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CONTENTS

Consumer Buying Behaviour amidst Covid HARSH DWIVEDI SILKI KHANNA	1-14
Gynic Gender Gamble in Edith Wharton's <i>The House of Mirth</i> ANITA SINGH NARENDER	15-28
Quality of Sleep and Mood States as Predictors of Work Related Quality of Life among Sportspersons KULDEEP NARA	29-36
Impact of CSR Perspective on Indian Telecommunication Sector NIDHI GARG SHAKTI SINGH	37-50
An Evaluative Study of Computer Phobia among Senior Secondary School Teachers PAWAN KUMAR	51-74
Perception of Tribal Students toward their Education: An Analytical Study JAYANTA KUMAR BEHERA	75-87
Job Satisfaction Analysis: A Study of Haryana Roadways Employees ANITA SHAKTI SINGH	89-104
Customers' Perception of Motives and Barriers to Organic Food Products in Haryana ANKIT HARSHDEEP CHHIKARA	105-116
Role of Public Policies in Employment Generation in Backward Districts: An Evaluative Study of MGNREGA Implementation in Nuh District of Haryana DEEPAK MODA	117-130
An Eco-critical Perspective of Indian Children's Literature in English NEHA NAGPAL	131-140
Crimes Against Women in Haryana: A Geographical Study SACHIN KUMAR	141-156

Consumer Buying Behaviour Amidst Covid

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Abstract

The COVID-19 outbreak hampers individuals' attitudes therefore damages consumer enterprises. This research examined the relation between COVID-19's "perceived severity" and post-pandemic "consumption willingness". In this study, path modeling, a "variance-based structural equation modeling (SEM)" methodology extensively used in professional and economic disciplines, has been used. It's a statistical modeling choice for new research and innovation for its potential to reach composites & determinants. The purpose of this research is to examine into spontaneous buying. According to the observations, evaluating the facts of SEM report & evaluating the level of "perceived severity" of COVID-19 may alter people's post-pandemic dietary patterns.

Keywords: Consumer Buying Behaviour, Covid 19 Pandemic, Structure Equation Modeling, Impact on Sales

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I. Introduction

Nobody could have envisioned that the past decade of twenty-first century would commence with a universal massive pandemic. However these efforts prevented the virus's growth, community, particularly consumer firms, suffered a significant cost. The outbreak badly damaged India's consumer market during first quarter of 2020, producing a COVID-19-like disaster. Throughout this article, the researcher employs a general "structural equation model". This method has the advantage of being responsive towards the effects of a COVID crisis on sales & changes (Nusaka, 2020).

According to a poll of roughly 3700 customers from nine industrialized nations, the pandemic has impacted internet buying habits (Khan & Kabul, 2021). Consumer confidence in India's economic recovery has gradually increased since mid-April. This indicates that India is more hopeful about its economic recovery than the rest of the globe. Panic purchasing was at an all-time high during the epidemic. People began purchasing in increased numbers, frequency, and volume as a result of their worry (Ekici & Watson, 2022). During the countrywide lockdown, individuals were confined indoors. When internet shopping was halted owing to the countrywide shutdown, local stores gained markets and benefited their consumers.(Sharma et al., 2021) Consumer purchasing is characterized by spur-of-the-moment judgments affected mostly by the store's atmosphere and the customer's mood at the time of purchase. It performed research on the effect of the entire environment on consumer purchasing behaviour throughout the pandemic period, as well as the moderating function of demographic variables.

The present research aims to create and test structural equation modelling (SEM) of consumer purchasing behaviour in the context of the entire environment. The information was gathered using a questionnaire, and the following stage was data analysis and interpretation (Sandeep Kumar et al., 2020). For data analysis, "structural equation modelling (SEM)" was utilized, as well as descriptive statistics for the sample and variables.

As a result, hypothesis established as well as evidence gathered thru the deployment of "structural equation model (SEM)" in this study would help entrepreneurs realize the effects on sales & consumer purchasing behaviour in all types of goods. Through the use of structural equation modelling (SEM) in all sectors on the influence will go a long way to inform entrepreneurs for impact on sales and consumer buying behaviour in all types of products through the use of structural equation modelling (SEM) in all sectors on the influence will go a long way to inform entrepreneurs for impact on sales (Karbasivar et al., 2011).

Type of product (TP)

During the Covid outbreak, consumers grew a custom to eating at home. Hence, there

was a bump seen in grocery store. Emphasis on health-related supplements, cleansing agents and hand sanitizers were continued in demand.

Consumer's Attitude towards Covid 19 (AT)

The Covid 19 pandemic has radically transformed people's lives. Purchase intention regarding essentials was found to be correlated with nervousness especially covid-related distress. Consumer behaviour has altered for a range of factors, comprising individual, financial, sociological, contextual, & psychological characteristics (Kolte & Vasa, 2022).

Consumer's Awareness regarding Pandemic (AW)

Covid 19 pandemic has brought the fragility of life to people's mind. It was a common belief that covid 19 had changed their attitude to risk and insurance. People in large number become more aware about probable risks (Kent et al., 2022; Eti et al., 2020).

Consumer Behavior (CB)

Kollat et al., (1970), elaborated Consumer Behavior as "the acts of individuals directly involved in obtaining, using, and disposing of economic goods and services, including the decision processes that precede and determine these acts." Also, several research scholars in various the domains of marketing and psychology have indicated a change in consumer behaviour during Covid 19 across various product and service industries (Maryati, 2020; Kohli et al., 2020; TIMOTIUS, & OCTAVIUS, 2021).

Shifting in Priority (SP)

Due to the covid outbreak changes in the consumer priority were recognized as they started trying new brands or products, picking up new hobbies, start spending significantly more on health & weakness products (Evans, 2020; Starr, 2011).

Purchasing methods changed (PMC)

In consumer's purchasing behavior they found more inclined towards e-purchases and contactless deliveries. Due to their behavior digitalization of economy has seen the boost especially in India (Roy et al., 2022; Moon et al. 2021; Watanabe et al., 2020).

II. Review of Literature

Ishrat, I., Hasan, M., Khan, F. M., & Farooq, A. (2021) in their study "Total Interpretive Structural Modelling of Marketing Challenges and Strategies Amidst Covid-19 Crisis", revealed that whatever the cause of the economic downturn, it leads in unexpected buyer behaviour, finding it challenging for businesses to establish proactive methods to combat the anxiety. Currently, India, that's already experiencing a countrywide downturn, has endured considerably as a result of the global pandemic. Production volumes have plummeted, due to widespread redundancy. With little disposable income, people seem to make more selective buying and transitioning toward sustainable consumerism. Recognizing

crisis, marketing is vital in such a circumstance. The study sought to examine the multiple issues of consumer behaviour exhibited throughout a disaster, as well as the marketing tactics that management like to apply in order to tackle the downturn.

Munerah S et al., (2021), They looked at the elements that might influence non-green customers' purchasing intentions for green beauty goods in this study. The presented hypotheses were tested using a quantitative technique based on partial least squares structural equation modelling (SEM). According to the findings, a more comprehensive examination of customer purchasing behaviour can be undertaken in the future.

Sharma, A., & Jhamb, D. (2020) in their study, "Changing consumer behaviours towards online shopping-an impact of Covid 19" realized that coronavirus (COVID-19) outbreak seems to be the world's first and foremost moral disaster, endangering the livelihoods of thousands of people. It has had a tremendous influence on the economy. This document is aimed to offer corporate executives with an insight into the current situation as well as its repercussions for consumers. The pandemic has an effect on all areas of civilization. Work from home created a beneficial shift in the pattern of online buying prior to the lockout. However, this could not last for long. The sudden 21-day lockdown had a profound impact on Indian online commerce & branding tendencies. Previously, the impact of Coronavirus on consumer purchasing behaviour, brand loyalty, and internet tools was mostly unknown. This study intends to remark on many difficulties and views of internet marketing as a result of COVID-19. There are still many unknowns about how the sale will affect the global community in the next months, both personally and professionally.

Bashir A M et al., (2019), The purpose of this study is to analyse non-South Africans' perceptions of behaviour control and awareness when buying food. 230 "Non-South African clients in Cape Town" were included in the study's sample. Data was gathered using "self-administered questionnaires". " Structural equation modelling (SEM)" was used to assess the hypothesized relationships. As per results of study, there is a strong relation between awareness & purchasing behaviour. Unexpectedly, only TPB attitude component was considered to have a strong relationship with purchase intent.

Akram U et al., (2016), They investigate the connection between shop environment and consumer purchasing behaviour in this study. It also looks at how age, gender, and education impact the Covid19. The findings show that the shop environment has a favorable impact on CBB. It is suggested that by enhancing shop settings, marketers and retail managers may significantly enhance the CBB; this study primarily considers demographic characteristics as moderators.

Badgaiyan A J et al., (2015), They conducted the study to determine the influence of situational factors on client purchasing behaviour. The influence of nine situational factors in total. Data from 508 mall visitors was gathered and analysed using Structural Equation

Modelling (SEM). Importantly, 13 out of 23 hypotheses were found to be validated. Gender had no effect on impulsive buying behaviour, while age had a strong negative correlation with consumer buying behaviour.

III. Objectives

1. To evaluate awareness regarding pandemic & thus its impact on buying behaviour.
2. To understand consumer attitude for pandemic & thus its impact on buying behaviour.
3. To analyse changing behaviour of consumer behaviour during "COVID" outbreak.
4. To comprehend impact of consumer behaviour on changes in purchasing methods during "COVID" outbreak.

IV. Research Methodology

This particular research work is solely based on primary data. In order to seek opinion consumers across Rajasthan via survey, a standard questionnaire was prepared. The questionnaire contains 5 question related to demographic profile of respondents and 18 "Likert scale-based questions" (1= strongly disagree, 2= Disagree, 3= Neutral, 4= Agree and 5= Strongly Agree) related to selected constructs used in PLS-SEM model. After validation of questionnaire, it was distributed amongst 600 respondents and after filtering & sorting 542 valid responses were received.

More than 20years ago (during 1960 to 1980) concept of PLS -SEM was introduced. Herman Wold initiated it, and his crew advanced it. Herman began by developing a collection of techniques for dealing with relapse difficulties of least-squares (Lohmöller, 2013). Several applications of the PLS approach were used in economics, social sciences, and subsequently science throughout 1980s, that had significant recognition among renowned scholars (Vinzi et al., 2010).

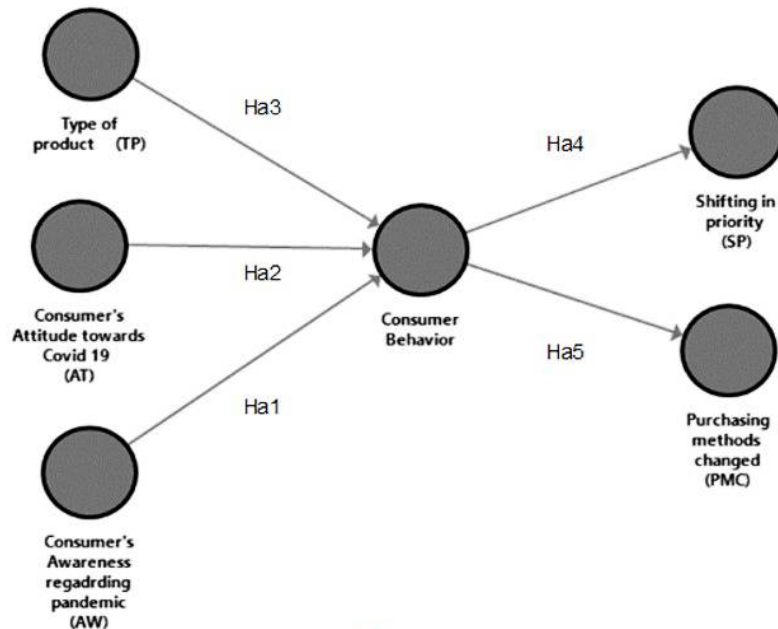


Figure 1: Hypothetic Model
(Source: Author's Compilation)

Hypothesis:

Ha1: Consumer's awareness regarding pandemic has affected Consumer Behavior during COVID outbreak

Ha2: Consumer's attitude towards pandemic has affected Consumer Behavior during COVID outbreak

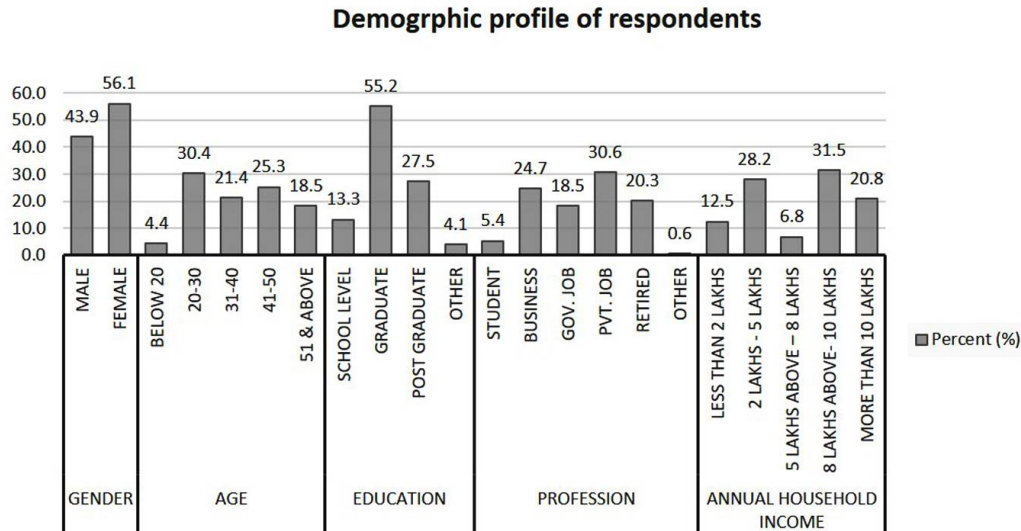
Ha3: Consumer Behavior during COVID outbreak gets affected based on type of product

Ha4: There is an impact of Consumer Behavior upon their shift in priority for shopping during COVID outbreak

Ha5: There is an impact of Consumer Behavior upon change in their method of purchase during COVID outbreak

IV. Results:*Table 1: Demographic Profile*

Respondent's Demographics		Frequency	Percent (%)
Gender	Male	238	43.9
	Female	304	56.1
Age	Below 20	24	4.4
	20-30	165	30.4
	31-40	116	21.4
	41-50	137	25.3
	51 & above	100	18.5
Education	School level	72	13.3
	Graduate	299	55.2
	Post Graduate	149	27.5
	Other	22	4.1
Profession	Student	29	5.4
	Business	134	24.7
	Gov. Job	100	18.5
	Pvt. Job	166	30.6
	Retired	110	20.3
	Other	3	0.6
Annual household income	< than 2 lacs	68	12.5
	2 lacs- 5 lacs	153	28.2
	>5 lacs & up to 8 lacs	37	6.8
	>8 lacs & up to 10 lacs	171	31.5
	> than 10 lacs	113	20.8
Total		542	100.0



Data shown in above table contains respondent's demographic profile. More than half of the respondents were female (56.1%). Respondents in between 20-30 age (30.4%) category were majority in number. Approximately more than half of them were graduate (55.2%). Most of the participants were Pvt. employees (30.6%). Majority of respondents had annual income in between 8 lakhs to 10 lakhs (31.5%).

Measurement model:

In generally measurement models are used in assessing validity & reliability of constructs (Sarstedt et al., 2016). Latent variable's internal consistency is usually measured by using "Cronbach's Alpha" & "Composite Reliability". The value of "Cronbach's Alpha" for each construct shown in Table 2 is observed > than 0.7; therefore, these constructs meet the criterion of internal consistency (Hair Jr et al., 2021). Apart from it, obtained values of rho_A and CR for each latent variable are greater than 0.7 and respectively values of AVE are greater than 0.5 which fulfills criterion of convergence validity (Leguina, 2015).

Through employing both "Fornell-Larcker Criterion" and "Heterotrait-Monotrait Ratio (HTMT)", discriminant validity is assessed for constructs. Since the square root of AVE for each constructs (shown in Table 3) are greater than that construct's correlation with other ones (Fornell & Larcker, 1981), the discriminate validity criteria. Other than that, HTMT is used to check external consistency of constructs (Henseler, Hubona, et al., 2016) which is helpful in overcoming inadequacy in cross loadings & "Fornell-Larcker Criterion" (Henseler, Ringle, et al., 2016). The permissible value for HTMT is anything less than 1 (Henseler, Hubona, et al., 2016). As, all vales (shown in Table 4) are found not greater than threshold value, all constructs are valid enough to meet suitable criteria.

Table 2: Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Consumer's Attitude towards Covid 19 (AT)	0.738	0.754	0.850	0.655
Consumer's Awareness regarding Pandemic (AW)	0.789	0.761	0.826	0.690
Consumer Behavior (CB)	0.928	0.928	0.954	0.875
Purchasing methods changed (PMC)	0.864	0.954	0.913	0.778
Shifting in Priority (SP)	0.812	0.865	0.871	0.629
Type of product (TP)	0.787	0.842	0.872	0.694

Table 3: Fornell-Larcker Criterion

	Consumer's Attitude towards Covid 19 (AT)	Consumer's Awareness regarding Pandemic (AW)	Consumer Behavior (CB)	Purchasing methods changed (PMC)	Shifting in Priority (SP)	Type of product (TP)
Consumer's Attitude towards Covid 19 (AT)	0.809					
Consumer's Awareness regarding Pandemic (AW)	0.732	0.813				
Consumer Behavior (CB)	0.643	0.584	0.935			
Purchasing methods changed (PMC)	0.672	0.601	0.463	0.882		
Shifting in Priority (SP)	0.753	0.647	0.573	0.686	0.793	
Type of product (TP)	0.824	0.719	0.702	0.660	0.785	0.833

Table 4: Heterotrait-Monotrait Ratio (HTMT)

	Consumer's Attitude towards Covid 19 (AT)	Consumer's Awareness regarding Pandemic (AW)	Consumer Behavior (CB)	Purchasing methods changed (PMC)	Shifting in Priority (SP)	Type of product (TP)
Consumer's Attitude towards Covid 19 (AT)						
Consumer's Awareness regarding Pandemic (AW)	0.790					
Consumer Behavior (CB)	0.761	0.861				
Purchasing methods changed (PMC)	0.833	0.876	0.481			
Shifting in Priority (SP)	0.954	0.964	0.608	0.786		
Type of product (TP)	0.706	0.710	0.784	0.786	0.954	

Assessment of Structural Model:

In order to achieve final results of hypothesis assessment of structural model is needed after assessment of PLS algorithm. In order to validate connection amongst constructs path coefficient are often used. Simply partial least square (PLS) is a regression model in a form of path model that is capable of managing number of dependent variables with one/more dependent variables (Götz et al., 2010). For this present study, result shown in Table 5 is retrieved by bootstrapping considering 5000 sub samples. Results of all hypothesis (shown in Table 5) are accepted since p value for all are found less than 0.05 and all t statistics values are greater than 1.96 (Streukens & Leroi-Werelds, 2016).

(Ringle et al., 2012) have described values of R² as any model's capacity to predict & explain endogenous latent variables which should lie in between 0 to 1. Higher value of R² would be the capacity of model would be higher accordingly in predicting as well as in explaining latent variables. Data shown in Table 6 and Figure 2 reveals, "Awareness regarding Covid (AW)", "Consumer's Attitude towards Pandemic (AT)" and "Type of product (TP)" are able to predict 50.9% of "Consumer Behavior (CB)." While, "Consumer Behavior (CB)" has 21.3% of "Purchasing Method Changed (PMC)" and 32.7% of "Shift in Priority (SP)" ((Joe F Hair Jr et al., 2017).

