILNADU

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ABSTRACT

Power development is the key to the economic development. Coal based thermal power stations are presently the mainstay of power development in our country and this is likely to be so in the immediate future also. In India, unlike in most of the developed countries, ash content in the coal used for power generation is 30-40%. This means, generation of the large amount of Coal Combustion Residues (CCRs), out of which fly ash is the most prominent one. In Tamil Nadu also 75% of the total energy production is being met out by thermal sources. The TPPs in Tamil Nadu generates about 100 lakh tonnes (10 million tonnes) of fly ash every year. The Fly Ash produced by thermal power plants can cause all three environmental risks-air, surface water and ground water pollution. Air quality studies conducted in and around thermal power plants in Tamilnadu shows that there is health impact from these plants. In this paper, an attempt has been made to find out the health impact due to air pollution from two thermal power plants of Tamil Nadu – Mettur Thermal Power Plant and North Chennai Thermal Power Plant. Moreover it aims at comparing the difference in health impact of these 2 thermal power plants having different levels of fly ash utilisation. The study has made use of both primary and secondary source of information. The study made use of advanced statistical tools such as correlation and ‘t’ test. Diagrammatic representation were used wherever necessary.

INTRODUCTION

Power development is the key to economic development. Without energy resources, economic development is not at all possible in this modern industrial world. In India electricity is the main source of power for industries and therefore the power Sector has been receiving adequate priority ever since the process of planned development began in 1950. The installed capacity has increased tremendously after that due to the consistent efforts of development put forth by subsequent governments. With approximately 210 gigawatts (GW), India is the fifth largest generator of electricity in the world. At present, 66 per cent of this power generation capacity is from coal. The 12th Five Year Plan (2012-2017) includes an addition of 76 GW and the 13th Five Year Plan (2017-2022) includes 93 GW, most of which is coal based. At present (as on 31st January 2018), the installed capacity is 3,34,399.83 MW, and out of it 1,93,821.50 MW is thermal (Coal/Lignite) based. Thus coal based thermal power stations are presently the mainstay of power development and this is likely to be so in the immediate future also, considering the present status of the projects and various constraints in development of hydro and nuclear power.

The process of electricity generation using coal as fuel is accompanied by the generation of huge quantities of CCRs. Indian coal is of low grade with ash content of the order of 30-45 % in comparison to imported coals which have low ash content of the order of 10-15%. The inferior grade coal constitutes around 70.0 per cent of total usable coal available in India. The huge burning of this low quality Indian coal results into generation of various byproducts like bottom ash, boiler slag and flyash. In India 80% of the CCRs are of flyash. India ranks fourth in the world in the production of coal ash as by-product waste after USSR, USA and China. As energy consumption goes up, co-generation of fly-ash also goes up.

In India, nearly 90 mt of fly ash is generated per annum at present and is largely responsible for environmental pollution. In developed countries like Germany, 80 % of the fly ash generated is being utilized, whereas in India only 3% is being consumed and the remaining ash discharged into land and mixed with water bodies like river, oceans, lakes, ponds, and streams and some small amount of ash mingled with air when coal is fired due to old boiler. The problem with fly ash lies in the fact that not only does its disposal require large quantities of land, water, and energy, its fine particles, if not managed well, by virtue of their weightlessness, can become airborne. The Fly Ash produced by thermal power plants can cause all three environmental risks-air, surface water and ground water pollution. In this paper, an attempt has been made to find out the health impact due to air pollution from thermal power plants.

HEALTH IMPACTS OF COAL-ASH EFFLUENTS:

Coal ash is comprised of four categories of combustion waste. Fly ash makes up the largest percentage (about half) by weight. Fly ash is the lightest of the four wastes and the most likely to become airborne. It is carried up with hot flue gases and trapped by stack filters. When suspended in the air as dust, coal ash is a serious health hazard. When disposed, coal ash dust is emitted into the air by loading and unloading, transport and wind. Coal

dust particles consist of silica, alumina, oxides of iron, calcium, and magnesium and toxic heavy metals like lead, arsenic, cobalt, and copper. Once in the air, it can migrate off-site as fugitive dust. As a result, workers and nearby residents could be exposed to significant amounts of coarse particulate matter (PM_{10}) and fine particulate matter ($PM_{2.5}$).

Coal ash dust is small particles; the smaller the particle, the greater the health risks. The very smallest particles are inhaled into the deepest part of the lungs where they trigger inflammation and immunological reactions. Some particles gain access to the systemic circulation and travel to distant organs where they produce heart or lung disease, while others may enter the brain directly via the nerves in the nose.

Thus air pollution from coal fired power units is large and varied and contributes to a significant number of negative environmental and health effects. Reactive Oxygen Species (ROS) have been implicated in the pathogenesis of coal dust – induced toxicity in coal-fired power plants. Respirable dust particles can enter our lung sacks and reduce our breathing capacity since this dust settles there. Normally dust particles less than 2-5 microns only can enter in our lung sacks. Bigger dust particles either remain in our nose or get stuck in throat. Then they go into stomach and get removed from our body system in natural way. Disease which can occur due to inhalation of coal dust is known as pneumoconiosis and is irreversible. It is also known as black-lung disease. The following figure shows the health risk of coal dust particles.

Figure-1: Coal Ash Dust and health Risks



Source: V. Kodanda Pani (2016)

NEED FOR THE STUDY

Tamil Nadu, which is the fourth largest GDP contributor to the country, has four major state-owned coal-based Thermal Power Plants (TPPs) with a capacity of around 2,970 MW (CEA Report., 2013). Tamil Nadu is facing severe power shortages from past few years. In Tamil Nadu 75% of the total energy production is being met out by thermal sources. The TPPs in Tamil Nadu generates about 100 lakh tonnes (10 million tonnes) of fly ash every year. So the main concern here is without affecting generation, how to take care of fly ash disposal.

Air quality studies conducted in and around thermal power plants in Tamilnadu shows that there is health impact from these plants. Coastal Resource Centre (2017) study near North-Chennai TPP and Narayan's group (2010) study near Mettur TPP can be cited as example towards this end.

As utilisation of fly ash can reduce the problem of air pollution due to emission and dust to a greater extent, the study has given importance to the utilisation of fly ash by the power plants as a proxy for measuring the health impact. Air monitoring data can also be used to substantiate this point. For eg: it is clear from the CEA fly-ash utilisation data that there are differences in fly ash utilisation among state-owned units and that two Thermal Power Plants have achieved more than 100% utilisation (Mettur and Ennore), and the other two Thermal Power Plants (North-Chennai and Tuticorin) achieved less than 100% utilisation. Eventhough in both the cases, the ambient air quality parameters are within the limits, there are variations between the two areas. For eg: in the less utilised area, the parameters are close to the maximum value level and in the more utilised area the parameters are near to the minimum level.

The present study therefore aims at comparing the difference in health impact of two thermal power plants (Mettur TPP and North-Chennai TPP) having different levels of fly ash utilisation.

REVIEW OF LITERATURE

Air Pollution is caused by direct emissions of toxic gases from the power plants as well as wind-blown ash dust from ash-mound pond. Elaborate studies were conducted to evaluate emission estimates from thermal power plants in different countries and different states of India. The present review concentrates on air pollution due to dust as well due to emissions.

Brabin et.al. (1994) in their paper dealt with respiratory ill-health in school children in an area of Merseyside, UK, who were exposed to coal ash dust and general industrial air pollutants. The research protocol is good and comparisons were made between an exposed (to coal dust) group of school children and two matched control groups. After statistical analysis of the results of a medical questionnaire presented to each group the authors concluded that there is a respiratory problem, in particular for a symptom labeled "recent cough", in the children from the exposed area, but the problem could not be attributed to a specific cause. **Chabra et al (2001)** conducted a cross-sectional study among residents of Delhi to determine the role of ambient air pollution in chronic respiratory morbidity. The authors selected random stratified sample ($N = 4,171$) of permanent residents who were 18-year-olds and above who lived near one of the nine permanent air quality monitoring stations in the city. Air quality data for the past 10 years were obtained, data were based on the differences in total suspended particulates and the study areas were categorised into lower- and higher-pollution zones. The authors assessed chronic respiratory morbidity. A multiple logistic regression identified the determinants of chronic symptoms. **Narayan's group (2010)** conducted a study near Mettur thermal power plant and found that airborne particles in Mettur were three to four times higher than the World Health Organization's pollution guidelines. Air quality measurements also suggest that Mettur's air contains metal particles, such as manganese and nickel, which could harm child brain development. **Guttikunda and Jawahar (2014)** estimated the total emissions by different states of India based on the boiler size, coal consumption rates and control equipment efficiencies, which is collected from thermal power plant performance reports. The authors concluded that, under the current emission regulations, the emission rates are the highest in Russia and India. China, the United States, the European Union (EU) and Australia have stronger regulations, whereas, in India, even with 55% of the installed coal-based generation capacity, there is a conspicuous lack of regulations for SO_2 , NO_x and mercury emissions. There is also no continuous and open emission monitoring data available at the plant level, which makes enforcement of standards nearly non-existent. **Mittal et al. (2016)** conducted emission estimates of carbon dioxide (CO_2), SO_2 and NO_x from thermal power plants in India for a period of nine years from 2001–2002 to 2009–2010. Eighty six power plants with total installed capacity of 77,682 MW were considered for this analysis which required input data from Central Electricity Authority of India (CEA). These plants represent about 76% of the total installed capacity of thermal power plants in India. These estimates were based on a model in which the mass emission factors are theoretically calculated using the basic principles of combustion and operating conditions. Future emission scenarios for the period 2020–2021 were generated based on the estimates of the nine years from 2001–2002 to 2009–2010. The authors opined that power plants in India use different qualities of coal, different combustion technologies and operating conditions. As a result, these plants have differences in achieved efficiencies (coal usage per unit of electricity). The estimates show region wise differences in total emissions as well as differences in emissions per unit of electricity. The study concluded that increase in coal use efficiencies in electricity generation by thermal power plants can significantly reduce the emissions from greenhouse and polluting gases. **Coastal Resource Centre (2017)** in its study in the presence of local community leaders took eleven air samples in and around North Chennai and Chennai city as part of a follow up of their air quality study in Ennore of 2016. The samples were collected from around the cluster of thermal power plants in North-Chennai of which North-Chennai thermal power plant is also one. All samples were taken from rooftops of residential homes. 24-hour samples were taken using Pilters Pitted to a low volume air sampler and analysed for $\text{PM}_{2.5}$ (Particulate Matter or dust less than 2.5 micrometers in size) and heavy metals in Chester LabNet at Oregon, USA. The result shows that $\text{PM}_{2.5}$ levels in 10 out of 11 samples ranged from 84.17 to 220.3 $\mu\text{g}/\text{m}^3$ and were between 1.4 and 3.7 times higher than standards prescribed by the Ministry of Environment, Forests and Climate Change (MoEFCC).

The present review has given a clear picture of the environmental problems associated with fly-ash pollution. It also shows the intensity of the health problems.

OBJECTIVES

1. To evaluate the health impacts of fly ash pollution.
2. To examine the fly ash generation and utilization details of the two thermal power plants(Mettur and North Chennai) in Tamil Nadu
3. To compare the difference in health impact of 2 thermal power plants having different levels of fly ash utilisation

METHODOLOGY

The study has made use of both primary and secondary source of information. The total emission rates were calculated based on the coal consumption rates which is collected from Central Electricity Authority (CEA) report. Further, the diseases affected by air pollution were also estimated viz., asthma cases, cancer, eye irritation, skin problem, and throat infection.

The environmental or health impact is measured in terms of medical expenditure incurred on air-pollution related diseases, man-days lost, and income loss. These information were collected through questionnaire, from doctors and household respondents. The value of statistical life is established from surveys based on "willing to pay" by individuals for benefits associated with the health impacts.

