

1/1  
2019/2020



NAAC Reaccredited 'A'  
with CGPA-3.24 ( in 3rd cycle)

"ज्ञान, विज्ञान आणि सुसंस्कार यांसाठी शिक्षण प्रसार"

- शिक्षणमहारो डॉ. बापूजी सान्तुष्ट



ISSN : 2249 - 295X

# VIVEK RESEARCH JOURNAL

A Biannual Peer reviewed National Journal of Multi Disciplinary Research Articles

■ VOL-VII, NO.2

■ JANUARY, 2018

■ Rs. 125/-

# VIVEK RESEARCH JOURNAL

A Biannual Peer reviewed National Journal of Multi Disciplinary Research Articles

## ■ Editor in chief & published ■

### Dr. S. Y. Hongekar

Principal- Vivekanand College (Autonomous), Kolhapur.  
E-mail :- editorvivekresearchjournal@gmail.com

## ■ Executive Editor ■

### Dr. P. A. Patil

Vivekanand College (Autonomous), Kolhapur.  
Email: prabhapatil21@gmail.com

## ■ Editorial Board

### Dr. D. A. Desai

Associate Prof & Head,  
Dept of Marathi  
Vivekanand College (Autonomous), Kolhapur

### Dr. N. Y. Rajeshirke

Associate Prof & Head,  
Dept of Commerce  
Vivekanand College (Autonomous), Kolhapur

### Dr. D. B. Patil

Associate Prof & Head,  
Dept of Chemistry  
Vivekanand College (Autonomous), Kolhapur

### Dr. D. C. Kamble

Associate Prof & Head,  
Dept of English  
Vivekanand College (Autonomous), Kolhapur

### Dr. K. P. Shinde

Associate Prof & Head,  
Dept of Zology  
Vivekanand College (Autonomous), Kolhapur

### Dr. S. M. Joshi

Associate Prof  
Dept of English  
Vivekanand College (Autonomous), Kolhapur

### Dr. S. R. Kattimani

Associate Prof  
Dept of History  
Vivekanand College (Autonomous), Kolhapur

### Dr. A. S. Mahat

Associate Prof & Head  
Dept of Hindi  
Vivekanand College (Autonomous), Kolhapur

### Dr. R. Y. Patil

Associate Prof  
Dept of Computer Science  
Vivekanand College (Autonomous), Kolhapur

### Dr. Pradip Patil ( Invitee)

Asst. Prof.  
Vivekanand College (Autonomous), Kolhapur

### Dr. Neeta Patil ( Invitee)

Librarian  
Vivekanand College (Autonomous), Kolhapur

## ■ Advisory Board

### Prin. Abhaykumar Salunkhe

Executive Chairman,  
Shri Swami Vivekanand Shikshan Sanstha,  
Kolhapur

### Prin. Mrs. Shubhangi Gavade

Secretary,  
Shri Swami Vivekanand Shikshan Sanstha,  
Kolhapur

### Prin. Dr. Ashok Karande

Jt. Secretary (Administration),  
Shri Swami Vivekanand Shikshan Sanstha,  
Kolhapur

### Dr. Rajan Gavas

Head, Dept. of Marathi,  
Shivaji University, Kolhapur.

### Dr. M. B. Deshmukh

Prof., Dept. of Chemistry,  
Shivaji University, Kolhapur

### Prin. Dr. B. H. Choudhari

Law College, Osmanabad

## **VIVEK RESEARCH JOURNAL**

(A Biannual Peer Reviewed Journal of multi disciplinary research articles)

### **Editor in Chief**

#### **Dr. S. Y. Hongekar**

Principal - Vivekanand College(Autonomous),  
Kolhapur.  
E-mail: editorvivekresearchjournal@gmail.com

### **Editorial Office**

#### **Dr. P. A. Patil**

Executive Editor  
2130, E, Tarabai Park, Kolhapur.  
Phone No. : 0231-2654398  
Mob. : 982273156  
Fax: 0231-2658840.

Email: editorvivekresearchjournal@gmail.com  
Website : www.vivekanandcollege.org

### **Published by**

#### **Dr. S. Y. Hongekar**

Principal  
Vivekanand College (Autonomous), Kolhapur.

### **EDITORIAL**

*Research has a significant role in the professional lives of university and college teachers. If we compare Indian Universities to the Western Universities in terms of research, we are far behind. Hardly 6 to 7 Nobel Prize winners are in India, whereas there are 84 Nobel Laureates in Hardward University alone. It clearly indicates the position of research in India.*

*There are several reasons that our university and college teachers are not serious about research. Many of the teachers don't have positive approach towards research. Some of them have real urge about research and they want their work to be published and commented so that there can be valid and reliable conclusions. But unfortunately they don't get proper platform to publish their work, as there are limited number of research journals available now. To cater the needs of the research scholars, we have started 'Vivek Research Journal'. This is a sincere attempt to encourage researchers in various disciplines to publish their research articles and help them to generate research culture among them.*

*It gives me immense pleasure to publish First issue of vol VII, No.2 of Vivek Research Journal. It is a matter of pride that the response to this is overwhelming. I am very happy to mention that the journal is converted in to refereed journal. All the articles published in this issue are properly reviewed by the panel of referees and I believe that we are successful in maintaining the standard of the journal. I appreciate the efforts of the article writers and I am sure they will sustain and enhance their research culture.*

### **Disclaimer**

*The views expressed by the authors do not necessarily represent those of editorial board or publishers. Although every care has been taken to avoid errors of omission. This magazine is being published on the condition and undertaking that all the information given in this magazine is merely for reference and must not be taken as having authority of or binding in any way on the authors, editors and publishers who do not owe any responsibility for any damage or loss to any person, for the result of any action taken on the basis of this work. The Publishers shall be obliged if mistakes are brought to their notice.*

*The articles published in Vivek Research is subject to copy right of the publisher. No material can be reproduced without prior permission of the publisher*

*Subscription amount should be sent by Nationalised Bank Draft in favour of Editor, 'Vivek Research' payable at Kolhapur.*

*Issues of 'Vivek Research' are mailed by ordinary post at subscriber's risk and our responsibility ceases once we hand over the magazine to post office.*

<b>Subscription Table</b>			
	Single Copy	Individual	Institutional
Annual	Rs.125/-	Rs.250/-	Rs. 400/-
Three Years		Rs.600/-	Rs.1100/-

## **CONTENT**

<b>1.</b>	<b>Anatomical And Histological Organization of The Olfactory System of Frog <i>Microhyla Ornata</i></b>	
	Dr.Tekchand C. Gaupale	3 to 12
<b>2.</b>	<b>राजेश जोशी की कविता :</b> समकालीन समस्याओं के परिप्रेक्ष्य में	13 to 16
	डॉ. आरिफ शौकत महात	
<b>3.</b>	<b>Hopkins' Pied Beauty: A Critical Ananlysis</b>	
	Dr. Prabhavati A. Patil	17 to 21
<b>4.</b>	<b>Labour Welfare (Textile Industry) - A Quest Of India</b>	
	Dr. Siddharth. R. Kattimani	21 to 30
<b>5.</b>	<b>A Study On The Students' Awareness of The Term 'Collocation'</b>	
	Archana B. Nandagave	31 to 33
<b>6.</b>	<b>Gap Between Commerce Education Systems and Commerce Profession</b>	
	Mr. P.A. Patil	34 to 40
<b>7.</b>	<b>Challenges Before Digital India</b>	
	Mr Sunny.S Kale	
	Mrs. Varsha Pawar	41 to 44

## ANATOMICAL AND HISTOLOGICAL ORGANIZATION OF THE OLFACTORY SYSTEM OF FROG *MICROHYLA ORNATA*

Dr. Tekchand C. Gaupale\*

### ABSTRACT :

Olfactory system is a sensory and it consists of two distinct parts, a main olfactory system and a vomeronasal or accessory olfactory system in amphibians. The longitudinal sections through olfactory system of adult frog *M. ornata* showed the main olfactory chamber and vomeronasal organ. The main olfactory chamber is further divided in to medial diverticulum and lateral diverticulum. The olfactory nerves originated from olfactory epithelium and terminated in to main olfactory bulb. The main olfactory bulb was divided in to three layers, glomerular layer, mitral cell layer and internal granular layer. Vomeronasal organ was seen to be bean shape and consisting of vomeronasal cavity and vomeronasal epithelium. Vomeronasal nerve originated from the vomeronasal organ and innervated to accessory olfactory bulb. The left and right part of olfactory system is separated by nasal septum. Olfactory system is an ancient chemosensory system and organization of this chemosensory system has been phylogenetically conserved.

Olfactory system is a sensory and it consists of two distinct parts, a main olfactory system and a vomeronasal or accessory olfactory system in amphibians. The longitudinal sections through olfactory system of adult frog *M. ornata* showed the main olfactory chamber and vomeronasal organ. The main olfactory chamber is further divided in to medial diverticulum and lateral diverticulum. The olfactory nerves originated from olfactory epithelium and terminated in to main olfactory bulb. The main olfactory bulb was divided in to three layers, glomerular layer, mitral cell layer and internal granular layer. Vomeronasal organ was seen to be bean shape and consisting of vomeronasal cavity and vomeronasal epithelium. Vomeronasal nerve originated from the vomeronasal organ and innervated to accessory olfactory bulb. The left and right part of olfactory system is separated by nasal septum. Olfactory system is an ancient chemosensory system and organization of this chemosensory system has been phylogenetically conserved.

\* Assit. Prof : Department of Zoology, Vivekanand College, Kolhapur. Mob. 9552559317.  
gaupale\_tekchand@yahoo.co.in.

**Keywords :** Olfactory system, Vomeronasal organ, Amphibia

## INTRODUCTION:

Olfactory system is a dynamic and primitive chemosensory system which provides environmental cues to the organism. Olfactory system is an important component of the sensory system. It plays a crucial role in physiology, behavior as well as reproduction (Halpern, 1987; Eisthen, 1997; Bhatnagar and Reid, 1996; Kelliher et al., 2001; Halpern and Martinez-Marcos,

2003). All vertebrates have olfactory system and it is first developed in the fishes. In amphibians, two distinct parts of their olfactory system is: a main olfactory system and a vomeronasal or accessory olfactory system. They are anatomically and functionally different in vertebrates (Baxi et al., 2006; Reiss and Eisthen, 2007).

The olfactory system has been studied in several amphibians such as apoda, urodeles and anura (Khalil, 1978; Billo and Wake, 1987; Eisthen et al., 1994; Dawley and Crowder, 1995; Eisthen, 2000; Taniguchi et al., 2008). In the anurans, olfactory system is subdivided into two divisions i.e. the main olfactory chamber and vomeronasal organ. The main olfactory chamber is further divided into lateral diverticulum and

medial diverticulum and these subdivisions may lead to the dual mode of habitat in amphibians (Bertmar, 1981; Halpern, 1987; Hoffmann and Meyer, 1991). The main olfactory system consists of the olfactory epithelium and the main olfactory bulb, and second vomeronasal system includes vomeronasal epithelium and accessory olfactory bulb. The olfactory nerve originates from olfactory epithelium and terminates in the main olfactory bulb whereas vomeronasal nerves originate from vomeronasal organ and penetrates into the accessory olfactory bulb (Scalia and Winans, 1975). The main olfactory system detects volatile, airborne substances and is involved in detection of prey and enemy while the accessory olfactory system senses fluid-phase stimuli and serves for intra-specific communication (Dawley, 1984; Houck and Reagan, 1990).