Table 5: Relationship amongst constructs

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Result of Hypothesis
AT -> CB	0.149	0.149	0.064	2.332	0.020	Accepted
AW -> CB	0.122	0.122	0.054	2.255	0.025	Accepted
CB -> PMC	0.463	0.463	0.030	15.191	0.000	Accepted
CB -> SP	0.573	0.574	0.026	22.178	0.000	Accepted
Type of product -> CB	0.492	0.493	0.062	7.929	0.000	Accepted

Table 6: R2 values

	R Square	R Square Adjusted
Consumer Behavior (CB)	0.512	0.509
Purchasing methods changed (PMC)	0.214	0.213
Shifting in Priority (SP)	0.328	0.327

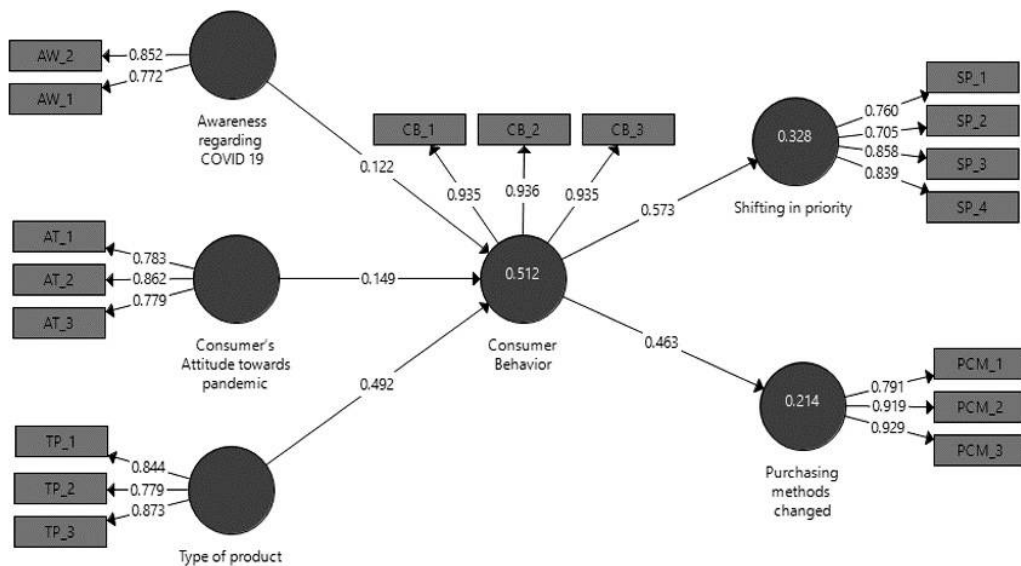


Figure 2: SEM model

Findings

Based on the study's findings, researchers believe that, in line with the consumer purchasing inclinations, "perceived severity" of COVID-19 as well as the experience of routine boredom during pandemic may substantially augment a variety of aggressive actions. Goswami & Chouhan, (2021) established how covid has led to consumer behavior change which resulted a shift in priority of customers in retail chain industry of Rajasthan. The results demonstrate that lowering the "perceived severity" of COVID-19 and indeed the experience of tedium during the epidemic may lessen impulsivity and therefore the likelihood of making terrible decisions.

Conclusion

According to empirical findings, consumer markets swiftly adjusted to atypical purchasing and, later, here to new COVID-19 consumer status quo (Arora et al., 2020). However, findings indicate that as long as people segregate themselves, they will continually make unexpected purchases (Kim et al., 2022; Mehta et al., 2020). Because nervous buying is infrequent, there are few opportunities to collect empirical evidence on the subject. As a result, we encourage researchers to take advantage of chances to collect empirical data on anomalous purchases whenever they emerge, in order to improve our understanding with in face of crises.

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Gynic Gender Gamble in Edith Wharton's *The House of Mirth*

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Abstract

Gynic Gender has forbidden women to certain arenas, exclusively, reserved for males, gambling or any occupation with speculative and unconventional practices, is one such proscribed space for women owing to its social taboo. Lily Bart in *The House of Mirth* by Edith Wharton tries her luck and potential on this forbidden fruit, this double-edged sword of gambling or risky speculations, but as a novice, she loses to chance and chimerical calculations.

Lily loses her suitors, trust of aunt and her fortune to a social habit of card-playing in parties as her aunt is convinced by Grace Stephney, her aunt's distant cousin that Lily seeks undue financial favours from married men who gamble for her, Lily too asks money from her aunt to settle her debts incurred and accrued by card-playing, her confession confirms the rumour and doubt too.

She gambles in marriage with unreasonable and impractical decisions as she needs easy money to avoid dinginess in life; but overlooks risk and danger in such business. The progression of the paper will reflect on Lily's journey from loss of liabilities to loss of life because of her adventure in male bastion of gambling i.e risk-taking ability of male for autonomous survival.

Keywords: Autonomie, Spéculations, Tableaux Vivant (Beauty Pageant), Chloral (Sleeping Potion).

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Introduction

Gender plays a very significant and substantial role in making a woman a secondary entity. Lockheed finds "gender as a given range of characteristics that distinguishes a male from a female" (2010, 45). Lerro also says : "gender is best viewed from essentialists' perspectives... women have been regarded as the weaker sex, irrespective of societies" (2005, 74) Foucault too, reflecting on nexus between power and sexuality, observes that gender of women "appears not in its essential and positive relation to power, but as being rooted in a specific and irreducible urgency which power tries as best it can to dominate" (1980, 154). Extending and explaining the argument and assertion of Foucault, Judith Butler also propounds:

Women are subjected to to a set of social regulations, to have the laws that directs those regulations resides both as the formative principles of one's sex,gender, pleasures, and desires and as the hermeneutic principle of self-interpretation. The category of sex is thus inevitably regulative...as a power regime." (2007, 130)

In the light of above observations, it is crystal clear that gender regulates all the activities of women with a gender-specific discriminatory distinction.

In *The House of Mirth* Edith Wharton inadvertently draws our cautious attention to the painful plight of protagonist, Lily Bart who earns the sympathy and qualm of readers for her moral scruples and her cojones for self-respect and self-preservation. Wharton tests the squinting edge of the idea of individuality for a woman. Lily's helix of hereditary is for leisure and luxury, nonetheless, she tries risk, excitement, gambling to cut herself away from conventional contours of consciousness. Stifled by the swell of her sheer stupidity, she succumbs to eternal sleep induced by sleeping potion.

Lily concentrates and consecrates her devotion to gambling as her father used to take risk at stock exchange; she employs her cellular existence to change, chance and chloral. Unfortunately, her consciousness collapses to create a cell for chaos, to coalesce confusion in her life. She plays well but cards sport is meant for males not for her gender and her attempt of it becomes a trial of her; she falls to nadir of her social status where she is either to survive by a moral compromise or to leave the mortal world.

Genuinely, Wharton inscribed the individual instinct of women on social stone to inspire the coming generation about the idea of choosing gender -restricted career and profession, her idea, though failed in her times but is successfully applied and accomplished by today's women. Many women are business women, brokers, negotiators and make well-planned speculations as now they are enlightened by education, exposure and experience gained over the years, accumulated with passing generations. They successfully select and sustain

their aspiration and ambition without appropriation and approximation, conquering and controlling the challenges.

Research Methodology : Psychoanalysis. Feminism

Psychoanalysis is employed to unravel Lily's personality traits, overlooked by her kinsmen and friends; to unfurl before the readers the unadulterated self of Lily, purged of all prejudices and preferential priorities.

Lily Bart is hailed as a cold, callous and conceited girl in *The House of Mirth*. She is mutely interrogated by her judgmental friends and apathetic puritan relations. To judge her with approximate evaluation, Psychoanalysis dissects layer by layer Lily's established impression and exposes crude, raw and unpolished aspects of her persona to reveal how a girl, pretty and presentable with all maturity and sensibility, chooses a decent demise, what kind of folly she could avert to avoid deviation and disruptions in her life.

Feminism helps the reders to focus on the fact that gender is not a fancy of a woman tumbling out of her fears and nightmares but a concrete reality to unhinge her psyche with mounting onus of her coercion and conscription into gender-roles banishing her from society in her digression.

Observations and Analysis:

Lily Bart in *The House of Mirth* is a girl, in care of her conventional aunt, Julia Peniston, after the demise of her parents. Lily's father, at the behest of his fashionable wife who harboured a distinct aversion to dinginess and poverty, gambled at the stock exchange. He, being novice in game, lost everything to chance, leaving behind a daughter who inherited from her mother an uncompromising necessity for a lavish and luxurious life and an instinct to excitement and risk from her father.

Lily, having no career except matrimony, no fortune but friends, gambles with her face. Her over- confidence about her beauty, manners and sensibility blended with her undue risk make her miss out on several opportunities to lavish lifestyle by virtue of marriage. Lily is an exhibition, an artistic endeavor manifesting the ambition of her mother to grab higher echelon in society by matrimonial gain. Bernard Yeazell finds Lily with a strong taste for whatever "gratified her sense of beauty and her craving for the external finish of life" (1992, 723); for fashion shows like tableaux vivants Lily appears to be "in her element on such occasions" (Yeazell, 1992, 723).

Wharton also gives details about Lily's beauty and confidence: "Lily had yielded to the truer instinct of trusting to her unassisted beauty ... its suggestion of soaring grace" ... (Wharton, 2000, 156). Lily's dilemma arises from the fact that she gambles in an artificial society, becoming a part of it, still without "ceasing to be herself" (Wharton, 2000, 156).

She gambles but fails to understand the little truth that if she dines unpaid, at someone's expense, she can neither decide the menu nor the ingredients of soup. Gradually, Lily monitors her unconventional stance and spirit and accommodates her nontraditional calibre to harmonize with her surroundings. Griffin Wolff finds in Lily an "uncanny ability to experience herself as others must see her" ... (1974, 34)

Her calculated move to enamour Percy Gryce to propose her; her risk to force Selden to come to Trenor's house for her show; her masculine fondness for risk and excitement; her instinct to feel elated with self-congratulatory expression brings her to shores of oblivion with no retreat. Her beauty pageant, unlike today's beauty shows, leads to commodification of her 'self' and depersonalizes her, making her an item girl, unfit for graceful wife hood. Lelekis here, elaborates on Lily's situation: "There is a tension between the binary of individualism versus determinism and the interaction of gender in the treatment of Lily's beauty "(2004, 20).

The *Tableux Vivant* translates her high art of gambling in "a vehicle for participation in the marriage" (Backer, 2010, 34) making Rosedale propose her but she, risking for an unthoughtful respite with her hostile friend, Bertha Dorset, with her invincible skill; puts off Rosedale, thus inviting his displeasure and employing him against her to give misgivings to Gus Trenor in future. Lily fails to gauge the difference between appearance and reality. Cynthia Griffin Wolff, here, finds her 'lured by seduction confusion between representation and reality ... empty image of self has contaminated Lily's life (1974, 21).

Wharton also underlines the lack of self belief of Lily when she says that "If I were shabby no one would have me; a woman is asked out as much for her clothes as for herself" (Wharton, 2000, 13). Lily loses as she concentrates less on her virtue and more on "long practiced the art of making herself an exquisite decorative object" (Wolff, 1974, 33). Moddelmog also observes Lily's "ability to manipulate conventions and appearances presupposes a certain distance from them ... Lily loses control over the terms of self exposure and faces the possibility of being rather than owning it" (1998, 345).

Lily, too, after her rumours of flirtation with Bertha's husband, admits "the truth about any girl is that once she is talked about she's done for, the more she explains her case the worse it looks" (Wharton, 2000, 263). Like a gambler, she blindly throws the dice and sheepishly accepts the loss. Lily's gambling with conventions cost her heavily and she questions "What debt did she owe to a social order which had condemned and banished her without trial (Wharton, 2000, 349)?" She invites risks as she likes to "play the game in her own way. How should she have distrusted her powers? Her beauty... her skill in enhancing it..." (Wharton, 2000, 57).

Caillois finds gambling "free, separate, uncertain, unproductive, regulated and fictive" (1962, 43); so are the mean, methods and end of Lily's speculation about her life. Reith finds gambling "a form of madness ... by application of mere chance" (2002, 82-83). Lily works upon chance, manipulates chance and leaves everything to chance for momentary excitement, none of her moves is secure and safe.

Lily's gambling is supported by H. Roy Kaplan as Lily had no other choice in absence of any skill for individual, autonomous life especially with a special flavour for luxury, leisure and luscious life. Kaplan observes: "If work is too difficult or unappealing and luck, chance or divine providence have a hand in determining success ... gambling is an opportunity to obtain security" ... (1979, 25).

A gambler, with luck to his side, can afford a lavish life without hard work, similarly, Lily gambles with her beauty along with her impulse to make her own identity. Life itself is a gambling but in social terms, game of dice is one of masculine activities which, from ages and centuries, can be observed or participated by women of loose morals.

Hence, gambling proves a slippery ground for Lily despite her sincerity to pay Gus Trenor the amount he invested for her in the share market. Her genuine gesture and honest inclination to discharge her financial obligations before final adieu to mortal world shocks Selden when he discovers a cheque of ten thousand dollars drawn in favour of Gus Trenor. Such dealings, however honest, are misinterpreted for gender of women, in Lily's case, this gesture approves and cements the rumours with reality. Grace Stephney's charges against Lily that she has engaged Gus Trenor for financial gain are confirmed, further deteriorating Lily's moral repute insinuating at her unlawful intimacy with him.

Karen Weyler observes that in Wharton's times "gambling was a seductive obsession ... separate from virtuous trade ... with no possibility for redemption" (1996, 217). Jeffrey Franklin also observes: "Money is the public yardstick of a private relationship ... Gambling ... transposes private loss into the public domain of scandal" (1994, 900). Lily gambles for status and leisure and tries various people and situations; her risk taking ability is "nothing but human desire" (Franklin 1994, 902).

Lily indulges with Selden by chance "what luck! She repeated. How nice of you to come to my rescue ... a nice little balcony is yours? How cool it looks up there! ... Why not? It's too tempting - I'll take the risk", she declared" (Wharton, 2000, 1-4). Lily's nerve for excitement, novelty of expression and ability to undertake risk push her to enjoy greater risks in life oblivious of the fact that a woman, meant for a safe, secure and sedentary life, should not overstep her gender to undertake risk and adventure.

Lily might have employed herself to "card playing or risky adventures and endeavours for

mere wish fulfillment, conflict reduction, escape from reality" (Smith and Preston, 1984, 326) but society never accords any accommodation in its regulation and regimen in case of her gender and therefore, she deserves no leverage or relaxation to exercise her choice or evasion from her dilemma.

Her conspicuous, conscious consumption of her limited resources along with trust of aunt Julia and loss of conventional suitor through misgivings of Bertha wash her off to dangerous debacle leaving no prop or anchor to hold on. She is swept off by social disapproval of her masculine meandering in forbidden terrains of gambling.

Lily's friend Judy also admonishes her for her unwomanly non-seriousness: "Lily, you will never do anything if you are not serious ..." (Wharton, 2000, 86) Bertha shows her own edge of malice: "Lily, he (Percy Gryce) told me that he had never seen a girl play cards for money till he saw you doing it the other night?" (Wharton, 2000, 90).

In her meeting with aunt Julia, she confesses that she has to play cards to maintain a dignified high class pseudo-status, she is unable to resist the temptation for fabulous, frantic play, genetically ingrained in her through her father, and thinks to go "blindly for anything different, anything strange, remote and untried ..." (Wharton, 2000, 116) Lily is to play against Grace Stephney, a symbol of "adaptable manners and vicarious interest...whose judgment was sounder than Lily" (Wharton, 2000, 117).

Grace tells aunt Julia, to intensify her horrors, about Lily and Gus Trenor:

"It - it's a flirtation, nothing more ... "

"A flirtation?"

"Between my niece and a married man?, cried aunt Julia..."

"Unless, said Grace, leaning forward to speak with low-toned emphasis, 'unless there are material advantages to be gained by making herself agreeable to him' (Wharton, 2000, 145-146).

Here, Lily loses to Grace for her casual attitude, open practice of ignoble sport of cards and connivance of Grace to win her cousin, Julia to grab legacy and fortune of aunt Julia --legitimate right of Lily, by maligning Lily's image as a habitual gambler and professional item. Lily invests her energy and money in Trenor, but her interest in the share market for rich dividends and easy money takes a toll on her social reputation and family trust, much hyped by the conspiracy of her friends and relations who force her to play cards as a gesture of socialization in high society.

Kusyszyn points out that "sociability is a strong motive for gambling ... Within these social gambling events (as at Trenor's place) there is a sense of safety, for one is among friends,

after all" (1984, 136). Lily is orphan and affects detachment and distance with aunt Julia for latter's indifference and personal reservation with her; in absence of relations, Lily counts on her friends as fall back who at least, amuse and entertain her in a way she has been accustomed to since childhood, just for fun and frolic in social situation.

Gambling is not an addiction to her but surely a sport, entertainment that keeps her away from harsh realities of life and allows her little happiness in her otherwise dull and drab life with artless and blinkered dwellings of her aunt Julia. Her gender and her marital status of a single woman make her vulnerable as the same card- playing is permissible, that too, as a host to Judy Trenor and other married women.

Lily has no fortune, future, fiancé and favour, she maintains a facade of her fashionable, free nature; the temporary fun and frolic of card- game diverts her attention from her penniless reality and also may arrange a suitor for her to facilitate luxury and lavish leisure to her. This indulgence of Lily axiomatically leads her to a lifestyle, a pretense and a kind of practice of thoughts and action that does not belong to her true self. She enjoys company of Selden, goes for a long deliberate walk with him not because of her erotic interest in Selden, even at the risk of losing Percy Gryce as a suitor, but for Selden's sympathy and compassion that soothe her afflicted self ridden with artificial burden.

She admits before Selden that high class parties are not her taste but a marriage business for her. Lily says, "I must have a great deal of money ... at the end of the week, big parties bore me ... it's part of business ..." (Wharton, 2000, 10,14) Because of her risky business she "escapes from herself and becomes another" (Caillois, 1962, 19). Lily loses herself to appearance in disguise of reality.

One who gambles and grabs easy money earns a bad name and has to suffice with the monetary gain and attached notoriety. Lily wants to gamble using her skill and beauty as a currency for easy material gain of status and opulence; conversely, in the company of Selden, she also wants to maintain her autonomy and good self. Her mother too gambled but she contentedly accepted money as the only outcome of marriage. The unblushing fascination for material possession sometimes makes Lily feel "secretly ashamed of her mother's crude passion for money" (Wharton, 2000, 40).

Lily conveniently forgets that gambling is the most cynical and unethical game where winners and losers both are unsocial and ill-reputed despite rich dividends. Men are condoned as they are supposed to earn anyhow but women not only lose repute to be a homely woman but also ensnared by the sharks of such shameless sports, for instance, Gus Trenor traps Lilly by trifle to cheat her in a long race..

Wharton makes Lily reflect upon her gains of gambling by putting off Rosedale and rolling

dice in favour of Dorsets. Her choice for momentary pleasure with unreliable Bertha Dorset on her cruise on the sea, jeopardizes her marriage prospects with Rosedale with the rumour of her moral degradation; she is ruined with no social morality, no home, no husband, no friend and fortune.

Lily pays "the price she had chosen to pay for three months of luxury and freedom from care" (Wharton, 2000, 264). Losing dice for every proposal, Lily confides in Selden: "... I am a very useless person ..." her eyes (like a gambler, loser) have "a look of wonder, of puzzled self - interrogation" ... (Wharton, 2000, 359).

Gambling is very strict about speculation. One wrong throw of dice can unleash ruin. Lily indulges in flirtation with freedom when she should seriously pursue her marriage career without knowing that 'why' is absent in gambling, she wonders "why must a woman pay so dearly for her least escape from routine" (Wharton, 2000, 17). She does not acknowledge that her profile can procure for her limited options.

Lily was trained for marriage business since infancy as her mother hated poverty and dinginess and she transferred the same horror to Lily telling her that she should avoid dinginess, "Don't let it creep up on you and drag you down. Fight your way out of it ... you are young and can do it, she insisted (Wharton, 2000, 40). Lily's mother, in absentia, also fueled her to use her beauty to strike risk in matrimony, by adopting social habit of playing card of elite group, earning financial and social escalation as a gambler and she convinced herself that, "No, she was not made for mean and shabby surroundings... her whole being dilated in an atmosphere of luxury" (Wharton, 2000, 29). Lily's mother genetically and didactically instilled in Lily's mind hatred against dinginess and to "her last breath she meant to fight against it, dragging herself up again & again above its flood till she gained the bright pinnacle of success" (Wharton, 2000, 44).

Thus, Lily could not suture a good bond with her puritan-principled aunt, Julia for her unconventional nature and nurture unfurling possibilities for Grace Stephey to impress Julia and grab Lily's share in Julia's legacy. Lily confided in Gerty Farish that "anyone who knew to please aunt Julia has a right to her money" (Wharton, 2000, 261). This bright pinnacle of success also, can be either assumed as a decent marriage with compromise and convenience or a graceful exit from world upholding conscience over connivance and principles over prevarication and prejudices.

Lily, imbued with the awareness that she is a marriageable girl, gambles her reputation with Selden, Trenor and George Dorset, she is noticed by maid and Rosedale meeting Selden alone and Trenor in quietude of afternoon or silence of night. Wharton projects Lily as a kind of gambler who calculates the risk and is ready to make up for loss but loses due

to over smartness. Wharton observes, "she always paid for her rare indiscretions with a violent reaction of prudence" (2000, 14). Even when Lily shares with Gerty that reputation is must with beauty for a girl for marriage, she enjoys "luxury of an impulse ... going to cost her more than she could afford" (Wharton, 2000, 17).

Lily's visit to Selden's apartment unescorted and her lie about it involves risk and project Lily as a girl of questionable morals not only in the eyes of maid or Rosedale but also in the eyes of readers too. Her visit makes the maid understand that letters belong to her as she visited Selden in maid's full view; Rosedale too knows about letters; Lily's intention to protect Selden, visiting him alone, strolling with him alone, following him on Bertha's cruise are enough pieces of information to a person like Rosedale who unlike Selden, "Lily knew not the man to waste time in an ineffectual sentimental dalliance" (Wharton, 2000, 346) and with whom she wanted to enter into a marriage pact, purely on basis of social status.