For the study, two thermal power plants viz., North Chennai and Mettur Thermal Power Plants are taken into consideration. The inhabitants who are residing nearby the power plants are considered as sample of the study. Based on the sample size formula, the study considered 500 samples for the study. The sample respondents have been chosen based on simple random sampling with sample replacement method.

For estimation purpose the study has applied advanced statistical tools such as correlation and 't' test. Diagrammatic representation were used wherever necessary.

ANALYSIS & INTERPRETATION

1. To evaluate the health impacts of fly ash pollution by the inhabitants of the study area.

Two hypotheses have been framed in order to explain this objective

a. Ho: There is no significant difference in the average medical expenditure with respect to Thermal Power Plants

In order to examine the hypothesis, the data pertaining to the same has been considered and applied 't' test, the result is produced in the table below.

Table-1: 't' test result of medical expenditure

	District	N	Mean	Std. Deviation	Std. Error Mean	't'	Sig
Medi. Exp.	Salem	250	7044.40	6987.268	441.914	2.663	0.008
	Thiruvallur	250	9195.60	10689.864	676.086		

Source: Field Survey

It is seen from the table that the average medical expenditure spent by the Salem respondents is computed to be ₹7044.40 and Thiruvallur is ₹9195. It is obvious from the computation that Thiruvallur respondents spent more in terms of health expenditure than their counterpart. Though there is difference in the health expenditure between the two district, the researcher has further examined the difference is statistically significant or not. The 't' test value shows that there is a significant difference in the medical expenditure. The computed 'p' value is less than 0.008 level of significance, therefore the researcher rejects the null hypothesis.

b. Ho: There is no significant difference in the average man days lost with respect to Thermal Power Plants

In order to examine the hypothesis, the data pertaining to the same has been considered and has applied 't' test, the result is produced in the table below.

Table-2: 't' test result of Man-days lost

	District	N	Mean	Std. Deviation	Std. Error Mean	't'	Sig
Man-days lost	Salem	250	8.64	4.487	.284	-4.736	0.000
	Thiruvallur	250	10.82	5.747	.363		

Source: Field Survey

It is seen from the table that the average man-days lost per year by the Salem respondents is computed to be 8.64 and Thiruvallur is 10.82. It is obvious from the computation that the man-days lost with respect to Thiruvallur respondents are greater than their counterpart. Further examination proved that the difference is statistically significant. The 't' test value shows that there is a significant difference in the man-days lost per year. The computed 'p' value is less than 0.000 level of significance, therefore the researcher rejects the null hypothesis.

2. To examine the fly ash generation and utilization details of the two thermal power plants(Mettur and North Chennai)in Tamil Nadu

Fly-ash utilization depends on fly-ash generation. Fly ash generation in turn depends on the installed capacity of the power plant as well as on the coal consumption. So the installed capacity as well as the coal consumption details of the two power stations are taken into consideration:

Table-3: Installed capacity of MTPP and NCTPP in Tamil Nadu (mw).

Name of Power Utility	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Mettur TPP	840	840	840	1440	1440	1440	1440
North Chennai TPP	630	630	630	630	1830	1830	NA

Source: CEA Report

The above table shows that MTPP had more installed capacity than NCTPP till the year 2013-14. But after 2013-14 there was an expansion in the installed capacity of NCTPP.

In order to achieve our country's economic growth of 8-9 percent, total coal demand, has been forecasted to increase from 730mt in 2010-11 to 2000 mt in 2031-32 (India Energy Book, 2012). Indian coal is low grade with ash content of the order of 30-45%. High ash coal means more generation of fly ash. As energy consumption goes up, co-generation of fly-ash also goes up. The table below shows the coal consumption details of the two Power Plants.

Table-4: Coal Consumption in MTPP & NCTPP in Tamil Nadu. (mtpa)

Name of TPP	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Mettur TPP	4.53	4.89	4.56	6.53	7.00	6.66	6.38
North Chennai TPP	3.29	3.07	3.48	2.84	7.31	7.29	NA

Source: CEA Reports

*mtpa – million tonnes per annum

The above table illustrates the amount of coal consumed by MTPP and NCTPP. Till 2013-14 MTPP consumed more as the installed capacity was more for it. But after 2013-14 NCTPP preceded MTPP.

Indian coal is of low grade with ash content of the order of 30-45 % in comparison to imported coals which have low ash content of the order of 10-15%. Coal available from different sources is graded in terms of the UHV (USEFUL Heat Value). Using this technique, available coal in India has been classified into seven grades, A to G. For superior grades (A, B, C), the (A+M; A= Ash content and M = Moisture content) percentage is less than 30.0 while for inferior grades (E, F, G), it is more than 30.0. In between lies the intermediate grade D (Mujumder., 2002). The table below shows the fly ash generation of the two power plants under study.

Table-5: Fly Ash Generation of MTPP and NCTPP in Tamil Nadu. (mtpa)

Name of TPPs	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Mettur TPP	1.61	1.65	1.34	1.68	1.81	2.07	2.07
North Chennai TPP	1.16	0.96	1.11	0.83	2.13	2.25	NA

Source: CEA Reports

It is evident from the table that the MTPP produces more fly ash when compared to NCTPP till 2013-14. But afterwards when installed capacity increased in NCTPP, there was more usage of coal and so more by-product.

3. To compare the difference in health impact of 2 thermal power plants having different levels of fly ash utilisation

The following hypotheses framed to explain this objective.

a. Ho: There is no significant difference in the average income loss with respect to Thermal Power Plants
In order to examine the hypothesis, the data pertaining to the same has been considered and the researcher has applied 't' test for the same, the result is produced in the table.

Table-6: 't' test result of Income Loss

	District	N	Mean	Std. Deviation	Std. Error Mean	't'	Sig
Income Loss/ year	Salem	250	3665.20	1874.204	118.535	-3.799	0.000
	Thiruvallur	250	4525.20	3049.650	192.877		

It is seen from the table that the average income loss per year by the Salem respondents is computed to be 3665.20 and Thiruvallur is 4525.20. It is obvious from the computation that Thiruvallur respondents' income loss per year is greater than their counterpart. Though there is difference in the income loss per year between the two district, the researcher has further examined whether the difference is statistically significant or not. The 't' test value shows that there is a significant difference in the income loss per year. The computed 'p' value is less than 0.000 level of significance, therefore the researcher rejects the null hypothesis.

Ho: There is direct relationship between health expenditure and man days lost

In order to test the hypothesis, the researcher has applied simple correlation test and the result of the analysis is shown in the below table.

Table-7: Correlations of medical expenditure and the Man-days lost per year

District			Medi. Exp	Not worked per year
Salem	Medi. Exp.	Pearson Correlation	1	0.142*
		Sig. (2-tailed)		0.025
		N	250	250
Thiruvallur	Man-days lost	Pearson Correlation	0.105	1
		Sig. (2-tailed)	0.097	
		N	250	250
Salem	Medi. Exp.	Pearson Correlation	1	0.105
		Sig. (2-tailed)		0.097
		N	250	250
Thiruvallur	Man-days lost	Pearson Correlation	0.142*	1
		Sig. (2-tailed)	0.025	
		N	250	250

*. Correlation is significant at the 0.05 level (2-tailed).

The correlation test result reveals that there is perfect positive correlation exists between medical expenditure and man-days lost per year in Salem district and Thiruvallur district. The computed correlation value for Salem(0.142*) and Thiruvallur(0.105) is significant at 5% level of significance. It is evident that man-days lost are due to health deterioration.

CONCLUSION

With the rapid increase in coal combustion based power generation, the emission of CO_x, NO_x, SO_x, PM and some heavy metal pollutants have induced a wide range of health problems. We need to reduce our dependence on dirty coal by replacing these plants with clean energy alternatives like wind, solar etc. and switching from coal to cleaner renewable energy sources are well-documented and essential paths to better health. As these alternatives are not possible in the immediate future, Environmentalists and Policy Makers have come up with two options, ie., limiting fly ash generation and enhancing utilisation. The study clearly shows that where there is more utilisation of fly ash, there is less health impact. Since there is a wide diversity between plants for coal usage (kg/kWh), coal quality, and the operating conditions, plant-specific studies should precede before any stringent action is taken. As such utilisation is the better option at least in the short-run.

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EDUCATION LAW AND EFFECTIVE ADMINISTRATION OF SECONDARY SCHOOLS IN RIVERS STATE**Dr. Jack, Ihechi Florence and Dr. Ukaigwe, P. C.**Department of Educational Management, Faculty of Education, University of Port Harcourt, Nigeria

ABSTRACT

The study investigated education law and effective administration of secondary schools in Rivers State. Four research questions guided the study. The study adopted the descriptive survey design. A sample size of 82 principals representing 30% was drawn from a population of 247 in Rivers State, using the simple random sampling technique. A validated instrument titled: education law and school administration questionnaire (ELSAQ) was used for the study. The instrument yielded a reliability index of 0.81. Mean and standard deviation were used to answer the research questions. The findings revealed that education law guides the principals in students' discipline, create a conductive environment for teaching and learning, helps to eliminate litigation in school administration; implementation of education law are affected by lack of knowledge of education law by the teachers and unawareness of students constitutional rights; implementation of education law in school administration can be improved by funding, training of manpower in education law, and educating the teachers on students constitutional rights. It was recommended among others that education law be made compulsory in all the faculties of education in higher institutions and teachers in secondary schools should be regularly informed about their constitutional rights.

Keywords: Education law, effective administration, secondary school.

INTRODUCTION

There is a deep concern about the ignorance of the law by school personnel in the education sector, particularly when it is realized that the activities of these persons are associated with legal consequences except proper care is taken in the exercise or discharge of their duties.

According to Oloko (2014), schools whether private or public are public institutions established by law and have certain prescribed functions of legal consideration. They are public/legal institutions in the sense that they are established to serve the public and can sue or be sued and there is a law establishing it as a corporate organization with the aim of carrying out specific duties in line with the rules and regulations as embodied in the various states and Federal Government Education Laws, codes, ordinances, Decrees and Edicts. Schools are structures set up in the society to inculcate values in education. For schools to operate well, they need laws to guide their operations while these laws are adhered to if they are properly administered. This is because in Nigeria today parents and guardians are better informed, enlightened, curious and inquisitive about what happens to their children and wards in their various schools.

Accordingly, they express their curiosity by asking their children questions about the activities of their teachers and school administrators, Oloko, (2015 :19) commented that "it should be realized that students are yet in their formative stage, no matter at what level of education". The educational administrators serve as their parents and so schools guide them so that their youthful exuberance does not mislead them. He further revealed that most teachers and administrators have never read the Nigeria constitution nor even the secondary school ethical law that guides their operational and administrative day to day functioning. Teachers should be conversant with education law especially on the consequences or implications of their actions in the day to day activities within the school system is very important. Yoloye (2014), lamented that educational law are of paramount importance in state and beyond. Therefore, administrators as the heads of the secondary schools have roles to play in their enforcement since they are responsible and accountable for everything that is expected to create a conducive environment for teaching and learning. Federal Republic of Nigeria (2004) has objectives relating to the education laws and the administration of secondary schools.

Alexander (1980) said that education laws are simply those laws that have been enacted specifically for the organization, administration and control of the education system and those who operate in the education enterprise are citizens governed by the laws of the land, criminal or civil as the case may be. They are also expected to comply with laws designed exclusively to regulate the process of teaching, learning and management of the school system. Education law is necessary because educational establishments or institutions are social organization with many individuals and groups as stakeholders. There are many aims and objectives to achieve and diverse interests, aspirations and expectations to satisfy the need to regulate social interaction and behavior appears obvious or imperative.

Education laws have been promulgated as ordinances during the colonial era, but during military regimes, the education laws were released as Decrees. In democratic or civil rule, parliaments enact laws in the form of Acts. It is important for all concerned with the management of the education system to be conversant with education laws and how these govern their activities and programmes. Education law however is one aspect of the vastly complex system of social control mechanism. They are those areas of jurisprudence which focus on educational activities in the operation of public and private elementary, secondary and tertiary institutions.