Olfactory system is well studied in the frog, *Xenopus laevis* largely because of its extensive use as model organism in laboratory research. The frog *X. laevis* possesses three main nasal cavities (Tinsley et al., 1996), principal cavity (medial diverticulum), middle cavity or (lateral diverticulum)

and inferior cavity which consist of

vomeronasal organ (Saint and Zylberberg, 1992; Hansen et al., 1998). In the *X. laevis*, middle cavity contains sensory epithelium while in typical terrestrial frogs middle cavity is non sensory. In the *X. laevis*, Bowman's glands have been reported in the principal cavity, but absent in the middle cavity (Millery et al., 2005). Receptor neurons of the principal cavity are ciliated, and supporting cells are secretory in nature whereas the middle cavity contains both microvillar and ciliated receptor cells and both secretory and ciliated supporting cells (Hansen et al., 1998; Oikawa et al., 1998).

In spite of many studies on the olfactory system in amphibians, no concrete information is available on the olfactory system of *Microhyla ornata*. In addition, histological features of the olfactory system may be differing among amphibian families (Key and Giorgi 1986; Saito and Taniguchi 2000), because of their habitats, behavior and genetic heterogeneity. Therefore, present study is undertaken to investigate the histological organization of olfactory system and vomeronasal organs of frog *M. ornata*.

#### MATERIALS AND METHODS:

Frog *M. ornata* were collected and fed with termites daily. Frogs were maintained in aquarium containing moist thin

layer of soil on bottom. Three animals were anesthetized, olfactory system along with fore brain is dissected out and fixed in Bouin's fixative for 24 hours. Olfactory system along with the forebrain was then preserved in 70% alcohol. Tissues were dehydrated through ascending grades of alcohol, cleared in xylene, infiltrated in molten paraffin wax and embedded and blocks were prepared. Tissues were sectioned in longitudinal and transverse plane at  $7\frac{1}{4}$ m thick. Tissue sections were mounted on the slides. After drying, sections were

stained with haematoxylin-eosin stain by following standard protocol and slides were mounted in D.P.X.

#### RESULTS:

The nomenclature of the olfactory system was implemented as used earlier (Hofmann and Meyer, 1991; Meyer et al., 1996, Lazar et al., 2004). The olfactory organs are covered with dorsal portion of the rostral chondrocranium. At the rostral end of the olfactory organ, the epithelium is divided into left and right. The longitudinal sections through olfactory system of adult frog *M. ornata* showed the main olfactory chamber and vomeronasal organ. The main olfactory chamber is further divided in to medial diverticulum and lateral diverticulum (Fig.

1, A-D). Medial olfactory chamber is found to be cylindrical (Fig. 1 A-C) and olfactory nerves originated from olfactory epithelium and terminated in to main olfactory bulb (Fig. 1 A). The main olfactory bulb was divided in to three layers, glomerular layer, mitral cell layer and internal granular layer (Fig. 1 A) and it receives nerve fibers from olfactory epithelium of main olfactory system. Epithelium of medial diverticulum of consists of Bowman's gland and three kinds of cells i.e. basal cells, olfactory receptor neurons and supporting cells (cellular details not seen). Lateral diverticulum was situated in the lateral side of the medial diverticulum (Fig. 1 E). Vomeronasal organ is situated at rostral end of olfactory system. Vomeronasal organ was seen to be bean shape and consisting of vomeronasal cavity and vomeronasal epithelium (Fig. 1 B and D). Vomeronasal organ is surrounded by the round cells called as vomeronasal glands. Vomeronasal nerve originated from the vomeronasal organ and innervated to accessory olfactory bulb. In transverse sections, main olfactory bulb situated in anterior end of telencephalon and accessory olfactory bulb was observed on ventrolateral side of main olfactory bulb (Fig. 1 F). The left and right part of olfactory system is separated by cartilage nasal septum and medial diverticulum olfactory

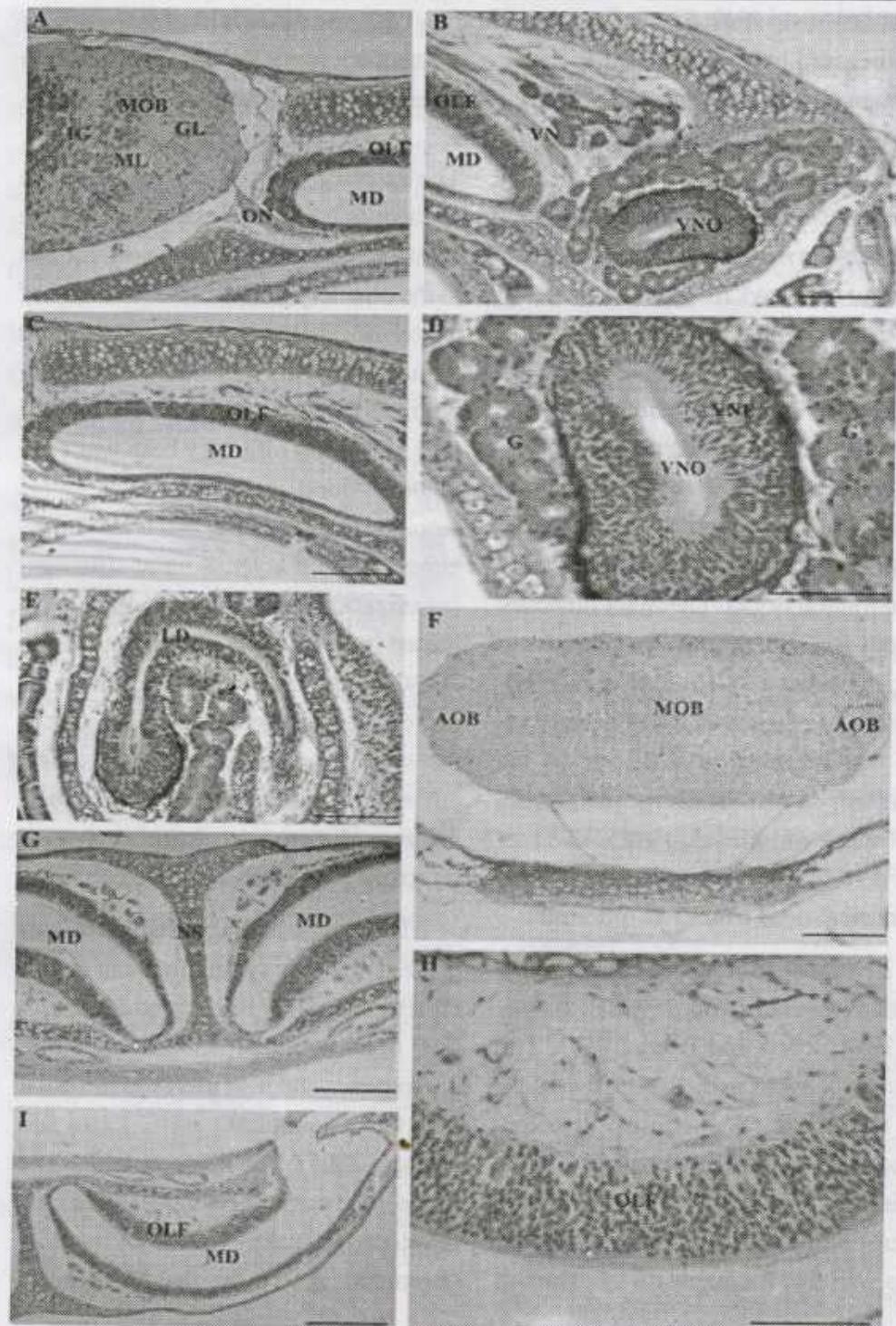
system was cylindrical in shape (Fig. 1 G, I) and magnified view main olfactory system showing olfactory epithelium (Fig. 1 H).

### Figure 1

**Figure 1.** The longitudinal and transverse sections through of olfactory system of adult frog *M. ornata* showed the organization of main olfactory system and vomeronasal system. A: The main olfactory bulb consists of three layers, glomerular layer, mitral cell layer and internal granular layer. C: Medial olfactory chamber is seen to be cylindrical. E: Lateral diverticulum. B and D: Vomeronasal organ is consisting of vomeronasal cavity, vomeronasal epithelium and surrounded by vomeronasal glands (G). F: Transverse section of olfactory bulb shows main olfactory bulb and laterally located accessory olfactory bulb. G and I, The left and right part of olfactory system is separated by cartilage nasal septum and medial diverticulum olfactory system is found to be cylindrical. H: The magnified view showed olfactory epithelium. Scale bar, A-C, E-G, I, 15  $\frac{1}{4}$ m, D, H, 25  $\frac{1}{4}$ m.

### DISCUSSION:

All the organisms are exposed to a continuous flow of olfactory sensory information. Depending on the chemical



signal detected, olfactory information can be processed by two different systems, the main olfactory system and accessory olfactory system (Moulton and Beidler, 1967). The two divisions of the olfactory system appear to be used alternately by the frog. The middle cavity/lateral diverticulum, is always filled with water and serves the animal when it is in water (Altner, 1962) while the principal cavity/medial diverticulum is filled with air and appears to function when the animal is in terrestrial surroundings (Weiss, 1986). The olfactory system of frog *M. ornata* consists of main olfactory system and vomeronasal organ. The main olfactory system is divided in to the medial and lateral diverticulum. The similar morphological organization of the olfactory system was reported in *X. laevis* on the basis of lactin binding properties (Hofmann and Meyer, 1991). The medial diverticulum is found to be a long cylindrical in *M. ornata* as reported

in other anurans (Scalia, 1976; Holtzman and Halpern, 1990; Eisthen et al., 1994; Reiss and Burd, 1997). The sensory receptors in the lateral diverticulum function as chemosensory detectors in aquatic environments in *X. laevis* (Reiss and Burd, 1997) whereas lateral diverticulum is non sensory in typical frogs. Whether the lateral diverticulum in

frog *M. ornata* is either sensory or nonsensory is not known. Further study is required to elucidate functional organization of olfactory system in *M. ornata*. The sensory neurons were situated in epithelium inside the nasal cavity and the axons projects to glomerular structures in the olfactory bulb at the rostral end of the telencephalon in *M. ornata*. Similar organization was reported in other amphibians (Schmidt and Wake, 1990). In frog *M. ornata* olfactory bulb was seen to be divided in to three cell layers glomerular layer, mitral cell layer and internal granular layer. Similar structural organization of olfactory bulb was reported in *Rana esculenta* (Lazar et. al., 2004) and in the other frogs, which receives the olfactory nerve. It is reported that olfactory epithelium express a different odorant receptors and send their axons to glomeruli in distinct regions of olfactory bulb (Reiss and Burd, 1997).

The vomeronasal system is a specialized olfactory system found in almost all tetrapods. It is implicated for detection of nonvolatile stimuli including pheromones and also involved in sexual behavior (Baxi et al., 2006; Reiss and Eisthen, 2007). The vomeronasal organ is absent in some vertebrates while well developed in snakes, lizards and rodents (Brennan, 2001). In the *M. ornata*,

vomeronasal organ is situated on ventro-lateral side of main olfactory system. Present study has shown that vomeronasal organ is oval/bean shape in *M. ornata*. Similar structural organization was observed in other anurans. Vomeronasal nerve fibers were originated from vomeronasal.

epithelium and communicating with accessory olfactory bulb situated at caudal end of main olfactory bulb. Similar appearance has been reported in amphibians (Saito et al., 2006). This position and organization of vomeronasal organ indicates that it may be involved in the perception of fluid phase stimuli. Several controversial interpretations have been made on the evolution of vomeronasal organ in amphibians. Bertmar (1981) hypothesized that the vomeronasal organ evolved in tetrapods as an adaptation for terrestrial habitat. Some workers support the monophyly of amphibians and suggest that the most recent common ancestor to the tetrapods was aquatic (Ahlberg and Milner, 1994) and tetrapods have lost the vomeronasal organ during evolution (Eisthen, 2000).