Lily has to compulsively, employ her skills in gambling, not for something exceptional or fabulous but for her survival on her own steam, through marriage business. Her indulgence with Percy Gryce is very strategically sophisticated and scheming and her advancements are fraught with bewitching beauty and drawing room skills. She approaches Percy, "Oh Mr. Gryce, is it you? I am so sorry" (Wharton, 2000, 20). She knows that Percy is conventional so she "Imparts a gentle domestic air to the scene" (Wharton, 2000, 22).

When he gets bored, she switches over to her knowledge of Americana which she has obtained from Selden as a methodical move to make gain in matrimonial deal, Percy is "Sufficiently informed to make the task of further instruction as easy as it was agreeable" (Wharton, 2000, 23). She allows herself to be interviewed by Percy to hear him "submissively" (Wharton, 2000, 23), but as Wharton notices the passion of gambling "grown on her ... desire to atone for this imprudence, combined with the increasing exhilaration of the game, drove her to risk higher stakes at each venture" (Wharton, 2000, 30). Lily, despite her skills turns a blind eye to the depth of her gesture and is trapped by the thrill of the game taking it "pleasantly safe, fantasy mood state" (Kusyszyn, 1984, 136). She loses highly in game and in life too because Percy is scared by her unconventional taste for cards.

Lily does believe in the power of money and social escalation with wealthy marriage, her friend Judy also endorses her pursuit of Percy Gryce in a conventional way but prioritizes her interest in social entertainment. She suggests Lily not to "smoke if you can help it, Lily dear (Wharton, 2000, 53) when Lily mentions bridge, the game of card is a strong disliking for Percy Gryce, she blurts out: "Bridge? Does he mind bridge too? Oh, Lily what an awful life you'll lead" (Wharton, 2000, 53). Here, Wharton draws the attention of the readers towards the pragmatic and utilitarian, selfish attitude of her friend, Judy Trenor who, just to

win money in a game of cards, allows such a notorious game to be functional at her house. Gus Trenor, her husband, ultimately plays such a game with Lily when he ensnares Lily with petty gains and forces her with moral compromise for his financial investments in her. Lily gambles with people and develops multipronged plans for such purposes, she turns a blind eye to the fact that cunningness is perceptible even to the simplest soul sooner or later and dishonesty in relations dilutes trust and credibility.

She draws herself to Selden and distances from Percy so that, for him, it "works well to flutter ahead, losing herself elusively and luring him on from depth to depth of conscious intimacy ... like feminine solitude which envelops a young woman in the mating season" (Wharton, 2000, 36). This assumed aloofness of Lily is comprehensible to Selden who understands her compelling need for matrimonial settlement, but not to elite and imperious, Percy Gryce, a mama's boy, who is well-taught by his mother to choose submissive, feminine and indulgent girl. She "loses Percy for her Impulse, instinct and truancy" (Wharton, 2000, 46) and her "free spirit quivered for flight" (Wharton, 2000, 74) for choice and personal taste.

After losing Gryce, Lily realizes her folly and in dull destitution, she desperately tries to raise her income by indulging in negotiations with Gus Trenor. Trenor projects her investment and dividends in such a way that it appears to be a risky scandal. Things turn so worse against Lily on her alliance with Trenor that Rosedale, a probable suitor for Lily, who has knowledge about her visit to Selden in latter's flat in solitude, her lies to Rosedale about the visit, her hidden dealings with Trenor, Bertha's rumour about Lily's interest in Bertha's husband and his proposal to Lily, refuses to renew his suit for her thus making her vulnerable, poor, and pathetic.

Trenor speculates on stock exchanges for her and as a gambler, she is unmindful of risk and indulges her in his gossips and stories spending great deal and length of time with him, inviting awkward attention of people; her misadventure is extended further by her risk at beauty show, showing her body in one sheet making herself such a shelf-item that her own cousin comments on her, "... there isn't break in the lines anywhere ... she wanted us to know it" (Wharton, 2000, 157). Even Selden comments, "Does one go to Caliban for a judgment on Miranda?" (Wharton, 2000, 157). Here, Lily gambles in an ignoble way to grab lusty attention from unscrupulous chauvinistic seducers at an expense of her respect and repute.

Trenor trapped her under the guise of clearing her debts, just to drag her into a moral compromise. Sadly, aunt Julia also denied Lily to pay for her loss at cards, she said, "when I offered you a home. I didn't undertake to pay your gambling debts" (Wharton, 2000,

200). Here, we come to know that Lily calculates gain but never the risk involved and she behaves like elite class women borrowing money and spending it on frivolous things, one after other uncalculated risk complicates her situation shorn of any resolve or resolution. She risks her personal reputation, Selden's estimation sacrificing quality of admiration to the quantity, that too from a cheap audience.

Her risky gamble to pose and present herself provocatively seasons itself with her erstwhile rumours to become a town talk with so great a momentum as to unnerve conventional aunt, Julia. Even when Lily is aware of opinion of Trenor's wife about Carry Fisher whom Mrs Judy Trenor doesn't hold in good conviction and comments, "She (Carry) is always getting Gus Trenor to speculate for her and I am sure she never pays when she loses" (Wharton, 2000, 99); Lily employs Gus for same task and such risk makes her lose friendship and social rating in Trenor's circle.

Proposal of George Dorset for Lily, who literally begs before her to marry him after divorcing his wife, also strengthens the conviction that Lily spoils the mirth of married man. Here, socially viable Lily is ostracized by her own friends. Rosedale's misgivings, (once Lily rejects him) beauty show, payment of Lily's bills make Gus Trenor believe that she "go into men's houses fast enough in broad daylight" (Wharton, 2000, 169).

Lily risks annoyance of Bertha, Judy (using her husband for money), Rosedale, George Dorset, her own cousin and indifference of Selden which collectively throw her out of society to the humble dwelling of boarding house and menial job of hat making. Lily risks with sleeping potion as her self-respect does not allow her to be a concubine of Rosedale or Gus Trenor, or even maid of Selden, as her marriage with him must have dragged her to a very average life with no servants and other sufficient amenities of life which she has been accustomed since infancy and indisposed to strike any kind of relaxation or adjustment.

Sadly, her lack of skill for work to eke out a respectable and comfortable living on her own steam and strength with possibilities and potential, like Gerty, imperils her and further unsettles her in reality, her dingy dwellings and work. Lily gambles in a blind way, leads herself in a blind alley with no support or subsistence from family, relations and friends. She is, like a gambler serious with nothing, not even with the gain; she rolls her risky dice for her suitor, earns them but moves on another errand to gain another dividend without caring for the harvest, she painstakingly reaped.

She gambles for Selden after absolutely influencing Percy Gryce with all tactics and ploys and leaves a bad impression on latter as a gambler and flirt. Even after enamoring Selden with her honesty and intellectual receptivity, she gambles for wealthy suitor exposing her erotic beauty in well-defined curves in one sheet and invites bitterness of Selden and

promiscuity of rivals like Gus Trenor. Again, Lily, having won over Rosedale through her style, beauty and provocative exposure of herself as a fashionable arm candy, she moves with Bertha on her cruise. At cruise, too, after impressing upon George Dorset, husband of Bertha, who is ready enough to divorce his wife for Lily to facilitate her both rehabilitation and revenge, she proposes to Rosedale. To her shock, Rosedale not only rejects her but also spoils her reputation before Gus Trenor telling him that Lily has visited Selden all alone in his flat.

Lily is a gambler who plays for excitement and fun with over confidence but she is not evil enough to be a blackmailer of Bertha despite instigation from Rosedale. Lily, clear in her conscience, consigns the letters to fire at Selden's place giving inklings to Rosedale about her intimacy with Selden to save latter's reputation. Her last gambling is with sleeping potion, she miscalculates its potency as she underestimates all the people with whom she gambles and cast aside and who collectively banish her from their habitation; sleeping potion cannot seek revenge but it shows its effect severing her ties from mortal world but offering her eternal comfort and peace.

Conclusion:

Psychoanalytical and Feminist framework explains how Lily undergoes tremendous pressure, because of her gender, in her endeavours to carve out her own niche in a social setup which favours independence and autonomy only to males and strictly denies it to females.

Nancy Bentley (2003) also observes : "Invitation of Bertha ... allows Lily to escape the threat of ruinous gossip (after beauty show) in her Manhattan circle ... Lily can imagine security and pleasure ... Lily is headed for a fall (151). Here, it is supposed that Lily risks the company of malicious Bertha because she finds rumours about her scary and unpalatable, but such risk further complicates her circumstances. This risk facilitates Bertha to announce: "Miss Bart is not going back to the yacht", (Wharton 208) thus, shocking and speculating all presentees to assess the truth of matter.

One risk after another banishes Lily from the elite world of her friends. The final risk, Lily takes, lies in drawing a cheque to Trenor from her legacy. This is true that she pays off her debts, makes a show of it to the world but her unpremeditated gesture makes Selden raise eyebrows on her conduct and character and also compels others to believe that financial transactions between Lily and Gus Trenor were not rumours but reality. Psychoanalytic tools unravel the innermost recesses of Lily exposing her schemes, manipulations to try an independent survival against male hegemony, her vulnerability due to her gender, brazen apathy and lasciviousness of her male friends who disrespecting her taste and tenacity for autonomy trap her in financial and social crises to hunt her as a hound or a diabolic demon.

Her relations and her friends exaggerate her slight diversion from conventional standards with nomenclature of flirtation and moral deviation forcing her to either strike a moral compromise or leave the world of mortals. Feministic glance sympathizes with Lily for her choice of career as an individual and hail her failure as her attempt to unveil a need and an idea of opportunities for women other than matrimony. Psychoanalysis registers the frustrations and emotional upheavals, turmoils of women when they wade through troubled waters of social regimen and regulations.

It can be concluded that Lily's excitement for uncalculated risk costs her life as she raised for herself a string of opponents who turned her risk or misadventure in to a mishap to mercilessly, mar her marriage and mirth : her gender identity also made the mess as she, with a beautiful face and without a male guard in the form and figure of father or husband entered into male bastion, with inexperienced self, offered her sexuality to be easily exploited by hounds like Gus Trenor inviting upon her undeserved queries and untimely demise. identity

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Quality of Sleep and Mood States as Predictors of Work Related Quality of Life among Sportspersons

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Abstract

The objective of the current investigation is to find the relationship as well as the quality of sleep and mood state in determining the work related quality of life (WRQL) among sportspersons. The study was undertaken on 100 subjects (sports persons) with the aim of meeting competition of sports at district and state level, were considered for the present study. Sleep quality was assessed through the inventory constructed by Shin, 2006, the WRQL was measured by Simon Katson & Darren Van Laar inventory, 2012, while, positive and negative mood states were assessed through Watson's (1988) Inventory. Analysis computed for all the variables undertaken was correlational and regression analysis. The attained correlational values reported in the study depict that sports person having the pressure of meeting sports competition had disturbed pattern of sleep and was associated with adverse emotions. Further sleep quality work to be an important predictor contributing 39 percent in the WRQL which is far along tracked by positive emotional states.

Keywords: Quality of Sleep, WRQL, MS, Positive and Negative Emotions.

Abbreviations: MS = Mood States, WRQL = Work Related Quality of Life, PANAS = Positive and Negative Affect Schedule (PANAS)

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Introduction

A sports person is an individual who contests in one or more disciplines of sports that incorporates one's physical strength, speed, stamina or endurance. Sports impart numerous skills in life span, i.e., team spirit, autonomy self-confidence, responsibility, and self-regulation and discipline. Sports at each step of life, train students to face all positive as well as opposing challenges of the lifecycle. It improves the physical and mental aptitude of students and promote them to achieve their aim.

As a greatest vital part of the retrieval and flexibility between bouts of exercise, experiential research reports that the increased times of quality sleep resultant in sleep duration and improved sleep quality in athletes plays a crucial as the well considerable role in the high presentation and fruitful achievements in sports competitions. Walsch in 2021 reported appositive relationship between sleep quality and athletic performance that included strength, execution, and anaerobic power as precise skills and capabilities of sports.

Sleep is a basic physiological need, essential for overall health and recovery, highly correlated with homeostatic regulation, and activates and regenerates major physical and mental processes in the human body. Lastella explained in 2015 that there was ongoing debate and disagreement over the amount and amount of sleep athletes need per night. This question is very important as an indicator of his best performance at various competition events.

Athletes' well-being, or overall well-being, can be directly related to sleep quality. The type of sleep last night seems to have a big impact on attitude, mood, and mind fresh on the next working day. The necessity for sleep could not be overstated. Deprived or insufficient sleep is accountable for numerous acute and chronic difficulties that make the harmonization process problematic.

Cates, Clark, Woolley, and Saunders (2015) found that sleep is a fundamental human need to maintain health and quality of life and regulate bio-psychological, social, and cultural functions. Engin & Ozgur, a researcher, conducted a study in 2004 and found that sleep affects the quality of life and health and functions as an important element of life. It has also been reported to be associated with levels of empathy, adaptability, and mood.

Mood state (MS) have various indices that sometimes make one hyper and agitated and keep the body aroused, awake, and alert resulting in difficulty to have sound sleep. Quality of sleep and MS bear relationship with each other. Leeder, Glaister, and Dawson in 2012 reported a lack of sleep is to have detrimental effects on physiological and psychological performance. They found that if any person does not get proper sleep of optimal hours, going to have a debilitating impact on physiological and mental wellness. The most obvious

effects of sleep loss are psychological, with the primary effect being associated with altered MS, decision-making skills, and cognitive impairment as empirically evidenced in 2009 by Davenne. Since the sports competition also involves one's higher mental coordination of cognitive faculty and it involves vigilance and decision-making.

Reilly and Edwards 2007 stated that decision-making skills are frequently incorporated into the sport, and when both i.e., sleep duration and sleep quality are not given due consideration and priority, the cognitive processes accompanying decision-making during sport are impaired and consequently decrease performance outcomes.

Physiological effects of sleep loss may not be that prominent but are linked to reduced immune function (via reductions in natural killer T cells) as well decreased sub-maximal sustained performance as stated in 2012 by Leeder et.al. it also leads to reduced glucose metabolism in 1999 studied by Spiegel and Wolfson. It may also lead to increased fatigue as reported by Davenne, 2009. Sleep quality and MS are closely associated and they can work in terms of cause and effect as together ways, i.e., sleep quality can affect mood, while mood may distress sleep quality.

A mood swing is a state displaying an extreme or quick change in mood. Mood swings may be the main part of bipolar disorder, it turns out to be highly disruptive and disturbing. Mood swings dealing with different mood conditions may occur anytime at any place, varying from the tiny to the wild fluctuations of overexcited depression.

Empirical research studies show people reporting poor sleep quality exhibit negative affective MS (anger, frustration, irritability, sadness) and decreases in positive emotions, and MS. Insomnia is frequently considered by indications of mood illness escorted by depression and anxiety as well as completely devastating the WRQL.

Work-related quality of life refers to the favorableness or un-favorableness of a job work set up for the people working in an organization.

Some studies that reports the relationship of WRQL with sleep pattern but its relationship in the context of MS and sleep quality in an association is scanty and needs to be investigated. Taking this view in mind as an important issue for the wellness of sports persons, the following objectives and their corresponding hypotheses are framed:

Objectives of the study

- To examine the association between sleep quality, work related quality of life, and mood state.
- To study the role of sleep quality as a predictor of work related quality of life in sports persons.

- To study the cause and effect relationship between work related quality of life and mood state.

Hypotheses

- It was hypothesized that selected variables have statistically significant inter-correlation.
- Sleep quality will explain significant contribution determination of work related quality of life.
- Mood state play an important role as predictor in work related quality of life.

Methods and Procedure

Design

The present research incorporated a correlational study design as its research paradigm. The study adopted the correlational approach followed by descriptive statistics and later by regression.

Participants

100 subjects having sports regularly in the ground. The age was ranging from 20 to 25 years as well. The subjects belonged to different colleges in Jind and Rohtak Districts. All the subjects were regularly practicing rigorously in the morning and evening on the ground from the last five years.

Measurement of Sleep Quality

The above inventory was developed by Watson in 1988 encircling 28 items including 6 lie extents of sleep quality i.e., 'problems initiating' and 'maintaining sleep', 'difficulty waking day time symptoms', 'restoration after sleep', 'sleep satisfaction' etc. The obtained score ranged from lowest (0) to highest (84) as well. A low score indicates good sleep and high score reports sleep disorder.

Measurement of Positive and Negative Affect Schedule (PANAS)

PANAS was evaluated according to the inventory developed by Watson in 1988, it contains 20 items. It has a high degree of established reliability and configuration validity. It describes two different MS. H. Individual positive and negative emotional states.

Measurement of WRQL

WRQL was assessed using Simon Kaston & Darren Van Laar inventory developed in 2012 which consists of 23 items explaining 6 different dimensions of WRQL.

Procedure

To accomplish the study, proper rapport was established with the subjects selected for the study. Later on, they were brief about the purpose of the present study and all the subjects

were taken into confidence about maintaining the confidentiality of their responses. For every inventory, separate and proper guidelines or instructions were given, and later on, the scoring was done as per the manual guidelines. All the participants were cooperative and finished the tasks in a single setting.

Statistical Application

Before commencing the final data analysis, the data was checked for missing values, possible outliers, and normality assumptions. After, removing the possible outlier and ensuring the data normality final calculation was drawn.

Mean and standard deviation was used to overview the sample structure and distribution. Karl Pearson correlation coefficient of correlation was implemented to establish a correlation matrix among the selected variables. Multiple regression with a step-wise method was used to avoid multicollinearity issues between the variables and further explain the variation into dependent variables by independent variables.

Results Reported

The prime impartial of the current study was to found the relationship between quality of sleep and WRQL as well as to look into the association between MS and WRQL. Table1 displays the Pearson's matrix among these 3 variables in sports persons.

Table1 shows the correlation matrix of quality of sleep, (MS) (positive emotions, negative emotions) and (WRQL)

	QS	Positive(+) emotions	Negative (-) emotions	WRQL
QS	1.00	-.538**	.237*	-.399*
(+) Emotions		1.00	-.231	.148
(-) Emotions			1.00	-.022
WRQL				1.00

*Significant at 0.05 Level of significance , **Significant at 0.01 Level of significance

According to table 1 the value of correlation between sleep quality and WRQL, was 0.399 which is negative. This means that athletes trying to compete sporting events had disturbed their sleep patterns and adversely affected their WRQL.

Sleep quality has also been found to be negatively correlated with positive emotions. R = - 0.538 means that when sleep patterns are disturbed, positive emotions are low, followed by serious negative emotions.

This means that as athletes feel more demand, expertise, and pressure from themselves and society, they suffer from negative emotions due to disturbed sleep patterns. Another

sleep pattern disorder was found to be positively associated with negative emotions, 0.237 respectively

A study by Ghalebandi, (2009) reported prolonged working hours of resident physicians create them susceptible to the significances of sleep outlines, which distresses their job presentation and work quality. Singh, 2014 examine the relationship between mood fluctuations and productivity in medical professionals. Findings supported the positive relationship between positive MS with enhanced well-being and effective of doctors.

In 2016, Rosekind and Lerner reported on the cost of sleep deprivation and associated costs due to reduced productivity. Singh and Nehra studied the mood and quality of sleep doctors used WRQL as a dependent measure. The consequences reinforce and optimistic connection between positive mood and sleep quality and WRQL. At the same time, doctors in the Covid era saw themselves as true saviors of the community and found them to be fruitful for their lineup in this study.

Table 2 Model Summary of Stepwise multiple regression analysis for sportspersons (N=100) [Dependent Variable: WRQL]

	(Standardized BetaCoefficient)	(R ²)	(R ² changes)
Quality of sleep	.313	.391	.391
(+ve) emotions	.208	.558	.167
(-ve) emotions	-.090	.578	.031

Table 2 shows vividly the stepwise multiple regression values where predictors are quality of sleep and positive and negative emotions in terms of mood state determining the WRQL as a DV (dependent variable) in sports persons.

The calculated value of R square obviously demonstrate that sleep quality is contributing 39% to the WRQL followed by PE (positive emotions). While a contribution of 16% is positive emotions followed by 3% from negative emotions. It means that work-related quality of life is highly influenced by the quality of sleep a sports person does have followed by positive emotions. Ohayon, Wickrie and Hirshkowitz, and Albert 2017 reported that the quality of sleep and time spent hours of sleep in athletes play a considerable role in their anxiety and sports performance.

Conclusions

A positive relationship has been found between good quality of sleep and work related quality of life in sportspersons. The correlation between negative emotions and WRQL is obtained. Quality of sleep and positive emotions are significant predictors in determining the WRQL in sports persons preparing for competition.

