ASIAN JOURNAL OF

Research In Social Sciences & Humanities

Contents

MODERN OCCUPATIONAL PATTERN AND ITS IMPACT ON CULTURAL LIFE FLOW OF THE RURAL PEOPLE IN THE SOUTHWEST REGION OF BANGLADESH

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ABSTRACT

No society is totally static. Social change entails its structural change which influences the socio-economic life patterns. As a result of modern occupation like shrimp cultivation, social condition has been broken down tremendously in rural Bangladesh. This has affected the living pattern of the rural people of the southwest region of Bangladesh. So, this study has been carried out at Bujbunia village in Khulna district where shrimp cultivation increased over the years. This study shows how this shrimp cultivation brought the negative impact on the cultural life flow of the rural of that village and thus the changes in modern occupations took place. With regard to this, they are facing problems and find no solution for improving their overall condition. Shrimp cultivation has increased in the study area over the years but not in planned way and as much creates problems for local people. No specific policy is appropriate to solve their problem. All the respondents of the study area are directly involved to different occupations. This study was conducted with the help of questionnaire survey, case study, rapid rural appraisal and participation observation. Shrimp cultivation in the research area showed more negative impact than positive ones and that brought a vast plethora of change in life standard. Some recommendations have been provided so as to solve these socially.

Keywords: Modern occupations, shrimp cultivation, problems, respondents, culture life flow, rural Bangladesh, effective solution

INTRODUCTION

Bangladesh provides her people with various occupations, not only in cities, but also in her in the rural society. But changes in occupation have been discerned with the touch of modern science and technology. These changes bring new occupations and one such occupation is Shrimp cultivation that gets popularity in the southwest region of Bangladesh. Now a days it is time, Shrimp cultivation achieves momentum here. Economic gain is the ambitious key for this but this change is making a tremendous impact on rural socio economic life-style, which in turn has bought change in overall patterns of life of people. As a result negative criticisms on shrimp cultivation are incorporated in this social change though positive ones are scarce. On the whole negative impact is tremendous on the life flow of the rural people.

Culture is the sum of man's creation (Jones 1949: 51) and Cooley, Angel and Carr said that culture is the sum total of transmittable result of living together (Cooley; Angel; Carr: 1933). E.B. Tylor's definition is widely used to determine the culture trait and culture complex. He said that culture is "that complex whole which includes knowledge, belief, art, morals, law custom and any other capabilities and habits acquired by man as a member of society." (Tylor 1871:1) On the other hand, MacIver said "Our culture is what we are." (MacIver 2001: 325). Therefore culture is the way of life. This way of life has changed in the shrimp culture. Traditions, customs, beliefs, recreation, functions etc. have converted to new ones. People are trying to accustom to this transformation of their life styles.

Modern shrimp farming has socio-economic costs aside from the ecological consequences (Bailey I988, Primavera 1993, Baird & Quarto 1994 & Barraclough & Finger-Stich 1996). A cost benefit analysis concluded that shrimp culture caused more economic harm than good, the damage outweighing the benefits by 4 to 1 (63 billion rupees vs. 15 billion rupees annual earning) in Andhra Pradesh and by 1.5 to1 in Tamil Nadu (Khor 1995). Among others, these costs included loss of mangroves, salinization and increasing unemployment. The social and environmental problems are only the latest incidents in the broader processes associated with the expansion of' other monocultures (e.g. banana, cotton, coffee and sugar) that have generated social exclusion and environmental degradation (Barraclough & Finger-Stich 1996). Appropriate consultation must be undertaken within local communities so that potential

conflicts are properly identified, avoided, minimized, and/or mitigated through open and transparent negotiation on the basis of an assessment towards risks and current impacts on the surrounding communities. The impacts of aquaculture operations on minorities and those prone to discrimination would be accounted for, and opportunities for these groups of people would be identified, evaluated and addressed (ShAD Meeting, 2010). Culture ponds for shrimp and fish account for the destruction of 20-50% of mangrove worldwide in recent decades. In addition to agriculture, industrial and residential development in the Philippines, approximately half of the mangrove loss of' 279000 ha from 1951 to 1988 resulted from the development of culture ponds (Primavera 1995). Minh Hai province, with the largest mangrove area in Vietnam, has lost forests at an average of 500 ha year; shrimp farms have increased from 50000 ha in 1981 to 120000 ha in 1987 (Trinh 1993). Reduction in mangrove areas in Ecuador in 1965-1984 was mainly due to the construction of 21600 ha of shrimp ponds (Alvarez, Vasconz & Gurerrero 1989). Around 50% total denuded mangrove area of 17 1500 hit In Thailand in 1961-1997 was converted into shrimp ponds (Aksornakae 1988). This wide scale expansion of shrimp Culture into mangroves has transformed a multifunctional ecosystem that generates a diversity of resources and services into private ponds that produce only one resource (Bailey 1988) and degrade the environment at the same time.

Mangroves have contributed significantly to the well-being of coastal communities for centuries through products used for fuel, construction, fishing, agriculture, forest for livestock, paper, medicine, teethe and leather, and food Items mainly fish, crustaceans and mollues (Macnae 1974, Dela cruz 1979, Christensen 1982 Tesoro 1984, Footland & Sornsen 1996). A positive correlation between mangrove area and shrimp fish catches has been documented for the Philippines, Malaysia, Indonesia and Australia (Primavera 1995 and reference therein), and is reflected till the parallel decline in Philippine mangroves and Municipal fisheries. Inappropriate and unplanned siting of Shrimp farms often results in productions failures, environmental degradation, land use conflicts and social injustice. Thus, it is imperative that, when Shrimp firms are created, due consideration is given to the environment, ecologically sensitive habitats, other land uses in the vicinity, and the sustainability of the Shrimp farming operations.

CULTURAL BARRIERS AND SHRIMP CULTIVATION

Shrimp farming has not only changed the southwestern region's landscapes, but also the life styles of the people living in the coastal belt. When the cultivators started expanding their farming, base bringing more and more land under shrimp cultivation, locals did not consider it as a matter of' concern. Within it a few years they began to feel the bite of its adverse effects, it proves too late to protect their, lands. Now they can only curse themselves.

Earlier the land after paddy cultivation used to remain fallow. So people of all caste and class raised livestock, fish etc. Shrimp cultivation has affected them. However, in other villages where there is no shrimp farming these facilities are also gradually shrinking, Relatively speaking, the proper group have been affected more significantly by shrimp farming as their options of survival have become limited.

The researchers observe that the families of children who are attending the schools but not catching shrimp fry are not as poor as tile families of tile children involved ill shrimp fry collection.

Growth of fisheries in the closed water bodies depends on the extent and nature of aquaculture. Even closed Beels, once treated solely as a source of open water capture fishery, are now slowly being brought under some kinds of intervention leading to stocking of fish or even aquaculture The environment exert a major influence on aquaculture and changes in the environment Induced by human activities are becoming increasingly important in Bangladesh.

STATEMENT OF THE PROBLEM

Green villages surround our charming land Bangladesh. As we pass by these villages, our eyes are overwhelmed with charm when we see shrimp cultivation area. **S**hrimp cultivation is one of the main sources of earning a lot of foreign exchange every year. At present our shrimp cultivators are a cultivating shrimp in rural areas extensively. Bangladesh has been gradually emerging as an important producer of cultured shrimp and thus helping the fisheries sector to contribute substantially to GDP. The contribution of fisheries sector to GDP is 6% (compared to 1% in India and Thailand, two neighboring countries, World Bank, 1989). Though the country earns a good amount of foreign currency by exporting shrimp, Its cultivation on crop land in the south-western region abandoning the traditional crops, is not really profitable and causing harm to environment and society as well. Especially the rural people are affected by shrimp culture from many ways. Shrimp is a foreign exchange earning commodity of our country. But we should look upon to its bad effect upon rural social life. At present shrimp is cultivated pervadingly and the rural people are affected socially, economically, culturally and politically. Their source of income as well as their other opportunities becomes hampered. So it is a great problem for the rural people of our

country. With the increasing trend of shrimp cultivation the problem of rural people also increases. The present study therefore aims to conduct a survey to examine the role of shrimp cultivation on rural people. The study examines the cultural impact of shrimp cultivation as modern occupation on rural people.

OBJECTIVE OF THE STUDY

The general objective of the study is to examine how rural poor people are affected culturally owing to Shrimp cultivation as modern occupation in rural area of Bangladesh. The specific objectives of this study are-1) to examine the decrease rate of school going students owing to Shrimp cultivation 2) to investigate the changing patterns of cultural activities in the study area.3) to examine the effect of shrimp cultivation on the socialization process .4) to understand the participation rate of rural people in games, sports and social programs .5) to investigate the coping mechanism for emerging situation due to shrimp cultivation as a modern occupation.

RESEARCH AREA AND OPERATIONAL DEFINITION OF THE CONCEPTS

The study was conducted on rural people of one village namely "Bujbunia" in Khulna district. The following terminologies are defined in contest of the present paper for better understanding of the related problems and issues: -1) Rural Bangladesh**:** In this study rural Bangladesh includes rural people who are involved directly indirectly with different kinds of occupation in the study area.2)Cultural Life**:** Anything related to cultural life.3)Impact: Here impact means the social, cultural, environmental and economic effects of shrimp culture on rural people of Bangladesh.3)Shrimp Culture: In this study "Shrimp cultivation" means artificial cultivation of cultivated in ponds, Ghers and other places in the study area.

METHODOLOGY OF THE STUDY

This study was conducted through household survey, participant observation, rapid rural appraisal and case study on the people in the selected village Bujbunia in Khulna.

SAMPLING

First of all household listing was carried out on the basis of occupation on the study village. From this list, classification of occupation was made and then in each class 31.65% households were randomly selected to determine the household sample. Total 380 households have been divided into ten occupational groups, i.e. Cultivators, agriculture laborers, agriculture cum shrimp culture workers, non agriculture laborers, businessmen, construction laborers, transport employees, fishermen and others from whom sample of 120 households was selected. Household women were taken as respondents.

DATA ANALYSIS

Collected data were analyzed in terms of various statistical techniques and presented through various tables, figures etc.

SOURCE OF DATA

The data were collected from two sources (a) Primary source that includes questionnaire survey, Participant observation, Rapid Rural Appraisal and Case study. (b) Secondary source: from various writings related to study, official documents, research documents etc.

RESPONDENTS & GEOGRAPHICAL SITUATION

The village of Bujbunia is situated Baliadanga Union at Batiaghata Upazial in Khulna. It stands on the east bank of the river of Kazibasa. One may go to Bujbunia from Khulna city by land or by river. The north, south and west side of the village are situated in Jalizpara, Shialidanga, and Jalbaridanga respectively. The river of Kazibasa flows by the west of the village. Long time ago the village was submerged under the Bay of Bengal. In course of time, an island was raised there through the accumulation of the sediment of the Padma. Then the island was surrounded by jungle and later the people started to go and cultivate there. Thus the village was formed. The total area of Bujbunia is 906 acres.

SOCIO-ECONOMIC BACKGROUND OF BUJBUNIA VILLAGE

Bujbunia was a big village. But 75% of its body has been gone away by the erosion of Kazibasa River. This erosion has been in full swing. Most of the people of this village were farmer. Fishing, profitable profession seemed to the people of this region at the end of Pakistani regime. But right now they don't think it is an honorable profession. The way of recreation for the people of this region is (Gazir geet) one sort of Bangali songs, which is arranged in the yard of Matubbar (head of the village) in the night hour. Beside it, Jaree, Saree and Palla songs are also presented. In the past, in this village, bride had been given dowry but now bridegroom takes it. Divorce is almost regular phenomena. Village Panchayet deals with all its social conflicts. Earlier, stealing, mugging etc used to take place in this village and the people separated themselves in different crowds which caused social cohesion. Political awareness did not rise there

before 1900s. Some people got politically aware in the 3rd decade of 1930. After First World War people strated to study. Resulting in 1929 a primary school has been established. Launches and boats are the only way of transportation was launch and boat. Some people, earlier, were engaged with paddy business. The various professions are seen in this village too, Good interaction prevailed among different professionals. Shrimp cultivation got popularity, but gradually social impact of shrimp cultivation lowered the standard of life style. As a result, a major part of them are willing to give up the shrimp cultivation and to up take the earliar profession. For this purpose they made a social agitation against it.

POPULATION IN THE STUDY AREA

There are 2250 people living in the study village. The concentration of both male and female population is the highest in the age group of 15 and below. The data reveal that 39.52 and 47.99 percent of male and female population respectively belong to the above percent of 43.47 of total population belonging to the group. It is, therefore, clear that 43.47 percent of the total population of the study area is to bear by the rest 56.53 percent of the population who belong to the age group 16 and above. But some of the people belonging to this age group are unemployed or too old to work. About 11 percent of the total population belong to the age group 46 and above who may be somewhat unemployed and the rest may be, for the most cases, too old to work. So, about 55 percent of the total population is a burden to the rest 45 percent of the working population.There are 380 households in this village. Of them, 367 are Muslims, 10 are Hindus and 3 are tribal households. The literacy rate of the study area is 35.2%.

IDENTITY OF RESPONDENTS

The respondents are shown by age. A total number of 120 respondents were interviewed for this study. Of the total respondents, 47.5% are within the age group of 25-49 years followed 40% at the range of 50-74 years. From this table, it is also revealed that 4.17% respondents are 75 or above 75 years old and 8.33% is 0-24 years old. The mean age of respondents of the study is 47.75. The respondents are shown by sex. A total number of 120 respondents were interviewed for this study. The table shows that the sample size is 120 which is 31.65% of the total households being 380. Of the total sample, 102 are male and 18 are female which represent 85 percent and 15 percent respectively. The sex ratio of the male and female household heads is 566.67: 100. The respondents are presented by marital status. A total number of 120 respondents were interviewed for this

study. There are 90.83% married respondents. The problems of the married respondents are mainly family conflict, economic problem, and problems of socialization. It can be seen from the table that 4.17% are divorced and 1.67% are separated among the respondents. Generally the widows are helpless. After the introduction of shrimp cultivation as a new occupation, overall economic condition has decreased. Of the respondents, 3.33% are widows.

The respondents have educational qualifications that are presented here. There are 8.33% respondents are illiterate. 35% respondents have class one to five level education. Education is the most important factor determining consciousness of the rural people about the impact of shrimp cultivation as a new occupation. The table shows that 25% respondents have secondary school certificates and 12.5% respondents possess higher secondary certificates. It has been found that, of the respondents, 3.33% obtain graduate degrees and 1.67% respondents have master degrees. In Bangladesh 88.3% (Bangladesh Economic Survey -2005) people are Muslims. A total number of 120 respondents were interviewed for this study. It can be seen that among the respondents 96.67% are Muslims and 2.50% are Hindus. There is no Christian and Buddhist among the respondents. The percentage of Tribal respondents is 0.83%. Land ownership is very important as the socio-economic indicator for this study. The data show that 29.17% are landless households, followed by 41.67% own land, 20.83% shared land, and 8.33% Gher land households. Family type is an important factor related to impact of shrimp cultivation on the rural people. In this study are, the percentage of nuclear family is 37.5% whereas 62.5% is the part of joint family system.

SHRIMP CULTIVATION AND EDUCATION

There are many opportunities for education of children of the respondents households; there is a primary school and a Moqtobe in the village of Bujbunia. In two neighboring village of Bujbunia there is one high school in each village. So opportunities of education have increased. On shrimp culture, children have no task at all. So, most of respondent households send their children to school.

TABLE 14: PERCENTAGE DISTRIBUTION OF RESPONDENT'S SCHOOL GOING CHILDREN

Having school going children	Number of respondents and percentage	
	Number of respondents	Percentage (%)
Yes	75	62.5
No	45	37.5
Total	120	100

The data show that 62.5% respondent's children go to school where as 37.5% respondents have no school going children.

TABLE 14.1: PERCENTAGE DISTRIBUTION OF RESPONDENTS FACING PROBLEM IN SENDING THEIR CHILDREN TO SCHOOL

Face problem in attending school	Number of respondents and percentage	
	Number of respondents	Percentage (%)
Yes	51	68
No	24	32
Total	75	100

About 68% respondent told about the problem they face in sending of their children to school. On the other hand 32% respondents informed that do not face any problem in sending their children to school.

The main cause of problems related to attending school is shrimp cultivation. Details are shown below in the table 15.

TABLE 15: PROBLEMS CREATED FOR SCHOOL GOING CHILDREN DUE TO SHRIMP CULTIVATION

Cause	Number of respondents and percentage	
	Number of respondents	Percentage (%)
Gher workers disturb the girl students	17	14.17
Disruption of road communication due to shrimp culture	15	12.50
Financial problem	32	26.67
Oppression by the Gher owners	5	4.17
Children are forced to work in shrimp Gher due to poverty	36	30
Others	15	12.50
Total	120	100

Table 15 Present different problems related to school attendance. One of the problems identified by the respondents is the disturbance of girl students by Gher workers. There fore most of the girl students are unable to attend the school due to incongruity. About 29.41% respondents mentioned that as their children work in shrimp Gher these children are unable to attend the school. About 12.61% respondents told that due to disrupted road communication their children especially girls are couldn't go to school.

PARTICIPATION OF RESPONDENTS IN CULTURAL ACTIVITIES

The study village is a historical village in the region. It has long past of cultural heritage. People, from the distant past, participated in various cultural activities race course, bullfight, lathikhela, kusti and so on are a few of cultural omens of village. But there is little scope for these out door practice. There is no ground for these out door practice. Ha-do-do, Daria Bandha, Gollachut, Blindman bough, etc. are some outdoor games that are not practiced now. Even football,

cricket, badminton and volleyball are not played in Bujbunia. Due to very little scope of outdoor games and sports, people are habituated in indoor games. ludu, carom, cards etc. are played and enjoyed. Details are given in table 16.

TABLE 16: DISTRIBUTION OF THE RESPONDENTS, PERCEPTION ABOUT PARTICIPATION OF THEIR FAMILY MEMBERS IN GAMES AND SPORTS AND SOCIAL FUNCTIONS

Table 16 illustrates that 40.83% of the respondents family members participate in cultural activities regularly and 59.17% of the respondent households do not get chance to participate in cultural activities. If we see the details of the table, we can see that among the others occupational groups households 71.43% of the respondents family members have change to participate in cultural activities. These percentages

	Answers & percentage (%)				
	Yes	%	No	%	Total number
Cultivators	17	56.67	13	44.33	30
Agriculture laborers	7	43.75	9	56.25	16
Agriculture-cum-shrimp culture workers	11	55	9	13	20
Non Agriculture laborers	1	11.11	8	88.89	9
Businessmen	5	29.41	12	70.59	17
Construction laborers	1	50	1	50	2
Transport workers	2	33.33	4	66.67	6
Employees	1	25	3	75	4
Fishermen	2	28.57	7	71.43	9
Others	2	28.59	5	28.57	7
Total	49	40.83	71	59.17	120

for the other four categories of households are cultivators 56.67%, agriculture laborers 43.75%, Agriculture cum shrimp culture workers.

RECREATION AND MODERN OCCUPATION

Generally the rural people spend their leisure time by participation games and sport like ha-do-do, football, cricket, danabandha, horse race, etc. Due to shrimp cultivation the scope of spending leisure time has limited to playing cards, ludu, carom and watching T.V., VCR, VCD etc. But the old people do not watch TV, VCR, VCB etc. Lolling about and gossiping are the two ways in which the old people spend their leisure time in shrimp culture.

TABLE 17: DISTRIBUTION OF RESPONDENT'S PERCEPTION ABOUT SCOPE OF OUTDOOR GAMES LIKE HADO-DO, FOOTBALL, CRICKET, DARIABANDHA, HORSE RACE, IN THE STUDY AREA.

Answers	Number of respondents and percentage	
	Number of respondents	Percentage (%)
Yes	81	67.5
No	39	32.5
Total	120	100

Table shows that 67.5% of the respondents thank that there is no scope of recreation at all in Bujbunia, on the other hand 26% respondents opined that scope of recreation has reduced.

TABLE 18: DISTRIBUTION OF RESPONDENTS PERCEPTION THE INGREDIENTS OF MARRIAGE CEREMONY, DEATH ANNIVERSARY ETC IN THE STUDY AREA.

Ingredients	Number of respondents and percentage	
	Number of respondents	Percentage (%)
Are available at home	84	70%
Are not available at home	36	30%
Total	120	100

Table 18 illustrates that 70% respondents said that necessary ingredients for any religious or cultural festivals are not available   the study village while 30% of the respondents don't think so.

PROBLEM IN CONDUCTING SOCIAL AND CULTURAL ACTIVITIES

Before introduction the modern occupation rural people used to enjoy different kind of cultural activities. To ensure healthy life cultural program is required for the rural people. Because its one kind of food for all happiness.

TABLE 19 TYPE OF PROBLEM IN CONDUCTING SOCIAL AND CULTURAL PROGRAM IN RESPONDENT'S VILLAGE

Type of problem	Number of respondents and Percentage (Multi-response)	
	Number of respondents	Percentage (%)
Problem of conducting musical concert due to absence of adequate space	25	13.66
Resisted by Gher owners in conducting cultural programme	27	14.75
Problem in organizing religious function due to non-available of adequate dry space	17	9.29
Problem of conducting sports, cultural actions due to absence of fields	65	35.52
Poverty	37	20.22
Others	12	6.56
Total	183	100

Respondents informed there was no such problem before in the locality as noticed after occupational change i.e. shrimp cultivation in conducting the musical concert - vatiali, Jari gan held in an open field. But after the introduction of shrimp cultivation people related to shrimp culture disturbed the women during cultured programme. About 14.75% respondent told that Gher owners are resisting the cultural programs. Absence of adequate space due to flooded water of shrimp Gher is a big problem for conducting both sports

and musical concert. Before the introduction of shrimp cultivation, the women used to attend various social occasions during right time. But soon after the introduction of shrimp cultivation they are suffering form sense of insecurity.

FOOD HABIT AND NUTRITIONAL PROBLEM

Shrimp culture is responsible for changing food habit and nutrition of the respondents in the study area, there acute problem of supply vegetables, fruits and many other raw goods and many other raw goods that are eaten as food. As there is no scope or little scope of growing vegetables, fruits and these are to buy from the market. But these are not always available in the market and poor people don't afford to buy these. As a result their food habit has altered and shrunk. Details are shown in table 20.

TABLE 20 PERCENTAGE DISTRIBUTION OF RESPONDENTS BY FACING NUTRITIONAL PROBLEM

Problem of Nutrition (Answers)	Number of respondents and percentage	
	Number of respondents	Percentage (%)
Yes	89	74.17
No	31	25.83
Total	120	100

Table 20 indicates that a large number of respondents have faced nutritional problem due to occupational change i.e. shrimp culture. About 75% respondents pointed out that they have faced nutritional problem. On the other hand 26% respondents have not faced this problem.

HEALTH AND SANITATION PROBLEM

Health is an important factor for the rural poor people. Rural people are facing different health problems for the lack of proper sanitation.

TABLE 21 PERCENTAGE DISTRIBUTION OF RESPONDENTS FACING HEALTH AND SANITATION PROBLEM ALONG WITH CHILDREN AND FAMILY MEMBERS DUE TO SHRIMP CULTIVATION

Category of respondents	Health and sanitation Problem				Total
	Yes	%	No	%	
Cultivators	14	46.67	16	53.33	30
Agriculture laborers	9	56.25	7	43.75	16
Agriculture-cum-shrimp culture workers	6	30	14	70	20
Non Agriculture laborers	6	66.67	3	33.30	9
Businessmen	7	41.18	10	58.82	17
Construction laborers	1	50	1	50	2
Transport workers	4	66.67	2	33.33	6
Employees	3	75	1	25	4
Fishermen	7	77.78	2	22.22	9
Others	5	71.43	2	28.57	7
Total	62	100	58	100	120

Table 21 shows the data related to health and sanitation problem. The data are indicating that it is mainly agriculture

laborers, non-agriculture laborers, transport workers, employees etc who suffer more than those of agriculture cum shrimp culture workers and Businessmen. Abu Zafar said, "As the ratio of salty water has increased, various unknown disease have been seen in family."

TABLE 22 DESCRIBES THE PROBLEM RELATED TO HEALTH AND SANITATION FORCED BY RESPONDENTS FAMILY DUE TO MODERN OCCUPATIONAL I.E. SHRIMP CULTURE.

Type of Problem	Number of respondents and Percentage (Multi response)	
	Number of respondents	Percentage (%)
Problem of more diseases due to polluted water	31	19.14
Degradation of health for scarcely of vegetables and such others food	37	22.84
Scarcely of fish, egg and meat	23	14.20
Security of toilets and hygienic toilet facilities	24	14.81
Tyranny of worms and insects	12	7.14
Problems of diarrhea dysentery skin disease etc.	22	13.58
Others	13	8.02
Total	162	100

About 20% respondents told that as new occupation i.e. shrimp cultivation contribute air and water pollution that ultimately helps in spreading diseases like Cholera, Dysentery and other water borne diseases, lung disease, heart disease etc. About 23% respondents told that as there is scarcity of vegetables and other foods people also suffer from malnutrition. Among other problems are security of toilets and hygienic toilet facilities. Rahima Khatun said, "There is a latrine beside her house. Her neighbor owns it after occupational change i.e. shrimp cultivation it aerates a problem for her. Behind her house, there is a Shrimp Gher, which is not permitted by government. When water overflows the Gher, she cannot live in her house for stench of that latrine." She also said, "There is no solution of it".

Case study: Munni Akter (21) is an unmarried woman. She is a student. After occupational change, there is Shrimp Gher all around their home. They have homestead land and they earn from there. But from saline water, for degradation of fertility they cannot grow as much vegetable or crop as they could do earlier. She has two cows. The grass for that cow has to bring from far away field. As there is no path her younger brother does not want to go to school. During rainy season it is a great problem. As the eldest child of her parents, she has to look after all things. Her younger sister cannot go to college because the Gher worker teases her in

the path. So, occupational changes affected them very much. It is also difficult to earn from vegetable garden and rearing of poultry and livestock. Even the homestead is not a safe place for her movement. Gher worker always work by the side of the house. They pass rough comments. Being unmarried she is mentally depressed to. She marked that the modern occupation Shrimp cultivation has created many problems for her. She also mentioned, "Shrimp culture is not good for rural poor people." She confessed that despite his getting interest in shrimp farming, it had a negative impact on this village especially on cultural life. Surrounding her house, green vegetables were grown before, but due to salty water in the farm, he added, vegetables growth has been stopped. The vegetables that could provide her with his daily need and now she needs to buy this food intake from the market. The domestic animals like duck and hen are dying. The birds and other animals that were found before in the area have disappeared now. As a result of shrimp cultivation, the rate of poverty has increased tremendously. A number of occupations lost their old value and status. It has a vast impact on socio-economic life-style. Women, too, are not free from these problems; they are facing hard days and difficulties. Overall a wrong type of social planning of occupational change has made a tremendous negative impact in the whole region especially in cultural life of rural people.

CONCLUSION

Emerging as a new way to make the people economically well off and socially and culturally dignified, shrimp cultivation as a profitable source attracts many people of the region. But, the effects of unplanned change of this modern occupation generate a bad impact. It is accelerating the extinction of other professions unprecedentedly. If geographical, cultural, social and historical backgrounds are ignored in case of transforming occupation, nothing fruitful but rather negative consequence will bring out from it. The key factor in the growth of the Asian shrimp industry thrives at the initiative of the private sector, involving multinational corporations. In Bangladesh there are both advantages and disadvantages of shrimp cultivation. Modern shrimp culture has socio-economic and cultural costs, ecological consequences; political instability etc. Conversion, expropriation and privatization of lands, decline of food security, marginalization of coastal communities, unemployment and urban migration, and social conflicts, cultural problems are influencing socio-economic condition in southwest region of Bangladesh. The growth of shrimp cultivation in the closed water bodies depends on the extent

and nature of aquaculture even, in the limited bog areas, once treated solely as a source of capture fishery.

Despite the volume of shrimp production, the average yields of shrimps have not been satisfactorily enough. Shrimp culture has a negative effect upon the rural people. The main problem brought about by shrimp cultivation is the inflow of saline water into the polder areas that cause contamination of fresh water ponds used by the population during the dry season as sources of their drinking water. This tells upon the general health and cultural life of the poor. Saline water also destroys trees and bushes. Besides, the control of farms of shrimps by outsiders has broken the traditional safety net. As a result, the poor rural people have been facing many cultural problems like reduce the rate of school going students, lack of participations in different cultural program, eve teasing, sanitation problem, violence to the women etc. for modern occupation i.e. shrimp cultivation. Thus, the government and non-government agencies and the people of our country should be aware of such bad effect of this cultivation.

RECOMMENDATIONS

In spite of some problems arise out of this shrimp cultivation, a number of people of the study area are getting interested in it but overall cultural life flow standard is facing a great threat; the study shows this contradiction. The following recommendations, on the basis of the shrimp cultivation and the emerging social problems, are put forth for bringing possible and effective solutions.

Firstly, cultural life is affected due to modern occupation like shrimp cultivation. In addition to updated rural people's values, a more accurate economic analysis of shrimp production from culture ponds is needed. Villagers should cultivate shrimp cooperatively; cultivate vegetables surrounding the shrimp Ghers. This attempt can solve the economic problems of the respondents to some extent.

Secondly, Culture is way of life. It indicates social standard and their characteristics. Society can't change without culture. But it happened in study area. If cultural, social and historical backgrounds are ignored in case of transforming occupation, nothing fruitful but rather negative consequence will bring out from it. So we have to ensure any change in the context of cultural values and customs. It's applicable for all aspects.

Thirdly, sanitation is a problem in the study area. Whatever be the economic condition, at least a good sanitary system is essentially required for healthy living. The villagers and other helping bodies should look into it and make efforts to solve this problem. Along with this, the supply of pure drinking water without any amount of salinity in it is to be ensured.

Fourthly, the Chairmen of Union Parisads of the area should exercise social authority to solve the villagers' problem and they should not be motivated in favor of the shrimp cultivators. Government should also look into it. All should think whether their previous occupations i.e. the paddy cultivation along with others are better or not.

Fifthly, to solve the existing problems of the respondents due to shrimp cultivation needs a massive program for creating public awareness. The people should spontaneously come forward to improving their all cultural problems created by the shrimp cultivation.

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DARKER SIDE OF URBANISATION: INCIDENCES OF SEXUAL HARASSMENT IN GUWAHATI

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ABSTRACT

Violence against women as a serious problem got international recognition in 1979 when UN General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). India became signatory to the Convention in 1993 and ratified CEDAW. However, reported incidences of violence against women continued to be witnessed. Rather it can be stated that gender violence have increased in the last few years and so has their forms, more so in the urban areas. Urbanisation does provide women greater mobility, employment opportunities, more access to educational facilities and more liberty than her rural counterparts. However, it also exposes them to detrimental situations such as sexual harassment in the professional and public spaces.

Guwahati, the largest urban centre of north-east India provides these opportunities to both men and women and at the same time it may also provide prospects for occurrence of gender-specific crimes. In this study an effort is being made to analyses the places of occurrence, types, frequency of occurrences of sexual harassment once a woman sets out from her home. The study is based on data collected from the women who are victims of sexual harassments of various forms both in professional and in public places.

Key Words: Gender violence, Women, Sexual harassment, Guwahati, Urbanisation, Public and Professional spaces.

INTRODUCTION

Violence against women began to attract attention as a serious social problem in the late 1960's and early 1970's. Since then, the term violence against women has been used to describe a variety of different behaviors, including emotional, sexual and physical assault; murder; genital mutilation; stalking; sexual harassment; and prostitution (Nancy, Burgess and Wolbert,1996). The need for protection of the rights of women gained global recognition during the International Decade of Women (1975-1985) and steadily gained momentum since then. This recognition became international law in 1979, when the UN General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). India became signatory to the Convention in 1993 and ratified CEDAW and committed itself to work for the elimination of all types of discrimination against women. Sadly, even after the declaration by the United Nations in 1993, that any type of violence against women is a violation of human rights, reported incidents of violence against women continue to be witnessed, which definitely is only a tip of a very ugly iceberg. Yet, many more cases go unreported for various reasons (Viswanath and Mehrotra, 2007).