Thus, Asure (2014) stated that educational activities, programmes and procedures can be adequately ordered and controlled by relevant laws and the awareness and appreciation of human rights by the ever increasing literate citizenry.

REVIEW OF LITERATURE

Theoretical Framework

The theoretical position of the study is anchored on General System Theories as postulated by Ludwig Von Bertalanfy (1928). The focus is that systems are made up of parts. Each of these parts functions independently but collectively to drive the entire system as if the entire system is one system. A malfunction or fault in any of the subsystems affects the functionality of the system as a whole.

The theory states that organizations or system are made up of parts or subsystems and several other components and units in which the subsystems or components parts perform various tasks that are all geared towards the achievement of the goals of the organization or system.

The theory implies that once an organization exists, for such organization to attain the goals for which it was set up, the components or different parts of the organizations or different parts of the organization must work separately, individually and collectively to attain such goals. It is the totality of the activities and functions of the parts/subsystems that lead to the overall achievement of the organization as an entity.

1. Ways that education law guides principals in school administration

Education law serves as a potent tool through which the school administrators (principals) guide themselves for effective schools administration. With the many changes in our culture and the advent of technology, numerous conflicts have been created challenging our school leadership. Special issues require new laws and to practice preventive law, it is important that principals maintain a working knowledge of current laws that affect education. Administrators must take the time to read, and keep current on legislation.

In their research, Shoop, Robert and Dennis (2006 :8) asserts that education law can guides the school principals in school administration through the following ways.

- Understanding the substance of law and knowledge of current education litigation decision
- Using the proper application of procedures, informed decision making and forseability to reduce liability
- Working with counsel at district expense
- Being flexible in conflict resolution to avoid litigation
- Having knowledge of precedent and constitutional compliance
- Taking an active role in preventative law with your staff.

Peretomode (2012 :5) opined that education law if properly observed and implemented by the school principals, will accomplish the followings

- Enable the school administrators (principals) to be conscious of the existing laws in the schools.
- Enable the school administrators (principals) to know his own right as to when to act and not to act.
- Enable them to know their right, limitation and implication of their action and inaction.

Education law and School Administration

Education law is one aspect of the vastly complex system of social control. It may be defined as those areas of jurisprudence which focus on educational activities, the operation of public and private elementary, secondary and post-secondary institutions of learning. Education law is a heterogeneous body of regulations. Alexander (1980) points out that education or schools law as a field of study is “a generic term covering a wide range of legal subject matter, including the basic field of contracts, property, torts, constitutional law, and other areas of law which directly or indirectly affect educational and administrative processes of the education system”. Thus, education law could take the form of edicts or regulations emanating from a state bureaucracy. School

administration therefore, is the systematic organization, or bringing together of the human and material resources available to the school (or education) for the achievement of the purpose/goal of education (or the school). As it is true of any other organization, the success or failure of the organization to a large extent rests on administration.

According to Udo and Akpa (2010 :15)

Educational administration is a social process concerned with creating, maintaining, stimulating, controlling and unifying formally and informally organized human and material energies within a unified system designed to accomplish predetermined objectives.

The basic purpose of educational administration is to facilitate teaching and learning; hence administration is not an end but a means to an end.

Accordingly, there is a symbiotic relationship between education law and school administration to the extent that education law contributes to effective and efficient study of school administration by helping to train teachers, school administrators and education managers who are legally informed. Such administrators or officers will be persons who know their rights and limitations as well as the rights of employees, clients and those with whom they come in contact with in the course of their daily duties. They will constantly weight the legal implications of the actions or decisions to the persons as they interact with them

According to Peretomode (2012), since education law serves as a guide for the effective and efficient operation of the secondary schools system, it will also enable the school administrator to look at the implications of such things as illegal levies, punishment of students and workers in the school system, the constitutional right and freedoms of people, employment contract, communication within the school and duties of individuals in the school system and how they relate with the laws.

Factors affecting the effective implementation of education law for school administration

Inspite of the indispensable roles of education law for effective and efficient administration of secondary schools , it is still plagued by some factors. Undisputedly, most secondary schools in Rivers State lack the professional management staff that will help in enforcing the appropriate educational law in various secondary schools in the state because funds are not always provided for the supervisors, principals and other staff for the implementation of educational law in most of the secondary schools in the state.

In his own view Asure (2014) asserts that one of the factors affecting effective implementation of education law for school administration is that, most of the secondary schools board hardly released fund for training, seminar, conference, workshop or other developmental programmes related to educational law in the state.

Oloko (2015) also observes that apart from lack of professional management staff and inadequate funding by the government and other stakeholders in education, uncondusive environment equally affect the effective implementation of education law for school administration.

Ways of Improving the implementation of Education Law

It has been noted that education law is affected by some factors. Consequently, some researchers provided solutions on the ways of improving the situation.

Oyebode (2015) realizes that one of the effective ways of improving the implementation of education law in secondary schools in Rivers State is through adequate funding. He maintains further that since education law is one of the vastly complex system of social control, there is need for proper funding by the government to enhance its implementation and also, well qualified staff should be employed for the enforcement of educational law in secondary schools.

In the same vein, Asure (2014) is of the view that for there to be a reliable way of improving the implementation of educational law in schools, training and retraining should be provided to staff through seminars, conferences, workshop etc where intensive teaching and learning of education law would be given to them. This further reveals that necessary instructional materials should be provided for the teaching and learning of educational laws in schools.

STATEMENT OF THE PROBLEM

For the achievement of secondary school educational goals and objectives, it is important to maintain a conducive atmosphere in the system. Education law and the rule of law are important and indispensable tools necessary for the maintenance of such conducive and healthy environment for teaching and learning. School climate which consists of principals, teachers that are responsible for the attainment of educational goals seem

to have failed to live up to expectation because they do not have a full knowledge of education law, disciplinary law and fundamental right of the students.

Also, the principals and teacher roles in their day to day administration of secondary schools are said to be faced with numerous problems, some of which are related to the application of corporal punishment. Sometimes principals and teacher have been taken to court in their attempt to discipline and control students. And, issues of litigation have marred the effective administration of secondary schools in Rivers State. The reasons seem to be that, principals and teachers do not have good knowledge of education law. Education law may not assist the principals and teachers in students' discipline and school administration. Hence the need for a study on education law and school administration.

AIM AND OBJECTIVES OF THE STUDY

The aim of this study is to investigate education law and effective administration of secondary schools in Rivers State. Specifically, the following objectives are to be achieved

1. Examine the various ways that education law guides the principals in the administration of secondary schools in Rivers State
2. Assess how the application of education law in school administration affect the entire administration of secondary schools in Rivers State.
3. Investigate the factors militating against the effective implementation of education law in secondary schools administration in Rivers State
4. Suggest ways of improving the implementation of education law in secondary schools administration in Rivers State

RESEARCH QUESTIONS

To achieve the objectives of this study, the following research questions were posed

1. In what ways do education law guide the principals in the administration of secondary schools in Rivers State?
2. How does the application of education law in school administration affect the administration of secondary schools in Rivers State?
3. What are the factors militating against the effective implementation of education law in secondary school administration in Rivers State?
4. What are the ways of improving the implementation of education law in secondary schools administration in Rivers State?

METHODOLOGY

Research Design

The chosen design for the study is descriptive survey design. This is because the study is descriptive.

Population

The population of the study consisted of all the principals of senior secondary schools in Rivers States. There are 247 public senior secondary schools in Rivers State. The population of this study is 247 principals of senior secondary schools in Rivers State. This information is derived from the statistics department of ministries of education, Port Harcourt.

Sample and Sampling Techniques

A sample size of 82 was drawn from a population of 247 principals from Rivers State using simple random sampling technique. The sample size represented 30% of the population.

Instrumentation for Data Collection

The instrument for the study was a validated instrument titled: Education law and school administration questionnaire (ELSAQ).

Validity

The instrument was validated by using the professional critique of four educational measurement and evaluation specialists in University of Port Harcourt.

Reliability

Reliability of the instrument was obtained through test re-test method. By this process, 30 vice principals were administered with the instrument. After an interval of 2 weeks the instrument was re-administered to the 30 vice principals. The two scores were correlated using Pearson product moment correlation to determine the reliability index. The reliability index was established at 0.81.

Administration of the instrument

The instrument was administered with the help of 2 research assistants through a direct delivery method.

Method of data Analysis

The responses to the research were weighed on a modified four-point likert type scale, with the following response options and corresponding weighted mean.

Strongly Agree	-	4
Agree	-	3
Disagree	-	2
Strongly Disagree	-	1

The mean and standard deviation of the responses to each item was calculated and used to answer the research questions, using the criterion mean of 2.50.

RESULTS

Research question 1: In what ways do education law guides the principals in the administration of secondary schools in Rivers State?

Table-1: Mean and standard deviation of Principals on how education law guide the principals in the administration of secondary schools in Rivers State.

S/N	Items	Principals		Decision
		X	SD	
1.	Principals who are aware of education law will not make mistakes in students' discipline	3.06	.64	Agree
2.	It will help principals to be aware of the existing law	3.12	.70	Agree
3.	It will also help to eliminate litigation against principals.	3.24	.89	Agree
4.	It will help the principals to be aware of the students constitutional rights	3.14	.72	Agree
5.	It will guide the principals on the dos' and donts concerning school administration	3.10	.68	Agree
Aggregate mean		3.12		

In table 1 above, the data showed that the mean scores of items 1,2,3,4 and 5 are 3.06, 3.12, 3.24, 3.10 and 3.12 respectively. The mean scores are all above the criterion mean of 2.50. This portrays that education law guide the principals in school administration.

Research question 2: How does the application of education law in school administration affect the administration of secondary schools in Rivers State?

Table-2: Mean and standard deviation of principals on how the application of education law in school administration affect the administration of secondary schools in Rivers State.

S/N	Items	Principals		Decision
		X	SD	
6.	Education law positively affect secondary school administration	3.02	.65	Agree
7.	Education law helps to create a conducive environment for teaching and learning	2.86	.52	Agree
8.	It helps in the effective and efficient operation of secondary school system	3.15	.73	Agree
9.	Education law does not assist in school administration	2.32	.32	Disagree
10.	It also helps to eliminate litigations in school administration	3.22	.87	Agree
Aggregate		2.91		

The data in table 2 above revealed that the mean scores of items 6, 7, 8, and 10 are 3.02, 2.86, 3.15 and 3.22. However, item 9 had mean score of 2.32 which is below the 2.50 criterion mean. Other mean scores are above the criterion mean of 2.50. This indicates that education law affects the administration of secondary schools in Rivers State.

Research question 3: What are the factors affecting the effective implementation of education law in secondary school administration in Rivers State?

Table-3: Mean and standard deviation of principals on the factors militating against the effective implementation of education law in secondary school administration in Rivers State.

S/N	Items	Principals		Decision
		X	SD	
11.	Lack of knowledge of education law by the teachers	2.80	.50	Agree
12.	Funds are not released for training of teachers on education law	2.62.	.48	Agree
13.	Most universities in Rivers State do not offer education law as a course of study	2.58	.40	Agree
14.	Teachers are not aware of students constitutional rights as enshrined in the constitution	2.72	.49	Agree
15.	There are no factors militating against the implementation of education law in school administration	2.05	.30	Disagree
Aggregate mean		2.55		

In table 3 above, the mean scores of items 11, 12, 13 and 14 are 2.80, 2.62, 2.58 and 2.72. The mean scores are above the criterion mean of 2.50. This portrays that there are some factors militating against the effective implementation of education law in secondary school administration in Rivers State. In the same vein, item 15 had a mean score of 2.05 which is below the 2.50 criterion mean.

Research question 4: what are the ways of improving the implementation of education law in secondary school administration in Rivers State?

Table-4: Mean and standard deviation of principals on the ways of improving the implementation of education law in secondary school administration in Rivers State.