Limitations of the study

- The number of subjects taken were small. The larger the sample, the more general and meaningful results have been obtained.
- A non-athlete comparison group might could taken as control group.
- Comparison were made based on various, sports types, and types, gender differences, and other demographic variables.
- Several other variables may have been used, such as fear of sports, competition, self-efficac, hope, and optimisim etc.
- Mental health, happiness, etc. could have been used as additional dependent variables.

Practical implementation of the study

The present study is abreast with behavioral and social implications in the concerning segment of sports persons about their different measures in the current scenario. Athletes are unique and need extra ordinary attention because they have to use their skills in coping with the normal psycho-physiological stress of training and playing sports and meeting competition. The urgent need in today's world is for athletes, especially those who are difficult to prepare to win medals, to provide training modules on psychological subjects such as relationships. To carry out a life skills workshop. The harmony between coaches and athletes will not only lead to a better range to win events and competitions but also to their well-being at the personal and social levels. This type of training skill helps athletes recover quickly from exercise stress and leads to better adaptation to adverse situations such as lack of sleep and feeling unwell.

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Impact of CSR Perspective on Indian Telecommunication Sector

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Abstract

This paper tried to investigate the impact of CSR expenditure on the financial performance of few Indian listed telecom companies. The data of the telecom companies have been collected from the annual reports. The paper uses correlation and panel data regression analysis to drive the results from dataset of 10 companies of telecom sector which are listed on BSE from 2013 to 2020. This paper highlights the gap between mandate CSR expectations and implementation by examining recent data from sample companies in the telecommunications sector. This investigation has important implications for regulatory agencies and public companies. The pragmatic results suggest that the CSR outlay has no substantial impact on companies' profitability. First, obligatory CSR spending has no impact, but has a slight negative impact on a company's day-to-day activities. Efforts are needed to mix CSR actions with company's existing skills and expertise. Second, governments need to inspire CSR activities by offering various tax incentives for their activities.

Keywords: Corporate Social Responsibility, Telecom Sector, Firm Performance, India.

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Introduction

Academics and practitioners have recently debated on concept of corporate social responsibility (CSR). Over past few decades, diverse definitions of CSR have developed from such discussions, presenting different views (WBCSD, 1999; Carroll, 1991; Walton, 1967). Generally, CSR can be defined as a company's endeavour to have a beneficial impact on society while conducting business. Despite the fact that social responsibility activities are deeply rooted in Indian society, obligatory CSR is still in its infancy. The term CSR may have roots in Western discourse, but the concept of philanthropy in India has always been based on its own beliefs and cultural values. In India, corporate participation in societal issues is regarded as a form of social responsibility. It has existed since ancient times, dating back to the time when society was still forming. Philanthropy and charity are deeply embedded in Indian society and culture, with some revenue going to social and community welfare. Dharmada, Zakaat, and Dasvandh are the terms used by Hindus, Muslims, and Sikhs, respectively (Chakrabarty, 2017). Globalization and economic reform have increased CSR in most countries. In India, it arose from country's affluent heritage and values, which have evolved over time and are now commonly referred to as CSR. As a result, Indian corporate citizenship has shifted from philanthropic social responsibility to CSR (Prasad, 2005). Companies' CSR initiatives can contribute to social and economic upliftment in a country with a population of 1.3 billion people (Agrawal and Sahasranamam, 2016). The GOI has directed CSR contributions for a chosen group of enterprises and has allotted a comprehensive section in Companies Act 2013 to highlight its importance, so that corporate sector helps to meet people's needs. Surprisingly, the 2013 Act superseded the 1956 Indian Companies Act, which had been in effect for six decades. Section 135 of the new Act mandates an obligatory yearly CSR spending for such businesses. India is initial nation to make CSR a legal requirement. Article 135 of the law describes organizations that must devote at least 2% of their annual net income on CSR activities. These companies must have a capital value of at least 50 billion rupees, sales of at least 100 billion rupees, or net income of at least 500 million rupees in any fiscal year. When the section was first introduced, the Act followed a "comply or explain" policy. In its annual report, the company that did not comply with CSR spending was required to explain why (Kapoor and Dhamija, 2017). The provision now reads "comply or suffer" as a result of the Act's 2019 modification. With this amendment, the defaulting company will either transfer the unused CSR amount to the fund specified in Schedule VII (law) that is not related to the ongoing project within 6 months from the previous year, or move the unused CSR amount to an unspent CSR account associated with an ongoing project within 30 days from previous year. If the company violates the revised requirements, company will be fined from 50,000 to 25,00,000

and company officers may face up to 3 years in prison and / or a fine of 50,000 to 5,00,000 rupees. The website of the Ministry of Corporate Affairs of India (www.mca.gov.in/) has a list of activities. The Indian government made CSR necessary in order to make corporations a partner in society's growth. It was thought that the corporations' CSR operations could contribute to the country's population's social and economic upliftment. Basically, its goal was to accept CSR practices and make them more publicly, economically and environmentally responsible. In addition, company's social responsibility in itself is accountability to its consumers, employees, stockholders, and the society

The paper is divided into five sections, one of which being the current one. The reviews are shown in part 2. Part 3 defines the data and methods, while Part 4 shows the analysis' findings. Part 5 summarises the study's findings and examines the inferences.

Literature Review

CSR was supported from the Great Recession (Bowen, 1953), when authors advocated the idea that a company is socially responsible as well as profitable. Although a convincing argument, this concept was not accepted by a few scholars (Friedman, 1970; Levitt, 1958). The most vocal critic of CSR was renowned economic expert Milton Friedman, who stated:

Business has only one social responsibility: to use its resources and engage in activities that will raise profits as long as it follows the rules of the game, that is, competes in an open and fair manner without deception or fraud". According to a prominent research Friedman (1970) says that "engaging in CSR is symptomatic of an agency problem or a conflict between the interests of management and shareholders.

From the 1970s onward, the definition of CSR grew much more explicit (Mishra, 2019). While Johnson (1971) described socially responsible corporation as one which can balance the benefits of a diversified stakeholders in addition to shareholders, the CED (1971) used a "three concentric circles" approach to incorporate both monetary and non-monetary concerns. In the conceptual model of CSP, Carroll proposed a four-part definition of CSR. He described CSR as "the economic, legal, ethical, and discretionary expectations that society has on organisations at any particular time" (Carroll, 1979). Other researchers developed the CSP paradigm even further (Wood, 1991; Cochran, 1985). Frederick divided CSR into two categories: CSR(1) and CSR(2). CSR(1) referred to corporate social responsibility or accountability, whereas CSR(2) referred to corporate social awareness. This shows that concept of CSR encompassed various dimensions.

While some studies institute a positive CSR-CFP relationship (Egginton and McBrayer, 2019; Taylor et al., 2018; Rodgers et al., 2013), others have found a negative relationship

(Liu and Tian, 2019; Akben-Selcuk, 2019;). CSR reduces or avoids excessive risk-taking and CSR management is optimistic about the market value of a company, according to those who support the positive correlation (Martin, 2012; Verschoor, 1998). One more group of researchers discovered a reversed U-shaped association between CSR and CFP (Awaysheh et al., 2020; McWilliams and Siegel, 2000). The reversed U-shaped association states that as CSR rises, the firm's value rises gradually, peaks, and then falls. A significant legitimacy gap could explain the lack of a favourable CSR-CFP link (Gatti, 2017; Sethi, 1975). When there is a break between organizational behavior and social expectations, it is called a legitimacy gap (Sethi, 1975). According to a current study, the gap between companies who "walk the talk" would be narrow and those that believe in "greenwashing" would be broader (Christmann and Taylor, 2006). Misspecifications in the model could potentially be to reason for the inconsistent CSR-CFP results (Siegel, 2000). The author also added R & D as a variable in the model, how the favourable CSR-CFP association diminished to the impartial CSR-CFP association (McWilliams, 2000).

Furthermore, it is apparent that the research conducted in developing and growing economies such as India is comparatively low, indicating an obvious research gap for future research. Also, the goal of the study is to build a standardised CSR assessment system. With the 2013 Indian Companies Act enacting mandatory CSR spending requirements, it is important to determine if mandatory CSR spending will improve India's financial performance. The aim of this study is to fill the gap in this study.

Research Methodology

Data

Data of 10 listed telecom companies for eight years ranging from 2013-2020 has been used in this paper for further analysis. BSE listed telecommunications companies were selected as the sample. Among the listed companies, those that did not qualify for enforced CSR application and those with insufficient 8-year data were excluded. This process leaves us with ten well-informed companies for all eight years. Pertinent data is gathered from Prowess database. Panel data is used in the study because it advances the proficiency of econometric approximations by controlling for the effect of time variables, missing and unseen variables. at the same time, it helps to measure and detect unobserved individual heterogeneity for which time series and cross-sectional data may not be detected. In general, panel data provides less coherence, more information, more degrees of freedom, and is more efficient (Hsiao, 2007).

Table 1 details the CSR performance of companies over eight years.

Table 1: Year-wise CSR Expenditure

Year	CSR Expenditure (Amt. (₹) in Crores)						Number of eligible companies			
	Total Prescribed	Total Actual	Average Prescribed	Average Actual	Total Disparity	Average Disparity	Actual > 2%	Actual = 2%	Actual < 2%	Total
2012-13	0	37.23	0	12.41	-37.23	-12.41	3	0	0	3
2013-14	0	59.04	0	19.68	-59.04	-19.68	3	0	0	3
2014-15	205.3817	67.5631	20.53	6.76	137.8186	13.77	3	0	7	10
2015-16	290.3189	100.1771	29.03	10.01	190.1418	19.02	3	1	6	10
2016-17	338.0753	81.2845	33.8	8.13	256.7908	25.67	4	0	6	10
2017-18	327.6798	95.5534	32.78	9.56	232.1264	23.22	2	4	4	10
2018-19	382.757	119.4997	38.27	11.94	263.2573	26.33	4	2	4	10
2019-20	78.3512	142.9348	7.83	14.29	-64.5836	-6.46	6	3	1	10

Dependent Variables

The financial performance indicators have been taken as dependent variables. The recent study uses five indicators to measure the economic performance of the companies. The first indicator is ROA. This indicator has been used in almost researches made in previous years. The ratio measures the firm's efficiency in utilizing its assets. Next measure used in study is ROE. It reflects the profitability of the firm from the viewpoint of shareholders. The third indicator of financial performance is EPS. This ratio indicates how much of a firm's return is spread to each remaining share and is a solid predictor of profitability. Next performance indicator is price to book value ratio. The ratio depicts the link between the share's market price and its book value. The ratio helps in evaluating the exact price of the share that has to be traded on the stock exchange. Last performance indicator is tobin's q. This market ratio depicts the link between the asset's market value and its replacement value.

Independent Variables

The main independent variables used in the study are total CSR expenditure as well as components of CSR expenditure. The first model used total CSR expenditure. Although several studies have used proxies' amount for expenditure prior to 2013, this study uses the company's actual total spending to measure CSR spending.

Component of CSR has been used as independent variable in the second model. The CSR activities were distributed into three categories named economic, social and environmental

activities and then the expenditure was categorized among the three activities. There was not too much correlation among the activities.

Control Variables

Control variable included in the study are company size, operational experience and the leverage. It is generally assumed that the larger firms have more resources and skills for diversified activities and therefore, can concentrate more on their CSR activities. Therefore, Firm size is computed by taking the natural logarithm of total assets. In addition, borrowed capital in the capital structure causes constraints as well as discipline amid officials, leading to effective decision making. Hence, leverage has computed through dividing long-term debts to total assets. Operational experience has been measured through the natural logarithmic value of the years from the incorporation.

Regression Models

The regression models are given as:

$$X_{it} = \alpha_0 + \beta_0 \text{CSREX}_{it} + \beta_1 \text{SIZE}_{it} + \beta_2 \text{AGE}_{it} + \beta_3 \text{LEV}_{it} + \varepsilon_{it} \quad (1)$$

Where X_{it} is alternatively used for ROA, ROE, EPS, PBV, and Q as a financial indicator of the company in the year t .

Here, CSREX_{it} = Total CSR spending by the firm i in the year t .

SIZE_{it} = Size of the firm i in the year t .

AGE_{it} = Age of the firm i in the year t .

LEV_{it} = Leverage of the firm i in the year t .

α , β and ε represent the intercept coefficient, angle and error term of the regression model, respectively.

$$Y_{it} = \alpha + \beta_0 \text{ECOEX}_{it} + \beta_1 \text{SOCEX}_{it} + \beta_2 \text{ENVEX}_{it} + \beta_3 \text{SIZE}_{it} + \beta_4 \text{AGE}_{it} + \beta_5 \text{LEV}_{it} + \varepsilon_{it} \quad (2)$$

Y_{it} is alternatively used for ROA, ROE, EPS, PBV, and Q as a financial indicator of the company i in the year t .

Here, ECOEX_{it} = Economic Spending by the firm i in the year t .

SOCEX_{it} = Social Spending by the firm i in the year t .

ENVEX_{it} = Environmental Spending by the firm i in the year t .

Where other terms have the similar meaning as equation (1).

Data Analysis

The first table in data analysis indicates the descriptive statistics of the variables used. The

table shows that the average ROE is least among the financial indicators and average EPS is highest. The average CSR expenditure was 8.55 crores which ranged from 0 to 49.56 crores. The average size of the companies in the sample was 33021 crores whereas the average age was 24.6 years (Table 2).

Table 2: Descriptive Statistics

	CSREX (In Crores)	ECOSEX (In Crores)	SOCSEX (In Crores)	ENVEX (In Crores)	Firm Size (In Crores)	Firm Age (Years)	Leverage (Times)	ROA (%)	ROE (%)	EPS (Rs.)	PBV (in times)	Q (in times)
Mean	8.5564	1.4668	6.9163	3.6165	33021.4900	24.6000	.1277	2.8116	-3.8268	8.8773	1.6243	1.1296
Minimum	0.00	0.00	0.00	0.00	460.62	7.00	0.00	-43.51	-812.45	-71.08	.19	.14
Maximum	49.56	19.57	47.37	79.00	300372.80	37.00	.56	15.36	33.70	142.31	6.29	4.00
SD	13.46	3.51	11.83	14.17	65883.15	7.29	0.14	8.06	92.88	26.07	1.10	0.80
Skewness	1.695	3.101	2.014	4.541	2.471	-.563	1.293	-3.552	-8.573	2.377	1.449	1.823
Kurtosis	1.751	10.447	3.204	20.575	5.376	-.458	1.262	17.094	75.352	11.314	3.326	3.306

Correlation

The next table of the data analysis shows the correlation among the variables. it has been observed that the ROA has very weak negative relationship with the CSR expenditure variable as well as economic and social variable. It has shown weak positive relation with environmental expenditure. The relationship of ROA is moderate positive with all financial indicators. Among the control Variables, Age has shown weak negative correlation with all performance indicators except EPS whereas leverage has shown positive relation with PBV only. Firm size has shown weak negative relation with each financial indicator. ROE has shown weak negative relationship with CSR and social expenditure whereas it has positive relation with economic expenditure, environmental expenditure and financial performance indicators. EPS has shown significant positive relation with environmental expenditure whereas has shown weak negative relation with total CSR expenditure as well as components of CSR expenditure. EPS has shown positive relation with each financial performance indicator. Moving to PBV and Q ratio, they have shown positive relation with CSR and its components (Except q relation with environmental expenditure). PBV and Q ratio have positive relationship with all financial performance indicators. VIF factor was calculated for independent variables and each value was instigate to be below five, which ruled out the possibility of multicollinearity.

Table 3: Correlation Matrix

	CSREX	ECOSEX	SOCSEX	ENVSEX	SIZE	AGE	LEV	ROA	ROE	EPS	PBV	Q
CSREX	1	.507**	.927**	-.064	.626**	-.293**	.167	-.008	-.204	-.089	.228*	.280*
ECOSEX	.507**	1	.220	-.036	.280*	.056	.120	-.027	.035	-.060	.023	.044
SOCSEX	.927**	.220	1	-.093	.653**	-.341**	.182	-.035	-.249*	-.127	.242*	.295**
ENVSEX	-.064	-.036	-.093	1	-.092	.328**	-.035	.093	.057	.750**	.005	-.089
SIZE	.626**	.280*	.653**	-.092	1	-.162	.527**	-.361**	-.383**	-.345**	-.002	-.032
AGE	-.293**	.056	-.341**	.328**	-.162	1	.042	-.155	-.008	.277*	-.268*	-.351**
LEV	.167	.120	.182	-.035	.527**	.042	1	-.332**	-.270*	-.191	.035	-.067
ROA	-.008	-.027	-.035	.093	-.361**	-.155	-.332**	1	.621**	.398**	.345**	.371**
ROE	.204	.035	.249*	.057	.383**	.008	.270*	.621**	1	.230*	.112	.141
EPS	-.089	-.060	-.127	.750**	-.345**	.277*	-.191	.398**	.230*	1	.113	.044
PBV	.228*	.023	.242*	.005	-.002	-.268*	.035	.345**	.112	.113	1	.919**
Q	.280*	.044	.295**	-.089	-.032	-.351**	-.067	.371**	.141	.044	.919**	1
***p value < 0.01 (2-tailed)."												
**p value < 0.05 (2-tailed)."												

Regression Results

We used F-test for each model to choose between the OLS model and the FE model whereas BP-LM test helps in identification of best model among generalized least square and random effects model. Check out the Hausman specification used for each model to choose between fixed effects and random effects. The null hypothesis of the Hausman test indicates that the random effects model is more consistent and suitable than the fixed effect model. The result of each model has been specified in Table 4. The relationship of ROA and ROE with CSR expenditure was computed through OLS model whereas EPS relationship was computed through random effect model. PBV and Q ratio has been analyzed through fixed effect model to determine the relationship with CSR expenditure. Panel A of Table 4 presents the results when total CSR expenditure is treated as the independent variable and part B presents the results when the components of CSR are treated as independent variables.

Table 4: Panel Regression Results

“Panel A: Total CSR Expenditure as independent variable”										
	ROA		ROE		EPS		PBV		Q	
	Coef	T-Stat	Coef	T-Stat	Coef	T-Stat	Coef	T-Stat	Coef	T-Stat
C	15.36	1.42	84.13	0.67	1.65	0.03	17.90	2.16	12.47	2.42
CSR	0.00	0.18	-0.010	-0.86	0.00	0.57	0.00	-0.05	0.00	0.27
Size	-0.11	-0.15	-2.59	-0.31	0.50	0.13	-1.10	-3.38	-0.86	-4.24
Age	-2.99	-1.15	-12.25	-0.40	1.78	0.12	-2.52	-1.08	-1.54	-1.06
LEV	-18.15	-2.48	-148.51	-1.74	-31.14	-0.82	-1.17	-0.59	0.42	0.34
F-Test	1.86	-	1.69	-	8.18	-	3.60	-	5.63	-
BP-LM Test	0.31	-	0.86	-	48.01	-	3.11	-	8.43	-
Hausman Test	4.36	-	14.64	-	3.35	-	11.87	-	18.43	-
DW Stat	0.71	-	0.04	-	0.69	-	1.42	-	1.45	-
P-Value	0.03	-	0.01	-	0.00	-	0.00	-	0.00	-
“Panel B: Component of CSR as independent Variable										
	ROA		ROE		EPS		PBV		Q	
	Coef	T-Stat	Coef	T-Stat	Coef	T-Stat	Coef	T-Stat	Coef	T-Stat
Constant	15.67	1.37	150.98	1.15	-11.34	-0.18	20.20	2.21	13.38	2.37
ECOSEX	0.00	0.02	0.05	1.24	-0.004	-0.47	-0.00	-0.88	-0.00	-0.85
SOCSEX	0.00	0.05	-0.017	-1.43	0.00	0.51	0.00	0.34	0.00	0.51
ENVSEX	0.00	0.51	-0.013	-0.20	0.03	1.80	0.00	0.80	0.00	1.31
Size	-0.13	-0.18	-5.07	-0.60	1.54	0.38	-1.14	-3.36	-0.87	-4.13
Age	-3.06	-1.12	-28.22	-0.90	2.03	0.12	-3.22	-1.25	-1.86	-1.17
LEV	-17.61	-2.36	-135.63	-1.58	-7.02	-0.17	-0.56	-0.26	1.05	0.78
F-Test	1.77	-	1.77	-	8.37	-	3.46	-	5.49	-
BP-LM Test	0.36	-	0.47	-	48.40	-	2.68	-	7.55	-
Hausman Test	5.48	-	15.96	-	6.15	-	14.9	-	21.3	-
DW Stat	0.73	-	0.11	-	0.83	-	1.50	-	1.55	-
P-Value	0.00	-	0.08	-	0.66	-	0.00	-	0.01	-

Note: CSR= Corporate Social Responsibility

By looking at the results of Table A, we can see that total CSR expenditure has no significant impact on financial performance indicators. This implies that the required CSR did not contribute positively to the financial performance of the company. Leverage has a significant negative impact on the financial performance of companies. Negative leverage reflects the fact that firms with less debt contribute better to financial performance. Size has significant negative impact on all performance indicators specifying that the firm with high assets values contribute poorly in the profitability of the companies. The negative coefficient of age indicates the inefficiency of old firms in adopting new technologies and contribution towards profitability.