CRIMES AGAINST WOMEN IDENTIFIED BY INDIAN LEGAL SYSTEM

Although women may be victims in any sort of crimes, be they murder, robbery or other crimes, crimes in which women are the victims and which are directed specifically against women are denoted as "Crimes Against Women" (National Crimes Record Bureau, Govt. of India: 2011). According to the Constitution of India 'crimes against women' are broadly classified under two categories: crimes identified under the Indian Penal Code (IPC) and crimes identified under Special Laws (SLL).

According to section 509 of the Indian Penal Code sexual harassment is defined as "Whoever, intending to insult the modesty of any women, utters any word, makes any sound or gesture, or exhibits any object, intending that such word or sound shall be heard, or that such gesture or object shall be seen, by any such women, or intrudes upon the privacy of such women, shall be punished with simple imprisonment for a term which may extend to one year, or with fine or both" (Chandrachud and Manohar,2005). This definition as well as the punishment rendered for this form of crime does not address the gravity of the entire problem of sexual harassment of any form at professional and public places.

PROBING THE CONNECTION: URBANISATION AND SEXUAL HARASSMENT

Urbanisation provides different types of opportunities to women. There are greater mobility, opportunities to avail employment due to access to education, greater liberty and freedom compared to the rural counterparts. Through education or other work skills she ventures into the workplace, which is otherwise a male dominated world. These at the same time, generate some specific type of problems, which are women-centric. Urbanisation and modernisation no doubt at one hand, empowers women but at the same time it brings in other types of influences, which also creates specific types of problems for women to confront (Vauquline, 2007). It may expose the women now to various forms of harassments including 'sexual harassment at workplace' that can generate psychological as well as physical pressure on the women. These are some of the darker sides of modernisation that act as hurdles for the all round development of the women.

Greater access to public spaces is one of the different forms of opportunities urbanisation provides to women. Looking at literature on women's experiences of public places, women spatially inhabit a city differently from men. They not only negotiate the city differently but also perceive it differently (Padhee, 2012). This difference lies not only in the strategies women use to produce safety but also in the mind-maps that women carry in their heads of the city (Ranade, 2007). Feminist scholars in diverse settings have pointed out that urban narratives often construct the city as a space of danger for women and point out the ways in which these contribute to excluding women, particularly from public space (Andrews 2000, Grosz 1995, McDowell 1999, Massey 1994, Walkowitz 1992, Wilson 1991). Some scholars such as Rachel Pain (2000, 2001),Gill Valentine(1989), Elizabeth Stanko (1995) and Carol Whitzman (2007) amongst others have worked on women's experiences of safety vis-à-vis fear of crime and violence in public places, and how they negotiate it. The process and forces of urbanization does provide women various avenues in the form of employability, education opportunity, mobility etc than her rural counterpart. However, it also exposes women to sexual harassment in her professional space as well as the other public spaces that she ventures out (Vauquline, 2012 a).

Urbanisation also enhances the educational opportunity to a great extent of which women are an integral part through the facilities and amenities availed by them. These educational institutions many a times become a site for sexual harassment for the female students. Sexaul harassment not only exists in the workplace but also in educational establishments. Some professors and teachers have used their positions of power to obtain sexual favour from students. Dziech and Weiner list the following actions that they consider as inappropriate behaviour by professors:

-staring, leering, ogling;

-frequently commenting on the personal appearance of the student;

-touching out of context;

-excessive flattery and praise for the student;

-injecting a male versus female tone into discussion with the students;

-persistently emphasizing sexuality in all contexts (Dziech and Weiner: 1993).

Women in urban areas have greater mobility than her rural counterpart. She has larger access to public spaces; streets, public transports, markets etc. For many women access to these public spaces becomes a necessity rather than opportunities in urban life. Venturing out in these public spaces also exposes them to varied forms of sexual harassments in the public spaces. Street harassment is a form of sexual harassment that has existed since the advent of streets, but for centuries it has been an overlooked problem. It is a form of gender crime in the public spaces of an urban area. The earliest definition of street harassment was put forth by Micaela di Leonardo, an anthropology professor from the University of California in 1981. She illustrated that: "Street harassment occurs when one or more strange men accost one or more women...in a public place which is not the women's /women's worksite. Through looks, words, gestures that man asserts his right to intrude on the women's attention, defining her as a sexual object, and forcing her to interact with him."

WHY THIS STUDY?

The effects of sexual harassment are as varied and complex as the women who endure it (Morgan, 2001). The greater the power disparity, the more distressing the experience is likely to be (Benson & Thomson, 1982). Feelings of violation are particularly strong when women are harassed by authorities entrusted with their care. Sexual harassment is especially traumatic when coaches, mentors, therapists, doctors, or clergy commit it (Rutter, 1989). Even though no two sexual harassment experiences are alike, analysis of women's narratives about how sexual harassment feels and its effect on their lives has uncovered a few salient themes. For most, loss is a core experience. Coping with the negative effects of sexual harassment is emotionally distressing as well as physically exhausting (Stambaugh, 1997). Anyone subjected to sexual harassment can feel

humiliated, demoralized, experience a loss of self-confidence and self-esteem and feel violated and stripped of dignity. The impact of sexual harassment can be severe, and have a debilitating effect on the personality, working life and social behavior of the target of harassment (Murthy, 2004). So common, indeed, is this social malady that most women themselves fail to recognize it as a problem and treat it as 'normal'. Others over the years develop internal coping mechanisms to deal with the menace (Dasgupta, 2001). It can be emphasized that making a woman the object of sexual attention can also work to undermine her image and self-confidence as a capable worker. Yet, much of the time, harassment assumes a form that has little or nothing to do with sexuality but everything to do with gender. At its core, sexual harassment is often about letting women know they are not welcome in certain workplaces and that they are not respected members of the work group (Reskin and Padavic, 1994).

Access to violence free and safe public space is the basic right of a woman. Yet, the greatest challenge relates to the alarming threat to women's safety and freedom of movement in public spaces (Bhattacharyya, 2013). The Criminal Law (Amendment) Act, 2013 addresses penalties for some of the abhorrent forms of crime (stalking, touching, sexually coloured remarks, voyeurism). However, it remains unclear as to how the perpetrators of the offences like touching, stalking, and sexually coloured remarks would be accused and subsequently prove the assailant as guilty. Multiple questions still arise regarding enhancing the safety and the sense of a free and secure space for women in their professional and public area in actuality. The gendered scenario raises the spectre of women's vulnerability (Gupta and Hazra, 2007).

Guwahati holds a commanding position in the form of the gateway of the North East India. Guwahati is located on the crescent shaped south bank of river Brahmaputra in the Kamrup district, Assam. Greater Guwahati covering an area of 298 sq. km. has been selected as one of the study sites for this study. It is the largest urban centre in the region and attracts people from the surrounding areas. As per the 1991 census, the city had a population of 584342 persons. During the Census of 2001 the population size of Guwahati has gone up to 811905 persons. Now, it is a home for 9,63,429 people of which 5,02,255 and 4,61,174 are female (provisional reports of Census of India, 2011). Guwahati as an administrative and commercial city occupies a unique position in the capital cities of the region. As an urban centre, it provides better economic and social opportunities as compared to the surrounding rural areas both to men and women.

Unfortunately, such opportunities created by the city of Guwahati, also create opportunities to crimes specific to urban areas. Many of these violence are women centric in the form of sexual harassment in the public spaces (public transport, streets, markets etc) and in their professional spaces (educational institutes, organized and un-organised sectors of workplaces). They can be best observed in an urban situation such as Guwahati which is the economic hub of North-east India and offers varied economic avenues to all section of people. It can provide a comprehensive and wide-ranging prospect to analyze the various aspects of sexual harassment in the public and professional spaces of Guwahati city.

METHODOLOGY AND DATA BASE

How vulnerable are women to sexual harassments both at public and workplace? Which are such vulnerable areas in an urban area like Guwahati? How frequently are they exposed to such situations and how do they cope with such situations? To address to these questions twenty respondents were interviewed during 2006-07 with the help of a structured schedule to study the various forms of sexual harassments that women are subjected outside the home. This study is based on primary data and analyzed both quantitatively and qualitatively. To have an in-depth understanding of the experiences of these women their narratives are illustrated. During the field study it was kept in mind to include women from all walks of life; college going students, office goers, businesswomen and housewives, etc. within the sample. But it was observed that the married women and housewives are generally not subjected to harassment in public places. This is perhaps, due to the cultural meanings assigned to married women in the Indian situation, i.e., married women by traditional value system are elevated to the place of mother. However, there could be exceptions under particular circumstances. Therefore, married women were excluded as well women above the age of 35 years. In this study the place of occurrence, the frequency, type, etc of sexual harassment outside home in relation to the age have been analysed. How are these women subjected to sexual harassment in public spaces and workplace? When does this usually occur? -- These are some of the questions I seek to answer in this section.

FINDINGS

The respondents are aged between 17 to 35 years but majority of them are between 18 to 28 years of age. Thirty

percent of the respondents are below 18 years of age, 50 percent, between 18 and 25 years, and 20 percent are above 25 years. All of them reported some or the other form of sexual harassment. In this study the various aspects of sexual harassments in public and professional spaces are analyses on the basis of the age of the women.

PLACES OF OCCURRENCES

More than 88 percent of the women (below 18 years) have been sexually harassed on the way to the workplace, markets and to educational institutions etc, and 22.22 percent of them, inside the premises of their own schools and colleges. Many reported (66.67%) that they are sexually harassed almost everywhere outside their homes, especially, eve-teasing. Often, the incidents are surprising with little time for reaction or retaliation, as the abuser mingles with the crowd or walks away quickly after the incident. This usually takes place during morning hours near the school premises when the students are in a hurry to enter the schools/ colleges or at closing times. These harassments have a continuous pattern starting the moment they step out of home, on the street, in the public transport and inside the schools and colleges, and the same pattern repeats till they return home. These young women are too young or bold to retaliate or seek help of law enforcement, also for reasons of social castigation.

All the respondents in the age group between 18 and 25 years are subjected to abuse on the way to office, markets and colleges, at workplaces (22%), and in crowded places (22%). Among this age group the sexual harassment, both in type and extent tend to decrease with increase in age of the woman (Table 7.1). With age, the women get matured to deal with the incidents of harassment, can retaliate which acts as a deterrent or in extreme cases, could report to public authority or simply ignore the incident as a 'professional hazard', in a sense, accepting the situation as 'business as usual'.

Respondents who are above 25 years, (50%) report being abused on the way to the office, market etc and the same proportion inside the workplace. Among this age group it is seen that they are less harassed on the way to the office but their harassment increases inside the workplace. For women who are married and are above 30 age-group), harassment somewhat decreases in public places because they are confident enough to protect themselves.

TABLE 1: PLACES OF OCCURRENCES OF SEXUAL VIOLENCE

Age Classes	On the way, market etc.	Inside offices/ workplace	Others
>18	88.89	22.22	66.67
18-25	100.00	22.22	22.22
>25	50.00	50.00	0.00

Source: Based on Field Work by Author, 2006-07
Note: The total do not add up to 100 % as there were multiple choices

There is no place in particular where the respondents below 18 years are subjected to sexual violence, because they have been harassed anywhere they venture to go out. They are harassed in public transport, particularly in crowded bus where the perpetrators many times pretend, the sexual advances were not intentional, if caught in the act red-handed. In less crowded buses they are subjected to harassment, because they lack confidence to speak up and object to advances and passes. About 11 percent report being sexually harassed in their own educational institutions, often by their male teachers, especially the physical instructors or the yoga teachers who get the opportunity of touching the adult pupils.

Among the respondents belonging to age group between 18 and 25 years, sexual harassment is more frequent in the public transport. They are also abused in educational institutions and workplaces. Women above 25 years are also abused in public transport, though the frequency of occurrence is less. More than 50 percent of the women are harassed in workplaces because they need to interact with people from all walks of life. It is generally observed that the occurrences of sexual harassment at public places decreases with the increase of age.

TABLE 2: PLACES OF OCCURRENCES OF SEXUAL VIOLENCE

Age	Public transport	Walking	Public places	All the places	Others
>18	-	-	-	88.89	11.11
18-25	44.44	11.11	11.11	66.67	33.33
>25	50.00	0.00	0.00	50.00	50.00

Source: Based on Field Work by Author, 2006-07
Note: The total do not add up to 100 % as there were multiple choices

TIMINGS OF OCCURRENCES

All the respondents (15-18 years) are sexually harassed in all places when they are alone but more in crowded places and in crowded public transports, even when they are with their friends. The women of 18 to 25 years are harassed when they are with their friends and even with relations. Among

the other age group (above 25 years) all the women are harassed only when they are alone. In such situations, the women usually lack confidence to retaliate.

TABLE 3: TIMINGS OF OCCURRENCES

Age	Only when alone	With friends	With relations
>18	100	55.56	0.00
18-25	100	77.78	22.22
>25	100	0.00	0.00

Source: Based on Field Work by Author, 2006-07
Note: The total do not add up to 100 % as there were multiple choices

FREQUENCY OF OCCURRENCES

Women below 18 years (22 percent) are harassed everyday in different places outside home. Similarly, women up to age 25 years (44.44%) are sexually abused at least once a week. There are some young women (between 18 and 25 years, 11.11%) who are sexually harassed everyday. The frequency of occurrence of sexual violence of the women outside the home decreases with age. On the other hand, among women above 25 years, 50 percent are harassed occasionally. These women also happen to be those who are sexually harassed in their workplaces. Women of higher age are less victimised because they are confident and bold enough to resist the perpetrator.

TABLE 4: FREQUENTLY OF OCCURRENCES

Age	No response	Everyday	Once a week	Once a month	Occasionally
>18	0	22.22	44.44	11.11	22.22
18-25	0	11.11	44.44	44.44	0.00
>25	50	0.00	0.00	0.00	50.00

Source: Based on Field Work by Author, 2006-07
Note: The total do not add up to 100 % as there were multiple choices

TYPES OF CRIMES

Young women (15-18 years, 66.67%) are subjected to all forms of sexual attacks as reported for this study; 33.33 percent are subjected to suggestive physical contacts; and 22.22 percent, pushing. It is observed that women within this age group are subjected more to sexual harassment than to sexual abuse. These types of harassment are common in the crowded public transport and in crowded places but more in a public transport because it is easy for the perpetrators to escape if caught red-handed. In educational institutions and workplaces, the sexual harassments are suggestive physical contacts. The perpetrators are usually young but above 30 years.

For women belonging to 18 and 25 years age group all the types of sexual harassments exist and in equal proportion. "Stalking" is less among this age group and nearly absent for who are above 25 years. The women who work till

the late hours at night are invariably stalked at night. In most of the cases, stalker is the same person and usually belongs to age group between 18 and 25 years, i.e. probably younger adult males than the women.

TABLE 5: TYPES OF SEXUAL VIOLENCE

Age	Lewd Remarks	Pushing	Suggestive physical contacts	Following	All the violence	Others
>18	11.11	22.22	33.33	0.00	66.67	5
18-25	44.44	44.44	44.44	11.11	44.44	5
>25	0.00	50.00	0.00	0.00	0.00	0

Source: Based on Field Work by Author, 2006-07
Note: The total do not add up to 100 % as there were multiple choices

NARRATIVES

To get an insight to the experiences that these women undergo, narratives of two women are illustrated. Both these cases draw attention to two different age groups and at the same time two different situations. Fictitious names are used to maintain the confidentiality of the victims and not reveal their identity.

CASE 1. Ms Gopa is studying in a Government Higher Secondary School. She belongs to Guwahati and come from a well to do nuclear family. She is 18 years of age.

She innocently admitted that she is subjected to different forms of sexual harassment both within the educational institute and elsewhere. She is subjected to sexual harassed everyday in the crowded public transport on her way to school or on her way back home -busy school hours. She is pushed intentionally or suggestive physical contacts are made (public transport). And this tends to occur more when she is alone. While walking in the crowded public places she became victim of sexual harassment a number of times, at times even abused. The perpetrators are the middle aged male (above 30 years). She never reported any of these incidences to her parents but shared them with her friends and at times with her elder sister who is two years elder to her. Gopa always kept quite when harassed, sometime out of embarrassment or sometime not knowing how to retaliate, resist or react.

She is also a victim of sexual harassment in her institution. The perpetrators are two specific male teachers. They touch out of context that makes she feels uncomfortable. They behave in the same manner with many of her friends. Sometimes they even pass some lewd remarks. She never acted against these persons out of fear. At the same time she is not aware of any law from which protections can be sought.

She feels that there should be special buses meant for women and children during the busy school/office hours and complain box, for intimation with confidentiality about harassment, within the institution's premises. She strongly feels that the other passengers should retaliate when they

notice any unpleasant scene in the public transport than act as an indifferent co-passenger.

CASE 2: Ms Loya is 23 years old. She is unmarried and is a nurse in a private nursing home. She stays in a working women hostel. She has come to Guwahati to pursue this job as the economic condition of her family is not satisfactory. She is a victim of sexual harassment both within the workplace and in public places.

She is harassed frequently on the way to her workplace as she her job demands working in the odd hours. She is victimised in the public transport (pushing and suggestive physical contacts) and while walking (lewd remarks, stalked) to/from her workplace at night. This occurs frequently. The perpetrators are generally the middle aged men. She does not react when eve teased or stalked (out of fright) but resist aggressively when abused in the public transports. She has shared about her experiences to her guardians. They suggested her to retaliate or ignore depending on the situation.

In her workplace lewd remarks are passed and sometimes advances are made by the attendants of the patients. Ms Loya has made number of verbal complains to the concern authority but no action is taken against any of them maybe because it may harm the reputation of the nursing home (as expressed by Ms 2). She had this feeling from the reaction of the management. Even though it happens occasionally she feels that these incidences are professional hazards for a working woman.

SUGGESTIONS BY THE RESPONDENTS

Strong resistance and self defensive technique is the best way to protect oneself from sexual harassment in the public places and public transports. This as a suggestion was put forth by 45 percent of the respondents. Ten percent of them suggested that it can be acquired if compulsory self defensive courses are imparted especially to the girl child at the school level. It is an important point to be noted that Kendriya Vidyalaya Sangathan of Guwahati has already taken up this as a curriculum for the girl child.

More than 80 percent of these working women are not aware of the legal provisions for the working women at workplace. They felt that active awareness drive about the laws regarding women in particular through media and other agencies is an utmost necessity. The women organisations working in this filed should and can take an active role to give it an extra thrust. At the same time there should be easy access to complain redressel cells both in the workplace/institutions. Thirty percent of them felt that due to long and delayed departmental proceedings many of the victims are reluctant to avail them. Thereby it should be made quicker and users' friendly. There are two rape victims in this study who strongly recommended this suggestion and felt that the rapist should be hung unto death. Five percent of the women stated that strong punishment should be rendered to those who commit crimes against women and widely published of the punishment rendered to the perpetrators. One of the ways to feel safer at night for the working women is to have the streets properly lighted.

There are varieties of suggestion given by the women to reduce sexual harassment in the public transports. Twenty five percent of the women, more so the women of lower age group, feel that the co-passenger should also be supportive and react to such incidences than be indifferent to sexual harassment in public transport. There should be special buses for women and children or special sitting arrangements within the bus for women and children. Special buses for women will be of great benefit for women who work till the late hours at night. Fifteen percent of the women suggested that the crowd of the buses should be lessened as they are harassed most in the crowded buses.

A few of the women fell that proper sex education and counselling in institutions and home are essential for both the children. At the same time the parents should also be aware of the situations that the child may fall into. They should be oriented about these abuses and how to retaliate them in different situations than to maintain a silence over these issues.

TABLE 6: SUGGESTIONS

Suggestions.	Percentage
Self defence	45
Quick proceeding and justice	30
Awareness drive about the laws through media or by others sources	30
Co-passengers should react to such incidents within the bus.	25
Parents should be aware and alert of the child behaviours	20
Easy access to complain and quick action.	15
Lessen the crowd of the buses	15
Streets properly lighted up at night.	10
Proper counselling to the male child	10
Compulsory self defensive courses to girls at school	10
Separate sitting arrangement within the bus for ladies and gents.	5
Access of complain box within school premises and public places.	5
The NGO should take more active role.	5
Wide publicity of the punishments rendered to the perpetrators	5
Proper sex education	5
Special buses for women and children	5
Severe punishment to anybody who committees CAW	5
Hung unto death punishment to a rapist.	5
More stronger laws for women	5
Women should be more aggressive	5

Source: Based on Field Work by Author, 2006-07

CONCLUSION

The women's movement gained its victory when the Supreme Court of India in August 13, 1997 drew up guidelines for sexual harassment at the workplace and for the first time the law recognised sexual harassment as a violation of human rights. After sixteen years of the Vishaka judgement, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 got the assent of the President on 23 April 2013. Here in this study, it is revealed that sexual harassment in the public places are commonest experience that a women experience in their day to day life. They are not only subjected to various forms of sexual harassment and but are also sexual abuse in certain instances. The most alarming feature is that, except two women (the rape case victims), none of them have reported these instances, even to their parents. Reporting these incidences and registering them as polices cases will definitely take a long way to go. Stronger laws are necessary to combat these social evils but at the same time awareness drives to be beneficiaries of this legal provision is the urgent call of the hour. To make it effective in true sense it should address to the needs of all section of women.

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"EMOTIONAL INTELLIGENCE: IMPROVING STUDENTS' ACHIEVEMENT IN ADOLESCENCE"

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ABSTRACT

Emotional Intelligence has emerged in the past twenty five years as one of the crucial components of emotional adjustment, personal well-being, life success, and interpersonal relationship in various contexts of everyday life and has attracted the scientists. This article provides a critical review of the researches in the field of the EI specially in the school/college context and analyses its value for educational policies in the Indian educational system as well as its projections.

INTRODUCTION

The twenty first century has brought a novel view of the more diverse reality of human functioning. We are becoming aware of the need for families to address the education of emotional and social aspect of the child, and for schools, colleges and society. Lipovestsky (2006) points out that postmodern societies in the first world want not only to be wealthy, opulent and among the top 25 countries in their Gross Domestic Project (GDP), but since the end of the 20th century these societies are desirous of something more. Ultramodern, 21th century societies not only desire material consumption, but also are looking for a newer value-hierarchy and a new way to relate to objects and time, to ourselves and to other persons in order to find individual happiness (Lipovesky, 2006). Ultramodern societies seeks for their citizens' satisfaction in life because it is a very painful paradox for the individual to live in an opulent society which covers one's physical and material needs without making one happy.

The movement of education reflects educators' interest in changing a school system which is put to crisis and is unable to face the challenges of our society. Thus, inclusion of emotional and social aspects in students' curriculum is considered one potential solution of some urgent problems of educational system. The main drawback which our educators are facing is that they do not know how to translate this concept into practice. In this admirable desire for change, teachers have addressed the problem from the backdrop of Goleman's popular work on emotional intelligence (EI), and are trying to take action; they have overlooked the academic debates on EI intervention programme.

The purpose of this article is to describe the concrete benefits of EI which are gathered from the random reflections and are supported by scientific literature and evidence with the intent to promote EI education at school or college level. From theoretical model of Mayer and Salovey (1997), EI is conceived as an authentic intelligence based on the adaptive use of emotions which from the individual can solve his problems and effectively adjust to his surroundings. Mayer and Salovey's skill model considers that EI is conceptualized through four basic skills:

"the skill of accurate perception, appraisal and expression of emotions, the skill of taking on and/or generating feeling which facilitate thinking; the skill of understanding emotions and emotional knowledge and the skill of regulating emotions, thus promoting emotional and intellectual growth" (Mayer and Salovey, 1997).

Among the most widely discussed issues in education today is the inability of schools, colleges and universities to impact positively the commencement rates using education strategies of the time. Often discussed under the guise of doing away with open enrollment, one of the recent "new" approaches for increasing student throughput includes raising the basic admission requirements for entering freshmen. It is rather disheartening to note that such new strategies are considered while previous successful student-centered strategies for improving student achievement, like those incorporating course modules in the development of emotional intelligence (EI) have received inadequate attention.

Doing away with open enrollment represents the new radical line of strategies for increasing the success of students and institutions while student-centered approaches and; strategies that focus on the success of students, seem under-utilized. The focus of this article is on the need to develop the emotional literacy and cognitive skills in students but there are other student-centered strategies and resources

which remain under-utilized as well. Those advocating for doing away with open enrollment believe that recruiting freshman population with an overall higher academic profile will reduce the number required to enroll in developmental courses and ultimately increase the ratio of students that graduate within the prescribed number of academic years. Although apparently correct in the prediction yet this approach virtually ignores significant pools of potential students, as well as a significant moral responsibility of higher education, which is to improve the world at large.

THE CONCEPT OF EMOTIONAL INTELLIGENCE

Emotional intelligence is a relatively new construct, and as such yet there is no conclusive definition. It was originally described by Salovey and Mayer in 1990 and further defined as the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions to promote emotional and intellectual growth (Mayer & Salovey, 1997). Emotional intelligence is a construct which combines feelings with thinking, and thinking with feeling.

Stough and Palmer (2001) have defined it operationally as the capacity to perceive, express, understand and manage one's own and others' emotions effectively.

Through a factor analytic study these researchers have identified five definitive dimensions of Emotional Intelligence:

1. Emotional Recognition and Expression
2. Understanding Emotions
3. Decision Making
4. Emotional Management, and
5. Emotional Control.

1. Emotional Recognition and Expression: Self-Awareness; the ability to perceive and understand one's own emotions and to express emotions to others.

People high in this dimension typically

- find it easy to talk about their feelings with others
- others can easily tell how they are feeling
- can describe their feelings on an issue
- have little trouble finding the right words to express how they feel

2. Understanding Emotions: The ability to perceive and understand the emotions of others.

People high in this dimension typically

- readily understand the reasons why they have upset someone
- when discussing an issue, find it easy to tell whether others feel the same way as they do
- can pick up on the emotional tone of a group situation

3. Decision Making: The extent to which emotions and emotional information is utilized in reasoning and decision making.

People high in this dimension typically

- attend to their feelings on a matter when making important decisions
- weigh up how do they feel about solutions to problems
- when trying to recall certain situations, tend to think about how did they feel

4. Managing Emotions: The ability to manage one's own and other's emotions.

People high in this dimension typically

- intervene in an effective way when others get 'worked up'
- overcome conflict with others by influencing their moods and emotions
- when stressed, or anxious, or angry can remain focused on what they are doing

5. Emotional Control: The ability to effectively control strong emotions.

People high in this dimension typically

- overcome anger by thinking through what's causing it
- find it easy to concentrate on a task when really excited about something
- can be upset and still think clearly
- when anxious still remain focused on what they are doing

ABOUT KEY RESEARCH

There are ample scholarly works suggesting higher education to make EI a top priority. According to Gohm (2004) EI describes abilities distinct from, but complementary to, academic intelligence or the purely cognitive capacities measured by IQ. Unlike IQ, emotional intelligence can be nurtured and developed, becoming greater with maturity and experience. According to Goleman (2004), "EI should be considered an intelligence apart from IQ: EI encompasses abilities like emotional self-regulation that are not assessed by IQ tests." Finally, Nelson & Low (2003) are of the opinion that, "…emotional intelligence is a key factor in physical and mental health, academic achievement, personal satisfaction, and career excellence."

The studies included in this paper represent only a small sampling of the total research on the topic. These studies were conducted recently and have, incorporated different facets of EI and demonstrated the important contributions of this construct to student achievement and success.

● In 1996 Daniel Goleman, popular author of 'Emotional Intelligence: Why It Can Matter More Than IQ', argued that while IQ may not be changed much by experience or

education "crucial emotional competencies can indeed be learned and improved upon by children – if we bother to teach them."

● Stottlemyer (2002) finds a significant correlation between selected emotional intelligence skills and academic achievement in eleventh and twelfth grade students and suggests that, "The lack of progress (in improving academic achievement) forebodes serious discontent in society and threatens the freedom of all people."

● Chao (2003) finds a significant relationship between the anxiety levels of foreign language learners and total emotional intelligence skills, concluding that the findings should be used by educators to "… develop interventions to decrease language anxiety among English Foreign Language students."

● Vela (2003) finds a significant correlation between academic achievement and selected emotional intelligence skills in college freshmen and suggests that, "Although progressive efforts have been made on improving student performance and retention, students' success in higher education continues to decline. The inability to connect cognitive and affective domains in student development has resulted in poorly prepared students in society."

● Petrides et al. (2004) examined the relationship between EI, cognitive ability and academic performance in 659 students. They found that emotional intelligence moderated the relationship between academic performance and cognitive ability, where in higher IQ and higher EQ lead to greater academic performance. This study also demonstrated negative associations between emotional intelligence and deviant school behaviours such as unauthorized absences and expulsions.

● Williams (2004) studies the problem of retaining first-year freshman at Texas A&M University-Kingsville. Finds that the academic factors and EI Skills of drive strength, time management, and commitment ethics are significantly correlated and predictive of retention and academic achievement.

Other studies have shown that teaching emotional intelligence can lead to such improved student outcomes as enhanced academic performance beyond that which can be accounted for by IQ; and less problematic behaviour.

ROLE OF EMOTIONS IN ADOLESCENTS EDUCATION

A growing interest on the vital role of the emotions in education is evident from the work of academics as diverse as Claxton (1989), Day & Leitch, (2001), Hargreaves (1998), McCarthy (2000), Puurula et al. (2001) and Taylor, (2001). This concept may have some bearing on the most recent

findings from the field of neuroscience, the interconnectedness between emotion and cognition (Le Doux, 1996). In the book Descartes' Error for example, Damasio (1994) articulated as to how emotions and feelings are interwoven with the networks of reason as opposed to the ideology that cognition is a completely separate entity from emotion.

These scientific studies of emotions in the last two decades seem to begin to recognise the essential role of feeling in thinking (Goleman, 1995). Experts in the field of emotions concede to the emotional-rational dichotomy (Damasio, 1994; Le Doux, 1996) and yet their findings lead to the conclusion that feelings are indispensable for making rational decisions (Damasio, 1994). This has paved the way for more scientific studies to examine the relationship between emotion and cognition and to deepen the understanding concerning rationality in emotion as well as emotionality in rationality. Finally, a resolution was made that two brains, two minds and two different kinds of intelligence–rational and emotional–operate simultaneously, (Damasio, 1994; Goleman, 1995; Parkins, 2002) and that both thinking brain and emotional brain are involved in reasoning (Damasio, 1994; Gardner, 1993).

Acceptance of the stance that emotions are part of person's consciousness that is, part of the mind (Le Doux, 1996) seems to make it imperative to study one in relation to the another in order to scan a fuller picture of the matter.

Taking into account this new finding from neurosciences poses a strong challenge in education. If cognition is indeed intertwined with emotions, then it is important to study the role of emotions in the educational setting. For example, an explicit recognition of the significance of emotion in addition to cognition may confirm where effectiveness in teaching exactly emanates from. Acceptance of this stance points to its implications in the efforts of educational reform. It endorses the argument that the quality of teaching and learning can be enhanced through improvement of the quality of the teachers (Day & Leitch, 2001).

The educationists' search for improved quality in teaching and learning, were geared towards various means of effective teaching which caters for the cognitive factors in teaching. Hargreaves (2000), states that the educational policy and administration, and most of the educational research community pay little or no attention to the emotions. What is at stake for them are increasingly rationalized, cognitively driven and behavioural priorities of knowledge, skill, standards, targets, performance, management, planning, problem-solving, accountability, decision-making, and measurable results.

This appears to be an accurate description of what is happening in the educational setting (Olarikkachat, 2002), wherein success is often associated with knowledge and skills, and thus, importance is attached to cognitive knowledge. The emotional dimension should also be given due importance in education.