S/N	Items	Principals		Decision
		X	SD	
16.	Funding is a major way of improving the implementation of education law in school administration	2.74	.49	Agree
17.	Training of manpower in education law	2.81	.51	Agree
18.	Retraining of teachers in education law	2.94	.60	Agree
19.	Educating the teachers and school administrators on the constitutional rights of the students	2.66	.50	Agree
20.	Adequate provision of instructional materials in schools	2.41	.36	Disagree
Aggregate mean		2.71		

Data in table 4 showed that the mean scores of items 16, 17, 18 and 19 are 2.74, 2.81, 2.94 and 2.66. The mean scores are above the criterion mean of 2.50. This revealed that there are ways of improving the implementation of education law in schools.

DISCUSSION OF FINDINGS

(a) Education law and principals administration of secondary school

The finding of this study revealed that education law guides the principals not to make mistakes in students discipline, to be aware of the students constitutional rights and guides the principals on the dos and donts' of school administration. This finding is in line with Peretomode (2012) who opined that education law if properly observed and implemented by the school principals will enable the school administrator to know his own right as to when to act and not to.

(b) Education law and school administration

The study revealed that the application of education law affect secondary school administration, create a conducive environment for teaching and learning and also help to eliminate litigation in school administration. It agrees with Peretomode (2012) who stated that since education law serves as a guide for effective and efficient operation of secondary's school administration system it will also enable the school administrators to look at the implications of such things as illegal levies, punishment of students and workers in the school system, the constitutional right and freedom of people.

(c) Factors affecting effective implementation of education law for school administration

The finding revealed that the factors affecting the effective implementation of education law are lack of knowledge of education law by the teachers, unawareness of students' constitutional right and lack of funds.

The findings agree with Asure (2014) when he asserted that one of the factors affecting effective implementation of education law for school administration is that most of the secondary school board hardly release fund for training, seminar, conference etc.

(d) Ways of improving the implementation of education law in school administration

The finding revealed that the ways of improving school administration in secondary schools are funding, training of manpower in education law, educating the teachers and the school administrators on the constitutional rights of the students. The finding is line with Oyebode (2015) who realizes that one of the effective ways of improving the implementation of education law in secondary school in Rivers State is through adequate funding

CONCLUSION

Education law when properly implemented in school administration can help to eliminate litigations and create a conducive atmosphere for effective teaching and learning in secondary schools

RECOMMENDATIONS

1. Education law should be made compulsory in all the faculties of education in higher institutions.
2. Rivers State government should regularly organized seminars and workshops on education law for all the teachers in secondary schools.
3. Teachers in secondary school should be regularly informed about their constitutional rights.
4. Rivers State government should ensure that finance is provided for secondary schools to organized seminars and workshops on education law.

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IMPACT OF WORK LIFE IMBALANCE ON EMPLOYEES - A STUDY OF EXECUTIVES IN AHMEDABAD**Dr. Vilas Kulkarni**

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ABSTRACT

Businesses are becoming more competitive than ever before and their survival and growth have become challenging. Several factors like technological changes, moves by the competitors, change in government policies etc. have created this situation. This has a significant impact on the human resource of organizations. One of the outcomes of the new work pressures on the employees is the imbalance created between the work life and their personal lives. This paper tries to find out the factors which cause work life imbalance, its impact on their health, personal life, role of organizations in creating imbalance and remedies adopted by the employees to balance work and life. The findings were derived from the survey of 431 executives working in Ahmedabad and its surroundings during 2017. It concludes that almost sixty percent of the respondents were not able to balance their work life. They were working more than the required hours of work and did not find time to relax. It further tried to probe the efforts made by organizations to help the employees, which revealed that employees needed additional support from the employers to balance their work life.

Keywords: Work Life, Balance, health, Organization policy, impact

INTRODUCTION

The businesses are becoming more competitive than ever before, and survival and growth have become challenging. With rapid technological advances and growing customer expectations, many organizations now have to put in longer hours of work to increase production and keep the customers happy. In this process, the contribution of human resources cannot be underestimated. The success of any organization depends upon the optimum utilization of its human resource.

CHANGING NATURE OF WORKFORCE

With business, the demographics of the workforce are also changing. With people from almost all ages, language, region and gender, the diversity of the workforce is increasing. Women, especially have started entering the workforce in a big way. This has impacted the social structure in a significant way. It has in many cases forced the change of role(s) for males in the family. With growing urbanization and social changes, family is also shrinking. Thus, a situation where both the partners are working has significant impact on the family.

Given the above social and economic context, employees are struggling to balance their work and family commitments. Moreover, executive life is filled with pressure of targets in organizations. This pressure increases since executives (middle level management) are closest to the execution of any projects. They are finding it increasingly difficult to live up to the commitments at either place.

DEFINING WORK LIFE BALANCE

In 1986, work life balance was first used to describe the trend of individuals spending more time on work and less time on other aspects of their lives (Lockwood, 2003). Clark (2001) defines work-life balance as satisfaction and good performance at work and at home with a minimum of role conflict. Greenhaus and Powell (2006) have defined work-life enrichment as the extent to which experiences in one role improve the quality of life in the other role. Hobson et al. (2001) define it as employees having the ability to fulfill both work and other responsibilities. Work-life balance can be seen as the extent to which an individual is equally engaged in-and equally satisfied with his or her work role and family role (Greenhaus, et. al., 2003). Many researches are conducted to discuss the work life balance in various sectors. However, one definition cannot be applicable to all the situations since there are many other factors affecting work life balance.

EFFECT OF WORK LIFE IMBALANCE ON ORGANIZATIONS

It cannot be denied that the existence of effective work-life balance programmes in an organization will do both the employee and employer good (Igbinomwanhia et. al., 2012). Breach on work-life inducements is followed by emotional reactions, characterized by anger, frustration and resentment toward the organization (Morgan and King, 2012). Kahn et al. (1964) identified work-family conflicts as a significant source of stress for employees. There are also several studies which showed that employees face health problems due to work life imbalance. Both organizations and employees have understood the seriousness of this issue and have started working in it. Examples of organizations who have taken work life balance initiatives include Tata Consultancy Services, Citi India, HCL Technology, Pepsico India, Marico Industries, ICICI bank etc.

RESEARCH DESIGN

To understand the problems of work-life balance in detail a survey was undertaken with objectives to understand the factors affecting work life balance of employees, analyze how employees themselves balance their work life and find ways in which employees can improve on work life balance.

The questionnaire was divided into four sections:

Part A - Personal details, Part B -Occupational details, Part C - Organizational perspective and Part D – Difficulty in getting leaves.

The first section of the questionnaire was framed to know the demography of the respondents, their personal interests and some basic health problems.

In the second section on occupational details employees were asked about the length of service, number of days they worked in a week, the reasons for working overtime, time taken and mode of commuting, the factors causing them difficulties, factors that can help them to balance their work and family commitments, etc.

In the third section titled ‘organizational perspective’, the employees were asked whether the organization was providing benefits like counseling and wellness programs, medical benefits to them and to their families. This section also asked them about flexible working hours, part-time working, job sharing, career break, time off for family emergencies and events. Additionally, employees were asked about the various facilities provided by the organization.

In the next section employees were asked about holidays, time off in an emergency and parental leave. It included questions on whether employees had experienced an emergency did they had to deal with at short notice involving a dependant, whether they had taken time off for it, how many times they had taken leaves in a year, type of leave (for example, as paid or unpaid leave) and the reasons for taking this type of leave. They were also asked if they thought employers would agree to various requests to take time off at short notice.

Sampling: In order to reach this specific population, and to ensure that each sector of the industries was covered, employees from various organizations were covered using random sampling. The sample size consisted of 431 executives who were working in the city of Ahmedabad in the year 2017. The data was collected with the help of a semi structured questionnaire.

DATA COLLECTION

Respondents were asked to fill the questionnaire with full honesty. The questionnaire was prepared in English as it is considered to be a corporate language and all the respondents were well versed with it. Employees were given this questionnaire through electronic-mail as well as print out in some cases.

Response rate: The response rate achieved in this survey was fifty two per cent. Since revealing the organizations name was not permitted, the names of organization were kept hidden.

LIMITATIONS OF THE STUDY

The sample size of 431 is small due to which the findings of the study cannot be generalized. This limitation was due to time and resource constraints of the researcher. The study was undertaken in the organizations of the state of Gujarat, therefore only the environment of one state was taken into consideration. If the findings have to be generalized in other states/regions, their respective environment should be taken into consideration. Although utmost care has been taken to counter the biases of the respondents, some biases are likely to affect the results of the study.

Table-1: Demography of respondents

Age Group	Frequency	Gender	%	Qualification	%	Marital status	%
23-26	37	Male	92	Graduate	59	Married	72.1
27-30	33	Female	08	Post graduate	41	Unmarried	27.9
31-34	28						
35-38	23						
39-42	8						
43-46	3						

The above table shows that the maximum numbers of respondents were in the age group of 23-30, which means that all the candidates had minimum work experience of about two years. Moreover, most of them (72%) were married so it can be assumed that they had family responsibilities (with added responsibilities of children), which is significant for this research work.

The respondents constituted of people from different field i.e. Engineering, Education, Business Process Outsourcing, Defence Forces and Infrastructure etc.

Reason for working: Respondents were asked the major reason for their working i.e. for getting experience, supporting family etc. Majority of the respondents were in the age group of 23-30, so it could be assumed that they were in the initial state of career and were working to get experience. However, the result reveals that around 46.5% of the respondents were working to support the family while the rest were working for earning pocket money and the experience.

The respondents were asked whether they were able to balance their work life. The results showed that majority (60%) of them were not able to balance their work and family life. This helps to establish the relevance of the study. If this data has to be generalized, it may be inferred that majority of the working population is not able to balance the work and family.

Working hours: Around ninety two percent of the respondents were working more than the scheduled hours and spent more time in office than at home. Around 52 percent worked 1-2 hours extra, 36 percent worked 2-4 hours extra and the rest worked for more than 5 hours extra. So it can be assumed that majority of the workforce worked around 10 hours/day, with some of them extending up to 12 hours while some for 14 hours.

PROBLEMS RELATING TO FAMILY

The respondents were asked the number of hours they spent with their family. The data revealed that 82.5 percent of respondents were spending less than six hours with their family. There were only seven percent employees who spent more than 9 hours with their family. This shows that the respondents spent little time with their family. If we correlate the results, it can be concluded that the respondents' spent some significant time per day in traveling to workplace.

Neglecting children: Around fifty eight percent of the respondents were not neglecting their infants because of work burden. These respondents were not taking any chances when it came to looking after children. However, forty two percent felt otherwise.

PROBLEMS RELATING TO HEALTH

Time for relaxation: Only thirty eight percent of the respondents were getting time to relax. Out of the respondents who got time for relaxation, more than sixty five percent got less than four hours and only 10.5 percent got more than eight hours.

Health problems: The respondents were asked to rank five various health problems they thought were created due to worklife imbalance. The result was as follows:

Table-2: Health problems

Health Problems	Weighted Average
Diabetes	3.56
Back pain	3.06
Muscular strain	2.71
Cardiovascular problems	2.65
Eye strain	2.03
Others	4.21

The above table shows that the respondents considered diabetes the main disease caused due to work life imbalance followed by back pain, muscular strain, cardiovascular problems and eye strain. It can be inferred that majority of the population had back strain due to long working hours while some of them faced cardiovascular problems which may be due to the pressure of work and unhealthy food habits.

ROLE OF ORGANIZATION IN CREATING WORK LIFE IMBALANCE

As we know that organization and its policies has a major role to play in balancing work and life its employees. To understand this respondent were asked about the difficulties faced by them in their respective organizations.

Difficulty of getting leaves: The respondents were asked whether the procedure to get leaves in their organization were easy or difficult. Majority (64 percent) of the respondents were finding it difficult to get leaves.