Moving on the Panel B results, it can be seen that economic spending has a negative

effect on EPS, PBV and Q ratio whereas social expenditure and environmental expenditure has not made any substantial effect on the performance of companies excluding ROE. The social and environmental expenses have negative impact on ROE of the companies.

Discussion and Implications

The outcomes of research have vital implication for Indian firms, various researchers and CSR officials. It has a matter of discussion from several decades in academic world that how and why CSR is important and how it pay to firm's economic performance? India is initial nation to make CSR compulsory for different types of corporations and introduced Section 135 in the Indian Companies Act, 2013. This study efforts to contribute CSR - CFP relationship after compulsion of CSR. Using the eight-year panel data of 10 telecom companies, this study shows that the total CSR outlay has no significant effect on the company's financial performance. The results are similar to previous studies investigating the similar goals (Fabac, R. et al., 2016; Arshad et al., 2015; Yadav & Gupta, 2015;). There are several reasons for this.

First, companies with high CSR spending give their competitors a strategic advantage, making them extremely vulnerable to financial losses and business difficulties. Second, essential CSR is in growth stage. Firms are still making efforts to adjust to this regulatory pressure.

This survey has significant inferences for governments, businesses and society. Companies are not actively involved in CSR activities because mandatory CSR imposes a burden on the company's ongoing business and corporate tax (Sarkar and Sarkar, 2015). In addition, they often lack the expertise to deal with new mandatory regulations. It is recommended to professionally integrate CSR activities into business activities so that both the company and society can take a beneficial position in the long term. Dedicated and professional approach should be followed to disburse the CSR activities. Companies need to limit spending on several government-run programs (Clean Ganga, Swatch Bharat, PM Fund, etc.) on behalf of CSR activities to reduce the possibility of misappropriation. Governments can stimulate CSR activities by allowing activities such as tax deductions rather than profit sharing. In addition, the list of activities in Annex VII must be more comprehensive than this exhaustive list. Finally, society can pressure companies to complete their CSR activities carefully and on time. It has been observed that the companies make their CSR activities in different areas to avoid CSR obligation without reporting the impact of the previous activities. Companies need to submit appropriate impact budgets and assessment reports so that their quantitative target and the target achieved can be analysed. The government should order compulsory audit for such reports. Furthermore, Indian companies should view CSR as a tactical move in place of just a stand-alone or ad-hoc compliance act.

Companies should carefully craft their marketing strategies to educate customers about CSR activities. Companies can improve their financial performance by engaging in CSR activities by implementing an effective management system for planning and monitoring CSR results.

The study has some limitations. The limit relates to nature of the data used. Firstly, the sample size is limited to 10 telecom companies. Secondly, the period of the data used in study is only eight years. Future researchers can use the expanded data set to produce more convincing and lasting results. Thirdly, the firms selected in study were from telecom sector only and exclusively located in India. Future studies in further Asian nations can help in generalisation of the results of the study. Finally, the impact of CSR on CFP has been checked after implementation of mandatory CSR expenditure as per Indian Companies Act, 2013. The future studies may compare the impact of voluntary CSR as well as mandatory CSR on firms. There is some scope to find the optimal level of compulsory CSR spending.

Conclusion

A well-developed telecommunication sector has a great impact on the growth of the economy. In India, the telecommunication sector has a great user base and the telecommunication network is the second-largest in the world by the number of users. The telecom sector changed entirely after the liberalization which opened the gates for the private sector. The telecommunication sector played important role in the economic development of the country during the Covid 19 pandemic. The study showed that the impact of CSR initiatives on the financial performance was not significant and efforts should be made to engage in such activities that creates a positive impact.

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Appendix

Abbreviation Used:

WBCSD = World Business Council for Sustainable Development

CSR = Corporate Social Responsibility

CSP = Corporate Social Performance

CED- Committee for Economic Development

VIF = Variance inflation factor

FP = Financial Performance

GOI = Government of India

CSREX= Total CSR Spending

ECOEX= Economic Spending

SOCEX= Social Spending

ENVEX= Environmental Spending

ROA = return on assets

ROE = return on equity

EPS = earnings per share

PBV = price-to-book value ratio

Q = Tobin's Q

OLS = Ordinary Least Square

FE = Fixed Effect

An Evaluative Study of Computer Phobia among Senior Secondary School Teachers

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Abstract

Today the computers are increasingly used in every domain of life. Computer has become important part of our lives. Many people are frequently using computers in their day to day life. They have their own personal computers to work. Now-a-days, The present study is conducted on 150 senior secondary school teachers working in government owned and privately owned schools of Sonipat District of Haryana state. In the first phase, all the government and private schools of Sonipat district was enlisted and 14 schools were chosen from them through random sampling technique. Out of those 14 schools, 7 were government owned and 7 belonged to private sector. From the chosen schools, 75 senior secondary teachers from government schools and 75 from private schools will be chosen at random for the study.

Keywords: Computer, Computer Phobia, Senior Secondary and School Teachers

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Introduction

"Computers have become an inseparable part of human life and occupy an important place in our life. Whether at home or workplace, people are slowly getting dependent on computers. They have their own PC to work regularly. Now-a-days, most of the work which was earlier done manually is being done through computers. For example, railway reservation system, billing system, banking work etc. This is because of the various advantages computers have over manual work. It saves time and makes work more genuine and dependable. But the dark side of the coin is that a large part of our population is not using the computers due to lack of knowledge or a hidden fear of causing damage to the computer". This is only an example of easiness which is being provided by computers, but the on the other hand a large section of our population is feared about use of computer and related damages. Government also provided computers to the schools. But nobody bothered to use these computers because of their misconception that if they will use the computer, it may be out of order. But now the computers have become user friendly i.e. by using the computers one can make one's life easier. A research finding has suggested that, "in this technological era with the help of computers we can improve the classroom teaching. Another critical issue is whether the teachers, students, and administrators are ready to use the available technology. By using computers, in the class we can give the number of information to the students. It is also helpful for the teachers for keeping the records of their students (Grades, Marks, Attendance)". Students may also be benefited if they use it for their study purpose.

But research study has also find that students do have fear about use of computer which can be defined as computer Anxiety. The "Computer Anxiety can be defined in its simplest form as a fear of using computers. Some researches prefer to apply more technical terms to the phenomena such as 'technophobia' and 'cyber phobia'. While technophobia refers to a general fear of all things that might include technological, cyber phobia which are related to computers. Anxiety itself is defined as 'a painful uneasiness of mind' or 'an abdominal apprehension of fear often accompanied by psychological change such as sweating or increased pulse". This computer anxiety affects not only students but also other people. In this research paper reasons and sources associated with computer anxiety are analysed and course of actions is also suggested for eliminating it.

Meaning of Computer Phobia

Computer education cannot be over emphasized because computers make things efficient and easy in our daily life. Almost everything stating from the paper editing to reading of the paper has to deal with computer, any person, who don't have knowledge of computer is generally regarded as inferior to those who have computer knowledge. The students are

often afraid of that they will touch a wrong key or click a wrong part of the screen and the computer will damage. Many people are feared to use computers due to what they perceive as a computer's complexity. They may be anxious about inadvertently breaking of the computer or about looking foolish for not being able to understand how to use it. Fear of use of technology probably be three-decade old. According to a nationwide survey by Dell Computer Corp, "despite the U.S.'s long-standing lead in technical innovation, 55% of all Americans remains resistant--even phobic--when it comes to taking advantage of technology in their everyday lives. One-fourth of all adults never have used a computer, set a VCR to record a television show, or even programmed favorite stations on a car radio. Technical temperaments vary across generations, with teens more technically literate than adults. Ninety-two percent of teens are comfortable using a variety of technical devices, from answering machines and VCRs to compact-disc players and computers, compared with 74% of adults. Adults are more anxious about using computers than many other technical products i.e. 23% are nervous about operating a computer on their own and more than three times the number of teens who are uneasy in front of a keyboard. In contrast, teens are more confident using a computer than utilizing an answering machine. Despite their differences, teens and adults agree that computers can save their time. Nevertheless, 32% of all adults are intimidated by computers and afraid of that they might inflict damage to computers while operating on it. Most computer manuals are as difficult to understand as a graduate-level course in quantum physics. The report finds that fast-accelerating gap between invention and understanding is largely to blame for the spread of technophobia".

Computer in School

The governments as well as private educational institutions have made adequate arrangement for use of computers by the students at school as well as college level. But research has find that still students does not have hold over use of computer it is largely because of inefficiency of teachers with regard to the use of computer.

Computer for Teacher

"It is a well-established fact that in this technological era with the help of computers we can improve the classroom teaching also. It is also helpful for the teachers in keeping the records of their students (Grades, Marks, Attendance). If they use the computer in the class room the student will give more attention towards their studies. They will be able to stand the pressure of the current technological advancement in all spheres of life. The fear of using the computers can only be overcome if the teachers are willing to experiment with them in the classroom. These days' maximum public and private schools are using computers. 'SMART CLASS' in the schools have revolutionized the whole education process. We know that use of visual senses has more impact on retention. So when teachers teach their

students by using computers or projectors, then students can easily grasp the content and this also increases interest among students. It also makes concepts clear and easy".

Can Computer Phobia Be Overcome?

According to Dr. Stanley Kaden, an expert on the subject and a psychologist, "the causes of managerial skittishness to five basic fears--all of which can be overcome by a simple prescription called common business sense. For example, with hundreds of different brand names available for both shop floor and office, how can a business owner decide which one is the best investment? For fear of making a wrong purchasing decision, many delay taking advantage of the new technology". Dr. Kaden further suggested that, "if the business owner looks upon the computer as just another machine designed to do a specific job, he will overcome the feeling that he is dealing with some planetary unknown".

Fear of losing control - One of the fearsome aspects about use of computers is how invisibly they work. Dr. Kaden explains: "When you see a person manually entering data or information, you can look over his or her shoulder and see the items that have been entered. But when you see a computer swallow these same entries into its innards, you get the feeling that you are losing control. So you decide to do without one. Truth is, the computer enables you to gain more control over more things. Although the computer's work is invisible, it does only what you tell it to do (via the software)."

Relevance of the Study

The significance of this study is to analyze possible relationship between computer phobia and ways of articulating computer-training in the place of work. Computer skills are a modern concept. Since our future is based on the computer, but some teachers are afraid to operate the computer system because of fear of possible damage to system. Teachers, who know some skills about its use, are likely to have many misconceptions about them, it can severely disturb normal life, interfering with mainly schools as well as social relationships Howard, Murphy & Thomas and Desai in 2011 have demonstrated that, "computer anxiety is linked to the effectiveness of computer training in a negative manner". Igbaria and Chakrabarti (2000) extend this notation and stated that, "computer make users anxious to avoid using computers completely".

Statement of the Problem

"An Evaluative Study of Computer Phobia Among Senior Secondary School Teachers"

Operational Definition of Some Terms Used

Computer - Computer is an electronic device which accept raw data as inputs and then

perform mathematical and logical operations on that with greater speed and accuracy and then gives results in the form of outputs.

Phobia - An anxiety is a transitional state or conditions of the person that varies in intensity, fluctuating according to stress that an individual have. Anxiety, Stress and Psychological factors may also be used for the term phobia.

Computer Phobia - Computer Phobia is called as computer anxiety. It includes fear of computer, negative conception and hesitancy about its use, resistance, unable and the fear of some damage. Computer phobia can be witnessed in almost every educational institution. The hesitancy and resistance of computers called computer phobia.

Objectives

- “To study the level of computer phobia among senior secondary school teachers.
- To compare the level of computer phobia between male and female senior secondary school teachers.
- To study the level of computer phobia among senior secondary school teachers in respect to their basic streams i.e. Arts, Commerce, Science.
- To study the level of computer phobia between private senior secondary school teachers and Govt. senior secondary school teachers.
- To study the level of computer phobia between senior secondary school teachers of urban and rural areas”.

Hypothesis of the Study

- There is no major difference between the level of computer phobia of male and female senior secondary school teachers.
- There is no significant difference between senior secondary school teachers with respect to their basic streams.
- There is no major difference between senior secondary school teachers of urban and rural areas.
- There is no major difference between less experienced and more experienced senior secondary school teachers.

Delimitations

- The study is limited to the 10+2 class teachers only.
- The study is limited in terms of the sample size. It includes only 150 secondary school teachers of Sonapat district of Haryana State.

Plan and Procedure

This research paper gives a detailed description of the methodology followed in the conduct of the present research. It also states the tool used for data collection and its reliability and validity. Plan and procedure provides directions to the researcher as to how he has to go about performing the research. For the current research work, the sample, sampling technique, tools of data collection, scoring procedure, statistical techniques used etc. are as stated below:

Population

The word 'Population' means the aggregate and totality of individuals regarding which conclusions are to be made. One of the important steps in the design of the sampling is the specification of the population to be studied.

In the present study all the senior secondary school students of Sonipat district of Haryana constituted the population. The study was confined to both male and female secondary school teachers.

Sample and Sampling Technique

The present study is conducted on 150, 10+2 class teachers working in government and private schools of Sonipat District of Haryana state. In the first phase, all the government and private schools of Sonipat district will be enlisted and 14 schools were chosen from them through random sampling technique. Out of those 14 schools, 7 government schools and 7 private schools were selected. From the chosen schools, 75 senior secondary teachers from government schools and 75 from private schools were selected randomly for this study.

Table-1 Gender Wise Distribution of Sample

Gender	No. of Teachers
Male	56
Female	94
Total	150

Table-1 shows that 56 males and 94 female secondary school teachers were selected from various secondary schools of Sonipat District as sample.

Table-2 Group Wise Distribution of Sample

Group	No. of Teachers
Govt.	75
Private	75
Total	150

Table-2 shows that 75 Govt. and 75 private secondary school teachers were selected from various secondary schools of Sonipat District as sample.

Table-3 Stream Wise Distribution of Sample

Stream	No. of Teachers
Arts	90
Commerce	23
Science	37
Total	150

Table-3 shows that out of 150 Secondary School Teachers, 90 teachers from Arts Stream, 23 from Commerce Stream and 37 from Science stream were selected from various secondary schools of District Sonipat (Haryana) as sample.

Table-4 Locality Wise Distribution of Sample

Group	No. of Teachers
Rural	49
Urban	101
Total	150

Table - 4 shows that out of 150 teachers, 49 belonged to rural areas and the remaining 101 belonged to urban areas.

Tool Used

For the each and every type of research the researcher needs certain tools and techniques to gather the required information. In the current research work the researcher has applied the Computer Phobia Scale. It was devised by Rajasekar and Varyapuri.

Their scale, "has 29 statements of which 8 of them are positive statements and the remaining 22 are negative statements. Each statement is set against 5-point scale of 'strongly agree', 'agree', 'undecided', 'disagree', 'strongly disagree' and 'weight of 4, 3, 2, 1 and 0 are given in that order for the positive statements and the scoring is reverse for the negative

statements. An individual score is sum of all the scores of the 29 items". All the 29 statements are grouped under 3 dimensions viz.

Personal Failure- "An anxiety about present or future interactions with computers or computer related technology".

Human Vs Machine Ambiguity - Negative global attitude about computers, their operations, their social impact.

Convenience - Specific negative statements design, actual computer interactions or when planning future computers interactions.

The dimension personal failure constitutes 12 statements; the dimension human vs machine ambiguity constitutes 9 statements and the dimension convenience constitutes 9 statement. Thus this scale consists of 30 statements.

Pilot Study

To validate the scale this study, cover to a sample of as many as 150 teachers working in higher secondary schools of Sonipat district, selected through cluster sampling techniques. But the investigator has got the responses only from 136 teachers.

Item Analysis

The next step in the standardization of a phobia scale after research study is to find out the 't' value of each statement which is the basis for item selection for building up the final scale. The individual computer phobia scale score for "all the teachers (136 teachers) were found out and they were valued from the highest to the lowest scorer. Then 27% the subjects (high) with the highest total score and 27% of the subjects (low) with the lowest total scores were sorted out for the purpose of item selection. The high and low groups thus selected, formed the criterion groups and each group was made up of 36 teachers.

Each statement was taken individually and the number of teachers to respond from 'strongly agree' to 'strongly disagree' was formed out in both the high and low groups separately. A separate worksheet was prepared for each statement for the calculation of 't' values. The value of 't' is a measure of the extent to which a given statement differentiates between the high and low groups. If the 't' value is equal to or greater than 1.75%, it indicates that the average response of the high and low groups of a statement differs significantly. As many as 29 statements having 't' value greater than or equal to 1.75 were chosen in order to form the final scale. The items in the scale were randomized so that the positive and negative statements were distributed throughout the scale".

Table-5 Rank of Items in The CPS-Based on 'T' Values

Rank Order	Nature of the statements	't' value	Original serial Number
1	Positive	13.8257	8
2	Negative	9.5192	4
3	Negative	7.9891	28
4	Negative	7.7160	30
5	Negative	7.7064	1
6	Negative	7.3170	2
7	Negative	6.3739	14
8	Negative	6.3259	11
9	Positive	6.2972	20
10	Negative	5.8482	15
11	Negative	5.6784	23
12	Negative	5.5671	13
13	Negative	5.4386	26
14	Negative	5.4279	27
15	Negative	4.8808	10
16	Positive	4.6523	7
17	Negative	4.4561	25
18	Positive	4.3969	19
19	Negative	4.0980	9
20	Negative	3.7205	12
21	Positive	3.4802	16
22	Negative	3.1212	24
23	Negative	2.7698	17
24	Positive	2.7066	29
25	Negative	2.6983	22
26	Positive	2.4966	3
27	Negative	2.2926	18
28	Negative	1.9157	21
29	Positive	1.9084	5
30	Negative	1.3949	6

Reliability and Validity of the Scale

The reliability of computer phobia scale was ensured by the split half method (odd-even number) using person product moments coefficient of co-relations. This only gives the reliability of the half scale and hence, "the co-efficient of the reliability of the full scale was determined by using the Spearman - Brown prophecy formula and was found to be 0.88 and the intrinsic validity was established by taking the square root of reliability co-efficient i.e. $\sqrt{0.88} = 0.94$. Thus from the two co-efficient, it may be inferred that this scale is highly reliable and valid. To establish norms for this scale, T-scores and z-scores and the percentile norms have been selected". (wide: Table -7 and Table -8)

Table-6 T-Scores and Z-Scores

Sr. No.	Raw Scores X	Z=(X-M)/σ	T=10Z+50
1	112	2.6964	76.964
2	108	2.4192	74.192
3	106	2.2806	72.806
4	104	2.1420	71.420
5	101	1.9340	69.340
6	100	1.8647	68.647
7	94	1.4488	64.488
8	93	1.3795	63.795
9	92	1.3102	63.102
10	91	1.2409	62.409
11	90	1.1716	61.716
12	89	1.1023	61.023
13	88	1.0330	60.330
14	86	0.8944	58.944
15	85	0.8251	58.251
16	84	0.7557	57.557
17	83	0.6864	56.864
18	82	0.6171	56.171
19	81	0.5478	55.478
20	80	0.4785	54.785
21	79	0.4092	54.092
22	78	0.3399	53.399
23	77	0.2706	52.709

24	76	0.2013	52.013
25	75	0.1319	51.319
26	74	0.0626	50.626
27	73	0.0062	50.062
28	72	-0.0759	49.241
29	71	-0.1452	48.548
30	70	-0.2149	47.855
31	69	-0.2838	47.160
32	68	-0.3531	46.469
33	67	-0.4224	45.776
34	66	-0.4918	45.082
35	65	-0.5611	44.389
37	63	-0.6997	43.003
38	62	-0.7690	42.310
39	61	-0.8383	41.617
40	60	-0.9076	40.924
41	58	-1.0462	39.538
42	57	-1.1155	38.845
43	56	-1.1849	38.151
44	54	-1.3235	36.765
45	53	-1.3928	36.072
46	52	-1.4621	35.379
47	50	-1.6007	33.990
48	48	-1.7393	32.607
49	42	-2.1552	28.448
50	39	-2.3631	26.369
51	36	-2.5711	24.289
52	20	-3.6800	13.200

Table-8 Percentiles Norms for the CPS Scale

Percentiles	CPS
10	54
20	62
25	64
30	67
40	70
50	73.5
60	77
70	80
75	81.75
80	84
90	90.3

The last version of the computer phobia scale has been drawn with the 29 items (Appendix-A) the maximum score is 116 and the lowest is 0. Lower Score point towards existence of high level of computer phobia.

Statistical Tools used in the Study

The investigator took the help of following statistical technique in the interpretation of data with Mean, SD and 't' test.