EMOTIONAL DEVELOPMENT IN ADOLESCENT STUDENTS

During adolescence refinement of manifold of emotional expression is effected. Many emotions are refined and there is a major change in the frequency with which they are displayed and their gender appropriateness. This developmental stage they become more aware of their feelings and what they feel strongly about is what they care for. Emotional expression, recognition and understanding are developed, practised and refined throughout adolescence, as is the ability to conceptualise the inter-relationship between thinking and feeling. Adolescents' need to learn how to manage, control and endure their own emotionality. They need to maintain the correct balance as over-control can lead to social alienation or the development of maladaptive behaviours such as anorexia, and under control can lead to more impulsive behaviour such as delinquent acts.

The development of these abilities often involves a stunted process of assimilation, and is influenced heavily by positive, patient and perennial role modelling and guidance of adults. A lack of understanding of the lengthy nature of the process of emotional maturation, as well as typicality in adolescent's emotional expression leads to a mis-interpretation of emotional cues. For example, subtly raised eyebrows indicate interest to an adult, yet an exaggeration in timing or height by an adolescent may ineptly indicate scepticism (Haviland-Jones et al, 1997). Teachers can interpret the emotional signals for distance or privacy from adolescent boys as hostility, while it may be a crude copying of an adult male's need for space.

There is a growing bank of researches that emphasize the importance of emotional intelligence to social competencies, including the development of positive and meaningful relationships, as well as to general life-happiness and career success. The implications for education are obvious and time-tested. Young people need to learn to refine and transform their emotions better into mature forms.

MANAGING RELATIONSHIPS

Handling emotions in others requires self-management and empathy. Without this skill, even bright people stumble helplessly in relationships and are seen as arrogant,

obnoxious and insensate. Also, emotionally intelligent people are found to be capable of shaping an encounter, mobilizing and inspiring peers, negotiating solutions and ultimately put others at ease. These interpersonal abilities are the pinnacle of social adjustment.

Forming satisfying friendships and relationships with their peer is an important developmental task and target for an adolescent and have a significant effect on later friendships and relations with the community, as well as their sense of self and ability to get on with people. Experiences with peers are not to be enjoyed casually. Student-student relationships are one of the necessities for healthy socio-cognitive development and socialization (Blankstein, 2003).

TEACHER AS ROLE MODELS

More than ever, adolescents need emotionally healthy role models now a day to encourage their social-emotional learning. Teacher's reactiveness, managing conflicts and confronting inappropriate behaviour, conveying anger and soothing one and responding to impulses and reducing stress, all matter much one as a teacher, has the ability and obligation to model these skills and teach them to their students. An understanding of emotional development combined with emotional self-awareness and critical self reflection are the keys to effective role modelling.

EDUCATING AND EMPOWERING

Emotional Intelligence is about the development of a whole school culture. It is the way we through which one:
- Manages the classrooms
- Positions students for learning
- Delivers curriculum
- Relates to others in the school community
- Leads and manages school community

Emotional Intelligence positions teachers for change through increased self-awareness and understanding of the links between behaviour, academic performance and emotional intelligence.

As part of the professional leave project, a practical model for behaviour management and the development of meaningful, productive teacher-student relationships has been developed, which includes video resources.

TEACHER TRAINING

Consideration of Emotional Intelligence in an educational framework and suggests significant implications for teacher training."Teacher training programs concentrate more on content, materials and pedagogy with limited, if any, focuses

on the types of intelligence needed to fulfil non–content duties." (Marlowe & Inman 2002)".

The teacher's level of EQ is the most important variable in the classroom where EI can be developed. An effective, successful teacher is one who manages emotions well and has the ability to perceive and understand the emotions of his students. The classroom is a social situation along with academic one, so handling emotion intelligently will definitely enhance relationships and positively affect the classroom performance.

BENEFITS OF IMPROVING EMOTIONAL INTELLIGENCE

More recent literature has shown that gap in emotional intelligence skills affects students both from within and without the school context (Extremera & Fernandez-Berrocal, 2003; Mestre & Fernandez-Berrocal, 2007; Brackett et al., 2006; Ciarrochi et al., 2001; Sanchez-Nunez et al., 2008; Trinidad & Johnson, 2002). There are four basic areas where a lack of EI provokes behaviour problems in students:

- Emotional intelligence and interpersonal relationships,
- Emotional intelligence and psychological well-being,
- Emotional intelligence and academic achievement, and
- Emotional intelligence and the appearance of disruptive behaviours.

Emotional Intelligence and Interpersonal Relationships

Emotionally intelligent persons are not only skillful in perceiving, understanding and managing their own emotions, but are able to extrapolate these skills to the emotions of others too. In this sense, EI plays a basic role in establishing, maintaining and having quality interpersonal relationships. Some studies present empirical data to support the relationship between EI and adequacy of interpersonal relationships (Brackett et al., 2006; Lopes et al., 2005).

Emotional Intelligence and Psychological Well-being

The Mayer and Salovey model provides a suitable framework for understanding the basic emotional processes underlining the development of adequate psychological balance, the help us understand better the mediating role of emotional variables in students and their influence on psychological adjustment and personal well-being. Available researches findings show that students with higher EI exhibit fewer physical problems, less social anxiety and depression, greater use of active coping strategies for problem solving, and less rumination than those with low EI. Also, when such students get exposure to stressful tasks they perceive stressors as less threatening and their levels of cortisol and blood pressure are lower (Salovey et al., 2002). Such students recover better from experimentally induced mind states (Salovey et al., 1995).

Emotional Intelligence and Academic Achievement

The ability to pay attention to their emotions, experiencing feelings with clarity and recovering from negative states of mind are of decisive influence on students' mental health. Psychological balance in turn is related to and ultimately affects academic performance positively. Persons with limited emotional skills are more likely to experience stress and emotional difficulties during their studies, and consequently benefit more from the use of adaptive emotional skills preparing them to cope with. EI may act as a moderator of the effects of cognitive skills on academic performance (Gil-Olarte et al., 2006; Perez & Castejon, 2007; Petrides et al., 2004).

Emotional Intelligence and the Appearance of Disruptive Behaviours

EI skills are key factors in the appearance of disruptive behaviours emanating from emotional deficit. It may be logically expected that students with low levels of EI show greater levels of impulsiveness and poorer interpersonal and social skills than those with high levels of EI. These maladies encourage the development of antisocial behaviour (Mestre et al., 2006; Petrides et al., 2004). College going students with a greater ability to manage their emotions are able to cope with them in their daily life achieving better psychological adjustment and thus they at less risk of substance abuse. Specifically, adolescents with a wider stock of affective competencies based on the understanding, management and regulation of their own emotions do not require other external regulators (e.g., tobacco, alcohol and illegal drugs) in order to manage negative states of their mind which are provoked by stressful life events they are exposed to at this age (Ruiz-Aranda et al., 2006).

The question that inevitably arises is whether one can develop EI in one's students? Teaching emotional intelligence has become a necessity in the educational set-up. The parents and teachers consider mastery on these skills a priority issue in the socio-emotional and personal development of children and pupil. However, there are many ways to achieve this and it is important to teach children and adolescents using EI programmes which explicitly include and highlight emotional skills based on the ability to perceive, understand and regulate emotions as outlined in the Mayer and Salovey model (Grewal & Salovey, 2005; Mayer & Salovey, 1997). Teaching of these skills depends on giving priority to practice, training and empowerment along with verbal instruction. The main thing is to exercise and practice emotional skills, enabling them to have one more adaptive

response within a one's natural collection. These types of EI exercise are effective. (Lopes & Salovey, 2004; Maurer & Brackett, 2002).

CONCLUSION

The social engineers and academicians must come forward with a commitment to cultivate EI in the adolescents i.e. the future of the nation. Institutional policy for campus-wide initiatives to incorporate emotional intelligence education should be the top-most priority and preferred approach even without there being formal policy endorsed by top leadership. The evidences clearly indicate and deep concern has emerged that students will benefit greatly when teachers make development of EI a priority in educational set-up. This is the high time to give this idea a concrete shape in order to serve the cause of education and build the national human resource.

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TURNOVER AMONG NURSES
IN PRIVATE HOSPITALS

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ABSTRACT

This descriptive research has been undertaken with the objectives of identifying the causes of voluntary turnover of nurse, comparing the causes of turnover and examining the relationship between demographic variables of the nurses and causes of turnover. The study has sampled 60 female nurses from 25 leading private multi speciality hospital in Tirunelveli city, Tamilnadu by using both convenient and judgement sampling methods. The study has analysed the causes of turnover under nine dimensions namely organization structure and policy, work load, salary and work shift, respect and professionalism, discrimination and harassment, career development, personal and family life, facilities and safety, criticism and conflict, leadership and support related factors. Hypotheses have been framed and tested. Percentages, weighted average, mean, standard deviation and chi square methods have been used as tools to analyse the collected data. The most important factors identified from all nine dimensions of causes of turnover are as follows: force towards bond (agreement) work, long working hours, lack of respect, disparity of the management in terms of salary and treatment of the employees, high salary in other hospitals, marriage, absence of accommodation facilities, criticism by higher authorities (e.g. doctors, surgeons, administrators) in front of the patients and autocratic leadership style and inadequate concern towards emergency situations of the employees. The study has given suitable suggestions to control and prevent the turnover of nurses.

Keywords: Nurse, voluntary turnover, private hospital, organization, respect, professionalism, leadership, support, Tirunelveli city

1. INTRODUCTION
1.1 Background of the Study

Hospital is a place where life saving activities such as medical treatment and surgical treatment are performed so as to control, prevent the disease and promote the health. Retention of experienced staffs is inevitable to ensure safety treatment of the patients. Employee turnover is becoming a high and serious issue today in all occupational groups. Technological changes, economic fluctuation, need of higher education and career growth, competition in the field, personal and family commitment, age, health and safety conditions, working environment and socio cultural changes compel everyone to seek better job with high salary. Nursing profession is not exempted from it.

Nurses are very important resources in hospital next to doctors. They perform their work in endless number of ways. By diagnosing the disease of the patients, prescribing medicines and performing surgeries if necessary the doctors and surgeons limit their function. Nurses undertake their work before and after these functions of doctors and surgeons. Nurses check vital signs and collects past histories before sending patients to see doctors when patients undergo medical treatment. They check vital signs, get consent from the patients, prepare the patients in terms of providing medicines, and prepare them when the patients undergo surgical treatment. After the treatment and surgery when the patients are shifted to Intensive Care Unit or other wards they carry out their functions in the form of checking vital signs and providing medicines and feeding foods, positioning and rotating the patients and writing up the patients' conditions in the case sheet at frequent intervals, attending the doctors' visits, and taking notes of their instructions and carry out them and also explaining about the patients' conditions to their relatives and attendees whenever they request. Nurses encounter number of issues in their work place and home too in terms of their profession. Dealing with sudden and emergency of the patients, death of the patients, angry, troublesome and complaining nature of the patients and their relatives, coping with different nature of the doctors and surgeons (angry, complaining nature) and inability to leave duty in time are some of the examples the nurses face in their daily working. The study area (Tirunelveli city) has attained profound improvement in health care aspects. Though the number of hospitals, diagnostic centres and pharmaceutical industries has increased at marked level, two shift working system with 12 hours duty, less salary, poor welfare facilities, inadequate career concern and poor HRM practice are still seen in almost all hospitals and these are all the important factors being responsible for turnover of nurses in the study area.   Hence, the present study is

undertaken to analyse the causes of turnover of nurses in the study area.

1.2 Statement of the Problem

Now a days turnover of nurses is found common in almost all private hospitals. Number of positive and negative factors has been found as causative factors of turnover of nurses. On positive aspect, higher studies, marriage, child birth and care, opportunities in big hospitals and abroad are some of reasons for voluntary turnover of nurses. On negative aspect, long working hours discrimination, sexual harassment, low salary, prolonged night shift, inadequate safety, lack of welfare measures are some negative factors causing nurses turnover. Though turnover of nurses increases employment opportunities for newly graduating nurses, turnover of experienced nurses and frequent turnover of nurses will affect patients' satisfaction and their safety impairing good will of the hospital. Moreover, turnover of nurses will increase recruitment cost and training costs of the hospital. Therefore, it is important to find the factors causing turnover among nurses and take necessary steps to prevent them. Hence, the present study is undertaken with the objectives of identifying the causes of turnover of nurses in the study area.

1.3 Scope of the Study

The study has focused Tirunelveli city only. The study has also targeted the nurses qualified with Diploma in General Nursing and Midwifery and Bachelor of Science in Nursing working at private hospitals in Tirunelveli city. Organization structure and policy, work load, salary and work shift, respect and professionalism, discrimination and harassment, career development, personal and family life, facilities and safety, criticism and conflict, leadership and support related factors have been used as dimensions to analyze the causes of turnover. The study has analysed the voluntary turnover of nurses.

1.4 Significance of the Study

In the present study causes of turnover of nurses have been analysed and listed out. By analysing these findings the private hospital management and its similar organizations where nurses are employed can analyse their deficiencies and concentrate on establishment of new facilities and strengthen the weak factor in order to control and prevent the turnover of nurses and thereby reduce recruitment and training costs and improve the patients' satisfaction and good will of the hospital. The impact of turnover of nurses on organization have been examined and listed out in the study. These results will also be useful for nursing superintendents and other higher officers who involve in controlling nurses to know their strengths and weakness in terms of treating nurses, scheduling shifts, and allotment of wards, appraising employees and motivating them and take necessary steps to correct them when any discrepancy is presented.

1.5 Profile of the Study Area

This study has been done in Tirunelveli city. Tirunelveli also known as Nellai, and historically (during British rule) as Tinnevelly, is a city in the Indian state of Tamil Nadu. It is the headquarters of the Tirunelveli District in Tamil Nadu. It is situated 700 kilometers (435 mi) southwest of the state capital Chennai. It is located in the southern-most tip of the Deccan plateau. Tirunelveli is an important junction in the National Highway No 7 connecting India from the North to South (Kashmir to Kanyakumari). As of 2011 census of India, Tirunelveli has a total population of 474,838. Males constitute 49% of the population and females 51%.

1.6 Research Objectives

The following objectives have been framed to guide the research.

i.   To identify the causes of voluntary turnover of nurses
ii. To compare the causes of voluntary turnover of nurses
iii. To analyse the relationship between demographic variables and causes of voluntary turnover
iv. To offer suitable suggestions to control and prevent voluntary turnover of nurses

1.7 Hypothesis

The hypotheses of the study are given as follows.

- **H_1**: Relationship between age and organization structure and policy related factors is not significant
- **H_2**: Relationship between age and salary, work load and work shift related factors is not significant
- **H_3**: Relationship between marital status respect and professionalism related factors is not significant
- **H_4**: Relationship between marital status and discrimination and harassment related factors is not significant
- **H_5**: Relationship between educational qualification and career development related factors is not significant
- **H_6**: Relationship between educational qualification and personal and family life related factors is not significant
- **H_7**: Relationship between educational qualification and leadership and support related factors is not significant
- **H_8**: Relationship between income and facility and safety related factors is not significant
- **H_9**: Relationship between income and criticism and conflict related factors is not significant

1.8 Conceptual Framework

The conceptual framework of the study is given as follows.

Organization Structure and policy, Work load, Salary and Work Shift, Respect and professionalism, Discrimination and Harassment, Career Development, Personal and Family Life, Facilities and Safety, Criticism and Conflict, Leadership and Support ⟹ Turnover of nurses
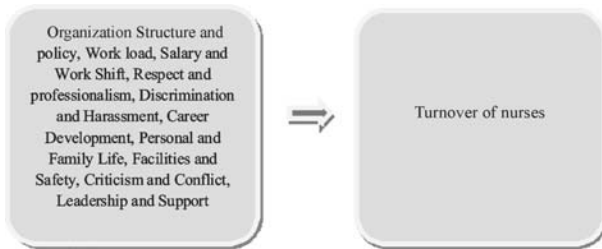
2 REVIEW OF RELATED LITERATURE

Employee turnover refers to the number or percentage of workers who leave an organization and are replaced by new employees. Employee turnover can be categorised as either voluntary or involuntary. Voluntary turnover, also referred to as quit, occurs when an employee decides to leave a workplace on their own accord (Wagar & Rondeau, 2006). In this case, the organization loses a valuable employee who has to be replaced.   Employee leaves organization for number of reasons such as change in career direction or better job with high salary.   Conversely, involuntary turnover, also referred to as discharge, arises when an employer decides to terminate the employment contract (Shaw et al 1998).

Bawa MA and Buhammad Jantan (2005) investigated the role of HR practices in the determination of voluntary and involuntary turnover in organizations.   The study sampled 129 managers from four major oil palm producing states of Malaysia.   The study analysed job description, staffing process and employee monitoring, formal training, participation, job security, performance measurement and wages.   The results explained that staffing process and employee monitoring were not related to voluntary turnover. Job description is positively related to the voluntary turnover. The study also explained that staffing process was negatively related to the discharge rate of local workers. The study also indicated that HR practices such as pay, benefits and training are negatively related to turnover because they motivated employees and lock them to their jobs. The study concluded that economic factors such as availability of alternative jobs are most likely relevant in explaining the turnover process.

Chen et al., (2010) in their study "Structural Investigation of the Relationship between working satisfaction and Employee Turnover" investigated the causes and consequences of the high employee turnover in hotels and investigate the potential relationship between the working satisfaction structure and the organization employee turnover. The study sampled 100 blue collar employees working in the hotel.   There was a positive relationship between overall job satisfaction and age.   Older people

seemed to have a different relationship to authority than younger people, older people have higher needs to be directed and to accept orders, cognitive structures are different from those of younger people.   Older people are easily satisfied than younger people.   Payments and benefits were considered as the most important category attributing the job satisfaction.   The study has given suitable findings such as a) providing career advancement opportunities is critical for retention b) A monitoring program help decrease the employee turnover of small and medium sized hotels, c) high quality of communicating is valuable for hotel policy and pay and welfare also indicate significant position in Human Resource Management n the hospitality industry.

Benjamin OA, IM Femi and AM Waheed (2011) examined the contribution of job insecurity, age and gender on turnover intentions.   The study adopted expo-factor research design. 266 employees had been sampled from selected merged banks. The results of the study revealed that both threat and powerlessness subscale of perceived job insecurity had significant interactive influence on turnover intention among employees of merged banks.   The result also exhibited that employee's age was found to have significant main influence on turnover intention.

Bula HO (2012) assessed the extent of labour turnover and determining the factors causing labour turnover in Kenya's sugar industry from 120 samples.   Training, motivation,   salary,   employee   commitment,   career management, performance appraisal, working conditions, leadership styles, job content, recognition, decision making were used as independent variables.   Majority of the respondents had reported that performance appraisal, participation in decision making, training, promotion, working conditions were poor and there were autocratic leadership styles. The findings also showed that many employees are not graded because they fall under the category of casual workers and those casual workers take too long before they are upgraded to permanent employment status. The study showed that promotions were not done on merit and very few employees had been promoted and not all the employees who were promoted received salary increments. The study found that high turnover lead to increased costs of recruitment of new personnel, high maintenance and operating costs and it also reduces productivity and finally it takes a long time to fit new people in the organization.

Choi Sang Long et al (2012) studied leadership styles and employees turnover intention: Exploratory study of academic staff in Malaysian College".   The study had the

objectives of transformational and transactional leadership styles on employee turnover intention.   In the study transformational leadership had been measured using five factors namely idealized influence (attributed), idealised influence (behaviour), inspirational motivation, intellectual stimulation and individual consideration.   Transactional leadership style had been measured using 3 factors namely contingent reward, management by exception and laizer faire. The results of the study revealed that there is a direct negative relationship between transformational and transactional leadership and turnover intention. The study concluded that leadership styles had no significant effect on turnover intention of the academic staff in the education industry.

Deepa E and M Stella (2012) undertook a research "Employee Turnover in IT industry with special reference to Chennai city – An exploratory study". The objectives of the study were to find the level of job dissatisfaction, safely measures, retaining the employees, working conditions and work load and its reason for employees turnover in IT industries.   The study had 250 respondents and used chi square test, weighted average method, T test and F test in the study. The findings of the study showed that there was a significant relationship between salary and level of satisfaction with job. Work load and working condition does not coincide. Work environment has no significance over safety measures.   The relationship between co-workers relationship and top management personnel had an equal variation.   The relationship between training programmes provided to employees had an equal variation. The study has given suitable suggestions to control turnover such as rotation schedule, offering innovative programme to encourage them, respecting the employees and hiring able and smart workers.

Sree Rekha KR and T.J.Kamalanabhan (2013) examined the impact of turnover antecedents on the ITES/BPO employee's decision to stay with the organization, whether organizational commitment mediate the effects of job characteristics and salary on turnover intention and whether alternative job availability moderate the effect of organizational commitment on the turnover intention. The study has sampled 245 employees working in ITES/BPO organizations located in Chennai, India. The study has tested five hypotheses.   The results of the hypothesis testing showed that predicts that perceptions of perceived organizational support will have negative relationship with turnover intention. There is a negative relationship between organizational justice and turnover intention. Job satisfaction is negatively related to turnover intention. Organizational commitment will mediate the relationship of organizational support, justice and job satisfaction with turnover intentions. Alternative job availability will moderate the relationship between perceptions of organizational commitment and turnover intentions.

Tariq MN Muhammad Ramzan and Aisha Riaz (2013) analysed the impact of employee turnover on the performance of an organization. The study has sampled 160 respondents from 3 mobilink offices situated in Islamad including head office, call center and administration office. Five hypotheses have been tested in the study. Work load, work stress, salary, job satisfaction, family conflict have been exclusively analysed in order to determine the turnover and thereby organizational performance. The study indicated that performance of an organization is negatively and insignificantly associated with turnover, workload, work stress, salary and family to work conflict. The study also depicted that there is negative relationship between the employee turnover, work load, work stress, salary and work family conflict and organization performance. Work load, work stress, salary, employee family conflict influenced turnover with the percentages of 38.8, 23.6, 9.0, 3.0 respectively.

3. RESEARCH METHODOLOGY

This survey based research work has adopted descriptive. The sample of the study is nurse qualified with Diploma in General Nursing and Midwifery (DGNM) and Bachelor of Science in Nursing (B.Sc Nursing). A total of 60 nurses have been sampled for this study from 25 leading private multi speciality hospitals by using both convenient and judgement sampling techniques.   Primary data have been collected by structured questionnaire constructed by researchers. The questionnaire consists of two. Section 'A' deals with demographic details of the respondents and section 'B' talks about causes of turnover of nurses.   The questionnaire has been composed with Likerts five points scale namely strongly agree, agree, no opinion, disagree and strongly disagree and the points have been allocated for them as 5,4,3,2 and 1 respectively. Personal observation and discussion with nurses, nursing superintendents (also called nursing incharge), HR managers and administrators of the hospitals have also been done to collect the primary data. The secondary data have been collected from books, journals and websites. Demographic details of the respondents have

been analysed by percentage method. Causes of turnover have been analysed by weighted average method. Mean and standard deviation have been administered to compare and rank the dimensions of causes of turnover. Hypothesis testing has been carried out by using chi square method.

4.   RESULTS AND DISCUSSION

The results of the analysed data and discussion of the findings are given as follows.

TABLE 4.1: PROFILE OF THE RESPONDENTS

S. No.	Variable	Category	Frequency	Percentage
2	Marital status	Married	24	40
		Unmarried	36	60
		Total	**60**	**100**
3	Age	Below 25 years	8	13.33
		Between 25-30 years	26	43.33
		Between 30-35 years	14	23.33
		Above 35 years	12	20.00
		Total	**60**	**100**
4	Educational qualification	Bachelor in Nursing	14	23.33
		Diploma in General Nursing and Midwifery	46	76.66
		Total	**60**	**100**
5	Year of working experience	Below 1 year	9	15.00
		Between 1 and 3 years	26	43.33
		Between 3 and 5 years	17	28.33
		Above 5 years	8	13.33
		Total	**60**	**100**
6	Income level (Rs)	Below 6000	12	20.00
		Between 6000 and 8000	26	43.33
		Between 8000 and 10000	13	21.67
		Above 10000	9	15.00
		Total	**60**	**100**

Source: Primary Data

It could be indicated from Table 4.1that among the respondents 40% of the respondents are married and 60% are unmarried. 13.33% of the respondents are below 25 years of age, 43.33% are between 25 to 30 years of age, 23.33 % are between 30 to 35 years of age and 20% of the respondents are above 40 years of age. 76.66% of the respondents are qualified with Diploma in General Nursing and Midwifery, 23.33% of the respondents are qualified with Bachelor of Science in Nursing, 15% of the respondents are below 1 year of experience, 43.33% are between 1and 3 years of experience, 28.33% are between 3 and 5 years of experience and 13.33% of the respondents are above 5 years of experience. 20% of respondents are drawing below Rs.6000 of salary, 43.33% are between Rs. 6000 to 8000, 21.67% between Rs.8000 to 10000 and 9% are drawing above Rs.10000 of salary.

TABLE 4.2: ORGANIZATION STRUCTURE AND POLICY RELATED FACTORS

	Organization Structure and Policy	Weighted Score	Rank
1	Force towards bond (agreement) work	266	1
2	Performance pressure with lack of staffs and other resources such as FNAs, ward secretary and social workers	265	2
3	Absence of recognition	261	3
4	Absence of reward (both monetary and nonmonetary)	257	4
5	Job insecurity	256	5
6	Rigid rules and regulations of the hospital in terms of leave and change of off	254	6
7	Unclear job description and not knowing what is expected from nurse	252	7
8	Partiality in promotion and transfer	250	8
9	Lack of participatio n in terms of unit and hospital's decision making processes	248	9

Source: Primary Data

It could be highlighted from Table 4.2 that force towards bond (agreement) work, performance pressure with lack of staffs and other resources such as FNAs, ward secretary and social workers, and absence of recognition are the foremost organization structure and policy related factors causing turnover of nurses. Absence of reward (both monetary and nonmonetary), job insecurity, lack of participation in terms of unit and hospital's decision making processes and inadequate concern towards emergency situations of the employees (e.g. request of leave, change of off, advance amount) are the next foremost organization structure and policy related factors causing turnover of nurses. Unclear job description and not knowing what is expected from nurse, partiality in promotion and transfer and rigid rules and regulations of the hospital in terms of leave and change of off are the least organization structure and policy related factors causing turnover of nurses.

TABLE 4.3: WORK LOAD, SALARY AND WORK SHIFT RELATED FACTORS

	Work load, Salary and Work shift	Weighted Score	Rank
1	Long working hours	263	1
2	Two shift work system	262	2
3	High work load which is due to inadequate staff nurses and other supportive staffs in accordance with the volume of the patients	259	3
4	Inadequate salary and it is not in par with work load and contribution	256	4
5	Prolonged night shift	255	5
6	Inability to leave duty in time as the reliever arrives at duty by late	253	6
7	Partiality in salary fixation	252	7
8	Insufficient salary hike and it is not uniform in nature (e.g. those who are close to the management and doctors are given more hike and others are given less)	251	8
9	Reduction of salary unnecessarily (e.g. punishment for broken or missing of syringe or other materials and equipment failure)	250	9

Source: Primary Data

It could be known from Table 4.3 that long working hours, two shift work system and high work load which is due to inadequate staff nurses and other supportive staffs in accordance with the volume of the patients are the foremost work load, salary and work shift related factors causing turnover. Inadequate salary and it is not in par with work load and contribution, prolonged night shift and inability to leave duty in time are the next foremost work load, salary and work shift related factors causing turnover. Partiality in salary fixation, insufficient salary hike and it is not uniform in nature (e.g. those who are close to the management and doctors are given more hike and others are given less) and reduction of salary unnecessarily (e.g. punishment for broken or missing of syringe or other materials and equipment failure), are the least work load, salary and work shift related factors causing turnover.

TABLE 4.4: RESPECT AND PROFESSIONALISM RELATED FACTORS

	Respect and Professionalism	Weighted Score	Rank
1	Lack of respect	266	1
2	Dominance of the medical personnel (doctors ,surgeons)	265	2
3	Involvement of Directors (chairman) or doctors' relatives in controlling nurses	263	3
4	Involvement of non nursing professionals (e.g. Housekeeping, Medical Records, Insurance) to control nurses	260	4
5	Under employment (e.g. Nursing incharge who is under qualified or relatives of director)	258	5
6	Performing non nursing activities e.g. looking after children of the doctors	257	6
7	Lack of professionalism	255	7
8	Politics among staffs especially with senior staffs who have been retaining for long period and those who are very close with management	254	8
9	Under estimation and inferior opinion about nurses by other professionals such as doctors or higher authority	252	9
10	Negative opinion of the public about nursing profession	180	10

Source: Primary Data

It could be understood from Table 4.4 lack of respect, dominance of the medical personnel (e.g., Doctors, surgeons) and involvement of Directors (chairman) or doctors' relatives in controlling nurses are the foremost respect and professionalism related factors causing turnover among nurses. Involvement of non nursing professionals (e.g. Housekeeping, Medical Records, Insurance) to control nurses, under employment (e.g. Nursing incharge who is under qualified or relatives of director), performing non nursing activities e.g. looking after children of the doctors and lack of professionalism are the next foremost respect and professionalism related factors causing turnover among nurses. Politics among staffs especially with senior staffs who have been retaining for long period and those who are very close with management, under estimation and inferior opinion about nurses by other professionals such as doctors

or higher authority and negative opinion of the public about nursing profession are the least respect and professionalism related factors causing turnover among nurses.

TABLE 4.5: DISCRIMINATION AND HARASSMENT

	Discrimination and Harassment	Weighted Score	Rank
1	Disparity of the management in terms treatment of the employees	248	1
2	Dominance of the senior staffs (e.g. harassment, chang ing shift, not doing their work and forcing the juniors to work)	246	2
3	Sexual harassment (Double meaning comments) by doctors, ward boys, x ray technicians, laboratory technicians and security staffs	180	3

Source: Primary Data

It could be noted from Table 4.5 that disparity of the management in terms of salary and treatment of the employees, dominance of the senior staffs (e.g. harassment, changing shift, not doing their work and forcing the juniors to work) and sexual harassment (Double meaning comments) by doctors, ward boys, x ray technicians, laboratory technicians and security staffs are the discrimination and harassment related factors causing turnover of nurses.

TABLE 4.6: CAREER DEVELOPMENT RELATED FACTORS

	Career Development	Weighted Score	Rank
1	High salary in other hospitals	265	1
2	Higher scope in abroad	260	2
3	Seeking government job (ESI, Government hospital)	259	3
4	Seeking job in large cities (e.g. Madurai, Coimbatore, Chennai, Bangalore etc)	258	4
5	Absence of career growth (e.g. less scope for government job especially for nurses who studied in private colleges)	257	5
6	Higher studies (PcBSc, M.Sc)	234	6
7	Absence of training and development programme towards career development and monotonous job (e.g. being in a same ward for long period without having rotation to other wards)	232	7
8	Inadequate concern of management towards growth of the employees	230	8

Source: Primary Data

It could be demonstrated from Table 4.6 that high salary in other hospitals, higher scope in abroad and seeking government job (ESI, Government hospital) are the foremost career development related factors causing turnover of nurses. Seeking job in large cities (e.g. Madurai, Coimbatore, Chennai, Bangalore etc), absence of career growth (e.g. less scope for government job especially for nurses who studied in private colleges) are the next foremost career development related factors causing turnover of nurses. Higher studies (PcBSc, M.Sc), absence of training and development programme towards career development and inadequate

concern of management towards growth of the employees are the least career development related factors causing turnover of nurses.

TABLE 4.7: PERSONAL AND FAMILY LIFE RELATED FACTORS

	Personal and Family Life	Weighted Score	Rank
1	Marriage	265	1
2	Pregnancy	263	2
3	Transfer of the husband to new place in connection with his job	262	3
4	Inability to balance both work and family life	261	4
5	To take care of children and their studies	260	5
6	Unwillingness of family members	259	6
7	Lack of interest in work due to dissatisfaction with nature of work	257	7

Source: Primary Data

It could be explained from Table 4.7 that marriage, pregnancy, transfer of the husband to new place in connection with his job and inability to balance both work and family life are the foremost personal and family life related factors causing turnover. To take care of children and their studies, unwillingness of family members and lack of interest in work due to dissatisfaction with nature of work are the next foremost personal and family life related factors causing turnover among nurses.