Majority of amphibians spend most of their time in the interface between air and water. In air-water interface the concentration of substances is higher than in air alone or in water. Therefore, this

interface is a favorable environment for distribution of chemical signals. Present knowledge on the role of the air/water interface and its importance for chemocommunication in amphibians is not understood. To smell both water and air borne molecules in amphibians is received by two distinct regions of olfactory epithelium. Furthermore olfactory system is an ancient chemosensory system and organization of this chemosensory system has been phylogenetically conserved.

#### ACKNOWLEDGMENTS:

Author acknowledged to Dr. K.P. Shinde, Department of Zoology, Vivekanand College, Kolhapur for his help.

#### REFERENCES:

Ahlberg P. E., Milner A. R., 1994. The origin and early diversification of tetrapods. *Nature*, 368: 507-514.

Altner H., 1962. Untersuchungen über Leistungen und Bau der Nase des südafrikanischen Krallenfrosches *Xenopus laevis* (Daudin, 1803). *Zeitsch. Vergleiche. Physiol.*, 45: 272-306.

Baxi K. N., Dorries K. M., Eisthen H. L., 2006. Is the vomeronasal system really specialized for detecting pheromones? *Trends Neurosci.*, 29: 1-7.

Bertmar G, 1981. Evolution of vomeronasal organs in vertebrates. *Evolution*, 35:359-366.

Bertmar G, 1981. Evolution of vomeronasal organs in vertebrates. *Evolution*, 35:359-366.

Bhatnagar K. P., Reid K. H., 1996. The human vomeronasal organ. I. historical perspectives. A study of Ruysch's (1703) and Jacobson's (1811) reports on the vomeronasal organ with comparative comments and English translations. *Biomed. Res.*, 7: 219-229.

Billo R., Wake M. H., 1987. Tentacle development in *Dermophis mexicanus* (Amphibia, Gymnophiona) with an hypothesis of tentacle origin. *J. Morphol.*, 192: 101-111.

Brennan P. A., 2001. The vomeronasal system. *Cell Mol. Life Sci.*, 58: 546-555.

Dawley E. M., 1984. Recognition of individual, sex and species odorants by salamanders of the *Plethodon glutinosus*-*P. jordani* complex. *Anim. Behav.*, 32: 353-361.

Dawley E. M., Crowder J., 1995. Sexual and seasonal differences in the vomeronasal epithelium of the red-backed salamander (*Plethodon cinereus*). *J. Comp. Neurol.*, 359: 382-390.

Eisthen H. L., 2000. Presence of the vomeronasal system in aquatic salamanders. *Philos. Trans. R. Soc. London. Biol.*, 355: 1209-1213.

Eisthen H. L., Sengelaub D. R., Schroeder D. M., Alberts J. R., 1994. Anatomy and forebrain projections of the olfactory and vomeronasal organs in axolotls (*Ambystoma mexicanum*). *Brain Behav. Evol.*, 44: 108-124.

Eisthen, H. L. 1997. Evolution of vertebrate olfactory systems. *Brain, Behav. Evol.*, 50: 222-233.

Halpern M., 1987. The organization and function of the vomeronasal system. *Annu. Rev. Neurosci.*, 10: 325-362.

Halpern M., Martinez-Marcos A., 2003. The organization and function of the vomeronasal system: an update. *Prog. Neurobiol.*, 70: 245-313.

Hansen A., Reiss J. O., Gentry C. L., Burd G D., 1998. Ultrastructure of the olfactory organ in the clawed frog, *Xenopus laevis*, during larval development and metamorphosis. *J. Comp. Neurol.*, 398: 273-288.

Hofmann M. H., Meyer D. L., 1991. Functional subdivision of the olfactory system correlates with lactin binding properties in *Xenopus*. *Brain Res.*, 564: 344-347.

Houck L. D., Reagan N. L., 1990. Male courtship pheromones increase female receptivity in a plethodontid salamander. *Anim Behav.* 39:729-734.

Houck L. D., Reagan N. L., 1990. Male courtship pheromones increase female receptivity in a plethodontid salamander. *Anim Behav.* 39:729-734.

Kelliher K. R., Baum M. J., Meredith M., 2001. The ferret's vomeronasal organ and accessory olfactory bulb: effect of hormone manipulation in adult males and females. *Anat. Rec.*, 263: 280-288.

Key B., Giorgi P. P., 1986. Selective binding of soybean agglutinin to the olfactory system of *Xenopus*. *Neurosci.* 18: 507-515.

Lazar G., Calle M., Roubos E. W., Kozicz T., 2004. Immunohistochemical localization of cocaine- and amphetamine-regulated transcript peptide in the central nervous system of the frog *Rana esculenta*. *J. Comp. Neurol.*, 477(3): 324-339.

Meyer D. L., Jadhao A. G., Bhargava S., Kicliter E., 1996. Bulbar representation of the water-nose during *Xenopus* ontogeny. *Neurosci. Lett.*, 220: 109-112.

Millery J., Briand L., Bezirard V., Blon F., Fenech C., Richard P. L., Quennedey B., Pernollet J-C., Gascuel J., 2005. Specific expression of olfactory binding protein in the aerial olfactory cavity of adult and developing *Xenopus*. *Eur. J. Neurosci.*, 22:1389-99.

Moulton D. G., Beidler L. M., 1967. Structure and function in the peripheral olfactory system. *Physiol. Rev.*, 47(1): 1-52.

Oikawa T., Suzuki K., Saito T. R., Takahashi K. W., Taniguchi K., 1998. Fine structure of three types of olfactory organs in *Xenopus laevis*. *Anat. Rec.*, 252: 301-310.

Reiss J. O., Burd G. D., 1997. Metamorphic remodeling of the primary olfactory projection in *Xenopus*: developmental independence of projections from olfactory neuron subclasses. *J. Neurobiol.*, 32: 213-222.

Reiss J. O., Eisthen H. L., 2007. Comparative anatomy and physiology of chemical senses in amphibians. Chemical senses: Amphibians, Chap. 4: pp. 43-63.

Saint G H., Zylberberg L., 1992. Histologie comparée des glandes céphaliques exocrines et des fosses nasales des Lissamphibia. II. Épitheliums des fosses nasales. *Ann. Sci. Nat., Zool.* (Paris) 13: 121-145.

Saito S., Kobayashi N., Atoji Y., 2006. Subdivision of the accessory olfactory bulb in the Japanese common toad, *Bufo japonicus*, revealed by lectin histochemical analysis. *Anat. Embryol.*, 211: 395-402.

Saito, S. and Taniguchi, K. 2000. Expression patterns of glycoconjugates in the three distinctive olfactory pathways of the clawed frog, *Xenopus laevis*. *J. Vet. Med. Sci.* **62**: 153-159.

Scalia F., Winans S., 1975. The differential projections of the olfactory bulb and accessory olfactory bulb in mammals. *J. Comp. Neurol.*, 151: 31-56.

Schmidt A., Wake M. H., 1990. Olfactory and Vomeronasal Systems of Caecilians (Amphibia: Gymnophiona). *J. Morphol.*, 205: 255-268.

Taniguchi K., Saito S., Oikawa T., Taniguchi K., 2008. Phylogenetic aspects of the amphibian dual olfactory system. *J. Vet. Med. Sci.*, 70(1); 1-9.

Weiss G., 1986. Die Struktur des Geruchsorgans und des Telencephalons beim südafrikanischen Krallenfrosch *Xenopus laevis* (Daudin) und ihre Veränderungen während der Metamorphose. Doctoral Dissertation, University of Regensburg, Germany.

\* \* \*

## राजेश जोशी की कविता : समकालीन समस्याओं के परिप्रेक्ष्य में

डॉ. आरिफ शौकत महात \*

### सारांश :

वर्तमान युग बड़ा गतिशील बन गया है। आज परिस्थितियाँ बड़ी तेजी से बदल रही हैं। इस बदलाव के कारण मनुष्य जीवन में काफी उथल-पुथल मच्छी हुई है। वैश्वीकरण के कारण देश की सीमाएँ टूट चुकी हैं। आर्थिक उदारीकरण एवं बाजारीकरण के कारण पारिवारिक, सामाजीक, राजनीतिक, धार्मिक एवं सांस्कृतिक परिस्थितियों में आए बदलाव से विभिन्न समस्याओं ने जन्म लिया है। समकालीन साहित्य में समाज जीवन में आए इस बदलाव एवं इससे उत्पन्न समस्याओं को चित्रित किया गया है।

समकालीन कविता वर्तमान जीवन के यथार्थ के परतों को बड़ी सच्चाई एवं ईमानदारी से खोलती है। साथ ही इससे उलझ रहे मनुष्य की मानसिकता एवं उसमें आए बदलाव पर सटीक टिप्पणी करती है। यही कारण है कि इस युग की कविताओं में समकालीन जीवन से जुड़े सभी मुद्रों का बारिकी से चित्रण मिलता है। फिर चाहे वो पारिवारिक विघटन, सांप्रदायिकता, छद्म धर्मनिरपेक्षता, अष्टाचार, बाजारीकरण, भुमिंडलीकरण, बेरोजगारी, आर्थिक दरी, असंतुलित पर्यावरण, भाषावाद, प्रांतवाद आदि ही क्यों न हो।

**पारिभाषिक शब्द :** समकालीन समस्या, राजेश जोशी की कविता, राजनीतिक विसंगती

हिंदी की समकालीन कविता के प्रमुख कवि के रूप में 'राजेश जोशी' का नाम सम्मान से लिया जाता है। समकालीन समय की नव्य पकड़ना राजेश जोशी बेहतर जानते हैं। समाज जीवन में व्याप्त विसंगतियों को उन्होंने अपने काव्य का मुख्य विषय बनाया। वर्तमान समय में प्रचलित कोई भी विषय उनसे अछूता नहीं रहा है। देश में बच्चों के लिए शिक्षा को अनिवार्य बनाया गया है, वहीं देश में 'बाल मजदूरी' की

समस्या गंभीर बनती जा रही है। बाल मजदूरी की समस्या पर राजेश जोशी अपनी कविता 'बच्चे काम पर जा रहे हैं' में मार्मिक व्यंग्य कसते हैं। वो सिर्फ व्यंग्य तक नहीं रुकते बल्कि इस समस्या को हल्के में लेने की हमारी प्रवृत्ति पर प्रहार भी करते हैं।

"बच्चे काम पर जा रहे हैं।  
हमारे समय की सबसे भयानक पंक्ति  
है यह भयानक है इसे विवरण के तरह लिखा

\* सहायक प्राच्यापक, हिंदी विभागाध्यक्ष, विवेकानंद कॉलेज, कोल्हापुर 9860857089 drmahatas@gmail.com

जाना लिखा जाना चाहिए इसे सवाल की तरह”<sup>1</sup>

हमारे देश का यह दुर्भाग्य रहा है कि यहाँ सांप्रदायिकता की लपटों को सत्ता का हवास कभी बुझने नहीं देती। आए दिन यहाँ संविधानिक धर्मनिरपेक्षता की हत्या होती है। सांप्रदायिकता की इस आग की लपटों में हमेशा आम आदमी ही झुलस जाता है। राजेश जोशी अपनी कविता ‘बली दकनी’ के माध्यम से गुजरात में घटित सांप्रदायिक दंगों की भयावहता को स्पष्ट करते हुए धर्म को लेकर हमारी दार्भिक प्रवृत्ति का पर्दापाश करते हैं।

“एक मुल्क में

गुजरात नाम का एक सूबा था  
जहाँ अपने हिंदू होने के गर्व और मुर्खता में ढूबे हुए क्रुर लोगों ने पूरे संरक्षण में हज़ारों लोगों की हत्याएँ कर चुके थे और बलात्कार की संख्याएँ जिनकी याददाश्त की सीमा पार कर चुकी थीं”<sup>2</sup>