Analysis and Interpretation of Data

"The data collected through the administration of various tools on selected sample or samples are raw. These data need to be tabulated, organized, analyzed and interpreted for drawing sound conclusions and valid generalizations. Analysis of data means studying and organizing material in order to discover inherent facts. The data are studied from as many angles as possible to explore the new facts. Through analysis requires an alert, flexible and open mind. It is worthwhile to prepare a plan of analysis before the actual collection of data". Analysis and interpretation is given below with the help of tables:

Table-9 Mean Scores of Male and Female Secondary School Teachers on 'Personal Failure' Dimension of Computer Phobia Scale (CPS)

Group	N	Mean	S.D	't'-value
Male	56	19.8	8.15	0.71
Female	94	20.77	9.95	(Not Significant)

Table 9, shows no major difference between two categories of Teachers. Female teachers

had scored more mean value than their Male counterpart on "Personal failure" dimension of CPS.

Table-10 Mean Scores of Male and Female Secondary School Teachers on 'Human Vs Machine Ambiguity' dimension of Computer Phobia Scale

Group	N	Mean	S.D.	't'-value
Male	56	17.09	8.21	1.07
Female	94	20.20	9.65	(Not Significant)

Table 10 shows not much difference between above categories of teachers. The female teachers had scored more mean value than their Male counterpart on "Human vs Machine Ambiguity" dimension of CPS.

Table-11 Mean Scores of Male and Female Secondary School Teachers on 'Convenience' dimension of Computer Phobia Scale

Group	N	Mcan	S.D.	't'-value
Male	56	17.05	7.65	0.68
Female	94	16.02	11.1	(Not Significant)

An analysis of Table 11 reveals that there is no major difference between above class of Teachers towards Computer Phobia. Male teachers had scored more mean value then their Female counterpart on "Convenience" dimension of CPS.

Table-12 Mean Scores of Male and Female Secondary School Teachers on Computer Phobia Scale

Group	N	Mean	S.D.	't' value
Male	56	55.02	24.01	0.40
Female	94	56.6	30.02	(Not Significant)

Table - 12 shows that means score on overall Phobia towards computer is found to be higher among, "female Secondary School Teachers when compared with Male Secondary School. Therefore, there is no significant difference between Male and Female Secondary School Teachers of Computer Phobia Scale (CPS)".

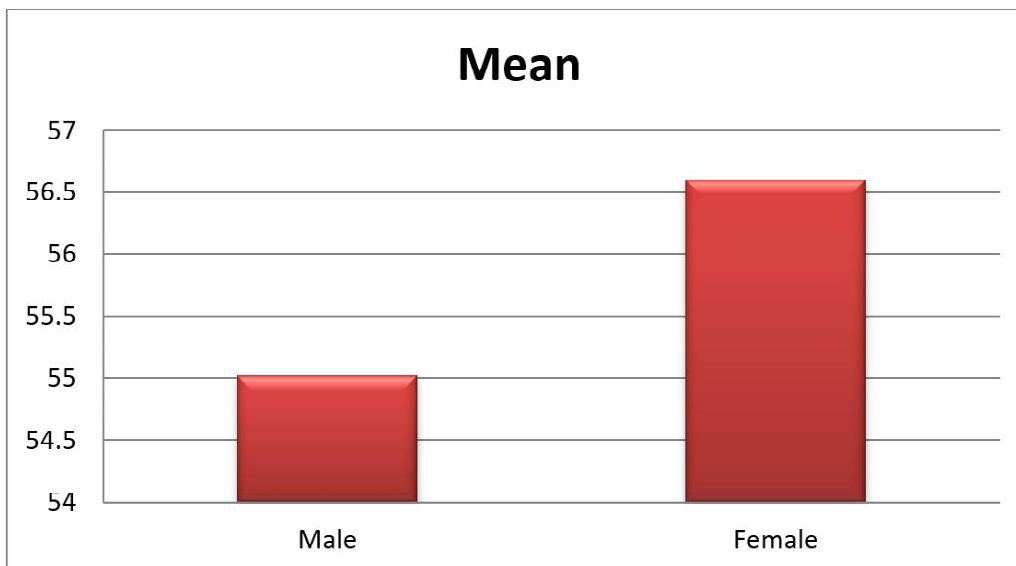


Figure 1: Figure showing mean values of two categories of Teachers on (CPS)

Table-13 Mean Scores of Govt. and Private Secondary School Teachers on 'Personal Failure' dimension of Computer Phobia Scale

Group	N	Mean	S.D.	t-value
Govt.	75	7.01	2.30	2.65**
Private	75	9.14	1.67	

***Significant at 0.01 level**

Table - 13 projects that a major difference was obtained between Govt. Teachers and Private Teachers at secondary. Private School Teachers have scored more mean value on "Personal Failure" of CPS.

Table-14 Mean Scores of Govt. and private Secondary School Teachers on 'Human Vs Machine Ambiguity' dimension of Computer Phobia Scale

Group	N	Mean	S.D.	t-value
Govt.	75	7.90	2.64	2.85**
Private	75	10.84	1.90	

***Significant at 0.01 level**

In Table-14 it is shown that there is a major difference between Govt. Secondary School Teachers and Private Secondary School Teachers. Private School Teachers have scored more mean value on "Human Vs Machine Ambiguity" of CPS.

Table-15 Mean Scores of Govt. and Private Teachers at secondary school level on 'Convenience' of Computer Phobia Scale (CPS)

Group	N	Mean	S.D.	t-value
Govt.	75	9.90	1.67	3.78**
Private	75	8.89	5.99	

Significant at 0.01 level

An analysis of Table-15 suggests that a significant difference was obtained between Govt. Secondary School Teachers and Private Secondary School Teachers. Govt. School Teachers had scored higher mean value on "Convenience" of CPS than Private school teachers.

Table-16 Mean Scores of Govt. and Private Teachers of secondary school on Computer Phobia Scale

Group	N	Mean	S.D.	t-value (df=98)
Govt.	75	9.01	1.24	6.58**
Private	75	9.86	1.67	

****Significant at 0.01 level**

Results displayed in Table-16 shows a much difference between Govt. Senior Secondary School Teachers and Private Senior Secondary School Teachers. Private Senior Secondary School Teachers scored higher mean value on total CPS.

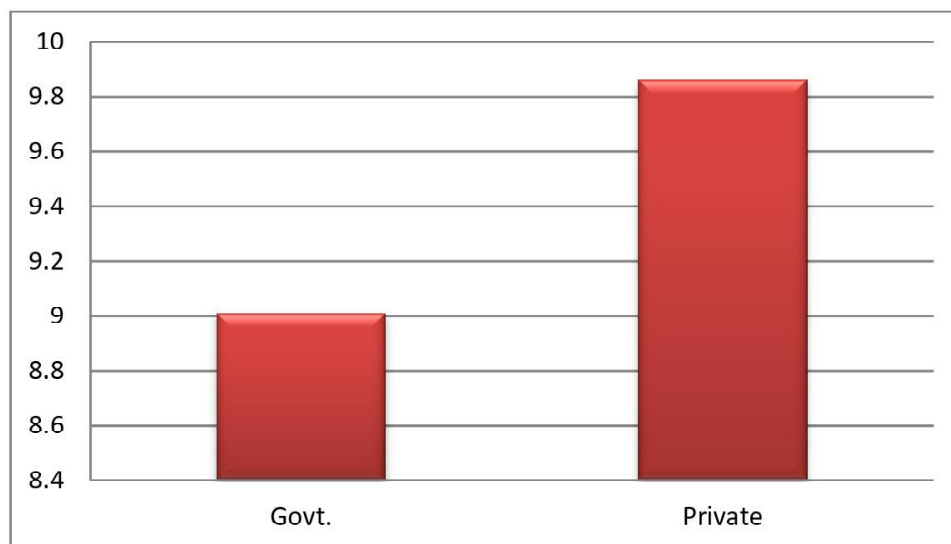


Figure shown above depicts the mean values of Govt. and Private Senior Secondary School Teachers on (CPS).

This may be because Private Senior Secondary School Teachers are using computers in their day to day life as well as in their class rooms, but Govt. Secondary School Teachers are not availing this facility in their schools.

Table-17 Mean Scores of Arts and Commerce Senior Secondary School Teachers on "Personal Failure dimension of Computer Phobia Scale (CPS)"

Group	N	Mean	S.D.	t-value (df=78)
Arts	90	27.01	1.45	4.80**
Commerce	23	24.69	1.31	

Significant at 0.01 level

An analysis of Table-17 shows that a much difference was obtained between Arts and Commerce Teacher at Senior secondary school levels. Arts School Teachers had scored higher mean value on "Personal Failure" of CPS.

Table-18 Mean Scores of Arts and Commerce Teachers on "Human Vs Machine Ambiguity dimension of Computer Phobia Scale".

Group	N	Mean	S.D.	t-value
Arts	90	15.01	7.30	0.87 (Not Significant)
Commerce	23	15.99	8.99	

An analysis of Table-18 shows that there is no major difference between Arts and Commerce Teachers. Arts School Teachers had scored higher mean value on "Human Vs Machine Ambiguity" of CPS.

Table-19 Mean Scores of Arts and Commerce Senior Secondary School Teachers on "Convenience dimension of Computer Phobia Scale".

Group	N	Mean	S.D.	t-value (df=78)
Arts	90	28.07	2.21	11.23**
Commerce	23	25.98	1.67	

****Significant at 0.01 level**

Table-19 projects that there is major difference between Arts and Commerce Teachers at secondary level. Commerce School Teachers had scored higher mean value on "Convenience" of CPS.

Table-20 Mean Scores of Arts and Commerce Teachers at Senior secondary school level on Computer Phobia Scale

Group	N	Mean	S.D.	t-value
Arts	90	8.37	1.01	2.65**
Commerce	23	9.89	1.87	

****Significant at 0.01 level**

Results displayed in Table-20 project that there is quite large difference between Art and Commerce Teachers at Senior secondary level of school. Arts School Teachers had scored higher mean value on total of CPS.

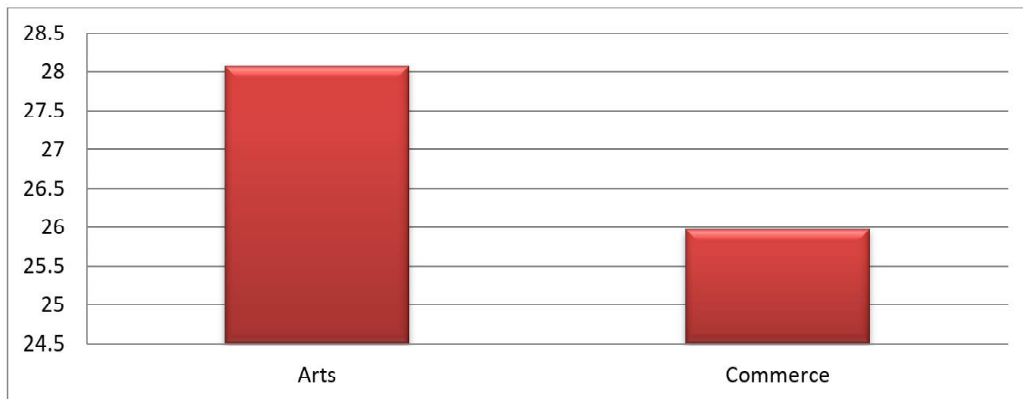


Figure -3: figure showing mean values of Arts and Commerce Senior Secondary School Teachers on (CPS).

Table-21 Mean Scores of Commerce and Science Senior Secondary School Teachers on "Personal Failure" dimension of Computer Phobia Scale".

Group	N	Mean	S.D.	t-value
Commerce	23	7.04	2.30	0.43 (Not Significant)
Science	37	5.89	1.45	

An analysis of Table-21 proves that there is not much difference between Commerce and Science Teachers at Senior secondary school level. Commerce School Teachers had scored higher mean value on "Personal Failure" of CPS.

Table-22 Mean Scores of Commerce and Science Teachers at Senior secondary school level on 'Human Vs Machine Ambiguity' dimension of Computer Phobia Scale

Group	N	Mean	S.D.	t-value (df=48)
Commerce	23	8.01	2.32	2.75**
Science	37	9.23	1.45	

****Significant at 0.05 level**

An analysis of Table-22 shows that much difference was obtained between Commerce and Science Teachers at secondary level. Teachers of science stream had scored higher mean value on "Human Vs Machine Ambiguity" of CPS.

Table-23 Mean Scores of Commerce and Science Teachers at secondary on 'Convenience' dimension of Computer Phobia Scale (CPS)

Group	N	Mean	S.D.	t-value (df=48)
Commerce	23	9.32	1.04	3.77**
Science	37	8.89	5.99	

****Significant at 0.01 level**

Table-23 demonstrates that there is significant difference between Science Secondary School Teachers and Commerce Secondary School Teachers. Commerce School Teachers had scored higher mean value on "Convenience" of CPS.

Table-24 Mean Scores of Commerce and Science Secondary School Teachers on Computer Phobia Scale (CPS)

Group	N	Mean	S.D.	t-value
Commerce	23	9.43	2.21	6.56**
Science	37	10.67	1.67	

****Significant at 0.01 level**

Results displayed in Table-24 project that there is large difference between Science and Commerce Teachers at Senior secondary level. Science School Teachers had scored higher mean value on total of CPS.

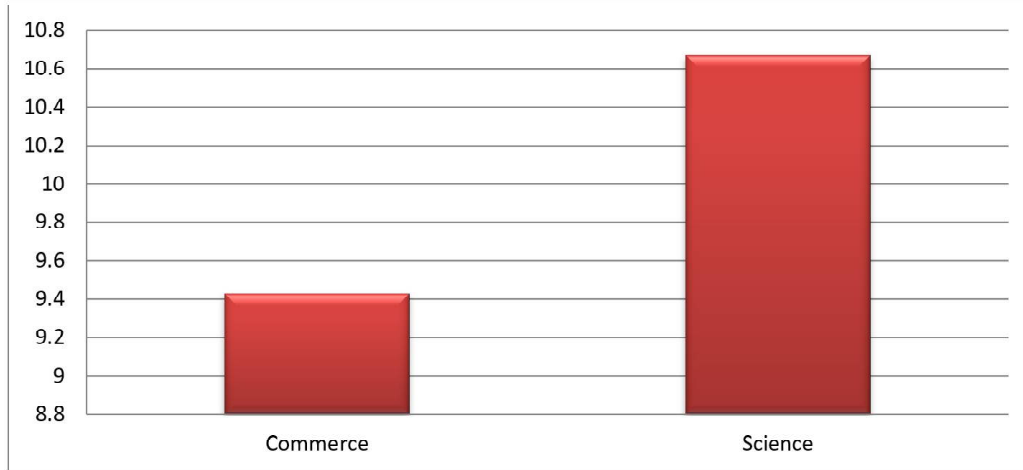


Figure -4: figure showing mean values of Commerce and Science Secondary School Teachers on (CPS).

Table-25 "Mean Scores of Arts and Science Secondary School Teachers on Personal Failure dimension of Computer Phobia Scale (CPS)"

Group	N	Mean	S.D.	t-value (df=68)
Science	37	7.32	1.21	2.65*
Art	50	8.45	1.35	

****Significant at 0.01 level**

An analysis of Table-25 results that there is much difference between Arts and Science Teachers at secondary level of school. Arts Secondary School Teachers had scored higher mean value on "Personal Failure" of CPS.

Table-26 Mean Scores of Arts and Science Senior Secondary School teachers on 'Human Vs Machine Ambiguity' dimension of Computer Phobia Scale (CPS)

Group	N	Mean	S.D.	t-value (df=68)
Science	37	8.01	1.32	2.45**
Arts	90	8.67	1.56	

****Significant at 0.01 level**

An analysis of Table-26 shows that a significant difference was obtained between Arts Senior Secondary School Teachers and Science Senior Secondary School Teachers. Arts School Teachers had scored higher mean value on "Human Vs Machine Ambiguity" of CPS.

Table-27 Mean Scores of Arts and Science Secondary School teachers on 'Convenience' of Computer Phobia Scale (CPS)

Group	N	Mean	S.D.	t-value (df=68)
Science	37	9.01	2.81	3.86**
Art	90	6.78	4.98	

****Significant at 0.01 level**

Table-27 shows that there is significant difference between Arts Senior Secondary School Teachers and Science Senior Secondary School Teachers. Science Senior Secondary School Teachers had scored higher mean value on "Convenience" of CPS.

Table-28 Mean Scores of Arts and Science Senior Secondary School Teachers on Computer Phobia Scale (CPS)

Group	N	Mean	S.D.	t-value (df=68)
Science	37	8.42	2.32	7.21**
Art	90	10.68	1.78	

****Significant at 0.01 level**

Results displayed in Table-28 projects that there is much difference between Science and Arts Teachers at Senior secondary level. Arts Secondary School Teachers had scored higher mean value on total of CPS.

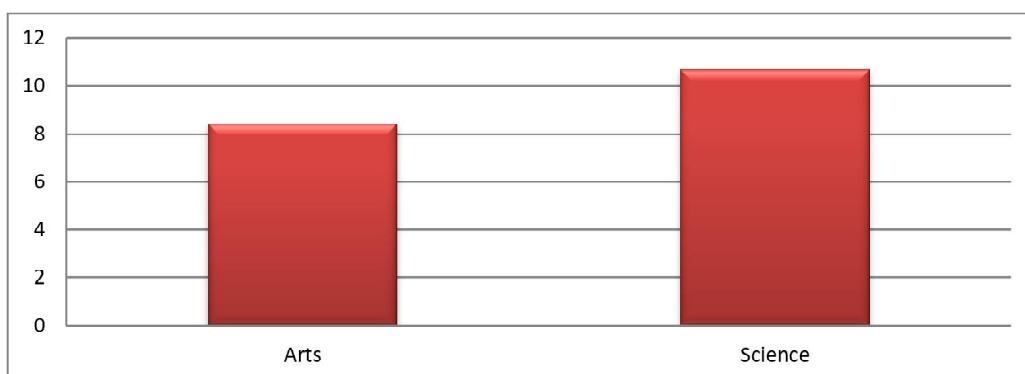


Figure -5: figure showing mean values of Arts and Science Senior Secondary School Teachers on (CPS).

Main Findings

In this study an attempt was made to investigate computer phobia among secondary school teachers through computer Phobia Scale (CPS).

Teachers were categorized into different groups on the basis of sex, gender, subject's stream and locality. The findings of the study are summarized in brief as:

The null hypothesis,"that there is no significant difference between the male and female Senior secondary school teachers in computer phobia is partially accepted or partially rejected".

The findings related to above hypothesis are listed below:

- "Both male and female Senior secondary school teachers do not differ significantly on the dimension Personal Failure".
- "Male and female Senior secondary school teachers have more or less same mean on the dimension "Human vs Machine Ambiguity".
- "There exists no significant difference between male and female Senior secondary school teachers on the dimension Convenience".

Female have scored higher mean value than their male counterpart on computer phobia.

The null hypothesis,"that there is no significant difference between the govt. and private Senior secondary school teachers on computer phobia is rejected".

The findings related to it are as:

- Both Govt. and private Senior secondary school teacher differ significantly on the dimension of "Personal Failure".
- Govt. and private Senior secondary school teachers have more or less same mean on the dimension "Human vs Machine Ambiguity".
- "There exists a significant difference between govt. and private Senior secondary school teachers on the dimension of Convenience".

Thus there exists a much differentiation between govt. and private teachers at Senior secondary level on computer related phobia.

The null hypothesis,"that there is no significant difference between the Arts, Commerce and scienceSeniorsecondary school teachers in computer phobia is partially accepted or partially rejected.

The findings related to above hypothesis are as follows:

Difference between Art & Commerce Teachers-

- "There exists a significant difference between Arts and CommerceSeniorSecondary School Teachers on the dimension ofPersonal Failure".
- Arts Senior Secondary Schools Teachers had scored more mean value than the Commerce on the dimension of "Human Vs Machine Ambiguity".
- "There exists a significant difference between Arts and Commerce Senior Secondary School Teachers on the dimension Convenience".

- "There exists a significant difference between Arts and Commerce Senior Secondary School Teachers on Computer Phobia".

Difference between Art and Science Teachers-

- "There exists a significant difference between Arts and Science Senior Secondary School Teachers on the dimension of Personal Failure.
- There exists a significant difference between Arts and Commerce Senior Secondary School Teachers on the dimension of Human Vs Machine Ambiguity.
- There exists a significant difference between Arts and Commerce Senior Secondary School Teachers on the dimension of Convenience.
- There exists a significant difference between Arts and Commerce Senior Secondary School Teachers on computer phobia".

Difference between Commerce and Science

- "There exists a significant difference between Commerce and Science Senior Secondary School Teachers on the dimension Personal Failure.
- Arts Senior Secondary Schools Teachers had scored more mean value than the commerce on the dimension of Human Vs Machine Ambiguity.
- There exists a significant difference between Arts and Commerce Senior Secondary School Teachers on the dimension of Convenience.
- There exists a significant difference between Arts and Commerce Senior Secondary School Teachers on computer phobia".