TABLE 4.8: FACILITIES AND SAFETY RELATED FACTORS

	Facilities and Safety	Weighted Score	Rank
1	Absence of accommodation facilities (e.g. attached hostel)	266	1
2	Inadequate working condition (e.g. poor lighting, ventilation which produce head ache and eye strain) and Inadequate safety (e.g. working alone at night and lack of privacy)	264	2
3	Inadequate food in canteen and they are given at irregular manner	263	3
4	Inadequate welfare facilities such as toilet, canteen, free or concession in treatment for employee and their family members	263	4
5	Location of hospital area (e.g. area which is interior from city and has no adequate bus facilities and safety for females)	259	5
6	Long distance and travelling through 2 or 3 buses	258	6
7	Inadequate concern of management towards improvement of welfare facilities of the employees	255	7

Source: Primary Data

It could be pointed out from Table 4.8 that absence of accommodation facilities (e.g. attached hostel), inadequate working condition (e.g. poor lighting, ventilation which produce head ache and eye strain) and inadequate safety (e.g. working alone at night and lack of privacy in the ward) and inadequate food in canteen and they are given at irregular manner are the foremost facilities and safety related factors causing turnover among nurses. Inadequate welfare facilities such as toilet, canteen, free or concession in

treatment for employee and their family members, location of hospital area (e.g. area which is interior from city and has no adequate bus facilities and safety for females), long distance and travelling through 2 or 3 buses and inadequate concern of management towards improvement of welfare facilities of the employees are the next foremost facilities and safety related factors causing turnover among nurses.

TABLE 4.9: CRITICISM AND CONFLICT RELATED FACTORS

	Criticism and Conflict	Weighted Score	Rank
1	Criticism by higher authorities (e.g. doctors, surg eons, administrators) in front of the patients	255	1
2	Conflict with RMO (Registered Medical Officer)	254	2
3	Conflict with nursing superintendent and other managerial staff (e.g. secretary or personal assistant or relatives of chairman or directors)	254	3
4	Conflict with other staffs in the department and other departmental staffs and the management does not solve it when it is brought to their attention	252	4

Source: Primary Data

It could be pinpointed from Table 4.9 that criticism by higher authorities (e.g. doctors, surgeons, administrators) in front of the patients, conflict with RMO, conflict with nursing superintendent and other managerial staff (e.g. secretary or personal assistant or relatives of chairman or directors) and conflict with other staffs in the department and other departmental staffs and the management does not solve it when it is brought to their attention are the foremost criticism and conflict related factors causing turnover of nurses.

TABLE 4.10: LEADERSHIP AND SUPPORT RELATED FACTORS

	Leadership and Support	Weighted Score	Rank
1	Autocratic leadership style and inadequate concern of the incharge towards emergency situations of the employees (e.g. request of leave, change of off, advance amount)	262	1
2	Partiality of the inchar ge (nursing superintendent) in terms of scheduling of shift and allocation of wards	259	2
3	Not seeking consent or interest of nurses before allocating ward and shift	257	3
4	Lack of autonomy even to decide rest hours and lunch break	255	4
5	Poor interp ersonal leadership style of the nursing incharge and not considering skills and ability of nurses before allocating ward and shift which increase stress	250	5
6	Dealing with problematic people (patients and their relatives) and absence of support of high er officers during that time	246	6
7	Allocation of ward which is not suit for health and the ward which is not interested (e.g. air conditioning of ICU will be the allergen for heath)	244	7
8	Unsupportive co -workers and they are complaining in nature	243	8

Source: Primary Data

It would be advocated from Table 4.10 that autocratic leadership style and inadequate concern of the incharge towards emergency situations of the employees (e.g. request of leave, change of off, advance amount), partiality of the incharge (nursing superintendent) in terms of scheduling of shift and allocation of wards and not seeking consent or interest of nurses before allocating ward and shift are the foremost leadership and support related factors causing turnover among nurses. Lack of autonomy even to decide rest hours and lunch break, poor interpersonal relationship and not considering skills and ability of nurses before allocating ward and shift which increase stress are the next foremost leadership and support related factors causing turnover among nurses. Dealing with problematic people (patients and their relatives) and absence of support of higher officers during that time, allocation of ward which is not suit for health and the ward which is not interested (e.g. air conditioning of ICU will be the allergen for heath) and unsupportive co-worker and they are complaining in nature are the least leadership and support related factors causing turnover among nurses.

TABLE 4.11: COMPARATIVE ANALYSIS OF CAUSES OF TURNOVER

S. No.	Causes of Turnover	Mean	Standard Deviation	Mean Ranking
1	Salary and Work Shift	25.67	3.58	1
2	Respect and professionalism	25.40	3.55	2
3	Organization Structure and policy	23.98	3.02	3
4	Discrimination and Harassment	22.04	4.71	4
5	Career Development	21.52	4.83	5
6	Facilities and Safety	21.49	4.54	6
7	Criticism and Conflict	20.19	4.27	7
8	Leadership and Support	20.06	4.23	8
9	Personal and Family Life	20.01	4.21	9

Source: Primary Data

It could be highlighted from Table 4.11 that among the nine dimensions of causes of turn over salary and work shift, respect and professionalism and organization structure and policy are the foremost dimensions causing turnover of nurses with the mean score of 25.67, 25.40 and 23.98 respectively. Discrimination and harassment, career development, facilities and safety are the next foremost dimensions of causes of turnover 22.04, 21.52 and 21.49 respectively. Criticism and conflict, leadership and support, personal and family life are next in line with the mean score of 20.19, 20.06 and 20.01 respectively.

TABLE 4.12: HYPOTHESIS TESTING
chi square value tested at 5% significant level

S. No.	Hypothesis	df	Calculated Value	Tabulated Value	Status	Result
1	Hypothesis 1	24	5.630	36.415	Accepted	Not significant
2	Hypothesis 2	24	2.845	36.415	Accepted	Not significant
3	Hypothesis 3	9	4.229	16.919	Accepted	Not significant
4	Hypothesis 4	2	3.875	5.991	Accepted	Not significant
5	Hypothesis 5	14	4.243	23.685	Accepted	Not significant
6	Hypothesis 6	6	5.495	12.592	Accepted	Not significant
7	Hypothesis 7	7	3.956	14.067	Accepted	Not significant
8	Hypothesis 8	18	6.596	28.869	Accepted	Not significant
9	Hypothesis 9	9	7.687	16.919	Accepted	Not significant

Source: Computed from primary data

It could be highlighted from Table 4.12 that the calculated value of Hypotheses 1, 2, 3, 4, 5, 6, 7, 8 and 9 are less than tabulated value. Hence the null hypothesis of all nine hypotheses is accepted. Therefore, it could be concluded that relationship between age and organization structure and policy related factors, age and salary, work load and work shift related factors, marital status and respect and professionalism related factors, marital status and discrimination and harassment related factors, educational qualification and career development related factors, educational qualification and personal and family life related factors, educational qualification and leadership and support related factors, income and facility and safety related factors and income and criticism and conflict related factors are not significant.

4.13　DISCUSSION

Low job satisfaction and autocratic and poor interpersonal skills of the incharge are found as the causes of turnover of nurses in this present study. These results are corroborated with the study of Koh and Goh (1995) who found that satisfaction with the nature of work was negatively associated with turnover intention in their sample of clerical employees in the banking industry. The same result also goes in par with the study of Debrah (1993) who noted that a supervisor with poor interpersonal skills and who is also inflexible very quickly drives employees away and Porter et al (1974) who reported that job satisfaction was the major cause of turnover. This study has found that high salary in other hospitals, transfer of husband to new place in terms of employment and poor work environment are the causes of turnover of nurses. These findings go along with the study of Campion MA (1991) who demonstrated that turnover occurs for many different reasons. Sometimes new job attracts employees and pull them to leave the old one. In contrary employee also pushed to leave job due to the dissatisfaction in their present workplace or by domestic circumstances when someone reallocates with their spouse or partner.

The present study has investigated that job insecurity and lack of training, inadequate inter personal relationship are the causes of turnover of nurses. These findings resemble with the study of Carsten JM and Spector PE (1987) who advocated that a poor relationship with the management can be an important reason for the employees to leave their jobs. They also indicated that relatively rare for people to leave jobs in which they were happy even offered by higher salary elsewhere and a lack of proper training and development was also major cause for voluntary turnover. Employees have a preference for security of their jobs. Location of hospital is one of the reasons of turnover of nurses. This result

resembles with the study of Bloom at al (1991) who concluded that the organizational analysis of turnover is due to organizational and ecological variables like the crime rate in the area may increase nursing turnover and they strongly argued that the base of increase in turnover is only environmental basis.

The results of the present study such as dissatisfaction of the patients provide support for the evidence of the study of Phillips (1987) who have shown that turnover can have a detrimental psychological effect on patient care and leads to increased time spent by patients in the hospital (Revans, 1964).   The present study has identified that inadequate career facility, poor job satisfaction, long working hours, poor working environment are the causes of turnover of nurses. These results are in line with the study of Hom and Griffeth (1995); Meier (1991); TTF (2006); Woods and Macaulay (1989); Woods et al (1998) who observed that causes of turnover include low job satisfaction, low financial returns, no career development, emotional labour, working hours, unsociable working conditions, seasonality, unsatisfactory working relations. The finding, inadequate opportunity for career improvement also provide support for the study of Deery and Shaw (1997); Hartman and Yrle (1996); Ladkin and Juwaheer (2000); McCabe and Savery (2007) who found that in hospitality, commonly cited causes of staff turnover include the low specialisation of skills and limited opportunities for career progression.

Unsupportive co workers and family related problems are the causes of turnover found in the present study.   These findings go in par with the findings of Birdir (2002), Carbery and Garavan (2003) and Krackhardt and Porter (1986) who highlighted that peer relationships, family relationships or labour were the causes of turnover. Dissatisfaction with the nature of job, inadequate rewards, working conditions, monotonous job and interpersonal relationship with incharge are the causes of turnover examined in the present study. These findings go in line with the study of Griffeth et al (2000) who concluded that an overall dissatisfaction with the type of the tourism job and its employment terms (e.g. low financial rewards, monotonous job content, working conditions, relationships with supervisors) were the causes of turnover.

Seeking job big cities with high salary is the causes of turnover of nurses listed out in the present study. This result resembles with the study of Lambert and Hogan (2009) who predicted that external employment opportunities had a direct positive effect on turnover intent. The present study has found that job insecurity is the cause of turnover. This

finding provide support for the study of Hom and Groffeth (1995) and Sanusi (2004) who found that job insecurity could engender motivation and lead to subsequent turnover. This finding also provide support for the evidence of Kozlowski, Chaos, Smith and Helund (1993) who investigated that job insecurity had consistently been found to associate with reduced level of work attitude such as job satisfaction and increased turnover and with the study of Davy et al (1997), Burke and Nelson (1998), Dekker and Schaurfeli (1997) and Hartley et al (1991) who said that job insecurity like any stressor could lead to a withdrawal response as manifested in for, example higher level of turnover intention.

5.   SUGGESTIONS AND CONCLUSION

In this part the researchers have presented the suggestions, limitations of the study, directions for future study and conclusion.

5.1 Suggestions

The following suggestions are given by the researchers based on the findings of the study so as to control and prevent turnover of nurses.

a)   Adequate staff nurses, nursing assistants and other supportive staffs should be appointed in accordance with the volume of the patients so as to reduce high work load and work pressure.

b)   The nurses who contribute well and involve in initiative process should be identified and recognized well. Monetary and non monetary rewards should be provided according to their performance in order to motivate them.

c)   Job security of the nurses should be ensured and they should be allowed to take part in the units or hospital's important decision making processes. Recruitment policy and procedures should be strengthened.

d)   The manager should consider the request of the nurses in terms of leave, off and seeking advance amount empathetically and provide them if the reasons are genuine.

e)   The job description consisting of their roles and responsibilities and the expectation of the hospital from nurses should be clearly provided. Moreover, they should be clearly instructed about them at the time of orientation.

f)   The hospital management should take necessary steps to convert three shift work system into two shifts with the working hours of eight hours per day instead of 12 hours.

g)   Adequate salary should be provided according to the work load and contribution of the nurses. Government norms in terms of salary of private hospitals should be considered and implemented. Clear policy should be established in terms of fixation and revision of salary. Their previous experience should be considered before fixing the salary.

h)   The duty schedule should be made in such a manner that night shift should not go for long period. The manager should monitor the senior staffs' involvement in terms of change of shift work of juniors. The interest of the nurses, their skills, previous experience should be considered before allocating the ward and shift.

i)   The performance appraisal, salary fixation and revision should be done fairly. There should not be bias in them especially for those who are close to the management.

j)   The clear hierarchy should be established and maintained in controlling nurses. The doctors' or directors' relatives should not be allowed interfere in controlling nurses.

k)   Nurses should be headed by qualified nurses only. Non nursing personnel such as doctors or administrators should not be allowed to head nursing department.

l)   Professional respect of the nurses should be maintained properly. They should not be allowed to perform non nursing activities such as looking after the child of doctors, bringing tea or coffee from canteen for doctors and the like.

m)   Interpersonal relationship should be strengthened among the doctors, nursing superintendents, nurses and managers and staffs in the other department by means of conducting departmental meeting at frequent intervals. Though this way, the disputes and conflicts among the staffs can also be avoided.

n)   The activities of senior staffs should be strictly monitored so that they force the juniors to do their work or alter the shift of the juniors.

o)   The hospital management should treat all employees equally irrespective of race, religion, language and the like. The managers should be informed and educated to follow it.

p)   Doctors, ward bays, x-ray technicians, laboratory technicians and security staffs should be monitored continuously whether they pass any sexual comments towards nurses or tease them. If found they should be severely punished.

q)   The hospital management should concentrate on career growth of the nurses. They should be given adequate training and development programmes at frequent intervals in order to update their knowledge and skills. They should be allowed to go for higher studies and refresh courses by part time or distance education mode and attend seminars, workshops and conferences.

r)   Counselling and health education should be provided to balance both work and family life of the nurses if they find difficulty to balance them. In order to reduce their stress, some kind of recreation activities such as tours, management game, yoga can be arranged and conducted.

s)   The interest and commitment of the nurses on work should be improved by means of rotating them to various specialised wards to improve their knowledge on various specialisations.

t)   The hospital management should establish and enrich the welfare facilities for the staffs such as insurance, providing free treatment or on concession rate for their family members, uniform, maternity benefit, and paid leave for marriage, funeral expense, toilet facilities, canteen facilities and safe accommodation facilities for nurses.

u)   Sufficient food should be provided in canteen as nurses need to work 12 hours per day.

v)   Higher authorities such as doctors, managers and administrators should be instructed not to criticize or blame the staff nurses in front of the patients and other staffs.

5.2 Limitations of the Study

The first limitation of this research work is its small study area and sample size. The study has been limited to Tirunelveli city and 60 nurses who have been sampled by convenient and judgement sampling method. The entire district has not been covered. Furthermore, the study has focused the female nurses qualified with DGNM (Diploma in General Nursing and Midwifery) and B.Sc Nursing and it has not focused other category of nurses such as male nurses, nursing incharges (nursing superintendents), Female Nursing Assistants (FNA) and Diploma in Nursing Assistants (DNAs). Moreover, the nurses working in single speciality hospital and government hospital have not been covered. Other occupational groups in the hospital such as pharmacists, receptionists, doctors, non medical managers and paramedical managers have not been covered in this study. Furthermore the closed type of questionnaire will not offer the collection of deeper and more quality of remaining nurses in terms of their perception towards the causes and impact of turnover. As a result of these limitations, the findings of this study have its limitations and they cannot be generalised into entire district, other category of nurses and other occupational groups in the hospital. Moreover, the findings cannot be extended to single speciality hospital, government hospital and the hospitals in other districts as the facilities available and management practices may vary from hospital to hospital and speciality to speciality. In light of these limitations, cautions are required to generalise these findings.

5.3 Directions for Further Research

The present study furnishes a good base for future research. The future research scholars can undergo research in number of ways from the findings of this study. The future research can be undertaken covering entire district or other districts with large number of samples. Other sampling methods such

as simple random sampling, systematic sampling, and stratified random sampling and so on can be employed to carry out the research. Study can be undertaken to know about the involuntary turnover among nurses. Nurses working in other set up such as single speciality hospitals and government hospitals can also be included. Other category of nurses such as male nurses, female nursing assistants, nursing incharges can also be included. Rate of turnover between male nurses and female nurses can be undertaken as comparative study. Future study can also be undertaken as a case study in order to explore and analyse the causes and impacts of turnover of nurses.

5.4 Conclusion

The present study identified the causes of voluntary turnover of nurse, compared the causes of turnover and examined the relationship between demographic variables of the nurses and causes of turnover. The analysis done to find the causes of turnover under nine dimensions namely organization structure and policy, work load, salary and work shift, respect and professionalism, discrimination and harassment, career development, personal and family life, facilities and safety, criticism and conflict, leadership and support related factors proved that force towards bond (agreement) work, long working hours, lack of respect, disparity of the management in terms of salary and treatment of the employees, high salary in other hospitals, marriage, absence of accommodation facilities, criticism by higher authorities (e.g. doctors, surgeons, administrators) in front of the patients and autocratic leadership style and inadequate concern towards emergency situations of the employees are the causes of turnover of nurses.   It is essential for the hospital management to provide quality services to the patients and thereby improve the satisfaction of them. In order to achieve these objectives the hospital management should concentrate on the deficiency pointed out by nurses through this study and take necessary steps to control and prevent the turnover of nurses and thereby improve the safety care for the patients.

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FIRM FINANCIAL PERFORMANCE AND HUMAN ASSET VALUE A CASE STUDY ANALYSIS OF HUMAN RESOURCE ACCOUNTING PRACTICES IN OIL AND NATURAL GAS CORPORATION LIMITED (ONGC)

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ABSTRACT

This paper intends to check objectivity of the valuation model and the HRA practice followed by public sector organizations. It is found almost all the organizations follow the salary-based economic valuation model proposed by Lev and Schwartz or the same model with some adjustments suggested by Flamholtz, Jaggi and Lau and or as per their requirements, even after following the same criteria of valuation and valuation model, different organizations are following different disclosure practices. Therefore, to check the objectivity of the valuation practice followed by the Indian organizations this study undertakes the case study analysis. For the case study analysis, a systematic approach has been adopted for the selection of the company.ONGC, is India 's premier and one of the world's few leading companies engaged in surveys, research, drilling, exploration, production of crude oil and gas,etc. HRV is significantly and positively related with turnover per employee, net income per employee, total assets per employee . surprisingly it is negatively related with Total No. of employee and Return on HRV per employee.

Key Words: Human asset value, Turnover, Net income, Employee, Total assets.

1. INTRODUCTION

There is an increasing recognition of the fact that the core economic resources of the contemporary era are human resources rather than physical resources such as plants, equipments and inventories, etc. The main key to every organization's success in the market is its stocks of human capital(Flamholtz et al., 2002).

Accountants have recognized the value of human assets for at least 70 years. Research into true HRA began in the 1960s by Rensis Likert (Likert and Bowers, 1973). Likert defends long-term planning by strong pressure on human resources' qualitative variables, resulting in greater benefits in the long run.

Human Resource has long been recognized as a vital asset and value creator to companies. Swart (2006) refers to "core competence, knowledge creation and innovation ... creating value over and above physical and financial resources" . The basic objective underlying Human Resource Accounting is to facilitate the effective and efficient management of human resources (Porwal, 2001).

In mission statements, annual reports and annual general meetings, organisations declare that "our greatest assets are our people" (Okpala & Chidi, 2010).

2. OIL AND NATURAL GAS CORPORATION LIMITED (ONGC):

The government of India established OilandNatural Gas Commission (ONGC) in October 1959. It became a statutory corporation on 23rd June 1993. ONGC follows the Lev and Schwartz model by accepting the modifications suggested by Flamholtz and Jaggi and Lau. ONGC divides total employees into four categories as under:

1. Managerial and Supervisory
2. Clerical
3. Skilled workers, and
4. Unskilled workers.

ONGC considers the rate of interest, at which the Government of India advances them loans, as the discount rate. ONGC reports the present value of future expected return of the employees by discounting it at 8 per cent constantly. ONGC reports HRV category wise as well as in total.

3. OBJECTIVES

1. To analyze the relationship between the No.of Employees and sales revenue, net income and Human aseets value .

2.   To measure the relationship between human assets value to fixed assets, current assets, total assets.

3.   To find out the relationship between Discount rate and Human assets value.

4.   To explore the relationship between return on HRV and human assets value.

4.

HYPOTHESISES

1.   There is a significant   relationship between Human assets value and total No. of employee.

2.   There is a significant relationship between quantitative data net income and Human assets value.

3.   There is a significant relationship between quantitative data of sales revenue and Human asset value.

4.   There is a significant relationship between human assets value to fixed assets, current assets, and total assets.

5.   There is a significant relationship between discount rate and human assets value.

6.   There is a significant relationship between Return on HRV and human assets value.

5.

METHODOLOGY

Time period : The study covers a time period of the last 7 years commencing from the year 2005-06 to 2011-2012. This period is selected because during this period due to the liberalization policy of the government, oil sector has experienced a number of changes.

Variables: the study is carried out by analyzing the behavior of all the important variables from the HRA point of view . These variables are:

1.   Total number of employees
2.   Human resource value per employee
3.   Net profit per employee
4.   Revenue per employee
5.   Total assets per employee
6.   Discount rate
7.   Return on HRV

ONGC does not report three important variables i.e. ,net profit per employee, revenue per employee and total assets per employee in the annual reports. For the analysis purpose the researcher calculated these variables by applying the appropriate method.

TECHNIQUES OF ANALYSIS

Four basic statistical techniques has been carried out for the entire case study analysis:

1.   Behavioural Analysis
2.   Bivariate Analysis
•   Simple Correlation

•   Regression Analysis
3.   Multiple Data Analysis
•   Partial correlation analysis
•   Multiple regression analysis

6.

DATA SOURCE

The data used in the study has been collected from the annual reports of ONGC from the year 2005-06 to 2011-12.

7. analysis and discussions

➢   **BEHAVIOURAL ANALYSIS**

The present analysis uses the index number analysis.

Total Number of Employees

ONGC reports the human resource value under the heading Human Resource Value. Here for the analysis of Number of employees and for the calculation of efficiency and profitability ratios, all the employees including apprentices are considered.

In the last 7 years, number of employees decreased by 0.95 times. At the year-end 2005-06 ,total employees were 34722 , which decreased 912 in the next year [years-end 2006-07] to reach the strength of 33810. Again in the year 2007-08, total number of employee decreased by 814. In the following year [2008-09], it increased by 39 to reached 33035. In the year 2009-10 again it decreased by 209 to reach to 32826. At the year –end 2010-11, it increased by remarkable second highest number in last seven years that is by 447 to reach 33273. The same thing is clear from the table 1. During all these years, total number of employees decreased from 34722 to 32909, little more than 0.94 times table. The decrease in number of employees is not a constant or regular phenomenon. In the year 2008-09 and 2010-11 total number of employees increased in relation to the immediately preceding year. This is clear from the table 4 given below

TABLE 1 INDICES FOR NUMBER OF EMPLOYEES FOR THE YEAR ENDED ON 31ST MARCH

Particulars	2006	2007	2008	2009	2010	2011	2012
Total number of employees	34722	33810	32996	33035	32826	33273	32909
Total employees-INDEX	100	97.37	95.02	95.14	94.53	95.82	94.77

Source: annual reports of ongc from the year 2005-06 to 2011-12

Discount rate

Ongc reports the present value of future expected return of the employees by discounting it at 8 per cent constantly. This helps in keeping the hrv near to reality based on the input of the model. This also make it clear that any change in the hrv is due to change in present actual future expected earnings of the employees responding the change in material factors like number of employees, employee cost etc. Therefore ,here at the ongc, hrv is not distressed due to change in

discount rate which has nothing to do with the productivity or efficiency of either employee or organization as a whole. Thus any change in the hrv at ongc is a result of change in facts and figures in reality and not due to change in discount rate only.

Human resource value per employee (HRV)

Reason for selecting ONGC is that oil sector in india as well as the world wide is experiencing a Number of changes and ups and downs in last 7 years.

Table 2 Indices for human resource value
For the year ended on 31st march

Particulars	2006	2007	2008	2009	2010	2011	2012
HRV(Rs. In Crores)	27430.3	28512	29052.9	38516.9	43135.4	48955.5	50097.4
HRV-INDEX	100	103.94	105.91	140.41	157.25	178.47	182.63

Source: Annual reports of ONGC from the year 2006 to 2012

The total human resource value at ONGC was Rs 27430.3 crores at the year end 2005-06,ehich increased remarkably during last seven years to reach to rs.50097.4 crores at the year-end 2011-12. This increase is 1.82 times over the base year i.e. 2005-06. The overblown value of HRV is Experienced due to the following reason:

• At the year-end 2005-06 , total number of employees was 34722 Whereas at the year-end 2011-2012 this number decreased to 32909. Decrease in number of Employees by 0.94 times would persuade the HRV due to indirect relationship between number of Employees and hrv in this organization.

Therefore, to analyse whether the increase in HRV is just due to increase or decrease in the Sum or actual, HRV per employee is calculated as total HRV divided by the number of employees. The HRV per employee at the ONGC for the last seven years presented herewith in the following Table 3.

TABLE 3 INDICES FOR HRV PER EMPLOYEE
FOR THE YEAR ENDED ON 31 ST MARCH

Particulars	2006	2007	2008	2009	2010	2011	2012
HRV per emplyee (Rs. In crore)	0.79	0.84	0.88	1.17	1.31	1.47	1.52
HRV per employee -INDEX	100	106.32	111.39	148.10	165.82	186.07	192.40

Source: Annual reports of ONGC from the year 2005-06 to 2011-12.

Here the significant point is that the hrv per employee increased by 1.92 times in last seven years. This means that the hrv per employee increased at a higher rate than total hrv. This might be the result of the decreasing number of employees by 0.94 times. This decrease in number has come

from lower salary group at higher rate then decrease in number of employees from the highest salary group.

Sales revenue per employee and net income per employee

H1:there is significant relationship between no. Of employees and sales revenue and net income.

Sales revenue per employee has not reported in the annual report but for the analysis purpose the researcher calculated the revenue per employee by appropriate method.

ONGC experienced tremendous increase in the total sales revenue in the last seven years from 2005-06 to 2011-12. Total sales revenue for the year 2005-06 was of Rs. 49439.7 crores and it attained the level of rs.76515.09 crores in the year 2011-12, thus the total sales revenue increased by 1.54 times. The increase in sales revenue is not a constant or regular phenomenon. In the year 2009-10 total sales revenue decreased in relation to the immediately preceding year. This is clear from the table 4 given below.

Calculating a company's sales revenue helps determine whether a profit was made or if losses were incurred. The revenue figure is important because a business must bring in money to turn a profit. If a company has less revenue, all else being equal, it's going to make less money.

Therefore to have an idea about the performance of employees i.e. Human resources, study of revenue per employee at the ONGC is undertaken. To check the impact of increase in the value of human resources on the efficiency and productivity, that is on the revenue, the analysis of revenue per employee is undertaken. therefore, sales revenue per employee is calculated as total sales revenue divided by the number of employees. This calculation is presented in the following table 5.

TABLE 4 TOTAL SALES REVENUE FOR THE YEAR
ENDED ON 31 ST MARCH

Particulars	2006	2007	2008	2009	2010	2011	2012
Total revenue (Rs. In Crores)	49439.7	59057.5	61542.6	65049.4	61983.2	69 532.2	76515.09
Total revenue - INDEX	100	119.45	124.48	131.57	125.37	140.67	154.76

Source: Annual reports of ONGC from the year 2005-06-2011-12.

TABLE 5 SALES REVENUE PER EMPLOYEE
FOR THE YEAR ENDED ON 31 ST MARCH

Particulars	2006	2007	2008	2009	2010	2011	2012
Sales revenue per employee	1.42	1.74	1.86	1.96	1.88	2.08	2.32
Sales revenue per employee -INDEX	100	122.53	130.98	138.02	132.39	146.47	163.38

Source: Annual reports of ONGC from the year 2005-06 to 2011-12

The sales revenue of ONGC increased from Rs. 49439.7 crores in 2005-06 to Rs. 76515.09 crores for the year 20011-12. This increase in total revenue indicates that sales revenue increased by approximately 1.54 times over the period of

seven years. On the other hand, revenue per employee increase by 1.63 times during the same period. Increase in revenue per employee at higher rate than the total revenue ,indicates that sales revenue respond at the same rate of increase in number of employees. The HRV increased at the higher rate than increase in the number of employees. This is a clear-cut indication of an increase in value of human resources with increasing the level of sales efficiency and performing at the level they were performing earlier.

TABLE 6 EMPLOYEES STRENGTH AND REVENUE GROWTH SINCE 2006 TO 2012 RS. IN CRORES

Fiscal	Emp.	Growth in Per	Sales revenue	Growth in Per	Net income	Growth %
2006	34722		49439.7		14431	
2007	33810	-2.62	59057.5	19.45	15643	8.39
2008	32996	-2.40	61542.6	4.20	16702	6.76
2009	33035	0.11	65049.4	5.69	16126	-3.44
2010	32826	-0.63	61983.2	-4.71	16768	3.98
2011	33273	1.36	69532.2	0.12	18924	12.85
2012	32909	-1.09	76515.09	10.04	25123	32.75

Table6- it indicates the last 7 years scenario of company employees. Their number, cost, value, sales revenue and net income are presented by the table. This table helps to understand correlation between human resources and its impact on profitability and growth of the company.

TOTAL ASSETS PER EMPLOYEE

TABLE 7 INDICES FOR TOTAL ASSETS FOR THE YEAR ENDED ON 31ST MARCH

Particulars	2006	2007	2008	2009	2010	2011	2012
Total Assets	73037.41	83555.73	90470.90	102573.35	112606.46	115068.70	117456.76
Total ASSETS - INDEX	100	114.40	123.86	140.43	152.17	157.54	160.81

Source: Annual reports of ONGC from the year 2005-06 to 2011-12

TABLE 8 INDICES FOR TOTAL ASSETS PER EMPLOYEE FOR THE YEAR ENDED ON 31ST MARCH

Particulars	2006	2007	2008	2009	2010	2011	2012
Total Assets Per Employee	2.10	2.47	2.74	3.10	3.43	3.45	3.56
Total ASSETS Per Employee- INDEX	100	117.61	130.47	147.61	163 .33	164.28	169.52

Source: Annual reports of ONGC from the year 2005-06 to 2011-12

In the last 7 years, total assets increased by 1.60 times. At the year-end 2005-06 ,total total assets were 73037.41 , which increased 10518.32 in the next year [years-end 2006-07] to reach of 83555.73. The same thing is clear from the table 8. During all these years, total assets increased from 73037.41 to 117456.76, little more than 1.60 times table. On the other hand, total assets per employee increase by 1.69 times during the same period. Increase in total assets per employee at higher rate than the total rassets ,indicates that

total assets respond at the same rate of increase in number of employees.