राजेश जी ने अपनी इस कविता में ‘बली दकनी’ जो हिंदी और उर्दू के साझी विरासत के कवि थे के माध्यम से हमारी छद्म धर्मनिरपेक्षता एवं धार्मिक दंभ पर करारा व्यंग्य कसा है।

सांप्रदायिकता का रंग हम पर कुछ इस कदर चढ़ता है कि फिर उसके आगे कुछ नज़र नहीं आता। दंगों में मिट्टी इन्सानियत, मनुष्यता के साथ होता अत्याचार आदि पर कवि कटाक्ष

डालते हैं। और फिर एक चुभती हुई बात छोड़ जाते हैं कि अगर दंगों में मनुष्यता के गुण त्यागकर दानव बने इन्सान से अगर बचना है तो ‘पागल’ बनना बहुत जरूरी है। क्योंकि दंगाइयों के लिए इन्सान या तो हिंदू होता है या फिर मुसलमान लेकिन पागल का कोई मज़हब नहीं होता।

“पन्द्रह सोलह बरस की उस लड़की के कपड़े जगह-जगह से फटे हुए थे तभी दंगाइयों का एक गिरोह आया और उनमें से एक जोर से चिल्लाया ए लड़की तू हिन्दू है या मुसलमान तब आपस में जैसे एक दूसरे को सूचना देते

दंगाइयों ने कहा पागल है साली एकदम पागल।”<sup>3</sup>

आज हमारी सभ्यता, संस्कृति, राष्ट्रवाद बस दिखावा बन चुके हैं। बाजारवाद एवं उपभोक्तावाद के इस युग में हर चीज बिकाऊ बन चुकी है। आज हर जुमले की हकिकत राजनीतिक स्वार्थ एवं आर्थिक चकाचौंध बन चुकी है। यहाँ नारे देश की जनता के लिए नहीं बल्कि उसमें इसे उलझाये रखकर अपना स्वार्थ निकालने का माध्यम बन चुके हैं। भाषा, संस्कृति, धर्म एवं राष्ट्र को हथियार बनाकर हमारे भावनाओं से खेलना इनका पसंदिदा काम बन चुका है। इसी कारण राजेश जोशी कहने के लिए मजबूर हो जाते हैं—

‘पानी को बाटर कहने से ढूबने लगती है जिनकी संस्कृति की नब्ज उन्हें गंगा के साबुन में बदल जाने से कोई एतराज नहीं। महानुभावों वो कुछ भी बेच सकते हैं

क्रांतिकारी गीतों का बना सकते हैं पॉप सॉंग बेच सकते हैं एक साथ वंदे मातरम् और कॉलगेट की मुस्कान हानिकारक है संविधान की समीक्षा इतिहास परिषद पर मंडराता खतरा और सबसे हानीकारक है उसका राष्ट्रवाद।’<sup>4</sup>

सच में वर्तमान समय को ध्यान से परखे तो यह स्पष्ट हो जाएगा कि इस छद्म राष्ट्रीयता ने आम भारतीय को और उसकी राष्ट्रीयता को ही कटघरे में खड़ा कर दिया है। ये वो विष बेल हैं जो धिरे-धिरे हमें खोखला बनाए जा रही है। अगर इसे जड़ से न उखाड़ा जाए तो इसके परिणाम बड़े गंभीर होंगे इसमें कोई शक नहीं।

जोशी जी बढ़ता बाजारवाद और उससे उपजती समस्याओं पर भी प्रहार करते हैं। इस बाजारवाद ने अपनी कक्षाएँ विस्तृत कर ली है। इसके गिरफ्त में हर कोई फस चुका है। इसने हमारे अर्थतंत्र को पहले ही चपेट में लिया है अब ये हमारी सम्यता, भाषा, हमारे सपनों पर भी पहरा लगाये बैठा है।

‘बाजार पहले ही चुरा चुका था हमारी जेब में रखे सिक्कों को और अब वह सौकड़ कर रहा था हमारी भाषा और हमारे सपनों का।’<sup>5</sup>

इस प्रकार बाजार का हम पर हावी होना यकिन्न खतरे के संकेत हैं। बाजारवाद मीठा

जहर बन चुका है जो धिरे-धिरे हमें विनाश की तरफ ले जा रहा है लेकिन अफसोस इस बात का है कि हम इससे अंजान इसमें ही उलझते जा रहे हैं। जोशी जी वर्तमान समस्याओं पर भाष्य करने वाले कवि हैं। वर्तमान समय की हर समस्याओं से वो हमें रु-ब-रु कराते हैं। साथ ही उसकी गंभीरता को भी स्पष्ट करते हैं। वर्तमान समय में पर्यावरण में होता बदलाव हमारे लिए खतरे का संकेत है। प्रकृति से की गई छेड़खानी हम पर ही भारी पड़ती जा रही है। अब तो ये अक्सर कहा जाता है कि अगला विश्वयुद्ध अगर कभी हुआ तो वह ‘पानी’ को लेकर होगा। हाल ही में हमारे देश ने सूखे की मार को रहा है। पीने के पानी के लिए तरसते हुए आम जन एवं उनकी परेशानियों को हम आए दिन देखते हैं। दिन-ब-दिन पानी की समस्या गंभीर बनती जा रही है। इस समस्या पर भी जोशी जी अपनी कविता ‘किस्सा उस तालाब का’ में प्रकाश डालते हैं –

‘वह फक्त पानी नहीं था कि जिसे पी पीकर किसी को कोस लेता उससे मुँह धोना सम्भव न था न कुल्ला करना वह खरीदा हुआ था और मँहगा भी उसका हर घूंट हलक से उतरते हुए एक सिक्के की तरह बजता था।’<sup>6</sup>

वर्तमान समय में फैली इन तमाम समस्याओं के बावजूद वह निराश नहीं होते। और नाहीं निराश होने की बात करते हैं। वे आशावादी हैं। वक्त के बदलने पर उन्हें

विश्वास है। निराशा से वह हर एक को बचने की सलाह देते हैं। वो जानते हैं कि इसकी चपेट में आने के बाद कोई नहीं बचता। अतः हमें इससे सतर्क रहने की आवश्यकता है।

‘निराशा एक बेलगाम घोड़ी है

भागना चाहोगे तो भागने नहीं देगी

घसीटते हुए ले जाएगी

और न जाने किन जंगलों में छोड़ आएगी।’’

निष्कर्षतः कह सकते हैं कि राजेश जोशी जी आम आदमी के पक्षधर कवि हैं। समाज जीवन में व्याप्त हर विसंगती पर आपने कटाक्ष डाला है। उनका मानना है देश का हर काम आम आदमी करते हैं लेकिन खास मौकों पर वो इत्यादि बन के रह जाते हैं। इनकी पहचान अक्सर छिपाई जाती है। यही कारण है कि वो अपनी कविता ‘इत्यादि’ में कहते हैं कि इन आम जन का चित्रण सिर्फ कुछ सिरफिरे कवियों की कविता में मिलता है। और इन सिरफिरे कवियों के पेहरिश्त में राजेश जोशी प्रथम पंक्ति में नजर आते हैं। वास्तव में जोशी जी ‘मुक्तिबोध’ के परंपरा के कवि हैं। वो अभिव्यक्ति के खतरों को उठाना बेहतर जानते हैं।

वो भी बिना अंजाम की पर्वा किए। इसी कारण उनका कविताओं में हर उस पक्ष पर प्रहार हुआ है जो आम जन के हित के खिलाफ हो, इन्सानियत के खिलाफ हो। यही वजह है इनकी कविताओं में राजनीतिक विसंगती, उ

मार्मिक कट्टरता, छद्म धर्मनिरपेक्षता, बाजारवाद, उपभोक्तावाद संस्कर्षण, पर्यावरण के साथ होता खिलवाड़ आदि पर मार्मिक व्यंग्य देखने मिलता है।

### संदर्भ :

1. गुगल, कविता कोश, राजेश जोशी की कविताएँ।
2. गुगल, कविता कोश, राजेश जोशी की कविताएँ।
3. राजेश जोशी— चाँद की वर्तनी, पृष्ठ सं. 68-69।
4. राजेश जोशी— चाँद की वर्तनी, पृष्ठ सं. 91।
5. राजेश जोशी— चाँद की वर्तनी, पृष्ठ सं. 85।
6. राजेश जोशी— चाँद की वर्तनी, पृष्ठ सं. 26।
7. गुगल, कविता कोश, राजेश जोशी की कविताएँ।

\* \* \*

## HOPKINS' PIED BEAUTY: A CRITICAL ANALYSIS

*Dr. Prabhavati A. Patil \**

### **ABSTRACT :**

Gerard Manley Hopkins, an English poet and Jesuit priest is one of the most individual of Victorian writers. He is regarded as one of the Victorian era's greatest poets. Hopkins is a sensuous poet and a Roman Catholic priest. His poetry bears the unmistakable stamp of his poetic sensibility and devotional fervour. Hopkins completed "Pied Beauty" in 1877. The London firm of Humphrey S. Milford published it in 1918 in Poems of Gerard Manley Hopkins. The poem moves from nominal to clausal syntax, from simple to complex modification, and invents a device to create sets of higher cardinality.

**Keywords :** Hopkins, Pied Beauty, Poetic Concentration.

### **Introduction:**

Gerard Manley Hopkins, 19th century poet and priest is admired for the highly original use of rhythm in his poetry. He was an ardent believer in God and in the divinity of Christ. "Pied Beauty" is a lyric poem praising God for his variegated creation. Nature in its variety—including streaked, spotted, and multicolored skies, fields, nuts, fish, birds, and other animals—is a gift of God for which we all should be thankful. One may interpret this theme to include human beings, with their many personalities, moods, idiosyncrasies, occupations,

cultures, languages, political systems, skin colors and other physical attributes, and so on.

### **PIED BEAUTY: THEME:**

"Pied Beauty" points to Hopkins' power of sensuous appreciation of the beauty of the things around, his poetic concentration, compassion and above all, his unquestioning faith in God. He believes that the created beauty is the reflections of God's spirit. The Christian concept of God as love and protector is vividly expressed in the last two lines;

"He fathers forth whose beauty is  
past change: Praise him".

\* Vivekanand College (Autonomous), Kolhapur. *Prabhapatil21@gmail.com*

The very expression "Pied Beauty" means multi-coloured beauty of things. The multi-coloured beauty of things with their ever changing (shifting) colour and forms is very much pleasing to the poet. But the realization that they all

are the manifestations of the beauty and grace of the supreme creator feels his heart with wonder and admiration.

The sky of couple colour brings the association spotted cows. The trouts that swim have on them rose-spot on dots beautifully distributed. The chest nuts that falling from the trees is bright red in colour like glowing coal in a fire. The landscapes and sky-scapes are ever alike; the lands being in plots and pieces and the sky ever changing its colour.

Though God has created this ever changing and constantly shifting panorama around us he himself is past change. He who with paternal affection and crashing tenderness has created things of bewildering diversity is himself subject to no change. He has created some contrasting things such as – swiftness and slowness, sweetness and sourness, dazzle and dimness.

Thus the poet concludes his poem with an invitation to all, to praise the glory and grace of God.

#### THE TITLE OF THE POEM:

According to Hopkins's theory of inscape, all living things have a constantly

shifting design or pattern that gives each object a unique identity. Hopkins frequently uses colour to describe these inscapes. "Pied Beauty" praises God for giving every object a distinct visual pattern, from sunlight as multicoloured as a cow, to the beauty of birds' wings and freshly ploughed fields. Indeed, the word *pied* means "having splotches of two or more colours."

The word "pied" in the title means spotted (or, if you prefer, dappled). This entire poem is in praise of things with spots, from trout to cows to the way the skies have spots of cloud or the fields, which are compared to a quilt: "Landscape plotted and pieced — fold, fallow and plough".