Table-3: Possibility of getting leaves sanctioned

Possibility of getting leaves sanctioned	Percent
Easy	45.7
A bit difficult	32.6
Difficult	21.7

Number of authorized leaves taken by respondents in a year: Sixty five percent of the respondents were getting only 10-20 authorized leaves, while 24 percent got 20-30 leaves and only 11 percent were getting 30-40 authorized leaves in a year. It can be assumed that the larger portion of the sample who were serving were working for around 230 days in a year.

Table-4: Number of authorized leaves taken in a year

Numbers of leaves taken in a year	Percent
10-20	65
20-30	24
30-40	11

Work life balance policies in organization: In an attempt to know how the organizations helped employees in managing work and family life the respondents were given various policies related to work life balance and were asked to rate them.

Table-5: Perceptions of employees regarding organizational policies to balance work life

Sr.	Statements	Scale value
1.	Support from colleagues	2.93
2.	Is your organization fully up to date with legislative requirements e.g. working time regulations, time-off for dependants in an emergency, parental leave, maternity leave, national minimum wage etc.	2.67
3.	Does your organization involve employees or their representatives in plans for opinion surveys?	2.63
4.	Support from manager/supervisor	2.30
5.	Allowed to bring children into work on occasions	2.20
6.	Cap on overtime (a limit on the number of hours of overtime) by organization	1.78
7.	Does your organization involve employees' family members in work celebrations.	1.74
8.	Is work from home option available?	1.63
9.	Allowed to use paid and unpaid parental leave	1.59
10.	Flexible working hours	1.55

Looking at the positive side of the results it can be said that employees were getting support from their colleagues and their organization was complying with the legislative requirements. While this may be a good result, the perception of employees on other parameters was not positive. Very few employees felt that they getting support from their manager / supervisor. The more striking result is that very few organizations provided flexible working options such as flexitime and work from home which were otherwise considered as the best method to balance their work life by the employees.

The results also show that very few organizations were involving employees' family in any kind of celebrations and also did not allow their children to come to office.

EFFORTS BY EMPLOYEES TO ACHIEVE WORK LIFE BALANCE

Further the employees were asked how they tackled the stress created due to work life imbalance. In this section they were provided various options of recreation which are known to reduce stress.

Sources of recreation: The respondents were asked to rank eight various sources of recreation. Here listening music ranked first, followed by watching T.V. and sports. In the age of technology where music is easily accessible via cell phones 'listening music' could be an obvious choice for recreation. Additionally music can be listened in breaks, travelling etc. Secondly watching televisions also is cheap and one of the essential part of life today.

Table-6: Sources of Recreation

Sources of Recreation	Scale Value
Listening Music	6.05
Watching Television	5.93
Sports	5.85
Reading	4.90
Sleeping	3.88
Spiritual Activity	2.44
Shopping	2.34
Chatting on internet	2.05

Reading was also considered as a good option for recreation followed by sleeping and spiritual activity. Surprisingly chatting on internet was considered as last option. This may be due to the fact that many organizations block chatting websites and this may not be an activity which relaxes.

Sources of fitness: The respondents were asked to rank five various sources of fitness adopted by them.

Table-7: Sources of fitness

Sources	Scale Value
Yoga	3.95
Health club	3.74
Jogging regularly	3.30
Light routine exercise	2.19
Walking regularly	1.84

Majority of the employees did some type of Yoga followed by going to health club, jogging and light routine exercise. Surprisingly 'walking regularly' was given the last rank. This may be related to the lack of time available due to long working hours.

Problems of life: The respondents were asked to rank four various problems faced by them in life.

Table-8: Problems faced by employees due to work life imbalance

Problems	Scale value
Health problems	2.48
Less attachment with family	2.08
Dull life	1.78
Others	3.70

When asked about the biggest problems faced because of work life, the responses pointed towards health problems followed by less attachment with family. It can be inferred that the hectic schedule of 10 hours and less time for relaxation had not only spoiled the health of employees but also killed the interest in life.

Hindrances in balancing work and family commitment: The respondents were asked to rank seven various obstacles faced in balancing work and family commitment.

Table-9: Hindrances in balancing work and family commitment

Hindrances	Scale Value
Frequent traveling away from home for work	5.13
Shift work	4.46
Technology such as laptops or cell phones	4.46
Compulsory overtime	4.28
Timing of work meetings/training	4.00
Weekend work	2.92

Frequent traveling away from home for work topped the list, followed by shift work, laptops/cell phones, compulsory overtime, timing of meetings/training, weekend work. Some of the organization forced the employees to do overtime in order to achieve the desired productivity level. Some employees even ranked laptops and cell phones as hindrances. This shows that laptops and cell phones that organization provide to the employees as appreciation gifts were considered as a problem by the employees.

Preferred remedies for maintaining balance between work and family life: The respondents were asked to rank five various remedies for maintaining balance between work and family life.

Table-10: Preferred remedies

Remedies	Scale Value
Job sharing	3.78
Part-time working	3.52
Time off for family emergencies	3.45
Career break	3.30
More flexible working hours	2.15

The employees preferred job sharing and part-time working at the top, followed by time off for family emergencies as remedies for maintaining work life balance. Career break was also considered as an option followed by part-time working.

CONCLUSION

The findings suggest that majority of the employees found it difficult to maintain a work life balance. As a result, they were not able to give enough time to their family and their own entertainment. It was concluded that organizations and its policies were also responsible for creating work life imbalance. The paper suggests that employees, on their own were trying their best for overcoming this problem but organizations are less sensitive to this problem. If organizations take constructive steps towards this problem, it can help to improve the productivity of employees. This will also help to reduce the problem of attrition which organizations are facing today.

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NUPI LAN: MANIPURI WOMEN'S WAR OF 1939**G. Anulata Devi**

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ABSTRACT

The anti-colonial struggle in Manipur that began with the British invasion in 1881 and Nupi Lan is a major culminating event in the history of Manipur. Meitei women play important roles not only in subsistence economy but also in marketing and trade within the framework of patriarchal society. Both male and female play a complementary role in various aspects of life. Meitei patriarchal ideology does not undermine the female role. It rather gives Meitei women are bestowed with an autonomous status in socio-economic and religious fields, particularly in socio-economic life where Meitei women are very active. Collective protest against injustices of the authority has been a strong traditional institution since early times. Many a times Manipuri women, and Meitei women in particular exert their collective power that arises from socio-economic autonomy to redress their collective grievances as well as those that affect general interest. The study is an attempt to understand the trials and tribulations faced by the women under colonial regimes in Manipur a princely state during colonial rule. The study finds that the women were not talking of their rights and interests, but they were talking of the issues which concerns and affects the society at large.

Keywords: Manipur, Colonial rule, Ima, Nupi Lan, Women's war

INTRODUCTION

Manipur became a part of British India consequent upon her defeat in the hands of British in the Anglo-Manipur war of 1891. This war significantly altered the course of Manipur history. It changed the status of Manipur from an independent kingdom in South Asia with a history of about two millennia to a subject state of the great British Empire. There was a heated debate in British Parliament over the future of Manipur. After a series of correspondences between the imperial authorities and deliberations finally the colonial authorities decided not to annex Manipur. Accordingly, the colonial system of indirect rule was introduced in Manipur from 1891. Colonialism operated at two different levels - direct and indirect. Under direct colonial rule exploitation of the colonies occurred in three main stages of plunder and monopoly of trade, free trade and capital investment. Although these stages can be said to follow each other on the time scale, there has been a lot of intermingling particularly between the second and the third stage. While large parts of Asia and Africa were brought under direct colonial rule, there were other areas of control where colonialism took an indirect form. This form of colonial rule is sometimes called semi-colonialism was one in which the actual process of running a country remained in the hands of local rulers, however weak and inefficient they might be, while the imperialist powers concerned themselves with obtaining the maximum economic gains by extracting raw material according to their requirements and carving out a market for their manufactured goods. This policy also served well in protecting their strategic and other interests with little or no effect on the imperial treasury. Lee Warner and Frederic Lugard in case of India and Africa respectively were the important protagonists of the policy of indirect rule.

Meitei women play important roles not only in subsistence economy but also in marketing and trade within the framework of patriarchal society. Both male and female play a complementary role in various aspects of life. Meitei patriarchal ideology does not undermine the female role. It rather gives Meitei women an autonomous status in socio-economic and religious fields. Particularly in socio-economic life Meitei women are very active. Demographic imbalances resulting from ethnic clashes, war against neighbouring states as well as against hill tribes and feudal services to the king by the menfolk are the main contributing factors.

Collective protest against injustices of the authority has been a strong traditional institution since early times. Many a times Manipuri women, and Meitei women in particular exert their collective power that arises from socio-economic autonomy to redress their collective grievances as well as those that affect general interest. The Meitei women have been leading series of women's uprising since the beginning of the twentieth century. The 1st Women's War of 1904, Women's Anti Water Tax Movement in 1925, the 2nd Women's War of 1939, Nisa Band Movement (Women's movement against the use of alcohol and other intoxicant drugs) and Meira Paibi Movement (Women with torch in their hands night patrol their respective localities against the excess of security personnel) etc. have been distinctive incidents making a political and social impact on the national life of this tiny kingdom.

COLONIAL RULE AND ITS IMPACT ON WOMEN OF MANIPUR

After the Anglo-Manipur War of 1891 the state had been put under the colonial system of indirect rule. Indirect rule implied directed changes. Though the king appeared to have a grip control over the state of affairs in Manipur in the eyes of the people, however the real authority still remained in the hands of the British authorities represented by the Political Agent. But since the British conquest of Manipur no one has ever heard of the functioning of *Pacha Loishang* which was considered as the highest court of the land dealing with matters concerning women affairs. The important role that women of Manipur had played in the evolution of Manipur's polity by acting as moral guardian and in enforcing accepted norms of behaviour in the society, however, was abruptly curtailed with the British conquest of Manipur in 1891. This development has affected the position of women in the society.

As Manipur was experiencing a new form of feudal and colonial rule simultaneously operating at different levels people get to feel the impact of changes in revenue administration. During the pre-British period people paid taxes in kind under the native regime. The main source of revenue were land tax, house tax, fisheries, salt, ferries, elephants, forest products, taxes on imports and exports, oil seed and ivory etc. Apart from these taxes people were subject to render feudal labour service known as *Lallup* system. Maxwell replaced it by levying an annual house tax at the rate of Rs.2/- per annum for valley dwellers and Rs.3/- per annum for the hill areas. The agricultural lands were assessed and tax levied at the rate of Rs.5/- per pari (about 2.5 acre) annually irrespective of good or bad harvests. Such kind of new taxes added burden on the womenfolk of the land who were the mainstay of economy of Manipur.

INDIRECT RULE AND POLITICAL EXCLUSION OF WOMEN

The indirect rule system of administration is generally regarded as the major political device through which the colonies were suppressed, and particularly through which the political activities of women were arrested. Its "modus operandi" was the maintenance of status quo of the Manipuri tradition, geared towards the sustenance of the people's political and religious allegiance to a particular class, and its attendant effect of discouraging social and political awareness and, consequently, changes. The basic idea of indirect rule was to preserve as many of the traditional institutions as possible, and to use them as agents of colonial rule, to maintain stability by discouraging social change and encourage just enough economic development to produce revenue to run the administration.

The colonial authority may be out of their lack of knowledge or ignorance of the Manipuri culture and tradition culture, excluded women from the political sphere. Even though women had not been completely integrated into politics, there was a contrast between the status of the Manipuri women before and after the advent of the Britishers. The indirect system of administration operated to the advantage of the male members in the already male-dominated society. This is quite consonant with the prevailing English view of women as "the weaker sex."

Since the British conquest of Manipur no one has ever heard of the functioning of *Pacha Loishang* which was considered as the highest court of the land dealing with matters concerning women affairs. The *Loishang* or the court deals with matters like adultery, divorce and family matters. Besides the chief queen, members of the court consisted of the elder female members of royalty. The important role that Manipuri women had played in the evolution of Manipur's polity by acting as moral guardian and in enforcing accepted norms of behaviour in the society, however, was abruptly curtailed with the British conquest of Manipur in 1891. This development has affected the position of women in the society. Thus in Manipur, women under colonialism were not given any political offices. Since the king was appointed by the British, he had to work hand in hand with them. Their female counterparts were relegated to the background.