TABLE 9 HUMAN ASSET VALUE ANALYSIS-ONGC RS. IN CRORES

Particulars	2006	2007	2008	2009	2010	2011	2012
Human asset value	27430.3	28512	29052.9	38516.9	43135.4	48955.5	50097.4
Fixed assets	10665.29	13664.21	48572	59342.6	66865.6	74731.29	94936.26
Current assets	26573.58	30706.34	32224.87	33494.85	34271.35	34896.23	31484. 83
Total assets	73037.41	83555.73	90470.90	102573.35	112606.46	115068.70	117456.76
Turnover (sales revenue)	49439.7	59057.5	61542.6	65049.4	61983.2	69532.2	76515.09
No.of employees	34722	33810	32996	33035	32826	33273	32909
Turnover/human resource	1.80	2.07	2.11	1.68	1.43	1.42	1.52
Turnover/fixed assets	4.63	4.32	1.26	1.09	0.92	0.93	0.80
Turnover/total assets	0.67	0.70	0.68	0.63	0.55	0.60	0.65
Human resource value per employee	0.79	0.84	0.88	1.17	1.31	1.47	1.52

Table 9: Human assets value is being analyzed in the table. Various ratios are calculated to show the relation between human resources value to fixed assets, current assets, total assets . Interpretation by each ratio is as:

Figure 1 Turnover/human resource
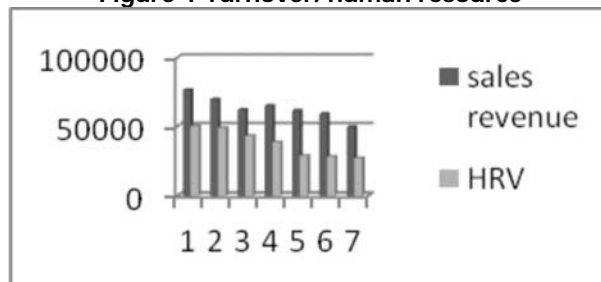
It shows the efficient utilization of human resource. The efficiency and productivity is increase during the last seven year. With the help of human resources turnover ratio, it is determined that number of times in a year the money is being received from the human resources in comparision to investment. Earlier at 2006 it was 1.80 but it decrease in year 2012 to 1.54 means productivity is decreasing.

Figure 2 Turnover/Fixed Assets
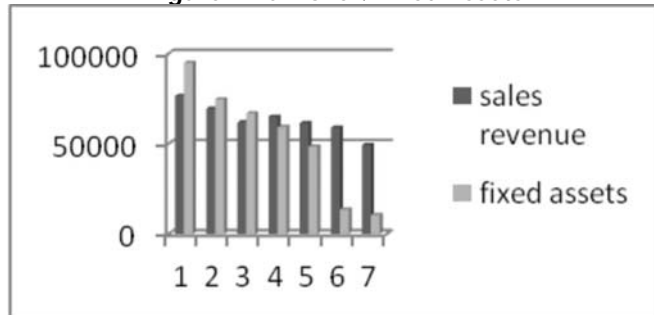
It shows the optimum utilization of fixed assets. The efficient use of assets can be measured by it. With the help of fixed assets turnover ratio, it is determined that number of times in a year the money is being received from the fixed assets.

Earlier at 2006 it was 4.63 but it decrase in year 2012 to 0.80 means productivity is decreasing.

Figure 3 Turnover/Total Assets
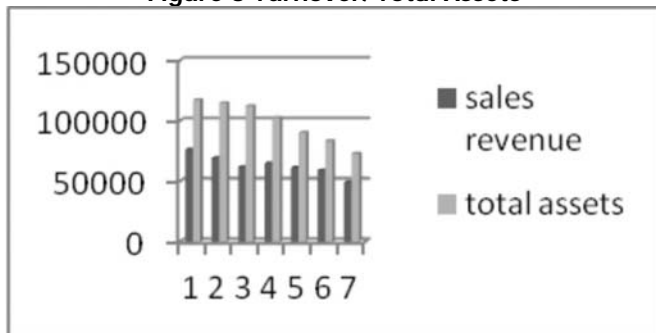
These ratio are a measure to determine the managerial efficiency of the concerned business entity. This ratio shows the firm's ability in generating sales from all financial resources to total assets. Earlier at 2006 it was 0.67 but it decreas in year 2012 to 0.65 means productivity is decreasing. Overall in comparison to turnover ratio, human resources are being efficiently. Total assets are 0.65 and fixed assets are used 0.80 but human resources ratio to turnover is 1.54. it means human resources are being more efficiently used.

Return on HRV

Proving the absence of uniform HRA reporting practices in India, ONGC does not publish the information about the Return on HRV in the annual report. Return on HRV is calculated as profit after tax (PAT) divided by the human resource value. Both these figures are collected from the annual report of the company for the respective year.

Table 10 Return on HRV For the year ended on 31St March

| Particulars	2006	2007	2008	2009	2010	2011	2012
Ret urn on HRV (per cent)	52.60	54.86	57.48	41.86	38.87	38.65	50.14
Return on HRV -INDEX	100.00	104.29	109.27	79.58	73.89	73.47	95.32

Source: Annual reports of ONGC from the year 2006-2012

Return on HRV was 52.60 percent of HRV in the year 2005-06 which increased to 54.86 percent of HRV in the year 2006-07 and 57.48 percent of HRV in the year 2007-08 but then fell in the year 2008-09 and continued the trend in the year 2009-10 and 2010-11. In the year 2011-12 it had shown recovery and reached 50.14 percent of HRV. In this manner return on HRV kept fluctuating in the last seven years. The same picture is clear from the table 9. Return on HRV of the organization reflects the efficient use of resources. The above table shows

that the return on HRV was fluctuating very abruptly. Therefore to have an idea about the change in HRV whether it was real or just mathematical, net income , one of the components of Return on HRV is analysed here in the table 10.

Table 11 Net income (profit after tax) For the year Ended on 31st March

Particulars	2006	2007	2008	2009	2010	2011	2012
Net income	14431	15643	16702	16126	16768	18924	25123
Net income- INDEX	100.00	108.39	115.73	111.74	116.19	131.13	174.09

Source: Annual reports of ONGC from the year 2006-2012

The above table makes it clear that net income fluctuated in last seven years. Id we check with the help of index numbers, then in the past seven years, net income increased from index number 100 in the year 2005-06 to 174.09 in the year 2011-12. In the last seven years, net income decreased remarkably in 2008-09 in relation to previous years but it never went below the level of the base year. The return on HRV fell even below the base year level and reached 73 percent of the base year i.e. the year 2005-06. Thus Return on HRV decreased not due to a decrease in profit after tax (net income). Therefore , to have an idea about the efficiency of human resources and to check reasons for fluctuations in return on HRV the study of return on HRV per employee was undertaken. For this purpose , net income per employee was calculated as net income divided by the number of employees. Then HRV per employee calculated as human resource value divided by the number of employees. All these figures are collected from the annual reports of the company for all these years. Then Return on HRV per employee was calculated as Net Income per employee divided by the HRV per employee. The the figures of return on HRV per employee given in the following table 11.

Table 12 Return on HRV per employee For the year ended on 31St March

Particulars	2006	2007	2008	2009	2010	2011	2012
Return on HRV per employee (%)	50	38.09	38.93	41.02	56.81	54.76	51.89
Return on HRV per employee- INDEX	100.00	76.18	77.86	82.04	113.62	109.52	103.78

Source: Annual reports of ONGC from the year 2005-06 to 2011-12

Return on HRV per employee was also moving in the same direction as the return on HRV. Therefore again here net income per employee calculated and analyse. net income per employee is given below in the table 13.

Table 13 Net Income per Employee
For the year ended on 31st March

Particular	2006	2007	2008	2009	2010	2011	2012
Net income per employee	0.41	0.46	0.5	0.48	0.51	0.56	0.76
Net income per employee -INDEX	100.00	112.19	121.95	117.07	124.39	136.58	185.36

Source: annual reports of ONGC from the year 2006 to 2012

The above table makes it clear that net income per employee fluctuated in last seven years. If we check the help of index numbers, then in past seven years, net income has increased from index number 100 in the year 2005-2006 to 185.36 in the year 2011-2012.

The Return on HRV per employee fell at a higher rate than the fall in net income per employee. Therefore , the falls in return on HRV was at a higher rate than the net income is the result of increase in the HRV at a higher rate.

- **BIVARIATE ANALYSIS**

ONGC is following the Lev and Schwartz model, which represents the present value of future expected return.present value of future expected return unwaveringly depends on number of variables.

As Human Resources are the only active asset of the organization it is an important resource for the business. Therefore, in the first section the behavior and in second section growth and volatility of variables are studied individually . In both the studies, relationship of HRV with majority of these variables was found at very high degree. Now a question arises: How closely is the HRV related to each of these variables?

To answer this question, the present section undertakes two important bivariate analyses as under:

1. Simple Correlation Analysis
2. Simple Regression Analysis

For both these bivariate studies, all variables which were considered for the behavioural analysis as well as growth rate and volatility analysis have been influenced.

Simple Correlation Analysis

The researcher purpose is to check the possibilities of objective valuation and consideration of human resources of an organization as an asset and also to check the accepted pratical application of the human resource accounting as a system. There fore, the question raises : Is objective valuation of human resources possible?

To answer this question the researcher has studied the relationship of HRV with different variables representing the present profitability and efficiency of the business. Here in this section, relationship of each variable with the human resource value is premeditated. For this purpose, some variables influencing the human resource value as well as the variables that are the pointer of present business profitability and efficiency are considered. These variables are:

1. Turnover per employee
2. Return on HRV
3. Total number of employee
4. Net income per employee
5. Total asset per employee

TABLE 14 SIMPLE CORRELATIONS

	Turnover per Employee	Net income per employee	Total asset per employee	Total No.of Employee	Return on HRV per Employee
HRV per Employee	0.862	0.785	0.955	-0.652	-0.690

- Correlation coefficient with discount rate can not be computed since discount rate is constant throughout the period.

The analysis identifies high degree of correlations of each identified variable with the exceptions of total No.of employee and return on HRV with the human resource value. A correlation between human resource value and all these variables other than the total No. of employee and return on HRV gives a positive and significant amount of relationship. This study identifies maximum correlation of HRV with Total asset per employee and Turnover per employee .The correlation of HRV per employee with total assets per employee is the highest and positive at 0.955 and next high and positive relation is for turnover per employee at 0.862.The relation of HRV per employee and net income per employee is also positive at 0.785 which is less than the correlation with the turnover per employee. The relation of HRV per employee and total No. of employee is -0.652 and HRV per employee and return on HRV per employee is -0.690 lowest among this entire faction of variable. This means that HRV has quite a significant positive relation with the turnover. We can also say that HRV and turnover stir in the same direction. The turnover is the measure of state of affairs of the business. This means that present turnover is highly influenced by the human resource value and present total assets is also highly influenced by the human assets value. The relationship between HRV per employee with net income per employee found at the lower rate but still at very significant level. HRV and net income per employee has positive degree relation at 0.785.The net income per employee has significant amount of relation with HRV. Total assets and Turnover have highest relationships is indication of impact of increase in HRV on the present efficiency and productivity of an organization. The bivariate analysis of all these variables and HRV reveals that there is higher a degree of positive relationship between human resource value per employee and the total assets and the turnover. The third highest degree of relation is found with net income per

employee. It is apparent that with increase in the net income ,human resource value also increases but here the degree of relationship is less with human resource value. This indicates that there are other factors distressing the human resource value per employee.

Simple Regression Analysis

The simple correlation analysis, as examined in table 14, reveals the direction and numerical strength of relationship but doeas not expound the relative importance of different variables forming the congregate that influence the degree of relationship. The researcher examine the impact of all the variables individually on HRV sparatley, by assuming

possibility of exinstence of straight-line relationship using linear regression. This analysis enables the researcher to find the answer to the question, How HRV does respond to the movement in an individual variable?

The ordinary least suare [OLS] method has been used for the regression analysis. The following function has been estimated for the variables.

HRVper employee=f [Xi]

For all i = 1,2,3,4,5.

In a simple regression analysis, the above function leads to five regression equations as given in the table 15:

TABLE 15 SIMPLE REGRESSION COEFFICIENTS

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	-0.648	0.474		-1.368	0.230
	TURNOVERperEMP	.944	.248	.862	3.810	.013
	(Constant)	10.914	5.082		2.147	0.085
	TOTALno.ofEMP	.000	.000	-.652	-1.924	.112
	(Constant)	2.417	.606		3.987	.010
	RETURNonHRV perEMP	-.027	.013	-.690	-2.131	.086
	(Constant)	.022	.402		.056	.958
	NETINCOMEperEMP	2.126	.751	.785	2.832	.037
	(Constant)	-.422	.220		-1.916	.114
	TOTALASSETperEMP	.525	.073	.955	7.192	.001
a. Dependent Variable: HRVperEMP						

The following inferences may be derived from the above regression results:

i.   The regression results with respect to all variables under consideration are statistically significant.

ii.   The values of coefficients with respect to net income per employee [2.126], turnover per employee [0.944], and   total asset per employee [0.525] is positive. The increase in the values of these variables would enhance the HRV at ONGC.

iii.   It implies that a one unit change in each of these variables would lead to 2.126,0.944,0.525 unit change in HRV per employee respectively at ONGC , assuming other factors to be constant.

iv.   The values of coefficients with respect to return on HRV [-0.027] is negative. This is because of growth in HRV at very high rate and movement of return on HRV in opposite direction.

• MULTIPLE DATA ANAYSIS

The bivariate data analysis carried out earlier have established that HRV is the result of multiparty impact of number of influencing variables. Therefore, to examine the degree and strength of relationship of financial as well as

predictor variables on HRV , the researcher now go to multiple data analysis. The multiple data analysis is carried out with the help of partial correlation, multiple regression models and principle component analysis.

Partial correlations

Bivariate studies carried out earlier show that all variables, except return on HRV per employee, have a significant amount of positive relationship with human resource value per employee.this simple bivariate relation establishes the direct relationship but does not consider other variables for the calculation of relationship. This means relationship studied by applying bivariate correlation establishes relationship of individual variables with dependent variable HRV. It establishes the direction of relationship but does not expound the relative importance of different variables forming congregate that influence the degree of relationship. This is the limitation of bivariate correlation study. To overcome this limitation of bivariate correlation study. To overcome this limitation, further partial correlation study has been carried out , with a view to highlight the relative

influence of different variables. Therefore, this section seeks to apply the technique of partial correlations with a view to highlighting the relative influence of different variables. For partial correlation study , the researcher countinuing with the same set of all the variables which considered for the biavriate correlation study. Partial correlation, calculations have been carried out with help of SPSS 20. It studies relations of human resource value with each of these variables by controlling all other variables.

TABLE 16 PARTIAL CORRELATION COEFFICIENT OF HRV

VARIABLES	PARTIAL CORRELATIONS	CONTROLLING FOR
Turn Over Per Employee	0.695	i. Total Number of employee, ii. Return on HRV per E mployee iii. Total assets per employee iv. Net income per employee
Total Number of Employee	0.931	i. Turn over per employee ii. Return on HRV per employee iii. Total assets per employee iv. Net income per employee
Return on HRV per Employee	-0.833	i. Total Number of employee ii. Total assets per employee iii. Net income per employee iv. Turnover per employee
Total assets per employee	0.934	i. Total Number of employee ii. Turnover per employee iii. Return on HRV per employee iv. Net income per employee
Net inome per employee	0.839	i. Total Number of employee ii. Tur nover per employee iii. Total assets per employee iv. Return on HRV per employee

i.   Partial correlation between HRV per Employee and Turnover per Employee. In the bivariate correlation study carried out in the earlier section, between human resource value per employee and turnover per employee, a direct positive relationship was found 0.862. but a meticulous study of relationship between both these variables carried out by controlling all other variables, i.e.turover per employee and HRV per employee, gives a degree of positive relations at 0.695. The value of human resources is equal to the present value of the future expected return. Turnover is not considered at all for the valuation of the human resources , the only active asset. Therefore, the study of relationship between human resource value and turnover per employee is geared up. A higher correlation using both the techniques is a clear-cut indication of having significant relations of human resource value per employee and turnover per employee.

ii.   Partial correlation between HRV per employee and Total Number of employee. Suprising result of the study carried out to check the bivariate correlation study of human resource value per employee and total number of employees was found negative at -0.652. In the partial correlation study of HRV per employee and total number of employee was found at the higher degree of positive

relationship at 0.931.

iii.   Partial correlation between HRV per employee and return on HRV per employee. Return on HRV is the result of the calculation of profit after tax (PAT) divided by the HRV. In the biehavioural study of PAT and Return on HRV in percentage, it was found that PAT is not moving in the same direction and in the same proportion. This was the clear indication of having no relation among both these variables. The same result was found in the bivariate correlation study also. The partial correlation study of the relation of HRV with the return on HRV also gave the negative relationship among both these variables representing assets or resources of production and results of the efforts made by the resources. The degree of relation found between HRV and Return on HRV by controlling all other variables at -0.833 . the results of biavriate study and partial correlation study also outcry the reality of having no consideration of Return i.e. present efficiency and profitability.

iv.   Partial correlation between HRV per employee and total assets per employee. In the bivariate correlation study of HRV per employee and total assets per employee, a higher degree of positive relationship was found at 0.955. the

result of the partial correlation study was also found in the same direction and degree between HRV and total assets per employee at ONGC by controlling all other variables at 0.934.

v.   Partial correlation between HRV per employee and net income per employee. In the bivariate correlation study of human resource value per employee and net income per employee, a direct positive relationship was found 0.785. But

a meticulous study of relationship between both these variables carried out by controlling all other variables, i.e.net income per employee and HRV per employee, gives a degree of positive relations at 0.839. A higher correlation using both the techniques is a clear cut indication of having significant relations of human resource value per employee and net income per employee.

Linear Multiple Regression Analysis

The ordinary least square [OLS] method has been used for the linear multiple regression analysis. The following function has been estimated for formulation of linear multiple regression equation of the HRV per employee.

HRV per Employee = f [Xi],i.e..

$HRV = a + \sum_{i=1}^{4} bi\ Xi$, where Xi are as follows:

X1: Turn over/ employee

X2: Net income/ employee

X3: Total assets/ employee

X4: Total No.of employee

X5: Return on HRV

In a linear multiple regression analysis, the above function leads to the following regression equation as given in the table 16.

TABLE 17 LINEAR MULTIPLE REGRESSION COEFFICIENT DEPENDENT VARIABLE: HRV PER EMPLOYEE

Model	Unstandardized coefficients	Std. Error	Standardized Coefficients	t	Sig.
	B		Beta		
a (Constant)	-5.687	2.666		-2.133	0.279
X_1 Turn over/ employee	0.119	0.123	0.108	0.966	0.511
X_2 Net income/ employee	0.721	0.467	0.266	1.542	0.366
X_3 Total assets/ employee	0.445	0.170	0.810	2.619	0.232
X_4 Total No.of employee	0.000	0.000	0.354	2.553	0.238
X_5 Return on HRV	-0.009	0.006	-0.224	-1.503	0.374

TABLE 18 MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	1.000[a]	.999	.996	.02030
a. Predictors: (Constant), TOTALASSETperEMP, RETURNonHRVperEMP, TOTALno.ofEMP, TURNOVERperEMP, NETINCOMEperEMP				

In order of formulating linear multiple regressions the researcher is assuming insignificant effect of regressor in the relationship. To evaluate this , ANOVA and F- ratios are used as depicted in the Table 18.

Table 19

ANOVA[A]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.563	5	.113	273.163	.046[b]
	Residual	.000	1	.000		
	Total	.563	6			
a. Dependent Variable: HRVperEMP						
b. Predictors : (Constant), TOTALASSETperEMP,RETURNonHRVperEMP, TOTALno.ofEMP,TURNOVERperEMP, NETINCOMEperEMP						

The test statistic is the F value of 273.163. Using an of .05, we have that F.05; 5, 1 = 230.162. Therefore, the assumption of insignificant effect of regressor in the relationship does not hold correct.

The following inferences may be derived from the above linear multiple regression results:

1.   The linear multiple regression results with respect to all variables under consideration is statistically significant. (table 17 and 19)

2.   The formulated model will explain 99.6 percentage variations.(table 18)

3.   The values of multiple regression coefficients with respect to turnover per employee [0.119], net income per employee [0.721], total asset per employee [0.445] , total number of employee [0.000] and return on HRV [-0.009].

4.   The unit change in the regressor turnover per employee, net income per employee, total asset per employee,

enhances HRV per employee by 0.119,0.721,and 0.445 units respectively.

5.   The co-efficient of linear multiple regression with respect to return on HRV per employee [-0.009]. therefore, these regressor influence HRV per employee adversely at ONGC.

TABLE 20 COMPARATIVE STUDY OF SIMPLE AND MULTIPLE REGRESSION COEFFICIENTS

	Simple regression coefficient	Linear multiple regression coefficient
Turnover/employee	0.944	0.119
Net income/employee	2.126	0.721
Total asset/employee	0.525	0.445
Total No of employee	0.000	0.000
Return on HRV	-0.027	-0.009

The results of the linear multiple regression analysis all the variables is contradicting as presented in the table 20. ONGC is following the Lev and Schwartz Model for the valuation of HUMAN Resources. As per this model value of human resources is equal to the present value of future expected return of the employee. The results of simple regression analysis and multiple regression analysis are differing and contradict from on another.

8.
CONCLUSIONS

HRV is significantly and positively related with turnover per employee, net income per employee, total assets per employee . surprisingly it is negatively related with Total No of employee and return on HRV per employee. Total assets and Turnover have highest relationships is indication of impact of increase in HRV on the present efficiency and productivity of an organization.

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DETERMINANTS OF AGE AT FIRST MARRIAGE OF WOMEN IN NIGERIA

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ABSTRACT

This study examines the mean age at first marriage for the different categories of the variables- region, wealth index, type of place of residence and education of respondent. It is observed that the age at first marriage has a dependency on these four variables. Also to identify the influences of any category compare to other for these variables was employed logistic regression. The overall mean at first marriage of women in Nigeria is 16.92 years and it is very early stage marriage for the North West Region (14.88 years). Independence 2 test statistic and logistic regression analysis reveals that respondents region, type of place of residence, wealth index and education have highly significant impact on age at first marriage. And only 14% of the variation of age at first marriage is explained by these variables.

Key Words: Age at First marriage, logistic regression, 2 test statistic, odds ratio, Influential observations

1. INTRODUCTION

According to World Bank database the total population of Nigeria in 2003 was 133067097 whereas the area is 910795 sq km. Nigeria's population is one of the fastest growing populations ranked the tenth largest in 2000. The annual rate of natural increase is estimated to be between 2.9 and 2.6 (NPC 2000 and United Nations 2001). Nigeria has a growth potential to become the fifth largest population with 303 million by 2050 (2012) though recent statistics suggest the decline the fertility. The population of a country is usually increased by birth. The social customs and traditions are diverse in different countries of the world so somewhere births are legitimate before marriage and elsewhere it is illegitimate.

Two types of marriage exist in Nigeria that are monogamy - a marriage of one man to one woman and polygamy- a marriage of one man to two or more wives. In most area in Nigeria, marriage is usually an arrangement between two families rather than to an arrangement between two individuals. In Nigerian 50% people are Muslims, about 40% are Christian and the rest 10% are others followers (CIA, 2012). Further marriage is a very serious undertaking for a Muslim. Islam does allow polygamy, i.e., having more than one wife at the same time, but you should be aware that it does not encourage it. Islam forbids polyandry which is when a woman is married to more than one husband. Women who are married to chronically ill, sterile or impotent husbands are allowed recourse to divorce, if they feel the situation is unbearable.

Early stage of initiation into both conjugal unions and parenthood, and the consequence to mother and children, has been a source of concern in Nigeria. Reflecting this concern, the Nigerian population policy stress that "Families shall be discussed from

With their daughters in marriage before age 18 years" (FRN, 1988). This objective, together with accelerate female education, is envisioned to help reduce pregnancy among women younger than 18 years by 50% percent in 1995 and by 90% percent by 2000.

The main aim of the study is to identify the main variables that affect the age at first marriage. The following are the research questions in this study; **(a) what are the main variables that rise the age at marriage? and (b) how these variables effect on age at marriage?** Here parametric and non-parametric model will be used to test for independence and logistic regression will be also employed for prediction of age at first marriage. SAS, SPSS and Microsoft Excel are used for analyzing the data.

MATERIALS AND METHODS

The 2008 Nigeria Demographic and Health Survey (2008 NDHS) is the third national Demo-graphic and Health Survey (DHS) in a series under the worldwide Demographic and Health Surveys program. The first Nigeria DHS survey was conducted in 1990. Funding for the 2008 NDHS survey was provided by the U.S. Agency for International Development (USAID, Nigeria), while technical assistance was provided by ORC Macro. The United Nations Population Fund (UNFPA) and United Nations Children's Fund (UNICEF) also provided

logistical support.   Fieldwork for the survey took place between March and September 2003 in selected clusters nationwide. The 2008 NDHS is based on a nationally representative sample of over 7,000 house-holds with 7620 women with age 15-49 year that produced in course webpage. Here maximum response rate for the variables that are chosen for analysis is 72.6%. All ever married women were considered for the purpose of the study. Under this study, age at first marriage is considered as dependent variable and four independent variables region, education, type of place of residence and wealth index were used in this study. Descriptive statistics are employed. To transform a binary variable from quantitative variable we used median age of first marriage. All the values of age at first marriage less than the median age considered as 0 and greater than median age is considered as 1. Also education in single year of the respondents is transferred into two categories illiterate, primary education, secondary and above education. To determine the association between age at first marriage and these selected explanatory variables, Chi-Square (χ^2) for model based and LR Chi-square (χ^2) is used for design based independence test. To identify the importance of categories of each variable, the following logistic regression was used. We define the binary random variable

$$Z = \begin{cases} 0 & \textit{if the age at first marriage less than median age of marriage} \\ 1 & \textit{if the age at first marriage more than median age of marriage} \end{cases}$$

The mean age at first marriage is 16.92 years, whereas median age at first marriage is 16.00 years. Let us consider π is the probability that a woman is married after 16 years old. Now we consider the following binary logistic model;

Model:

$$\text{Logit } (\pi) = \log(\frac{\pi}{1-\pi}) = \beta_o + \beta_1(\text{region}) + \beta_2(\text{Type of Place of Residence}) + \beta_3(\text{Wealth Index}) + \beta_4(\text{Education})$$

Then to testing the model is adequate or not, we use AIC, BIC, the LR Chi-squared Statistic C= 2(Log likelihood of Interest model - Log likelihood of minimal model) and the pseudo R^2 is calculated by using the formula

$$\text{Pseudo } R^2 = \frac{\text{Log Likelihood of minimal model} - \text{Log Likelihood of interest model}}{\text{Log Likelihood of minimal model}}$$

Considering the binary variable age at first marriage, we would like to test the variables region, type of place of residence, wealth index and education considered in the analysis is associated with our main variable age at first marriage or not i.e. our null hypothesis is

H_{01}: Age at first marriage is not associated with region

H_{02}: Age at first marriage is not associated with type of place of residence

H_{04}: Age at first marriage is not associated with wealth index

H_{04}: Age at first marriage is not associated with education

Here model based the test statistic is Pearson chi-square and design based test statistic is LR chi-square were used to test the above four hypothesis.

To test the global null hypothesis H_0: $\beta=0$, we use likelihood chi-square or Wald chi-square and also to test the individual parameter test we also used Wald chi-squared statistic, i.e. to test H0: $\beta_{ij}=0$.

The OR (urban compare to rural): OR=

$$\frac{\pi_{\textit{urban respondent with marriage age greater than 16 years old}}}{\pi_{\textit{urban respondent with marriage age less than 16 years old}}} / \frac{\pi_{\textit{rural respondent with marriage age greater than 16 years old}}}{\pi_{\textit{rural respondent with marriage age less than 16 years old}}}$$

$$\Rightarrow \log(\text{OR}) = \log(\frac{\pi_{\textit{urban respondent with marriage age greater than 16 years old}}}{\pi_{\textit{urban respondent with marriage age less than 16 years old}}}) - \log(\frac{\pi_{\textit{rural respondent with marriage age greater than 16 years old}}}{\pi_{\textit{rural respondent with marriage age less than 16 years old}}})$$

And the 95% Wald confidence interval is estimated by using the following formula

$[\text{Exp}(\hat{\beta} -1.96\times \text{SE}(\hat{\beta}), \text{Exp}(\hat{\beta} +1.96\times \text{SE}(\hat{\beta})]$

Also by using SPSS program with box plot and stem leaf plots, the influential observations were identified.   In whole

analysis to get descriptive analysis, estimates of logistic parameters and to draw some graphs, SPSS and SAS were used.

RESULTS AND DISCUSSION

Descriptive Statistics of the dataset for age at first marriage in year is shown in table-1. We get 5533(about 73%) observations for each variable except the education which is only 3151(about 41%). Table-1 shows that average age at first marriage with 5533 respondents considered in the analysis is 16.92 with standard error 4.344 years whereas the median age at first is 15.90 years. Also minimum age at marriage is 9 year that is very early stage marriage but the legal marriage age in Nigeria, according to Nigeria's Marriage Act, Chapter 218 (Laws of the Federation of Nigeria 1990) is eighteen (18).Anyone under that age, by Nigeria laws is considered a minor and would require parental consent before legally entering into a marriage in Nigeria. Also by the international convention, 18 years has been established as the legal age at marriage for any girl. Before this age the marriage is called child marriage that is not legal marriage in internationally as well as in Nigeria. In these survey out of 7620 respondents, 3504 (46%) has early of child marriage.

TABLE 1: DESCRIPTIVE STATISTICS FOR AGE AT FIRST MARRIAGE IN YEARS ACCORDING TO THE CATEGORY OF THE EXPLANATORY VARIABLES

	Mean (Year)	N	Std. Deviation	Grouped Median	Min	Max
Region	**16.92**	**5533**	**4.344**	**15.90**	**9**	**46**
North Central	17.39	916	4.333	16.86	9	46
North East	15.50	1213	3.227	14.78	10	32
North West	14.88	1625	3.085	14.33	10	37
South East	19.64	563	4.885	19.22	10	37
South South	18.50	534	4.771	17.59	10	43
South West	20.22	682	4.070	19.80	10	37
Type of Place of Residence	**16.92**	**5533**	**4.344**	**15.90**	**9**	**46**
Urban	17.93	2054	4.690	17.20	10	46
Rural	16.33	3479	4.011	15.40	9	43
Wealth Index	**16.92**	**5533**	**4.344**	**15.90**	**9**	**46**
Lowest	15.67	1233	3.483	14.87	9	41
Second	15.79	1125	3.708	14.85	10	35
Middle	16.26	1098	3.767	15.48	10	37
Fourth	17.14	1053	4.236	16.49	10	37
Highest	20.17	1024	4.924	19.84	10	46
Education	**18.14**	**3151**	**4.575**	**17.48**	**10**	**46**
Primary Education	18.45	1703	4.791	17.77	10.00	46.00
Secondary and Above	17.77	1448	4.280	17.18	10.00	43.00

The average age of first marriage is also 1.6 years lowest for rural people compare to urban people. According to wealth index, more poor people have more early marriage and the most rich people group has 4.5 years later marriage compare to lowest income group people (15.67 years). But for the education the respondents with higher education (secondary and above) has lower age at first marriage compare to

primary education and below. Table-2 shows the similar trend as descried earlier with the table -1 but it is presented only the cohort wise. We divide the whole dataset into two parts according to age at first marriage is less that the median age (16 years) of marriage and greater than the median age of marriage.