The first six lines give examples of the pied things for which Hopkins is offering thanks; the second stanza (of four and one half lines) expands to thank the Lord for all of the things that might fit within this category. The second stanza is ambiguous : is Hopkins telling all those things that are freckled, fickle, etc. to praise God, or is he praising God for having made them?

#### STRUCTURE OF 'PIED BEAUTY':

Hopkins, called the poem a curtal sonnet, meaning a shortened or contracted sonnet. A curtal sonnet consists of eleven lines instead of the usual fourteen for the standard Shakespearean or Petrarchan Sonnet. Besides, "Pied

Beauty" may also be classified as catalogue verse because it presents a thesis followed by a list of examples (catalogue) that support the thesis.

Hopkins begins and ends the poem with a call to praise God for the gifts He has given us. Between these calls, he presents two short lists and a comment about the beauty of God. The first list uses concrete and specific language (skies, the cow, trout, chestnuts, finches, and farm fields); the second list, abstract and general language (things counter, original, spare, strange, fickle, etc.). The comment notes that the beauty of God, unlike the beauty of creation, does not change. Thus, Hopkins structures the poem as follows:

1. A call to praise God for his gifts.
2. A list of gifts in specific language.
3. A list of gifts in abstract language.
4. A comment about the immutable beauty of God.
5. A call to praise God.

#### **METER OF "PIED BEAUTY": SPRUNG RHYTHM:**

The meter of "Pied Beauty" is sprung rhythm, a term coined by Hopkins to describe a metric format that permits an unlimited number of unstressed syllables in each line to accompany stressed syllables. A metric foot in sprung rhythm usually contains one to four syllables. Hopkins intended sprung rhythm to mimic the stresses occurring in ordinary English speech.

Hopkins has achieved the inscape through sound-sculpting with devices such as alliteration, assonance – "*With swift, slow; sweet, sour; adazzle dim*" and through his sprung rhythm. This Sprung rhythm has been Hopkins' special contribution to Modern Poetry. This rhythm approximated the natural rhythm of speech through rolling stresses, without sacrificing poetic rhythmicity; making it a fusion of what Hopkins called "markedness of rhythm and naturalness of expression". In this rhythm the focus is on accents or stresses without much care about the number of syllables. A foot may have one strong syllable which could be accompanied by many light ones. For example, in the line – "*For rose-moles all in stipple upon trout that swim*", there is stress falling only on 'rose', 'all' and 'trout' such that it cannot be scanned conventionally.

#### **RHYME OF "PIED BEAUTY":**

The rhyme scheme of the poem is as follows:

Lines 1-6: ABCABC Lines 7-10: DBDC Line 11: C

#### **TONE OF "PIED BEAUTY":**

The tone is exuberant and spirited. The poem is a song of joy.

#### **FIGURES OF SPEECH:**

Following are examples of figures of speech in the poem.

**ALLITERATION:**

Line 1: Glory be to God Line 2: skies of couple-colour as a brinded cow  
 Line 4: Fresh-firecoal chestnut-falls; finches Line 5: Landscape plotted and pieced Line 6: trádes, their gear and tackle and trim Line 7: spare, strange Line 9: swift, slow; sweet, sour; adazzle, dim Line 10: He fathers-forth whose

**ANAPHORA:**

Lines 2 and 3: For skies of couple-colour as a brinded cow; For rose-moles all in stipple upon trout that swim;

**PARADOX:**

Line 9: things that are swift and slow ..... things that are sweet and sour ..... things that are dazzling and dim

**SIMILE:**

Lines 2: skies of couple-colour as a brinded cow **Comparison of skies to a cow**

**METAPHOR:**

Line 3: rose-moles all in stipple upon trout that swim **Comparison of the spots on a speckled trout to moles**

Line 4: Fresh-firecoal chestnut-falls **Comparison of chestnut kernels to burning coals**

Line 10: suckled in a creed outworn **Comparison of creed to a mother nursing her child**

**Conclusions :**

For Hopkins, God is the careful painter mixing and matching, putting all into a whole. Though individual details are striking, unusual, unique, or even initially ugly, the overall effect is one of massive pattern, reiterated by the echo of the word "all" at the end of one stanza and beginning of the next. God's Creation is beautiful as there is variety and contrast. As a religious man, Hopkins turns his attention to the specific qualities of nature. He wants the reader to see things as they really are and to praise them because they are God's creation.

**REFERENCES:**

Ed. W. H. Gardner, Gerard Manley Hopkins: Poems and Prose, Penguin 1953.

Ed. Catherine Phillips, Gerard Manley Hopkins: Selected Poetry, Oxford 1996.

Ed. Peter Feeney, G. M. Hopkins: Selected Poems, Oxford 2006.

F. R. Leavis, New Bearings in English Poetry, 1932.

Ed. G. H. Hartman, Hopkins, C20 Views, Prentice-Hall 1966.

Gerald Roberts, Gerard Manley Hopkins: A Literary Life, Palgrave Macmillan 1994/2006.

\* \* \*

## **LABOUR WELFARE (TEXTILE INDUSTRY) - A QUEST OF INDIA**

*Dr. S. R. Kattimani\**

### **ABSTRACT :**

The textile plays a vital role in human life. Textile industries are one of the important industries of India for earning Foreign Exchange and giving employment to lakhs of workers. Because of being a highly labor intensive industry it needs to concentrate more in the area of employee welfare. As per the study, Welfare measures plays important role in employee satisfaction and it results in improved quality of work life. Employee welfare defines as "efforts to make life worth living for workmen". These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer's own initiative. This research paper deals with the labour welfare in India a Quest.

**Keywords :** Textile, Foreign Exchange, Intensive, Welfare, Workmen, Statute, Quest.

### **INTRODUCTION:**

Safety and welfare measures are inevitable to any organization where workers are involved. An organization's responsibility to its employees extends beyond the payment of wages for their services. The employee's safety and welfare on and off the job within the organization is a vital concern of the employer. Welfare helps to improve employee retention and creating positive image for longer time period. It helps to

motivate and improve morale of the employees. Some of the facilities and services which fall within the preview of labour welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. Providing a safe and healthy environment is a pre-requisite for any productive effort.

### **LABOUR WELFARE:**

Labour welfare occupies a place of significance in the industrial development

\* Dept. of History, Vivekanand College (Autonomous), Kolhapur

and economy. It is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the growth of industrialization and mechanization, it has acquired added importance. A happy and contented work force is an asset for the industrial prosperity of any nation.<sup>1</sup> Labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the preservation of employee health and attitudes. In other words, it contributes to the maintenance of employee morale. The welfare services in an industry is to improve the living and working conditions of workers and their families because the workers well-being cannot be achieved in isolation of his family<sup>2</sup> Labour welfare, though it has been proved to contribute to efficiency in production, is expensive. Each employer depending on his priorities gives varying degrees of importance to labour welfare. It is because the government is not sure that all employers are progressive minded and will provide basic welfare measures that it introduces statutory legislation from time to time to bring about some measure of uniformity in the basic amenities available to industrial workers. "Obviously, there is some creation and stimulation in the maintenance function just as there is some maintenance in all other

operative personnel functions. But the primary emphasis in employee service programme has been on maintaining an employee's favorable attitude towards his work and work environment"<sup>3</sup>

Today, welfare has been generally accepted by employers. The state only intervenes to "widen the area of applicability"<sup>4</sup>. The Committee on Labour Welfare (CLW), formed in 1969 to review the labour welfare scheme, described it as social security measures that contribute to improve the conditions under which workers are employed in India. Vaid considers it as an "expression of the assumption by industry of its responsibility for its employees".<sup>5</sup> Though industrial workers are generally better paid, their conditions of work, and often poorer living conditions necessitate more than minimum amenities, and hence most statutory legislations apply to them.

In a resolution in 1947, the ILO defined labour welfare as "such services, facilities and amenities as adequate canteens, rest and recreation facilities, arrangements for travel to and from work, and for the accommodation of workers employed at a distance from their houses, and such other services, amenities and facilities as contribute to improve the conditions under which workers are employed".<sup>6</sup>

The welfare measures influence the sentiment of the workers and contribute to the maintenance of industrial peace.<sup>7</sup> Labour welfare is thus, one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries. Whatever improves conditions of work and life for the employee, whatever leads to the increasing adaptation of the worker to his task and whatever makes him well contented will lessen his desire or need to leave. One of the thrust areas in the personnel in future would be the creation of the type of organizational environment that will help to make work more satisfying.<sup>8</sup>

Welfare measures also serve to enhance an organization's image as a caring employer.<sup>9</sup> This image can be very useful to organizations in recruiting the workers.

Social advantage of labour welfare is by no means less important than economic ones. The provision of canteen, where balanced diet is available at subsidized rates, improves workers' health, entertainment tends to reduce the incidence of vices; medical aid and maternity benefits improve the health of workers and bring down the rates of general, maternal and infant mortality and

likewise educational facilities broaden their outlook and improve mental health.

The welfare measures have more relevance in the context of the poor standard of living of the Indian working class. It is, therefore, one major aspect of national programmes towards the promotion of the welfare of the people and is as such designed to create a life and work environment of decent comfort for working class. As stated already, the directive principles of state policy in our constitution have very significantly highlighted the need for securing just and humane conditions of work for this vital segment of the community.

#### **CLASSIFICATION OF LABOUR WELFARE WORK:**

The classification of labour welfare is based on dividing industrial welfare measures into three categories.

1. Statutory
2. Voluntary
3. Mutual

Statutory welfare is the product of the coercive power of the government. Statutory stipulations compel employers to implement welfare schemes. The government enacts rules in regard to labour welfare in order to enforce the minimum standard of health and safety of

the workers. Employers have to observe the rules relating to working conditions, hours of work, hygiene, safety, light, ventilation, sanitation etc. Government has increased the statutory control of labour welfare.

Voluntary welfare includes all those activities which employers undertake for their workers on a voluntary basis. There are some social organizations, which also undertake voluntary welfare work. Mutual welfare is undertaken by the workers themselves. Some trade unions also undertake the responsibility of workers welfare. Labour welfare is also classified under intra-mural activities, and extra-mural activities. The former include services provided inside the factory premises, and the latter include services and amenities outside the factory.

#### **PRINCIPLES OF EMPLOYEE WELFARE SERVICE:**

Following are generally given as the principles to be followed in setting up a employee welfare service:

The service should satisfy real needs of the workers. This means that the manager must first determine what the employee's real needs are with the active participation of workers.

The service should be handled by

cafeteria approach. Due to the difference in Sex, age, marital status, number of children, type of job and the income level of employees there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualizes the benefit system though it may be difficult to operate and administer.

The employer should not assume a benevolent posture.

The cost of the service should be calculated and its financing established on a sound basis.

There should be periodical assessment or evaluation of the service and necessary timely on the basis of feedback.

#### **LABOUR WELFARE FACILITIES:**

##### **1. Sanitary and Hygiene facilities**

The maintenance of a clean, sanitary and hygiene work environment is now accepted as an important basic welfare amenity. These include toilets and water for drinking and washing. The factories Act requires that every factory must be kept clean and free from effective flowing from any drain or privy; that a sufficient supply of wholesome drinking water must be made available at suitable and convenient points; that separate latrine and

urinals for male and female workers must be provided; that spittoons must be kept in convenient places in clean and hygienic conditions, and that adequate, suitable, clean, conveniently accessible and separately screened washing facilities must be provided for male and female workers.

### 2. Rest Facility

This amenity provides a prescribed number of seats on the shop floor and rest rooms or shelters. This facility helps to reduce fatigue, as it enables a worker to sit down occasionally without any break in his work and contribute to his comfort and efficiency. The factories Act provides that, for the purpose of rest, suitable sitting arrangements have to be made and maintained for all workers who are obliged to work standing and rest rooms and lunch rooms in a factory with more than 150 workers.