In view of this, the colonial government's introduction of the indirect rule system of administration did not benefit the Meitei women in general or the Manipuri women in particular. The indirect rule took away the power, whatsoever that had been enjoyed by the women of Manipur over the centuries. This naturally damaged the self-awareness and social prestige that the women had hitherto enjoyed.

COLONIAL RULE AND POPULAR MOVEMENT

Popular response to the administrative changes and policies of the colonial authority were of mixed nature. The abolition of slavery and *Lallup* system freed people from bondage and servitude and introduction of *patta* system in land enabled common people to own land in their names however were subjected to strict payment of land tax. The imposition of annual house tax in lieu of *Lallup*, the forcible disarmament of local populace, unpopularity of the new ruler which was appointed against the wishes and expectations of the people coupled with declining authority of the Rajkumars and Brahmins made the new regime unpopular in the eyes of the

people. Thus by the beginning of the twentieth century it appears that the feudal and colonial regime was lacking its legitimacy in the eyes of the Manipuris.

To worsen the situation, the free trade policy adopted by local officials under whom large quantity of rice was exported outside Manipur without any restraint created an economic crisis and acute scarcity of rice in Manipur by the beginning of 1904. Thus people began to feel the impact of colonial rule in Manipur within a short period and a conflict between the people and the authority was imminent. The voice of popular discontent was soon found expressed in the form of a powerful women's revolt in the middle of 1904.

During the night of 6th July, 1904 the women market at Khwairamband (the central market) with twenty-eight sheds were burnt down by some unidentified persons. Such action was repeated again on 15th July where the official bungalows of two colonial officials were burnt down.¹ Further, on the 4th August another bungalow was burnt down. Taking a serious these acts of incendiarism the political agent issued an order that the people of Imphal should make contributions for rebuilding of the bungalows which were burnt down earlier. Maxwell further announced stationing of a punitive force at Imphal for which expenses have to be borne out by the people if his orders were not carried out in full. However many considered Maxwell's order as an act of punishment under the Lallup system which had been abolished long ago. The people in and around the Leikais' of Imphal were not prepared to accept such unreasonable orders of the authority. On 30th September, 1904, a big protest meeting attended by about 5000 people was held near the Cheirap court and condemned the orders of the authorities. Prohibitory order was issued by administration to prohibit assemblage of people and holding of meetings. However, paying no heed to the order the meeting continued and resolved to oppose the orders of the government to rebuild the same. As a reaction to this authorities arrested six persons belonging to Rajkumar families. They were put on trial, charged and imprisoned for instigating against the government and Maxwell passed an order for expulsion of the Rajkumars outside Manipur.²

The actions of the administration received defiance opposition from the womenfolk of Imphal. On September 3, 1904 thousands of women at the market came out spontaneously and began to launch demonstration. It may be mentioned that women of Manipur had played a crucial role in socio-economic life of the kingdom throughout history. Having felt that the colonial authorities are acting in an unjust manner the agitation of the womenfolk continued for several days. During the days of agitation the market remained closed and economic activities remained standstill and the situation turned so serious that the government was compelled to requisition security forces from outside the state. Security personals resorted to *lathi* charge against the demonstrators and many got injured. The situation came to such a pass that administration could not be carried out smoothly and normal life in the capital came to a complete halt. Under these compelling circumstances the government decided to withdrew order for reconstruction of the houses. Thus the womenfolk of Imphal could achieve what their male counterpart could not accomplish. This event of 1904 came to be popularly known as Nupilan Ahanba (First Women's War) in the history of Manipur. Though short-lived it ignited the embers of future anti-colonial and popular movements in Manipur.

Echoes of opposition to colonial rule were also heard in hills of Manipur in the form of Kuki rebellion, 1917-1920 and Kabui rebellion led by Haipou Jadonang (1927-1930) whose legacy was carried forward by a lady called Gaidinliu in the western hills of Manipur.³ Another form of agitation though passive in nature was witnessed in the rural areas of Manipur during the beginning of 1913 demanding for abolition of the unpopular *pothang* system. Under this system the inhabitants of the valley and the hills with exceptions for a privileged were subjected to carry the baggages and also making arrangements for free food and lodging for royal as well as state officials who were on tour. Till the first decade of the twentieth century, the system worked without much opposition from the people. But because of frequent abuses of authority by the officials there were resentments among the people culminating in the organised mass movement of 1913 demanding for abolition of *pothang* system. A decision of the Manipur State Durbar exempting certain section of people from attending *pothang* duty created general discontentment among the people. As per decision of the Durbar following categories of persons were exempted from *pothang* service, they are :

- I. men living at the Imphal town,
- II. Brahmins and Rajkumars,
- III. Honorary servants of Shri Govindaji temple,
- IV. Servants of the Raja, and
- V. Military Police sepoys.⁴

People, particularly in the rural areas considered it an evident design to exploit socially and economically weaker sections of population of the state. On the other hand, some members of the royal family and their retinues continued to fraudulently exploit the system. In reaction people from the rural areas like Nambol, Phoijing, Phoubakchao , Thoubal etc. submitted petitions to the State Durbar for discontinuation of the unpopular practice of *pothang* system.⁵ Some of the petitioners went to the extent of saying that until positive orders were not issued by the authority they would withhold payment of tax. Initially, authorities considered of ways and means to suppress the movement. However, better sense prevailed and order for abolition of *pothang* was ultimately issued.⁶

While these socio-political movements were taking place since the beginning of 20th century it may be relevant to highlight a few words about the social life of the Manipuris and particularly the Meiteis during the rule of Churachand Singh (1891-1941). It has already mentioned that Manipur was administered under a complex system of feudal and colonial rule. Though monarchy was restored so as to maintain semblance of continuity which Manipur had enjoyed over the years, but in the changed circumstances the ultimate authority of the state rests in the hands of the British government represented by the political agent. Administration of the hill areas was removed from the purview of the Maharaja and entrusted to an ICS officer. In the British Reserved areas of Imphal the king's authority was almost restricted. In financial matters the king did not have much say as there was a state Durbar to manage affairs of the state. Thus having limited say and control in running the affairs of the state the king tried hard and with great success was able to establish his domain over the social and religious life of the Hinduised Meiteis with active support from the *Brahma Sabha*, the Council of Royal Brahmins established under royal patronage to regulate the social and religious practise of the Manipuri Hindus. A serious issue which caused ripples in the minds of Manipuri Hindus since 1920's was the question of *Mangba-Sengba* (impure and pure). Besides this the Meitei Hindus were compelled to pay *chandan senhai*, a tax to the Brahmins for putting on tilak on the forehead. Under the *Mangba-Sengba* system a man can be excommunicated for any reason by the king, members of royal family, the *Brahma Sabha*, and the Brahmins at any movement. Such a person declared *Mangba* was excommunicated by the society and the persons who is at the receiving end was compelled to lead a miserable life. However, such persons can be purified on payment of purification fee ranging from Rs. 82.2 paisa to Rs. 5. Iboongohal Singh, a member of the Manipur State Durbar reveals that even rumour had a great role in perpetuation this obnoxious practice. Those who are unable to pay the purification fee was condemned to lead a wretched life. Even in his or her death no one would come forward to cremate them for fear of being excommunicated.⁷ In various issues of Lalit Manjuri Patrika, a contemporary newspaper are replete with the question of *Mangba-Sengba*. Thus people of Manipur was subjected to various kinds of repression and exploitation under the combined might of colonial and feudal rule. However, such obnoxious practice was manageable checked after a consistent campaign against this practice by the Nikhil Hindu Manipuri Mahasabha, a premier socio-political organisation established in 1934. Thus it would not be an exaggeration to state that the people of suffered enormous socio-economic pressure under the colonial and feudal rule in Manipur in the first half of the 20th century.

In the proceeding paras an overview of the nature and character of colonial and feudal rule in Manipur and popular response to it had been depicted. The activities of Nikhil Hindu Manipuri Mahasabha and its subsequent transformation into a political organisation in 1938 had brought to the fore the conflicting interests of the feudal and colonial authority on the one hand and the emerging Manipuri middle class represented by members of the Mahasabha had gradually opened the *weltanschauung* of the Manipuris.⁸

NUPILAN – CAUSES AND COURSE OF EVENTS

While these new developments were gradually unfolding in the social and political horizon of Manipur, a movement of great historical significance broke out in the month of December 1939. The movement was caused by the scarcity of rice in the market on account of unhindered export of rice and hoarding by Marwari merchants. On 12th December, 1939 a large number of womenfolk from the Khwairamband Keithel marched towards the State Office demanding an immediate ban on the export of rice from the state. Mr. T.A. Sharpe, the president of the State Durbar told the agitating womenfolk that it was beyond his authority to issue such an order without official sanction of the Maharajah who had earlier gone to Nabadwip, Bengal for pilgrimage.⁹ Then the women accompanied Mr. Sharpe to Telegraph office, a few metres walk from the State Office so that he could wire demands of the womenfolk to the Maharaja. Afterwards the assembled womenfolk kept him there to await the Maharajah's reply. Meanwhile fearing that the gathering of womenfolk might create law and order problem as a small crowd of onlookers were surging in, the commandant of the 4th Assam Rifles, Major G.F.X. Bulfield and the state civil surgeon, Major P.H. Cummins who came to the rescue of Mr. Sharpe were also kept confined in the Telegraph office. The siege of the Telegraph office continued for several hours till late in the evening. Later a detachment of Assam Rifles cleared the gathering crowd by using batons and bayonets. In the

mile about 30 women sustained injuries and 10 were admitted to hospital.¹⁰ This particular incidence of Telegraph office marked the beginning of the Anisuba Nupi-Lan (Second Women's War), a movement led by womenfolk of Manipur arising out of the scarcity of rice.

It is pertinent to ask why there was scarcity of rice in the market since Manipur was an agrarian country. Manipur had produced sufficient quantity of rice over the years and she was even able to export it to the neighbouring territories. Colonial officials like McCulloch, Brown, Johnston and Hodson etc. had in their reports and accounts had highly spoken about rice production in Manipur. Except in rare cases of flood and drought, Manipur had never known of scarcity of rice in her long history. To understand the actual cause of scarcity of rice in Manipur one needs to examine the quantity of rice involved in the export and import business which was under the monopoly of Marwari traders based in Manipur. Alongwith this it would be of importance to examine the economic impact of the colonial rule on the peasantry of Manipur prior to the outbreak of second Nupi Lan.

During the colonial period export of rice from Manipur was carried out under two systems. One was the cart tax system and the other was Lal Pass (Red Pass) system. Under the cart tax system free movement of rice was allowed after paying the cart tax and the second system was made through an inter-state agreement between Manipur and Assam. Through this system the state could earn a large amount of revenue from the cart tax.¹¹ But later on the modus operandi of collection was changed by entrusting the same to a private party. From 1932 onwards the collection of cart tax was entrusted to one Sadasukh Mansukh Roy Saraogi, a non-Manipuri trader who lived in Imphal and a fixed payment was made half yearly to the state.¹² N. Joykumar Singh stated that extension of a favourable treatment meted out to a non-local trader helped in the growth and consolidation of Marwari capital in Manipur and the quantity of export of rice in 1932 reached 277,389 maunds as against 105,287 maunds in the previous year.¹³ He further made a very interesting study between the increase of the area under cultivation and the volume of the export of rice. "In 1925-26 the total area under cultivation was 175,537 acres and in 1938 the total areas were 185,213 acres. The increase was only 10,322 acres. On the other hand, the volume of the export of rice in 1925-26 was 155,014 maunds and in 1938 was 372,174 maunds."¹⁴ While the increase in cultivable area during the period was only 10,322 acres the volume of rice export increased to the tune of 227,160 maunds. From the above comparison it is clearly evident that since the volume of rice export has increased over the years it is quite natural for Manipur to experience food scarcity and it turned out to be one of the most important and immediate cause of the outbreak of women's war.