TABLE 2: COHORT WISE DESCRIPTIVE STATISTICS FOR AGE AT FIRST MARRIAGE IN YEARS ACCORDING TO THE CATEGORY OF THE EXPLANATORY VARIABLES

	Less than 16 Years		Greater Than or equal to 16 Years		Total	
	Mean	Std. Deviation	Mean	Std. Deviation	Mean	Std. Deviation
Region	**13.86**	**1.533**	**20.74**	**3.629**	**16.92**	**4.344**
North Central	13.84	1.646	20.48	3.495	17.39	4.333
North East	13.84	1.424	19.53	2.782	15.50	3.227
North West	13.67	1.487	19.43	3.293	14.88	3.085
South East	14.21	1.809	21.84	3.930	19.64	4.885
South South	14.27	1.594	21.28	4.070	18.50	4.771
South West	14.81	1.274	21.44	3.444	20.22	4.070
Place of Residence	**13.86**	**1.533**	**20.74**	**3.629**	**16.92**	**4.344**
Urban	13.88	1.534	21.21	3.722	17.93	4.690
Rural	13.85	1.533	20.34	3.500	16.33	4.011
Wealth Index	**13.86**	**1.533**	**20.74**	**3.629**	**16.92**	**4.344**
Lowest	13.77	1.511	19.81	2.937	15.67	3.483
Second	13.73	1.497	20.10	3.211	15.79	3.708
Middle	13.92	1.550	20.01	3.193	16.26	3.767
Fourth	13.89	1.581	20.35	3.524	17.14	4.236
Highest	14.31	1.483	22.19	3.994	20.17	4.924
Education	**14.06**	**1.558**	**21.06**	**3.705**	**18.14**	**4.575**
Primary Education	14.04	1.549	21.38	3.886	18.45	4.791
Secondary and Above	14.09	1.567	20.67	3.424	17.77	4.280

To test the independence of different categorical variables with age at first marriage the cross tabulation and the test statistics are shown in table-3.The model based and the design based test statistics for testing the independence are highly significant for all the variables. So it can be say that the region variable, type of place of residence, wealth index and education variables are not statistically independent with age at first marriage or there have some association for the region variable, type of place of residence, wealth index and education variables with age at first marriage. Now we can identify, how these independent variables are related to age at first marriage. To find the answer of this question we can apply binary logistic regression as the age at first marriage is dichotomized by assigning the o for the age at first marriage being less than 16 years and the value 1 for age being 16 years and above. Table-4 represents the estimates of logistic regression parameters with standard error and test statistics and also shows the odds ratio with its 95% confidence interval of the parameters. All the regression coefficient parameters are statistically significant at 1%.

TABLE 3: CROSS TABULATION FOR THE AGE AT FIRST MARRIAGE IN YEARS WITH DIFFERENT EXPLANATORY VARIABLES

	Observed		Expected		Total
	< 16 Years	≥ 16 Years	< 16 Years	≥ 16 Years	
Region	**3068**	**2465**	**3068.0**	**2465.0**	**5533**
North Central	427	489	507.9	408.1	916
North East	858	355	672.6	540.4	1213
North West	1284	341	901.0	724.0	1625
South East	162	401	312.2	250.8	563
South South	212	322	296.1	237.9	534
South West	125	557	378.2	303.8	682
Pearson Chi-Square 1105.177(0.0000)					
Likelihood Ratio Chi-Square 1159.697(0.000)					
Type of Place of Residence	**3068**	**2465**	**3068.0**	**2465.0**	**5533**
Urban	920	1134	1138.9	915.1	2054
Rural	2148	1331	1929.1	1549.9	3479
Pearson Chi-Square 150.226 (0.0000)					
Likelihood Ratio Chi-Square 150.155(0.000)					
Wealth Index	**3068**	**2465**	**3068.0**	**2465.0**	**5533.0**
Lowest	846	387	683.7	549.3	1233.0
Second	761	364	623.8	501.2	1125.0
Middle	676	422	608.8	489.2	1098.0
Fourth	523	530	583.9	469.1	1053.0
Highest	262	762	567.8	456.2	1024.0
Pearson Chi-Square 554.783 (0.0000)					
Likelihood Ratio Chi-Square 566.611 (0.000)					
Education	**1343**	**1854**	**1343.0**	**1854.0**	**3197.0**
Up to Primary Education	680	1023	715.4	987.6	1703.0
Secondary and Above	663	831	627.6	866.4	1494.0
Pearson Chi-Square 6.463 (0.0000)					
Likelihood Ratio Chi-Square 6.462 (0.000)					

The mean age at first marriage is lowest for the North West (14.88 years) region and highest for South West (20.11 years) of the country. Nigerian Demographic and health survey report for 1990 states that "Child marriage is still predominant in the Muslim north, marriage is relatively delayed in the more educated and Christian dominated south (FOS, 1992). For region variable, from the above table we see that the age at first marriage for the region of North central is 3.6 times more important as compare to the respondent of the reference region North West. All the regions are considered more age at first marriage compare to the reference region. So considering the North West Region as reference region, respondents for the south west region has more (9.731times) likely followed by South east that has 6.368 times more likely age at first marriage.

TABLE 4: LOGISTIC REGRESSION COEFFICIENTS WITH ITS STANDARD ERROR, ODDS RATIO, 95% CONFIDENCE INTERVAL FOR ODDS RATIO IN NIGERIA

Variables	Parameter (β)	Estimate ($\hat{\beta}$)	Standard Error	Wald Chi-Square	Odds Ratio ($e^{\hat{\beta}}$)	95% Wald Confidence Interval for OR	
						Lower Limit	Upper Limit
Region	North West(RC)						
	North Central	1.2812	0.0018	500529	3.601	3.588	3.614
	North East	0.7074	0.0019	137321	2.029	2.021	2.036
	South East	1.8513	0.0023	632483	6.368	6.339	6.397
	South South	1.3239	0.0017	577380	3.758	3.745	3.771
	South west	2.2753	0.0023	977310	9.731	9.687	9.775
Type of Place of Residence	Rural (RC)						
	Urban	0.0449	0.0014	965	1.046	1.043	1.049
Wealth Index	Lowest (RC)						
	Fourth	0.5751	0.0021	78969	1.777	1.770	1.784
	Highest	1.1344	0.0022	259536	3.109	3.096	3.123
	Middle	0.3352	0.0021	26755	1.398	1.393	1.404
	Second	0.1658	0.0021	6010	1.180	1.175	1.185
Education	Primary Education						
	Above Secondary	-0.1101	0.0012	8961	0.896	0.894	0.898

RC-Reference Category

Considering type of place of residence and education, it is almost have same important for Urban and rural respondents and same important for education having primary education and above primary education for their age at first marriage though it is statistically significant. The wealth index having with highest level is 3.123 times more important compare to having lowest wealth index. The last graph shows the odds ratio with 95% confidence interval.

TABLE4 A: INFLUENTIAL EXTREME OBSERVATION BY CATEGORY

	No. of Respondents	Extreme Observations (Number)	Extreme Observations (Percentage)
Region	**5533**	144	2.60
North Central	916	13	1.42
North East	1213	33	2.72
North West	1625	83	5.11
South East	563	3	0.53
South South	534	9	1.69
South West	682	3	0.44
Type of Place of Residence	**5533**	173	3.13
Urban	2054	15	0.73
Rural	3479	158	4.54
Wealth Index	**5533**	134	2.42
Lowest	1233	24	1.95
Second	1125	24	2.13
Middle	1098	25	2.28
Fourth	1053	27	2.56
Highest	1024	34	3.32
Education	**3197**	66	2.06
Up to Primary Education	1703	28	1.64
Secondary and Above	1494	38	2.54

It is also obvious from the graph that odds ratio has a clear distinction between lowest versus highest wealth index, South West versus North West region, South East versus North West. Again education with primary versus secondary and rural versus urban shows near to OR=1 line means there have no visual distinction of age at marriage between the different level of education and type of place of residences. From the table4a and the box plot graphs in appendix, it is observed that in every category of independent variables have some influential extreme observations in age at first marriage. It is high for North West region followed by rural respondents and respondents having with highest wealth index.

From the table-5, the maximum value of log likelihood function for the minimal model $\log(\frac{\pi}{1-\pi})$ = intercept only is

- 20317426 and for the fitted model is - 17527579. So the LR Chi-squared Statistic C= 2 (-17527579+20317426) = 2789847 which is very high with compare to χ^2_{11} , showing the overall importance of these explanatory variables. And the pseudo R^2

$$R^2 = \frac{\text{Log Likelihood of Minimal model} - \text{Log Likelihood of Interest model}}{\text{Log Likelihood of Minimal model}}$$

$$= \frac{20317426 - 17527579}{20317426} = 0.137313 \text{, that implies only 14\% of the variation}$$

is explained by these four factors.

TABLE 5: MODEL FIT STATISTICS FOR LOGISTIC REGRESSION MODEL.

Criterion	Minimal Model	Fitted model
Akaike Information Criteria (AIC)	20317428	17527603
Schwarz criterion (SC)	20317434	17527676
-2 Log Likelihood	20317426	17527579

Table 6: Testing Global Null Hypothesis: β = 0.

Test	Chi-Square	Degree of Freedom	p-values
Likelihood Ratio	2789847	11	<.0001
Score	2597454	11	<.0001
Wald	2226384	11	<.0001

To test the following null hypothesis; H_0: all the coefficients are zero, All the test statistics in table6 are highly significant indicates the effect of different level for different factors considered in the model is not same or equal to zero that implies that all the variable has not impact in the model is not true. Table-7 shows variables considered in the model is effective or not. The Wald chi-squared value for all variables are highly significant, indicates that the variables considered in the model are justified.

TABLE 7: TYPE-3 ANALYSIS OF EFFECT OF VARIABLES ON MODEL

Effect of the variable	Degree of Freedom	Wald Chi-Square	p-values
Region	5	1396240	<.0001
Type of place of residence	1	965	<.0001
Wealth Index	4	32293	<.0001
Education	1	8961	<.0001

LIMITATION

In maximum developing country, the birth registration is not compulsory and the early marriage is not legal so at the marriage time they reported in their marriage registration certificate with fake age instead of real age. In national statistics for all developing countries, the age at first marriage is greater than 18 years that contradicts with the results getting from world demographic and health survey data. The proportion of non-responding women is low in NDHS 2008. Here only weight is considered. But if the strata or Cluster be considered in analysis then standard error might be different and as a result education and type of place of residence variable considered in analysis may have non-significant impact to the model. For education variable there have more non-response rate compare to other variables. For the choosing of independent variables we did not consider religion, ethnicity and childhood place of resident for the respondents that have important impact on first age at marriage. Design effect is not calculated in the model. From the graphs it is observed that there have some influential observations that might be affect the analysis. There have some influential variables, so outlier may affect the analysis and estimate of the parameters.

CONCLUSIONS

This study examines the mean age at first marriage for the different categories of the variables- region, wealth index, type of place of residence and education of respondent also found that the age at first marriage has a dependency on these four variables. Also to identify the influences of any category compare to other for these variables was employed logistic regression in this model. The overall mean at first marriage of women in Nigeria is 16.92 years and it is very early stage marriage for the North West Region (14.88 years). Independence χ^2 test statistic and logistic regression analysis reveals that respondents region, type of place of residence, wealth index and education have highly significant impact on age at first marriage. LR Chi-squared Statistic C is very high implies the overall importance of these explanatory variables in this model. And the pseudo R^2 indicates only 14% of the variation is explained by these four factors. The global test statistics for the equality of all regression coefficients are equal to zero have significant results and the

individual parameter is highly significant. The Wald chi-squared value for all variables are highly significant, indicates that the variables considered in the model are justified. Further more intensive analysis can be done by theses dataset to interpret more accurately.

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APPENDIX

SPSS Code to import datafile from excel and construction of mean table

```
#####################################
############################
GET DATA
 /TYPE=XLS
 /FILE='G:\ASD\Submitted\Data1.xls'
 /SHEET=name 'Data'
 /CELLRANGE=full
 /READNAMES=on
 /ASSUMEDSTRWIDTH=32767.
EXECUTE.
DATASET NAME DataSet1 WINDOW=FRONT.
MEANS TABLES=afm BY wi redu tpr reg
/CELLS MEAN COUNT SEMEAN GMEDIAN MIN MAX.
#####################################
############################
```

SPSS Code to construct the mean table by cohort

```
#####################################
########################
MEANS TABLES=afm BY wi redu tpr reg BY reamar
/CELLS MEAN SEMEAN.
#####################################
#############################
```

SPSS Code to construct cross tabulation

```
#####################################
########################
CROSSTABS
/TABLES=reamar BY wi redu reg tpr
 /FORMAT=AVALUE TABLES
 /STATISTICS=CHISQ
 /CELLS=COUNT EXPECTED
 /COUNT ROUND CELL.
#####################################
#############################
```

SPSS Code to explore the influential observations of age at first marriage.

```
#####################################
############################
EXAMINE VARIABLES=afm
 /PLOT BOXPLOT STEMLEAF HISTOGRAM
 /COMPARE GROUPS
 /STATISTICS DESCRIPTIVES EXTREME
 /CINTERVAL 95
 /MISSING LISTWISE
 /NOTOTAL.
#####################################
############################
```

SPSS Code to explore the influential observations of age at first marriage by independent variables

```
#####################################
##################
EXAMINE VARIABLES=afm BY redu reg tpr wi
 /PLOT BOXPLOT STEMLEAF HISTOGRAM
 /COMPARE GROUPS
 /STATISTICS DESCRIPTIVES EXTREME
 /CINTERVAL 95
 /MISSING LISTWISE
 /NOTOTAL.
#####################################
############################
SAS CODE
*************************************************
*********

ods graphics on;
Proc logistic data=Data1;
Weight w;
```

 Class reg (ref='North West') tpr (ref='Rural') wi
(ref='Lowest') edu (ref='No Education') /param=ref;
 Model reamar (ref='Marriage age <16 Years') = reg tpr wi
edu   /influence iplots;
run;
ods graphics off;
****
****

FIGURE 1. BOX PLOT TO EXPLORE THE INFLUENTIAL OBSERVATIONS OF AGE AT FIRST MARRIAGE.

FIGURE 2. BOX PLOT TO EXPLORE THE INFLUENTIAL OBSERVATIONS OF AGE AT FIRST MARRIAGE BY REGION.

FIGURE 3. BOX PLOT TO EXPLORE THE INFLUENTIAL OBSERVATIONS OF AGE AT FIRST MARRIAGE BY TYPE OF PLACE OF RESIDENCE.

FIGURE 4. BOX PLOT TO EXPLORE THE INFLUENTIAL OBSERVATIONS OF AGE AT FIRST MARRIAGE BY WEALTH INDEX.

FIGURE5. BOX PLOT TO EXPLORE THE INFLUENTIAL OBSERVATIONS OF AGE AT FIRST MARRIAGE BY EDUCATION.

FIGURE 6: INFLUENCE DIAGNOSTICS OF RESIDUALS FROM SAS PROGRAM
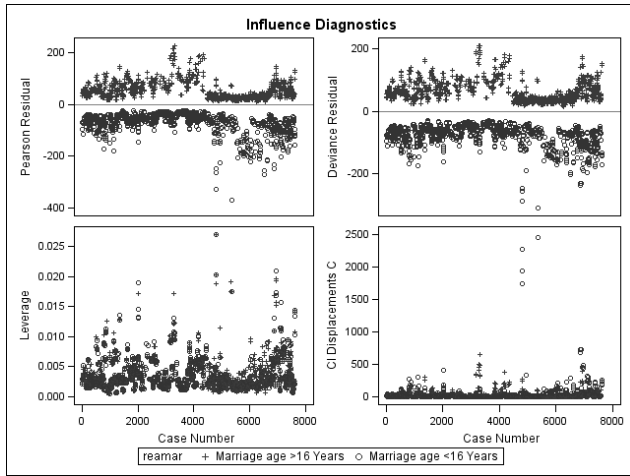
FIGURE 6A(CONT.): INFLUENCE DIAGNOSTICS OF RESIDUALS FROM SAS PROGRAM
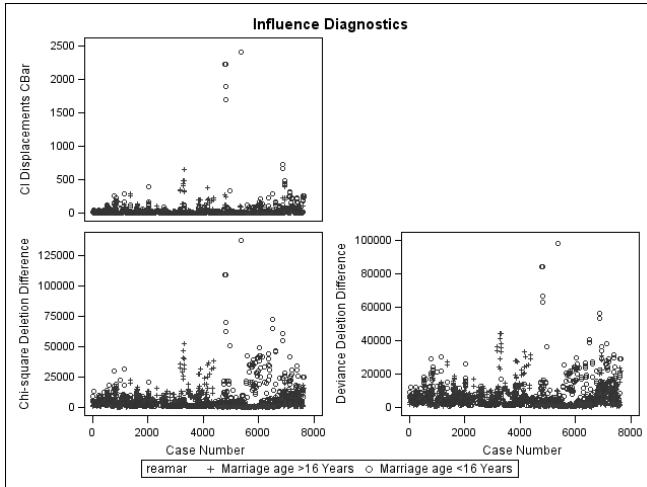
FIGURE 7: INFLUENCE DIAGNOSTICS OF RESIDUALS BY INDEPENDENT VARIABLES FROM SAS PROGRAM
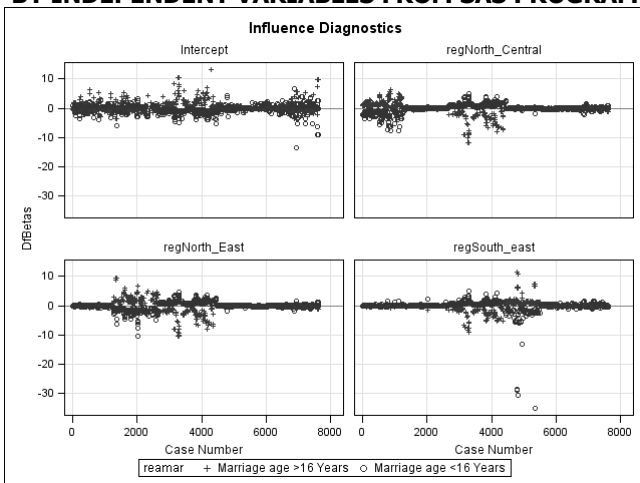
FIGURE 7A (CONTD.) : INFLUENCE DIAGNOSTICS OF RESIDUALS BY INDEPENDENT VARIABLES FROM SAS PROGRAM
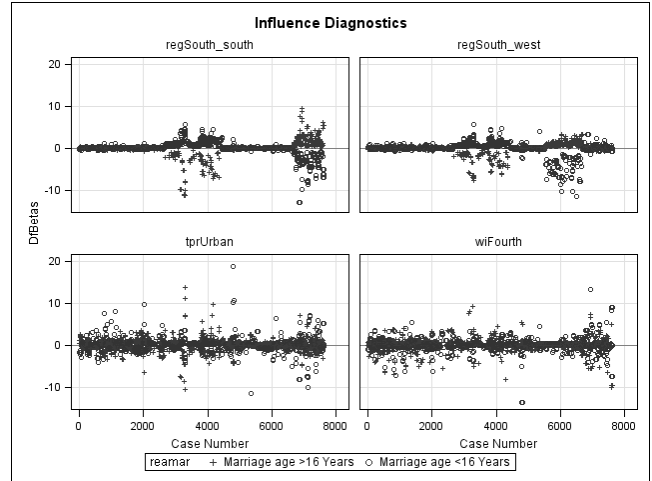
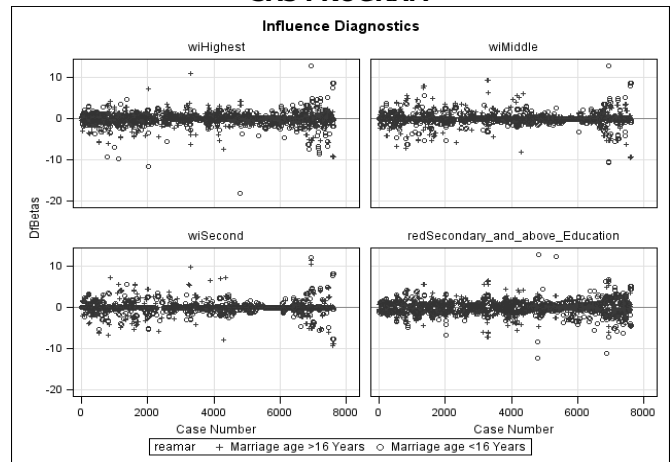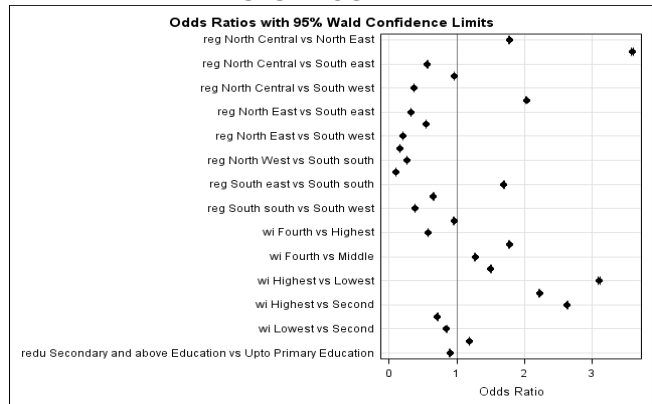**FIGURE 7B (CONTD.): INFLUENCE DIAGNOSTICS OF RESIDUALS BY INDEPENDENT VARIABLES FROM SAS PROGRAM**

FIGURE 8: ODDS RATION GRAPH CONSIDERING PAIR WISE CATEGORIES FOR EACH VARIABLES FROM SAS PROGRAM

ROLE OF YOUTH RESOURCE CENTRE IN EMPOWERING RURAL YOUTH: A CASE STUDY.

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ABSTRACT

Youth is the unique period of life span characterized by high level of productivity which enables them to contribute positively to their own life and toward community. The aspirations and needs of this segment are different from other demographic segment of population. Empowerment and development of this section is most crucial for a country like India, where more than 42 percent of youth population. Even though a distinctive dividend, the problems, risk factors, opportunities and accessibility is having high level variation in accordance with the different sub groups like women youth, tribal youth, youth with disability, urban and rural youth. In Indian context rural youth deserve a high attention, as majority of the youth population belongs to the rural India. While comparing to the urban youth rural youth are deprived in the grounds of lack of accessibility in education, employment and participation. There are different policies and programs are formulated and implemented for the enhancement of this section of youth. The present study analyzes the programs and plans of action for developing youth and furthermore an in depth analysis of Youth Resource Centre, that has established to facilitate the holistic aspects of the youth. This study made a rural youth focused analysis of the project, where accessibility to different dimension of development taken as major variable. Primary information and Secondary data was made use for the present study. Case study method was adopted for the study by selecting a Youth Resource centre as a unit of study. The result shows the implication of Youth Resource Centre's in enhancing youth and how the unit provides the holistic needs and aspirations of the youth.

Key Words: Youth Resource Centre, Empowerment, Rural, Youth.

1. INTRODUCTION

Demographic differences on the grounds of age groups are universal and the aspirations and needs of these age groups are unique too. Indian society is popular for her demographic features, among this youth population is a distinctive sub segment which constitutes more than 42 percent of the total population. This demographic characteristic is considered as the greatest asset of India and supposed to play crucial role in making India as a developed country in the forthcoming future. The proper contribution of youth energy and resource has a great implication for the social and national development. It can make positive change in our society. This can be possible only through the enhancement, empowerment and development of this segment of population. It deserves a high priority in the existing socio demographic situations. The holistic development of youth is the need of the time. Even though a unique segment of population the problems, risk factors, opportunities and accessibility is having high level of variation in accordance with the different sub groups like women youth, tribal youth, youth with disability, urban and rural youth.

In Indian context rural youth deserve a high attention, as majority of the youth population rural youth face serious problems like unemployment, under employment, low productivity, educational and other accessibility, major health problems like HIV/AIDS and malnutrition. Lack of access to information makes this segment a vulnerable one. Realizing the situations of rural youth many initiatives have taken by government to facilitate rural youth in employment, livelihood, and technological accessibility. Youth Resource Centre is the recent innovation that aimed at the positive and comprehensive changes and development on the lives of youth.

YOUTH DEVELOPMENT: NEED AND RELEVANCE IN INDIAN CONTEXT

Youth Development is an umbrella term indicates the overall development of youth which make them to mainstream in all the dimensions of social and political life in accordance with their specific needs and aspirations. Youth is the most valuable human resource that significantly influences the process of social and national development. The future of nation relays on the hands of the youth. The

active involvement and inclusion of different segment of youth is the need of the hour. In Indian context, where about forty percent of population belongs to youth, the development of youth will be a crucial role to play in future. Among this certain groups are most vulnerable in the grounds of accessibility, participation and involvement. Rural youth are not exception in this aspect, they are one of the marginalized group.

The holistic development of youth in regard with their education, employment, health and participation has two dimensions. Initially it enables and facilitates youth to have empowered themselves and secondly it contributes significantly to the social, economic and subsequently to national development. Involvement of youth in community development yields positive results, for this young people should have the potentiality in democratic participation and decision making capacity which are the important core of youth development. These can be possible only when the young people are given opportunity and accessibility for empower themselves. In specific to India, development of youth will lead to shape a new India where a comprehensive development of all dimensions and segments of people can possible.

INDIAN RURAL YOUTH AND ACCESSIBILITY

India is a country more than seventy percent of population living in rural area, and mainly based in agriculture. This demographic characteristic has reflected in youth population too.   More than half of the Indian youth belong to rural area and the place of living has significant implication on the lives of young people. Rural youth are marginalized in the grounds of accessibility to the education, employment, resources and participation. Empowerment of rural youth has significant influence and impact on the overall development. Ensuring accessibility to rural population, especially children's and youth have high relevance in the present scenario.

Lack of accessibility to amentias that are essential to modern scenario like information on education, career, employment and technological aspects like internet and other e services are essential.   Another aspects related to rural accessibility is gender differences; there are significant variations to women's ease to access to such services. Urban-rural differentials are much wider for women than men in literacy and educational attainment and the gender gap is also much greater in rural than in urban areas (Sulabha Parasuraman et al. 2009).

Different statistics shows the lack of accessibility for rural population to information and technological aspects. Table 01 shows the comparison of statistical figures on Media exposure among urban and rural area. The figures point out the clear cut variation on technological, informational and recreational inaccessibility of rural population. "At all India level only about 0.4 per cent of rural households had access to Internet at home as compared to about 6 per cent of urban households," (NSSO, 2010). Deficiency in accessibility defects the development of youth in the process of getting employment, empowerment and overall national development.

Comparing to the urban areas of India, rural areas face significant setback in educational area, where quality education is still in distance. Non accessibility in quality education is constraining the positive youth development. Even though in the period of technological explosion, rural youth of India still inaccessible to such Information Communication Technology application in their education. Accesses to basic technological aspects are the part of developmental process in the modern era. The issues of rural population, especially youth aspirations and needs should be mainstreamed in a positive way by providing basic accessibility.

TABLE: 1 MEDIA EXPOSURE

Residence	Reads a newspaper/ magazine at least once a week	Listens to the radio at least once a week	Watches the television at least once a week	Visits the cinema/the atre at least once a m onth	Not regularly exposed to any media	Total
Urban	53.21	85.6	39.5	22.7	7.5	24366
Rural	68.6	51.1	37.5	11.6	31.8	48221

Source: National Family Health Survey-2006

MAJOR PROGRAMS AND PLANS FOR YOUTH EMPOWERMENT IN INDIA

There are programs are on existence in relation with the empowerment of youth. But very least programs are formulated for youth specific issues and their development aspirations. Even though the focuses of the programs are different, it all aimed at the empowerment and involvement and mainstreaming of youth. National Service Scheme (NSS) is one of the oldest programs initiated in 1969-70, for student youth to enhance voluntarism among students. Its unique feature is mobilization of student youth for social service and constructive activities. The NSS has tremendous practical value in exposing the students to the experience of real life problems of the common people and it provides immense opportunity to students to serve the society (Saraswathi 2006). It's a strategic plan to render community services by students youth, by this student can achieve personal growth too.

Nehru Yuva Kendra Sangathan (NYKS) is another program launched in the year 1972 by government of India, for the empowerment of non student youth. It has serving the youth and utilizing youth resources for community services. This program has mainly targeting the rural youth by providing opportunities for learning and work. It channelizes the youth resources in meaningful way. Through the forty years of glorious experience in the field of youth work, a large number of youth population, especially rural youth has enhanced by sharpening their skills.

TRYSEM was another program initiated on August 15, 1979, "to provide basic technical and managerial skills to rural youth from families below the poverty line" to enable them to take up "self-employment and wage employment in the broad fields of agricultural and allied sectors, namely industries, services and business services". Rural youth aged 18-35 are eligible; age is relaxed to 16 for inmates of orphanages in rural areas and up to 45 in the case of widows, freed bonded laborers, freed convicts, persons displaced from large development projects, and cured leprosy patients. The program is expected to cover a minimum of 50 percent of the youth from the scheduled caste and tribe communities and a minimum of 3 percent from the ranks of the physically handicapped. Training is imparted through formal institutions, including industrial and servicing units, commercial and business establishments and through master craftsmen.

Rural Information Technology Youth Development Centers (RITYDC) is an initiative by Ministry of Youth affairs and Sports, Government of India, started in the 2003-2004 financial year. This is one of the major schemes that have purely aimed at the development of rural youth in the era of technology. The major objective of this project is addressing the needs of rural youth through accessing to services. It's aimed to be a hub of all youth activities where one can have information on various social welfare schemes of government and to provide opportunities for full participation of rural youth in the overall development, community welfare and recreational activities with the spirits of voluntarism. As its focus is upon rural youth, possible attempt were made to meet the demand of technological accessibility by providing basic amenities.

Youth Development Center (YDC) is another scheme initiated for the overall development of rural youth. It's worked as a centre of information, training and promoting of sports and it covers a cluster of ten villages. Another innovative program for empowering youth has called "Financial Assistance for Promotion of Youth Activities and Training". It's a comprehensive program, has three components includes vocational training, entrepreneurship

development and exhibition. This scheme includes providing both financial assistance and training.

'Employment and Income-generation Program through Rural Business Hub' is a scheme aimed at the development of rural youth. It has three components, which includes skill upgradation program, training in self employment projects and Self Help Group Development Training program (SGHDTP). These all are focused on the employment aspects of the rural youth by providing advanced training. Many other minor schemes are operating by different ministries and agencies for youth empowerment which includes Rashtriya Sadhbhavana Yojana, Youth Club Development Program, Vocational Training program, Youth Leadership and Personality Development Program, Rural Youth club assistance.

Apart from the programs and schemes, various policies are also the source for youth empowerment and development in India. Especially the youth policies of 1998 and 2003 planned to contribute the overall development of in youth in India, but the objectives of the policies are least achieved except in some areas of intervention. Subsequently the draft of new National Youth Policy in 2012 is formulated in such a way to facilitate youth development which addresses different dimensions of youth aspirations.

All of these youth development programs have two dimensions, initially it utilizing, sensitizing, enabling and participating youth in the process of development. The second dimension is development of youth through voluntary involvement in community services, it also enable the youth to enhance themselves through personal growth and molding personality.

YOUTH RESOURCE CENTRE

As an apex body of Youth Development in India, Rajiv Gandhi National Institute of Youth Development has taken initiative to start up Youth Resource Centre at District level in different parts of the country in collaboration with the Non Governmental Organizations, Local Self Governments and institutes involved in developmental practice. The first youth resource centre was established in 2012, subsequently by time about fifteen youth resource centers were established. Youth Resource Center is a comprehensive scheme designed to address different issues and needs of youth. It's aimed to be a hub which provides integrated services that can meet the modern youth.

OBJECTIVES OF YOUTH RESOURCE CENTRE

The Youth Resource Centre is designed to address the holistic needs of the youth in a participatory way. The aim of

the centre is to be a comprehensive solution to the aspirations of youth to meet in positive way.

❖ To established a District Level Youth Resource Centre with Technology Advanced facilities;

❖ To build a District Level On-line Counter and Help Line Desk for the Youth (24X7) ;

❖ To provide a support system for Counseling & Guidance centre, Facilitation centre, Knowledge centre, Placement Cell, Library and Alumni Cell;

❖ To build an educational and Communication component as provided by the Resource Library in which relevant simple, short and straight forward information is made available.

❖ To promote a livelihood skills acquisition package and life skills training;

❖ To provide authentic, accurate and reliable information to youth in the field of Career, Education, Employment, Skill Development and other related sectors;

❖ To Provide basic ICT services for the Youth Development;

❖ To make youth aware about different schemes of government for the Youth related to Education, Entrepreneurship and other welfare schemes;

❖ To provide training on: Disaster Management, Social Harmony and National Unity, Entrepreneurship, Personality Development etc.;

❖ To make a network with different Institutions/ Organizations working in the field of Youth and its related areas;

❖ To make an opportunity to train themselves for survival skills;

❖ To emerge as an Advocacy Centre for the Youth; and

❖ To be a Resource Centre for the Youth in Every aspect.