### 3. Feeding Facility

Mess rooms are an elementary feeding facility, where with a few chairs, and tables and in some cases lockers, workers can sit and eat in comfort, the food they have brought from home. Presently, greater and increasing importance is attached to the provision of industrial canteens all over the world. The construction of canteens is

compulsory as per the Factories Act (1948), the Mines Act (1952), Motor Transport Workers Act (1961) and the Plantation Labour Act (1951).

### 4. Medical Facilities

Health care for workers will help to reduce the incidence of sickness and, absenteeism among them and increase productivity. The importance of industrial health care in general has also been emphasized by the international labour organization. In 1931, the Royal Commission on Labour and the Labour Investigation Committee (1946) underlined the necessity for providing basic health and welfare amenities.

The importance of industrial health service is greater in India than elsewhere because of the adverse effects of unhealthy work environment in many factories and also due to the incidence of tropical diseases, long hours of work, low wages causing malnutrition and poor stamina; illness of workers due to ignorance and poverty and urban conditions of life which do not agree with migrant workers.<sup>10</sup> These services include health and medical facilities inside and outside the workers place of work, intra-mural health amenities cover first aid, ambulance rooms, industrial hygiene, occupational health, and emergency

medical care in case of accidents or sudden illness inside factory premises.

The ILO, in its conventions and recommendations, has laid down standards, which have had a contributory effect on legislation in India.<sup>11</sup> The factories act ( 1948) contains statutory provision for the maintenance of first aid kit for all factories and ambulance room obligatory for those employing 500 or more workers. Further, statutory medical facilities were provided under the Employees State Insurance Act, (1948). This Act extends the following benefits to industrial workers (i) maternity benefits (ii) disablement benefits (iii) dependents benefits (iv) sickness benefits and (v) medical benefits.

Medical care and cash benefits are provided to workers for such reasons as sickness, maternity and disablement and death or injury due to employment. The families of workers are also covered to some extent under this Act.

### 5. Occupational Health Services

These are essentially preventive schemes very common in the industrially advanced western countries and are gaining in importance and recognition in large sized undertakings in India. One of the main functions of these health services is to protect workers against the health

hazards arising out of the nature of their work or the work environment. The service includes carrying out of periodical medical checks of certain categories of workers to detect early signs of ill-health and prevent the outbreak of serious health complaints. Section 87 of the Factories Act refers to dangerous occupations and states that the state government is empowered to make rules in respect of any or all classes of factories in which any operation exposes persons to serious risks of bodily, injury, poisoning or disease.

### 6. Family Planning

Tremendous growth in population has increased the strength of the labour force and created a number of economic problems, including the problem of unemployment and industrial unrest. A great deal of attention has, therefore, been paid to family planning programmes for industrial workers. The ILO Resolution of 1947 has included family planning as an integral part of labour welfare. The importance of this programme at international level was brought out by the international labour conference at its Geneva session in 1966.

### 7. Creche

The Factories Act lays down that in any factory with more than 50 women

workers; a creche should be provided and maintained for children less than six years in a clean and sanitary condition. The Act states that the creche should be under the care of women trained in child care and should have adequate accommodation, lighting and ventilation. The state government is empowered to make rules in respect of standards, equipment and facilities.

### 8. Housing

Housing is an integral part of worker's welfare. Recommendation of the ILO states that housing should be a matter of national policy. Both the Industrial Commission (1918) and the Royal Commission (1913) realized the importance and necessity of improving housing conditions of industrial workers and made recommendations for the purpose.

### 9. Transport Facilities

Transport facilities to and from the place of work are given to workers as one of the desirable welfare amenities. This facility is gaining in popularity because of growing urbanization, location of industries, transport loads and traffic congestion. The main purpose of this amenity is to enable workers reach their place of work without undue delay or fatigue.

### 10. Recreational & Cultural Facilities

Recreation is a leisure time activity which is a healthy diversion and a spare-time occupation. It refreshes an individual mentally, lessens the monotony and drudgery of his every day work, and develops his personality on a wholesome basis.

### 11. Educational Facilities

Education facilities form another important welfare programme for industrial workers. Education would improve the quality of the labour force, for it would provide opportunities for a proper training for the acquisition of skills and techniques which are essential for workers in an industry and which will enable them to adjust themselves to their particular way of life, and to enable them to acquire broader values of life, personally, industrially and socially.

The need and importance of such educational facilities in India have been accepted and emphasized by various commissions and committees, such as Indian Industrial Commission (1958) the Royal Commission on Labour (1931), The National Commission on Labour (1966), The Malaviya Committee on Labour Welfare (1969) etc. Yet, there is no statutory obligation with regard to

education for worker's children in any industry except in plantations.

### **12. Co-operative and Saving Facilities**

In the context of spiraling prices and the rising cost of living, the importance of fair price shops and supply schemes cannot be overemphasized. Though these supply schemes and shops can be operated by the employer himself, it is the co-operative method which has been found to be desirable and has been recommended again and again by various committees and conventions. The co-operative credit societies also help the worker to save for unforeseen domestic crises.

### **13. Personnel Counseling**

By means of this service workers are able to receive advice and counsel on some of the personnel and sometimes also on personal problems inside and outside their place of work. A trained social worker is usually appointed for this purpose. Counseling helps a workers to overcome his anxiety and troubles.

### **14. Distress Relief and Cash Benefits**

There are many non-statutory welfare amenities available to industrial workers, depending on the importance the

employer attaches to these benefits. One is an ex-gratis payment called Distress Relief and cash benefits paid in case of death, injury, sickness, marriage or as a felicitation grant. It is a gift made by the employer to his workers. The C.L.W. has recommended that workers and employers should work out a mutually acceptable formula for such benefits and that State Labour Welfare Board should earmark a portion of their fund to help small-scale units.

#### **Recent Trends:**

While most employers offer a variety of benefits to employees, employees very rarely have any choice in the benefits they receive. Employee benefits are generally selected for employees by management. One study found that union representatives did not have a good idea of the benefits desired by their constituents"<sup>14</sup> Another study found that when given the opportunity, 80 percent of the respondents were in favour of changes in their benefits packages.

In the lights of the above findings the recent "cafeteria style" approach to benefit represents a major step in the evolution of employee benefits based on age, sex, number of children family status, life style and preferences. Under this system, each employee is allowed to

select on individual combination of benefits within some over all limits. There are two important advantages to a cafeteria style approach. First, it allows employees to have the benefits, they need and desire most, second, by their active involvement in benefits selection, employees become more aware of the benefits they have and of their cost. But at times and in appropriate benefit package may be chosen by employees.

A labour welfare service is an important personnel function in a business. The earlier view of considering labour as nothing more than a factor of production had changed over the years and now welfare for the employees holds a place of importance in the minds of every employer.

### CONCLUSIONS:

The effective utilization of other factors of production depends on the efficiency of human factor. The worker spends more than a quarter of his life in his working place. Therefore the workers has every right to demand that the condition under which he works should be reasonable and provides proper safeguards for life and health. The amount of dedication, quality of work, commitment to the organization, morale etc. are all determined by the type and

amount of welfare a worker receives.

In conclusion we may say that Safety and Welfare is the main concern for the employees in textile industry. Its focus is on employee safety and it can provide for higher morale and productivity in the workplace. This is due to the perception that the industry truly cares about the health and well-being of its employees, thus creating a sense of pride for the industry. Increased productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide. In contrast to measuring productivity as it relates to safety, the indirect costs of employee injuries are much more measurable.

### REFERENCES:

1. N. K Joshi (1968), "Labour welfare - concept, meaning and scope", *Indian Labour Journal*, V. 9 (10) October, page no- 280.
2. The Committee on Labour Welfare (1969) Constituted by the Government of India vide their resolution No. Lwl (1) 30 (3) 165 of August 5, 1966 issued by the Ministry of Labour, Employment and

Rehabilitation (Department of Labour and Employment), page no-5

3. Flippo (1984), *Principles of Personnel Management*, New Delhi, MC Graw-Hill Book Company, page no- 133.

4. Government of India (1969), *Report of the Committee on Labour Welfare*, "Concept and scope of labour welfare", Ministry of Labour, Employment and Rehabilitation, New Delhi, page no- 5.

5. K.N. Vaid (1970), *Labour Welfare in India*, Shri Ram Centre for Industrial Relations, New Delhi, page no-27.

6. Quoted from the ILO Resolution of 1947, as in the *Report of the Committee on labour Welfare*, op cit. page no-8.

7. C. B. Mamoria, Mamoria Satish (1980), *Labour Welfare Social Security and Industrial Peace in India*, New Delhi, Kittab Mahal Distributors, page no-4.

8. A. Gani (1991), *Personnel Challenges by 200 A.D.*, *Indian Management*, Vol. 30 No 1., page no-37.

9. Stone H. Thomas (1990), *Understanding Personnel Management*, New York, page no-397.

10. Punekar S.D. Deodhar S.B. and Sankaran Saraswathi (1981), *Labour Welfare Trade Union and Industrial Relations*. Bombay: Himalaya Publishing House, page no-81.

11. Committee on Labour Welfare, op.cit. Chapter 1 1 page no-5.

12. International Labour Office "Introduction to Social Security", Geneva 1984, page no-3

\* \* \*

## A STUDY ON THE STUDENTS' AWARENESS OF THE TERM 'COLLOCATION'

*Archana Bhupal Nandagave \**

### **ABSTRACT :**

For the effective use of English language the knowledge of collocation is essential. The students who study English as the third language are likely to know less about this term. So, the present research study was undertaken to find out the awareness of this term among the last year undergraduate students of special English from Ichalkaranji city. Exercise sheets including objective type questions based on the highly frequent 57 V+N collocations in English were given to the students. On analyzing the data, it was found that students' performance was better.

**Keywords :** Collocation, Students, Special English, V+N Collocations.

### **INTRODUCTION :**

India is a multi-lingual country. Every state has its own regional language. In these states, three language formulas are proposed for education system. Here, the first language is the regional language (L1), second language is the national language that is Hindi (L2) and English, the world language is taught as the third language (L3). In this fast moving world knowledge of English is a must. To make the effective use of English having vocabulary and knowing sentence patterns is not enough, but knowledge of the terms like Collocation is very essential. But students studying English as the third

language are likely to know less about this term. So, the present research work was undertaken in which the students of B.A. III special English from Ichalkaranji city were selected to find out the awareness of the term collocation, V + N Collocation in particular.

### **PROCEDURE AND FINDINGS :**

In the beginning, it becomes necessary to know what is collocation. Collocation is an important term in English grammar. It can be defined as 'Collocation is the way words combine in a language to produce natural sounding speech and writing.' We can generally

\* M.A., M.Phil., SET. archana.nandagave@yahoo.com

say that Collocation means a habitual association between particular words which sounds 'right' to the native English speakers.

Harold Palmer, the linguist firstly worked on Collocation. Then the British linguist J.R. Firth who is known as the 'Father of Collocation' gave his valuable contribution.

There are many types of collocations. They are as following:

1. Adjective + Noun
2. Quantifier + Noun
3. Verb + Noun
4. Noun + Verb
5. Noun + Noun
6. Preposition + Noun
7. Noun + Preposition
8. Adverb + Verb

The selected students of B.A III special English were from rural and semi-rural areas. For the present study 57 highly frequent V + N Collocations were selected. Objective type questions like tables, matching, fill in the blanks, pairs etc. based on these collocations were included in the exercise sheet. Data was collected from three colleges of the city. Additional information like name of the schools and colleges, medium of

instruction, mother tongue, education of family members etc. was taken from the students. This information helped to find out their sociological and educational family background.