Educational Implications

The present inquiry has analysed the existing fear related to the use of computer at Senior secondary level school teachers. In this technological era, "with the help of computers we can improve the class rooms teaching along with our daily life. By using computers, in the class we can give the number of information to the students. It is also helpful for the teachers in keeping the records of students. The use of computer is also beneficial for our society and overall educational environment. But most of teachers are not using the computers due to the lack of knowledge or a hidden fear of damage of computer called computer phobia. Further research focusing on this aspect could yield useful information in determining how to reduce cultural influence impacting computer access. A study of this single factor alone as a source of computer anxiety could yield a wealth of data about the potential relationship between cognitive factors and computer anxiety and how to overcome that anxiety".

The study makes further contribution through its findings by revealing the difference between various categories, about computer phobia. The planners and administrators in academic field can take ideas from the current study. The following points draw attention towards relevance of study as"

- More and more facilities related to computers and opportunities should be provided to the teachers of govt. school as well as private school.
- Teachers should have provided extra classes,"to remove the phobia towards computers.
- Teachers should be encouraged and motivated for using the computers.
- Specialized courses on a range of topics, such as computer applications across the curriculum and class room management etc. should be organized.
- Teachers should have positive attitude towards computer and new technology.
- Teachers should be provided better knowledge towards computer by computer expert".

Suggestions for Further Studies

On the basis of the findings of the present investigation, the investigator would like to suggest following for further research.

- The present study is confined only to Sonipat district of Haryana state and similar studies may also be conducted in other districts of Haryana State.
- In the present study only Senior secondary school teachers were taken. For further research similar studies can also be conducted on elementary school teachers, teachers in professional courses, administrators etc.
- The present study is related to only teachers. In the same way study can be conducted on the students also for measuring their phobia towards computer.

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Perception of Tribal Students toward their Education: An Analytical Study

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Abstract

Literacy is an important and critical component of educational progress in the twenty-first century, and it is accountable for societal transformation. It has not been successful in preparing tribals to handle life's problems. It is true that tribal education has grown significantly since independence, yet several restrictions pose a serious obstacle to tribal education. In recent years, the government has made substantial attempts to raise indigenous literacy rates. But due to certain serious problems, it was unable to succeed. The administration, on the other hand, has continued to make efforts and additional cash has been channeled towards the enhancement of tribal education in various tribal settlements. The present study work emphasises how children see their education at school, the availability of infrastructure, the issues they confront, and the relationships between instructors and students. This paper also provides a comment on the home's learning environment for tribal students.

Keywords: Literacy, Problem, Infrastructural facility, Effort, Discrimination

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Introduction

Education is rightfully regarded as one of the most powerful weapons for bringing about socio-economic changes in any culture. During the British period, educational facilities in tribal communities were essentially non-existent. Whatever attempts were made to promote them after independence were futile. If we compare literacy levels between tribal people and non-tribal people, we can see that the tribal people lag much behind the non-tribal people. The problem of illiteracy affects all aspects of tribal life. In order to solve their problem different types of strategy adopted for the spread of elementary education during different five year plan (Raizada, 1984). Education has generally been regarded as a social service. In comparison to the rest of the nation, tribal communities have a substantially lower rate of literacy and school enrollment. These regions also have a significantly lower growth of the economy (Kumar, 2006:). There is a great difference between socio- economic status and educational development.

Due to their proximity to urban industrial areas, these tribal regions have long been subjected to the urbanisation process. The education and lifestyle of the indigenous people are subsequently impacted by a number of additional issues. Physical problems in education, economic, socio-religious and ethnocentric attitude are led by them to show the lack of interest in education. They are more concerned about the food rather than attendance. Apart from these problems, there are also other problems which create hindrances in the way of tribal education that's social and religious problems (Kumar, 2006:). Despite constitutionally mandated strategy and perseverance efforts, indigenous communities continue to trail behind the mainstream population in educational attainment. The reason for this can be classified on different basis such as socio-economic and cultural problems, Government policies and programmes, Educational infrastructural facilities, etc.. The study reflects overall views of tribal education in the tribal populated areas in Madhya Pradesh. Many efforts have been taken by government both Central and State government, NGOs and Tribal Welfare Department for educational development of tribals. More fund expended for their development but it wasn't able to get close enough to them. In spite of many efforts, the result is not booming. In this research paper an attempt is made to analyse the ecological surroundings, study atmospheres, academic environment, educational guidance and motivational level, policies and scheme offered by government etc.

Objective of the study:

The objective of this research was to learn about the current status, weaknesses, risks, and inadequacies in providing free and compulsory education to tribal children in Madhya Pradesh. The research work was started with the following objectives in mind:

1. To comprehend the current state of native children's elementary education and how it is delivered.
2. To identify the limitations and obstacles that now exists in distant tribal area's schools.
3. To find out the government's significant efforts for attraction of tribal children.

Methodology:

Field survey have been undertaken in 37 remote tribal villages and forests areas among Baiga, Gond, Koal, Pradhan, Dhulia, Bhoomia and Agaria tribes in Karanjia Bajag and Samnapur blocks of Dindori district. Dindori is unique in that it houses roughly one-sixth of the state's total tribal population. Tribes make up only 64% of the district, placing it fourth among the fifty districts in the state with the highest number of tribals. Dindori district is located in Madhya Pradesh's eastern region, bordering on Chhattisgarh. Dindori, Shahpura, Mehandwani, Amarpur, Bajag, Karanjiya, and Samnapur are the seven blocks that make up the district. The Baiga are a 'PVTG', or 'Particularly Vulnerable Tribal Group', found solely in this Madhya Pradesh district. The Baigas are known as the "National Human" (Official Website of Dindori District, 2011.)

The research is mostly based on primary data gathered from chosen respondents in Dindori's affected district through multi-stage random sampling procedure. The researcher has conducted his study in Karanjia, Bajag and Samnapur blocks of the dindori district. Under these block 37 GPs were selected. It was decided to interview 150 students from all 45 villages and 37 schools in the 37 GPs, with an equal number of samples taken from each village and school. With an average of 5 respondents (only students) per school, 150 samples were drawn at randomly from 30 schools. Through a multi-stage random sampling technique, data was obtained from chosen respondents. The selected sample respondents were interviewed at their homes and schools, and the necessary primary data was obtained with the help of a semi-structured interview schedule by trained local investigators. Enrollment, attendance and dropouts; delivery methods; infrastructure availability; social policies; and essential services were all examined during the data collection process. Information on the parents'/guardians' occupations, the distance between their home and the school, and the socio-economic profile of the beneficiaries were also acquired.

Literacy profile of the District

The district Dindori has an average literacy rate of 63.9 percent, which is lower than the national average of 72.99 percent. Male literacy is 75.47 percent, female literacy is 52.41 percent, and 16.02 percent of the population is under the age of six (District Census Handbook Dindori, 2011). According to the 2011 Census, tribals have a literacy rate of 59.96 percent. This is much lower than the literacy rate of the general population, and

even lower than the literacy rate of the scheduled castes. According to the 2011 Census, indigenous boys had a literacy rate of 71.37 percent, which is much lower than the state average literacy rate. The literacy percentage of girls is also the lowest of all social groupings, at 48.86 percent. Provided that education is regarded as the foundation of all progress, it is clear that the schooling situation among scheduled tribes is desperate. It is critical to understand the gender perspective of the child population scenario in the chosen district, both for the general population and for the ST community (District Census Handbook, Dindori, 2011).

Economic profile and educational support:

The researcher has conducted the study in such areas where the villages were surrounding by the forest of Sal trees, where the natural beauties fascinate every individual. The water of Sono River brings fertility of land, where the farmers can generate lot of production on their land. They have adequate agricultural land but could not produce lot of production. Tribals farmers concentrate to their agricultural land and hope to produce lot of grains for discharge of the bailey. They have to do hard labour to fulfill their basic requirement. The tribal directly depends on agriculture and forest to earn their livelihood. They collect small forest products such as Harra, Baheda, Amala, Tendu Patta, Honny, Chironji, and Mahua Patta (local name). All the above forest products collect by them and sell in the week village market in very low price rate to the small businessmen. These are the secondary source of income of the tribals. Another source of income of the tribals is that, they domesticate cow, buffalos, goat, pig and poultry farms etc. Agriculture, forestry, and labour work are the primary sources of income in the area. Due to limited holdings and low land production, most households scrape out a living by engaging in a variety of jobs; no single activity produces enough resources to secure their livelihood (GOI, 2007: 64-118).

Table-1: Annual income of Parents

S.N	Annual income	Frequency	Percentage (%)
1	01-10 Thousand	20	13.3
2	11-20 Thousand	61	40.6
3	21-30 Thousand	45	30
4	31-40 Thousand	17	11.3
5	41-50 Thousand	3	2
6	51-60 Thousand	4	2.6
	Total	150	100.0

Sources: Based on Survey data

In tribal areas work is not confined only up to domestic level. There are various other activities other than domestic in nature, in which the family members take help of children. Apart from studying, the children residing in tribal areas also assist their parents in day-to-day activities starting from sibling care to cooking, cattle grazing, collection of fuel and fodder, bring things from market, or perform light economic activity at farm, etc. Due to these reasons, they are not able to give sufficient time for their studies. The available data reveals that maximum number of students disclosed that they could manage to study everyday at home. The trend of tuitions and coaching has not yet been in prevalence in tribal areas, as education of children is not given priority by the households, as they are mostly indulged in earning livelihood for family. It is evident from the collected data that most of the students expressed the need of tuitions. However, due to many reasons they are unable to take tuitions i.e. economic problems, engaged in domestic work, caring their younger brothers and sisters etc. In the study areas, it was observed that the parents economically assist for their educational and other expenses. It was also found that, there are few member of the family doing government job where as most of the families do not have any government job, they were engaged in different types of labour work in the local areas.

Educational level and ambition of parents and children:

Tribal parents have an ambition to send their children to the school that they would get employment, knowledge of business, moral education, empower etc. Tribal girls' proportion in education was less as compared to boys but now they are also started for getting education. It was observed that a number of tribal parents should understand the advantages of education. Like that if they sow crop in the farm they add fertilizer for more production. Similarly they think about education and about their children's future. Education here acts like a fertilizer, enhancing the skill and in getting a better job. If they sow crop and do not use fertilizer, the desired crop production does not come. So, parents are also interested to send their children to schools and colleges for the study. Overall awareness about the importance of children's education is increasing and the tribal people are coming forward but yet their proportion is less. Still the primitive tribes are comparatively less aware about the importance of education.

In other hand, every student develops an aspiration for study based on the educational level of his/her family and relatives residing around him. The students residing in village also has a aim but since they have seen the world much as compared to children of urban areas, their aim is confined to the people they see around. In tribal areas, the educational level of people is not as higher than it is in urban areas. The importance to education is not given more recognition than given to livelihood. However, they have higher level of ambition

for higher studies but due to many reasons, they are not able to get their achievements and in the middle of their study they dropped it. Some students reveal that they are most in touch with their teachers after parents. Therefore, their role model in life is their teacher. That is why maximum students expressed their aim to become teacher, good administrator, health worker. Apart from these professions, few students expressed their goal in life to become soldier, political leader, work in revenue department, etc.

Academic Guidance and study atmosphere:

The study atmosphere also depends largely on the sufficient place the child has at home for study. However, large number of students revealed that, they do not have separate room for study. These children reported that they have common room for study as well as for other purpose. Most of the students have not their study room and few of the students have their own study room. Maximum students of tribal community stated that for academic and educational purpose they get the guidance from their teachers. It was due to the reason that parents of many tribal students are illiterate and these children are first generation learners. All the help they could get it from their teachers. The collected data reveals that their teachers educationally guided and motivated most of the students for study and few of the students were guided and motivated by their parents and other members of the family. Most of the students confirmed that the role of the mother and elder sister is very important for their study. They said that father is generally out for work; therefore they do not get time to interact with father many times. The motivation level is low among the students by their parents. Here one important thing is that the mother is more conscious about the education then the father.

Table-2: Academic and educational guidance:

S. N	Academic and educational guidance	Frequency	Percentage (%)
1	Father	8	5.3
2	Mother	19	12.7
3	Brother	4	2.6
4	Sister	10	6.7
5	Grandfather and mother	16	10.7
6	Uncle	8	5.3
7	Teacher	85	56.7
	Total	150	100.0

Sources: Survey data

Language is also another big issue of tribal education. The majority of tribal languages and dialects are still in their infancy, with little written literature available and this is reflected in tribal students' low attendance and high dropout rates in school. This problem could be solved through help of providing regional language as the medium of instruction. In tribal

areas, absenteeism is a significant problem. While there are many students on roles, actual attendance is extremely low, and the number of students completing final exams is even lower. Another significant consideration is that tribals have difficulty communicating in modern and regional languages due to their isolation. As a result, students are having difficulty talking to their teachers about their doubts. In this way, a social distance between the teachers and the students is created. Majority of the students communicate in Hindi at their home. However, the main tribal communities i.e. Baiga and Gond students disclosed that their mother tongue is Baigani and Gondi. It indicates how there is a transformation of language among the tribals in the school educational system.

It has been observed that large number of students expressed their concern of having difficulty in understanding the subject due to various reasons. Many students alleged that they are unable to understand the subjects taught in school. On the other hand, some of the students have the ability of understanding the subject. They have explained various reasons due to which they were unable to understand any subject. Basically two main reasons provided by students i.e. the subject is too tough to understand and second important reason is that their teachers do not teach them nicely. Some of the students said that their teacher used tough language to understand followed by few students who were of the view that due to disturbance in class they could not concentrate on what teacher is teaching in class. The above data indicates that there are many reasons for which students were not able to understand the subject.

Nature of the school in tribal areas:

A school aspires to increase the quality of education for all participants by combining the activity of schools. Students, parents, experienced school personnel, teacher educators, and those aspiring to teach are all learners. A key assumption is that the improvement of schools is closely linked to the quality of teaching and that teaching is most improved when reflected upon in context (Hawley, 1993). In this sense, a development school is distinctively different from a traditional school which is organized to facilitate the learning of only one group of participants, namely children. Reformation effort is required for improving school and teacher education. To say that the improvement of school will or must lead to better outcome measures such as decreased drop-out rates, increased attendance, and improved achievement scores simply begs the question of the value of those measures. Learning is a central concern we might have a way of figuring out how to teach better and how to structure schools to facilitate more meaningful teaching and learning.

Table-3: Nature of School

S. N	Govt./Private	Frequency	Percentage (%)
1	Government Primary	130	86.7
2	Government Middle	15	10
3	Private Primary	3	2
4	Private Middle	2	1.3
	Total	150	100.0

Sources: Survey data

As per government norms, it is mandatory to open a primary school at every one kilometer and middle school at every three kilometers of range. Therefore, during the visit it was evident that most of the schools in the study areas were established within one kilometer where as few schools were established within one to two kilometers or more than two kilometers radius. The schools located at interior villages have several disadvantages because of lack of proper communication facilities. They are less exposed to the outside world. Most of the students in the study areas were going to the school by foot but those students were going to the school by bicycle, buses and motorcycle; they were very less in numbers. The students were inquired about the reasons why they have been studying in that particular school only and not other school. One of the common reasons given by maximum students in the district was that the school was located near their home and there was no other school in their locality. Few of the students choose their school due to their mother tongue as medium of teaching, better facilities and well disciplined. It has also been observed that most of the students were bound to take admission in government school due to unavailability of private school in tribal areas. The co-education system was available in the study areas where both the boys and girls were studying. There was lack of separate school (boys and girls school) for both the boys and girls.

Basic infrastructural facilities in the Schools:

Internal issues in tribal education include school quality, qualified teachers, content and curricular relevance, medium of teaching, methodology, and special monitoring. The vast majority of schools in tribal communities lack basic infrastructure. In tribal communities, school buildings typically have thatched roofs, deteriorated walls, and unplastered floors. According to research, a huge proportion of tribal schools lack teaching-learning tools and even blackboards. Many children in schools are infected with contagious diseases such as scabies and diarrhoea as a result of a lack of basic sanitary provisions, resulting in high drop-out rates. In tribal areas, schools are only equipped with the essential necessities (Sujatha, 2010).

Educational schemes of India advocate that nearby, facilities of educational institutions attract children to come in the process of education. It is presumed that through this system, they get advantage to complete their studies comfortably and successfully. Accordingly, educational institutions at initial stage were established in every locality. Slowly and gradually, these institutions were given expert teaching staff, teaching-learning materials, libraries, materials for co-curricular activities, financial support, etc. In terms of infrastructure, data specific to tribal areas was not available. Primary concern of a school is accomplished by school infrastructural facility. However, basic facilities such as toilets for girls, drinking water, kitchen sheds, playgrounds, nutritious food, a conducive atmosphere for children in hostels, highways, electricity, and other communications are still lacking in most tribal schools, or those that are available are of little use.

Nevertheless, apart from those interviewed students suggested many other facilities, which they wish to be provided to them. However, maximum students expressed the need of games facilities, various teaching materials under to facilitate teaching learning process, facility of technical knowledge. The other facilities requested by students to be provided to them were recreation facility, transportation facility, health facility, and sufficient number of teachers in their school. Similarly, some of the students revealed that government benefits should be provided to them, as due to lack of awareness students and their parents are not able to avail benefits given by government.

Regularity of students and teachers in school:

The collected data reveals that most of the students in the study areas were going to the school regularly and few of the students were less regular and not regular. They have explained various reasons for irregularity. One of the important reasons given by students that are due to domestic work they are not regular to school. Lack of interest in study was found to be second important reasons due to which children hesitated on going to schools. Lack of parents' interest was third important reasons, which prevented children from being regular to school. Some other reasons reported by children for irregularity was school being far away from home, followed by another reason of taking care of siblings at home, as the parents were busy in earning livelihood for family. Therefore, it is the responsibility of elder son/daughter to take care of siblings in the absence of mother. Behavior of teachers with students was also reported to be one of the reasons of escaping schools as reported by students. Due to fear of punishment, children many times leave the school. It happens in that situation when the punishment is too harsh. It was observed that few of the students left the school due heavy punishment and most of the students were unknown about their dropout. Overall percentage of dropout rate is very high in the study areas, which was observed. Some of the students also appreciated the friendly behavior of

teachers. Therefore one important thing the data reveals that how the teaching and learning method of the teachers attracted most of the student in the studied schools. Liking of school by students is also one of the contributing factor which motivates students to be regular to school. In this regard, some of the students admitted that they liked their school. It means most of the schools in study areas attracted the students.

Table-4: Regularity of students and teachers

S. N	Regularity	Students		Teachers	
		Frequency	Percentage (%)	Frequency	Percentage (%)
1	Regular	96	64	117	80.1
2	Less Regular	42	28	23	19.3
3	Not Regular	11	7.3	10	.6
4	Don't Know	1	0.7		
	Total	150	100.0	150	100.0

Sources: Survey data

As far as teachers' regularity in taking class is concerned it was accepted by 80 percent students revealed that they are been taught regularly by the teachers. In other words, these students were of the view that their teachers do not skip classes. Student's perceptions towards the teacher's regularity were positive and few of the students have negative attitude. As far as teachers' regularity in class is concerned, most of the students were of the view that teachers are regular in class. At the same time, some of the students stated that teachers are not regular in class. In present study, it was found that the primary school teachers live in the same village where they are working and the remaining teachers commute daily from nearby places. If the villages are situated in the interior areas and inaccessible, it is more difficult for teachers to stay outside and commute daily. Lack of proper transport facility the teachers stay in the same village.

Educational schemes offering by the Government:

It is well known fact that government of India has been implementing various policies and programmes for the educational upliftment of its masses. Hence, due to these schemes and policies the literacy rate has been significantly increased over the year of all social communities. It has been observed that the students were not more aware about the educational schemes run by the government from time to time for their upliftment. Only they were conscious about few of the programmes particularly i.e. Mid Day Meals scheme, Scholarship, free accessing of dresses and books. When the students were asked about Sarva Sikshya Abiyan and about new education policy, they were very unaware about. However 'Sarva Sikhsha Abhiyan' or universal elementary education is a successful planning of government plays a crucial role to bring awareness among tribal communities. It has

also been observed that most of the tribal parents were also unaware about these programmes. So it should be required for growing awareness among the family members increases the values of their children's education. Mid day meal scheme is providing nutritious meals free of cost by the government to children of elementary school in every government school. However, it was found that in 95.5 percent of the total schools children were provided MDM facility cooked in school. Almost students viewed that Mid Day Meal programming has functioning regularly and few of the schools followed irregularities. The data reveals that MDM scheme of the government attract the children to come in the process of education. Without a question, non-governmental organizations (NGOs) have made some progress in this area. However, it is still unclear how effective NGOs' efforts will be in transforming institutionalized practices of tribal society.