METHOD

The present study adopted case study method for analyzing and evaluating the project, as the program is an ongoing one a semi evaluation based case study methodology is most suitable. A case study method was used for evaluation, where the youth resource centre is taken as a unit of study and analysis. Possible attempt was made to evaluate the project in accordance with the specific objectives and involvement of target population. The unit of this study was Youth Resource Centre at Thiruvilangadu of Thiruvallur District of Tamil Nadu in India. The Youth Resource Centre is funded by Rajiv Gandhi National Institute of Youth Development, in collaboration with Restless Development, an International NGO. The RGNIYD is an apex institute working for youth development under the ministry of Youth Affairs and Sports, Government of India. The concurrent evaluation case study of the project has done after the six month of active work in the community for youth.

Primary information and the secondary data were collected. Secondary data acquired from the records pertaining to the functioning of the Youth resource Centre and feedback of the beneficiaries on the service they have experienced through youth resource centre. The information from the chief functionaries, other staffs and youth volunteers are collected and analyzed. The study made an in-depth analysis of the services rendered by Youth Resource Centre to the target people and the extent which community involvement and participation is active.

RESULTS AND DISCUSSION

The Youth Resource Centre has started in the month September 2012 in specific view of the development rural youth of the village. The profile of the village shows that the area where Youth Resource Centre has established is having significance in regard with the needs and aspirations of the rural youth. For accessing any technological services the villagers have to travel around 12 kilometers. Most of the people in the area are engaged in agricultural and small scale home based income generating activities. So the access with town has very limited and people are very rare in accessing and utilizing technological and informational access points. During the six months of intervention Youth Resource Centre achieved only few of the objectives mentioned in the project. Most of the interventions are focused on educating and accessing the youth to information on different dimensions of development.

COMPREHENSIVE SERVICES OF YOUTH RESOURCE CENTRE

The study shows that Youth Resource Centre is providing comprehensive services that address the aims of the project. Youth Resource Center has providing wide range of services which are relevance to make the young people to come forward the mainstream of the society. Table 02 shows the important services and the number of beneficiaries. It's inferred from the study that during the initial six months of the project a large number of young people benefited from the services provided by Youth Resource Centre. Most of the areas which Youth Resource Centre made interventions are relevant to the empowerment of youth of the project area.

TABLE: 02. SERVICE UTILIZATION

Services	Number of Beneficiaries
Books taken from the library	828
Internet services	558
New Paper and Other Magazines	430
Attended Guidance and Counseling	75
Spoken English Course	78
Computer Education	161
Total	2130

Source: Secondary data. (Data of six months)

1. EDUCATIONAL SERVICES

Educational assistance is the most important services provided by the Youth Resource Centre, hundreds of students youth made utilized this assistance. As a rural area people don't have enough facility and background to access such information, these services is vital to them. Career guidance is the core part of Youth Resource Centre activities, according to the educational background of the aspirants, quality educational assistance are given. Peer advice is another crucial area of intervention especially for those who are in the adolescence period. Through psychosocial support and counseling counselors are taking initiative to deal the stress and strain of the adolescence. Youth Resource Centre offered and played vital role in empowering rural youth in regard with their educational aspirations.

2. EMPLOYMENT SERVICES

Youth Resource Centre has played a keen role to facilitate young aspirants to have employment. Initially career aspirations are dealt with career guidance and counseling. As the part of employment endeavor YRC organized an Employment Meg Camp, in which a large number of young people placed in different companies in regard with their education qualification. For this purpose Youth Resource Centre have collaboration with different companies. Facilitating youth with self employment is another important objective YRC. Entrepreneurship education, educating on different projects and programs of government, to start up self employment is a serious concern of this project. Experts from these fields are dealing those aspiration and doubts. Self employment aspects are collaborating with different programs of local self government too.

3. TECHNOLOGICAL ACCESSIBILITY

Profile of the village where Youth Resource Centre has established show the lack of technological/ICT accessibility, people have to travel around 12 kilometers to use internet or any other online services. Youth volunteers opined that this is one of the major constrain that people still not having better employment and updated information on opportunities, especially for women youth. About 600 hundred people are made use of the internet service provided by the YRC. These services are providing for free of cost with basic amenities like printer, scanner etc...Computer education is another major initiative of YRC. Short term computer education programs are designed for both student and non student youth. Comparatively a good number of youth successfully completed their short term courses with proficiency in using basic computer operation. As Information Communication Technology accessibility is one of the fundamental dimensions of development in the modern era, large number of young aspirants made use of these services through the Youth Resource Centre.

4. LANGUAGE TRAINING

English language is always constrained for the rural youth to have and sustain in employment. Training in English language is widely available in urban areas only. In this context Youth Resource Centre provides professional training in spoken English. During the initial six months 78 people were trained in this course. Youth who undergone the short term course opined they are fruitfully benefited from the course in improving language skills in English. The case study of a 9th standard student shows that his improved confidence in using English language both in spoken and written.

5. LIBRARY AND INFORMATION ACCESS

Youth Resource Centre is having a well established library with news papers, magazine, periodicals, youth related books, training manuals, and general books. Library provides vital source of information for young aspirants to equip themselves with quality. Youth volunteers pointed out that there is no library facility in the village, very rarely people used to read news paper. After implementation of the Youth Resource Centre a large number of young people begins this habit, including women youth, they are fruitfully utilizing library services. During the initial six of the project about 1300 young people are made utilized the library services of YRC.

COMMUNITY WORK AND YOUTH VOLUNTARISM

The present study indicates the role of Youth Resource Centre in initiating youth resources for the common benefits of the community. It provides youth empowerment through participation and youth human resources are made utilized through voluntarism. During the six months of intervention YRC has taken initiative for social action through young

people. YRC has realized the productive human resources in youth and fruitfully utilized it in different way mainly through social and community action. As the part of this endeavor HIV/AIDS awareness programs are initiated through community support. It's so relevant to have such programs in rural area where people have less awareness on such aspects. Street plays and people to people awareness campaigns are organized.

Environmental protection is another major initiative taken by Youth Resource Centre through mobilizing youth. Campaigns through posters, charts and other means of public awareness were done for protecting ponds, rivers and trees. Imparting awareness on waste management to young people is also done for making the young people to be sensitive towards the environmental issues.

SUSTAINABILITY OF YOUTH RESOURCE CENTRE

As a social oriented project the sustainability issues are crucial both in materialistic and non materialistic aspects. In materialistic aspects the basic funding is done by RGNIYD. The Youth Resource Centre utilized maximum potentiality of the community resources. As the part of this endeavor YRC got a building without rent donated by a village man. As like different individual contributions are received from the community. It shows the involvement of non youth community and other individual in the project. Political leaders and local self government authorities are significantly cooperating with the YRC. Village school teachers and Balwadi workers are actively engaged in the activities of Youth Resource Centre. The active involvement of community indicates the sustainability of the project.

CONCLUSION

Giving proper direction and offering basic amenities to young people is the basic of developing and mainstreaming them. It is a challenge for every nation to utilize the vital youth resources in a proper way. In this context projects like Youth Resource Centre can play a vital role. In the initial months of the project itself Youth Resource Centre made successful intervention for the active participation of young people in the different developmental activities. Youth resources has utilized for the community based services and social welfare activities. The active involvement of people, especially the youth can make vital change in the community.

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TOURISM DEVELOPMENT AND HOST COMMUNITIES' PERCEPTIONS: THE CASE OF MANA POOLS NATIONAL PARK, ZIMBABWE

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ABSTRACT

The paper assesses the extent to which the impacts of tourism development in Mana Pools National Park affect Mukwichi community's perceptions towards tourism and tourism development. Qualitative research methodology was used to investigate the impacts of tourism development on host communities and their effects on the community's perceptions. The findings revealed that, besides losing control over their resources, the communities are incurring losses with no compensation, are not involved in decision making and therefore have negative perceptions towards tourism and tourism development. The study concludes that managing impacts and improving park-community relationships can increase local support for tourism development. The study suggests that the park should take initiative to change community perceptions by employing a bottom-up approach to tourism planning and development, encouraging community enterprise through Community Based Tourism Initiatives, training and education of the host communities and having a compensation scheme in place to cater for community losses.

Key Words: Tourism development, Host communities, Perceptions, Impacts

1. INTRODUCTION

Tourism development has for long been supported because of its economic justification for tourism. Advocates of tourism development in remote destinations argue that it is an engine of economic development due to the tourism multiplier hence it contributes to poverty reduction (Scherl, L.M., Richards, D.C., Oroet, P. & Scheinn S.K., 2004; United Nations Development Program (UNDP), 2003). However critics point out that the displacement of resident local communities exposes them to impoverishment (Cernea, 2006 and Dowie, 2005). Brockington and Igoe (2006) argue that the relocation of resident communities from tourism development zones heightens conflicts and places tourism development goals in peril, thus emphasising the importance of understanding host community's perceptions in the tourism development discourse.

Hosts will always develop some perceptions to tourism attributed by the impacts of tourism on the destination (Page and Connell, 2006). Factors that contribute to the perceptions could either be extrinsic factors which are those factors that affect the community at a broader level such as pace of tourism development, type of tourism, cultural differences between hosts and guests and host guest ratio or intrinsic factors which relate more specifically to the people such as

their demographic structure, employment in the tourism industry and proximity of residents to tourism areas.

Page and Connell (2006) also postulate that in as much as tourism impacts lead to certain perceptions towards tourism development on host communities, host community's perceptions determine the way local communities behave towards tourism development, thus impacting on tourism development as well. Mbaiwa (2008) argues that attitudes and perceptions are used as an indication of whether people are likely to accept tourism development.

The formation of the Mana Pools National Park, the continued development of camping sites, and changes in zoning policies for the park led to the resettlement of people to some distance of up to 200 km away from the park (Mana Pools National Park Management General Plan, 2009). As a result, host communities were detached from their sacred places and associated ceremonies. The communities also lost their grazing and hunting grounds and there was shrinkage in the Mukwichi communal area's arable lands. Further, the people are experiencing problems of wildlife crop raids with an average of 4.5 hectares of crops being destroyed annually (Mana Pools National Park Management General Plan, 2009).

In view of this background, this study therefore seeks to assess the extent to which tourism development affects local

community's perceptions. The paper will identify the impacts of tourism development in Mana Pools on the Mukwichi Communal area as well as explore host community's perceptions towards tourism development.

2. LITERATURE REVIEW

Host community's perceptions have implications for implementing development and conservation policies (Karanth and Nepal, 2011). Schmidt-Soltau and Brockington (2007) put forward that local residents are displaced and excluded in areas deemed important for wildlife conservation. In these social representations, local people are excluded except as guides (Brooks, 2005). Rogerson (2004) argues that such a social representation does not only support the removal of the decision making power from local residents, but also perpetuates tourism representation of African landscapes as a dangerous wilderness devoid of a meaningful human presence which contributes to negative perceptions towards tourism development.

Tourism development brings about a paradigm shift in the communal lives of host communities in particular. Although tourism impacts can be felt at national and global scale, they are quantifiable even at local scale as the host community plays a recipient role to tourism activities (Salazar, 2011). Dissatisfaction can lead to hostile attitudes that scare tourists away from an area. Acceptance of tourism has been linked with the intensity of a community's desire for economic development (Smith and Krannich, 1998).

The literature on positive and negative physical, economic, sociocultural and political impacts of tourism development on host communities is well developed (e.g. Mathieson and Wall, 1982; Upchurch and Teivane, 2000) therefore only a general outline of the impacts is given here. Changing perceptions of locals concerning benefits and losses associated with tourism development have also been documented in many case studies e.g. Uganda (Lepp, 2007) and Spain (Perez and Nadal, 2005).

Negative perceptions of tourism can be stimulated by competition for resources between locals and tourists, (Simmons, 1994). Antagonism felt by locals towards tourists increases with the level of development of tourism (Butler, 2006). Initial attitudes of locals towards tourism development are accustomed by culture and history and may, in some cases, be opposed even in early stages (Lepp, 2007). Aspects of a local context - social carrying capacity, competition for resources and cross-cultural interaction - are indicative of the many factors that influence local people's perception of tourism development in their area. Negative attitudes towards tourism development are often based on the fear of

losing control and their way of life, as well as visual and environmental damages (Simmons, 1994) and incursion of tourists on the 'sacred structures' (Harrill, 2004).

Woodroffe, R., Thirgood, S. J. & Rabinowitz, A. (2005) and Lang and Bolig (2005) stipulate that people develop negative perceptions when tourism development clashes with the local people. A study by Ramanach, S.S., Lindsey, P.A., & Woodroffe, R. (2007) in central Kenya concluded that local residents whose livelihoods depend on tourism have more positive perceptions than those who depend on subsistence farming. DeFries, R., Karanth, K.K., & Pareth, S. (2010) contend that individual communities' perceptions towards tourism development vary according to the socio-economic and political contexts surrounding their co-existence with the park. He et al. (2008), put forward that residents' perceptions can be influenced by the general population around the tourist area, literacy rate, gender issues on disparities between men and women on enrolment in schools and literacy, life expectancy and average earned income. Naidoo and Ricketts (2006) on the other hand suggest that, the host community's perceptions are highly dependent on the average size/area covered by the protected area, the length of time in which the protected area was in existence and the enacted park and wildlife conservation acts.

Moscardo (2011) argues that the major determinant of impacts of tourism development and the resultant perceptions towards the impacts is the power distribution and knowledge in tourism development and governance. Li (2004) postulates that in most cases lack of knowledge in tourism development results in loss of control over tourism decisions to external companies and operations, undermining the power of communities to influence tourism development and consequently negative perceptions towards the whole development process.

3. METHODOLOGY
3.1 Study context

Mana Pools is situated in northernmost Zimbabwe on the south bank of the Zambezi River, 110 km downstream from Kariba Dam. It was established in the 1965 as a Game Reserve and transformed into a National Park under the Parks and Wildlife Act of 1975. In 1984 Mana Pools was inscribed on the World Heritage List by United Nations Educational, Scientific and Cultural Organisation (UNESCO). It covers an area of 219,600 ha. The mean annual rainfall is 708mm, falling mainly in summer. The mean annual temperature is 25°C. The major vegetation types are the mopane woodlands and the jesse bush. Mana Pools also has

rich and varied mammal populations which include elephant, hippopotamus, Nile crocodile, lion, leopard, cheetah, African wild dog and spotted hyena among others (Department of National Parks and Wildlife Management (DNPWM), 2000).

More than five tribes under three main chieftainships previously inhabited the Mana Pools area prior to proclamation for wildlife conservation and tourism in 1965. The people were resettled to Mukwichi and Rengwe communal lands among other areas after the area was proclaimed as a wildlife reserve and there was dilution of ethnicity as a result (Mana Pools National Park General Management Plan, 2009). The people previously depended on agriculture on the alluvial soils of the Zambezi and adjacent tributaries, but relocation moved them to areas where the agricultural potential is limited, as the Mana Pools area possesses an unfavourable agricultural climate receiving an average of 708 mm of rainfall per year with very high variances over years. The Chundu people were relocated in 1991 when their area was designated the Chewore Safari Area (Broderick, 2009). During the same year the Mukwichi hunting area was leased under the Communal Areas Management Programme for Indigenous Resources (CAMPFIRE) and within the Mukwichi Communal Lands a buffer zone (The Kabidza-Manyamba Buffer Zone) was established just a few kilometres from the Mana Pools National Park. The buffer zone involved a further resettlement of the local people without adequate compensation for the losses (Mana Pools National Park General Management Plan, 2009).

3.2 Data collection and analysis

An interview approach was chosen for this study because it gets to the depth of concentration on the study area. Mana Pools National Park was chosen because it is a world heritage site and a listed ecotourism destination.

The target population for this study was the Parks and Wildlife Authority management in Mana Pools and the communities adjacent to Mana Pools. The research made use of the three villages (Matsikita, Kabiza and Manyamba) sharing the boundary with the park. In total these three villages have a hundred and twenty-six households (Manyamba; 39; Kabidze: 42; Matsikita: 45). Purposive sampling was done to select Chundu Chieftainship because it is the one closer to Mana Pools National Park of all the chieftainships in Mukwichi Communal Area. All the headmen in Matsikita, Kabiza and Manyamba villages under Chundu were selected for interviews and 25% of the households in each village (Manyamba: 10; Kabidze: 11; Matsikita: 11) was randomly selected for a survey. Thus 32 out of the 126 households within these three villages were chosen.

Interviews and documentary analysis were used as data collection techniques in this research.

Personal interviews were conducted with Parks and Wildlife Authority managerial personnel, chiefs and headsmen to gain an in-depth understanding of the impacts of tourism development in Mana Pools National Park on the local communities. The open-ended questions were used in the questionnaire which allowed villagers to freely express themselves. Data were collected in November 2012.

Male heads of the family were interviewed. Where they were not present or in case of widows the female heads were considered. Male heads were given greater precedence because culturally they have a greater say on most of the family affairs and they shape the community well-being as they take a lead on most issues affecting village life (Mbaiwa, 2004). Where both parents are not reachable, any family member above the age of 18 which is regarded the maturity age at law in Zimbabwe was interviewed.

4. RESULTS AND FINDINGS

4.1 Demography of respondents

A total of thirty-two household heads were interviewed in Matsikita village, Kabidza village and Manyamba village and thirty of the thirty-two distributed questionnaires were returned giving a response rate of 94 %. The respondents consisted of 83% males and 17% females. All residents interviewed were permanent residents of the Mukwichi Communal Area. 10% of the respondents had lived in the village for a period between 11-20 years and the remaining 90% had lived in the Mukwichi Communal Area for more than 20years. Only about 7% of the respondents lived 2km away from the park boundary, 30% lived 2-5km away from the park boundary, 40% were within the range 5-10km away from the park boundary and the remaining 23% lived more that 10km away from the boundary. Twenty-nine of the questionnaire respondents revealed that they depended on subsistence agriculture while only one was a local business person.

4.2 Impacts of tourism development and consequential community perceptions

The study explored impacts of tourism development on communities and the resultant implications on community perceptions. The community portrayed varied feelings towards tourism development with the majority holding negative perceptions. The themes that emerged as having a bearing on community perceptions besides the already discussed displacement issue were economic and non-economic benefits, access to park resources, human-wildlife

conflicts, community attitudes towards the park, community involvement in park management and wildlife conservation.

4.2.1 Economic benefits

Most of the questionnaire respondents and all the three headmen believed that the park authorities benefited more from the revenues derived from tourism development. The most common arguments were that park authorities collected park entry fees from the tourists, operated a great deal of lodges and campsites for tourists' use and collected funds from the tour operators' licences from which the host communities benefited nothing. Few respondents were of the view that tourism development benefited the tour operators more than anyone else. They believed that the tour operators charged very high prices for their packages and took the revenues back to their host areas at the expense of the Mana Pools host community. However parks and wildlife authorities revealed that they were not benefiting much from tourism. The revenue they collected could not even cover all the conservation needs. Further the park management revealed that the revenues derived from the park do not stay with the park but are rather used to fund other parks which have limited capacity to fund their own activities due to low visitation. Thus they believed that the tour operators are in a better position to derive more benefits from the park. These findings concur with Mitchell and Ashley (2006) who conclude that tourism development is characterised by a whole lot of leakages which in turn reduce the earnings gained from tourism development by the host community as the locals have no capacity to run tourism ventures.

Locals in the Mukwichi Communal Area admitted lack of knowledge in the nature of jobs taken by the hosts in the Mana Pools tourism sector. Even headmen from the area were not aware of the employment structure for the park. The Parks and Wildlife Authority (PAWA) employee records revealed that of the forty-eight PAWA employees stationed in Mana Pools, only two were from the Mukwichi communal. The PAWA authorities also revealed that even the tour operators with operating licences in Mana Pools brought their own personnel when the tourism season began. The findings concur with Mitchell and Ashley (2006) who contend that tourism may be characterised by leakages which result from remuneration of expatriate labour. The findings however tend to differ with findings by Beeton (2006) who argues that tourism development provides jobs especially for the rural communities since it attracts a remarkable pool of semi skilled and unskilled labour. The difference could be a result of the fact that recruitment for the National Parks in Zimbabwe is centralised.

Further the general consensus from the respondents was that the locals did not run any tourism ventures in Mana Pools. PAWA authorities revealed that the major Safari operators in Mana Pools (i.e. Kanga pan Safaris, Nature ways Safaris, Goliath Safaris and Chipembere Safaris) were Kariba-based companies. Wang and Wall (2007) also argue that most parks reveal active enclave style to tourism development which views locals as limited in their capacity to run tourism ventures leading to state run businesses and private operators. This limited economic benefits extended to the host community and led to negative perceptions amongst the community members.

4.2.2 Non-economic benefits

The park was not doing anything to improve the social wellbeing of the host community. The Mana Pools National Park's General Management Plan of 2011 (unapproved) revealed that the Park was indebted to the community in respect to extending the revenues of the park to the community's development programmes. However, the community commended the benefits they got from CAMPFIRE. The majority of the hosts revealed that the CAMPFIRE programme aided in the construction of schools like Kabidza and Chitindiva Primary Schools. This improved the community's education system. Funds from the CAMPFIRE programme were also used to improve the road networks in the Mukwichi communal area. However benefits obtained from the Mukwichi hunting area through CAMPFIRE had ceased as the CAMPFIRE itself was no longer viable during the time of the study thus the general perceptions of the community towards tourism development were negatively affected. These results support Beeton (2006)'s results which states that tourism development leads to improvements to infrastructure. Karanth and Nepal (2011) also argue that every tourism development project strives to fund projects as they provide a primary means to extend the tourism revenue to individuals and communities not directly employed in tourism hence improving the social wellbeing of the community at large.

Although the PAWA strategic plan for Mana Pools indicated that Mana Pools National Park as an entity has a duty to improve the well being of the Mukwichi community, from the interviews with management authorities the research found out that the park managers feel that CAMPFIRE should be doing that and not the Park in its own right.

4.2.3 Access to park resources

The majority of the respondents from the Mukwichi community argued that they were denied access to firewood and that hindered tobacco production in the area. Any attempt to fetch firewood was regarded as poaching and

warranted a fine which was beyond the reach of the general populace. Limited agricultural land was also a cause for concern. The respondents argued that the development of the buffer zone increased the concentration of people within the remaining communities and as such, the villages were left with limited land for agricultural purposes. The PAWA management were against community access to park resources mentioning that the mandate of the park was to deny that access so as to achieve conservation goals. Mitchell and Ashely (2006) argue that extensive tourism development may hinder diversification as some resources may become too protected in the name tourism and this is also what this study proved. Albrecht (2004) also contends that tourism development increases pressure on resources and usually the tourism development agents will extract the benefits at the expense of the host communities.

4.2.4 Human-wildlife conflict

Most respondents were neutral or in disagreement with the fact that wildlife caused loss of human life in the communities and a few respondents admitted that animals of the park are predators of their livestock. However all the villagers put forward that wild animals were a real threat to their crops. The communities were very consent about wildlife –crop raids from which they   receive no compensation. PAWA officials enlightened that they received complaints of problem animals destroying the maize crop in the Mukwichi communal area yearly through the Hurungwe Rural District Council or the PAWA offices in Marongora. The PAWA management personnel also revealed that they did not have any community compensation scheme to directly cover the losses but the only help they could give was translocating the problem animals when they became 'too' problematic. The communities pointed out that the locals received no compensation for the losses caused by wildlife from the Park.. This contradicts with Spiteri and Nepal (2006)'s results which show that the Royal Chitwan National Park in Nepal allocates 50% of its revenues to communities in the buffer zone to compensate for the losses they incur from wildlife crop raids and livestock predation. Mana Pools' cash inflow from tourism is inconsistent because of seasonality and it suffers from cash flow problems in the rainy season (Mana Pools General Management Plan, 2009) and this may account for the lack of a compensation scheme for the community. This lack of adequate compensation however led to negative perceptions especially amongst members of the community who directly suffered the losses.

4.2.5 Community attitudes towards the park

The majority of the respondents' portrayed hostility towards the park authorities, and the other few revealing that they related very well to the park authorities. The community members who related well to the park authorities argued that they had respect for the park authorities since they were the custodians of conservation of the national heritage. The same view was also prominent with the village heads. However those who portrayed hostility towards park authorities alluded that they had conflicts over the use of forestry resources, for example, in issues to do with hunting, firewood poaching and panning of gold in the local river deposits. Lang and Bolig (2005) argue that people become hostile to park authorities when tourism development goals clash with the goals of the people. The community under investigation thus had mixed feelings or perceptions towards tourism development with the majority indicating negative perceptions.

4.2.6 Community involvement in park management

The locals were not involved in the planning for tourism development in Mana Pools. The PAWA management personnel revealed that planning for tourism development in Mana Pools was done through consultation with the Hurungwe Rural District Council which they believed to be the legal representation of the government at grassroots level. As such the Hurungwe Rural District Councillors were said to be responsible for the management of all natural resources on behalf of the producer communities. The management of Mana Pools National Park admitted that they assumed a top – down approach to tourism planning in which the involved parties were the tourists, external agents, tourism businesses and government agencies. The findings concur with Stem, C., Lassoie, J., Lee, D., Deshler, D. & Schelhas, J. (2003) who argue that a portion of the local land, especially in the case of land based parks, is zoned for conservation and tourism development by federal or central governments, which means that management of these areas is totally removed from local control. Moscardo (2005) also posit that tourism development results in loss of control over tourism decisions to external companies and operations, undermining the power of communities to influence tourism development and consequently negative perceptions towards the whole tourism development process which is also the case with Mana Pools.

4.2.7 Wildlife conservation

The majority of questionnaire respondents and the headmen said that tourism development was good for the environment. The views from key informants from PAWA management revealed that tourism development provided funds for conservation. Further the funds were also used to provide feeds for the animals in the park in times of severe drought. According to Mana Pools Animal inventory Records the protection of animals in Mana Pools facilitated the cropping of such animals in other areas where such species were extinct

e.g. Nyanga National Park. Shingh, S., Dallen, J.T. & Dawling, R.C. (2010) posit that tourism and the environment are inter-related and conservation should seek the support of tourism for a number of reasons which include the fact that tourism provides conservation with an economic justification, is a means of building support for conservation and can bring in resources for conservation.

4.3 DEMOGRAPHY AND PERCEPTIONS TOWARDS TOURISM DEVELOPMENT

The community reflected mixed feelings towards tourism development. While the impacts of tourism development were found to have a bearing on the community perceptions, the perceptions were also found to differ according to demography.   Age, respondents' residence status and distance from the park were the demographic variables used to determine people's perceptions. The majority of the respondents were aged from 28 years to 53+ years. The general trend from the age groups is that the majority believed that the community would be better off without tourism. A remarkable proportion recognised the benefits of tourism but holding anti-growth opinions. Mature members of the community tend to hold negative perceptions towards tourism development. This could be a result of deep rooted memories of the losses they incurred as the park evolved, which included loss of land and detachment from traditional ceremonies and sacred places. These results concur with He et al. (2008) who argue that perceptions towards tourism are affected by age.

All the respondents in the study were permanent residents of the Mukwichi Communal Area. Only a few respondents expressed that they extremely loved tourism and held favourable opinions towards tourism development. The majority were negative about tourism development with other getting to the extreme of revealing that the community would be better off without tourism. Village headmen were negative to tourism development that does not extend any benefits to their communities. Findings concur with Demanche (2000) who argues that host community permanent residents hold negative perceptions about tourism. However the same results differ from Harrill and Potts (2003) who argue that permanent residents become more attached to tourism development and as a result hold positive perceptions towards tourism development. Comparability of these findings may however be difficult as the former studies were carried out in communities which consisted of both permanent residents and non permanent residents.

Findings from the questionnaire survey showed that respondents portrayed varied perceptions regardless of distance from the park. This study therefore concludes that distance is not a critical factor in determining one's perceptions towards tourism development in Mana Pools. Davis, D., Jeff, A. & Cosenza, M. (1998) cited in Wang and Wall (2007) are also of the view that residents will always portray varied perceptions towards tourism development irrespective of the distance between where they live and the park.

4.4 STRATEGIES FOR CHANGING LOCAL PEOPLE'S PERCEPTIONS TOWARDS TOURISM DEVELOPMENT

Managing the impacts of tourism development is important for shifting community's negative perceptions. All the headmen and the majority of residents proposed incentive-based approaches e.g. revamp of the CAMPFIRE programme. This tallies with Spiteri and Nepal (2006), Wilshusen, P., Brechin, S., Fortwangler, C., & West, P. (2002)'s ideologies that, incentive based conservation programs are essential in creating a balance between satisfying social and economic needs of host community and ensuring ecological persistence and sustainable development. Wilshusen et al. (2002) also argue that although incentive based approaches to conservation and tourism development are not perfect, they offer the best hope for generating local support for tourism development.

The headmen were of the view that traditional leaders should be involved in the park planning and development issues so that they would be able to control the activities of the residents in their respective villages. Archibald and Naughton-Treves (2001) contend that traditional leaders' endorsement of tourism development and conservation goals can lead to community-led sanctions for non-compliance, which is much more effective in the attainment of the development goal as compared to enacted policies. Brown (2002) posit that for tourism development to be achieved with the much needed community support there should be community oriented management frameworks put in place.

The PAWA management authorities, proposed education of the host communities on conservation and development issues through outreach programmes in schools and meetings with adult community members. This concurs with Spiteri and Nepal (2011) who reveal that community aptitude is essential in shaping the perceptions of the community towards tourism development and minimising both passive and active conflicts, hence education can be a useful strategy in aligning host community's perception to tourism development and conservation goals in Mana Pools.

A remarkable proportion of the host communities were concerned about individual compensation on the losses which were caused by wildlife. The majority of the respondents felt that employment of the host community members in the park

could go a long way in extending benefits to locals, covering up for the losses incurred as a result of tourism development. PAWA action plan matrix for Mana Pools National Park also revealed that they intend to increase employment of the locals to 25% so as to increase benefits to the locals. Harrill (2004)'s social exchange theory states that there should be mutual benefits between the park and the host communities so as to gain local support for tourism development. Gbadegisin and Ayileka (2000) argue that tourism development initiatives should adequately address local needs and offer realistic activities for livelihoods that are compatible with existing community structures. Chenoweth, J., Ewing, S., & Bird, J. (2002) are of the view that for compatible benefits to be realised within a community there should be active engagement of local people in decision making or through employment rather than passive consultation. In this regard extending individualised benefits to the host community could be a useful strategy in strengthening the positive impacts of tourism development on the host community in Mana Pools so as to improve host community's perceptions.

5. CONCLUSIONS

This study showed that although hosts portrayed varied feelings towards tourism development, the majority held negative perceptions with some recognising the benefits of tourism development but holding anti-growth opinions while others got to the extreme of regarding that the community would be better off without tourism. Besides the issue of relocation, tourism development had minimal social issues to the Mukwichi communal area because tourists did not mix with the hosts since they lived some distance (more than 2km) away from the park entry and they had been further divorced to tourism activities by the buffer zone. The reasons for the negative perceptions include:

- inequitable distribution of benefits and losses among the tourism stakeholders in the Mana Pools area,
- exclusion from the decision making process for the park, and
- no compensation for losses incurred from wildlife crop raids.
-

6. RECOMMENDATIONS

In light of the view that there study recommends that the park should take the following initiatives to shift the local people's negative perceptions towards tourism and tourism development:

- A shift from the top down to a bottom-up approach in natural resource management is recommended.

- It is also crucial that the park authorities train local people as tour guides or other tourism related activities so that they are be capable of getting employment within the tourism industry in the park. This also calls for PAWA to decentralise recruitment to individual parks as opposed to recruiting from regional offices which are a bit inaccessible to host communities.
- It is also critical that the host communities receive education in tourism development such that they will have a valuable contribution in the tourism planning and development process.
- The park should also have a compensation scheme to cater for community losses from wildlife crop raids.
- The park should also promote tourism activities closer to the buffer zone and increase access between the hosts and the guests so as to facilitate trade in small items and increase direct revenues derived by hosts from tourism development.
- Allowing locals to start their own businesses/ coming up with partnerships between the park, locals and private companies (tour operators and hotels) since the locals might get challenges in raising the capital to start their own small businesses.