The collected data was analyzed. With the help of 'Oxford Collocations Dictionary' collocations formed by students were checked. On analyzing the data researcher found that the students' awareness of Collocations was better. Students who were regular in the college and had sound financial and educational family background performed better. Among 57 V + N Collocations selected for the study, 30 Collocations were found as the 'Active Collocations' on the other hand, 27 collocations were found as the 'Passive Collocations'. Researcher also found the influence of Marathi over the students' formation of the collocations. The researcher observed that students from semi-rural area have performed better than those from the rural area.

Some students performed well even though they didn't have favourable background. It can be due to their ambitious and studious nature.

### CONCLUSIONS:

In this study it is found that deliberate introduction and more serious teaching of this concept is necessary. In the end,

this study suggested the following topics for further research –

Other types of Collocations such as Noun + Verb, Adverb + Adjective, Adverb + Verb, Quantifier + Noun, Noun + Preposition etc. can be chosen for the further research

#### BIBLIOGRAPHY:

*Oxford Collocations Dictionary*

*Oxford Advanced Learner's Dictionary*

*Collins Co-build Dictionary*

Cowie, A.P., Mackin, R., and Mc Caig, I.R. 1993. *Oxford Dictionary of Current Idiomatic English*, 2 vols., 2nd ed., Oxford : Oxford University Press

Bahri, Hardev.1985. *Definitional Dictionary of Linguistic Terms*. New Delhi : National Publishing House

Sinclair, J.M. 1991. *Corpus, Concordance, Collocation*, Oxford: Oxford University Press.

Firth, J.R. 1968. *A Synopsis of Linguistic Theory 1930-1955*. In : Palmer (ed) Selected papers of J.R.Firth 1952-59, Longman, Harlow

Milkov, Nikolay. 2001. 'Logico – Linguistic Moleculism :Towards an Ontology of Collocations and Other Language Patterns'. In : K.Simov and A.Kiryakov (eds)

Babar, Ashok.1996. Study of Adj – Noun Collocations in Indian English. An unpublished thesis, Shivaji University, Kolhapur.

\* \* \*

## **GAP BETWEEN COMMERCE EDUCATION SYSTEMS AND COMMERCE PROFESSION**

*Mr. P. A. Patil, \**

### **ABSTRACT :**

Today commerce students face the problem of unemployment and low grade jobs. They are also the incompetent & unskillful to current jobs. Main blunder in curriculum is that absence of practical & qualitative knowledge. Antiquated syllabus and incomprehensive assessment have their limitations. Current needs of business, professional & employment sector are not analogous with commerce curriculum. Application of modern teaching methods, emphasis on practical knowledge, periodical assessment and updating of syllabus are the suggestions to overcome this problem.

**Keywords :** Discrepancy of proficiency / competence, Qualitative and practical knowledge, Need of specific training, Comprehensive assessment method, Updated syllabus.

### **INTRODUCTION:**

Education is very vital aspect of human life. Every human learns from his birth to his last moment. Formal and informal are the two types of education. Informal education does not require any school, teacher or any type of tuitions. Formal educations get through school, college, universities etc. For the human's in social and economic development points of view formal & informal are essential.

Today commerce is the very dynamic

& substance branch of education. Mass of students was allowing preference to commerce field, because of its scope. Commerce students have ample opportunities' in their carrier. The employment unemployment survey of National sample survey office has reported low & stable rates of unemployment over more than three decades. (Press trust of India 2017)

A number of personal skills known as soft skill become essential for enhancing employability. In the era

\* M.Com, M.B.A., SET, B.Ed., G A. College of Commerce, Sangli prasad1008581@yahoo.com

globalization, skill development gains

significance. Today employers prefer to trainable persons having basic transferable skills.

It is pertinent to note that most of the graduates are frustrated & feel that certificates issued after graduation not offer employable skills. Right type of imparting skills is a big question mark & that needs to be analyzed in right perspective. (Rao 2015)

#### **CURRENT STATE OF AFFAIRS: ISSUES & CHALLENGES:**

Scholarship, innovation & creativity are the keywords of university's master plan. It is the paradox of India's poverty, increasing population & the inability of public & private sector to provide for human well being, and nation's commitment to a global agenda. Trained & skilled human resources educate nation in the near future.

Education is the most important element for growth & prosperity of a nation. India is in the process of transforming itself into a developed nation in near future. Yet, we have more than 350 million people who need literacy & many more that have to acquire employable skill to suit the emerging needs of modern India as well as to globe.

Here is a picture of the current state of India's higher education domain. There are issues of poor quality graduates, lack of skill employability with only 10% of graduates are directly employable. Quality of education delivered in most institutions of global repute delivering quality education. Such as IIM & IIT's we do not have enough of them. There are very narrow ranges of course option offered. Education is a seller's market; there is lack of real competition, no incentive to provide quality education.

Is there lack of attractiveness in teaching as a profession? There is clearly a shortage of trained educators. Teaching is not an attractive profession; it's a last choice in terms of career. In fact, at many institutions fresh graduates are employed to teach, leading to poor quality of classroom instruction.

The present situation is that industry having to invest a lot of resources in training new hires, even after expending a lot on trainees a large portion of the trainees are not found suitable for the intended jobs. (The Forces of Changes in Higher Education – M Manoharan, University News Dec. 2017)

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

- 1) To know about the job related problems of commerce student.

- 2) To recognizes in defaults of commerce curriculum/ syllabus.
- 3) To study about the needs of corporate/ business sectors.
- 4) To study about the future challenges in commerce education sector.
- 5) To know about the practical situation of commerce fields.
- 6) To find out the reasons of unproductive commerce education.

### **IMPORTANCE OF THE STUDY :**

Today majority of students are completing in their academic carrier in commerce field. But after completing education (Graduation, P.G, etc) they have to face some problems like seeking appropriate jobs in their field and also in their business/ professional sector. They do hard work but cannot fulfill their aim or dreams. So I think that to study their problems and reasons behind those problems and to make suggestions in these problems.

### **LIMITATIONS OF THE STUDY:**

- 1) This study is limited to only carriers of commerce student.
- 2) Here student's proficiency & incompetence related problems are considered.

- 3) Here student's social, economical problems are not considered.
- 4) In this study only defaults in curriculum are focused.

### **PROBLEMS OF THE STUDENT :**

#### **1) Unemployment –**

Most of the commerce students do not get jobs due to discrepancy of their skill and competency. For e.g. some I.T companies in their management, financial & marketing dept. employees are required with specific skills.

#### **2) Sub -standard jobs –**

Commerce students do not get jobs as per their qualification. For e.g. majority of M.Com, M.B.A., C.S., qualified students apply for clerical, peon jobs.

#### **3) Lack of information –**

Most of the students have not access to information about new courses, new fields, for e.g. various jobs in I.T. companies, corporate sector, event management business etc.

#### **4) Lower level confidence –**

Students have full capacity, potential but due absence of confidence they did not achieve their goal. Students fear in speaking English and to acquire new knowledge & information.

**5) Impoverished of skills –**

Commerce student has not specific skills required in recent business modules, professional & employment sectors like communication skill, recent banking software's, modern management skills, financial management skills etc.,

**DEFAULTS IN COMMERCE CURRICULUM:**

**Antiquated syllabus –**

This is the major obstacle in carrier development of commerce student. An Indian universities curriculum is far backward compare to foreign universities. Due to this outdated syllabus there is a discrepancy between new needs and actual learning.

**Incomprehensive Exam method –**

Most Indian universities evaluation is based on theoretical method. There will be requirement of drastic changes. There should be a continuous & comprehensive evaluation system need to be developed.

**Omission of practical knowledge –**

In any business, trade, profession, corporate sector there is requirement of practical knowledge. But in our syllabus / curriculum there is absence of practical knowledge. For e.g. most commerce student cannot make banking transaction.

**Absence of qualitative knowledge –**

In most of the universities curriculum is based on quantitative knowledge. There is absence of quality knowledge. There are many universities & higher education institutes, every year majority students are graduated but there were not quality education among them.

**Not relevant to present situation –**

As per the present situation of business, profession & employment sector this curriculum is not relevant. For e.g. in share market, financial, marketing & taxation sector's actual situation is totally different from what

commerce student have his theoretical knowledge through inadequate evaluation system.

**DEMANDS OF BUSINESS/ PROFESSIONAL/EMPLOYMENT SECTOR:**

**1) Banking sector –****a) Knowledge of banking software –**

As per the need of modern banking sector, banks require different software's for operating their various transactions.

**b) Computer typing –**

To be an employee bank requires Marathi & English typing skill. Speed &

accuracy are the requirement in typing skill.

**c) Applied knowledge of e-banking –**

Today in banking sector there is need of knowledge in on line banking,

R.T.G.S, N.E.F.T, debit card & online payments etc.

**d) Customer relation skill –**

Today's banking sector has cut throat competition; every bank requires customer relations especially management level needs to be fast and friendly services to the customers.

**e) Human resource management skill–**

Especially on management level people require human handling skills in banking sectors various group leaders require personnel management skill for proper handling of people.

**2) Business sector:**

**a) Recognition about business law–**

Today businessman requires knowing various business laws. There is introduction of new laws and amendments of old ones. So businessman should know recent changes in laws.

**b) Govt. policies, rules & regulations–**

Today govt. constantly changes

trade, industry & commerce policies, rules & regulations. So the student should know these recent changes.

**c) Orientation about taxation –**

Today govt. hike awareness about taxation in public. They made a radical change in taxation policy. Today taxation field is undergoing the biggest reforms in the form G.S.T a unified tax system for whole nation.

So commerce student should know about taxation and its practical knowledge.

**d) Practical knowledge –**

Business, trade & industry sector require practical knowledge. Without practical knowledge business cannot run. So the business sector demanded to practical knowledge.

**e) Corporate sector –**

**i. Communication skill –**

Today's corporate sector requires communication skills. Knowledge representation is essential. It is possible through communication. When communication skill will be developed then it should be effective and persuasive.

**ii. Professional attitude -**

At present with this cut throat

competition every employee has required a professional attitude. Employee requires recent knowledge, hardworking attitude & good communication skill.

### iii. Specific skill –

Corporate sector require specific skill as per their field like construction, financial, marketing, I.T. & event management etc. So the business/ professional sector are expected to student about concerned skill.

## CONCLUSION :

So today commerce student has to face many carrier oriented problems. Student's does not get job as per their knowledge / skills. A default in curriculum is one of the major reasons behind this problem. Most of the Indian Universities / Education Institutes have not constantly upgraded their syllabus as per the current scenario. Present Education system is to failure, for the development of business/ corporate sector.

## SUGGESTIONS:

### 1) Constant improvement in syllabus-

Universities should change their curriculum/ syllabus periodically. Syllabus should be change as per the current trends, recent concepts & innovative ideas. It should be change periodically

as per the suggestions of experts & demands of business or professional sector.

### 2) Collaboration of universities & business sector –

The universities and local business association like chamber of commerce, Industrial forum, FICCI; Trade Association should have collaboration in preparing syllabus. Because business sector has an idea about real fact of its current condition (needs).

### 3) Comprehensive assessment method –

The universities, various education boards should make drastic changes in assessment system. They should apply seminars, oral interviews, group discussion, business games etc. Through this method actual assessment will be possible and student's competency level will be enriched.

### 4) Highlight on practical knowledge–

Today in education sector practical knowledge is essential especially in commerce fields. Specifically in business, service & professional sector. Through field visit, internship program, workshop, seminars etc. students can get practical knowledge.

### 5) Inclusion of recent trends –

When universities prepare syllabus they should consider recent trends in commerce & management. Because at present syllabus of many subjects are outdated for e.g. management, international business, secretarial practice & share market etc.