In addition to the above dismal food scenario Manipur was also affected by the economic depression of 1930's. Because of the depression price of rice fell down in the neighbouring districts of Manipur. The price of first grade rice fell down to one rupee for 34 seers in March 1932 as against 22 seers per rupee in 1931.¹⁵ Thus, despite a good harvest combined with fine weather the peasants in the valley were unable to pay the land revenue. The amount of land revenue collected decreased over the years from 90% in 1909 to approximately 27% in 1932-33.¹⁶ Again the total amount of land revenue collected increased to approximately 65% but it still shows a depression in revenue paying capacity of the peasant in spite of imposition of penalties on tax defaulters. Meanwhile the colonial authorities imposed a number of odd taxes like Dog tax, vehicle tax and cycle tax etc. since 1931-32.¹⁷ Restrictions were also imposed on hunting and fishing rights which people had enjoyed over the years. The opening of three new toll stations in the valley in 1932-33 for collection of forest revenue encroached upon the traditional communal rights over the forest products.¹⁸ These measures were nothing but attempts to have a strong control over the people by the colonial authorities. The opening of Manipur to external trade had prostrated the traditional economy and thoroughly altered the form economic structure. While the intrusion of manufactured goods discouraged indigenous production system, the exploitative activities of the traders particularly the Marwaris who directly or indirectly interacted with the Meitei masses for the purchase of rice and handloom products and sale of basic consumption articles like cloth, kerosene, brass and aluminum utensils etc. further exposed the native people to the hard realities of the modern economic system. The Marwari traders also forcibly used two different systems of measuring weights incurring losses for local farmers. While buying rice from the local farmers 48 seers was made equivalent to one maund and on the other hand the standard measurement of weight for one maund is made equivalent to 40 seer while selling the same rice to consumers.¹⁹ This unfair trade practice is nothing but a naked exploitation of the native people by the outside traders. Thus voice of dissent against the non-Manipuri traders and particularly the Marwaris could be heard since the 1920's as many believed that the rise in prices of essential commodities was the handiwork of non-local traders. "The feelings of the local Manipuris against the Marwari merchants could be clearly seen in their demands (from His Highness the Maharaja) like: the issue of orders to completely stop the export of rice outside the State, an official ban on the Manipuri men and women from entering any Marwaris' shops to sell or to purchase anything from them; and if found he or she had to be degraded from their

caste; and an order to the village chawkidars and other petty State Officials to stop the practice of supplying large quantity of rice to the Marwari shopkeepers who lived in the villages." A standard system of measurement could be rationalised only at the intervention of the Manipur State Durbar in 1940. In 1940 the State Durbar resolved that only a standard maund of 40 seers should be used by the traders.²⁰

Combined with the above factors there has been a gradual loss of jobs for the local people which have a serious bearing on the overall economic scenario of Manipur. The number of persons depending on cotton textile industry declined from 46,747 (including dependents) in 1911 to a mere 6,923 (without dependents) in 1931.²¹ Likewise the number of persons depending on food industries like 'grain parchers', 'rice pounders', 'flour grinders', etc. who were mostly female had declined from 1171 (with dependents) in 1911 to 240 (without dependents) only in 1931.²² On the other hand there was an increase in number of rice mills in Manipur as evidenced by a sudden increased demand in power supply for rice mills.²³ A comparative chart of the price of rice prevalent in Imphal market before and during the Nupi Lan (1939) followed by is given here under:²⁴

Table-1: A Comparative Chart of the Price of Rice prevalent in Imphal Market before and during the Nupi Lan (1939)

Quantity and Price	Year
22 seer per rupee	1931
34 seer per rupee	1932
46 seer per rupee	1933
41 seer per rupee	1934
33 seer per rupee	1935
21 seer per rupee	1936
26 seer per rupee	1937
26.8 seer per rupee	1938
32 seer per rupee	1939
40 seers per Rs. 2 (Rs.2 per maund)	1940
40 seers per Rs.2/8	1941

Source: Annual Administration Report, 1948

The following table shows the volume of export of rice and chira (pounded rice) from Manipur over the years that resulted in the scarcity of rice.²⁵

Table-2: The volume of export of rice and chira (pounded rice) from Manipur over the years

Year	Quantity of Export in Maunds	
	Rice	Chira
1898	11,206	-
1899	36,436	-
1923	80,000	
1926	155,014	-
1932	105,287	-
1933	277,389	-
1936	189,608	100,309
1937	240,625	126,798
1938	261,716	153,955
1939	372,174	198,558

Source: Annual Administration Report, 1948

Thus, the unrestrained export of rice and chira continuously from Manipur over the years have created a situation where in case of any unforeseen natural calamities the looming threat of famine was almost a certainty. And in fact such a situation arose when there was an excessive rainfall during the last week of July and first week of August 1939, had seriously damaged the standing paddy crops and vegetables and the same recurred in the next two months had an adverse effect on the harvesting of the early paddy. As the looming threat of a famine became imminent in Manipur, the State Durbar in a hurriedly convened session resolved on 13th September, 1939 to immediately suspend export of rice until further orders.²⁶ However inspite of such an standing export of rice was allowed to continue by the Political Agent till the 20th of September at the request of the Marwari traders to clear off the pending passes and stock at their disposal.²⁷ Taking a serious view of the then prevailing food scenario in Manipur President of the Nikhil Manipuri Mahasabha had made a public

demand against the export of rice in the first week of September, 1939. In fact, Shri Hijam Irabot Singh, President of the Mahasabha had made a representation to the President of Manipur State Durbar to issue an order for immediate stoppage of rice export.²⁸

From the above facts it can be safely surmised that people were getting worried about the prevailing food scenario in Manipur with a bleak future as sincerity of the officials concerned in mitigating the public anxiety was doubtful. Efforts were made to channelise grievances of the people and were looking for ways and means for redressal of the same. Thus on 11th December 1939, a deputation consisting of both men and women requested the PMSD to immediately prohibit the export of rice as prices were soaring high. Accordingly the PMSD called a special Durbar meeting the next day i.e. 12th December and a resolution was passed in favour of prohibiting export of rice. At the same time while the Durbar was in session a crowd of men and women gathered outside the Durbar Hall and they demanded an immediate order banning the rice export. What followed on that eventful day afterwards is narrated in the next paras.

THE AFTERMATH OF 12 DECEMBER, 1939

The incident of 12th December at Telegraph office had created a lot of tension among the people in Imphal and in general and those of women agitators in particular. On the next day, the 13th December large crowds of women particularly the market women gathered at Khwairamband Bazar. Normal activities at the Bazar came to a halt and the women were seen moving in groups so as to intensify the struggle. Mr. C. Gimson, the Political Agent of Manipur who had earlier reached Imphal on the early morning of 13th December after cutting short his visit to Sugnu the previous day. Gimson had a fair understanding of the Manipuri society and was also well known to the market women, he went to the market and tried to hold parleys with the agitating *Imas* in the afternoon of the same day. He informed the agitating women that telegraphic message from the Maharaja Churachand Singh banning the export of rice had come and export of the same would discontinue with immediate effect.²⁹ However, the women agitators were not satisfied with the assurance given by the Political Agent. They rather demanded that 'all the rice mills should be closed', as many of the *Imas* dealing in rice vending activities looked upon the newly installed rice mills as their enemy for having deprived of their livelihood.³⁰ In the evening of the same day a large gathering of about 10,000 people congregated at the Police Bazaar situated just beyond the jurisdiction of the British Reserve area held a meeting and unanimously resolved that all rice mills operating including those of belonging to the Manipuris should be broken.³¹ After the meeting was over, a group of agitators visited Manipuri mill owners and got written assurance from them that they would not further operate their mills. They even pressurised the fuel suppliers to discontinue supply of petrols to lorries loaded with rice.³² Later on the women re-assembled at the Police Bazaar and disbursed at around 8 p.m. at the cold winter of December. The Nikhil Manipuri Mahasabha which had been declared a political party by the state authorities on 15th February of 1939 forbidding association of any state employees and state aided institutions was also closely monitoring the developments taking place in the State. In a telegram wired to the Governor of Assam on 13th December, the Mahasabha described the developments of December 12, 1939 in the following words:

"About 4 (four) thousand Manipuri women approached Darbar for stoppage rice exporting (12th 8 a.m.) owing recent abnormal rise of price in harvest season. Darbar declined passing final orders pending His Highness's order. President took assemblage to telegraph office to appraise them of His Highness's decision from Nabadwip. At about 3 p.m. unarmed assemblage dispersed by Assam Rifles. About 20(twenty) women received wounds from bayonets and trampled underfoot. 5 (five) in hospital, 2 (two) yet unconscious. All Manipuri shops, bazaars observed complete hartal for two days."³³

On 14th December the agitation turned more aggressive. The agitating women became furious when they heard the news of one Marwari who had a rice mill at Mantripukhri was reported to have operating his mill. On hearing the news crowds of women were marching towards Mantripukhri in the evening. Meanwhile Mr. Gimson who was closely monitoring the situation came to know about the developments rushed to the spot before the agitators had arrived. When the agitated women came on the scene they became quite violent and threatened to smash the houses and boilers of the Marwaris. The crowd however calmed down only when the Political Agent removed the fuses and they had finally dispersed at about 8.30 p.m. The temper of the crowd seemed more violent than that of December 13th though they appeared quite friendly with Mr. Gimson. Later on electric switches of all rice mills were removed by a order of Mr. Gimson.³⁴

The developments that are taking place during the last three days, i.e. 12th, 13th and 14th December, 1939, was wholly a women's affair with boys and men round the side. The women were agitated because the price of rice was much dearer than usual. Their anger was directed more against the Marwaris and mill owners because of the mills the women had lost their small earnings from husking paddy. Therefore, the grievance and the basis of

upsurge of the women was genuinely economic.³⁵ Though the authorities were equally responsible for the situation to reach such a volatile state people were unable to express their dissatisfaction for fear of repression, however, in private accusing fingers were pointed against the Maharaja for his close connection with the Marwaris in the turn of events.³⁶

As mentioned earlier, the Nikhil Manipuri Mahasabha which was closely watching the developments informed Hijam Irabot Singh, President of the organisation. Irabot Singh at that time was on a tour to Cachar and Tripura canvassing support for Mahasabha rushed to Imphal immediately on receiving the news of the outbreak of women. Irabot, by that time was emerging as the most respected popular leader of the Manipuri people for having sacrificed his membership of Sadar Panchayat inspite being a close relative of Churachand Singh. He returned to Manipur on 16th December and many women warmly received him at Chingmeirong and Irabot supported and appreciated the movement by saying "you have done well!"³⁷ on the same day Churachand also returned to Manipur.

With the return of Irabot it is evident of the changed complexities of the movement. A perusal of the proceedings of the Mahasabha reveals that Irabot, as a matter of fact wanted to convert the Nupi Lan into a broad based movement for bringing fundamental democratic changes in the state. The colonial administrators were also closely watching every move of the Mahasabha and observed the Mahasabha of taking over the women's agitation and fomenting troubles on congress lines. On further examination of the sources reveals disagreements within the Mahasabha over the question support and participation of the organisation in the movement.³⁸ Despite pressure from pro-agitationist members the Mahasabha refused to support the movement. On this question Irabot along with L. Bijoy, L. Kanhai Singh, Elangbam Tompok and T. Amuselung Singh, etc. walked out of the Mahasabha and formed the Praja Sanmelani and the organisation began to take part in the agitation.³⁹

Boycott of the Bazar continued during this period and reports of sporadic incidents of women stopping carts of rice or paddy from reaching the traders in the market. In this connection it may be pointed out that the boycott of the Khwairamband Bazar continued for more than a year till February 1941. The boycott of market is a clear manifestation of the struggle for the genuine grievances of the market women.