The local community is a resource in developing and sustaining a tourism industry and is also directly impacted, positively and/or negatively, by the development and practice of tourism (Yoon, Y., Gursoy, D., & Chen, J. 2001). The perceptions of locals towards the development of tourism can influence the success or failure of tourism. Murphy (1983) proposed that tourism development should be seen as a 'community industry' involving all locals and representing the interests of all. In order to gain local communities' support, Mana Pools National Park should therefore make efforts to reverse negative perceptions towards tourism development.

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SPIRITUAL INTELLIGENCE:
A TOOL TO EMPOWER WOMEN

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ABSTRACT

The reasons for the mushrooming family disputes in India can be varied. However, spiritually empowered women will be able to adjust to the situation and shape it in favour of them. Financial empowerment alone will not make a woman empowered. Only truly empowered women can create harmonious families which in turn will benefit the society as a whole. Thus spiritual empowerment of women is important. Spiritual empowerment will improve the cognitive, affective and behavioural empowerment of women, which will permit them to utilize their own unique potential to reach the excellence.

Empowerment means achieving higher levels of cognitive, affective and behavioural growth and development within the individual which will enhance the self-esteem of an individual, enabling to do more self-depending and self-sustaining activities. Based on the research done in the area of spiritual intelligence it is observed that enhancing spiritual intelligence brings positive changes in mankind. These positive changes are empowering in nature. However in this article, an attempt is made to analyze the concept of spiritual intelligence as a tool to empower women which is of great significance in the present scenario.

Spiritual Intelligence is the expression of innate spiritual qualities such as love, peace, purity and bliss through thoughts, attitudes and behaviours. Spiritual intelligence enhances the various skills and abilities that empower women to live in harmony and to move unwaveringly towards the life goals.

The article dwells on spiritual intelligence and its impact on the spiritual empowerment of women. This will help to boost the self-concept of women in a traditional and spiritual way. This kind of women self-empowerment may enhance performance on components like general health, academic performance, general mental status, social adjustments and personal adjustments.

Key words: Spiritual intelligence, Empowerment, Yoga, Meditation

1. INTRODUCTION

United Nations declared 1980-90 as the International Decade for Women. It is long since people celebrate International women's day. Yet a lot of water hasn't passed through the process of women empowerment. It is high time to look at the process of women empowerment and development as a part of the mainstream development process. Most of the development and empowerment programs try to focus women as beneficiaries of social service. This approach on women empowerment has to change from viewing them as humble beneficiaries to contributors of social and economic development process that helps in nation building. However the recent national policies and approaches pursued are welcoming a positive change. India has formulated a comprehensive National Policy in the year 2001 for the empowerment of women. These policies cater to the social and financial empowerment of women. Nevertheless empowerment does not stop with raising the social and financial status of women. Empowerment actually means achieving higher levels of cognitive, affective and behavioural growth and development within the individual, which will enhance the self-esteem of an individual, enabling to do more self-depending and self-sustaining activities.

Empowered people are the real assets to the society. If a woman is empowered she can contribute more to the society. Based on the research done in the area of spiritual intelligence it is observed that enhancing spiritual intelligence brings positive changes in mankind. These positive changes are empowering in nature. However in this article, an attempt is made to analyze the concept of spiritual intelligence as a tool to empower women which is of great significance in the present scenario.

Before probing in detail about the contribution of spiritual intelligence in empowering women, a brief overview on the concept of spiritual intelligence is given. Finally the article highlights the role of empowered women in the society.

SPIRITUAL INTELLIGENCE: A PERSPECTIVE

Human intelligence is always a fascinating subject to leading thinkers. They had been searching for a long time to know

'what makes people intelligent?' A truly intelligent person is not the one who can simply speak words and numbers; it is someone who can react wisely at all the opportunities, situations and problems provided by the environment. People mostly rely on their IQ, but they ignore other intricate applications of their mind. Due to this, sometimes when people feel that their IQ is low, they may doubt their abilities and think that their activities may not give result. Whereas Hedlund and Sternberg (2000) found that IQ only accounts for about 20% to 30% of professional success. With developing knowledge about intelligence such as: IQ and EQ; scientists said that: neither IQ nor EQ, separately or in combination, is enough to explain, neither the full complexity of human intelligence nor the enormous richness of the human soul and imagination. They say that spiritual Intelligence is the most important of our intelligence, and has the power to transform our life. Cindy Wigglesworth discuss about the hierarchy of human intelligence. As children the first focus is on controlling one's body (PQ). Then linguistic and conceptual skills develop ("IQ") and are the key focus of school work. Some early development of relationship skills exists but for many "EQ" or emotional intelligence becomes a focus area only later when one realize the need to improve – usually based on feedback in romantic and work relationships. SQ or spiritual intelligence typically becomes a focus later – as one begins to search for deeper meaning (Cindy Wigglesworth, 2008).

It can be observed that computer has high IQ: they know what the rules are and can follow them without making mistakes. Animals often tend to have EQ: they have a sense of situation they are in and know how to respond appropriately. But neither computers nor animals ask why we have these rules or this situation. They work within boundaries, playing a restricted game. SI allows human being to be creative, to change the rules and alter situations. Spiritual intelligence (SI) is one of the human abilities that differentiate human race from other beings. It allows us to play with the boundaries, to play an infinite game. It is in its transformative power that SQ differs mainly from EQ (Zohar & Marshall, 2000). EQ and SQ are different but are related forms of intelligence. Specifically, a little self-awareness and empathy is needed to start. But when one starts to begin his/her spiritual practices, SQ can be very reinforcing of EQ growth and EQ growth can then nourish SQ growth. They are positively reinforcing each other.

Moreover, people often confuse spirituality with spiritual intelligence. Spirituality and spiritual intelligence are related but different. The word 'spirit' has come from the Latin word 'spiritus' meaning breath. According to Vedanta spirit is the life force and spirituality is understanding of this life force. Spirituality is defined as an unbounded set of personal drives, behaviours, experiences, values and attitudes which are related to existential understanding, meaning, purpose and transcendence (DB King, 2008). It is the innate human need to connect with something larger than ourselves (Cinndy Wigglesworth, 2004).

Spiritual intelligence on the other hand is the ability to behave with compassion and wisdom while maintaining inner and outer peace regardless of the circumstances (Cinndy Wigglesworth, 2004). David Brian King (2008) proposed that Spiritual intelligence denotes a set of adaptive mental capacities which are based on nonmaterial and transcendent aspects of reality, specifically those which are related to the nature of one's existence, personal meaning, transcendence, and expanded states of consciousness. From the above definitions it can be understood that spirituality is a human drive and when one tries to apply the understandings obtained to behave with compassion and wisdom it manifests itself as spiritual intelligence. That is spiritual intelligence is the expression of innate spiritual qualities such as love, peace, purity and bliss through thoughts, attitudes and behaviours. This means that SI is exhibited when one live in a way that integrates spirituality into daily life.

Based on the research done in the area of spiritual intelligence it is observed that enhancing spiritual intelligence brings positive changes in mankind – both men and women. These positive changes are empowering in nature. However in this article, an attempt is made to analyze the concept of empowerment of women in specific, by enhancing spiritual intelligence which is of great significance in the present scenario. Spiritual intelligence enhances the various skills and abilities that empower women to live in harmony and to move unwaveringly towards the life goals. This makes it clear that it is important to make women understand the significance of spiritual intelligence in empowering them.

The word women empowerment essentially means that the women have the power or capacity to regulate their day-to-day lives in the social, political and economic terms -a power which enables them to move from the periphery to the centre stage. However attaining social, political and economic empowerment will be more meaningful with the ability to gain spiritual empowerment. It is because empowerment does not stop with raising the social and financial status of women. Empowerment actually means achieving higher levels of cognitive, affective and behavioural growth and development within the individual.

Currently, it is presumed that spiritual intelligence cannot be incorporated in daily activities. However, spiritual intelligence

can be brought in every walk of life. Enhancing the spiritual intelligence of an individual will empower him/her to indulge in self-sustaining activities. Specifically, enhancing the spiritual intelligence of women folk will support to increase their self-esteem enabling them to be more empowered.

Imbibing spiritual intelligence is not as difficult as it sounds. The first step in the process is to stop judging the self and to accept the real self completely and absolutely. This is the most important step to allow the spirit space to function. The next step is to take responsibility for one's own thoughts and feelings – positive or negative. Someone else may well have triggered them, but they originate in one's own deeply held beliefs. If one feels that it is not ok then one has to be prepared to change. After preparing for a change, one has to determine what they would like to change and have to commit oneself to finding loving ways to do it. This will distance oneself from the 'fight or flight' pattern response. Now one may explore his/her mind chatter. In the process of getting spiritually intelligent one may observe all the fears that keep from changing. Acknowledgement itself starts to return the power of the self.

Providing a proper understanding of the significance spiritual intelligence in empowering women is the first step in providing wholesome empowerment to the Indian women. Spiritually intelligent women will be self-actualized. She will have the ability to behave with compassion and wisdom while maintaining inner and outer peace regardless of the circumstances. Spiritual intelligence practice helps women to achieve this spiritual empowerment. Spiritual empowerment will enable a woman to express her innate spiritual qualities such as love, peace, purity and bliss through thoughts, attitudes and behaviours. Such women will turn out to be good in Academic Performance, General Mental Status, Social Adjustments and Personal Adjustments.

Any complete educational system should have a programme for the comprehensive development of the student. Training for spiritual intelligence which brings harmony to the soul is neglected in the school and college curriculum in India much to the disadvantage of the rising generation. Efforts can be made to bring in proper platforms for the enhancement of spiritual intelligence right from school age. This may help to produce spiritually empowered women in the future. The society needs such spiritually empowered women in the future as they will not be mere beneficiaries of social activities but will be the contributors to the social and economic development of the nation.

CONCLUSION

The reasons for the mushrooming family disputes in India can be varied. However, an empowered woman will be able to adjust to the situation and shape it in favour of them. Financial empowerment alone will not make a woman empowered. Only truly empowered women can create harmonious families which in turn will benefit the society as a whole. Thus women empowerment is important. Spiritual intelligence of women can be enhanced by providing them platforms to practice the traditional arts such as yoga and meditation. Spiritually intelligent women will be self-actualized. She will have the ability to behave with compassion and wisdom while maintaining inner and outer peace regardless of the circumstances. This will improve the cognitive, affective and behavioural empowerment of women, which will permit them to utilize their own unique potential to reach the excellence.

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ESTABLISHING GOOD GOVERNANCE IN LOCAL SELF-GOVERNMENT ADMINISTRATION IN RURAL INDIA : PORTRAYING THE PRIORITIES

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ABSTRACT

In rural India, the local self - government has been providing the institutional mechanism for democratic decentralization. And the issue of good governance in the local self-government is gradually emerging as a key issue in the sphere of rural development, because failure in the rural governing system will result in spread of patronage, corruption, arbitrary exercise of power and inefficiency, lack of transparency, inadequate availability of basic services for the rural poor, and failure in tackling rural poverty. Against this backdrop, the present paper is an humble attempt to focuss some major aspects for ensuring good governance in grassroots level institutions.

1. INTRODUCTION

The village local self-government system, known as Panchayati Raj, which is also described as the last stage of democracy, has existed in India since long. History tells us that local self – government, in one form or another has been in existence in the Indian sub-continent for centuries. The grassroots level institutions of local governance are now recognised as an important mechanism for decentralizing power and ensuring people's active participation in development activities. It received special emphasis after the 73rd Constitution Amendment Act,1992 which made the transfer of power to Panchayats, a part of the most basic documents of this nation – The Constitution of India. The Amendment constituted a milestone in the process of establishing decentralized democratic administration through local bodies and taking administration to the doorsteps of the people to ensure economic and social justice. It may be mentioned here that democratic decentralization is one of the basic pre-requisite of local governance. It is an important apparatus through which democracy becomes truly representative and real. Decentralization has emerged as the key element in the present discourse of improving governance. It ensures grassroots level people's participation in decision making process.

However, we have come a long way. It is now two decades since the 73rd Amendment came into effect. At present, the rural administrative scenario of India, especially the administration of Panchayati Raj Institutions across the nation is marked by both successful innovations and practices in public service delivery as well as a number of pathetic performances.

The general weakness of accountability mechanism is an impediment to improving service delivery system for the rural poor in India. Bureaucratic complexities and procedures make it difficult for rural population as well as the civil society to navigate the system for timely delivery of quality services. It is true that the lack of transparency and dominance of political bias that have been associated with the Panchayat administrative system since independence, besides generating corruption, has also led to injustice and favouritism. So, ensuring good governance in Panchayat administration in this regard will be the most efficient and effective measure, where the functioning and administrative affairs of the Panchayat will be managed in a manner which is open, accountable, equitable and responsive to people's needs. The present paper seeks to deal with these subjects in detail. And, we present here the proverbial Hegelian synthesis of 'what must be done' to establish a good governance in Panchayat administration.

The present study is divided into four sections. **Section I** shows the conceptual analysis of good governance in Indian context. **Section II** focuses on some impediments or challenges in the governance model of Panchayati Raj Institutions (PRIs). **Section III** indicates some major aspects for ensuring good governance in grassroots level institutions. Finally, in **section IV**, the concluding comments have been made which reflect the researcher's own evaluation.

SECTION : I

First of all, we should know about the concept of good governance in the Indian context. The concept of good governance is relatively a new term which has came to limelight in 1990s. The whole idea of good governance is the

participative system of governance in which those who are called upon to govern on behalf of the people are motivated with a will to give their best, serving and doing well to the people, solving their problems and making their lives more livable, satisfying and enjoyable. The essential pre-requisites for quality governance are that, the system should be good and suited to the needs, aspirations, background and ethos of the people concerned and those selected for operating the system should be endowed with the character and competence and motivated by the spirit of public service.

In the ideal explanation the term refers to well performing and qualitatively improved administrative system which is conducive to achieve the goals of society. In other words, good governance stands for an administrative machinery which keeps reforming and improving itself in term of various parameters which are used as yardsticks for citizen's satisfaction. Few of these parameters could be speed,transparency, participation, responsiveness, honesty, etc. Very often the term good governance is described in terms of certain illustrative parameters which are considered as indices of government's performance and people's satisfaction with that performance. It shows that responsible authority should be simple, moral, accountable and transparent . A very renowned civil servant and Padma Bhushan Award winner Shri N.Vittal has given an acronym to good governance as FAT i.e. Fast, Accountable and Transparent.

India's experiences during the past six decades have clearly established that good governance in India aims at expansion of social and economic opportunities, removal of poverty, securing justice, empowerment, employment, and efficient delivery of services at the grassroots. For effective functioning of good governance, every citizen must be empowered and has right to be informed, express their views which must be heard and considered, participate in various decision – making processes of governance and contribute in meaningful ways.

The concept of good governance also includes feature such as the minimization of corruption, and, being responsive to current and future needs , and taking into account, the aspirations of society in large. The conceptual framework of good governance is characterized by features which are represented in the following figure :

Source : Lakshminarayanan and Sharma (2006)

The devolution of power by giving constitutional status to grassroots organization has brought an upsurge of democratic values and participation among citizens. The participation of citizens in the development process enhances governance, and, ultimately, democratic ideals. That is why good governance is understood as a qualitative term which gets strengthened with people's participation, with transparent and accountable mechanism.

SECTION: II

The local self –government system in this country which was inaugurated with great enthusiasm is facing enormous problems and powerful enemies are a matter of serious concern. The intensity of the negative forces varies from state to state because Panchayat is a state subject. The decentralized governance system ushered in through the 73rd constitutional amendment has not been able to pick up the required momentum on account of several challenges confronting the Panchayati Raj Institutions (PRIs).

In the opinion of some critics, while the PRIs remained convulsed in factionalism, their functioning disclosed the prevalence of considerable inefficiency and corruption. Elected personel often ignored the rules of procedure and indulged in favouritism.

Experience over the last decade shows that, in many cases, local governments are beset with the problems of corruption, patronage, arbitrary exercise of power and inefficiency which have bedeviled governance. This failure is part of a larger process of democratic evolution and needs to be addressed with patience, perseverance and innovation. In an environment where corruption is still a major problem, local governments can not be expected to be islands of probity and competence, overnight. The exercise of power often becomes distorted, sometimes leading to a patronage-based, unaccountable governance structure. Not surprisingly, power at the local level is also, at times, sought to be exercised in a similar manner. The difference is that local corruption and arbitrariness are far more glaring and visible and touch people's lives more directly as they affect basic amenities and services.

An organic linkage between gram sabha and gram Panchayat is yet to be forged. Consequently resolutions passed in gram sabha generally do not get reflected in the identified needs of gram panchayat, both in terms of human resource and infrastructure development.

The power brokers about whom Rajib Gandhi spoke continue to hold sway. They appear in various ways as contractors, middlemen, lobbyists, mafia and so on. They always prefer centralized corridors of power and not decentralization. The contractors are omnipresent. The much

acclaimed NREGS which is to be implemented by Panchayats has banned contractors. But the collision between officials and contractors has given sizeable space to the latter.

SECTION : III

As majority of the elected members are both first timers and illiterate too at time, they need to be sensitized about different facets of Panchayati raj system. Also necessary is to enable them to equip themselves with proper attitude, skills and knowledge as these would ultimately contribute to effective implementation of developmental programmes in rural India. In this connexion, some important points to elaborate how the same can be done :

First: ensuring capacity building support to the elected members and officials of Panchayati Raj Institution which will significantly enhance their performance. Panchayat training must promote a culture of oneness amongst panchayat leaders and officials through exposure visits and interactions between Districts and States.

Second : peer to peer learning, both within and outside the state through regional or national tie ups and visits to becon Panchayats should be encouraged and supported, so as to spread innovations and best practices in panchyat's administrative process.

Third : special training programmes must be organized in areas covered by the panchayats (Extension to Scheduled Areas) Act, 1996 so as to have regard to the cultural traditions and special needs of tribal people.

Fourth: identifying major bottlenecks at the local governance level through consultative processes like group discussion, public hearings, developing participatory tools etc., encouraging research, studies, assessment and evaluation related to functioning of PRIs, which will suggest policy action as well as indicate areas of further administrative reforms.

Fifth: institutionalizing a system of social audit which is essential for improving local service delivery and for ensuring compliance with laws and regulations. Special efforts must be made to undertake training and awareness campaigns for Social Audit by Gram Sabhas. Simultaneously, the non-Governmental Organizations (NGOs), the Community Based Organizations (CBOs), and the Civil Society Organizations (CBOs) should be given more space, support and encouragement to mobilize the local community in undertaking social audit.

sixth: while social audit and governmental control are necessary for making the rural local self- government or Panchayat accountable, on the other hand, an independent grievance redressal body would provide the rural population with the much needed instrument for enforcing accountability; the local bodies themselves should be in a position to learn from mistakes and mould themselves according to the needs of the rural population. This would require a robust in- house mechanism for redressal of grievances.

Seventh: promoting equal access to resources and strengthening the political voice of the poor; the poorest and marginalized sections need to be enlightened and empowered through the participatory planning process, so that they can actively participate in the planning, implementation and monitoring processes, to articulate their voices and to reflect their needs and priorities in the Gram Sabha and Gram Panchayat plans. Empowerment of the poor people would create new demands and pressures on quality services and only an effective administrative system alone can manage these new demands.

Eighth: need to ensure closer networking with media and their engagement in creating public awareness and demand for good governance in local self-government system.

Ninth: effective resource mobilization by Gram Panchayats through tax and non-tax measures needs to be improved substantially; resources will have to be utilized at Gram Sabha and Gram Panchayat levels for more pro-poor outcome, leading to sustainable reduction in rural poverty and empowerment of poorest of the poor.

Tenth: more efforts need to be made for enhancement in the ability of local self-government institutions to develop campaign and communication system for awareness generation among rural communities regarding different developmental agendas and issues; it can also be ensured through meaningful applications of latest ICT solutions to reach out to millions of target audience, elected PRI representatives, rural population and field functionaries. Comprehensive strategies need to be framed to give an impetus to the e-governance initiatives which will encourage more transparency in local self-government administration.

Eleventh: there is a need for more research work and study with in- depth focus on how a rural institution or organization can be shaped, restructured to be transparent, to be accountable and to ensure people's active participation. Success stories in this regard will be helpful in drawing proper policy for the development and need- based modification of Panchayat administration.

Twelfth: people's participation and involvement of the people's organization like the civil societies, community based organizations, voluntary organizations, local NGOs in governance is an essential input in all the stages of development; so more efforts need to be made in this direction.

SECTION : IV

From the discussions so far made, it can be said that the issue of good governance in the local self –government is gradually emerging as a key issue in the sphere of rural development, because failure in the rural governing system will result into spread of corruption, arbitrary exercise of power and inefficiency, lack of transparency, inadequate, availability of basic services for the rural poor, and failure in tackling rural poverty. On the other hand, good governance will minimize corruption, the views of minorities will be taken into account, the voices of the most vulnerable in society will be heard in decision making, and the rural administration will be responsive to the present and future needs of the rural population. so, the need of rural governance lies at the heart of rural decentralization process. Panchayat, being nearer to the people it serves, has every potential to act as a model administrative unit of rural good governance.

For democracy to be truly empowering, it should be fully alive at the grassroots level. For ensuring rural development as well as eradication of rural poverty in a sustainable manner at the grassroots level, establishing good governance in local self-government system should be a pre-requisite. Rural good governance does not occur by chance; it must be demanded by citizens and nourished explicitly and consciously by the nation. Side by side, it is true that if rural governance policy is not framed properly and rural government structures as well as people's institutions are not set up properly, rural India will not be able to ensure a sustainable rural growth with equity and justice. The quest for effective governance, particularly at the grassroots level, is one of the many challenges, being faced by rural India; and at the same time, establishing effective governance in local self-government institutions is also one of the better opportunities for shaping a vibrant future for rural India.

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PSYCHOLOGICAL WELL-BEING: A COMPARATIVE STUDY OF SAHAYAK AND PERMANENT SCHOOL TEACHERS

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ABSTRACT

The purpose of the present study was to investigate the impact of types of teachers and sex of the school teachers on Psychological Well-being. The sample for the study comprised of 80 Sahayak and 80 Permanent teachers from Anand District. Personal data sheet and Bhogle and Prakash (1995), Psychological Well-being scale were used to collect the required data. 2x2 factorial design was planned where types of teachers and sex were considered as independent variables and Psychological Well-being as dependent variables. Accordingly, 2x2 ANOVA was carried out to test the hypothesis. Results revealed significant difference between Types of teachers. The Permanent school teachers Psychological Well-being is better than the Sahayak school teachers. The Male school teachers Psychological Well-being is better than the female school teachers and significant interaction effect between the types of teacher and sex on psychological well-being.

1. INTRODUCTION

Teaching and psychological well-being go hand in hand. Tradition, the teaching job enjoyed a considerably high level of prestige and only dedicated and selected individuals joined this profession. The teachers were usually held in very high esteem by the different section of people and society was sensitive enough to take care by the needs of the teachers. Which the changing social-economic scenario and increasing unemployment, the value of teachers and their professional concern associated with the job have forcibly undergone a change. Many of them now treat 'teaching' like any other professional and making money has become very important. Extrinsic motivation has become important for them. Notwithstanding this fact, the stress and hassles of teachers have all the more increased. The economic condition of the teacher also varies, depending on the nature and type of institution they belong to. Their stresses often spill over from work to the family setting and vice versa. The changing relation between the teachers and the students also create the problem. Under these condition, the participation of the teachers in the educational process in often rated to be at below the optimum level of functioning.

Moreover, no two things are alike and identical in this world. The difference is found in both the animate as well as inanimate things. One individual is never like another individual in each and every respect. Each individual has his own peculiarities, abilities and capabilities which present him as a separate individual.

Well-being is a dynamic concept that includes subjective, social and psychological dimensions as well as health related behavior. The concept of well-being refers to optimal psychological functioning and experience however historically mental health research has been dramatically weighted on the side of psychological dysfunction and health has been equated with absence of illness rather than the presence of wellness; although health was defined as 'a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity' by the WHO in recent years (2010). Research on positive functioning has flourished from two general perspective, the hedonic approach, defining well-being as subjective well-being (SWB), such as happiness, and life satisfaction; the eudemonic approach, defining well-being as psychological well-being (PWB) such as self actualization, maturity and individuation. Each construct of PWB articulates different challenges that individuals encounter as they strive to function positively, and in combination, these dimension encompass a breath of wellness.

The conceptualization of PWB was theoretically grounded and stemmed from earlier theories in clinical and developmental psychology. These theories emphasized an individual's potential for a meaningful life and self-realization in the face of challenge (Keyes, Shmotkin, & Ryff, 2002). Ziskis (2010) stated that PWB consists of six dimensions that are derived from theoretical accounts such Maslow's (1968) conception of self-actualization, Allport's (1961) formulation of maturity, Rogers's (1961) depiction of the fully functioning person, and Jung's (1933) account of individuation. These theories

emphasized concepts that are incorporated into the construct of PWB, such as self-fulfillment, open mindedness, and freedom of choice.

Ryff & Keyes, (1995), proposed an expended an taxonomy and offer six distinct dimensions of PWB which are.

1. Autonomy: A sense of self-determination, independence, and regulation of behavior from within.
2. Environmental mastery: A capacity to effectively manage one's life and surrounding world.
3. Personal growth: A sense of continued growth and development as a person.
4. Positive relation with others: The possession of quality relation with others.
5. Purpose in life: The belief that one's life is purposeful and meaningful.
6. Self acceptance: A positive evaluation of oneself and one's past life.

It is obvious that psychological well-being is related to existential need. Psychological well-being increased with fulfillment of needs like-good marriage, the company of friend, rewarding work, sufficient money, good diet, physical activity, sound sleep etc.

AIMS OF THE STUDY

1. To study the psychological well-being among Sahayak and Permanent school teachers.
2. To study the psychological well-being among Males and Females school teachers.

HYPOTHESIS

1. There is no difference between the Psychological well-being of the Sahayak and Permanent school teachers.
2. There is no difference between the Psychological well-being of the Males and Females school teachers.
3. There is no interaction effect of the psychological well-being in the Types of teachers and sex of School teachers.

METHOD
Sample
Sample in this study consist of 160 subjects the sample were selected in different schools in Anand district. In survey of Anand, we had got the information about the Sahayak and the permanent teachers who doing jobs in various schools in Anand. The teachers which were randomly selected in their 80 were Sahayak and 80 were permanent from that 40 male and 40 female used to study by Sahayak teacher and the other 40 male and 40 female were used to study by permanent teachers.

Tools used
The following tools were used in the present study:
1. Personal Data sheet
A personal data sheet developed by the investigator was used to collect information about Types of Teachers and Sex.
2. Psychological well-being Scale
Psychological well-being Questionnaire developed by Bhogle and Prakash (1995), was used to measure Psychological well-being. The questionnaire contains 28 items with true and false response alternative. It covers 13 dimensions of psychological well-being. The maximum possible score is twenty eight and minimum is zero. High score indicates high level of psychological well-being. The test – retest reliability coefficient is 0.72 and internal consistency coefficient is 0.84. The author has reported satisfactory validity of the questionnaire.

Statistical Analysis:
In this study 'F' Test was used for statistical analysis.

RESULT AND DISCUSSION

TABLE NO. 1 SUMMARY OF 2X2 ANALYSIS OF VARIANCE BASED ON PSYCHOLOGICAL WELL-BEING OF THE TEACHERS WITH RASPED TO TYPES OF TEACHER AND SEX.
(N=120)

| Source of variance	Sum of square	df	Mean sum of square	F
A (types of teacher)	2010.21	1	2010.21	10.01 **
B(Sex)	1203.41	1	1203.41	6.00 *
AxB	1635.21	1	1635.21	8.15 **
SSW	31313.15	156	200.73	
SST	36161.98	159		
*- p > 0.05 , **- p > 0.01				

TABLE NO.2
MEAN SCORES AND DIFFERENCE OF MEAN OF PSYCHOLOGICAL WELL-BEING OF SCHOOL TEACHERS WITH RESPECT TO TYPES OF TEACHER AND SEX.
N=120

Independent variables	N	Mean	Difference of mean
A1 (Sahayak)	80	16.34	
A2 (Permanent)	80	22.20	5.86
B1(Male)	80	21.52	
B2(Female)	80	17.02	4.50

According to table No.1 it is observed that 'F' value of psychological well being of Sahayak and permanent teacher is 10.01 which does significant difference. According to table No.2 it can be seen mean score of psychological well being of the Sahayak and Permanent teachers are 16.34 and 22.20 the difference between them is 5.86 from the hypothesis the

obtained value is accept. The difference can be seen in the mean value is due to certainty situation but there is significant difference between means. The null hypothesis is rejected. So, we can say that The psychological well-being of permanent school teachers are better than the Sahayak school teachers. This difference can also be seen from figure (graph) No. 1 designed on the basis of obtained result.

GRAPH NO. 1 X = TYPES OF TEACHER (SAHAYAK A_1 AND PERMANENT A_2) Y= 1.00 SEM. = 5 AVERAGE SCORE
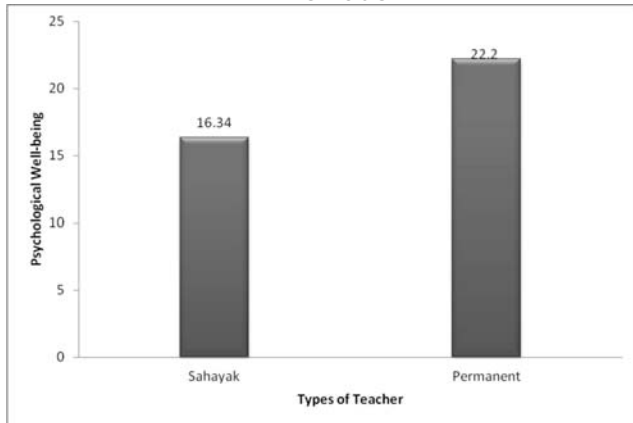
According to table No. 1 it is observed that 'F' value of psychological well-being of the male and female teachers is 6.00 which does show significant difference at a level of 0.05, from the hypothesis the obtained value is rejected. The results get significant difference. According to the table No. 2 it is observed that mean score of psychological well-being of male and female teacher are 21.52 and 17.02. The difference is 4.50 so we can say that there is effective difference between male and female about psychological well-being. The base of mean can says that the male are more psychological well-being than the female. This difference can also be seen from figure (graph) No. 2 designed on the basis of obtained result.

GRAPH NO. 2 X = SEX (MALE B_1 AND FEMALE B_2) Y= 1.00 SEM. = 5 AVERAGE SCORE
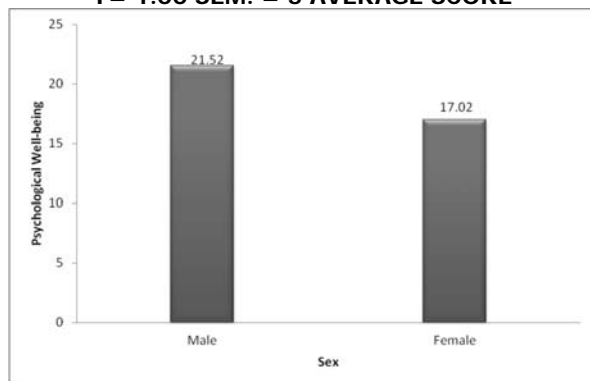
According to the table No. 1 it is observed that 'F' value of psychological well-being of types of teacher and sex is 8.15 which does shows significant difference at the level of 0.01. There is significant interaction effect between types of teacher and sex on psychological well-being. So, calculated 'F' Values is accepted and null hypothesis is rejected.

CONCLUSION

1. The psychological well-being of permanent school teachers is better than the Sahayak school teachers.

2. The psychological well-being of male school teachers is better than the female school teachers.

3. There is significant interaction effect between the types of teacher and sex on psychological well-being.

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