### 6) Appliance of recent teaching methods should be as follows –

- \* Group discussion
- \* Field visit

- \* Business games
- \* Advance H.R. skill methods
- \* Advance marketing skill developing methods
- \* Advance management skill developing methods

### REFERENCES:

The Forces of change in higher Education (M. Manoharan) University News December 18-24, 2017. ISSN-0566-2257. \* \* \*

## विनम्र आवाहन

मा. प्राचार्य,  
प्राध्यापक, संशोधक विद्यार्थी यांना विनम्र आवाहन,

विवेकानन्द कॉलेज (स्वायत), कोल्हापूर हे महाराष्ट्रातील 'A' मानांकन असलेले एक अग्रगण्य प्रयोगशील महाविद्यालय आहे हे आपण जाणताच. या महाविद्यालयाची 'Vivek Research Journal' ही संशोधनपर पत्रिका गेली चार वर्षे सातत्याने दोन सत्रात प्रसिद्ध केली जाते. या संशोधनपर पत्रिकेसाठी Peer Review Committee नेमलेली असून तिच्याद्वारे दर्जेदार असे शोधनिवंध प्रसिद्ध करण्याचे कार्य केले जाते. संशोधन क्षेत्रातील एक दर्जेदार व्यासपीठ या संशोधन पत्रिकेच्या माध्यमातून आम्ही आपणांस, संशोधक अभ्यासकांस उपलब्ध करून दिले आहे.

मा. प्राचार्यांना विनंती आहे की, त्यांनी आपले ग्रंथालयसाठी 'Vivek Research Journal' पत्रिकेची नोंदणी फी भरून विद्यार्थ्यांमध्ये संशोधनाची आवड निर्माण होणेसाठी सोय उपलब्ध करून द्यावी ही अपेक्षा. वार्षिक वर्गाणी केवळ रु. २५०/- वैयक्तिक व संस्थेसाठी रु. ४००/- इतकी आहे. तर त्रैवार्षिक वर्गाणी रु. ६००/- व्यक्तिगत व संस्थेसाठी रु. ११००/- इतकी आहे.

आपणां सर्वांस विनंती आहे की, आप्णा व आपले महाविद्यालयातील प्राध्यापक यांनी 'विवेक संशोधन पत्रिके' ची रितसर नोंदणी फी भरून सभासद कावे व आर्थिक पाठ्बळ देऊन संशोधन पत्रिका प्रसिद्ध करणेसाठी सहकार्य करावे.

डॉ. पी. ए. पाटील  
संपादक

## CHALLENGES BEFORE DIGITAL INDIA

*Mr Sunny. S Kale \**

*Mrs. Varsha Pawar \*\**

### **ABSTRACT :**

**Digital India** programme is initiated by the new government. An effort has been made to transform India into a digitally empowered society and knowledge economy. This research paper is based on secondary data. In this research paper researchers tried to know the challenges before implementation of this programme as well as suggest some solution to the challenges.

**Keywords :** Common Service Centers, Hotspot, Cyber crime.

### **Introduction:**

The 'Digital India' programme targets to make government services available to people digitally and enjoy the benefit of the newest information and technological innovations. It is a programme to prepare India for a knowledge future. The motive behind the concept is to connect rural areas with high speed internet network and improving digital literacy. Digital India is a programme to transform India into a digitally empowered society and knowledge economy. It was launched on 2 July 2015 to ensure that government services are made available to citizens electronically by improving online

infrastructure and by increasing internet connectivity. The emphasis of Digital India campaign is on creating jobs and skill enhancement in the Broadband Highways, e-Governance, and Electronic delivery of services, Universal access to Mobile Connectivity, Electronics Manufacturing, and Information for All etc. The campaign's aim is to resolve the problems of connectivity and therefore help us to connect with each other and also to share information on issues and concerns faced by us. It aspires to transform India into a digitally empowered society and knowledge economy through infrastructural reforms such as high-speed internet in all gram panchayats, lifelong digital identification for citizens, mobile

\* Assistant Professor Vivekanand College (Autonomous), Kolhapur. Email: sunnyskale@gmail.com

\*\* Associate Professor, Vivekanand College (Autonomous), Kolhapur. shindevarsha12@rediffmail.com

banking for all, easy access to Common Service Centres (CSC), shareable private spaces on an easily accessible public Cloud and cyber-security.

**Research Methodology:** The paper is based on the secondary data and the information is retrieved from the internet and through journals, research papers and expert opinions on the same subject matter.

#### **Objective Of The Paper:**

1. To find out the challenges before implementation of this programme.
2. To find out solutions and innovative ideas to accomplish the vision of a digital India.

#### **Challenges:**

Following are the challenges before digital india

**1. Digital Illiteracy :** Low digital literacy is key obstacle in the implementation of technologies . According to ASSOCHAM-Deloitte report on Digital India,November,2016, around 950million Indians are still not on internet

**2. Creating An Awareness :** Making Digital India scheme known and creating an awareness among common masses about its benefits is also a challenge.

**3. Connectivity :** It is a gigantic task to have connectivity with each and every village , town and city. Connecting Gram Panchayats through Optical Fibre is not an easy task. The biggest challenge is ensuring that each panchayat point of broad band is fixed up and maintain.

**4. Speed Of Internet:** A high speed of internet is a key aspect to facilitate online delivery of various services . India has low internet speed. According to third quarter 2016 Akamai report on internet speed ,India is at the 105th position in the world in average internet speed. This rank is the lowest in entire Asia Pacific region

**5. Policy:** According to ASSOCHAM- Deloitte report , the issue pertaining to taxation and regulatory guidelines have proved to road block in realizing the vision of Digital India. Some of the common policy hurdles include lack of clarity in FDI policies have impacted the growth of ecommerce.

**6. Infrastructure:** The biggest challenge faced by Digital India programme is slow and delayed infrastructure development. India's digital infrastructure is comprehensively inadequate to handle growing increase in digital transactions. India needs over 80 lakh hotspots as against the availability

of about 31000 hotspot at present to reach global level, according to ASSOCHAM-Deloitte report.

**7. Investment:** The private participation in government projects in India is poor because of long and complex regulatory processes.

**8. Digital Divide :** There is a wide digital divide between urban and rural India. Till now funds have not been deployed effectively to meet the cost of infrastructure creation in rural areas.

**9. Local Languages:** India has 1600 languages and dialects. Non availability of digital services in local languages is a great barrier in digital literacy.

**10. Cybercrime And Breach Of Privacy:** Fear of cybercrime and breach of privacy has been deterrent in adoption of digital technologies. India do not have requisite skills to inspect these for hidden threats. India have no top level experts for these high end jobs at present.

**11. Redress Mechanism :** No separate entity for consumer redress under the program.

#### Suggestions:

Digital India campaign can't be successful on its own. Policy changes are needed to make digital India a reality.

Few of the suggestions are –

1. Digital literacy is first step in empowering citizens. People should know how to secure their online data.

2. To make this programme successful, a massive awareness programme has to be conducted. There is pressing need to educate and inform the citizens, especially in rural and remote areas,

3. Digital divide needs to be addressed.

4. Manufacturing content is not government's strength. This mission needs content and service partnerships with telecom companies and other firms.

5. Private sector should be encouraged for development of infrastructure in rural and remote areas. To encourage private sector, there must be favorable taxation policies ,quicker clearance of projects.

6. The success of digital India project depends upon maximum connectivity with minimum cyber security risks. For this we need a strong anti cyber crime team which maintains the database and protects it round the clock.

7. There is need for effective participation of various departments and demanding commitment and efforts.

Various policies in different areas should support this goal.

8. A few new programs may be needed-particularly in electronics manufacturing and skill development.

9. Have a dedicated training institute in each state under DIP, to help in augmenting the digital literacy and awareness level.

10. Inspire the youth for making effective DIP.

11. Government should conduct the seminars to aware people about the digital services.

12. To advertise the policies of DIP on Books, pen, TV, newspapers etc. so that people could aware about the eservices.

13. Mandate a lecture about Digital India in every educational institute to enhance the policies of DIP.

14. launch a help-line number of DIP so that people can tell the problems relating to e-services.

### Conclusions:

The goal of Digital India is far away this mission is facing serious challenges in implementation. However, digital India programme is facing some barriers, it has a great impact on India to make the best

future of every citizen. We Indians and others should work together to shape the knowledge economy. More employment prospects will open for the youth that will boost the nation's economy. we all should be mentally prepared for the change and be ready to face the challenges in implementing this policy, only then it would be possible to make this vision a reality.

### References:

- Digital India. Unlocking the trillion Dollar Opportunity: ASSOCHAM – Deloitte report, November 2016. Retrieved from [www.assocham.org](http://www.assocham.org).
- Dr. Priyadarshini padhi : Digital India: Issues And Challenges , Vol. 7, Issue 5, May - 2017, pp.44~49 ISSN(o): 2231-4334 ISSN(p): 2349-6517
- Mehek Gulati Digital India: Challenges & Opportunities,ISSN (P): 2348-0513, ISSN (E): 2454-471X Vol. 4, Issue 10, Oct 2016, 1-4
- Seema Dua , Digital India: Opportunities & Challenges [www.akamai.com](http://www.akamai.com)
- [www.digitalindia.gov.in](http://www.digitalindia.gov.in)
- <http://www.nextgenias.com/2015/09/essay-on-digital-india-programme-for-upsc-ias-preparation->

\* \* \*

# VIVEK RESEARCH JOURNAL

**VIVEK RESEARCH JOURNAL** is a multidisciplinary research journal, published biannually in English, Hindi & Marathi languages. All research papers submitted to the journal will be double - bind peer reviewed, refereed by the members of the review committee and editorial board. The articles recommended by the peer review committee shall only be published.

## Disciplines Covered :

- Arts, Humanities and Social Sciences
- Commerce/ Management / Accountancy / Finance / Business / Administration.
- Physical Education & Education
- Computer Application / Information Technology.
- Physics, Chemistry, Botany, Zoology, Microbiology, Agriculture, Biotechnology
- Library Science.
- Law.

## Guidelines for Contributors

- Articles submitted for the journal should be original research contributions and should not be under consideration for any other publication at the same time. A declaration is to be made by the author in the covering letter for that, along with full contact details with e-mail and mobile number .
- The desired length of the research paper should be of maximum 4000 words in English/Marathi/Hindi included with an abstract of not more than 75 to 100 words. At least 5 key words and bibliography must be provided for indexing and information retrieval services.
- All the manuscripts should be typed in a single space with 12 point font for English.& 14 point for Marathi & Hindi, on crown size paper with 1 inch margin on all sides.
- A hard copy of the Marathi/Hindi Articles in **ISM DVB\_TT Dhruv Font** or **Shree Lipi Devratna Font** & a hard copy of the English articles in Times New Roman font in Word format (MS Word) should be sent to the editor. Please sent the font in which you have typed the article in a soft copy. The contributors can e-mail their articles to **editorvivekresearch@gmail.com**
- Contributors should bear article review charges of Rs. 500/- which is not refundable. The charges may be sent by DD in favour of **Editor, Vivek Research Journal** Payable at kolhapur .

**SHRI SWAMI VIVEKANAND SHIKSHAN SANSTHA'S  
VIVEKANAND COLLEGE (AUTONOMOUS), KOLHAPUR**

NAAC Reaccredited : "A" (CGPA 3.24) on 19-01-16 (3rd Cycle)  
College with Potential for Excellence (Twice)  
"Star College" by D.B.T. Govt. of India

2130, E, Tarabai Park, Tal. Karveer, Dist. Kolhapur. 416 003

Phone : 0231 - 2654398 Fax : 0231 - 2658840

E-mail : - editorvivekresearchjournal@gmail.com website : [www.vivekanandcollege.org](http://www.vivekanandcollege.org)