Rajani Devi, a participant in the movement recorded in her memoirs about an ugly incidence where the agitating women gheraoing of a police inspector for having assaulted a women agitator in the process of interrogating some of the women leaders on charges of throwing into gutter the rice and paddy of some local traders on 28th December. They made a demand to Mr.M.K.Priyobrata Singh, the Police Member of the State Durbar to conduct a '*bichar*' (trial) on the conduct of Kh.Dhanachandra Singh, Inspector of Police.

There was no let up in the agitation of the womenfolk rather it became more intensified. On January 7, 1940 a large meeting was held at the Police Bazar. Irabot came out in open support for the movement by addressing the crowd and whipped up mass emotion by calling upon the menfolk to follow the lead of the women to avenge the "blood of the Brahmini" who got injured due to police action on the eventful Telegraph office incident. The colonial authorities arrested Irabot on 9th January for making inflammatory speeches and he was subsequently shifted to Sylhet Jail with a sentence of three years imprisonment.⁴⁰ Holding of public meetings were also prohibited for three months by the State Durbar to suppress the movement. Despite the arrest of Irabot and prohibition imposed on public meeting more meetings were held in defiance of the authority. In the evening of 13th January, a crowd of angry women came to the Bazar and surrounded the shop of Kasturi Babu. It was alleged that Jhuria, son of Kasturi Babu have in an earlier instance said that he would buy up all rayats and feed them *Chengkup* (paddy husks).⁴¹ As usual Mr.Gimson who was teasingly called by the *Imas* as '*Gingsong Saheb*' tried to control the situation. Sensing the serious mood of the womenfolk Kasturi sent a note saying that he did not say anything like that and if he had ever said anything offensive, offered apologies to pardon him. The women's anger, however, did not cool down and demanded the Political Agent to get rid of the Marwaris in a few months time.⁴² The agitated crowd dispersed late at night and afterwards the marwari traders became a target for public criticism. On 14th January, a strong crowd of about 8000 people had assembled at the police line ground for a meeting. This time majority of the assemblage comprised of men although there were many females also. The crowd shouted slogans like 'long live Irabot Singh, Vande Manipur Mataram'.⁴³ The meeting had to be dispersed by a strong contingent of state policemen. The actions of the police created a mob like situation and a serious scuffle ensued between the opposing forces. A number of police personnel were injured and the public as well; the crowds dispersed only after the day became getting late.⁴⁴ By now the authority became quite aware of the seriousness of the public mood and its limitations in tackling crowd like situations. Accordingly, the state police force was strengthened. In the eyes of the public the Maharaja and the Durbar

members were becoming more unpopular and boycott of the Bazar continued despite attempt by some traders and some Imas to carry out market activities, they cannot do so on the main market.

DISCUSSION

In the foregoing paras, we have highlighted the nature of feudal and colonial administration and its impact on the social and economic life of the people, the nature of colonial economy, popular response to colonial rule and underlying factors that lay behind the outbreak of Nupi Lan of 1939, the course of events and responses of the authority. In this section it is proposed to present a narrative of the extent of the Nupi Lan, its social composition and discussions on the nature and character of the movement.

Some crucial questions that naturally comes in the minds of those interested in the study Nupi Lan are

- I. The geographical extent of the movement,
- II. Whether the movement was confined only in the Khwairamband Bazar and its vicinity,
- III. The social composition of the movement and
- IV. Modus operandi employed by womenfolk etc.

GEOGRAPHY OF THE NUPI LAN

From the preceding discussions it is quite clear that the movement of 1939 was spearheaded by the Imas (market women) of the Khwairamband Bazar where all major economic activities of the state were carried out. Therefore, it is quite natural for the womenfolk to carry out their agitation in the market and its vicinities whose important offices of state are concentrated. However, the scarcity of rice and resultant rise in price of rice affected everywhere irrespective of whether a family lived in the Imphal or *Lawaai*⁴⁵ areas. The pressure of food scarcity is felt everywhere. When the news of the Telegraph office incident reached the villages it is quite natural for the womenfolk to get excited as they are the ones who are shouldering the responsibility of running the home and hearth. On 28th December, some rice carters were prevented from selling their loads of rice to Marwari traders, their goods were scattered and set ablaze. Some women in the Segalambi area had thrown into gutter the rice brought in the bullock cart for sale to the Marwari traders.⁴⁶ On the same day, some women of Yairipok village, at a distance of about 30 kilometre from Imphal burnt the goods of Manipuri shopkeepers.⁴⁷ Rajani Devi recorded in her memoirs talked about some of the women leaders going to Pukhao and Lambal villages for mobilisation of masses to fight against fishing tax and toll tax.⁴⁸ Thus, though limited in scale the movement of 1939 spread to areas beyond Imphal market.

SOCIAL COMPOSITION

Another interesting feature of the 1939 women's war was the social composition of the movement. In the beginning it was essentially a women's movement arising out of the scarcity of rice that resulted in escalation of the price of rice. While the women were actively engaged in agitations their male counterpart remained passive onlookers. The colonial policy of disarmament of local male population since the onset of British conquest of Manipur and repressive social and political measures being unleashed under the combined might of feudal and colonial rule the inherent fighting spirit of the Manipuris have been put under control for a long time. Thus for fear of reprisal, the Manipuri menfolk were unable to organise to come forward and join the bandwagon launched by their female counterpart. It was only after the arrival of Hijam Irabot and his active support to the movement of the Imas, it seems that the menfolk were gradually drawn towards the movement. However, the arrest and subsequent incarceration of Irabot at Silchar Jail and strengthening of state police force put a halt to the possibility of bringing the movement to a higher level. A few words may be said about the community background of the women agitators taking part in the movement. Brahmins, the Meiteis, Kabuis settling in and around Imphal alongwith Muslim women from Imphal east localities like Kshetrigao, Sabal Leikai and Keikhu etc. took part in the agitation.⁴⁹ Therefore, it would not be an overstatement to suggest that the Nupi Laan of 1939 was a fight for the Manipuri women for a dignified and prosperous future of the society at large.

MODUS-OPERANDI

Last but not the least it would be interesting to examine the modus operandi of women agitators. As witnessed in the events of 1904 the women resorted to boycott of the main market, Khwairamband Bazar, centre of all commercial activity in the state. Marching to State Office, the seat of power to highlight grievances of the people was another noteworthy feature of the movement as it was a legitimate and democratic way of articulating popular demand inspite of the women being illiterate and ignorant of nitty gritty's of administration. Till now the women showed no signs of aggressiveness and remained passive throughout until the session of the Durbar convened to discuss the issue of the women was over. However, the patience of the Imas were pushed beyond limit when members of the Durbar absolved of their responsibilities to face the situation in absence of

the Maharaja. Thus, Mr. T.A. Sharpe, the young ICS officer and a new hand in administration lacking in knowledge of the local situation was left alone to face wealth of the agitating womenfolk leading to the incidents of telegraph office on 12th December, 1939. Absence of Mr. C. Gimson, the Political Agent, quite an experienced hand in the state of affairs and a popular face of administration to the market women aggravated the situation beyond control and in prolonging the movement. Besides the scarcity of food and escalation of the price of rice the lackadaisical attitude of the authority, unpopularity of Durbar and Maharaja pushed the patience of the illiterate *Imas* to a state of confrontation and successfully carried out a heroic saga of sustained struggle. As in the past, the women of Manipur, by the events of 1939 carved out a niche for themselves in the history of Manipur, a place aptly described as ‘wounded Land’. Describing the valiant contribution of Manipuri women in the Nupi Laan of 1939, Hijam Irabot penned the following poem entitled ‘Imagi Puja’.

- Ngasi Ahing Lelle
- Numit Ama chatkhre
- Sham Punshillu Devi
- Ipha Pharibado
- December 12 ama houkhre
- December 12 am lakle
- This night has passed
 - A day has gone
 - Devi! put your hair in bun
 - The hair so dishevelled
 - One December 12 has passed
 - Another December 12 has come.

NOTES AND REFERENCES

1. The official residential quarters of Captain Nathal and Mr. Dulop were burnt down by some unknown persons. A similar incident took place on 4th August, 1892.
2. The six Rajkumar whom the authorities regarded as dramatic personal events pf 1904 were Megazing Singh, son of Maharaja Nar Singh, age 65, of Thingom Leikai, Imphal; Thangkokpa Singh, son of Raja Debendra Singh age over 50 of Wangkheirakpam Leikai, Khurai,Imphal; Matum Singh, son of Rajkumar Pitambar Singh, age 61 of Mantri Leikai, Imphal; Kala Singh, son of Rajkumar Sajouba Singh, age 56 of Bachaspati Leikai, Imphal; Loitam Sanajaoba Singh, son of Sanatomba and grandson of Raja Debendra Singh, age 37 of Lourungpurel Leikai, Imphal; and Chammu, son of Iseihanba, age 31 of Mantrimayum Leikai, Sagolband, Imphal.
3. For detailed account of the Kuki Rebellion (1917-1820) and Jadonang’s movement please refer to Lal Dena, op.cit.,pp.93-100 and Jadonang: A Mystic Naga Rebel by Gangmumei Kamei, Imphal, 2001.
4. Durbar Resolution No.1 of 15th May, 1910.
5. K. M. Singh, Nupi Lan, Imphal, 2006, pp.78-84.
6. Annual Administration Report for the Manipur State, 1913-14,p.1.
7. L. Iboongohal Singh, Jeevan Charit, Imphal, pp.70-71.
8. The Nikhil Manipuri Mahasabha was declared as a Political Party.
9. Durbar Resolution No.5 of 15th February,1939.
10. Cheitharol Kumbaba, Imphal, 1989, pp.631-633.
11. N. Joykumar Singh, Colonialism to Democracy, Delhi, 2002,p.179.
12. Ibid.
13. N. Joykumar Singh, Social Movements in Manipur, Delhi, 1992,pp.81-84.
14. Ibid.

15. K. M. Singh, op.cit.
16. Administration Report of the Manipur State for the year 1932-33, p.7.
17. Administration Report, 1938-39,p.5.
18. Administration Report, 1931-32, p.49.
19. Administration Report, 1932-33, p.15.
20. Petition of Manipur State Subjects, dated 25.9.1920.
21. K. M. Singh, op.cit., p.162.
22. Census of India, Assam, Vol.3 Part-II,1911,1931.
23. Ibid.
24. About 48 rice mills operated in Manipur in 1948.
25. Annual Administration Report of the corresponding year.
26. Ibid.
27. Durbar Resolution of 13th September, 1939.
28. Memo No.122,N.M.M., dated 22nd September,1935.
29. C. Gimson's confidential letters to Mills dated 13.12.39.
30. Ibid.
31. C. Gimson's confidential letters to Mills dated 14.12.39.
32. Ibid.
33. Letter of N.M.M. to Mr. Mills, Governor of Assam.
34. Gimson, op.cit.,dated 14.12.39.
35. Ibid.
36. K.M.Singh, op.cit.,p. 174.
37. Gimson's confidential letter to Mills dated 16.12.39.
38. K. M. Singh, Hijam Irabot Singh and Political Movements in Manipur, Delhi, 1989, p.113.
39. Annual Administration Report, 1939-40, p.2.
40. Gimson's confidential letter, dated 27.12.39.
41. Criminal case No.4 of 1940; Manipur State vs H.Irabot Singh.
42. Gimson's confidential letter to Mills dated 14.1.1940.
43. Ibid.
44. Report submitted to the Judicial Member of State Durbar.
45. Memo No.808 dated 21.1.1940 from Maharaja to the Political Agent
46. A term used to identify the people living beyond the four Panas' of Imphal.
47. Gimson's confidential letter to mills, dated 28.12.1939.
48. Ibid.
49. Rajani Devi, Nupi Lan, Imphal, 1985, p.61.
50. This piece of information is collected from the original Article of Kayamuddin Pukhrimayum, published in the Sanathong (a monthly journal), December- 1996 and Macha Leima (December-2000)].

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