Table-5: Attitude towards the Policies and Programmes:

Attitude towards Welfare Scheme	No. of Respondents	Percentage (%)
Positive	130	86.7
Negative	15	10
Indifferent	5	3.3
Total	150	100.0

Sources: Survey data

Perception about class and caste based discrimination:

In tribal areas, there is strong belief on class and caste discrimination, which is followed by maximum households. Due to this class and caste differentiation children are not allowed to visit to a friend who is of lower community/caste from him. The relationship between same social categories is mainly preferred particularly in rural areas. In this respect, most of the students accepted the fact that they do not follow discrimination. On the other hand, one-fourth proportion of students disclosed that they are not allowed to invite friends from other community at their home. Although the students at primary school prefer to make friendship with the students those belong to their own communities and their villages, they change their attitude and treat the traditional behavior as meaningless, when they go for higher studies. The situation obtaining from the study areas that there exists friendly relations between tribal and non-tribal students. There has not been any rupture in the network of their relationship pattern. It has been noticed that observance of social distance among the students of different tribal communities belonging to primary schools seems to be a matter of reality even now. Their society and home environment backs up the social coherence among children. As for children there is nothing like social differentiation among them in their friendship.

In case of class representatives such type of class and caste discrimination has not been

observed in the study areas. Therefore most of the ST students were the class representative elected collectively by the teachers and students. So there is not having any kind of discrimination among the students. In most of the schools, it has also been observed that the students were found to be sitting together for taking their MDM meal. Social discrimination of any type was not found in any of these schools. There exists tribal hierarchy among different tribal communities. Tribal students follow the traditional norms in the cultivation of friendship with the fellow students, although the new system of formal education advocates the values of equality and secularism. It is however observed that these traditional norms lose its importance when he or she reaches the higher education.

Conclusion:

The frame of reference in the present research paper includes both internal and external system of education. Types of school, level of schooling, medium of instruction, equipments, communication and proximity of facility, school timing, syllabus, enrollment and attendance, absenteeism, stagnation and wastage etc. Despite various steps implemented by the government and non-governmental organisations, tribal students experience the most difficulties in education. It was found that schools located at interior villages have several disadvantages because of lack of proper communication facilities. The students belonging to these areas are less exposed to the outside world and the level of awareness. Assimilation of new ideas through formal education is apparently low compared to the students who are at schools situated at the roadside. The effects of the geographical and communicational constraints are extensive in and of themselves. Because of these drawbacks, supervising authorities may have little interest in visiting these locations. The teachers who worked at these schools were previously unreliable. Furthermore, it is more probable that things are mismanaged. This might be seen as a barrier to the growth of tribal education. Several factors are preventing people from seeking an education. Among these are economic and social factors. The importance of student's attitudes toward education cannot be overstated. Observations made by the researcher indicate that tribal students viewed on education as an activity that may or may not be beneficial to them in the future. They have an unfavourable attitude toward education, which has put tribal education under serious threat. The value they attach to themselves make this situation worse. Measuring student accomplishment has been extremely difficult because tribal student's identities rarely match up with their mainstream identities. On questioning about their aspirations on attaining education, they had very few occupational aspirations. Many of them preferred for a job in government office. They aspired to become engineers, teachers, political leaders, soldiers, administrators etc in addition to the occupations, which their parents aspired.

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Job Satisfaction Analysis: A Study of Haryana Roadways Employees

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Abstract

Job satisfaction is considered as the amount or degree of gratification and contentment that an employee fosters towards his/her overall job, factoring into that equation his/her satisfaction with the job itself, the peers at the job, the supervisors, and the policies at work. This paper investigates various determinants of job satisfaction of Haryana Roadways employees. To achieve the objectives of study in hand 400 employees were selected from 24 depots of Haryana Roadways on proportionate basis. Responses were collected on the basis of five point Likert scale from strongly agree to strongly disagree. An exploratory factor analysis (EFA) was applied to find out determinants of job satisfaction. Confirmatory factor analysis had been used to check reliability & validity of the scale. The study revealed nine determinants of job satisfaction of Haryana Roadway employees and all these factors accomplished model fit criteria.

Keywords: *Job Satisfaction, Haryana Roadways, Exploratory Factor Analysis, Confirmatory Factor Analysis, Reliability & Validity*

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Introduction

Job satisfaction is a pleasant or pleasurable reaction to one's employment, job accomplishments, or job experiences (Locke 1969). It is a result of the feelings, sentiments, and attitudes that an employee receives by doing his job. Satisfaction from job is important because people spend most of their time on the job. Vroom (1982) described job satisfaction as workers' emotional orientation toward their existing job positions. According to Schultz (1982), job satisfaction is simply people's psychological attitude toward their employment. It is very essential in the service industry because, in the service industry, employees deal directly with customers and ultimately, customers affect the profitability of any organization. If an employee is happy, then he will work with his inner strength and this will result in the success of the business. Job satisfaction affects the personal, professional and social adjustment of an employee positively, whereas dissatisfaction the mental health of an individual negatively affects. A satisfied worker is not need to be always a productive one, but being dissatisfied can ruin the image and effectiveness of an organization (Saari et.al.2003). So to reduce turnover and absenteeism, it is necessary to focus on employees' needs "Lofquist& Davis (1991) defined Job Satisfaction as "An individual's positive affective reaction of the target environment as a result of the individual's appraisal of the extent to which his or her needs are fulfilled by the environment." Hoppock (1991) defined job satisfaction as "any number of psychological, physiological, and environmental conditions that lead a person to express happiness with their job."

Overview of Haryana Roadways

Haryana Roadways, a State Government Undertaking, is the state's primary passenger transportation service provider. It operates a fleet of around 3500 buses through 24 depots, each led by a General Manager, and 13 sub-depots. These services are available across the state, as well as to significant destinations in neighbouring states. Every day, Haryana Roadways travels an average of 10.00 Lakhs kilometres. Haryana Roadways has built a reputation for providing a wide range of high-quality services throughout the years. Haryana Roadways has launched a range of innovative initiatives to better serve its customers, in response to the changing needs of the travelling public.

Review of Literature

Richard M. et al., (1994) attempted to look at many aspects that lead to driver pleasure or discontent. The author stated that the elements that create driver dissatisfaction are under the firm's control. Low income, well lack of relaxation, and home time were shown to be the primary causes of unhappiness. Uppal S. (2005) explained the causes of dissatisfaction among disabled Canadian persons and the relationship between disability, work

characteristics, and job satisfaction. The study presented that income has a positive relationship with job satisfaction while age has a u-shaped relationship. Parvin M.M. & Kabir N.M., (2011) presented seven factors that influence job satisfaction of employees in pharmaceutical companies, i.e. working conditions, pay & promotion, relationships with co-workers, relationships with supervisors, job security, and fairness. Anju & Sona (2011) attempted to determine how the issues related to the human resource influence employee satisfaction at BPCL - Kochi Refinery Limited in their study. According to their study, employees at the BPCL - Kochi Refinery Limited were satisfied with the medical, pension, club, communication between employer and employee, and canteen services provided by the company. Employee satisfaction and the effects of the organization's actions have a high association in the research (Pietro-Pyszczyk, 2010). The impact of job satisfaction on commitment to work (Sadler, 1997; Shepherd and Mathews, 2000), and thus on effectiveness, is one of the most widely researched and verified relationships, as presented by Yalabik et al. (2013) in their model: "Job satisfaction" influences "Commitment to work," which influences "Work performance. Nagendra & Asokan (2019) presented the level of job satisfaction and factors influencing job satisfaction of employees of State Road Transport Corporation in the Tiruvarur district. Results of their study revealed that the degree of job satisfaction among State Road Transport Corporation drivers and conductors was satisfactory. In terms of income, promotion, and fringe benefits, drivers and conductors expect more from the company. Janakiraman & Pauldhinakaran, (2020) presented the satisfaction level of employees of Tamil Nadu State Transport Corporation and factors affecting job satisfaction of employees. In their study, factors influencing job perception and satisfaction were investigated, including recruitment, selection, training, promotion, salary, advances, allowances, job design, safety, security, employee grievances, motivation, TNSTC trade union activities, and TNSTC welfare activities. Peddiboyin, & Selvan, (2019) described transactional leadership and its effect on job satisfaction of employees of Telegana State Transport Corporation. The results revealed that managerial leadership style and its factors, i.e. management by exception (active and Passive) and contingent rewards, had a significant positive relationship with job satisfaction. Patil, (2018) explained the job satisfaction of female employees in Maharashtra State Transport Corporation. In this study, it was discovered that women bus conductors were completely satisfied with MSRTC's working hours. It demonstrated that they are content with their working hours and work. MSRTC's female employees were pleased with the services offered.

Research Methodology

Objectives

The study aims to find out the determinants of job satisfaction of employees of Haryana

Roadways and the reliability and validity of job satisfaction questionnaire used in this study.

Participants

A total of 400 people actively participated in the research. On a proportionate basis, the researcher targeted 400 respondents from 24 depots.

Instrument

A structured questionnaire was framed to collect data from employees of Haryana Roadways. The questionnaire was developed after studying various standardized questionnaires, i.e. Job Description Index (1969), Minnesota Job Satisfaction Questionnaire (1967), Paul E. Spector (1985), Brayfield and Rothe's Job Satisfaction scale (1951), etc. Apart from this, various research papers, theses, and books were taken into consideration for finalizing the questionnaire.

The final questionnaire has been divided into two parts. The first part is for the personal/demographic features of employees, and the second part includes various statements regarding job satisfaction. All the statements related to job satisfaction are measured on the Likert five-point scale from 1 (strongly disagree) to 5 (strongly agree). The statistical tool viz. reliability analysis, EFA & CFA are used for analysing the data. Statistical package tool for social sciences (SPSS) & AMOS version 21.0 for window has been used to complete the statistical analysis.

Results and Discussion

Reliability Analysis

"Cronbach alpha is used to measure the internal consistency of the instrument which is to know that all the items within the instruments measure the same thing or not. Alpha typically varies between 0 and 1. The closer the alpha is to 1, the greater the internal consistency of the items in the instrument being assessed. Analysis was performed on all the 46 statements and the cronbach alpha value of job satisfaction instrument was 0.905. Thus, it is concluded that from the reliability analysis forever that the instrument is highly reliable for continuing the study."

Table-1: Reliability Statistics

No. of Items	Cronbach Alpha
46	0.905

Source: Researcher's Calculation using SPSS

Exploratory Factor Analysis

Job satisfaction of an organization depends upon many factors. But for a particular

organization, all factors cannot be taken in consideration. In the present study, a questionnaire is framed to analyse the factors that influence job satisfaction of employees. And to reduce factors, factors analysis is applied on various statements.

Factor influencing Job Satisfaction

Factor analysis is a technique to reduce data by clubbing various statements into some common factors. It is process of simplification of inter correlated items in latent or constructs. Small numbers of factors are extracted which represents the set of inter correlated items. To check unidimensionality of variables, factor analysis with varimax rotation has been used because each item was measured by multiple constructs. It also determines the reliability and consistency of construct. The EFA started with determination "of value of the "Kaiser Meyer-Olkin Measure of Sampling Adequacy" i.e. 0.834" which is greater than the recommended threshold of 0.70. This implies that the sample used in this study was appropriate for the next stage of factor analysis. Again the "Sphericity Bartlett Test" was significant ($p=0.00$). The emergence of nine components that were identified in the Job Satisfaction scale was evaluated by using principal component analysis with varimax rotation. The number of items with an eigenvalue more than one determined the number of components actually extracted. A total 46 statements were used in the final analysis, and 9 factors with Eigen values greater than 1 were extracted, accounting for 74.215 per cent of the total variance, as shown in table 2. It means that more than 70% of the information is explained by these nine factors, while only 25.7 per cent information is lost. This table shows that nine factors were extracted, which explain 10.909%, 10.024%, 8.928%, 8.746%, 8.224%, 7.215%, 6.998%, 6.856%, 6.313% variance of the first, second, third, fourth, fifth, sixth, seventh, eighth, and ninth factors, respectively. These nine factors totally explained 74.2% of the variance. Here, the Eigen values of these 9 factors are 6.157, 5.103, 4.249, 3.840, 3.567, 3.202, 3.015, 2.731, and 2.274.

Factors were named as Organizational Policies & Grievance Handling Procedure, Participation in Decision Making, Work Itself, Training & Development, Relationship with Superiors, Working Conditions, Relationship with Union, Monetary Benefits, and Promotion & Transfer Policies. Table 3 presents the profile of statements of Job Satisfaction. Extracted factors, Variables under each factor and their factor loading are presented in table 3.

Factor 1: "Organizational Policies & Disputes Handling" is the first factor extracted from EFA that has an Eigen value of 6.157, the variance explained is 10.909 % and the alpha value is 0.930. This factor is considered to be the most important factor because it explains such as the policies, rules, and regulations of an organization, etc. Also, grievance handling is important because, as soon as disputes are resolved, the chances of conflicts in various groups are minimized. This factor includes 7 variables named as "Organizational

policies, rules & regulations are amended with the time and needs of employees" (0.919), "The organization policies are good for employees" (0.893), " Management handles carefully all disputes of employees without any delay" (0.889), "Grievance handling procedure is effective"(0.864), "Main objective of this organization is to meet customer needs or satisfy them" (0.804), "Employees are considered an important asset in this organization" (0.783) and "Variations in work break monotony"(0.685).

Factor 2: Participation in Decision Making

Participation in Decision Making is the second important factor extracted with Eigen Value of 5.103, Variance Explained 10.084% and Alpha Value 0.932. This factor is important because if organizations do not consider ideas & opinions suggested by employees then organization have no chances to treat fair the employees and have no value of this organization. This factor included 6 factors i.e. "Decisions are effectively implemented" (0.954), "There is speedily decision making process followed"(0.930), "Employee participation in decision making process is high"(0.886), "Freedom to express and implement the ideas is given to employees"(0.818), "Different ideas and views presented by employees are considered attentively"(0.81) and "I can't do something new without the permission of higher authority"(0.762).

Table No 2: Total Variance Explained For Job Satisfaction

Components	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.157	13.384	13.384	6.157	13.384	13.384	5.018	10.909	10.909
2	5.103	11.094	24.479	5.103	11.094	24.479	4.611	10.024	20.934
3	4.249	9.236	33.714	4.249	9.236	33.714	4.107	8.928	29.862
4	3.840	8.349	42.063	3.840	8.349	42.063	4.023	8.746	38.608
5	3.567	7.755	49.818	3.567	7.755	49.818	3.783	8.224	46.833
6	3.202	6.961	56.780	3.202	6.961	56.780	3.319	7.215	54.047
7	3.015	6.553	63.333	3.015	6.553	63.333	3.219	6.998	61.046
8	2.731	5.938	69.271	2.731	5.938	69.271	3.154	6.856	67.902
9	2.274	4.944	74.215	2.274	4.944	74.215	2.904	6.313	74.215
10	.832	1.809	76.024						
11	.686	1.491	77.514						
12	.609	1.324	78.839						
13	.603	1.311	80.150						
14	.562	1.222	81.372						
15	.543	1.181	82.553						
16	.513	1.115	83.668						
17	.487	1.059	84.726						
18	.481	1.046	85.772						
19	.462	1.003	86.776						
20	.430	.935	87.711						
21	.412	.895	88.606						
22	.410	.891	89.496						
23	.374	.813	90.309						
24	.358	.779	91.089						
25	.341	.741	91.829						
26	.311	.676	92.505						
27	.303	.658	93.163						
28	.286	.622	93.785						
29	.276	.599	94.384						
30	.271	.588	94.972						
31	.248	.540	95.512						
32	.235	.511	96.023						
33	.224	.487	96.510						
34	.197	.428	96.937						
35	.182	.395	97.333						
36	.179	.390	97.723						
37	.168	.366	98.089						
38	.149	.324	98.413						
39	.140	.304	98.717						
40	.128	.279	98.996						
41	.120	.262	99.258						
42	.114	.249	99.506						
43	.080	.174	99.680						
44	.065	.142	99.822						
45	.050	.108	99.930						
46	.032	.070	100.000						

Extraction Method: Principal Component Analysis.

Source: Researcher's Calculation through SPSS

Factor 3: Work Itself

Work itself is the third factor of job satisfaction with a 4.249 Eigen Value, 8.928 % variance explained, and 0.943 is the alpha value which describes the nature of work and satisfaction

regarding it. It includes the following factors: "Work pressure is high" (0.95), "My work provides a platform to serve others" (0.943), "My work provides satisfaction to me" (0.878), "Employees are given positions according to their skills and core competencies" (0.873) and "My job provides me respect in society" (0.824).

Factor 4: Training & Development

Training & Development is the next factor extracted from EFA with a 3.84 Eigen value, 8.746 % Variance explained and the alpha value is 0.936, which explains about the training and development programmes run to train employees. This factor includes 5 variables; "Training programs are effective to develop new & better ways to increase efficiency (0.937) followed by "Further scope for learning in this organization is good" (0.926), "Various training & development programs are introduced from time to time to enhance the skills" (0.917), "Opportunities for career growth in this organization are good" (0.896) and "This organization can be recommended as a good opportunity to employees" (0.726).

Factor 5: Relationship with Supervisors

"Relationship with supervisors" is the next important factor extracted with 3.567 Eigen Value, 8.224 % of Variance Explained, and 0.915 is the alpha value. It is an important factor because it describes whether subordinates get support from their superiors or not, and how the relationship is between employees. This factor includes the following variables; "Superior involves in career making program" (0.907), "Good relationship between superior and subordinates"(0.881), "There is proper channel for communication between supervisors and subordinates" (0.866) "There is a team spirit among co-workers" (0.849) and "The way my superior uses in introducing new thing are good" (0.795).

Factor 6: Working Conditions

"Working Conditions" is next factor, with a 3.20 Eigen Value, 7.215 % variance explained, and 0.864 is the alpha value. Working conditions tell you about the conditions of the work place. If working conditions are good, it is easy for employees to do work for employers. This factor contains 5 variables; "Basic amenities like water cooler, toiletries and shelters are clean and operational"(0.88), "Cleanliness and hygiene at workplace is adequate" (0.817), "Workplace is fully equipped" 0.787), "Ventilation and lighting is proper" (0.776) and "All measures are taken on workplace for employees safety" (0.748).

Factor 7: Relationship with Union

Relationship with union is the seventh factor extracted from EFA with 3.015 Eigen Value, 6.998 % of variance explained and 0.908 is the alpha value. This factor explains that whether relationship between management, employees and employee union are good or not. This factor involves 4 variables named as "Unions are active and effective"(0.951),

"There is good relationship between management and unions" (0.921), "Relationship between union and members is good" (0.861) & "Unions supports employee's interest"(0.784).

Factor 8: Monetary Benefits

"Monetary Benefits" is the eighth factor extracted from EFA with 2.731 Eigen Value, 6.856% Variance explained and 0.846 is alpha value. Pay and fringe benefits are important because low pay also dissatisfies employees, and they can quit the job. This factor includes 5 variables, "Bonus and fringe benefits are good" (0.904),"Overtime pay is adequate" (0.841), "Various benefits like conveyance facilities, child education and retirement benefits are given to employees" (0.764), "Overall I am satisfied with pay scale"(0.709) and "Salary is good in comparison to other organizations" (0.689).

Factor 9: Promotion & Transfer Policies

Promotion & Transfer Policies is the last factor extracted with a 2.274, Eigen Value, 6.313% variance explained and .854 is the alpha value. This factor includes 4 variables named as "Transfer policies are appropriate and justifiable" (0.844), "Opportunities for promotion are good" (0.838), "Promotion policy is unbiased" (0.82) and "Motivational policies are good and appropriate"(0.797).

Table No. 3: Profiling of Statements of Job Satisfaction Scale

Variables	Factor Loadings								
	1	2	3	4	5	6	7	8	9
Amendments in rules & regulations	0.919								
Good Organizational Policies	0.893								
Good Disputes Handling by management	0.889								
Effective Grievance handling procedure	0.864								
Customer Satisfaction	0.804								
Employees as important asset	0.783								
No monotony	0.685								
Decisions are effectively implemented		0.954							
Speedily decision making process		0.93							
Highly Employee participation in decision making		0.886							
Freedom to express and implement the ideas		0.818							
Consider ideas of employees		0.81							
Permission for new to do		0.762							
Work pressure is high			0.95						
My work provides a platform to serve for other			0.943						
My work provides satisfaction to me			0.878						
Positions according to their skills and core competencies			0.873						
My job provides me respect in society			0.824						
Effective Training programs for new & better ways to increase efficiency				0.937					
Further scope for learning in this organization is good				0.926					
Conduct Various training & development program to enhance the skills				0.917					
Opportunities for career growth in organization are good				0.896					
This organization can be recommended as good opportunity to employees				0.726					
Superior involves in career making program					0.907				
Good relationship between superiors and subordinates					0.881				
There is proper channel for communication between supervisors and subordinates					0.866				
There is a team spirit among co workers					0.849				
The way my superior uses in introducing new thing are good					0.795				
Basic amenities like water cooler, toiletries and shelters are clean and operational						0.88			
Cleanliness and hygiene at workplace is adequate						0.817			
Workplace is fully equipped						0.788			
Ventilation and lighting is proper						0.776			
All measures are taken on workplace for employees safety						0.748			
Unions are active and effective							0.951		
There is good relationship between management and unions							0.921		
Relationship between members and union is good							0.861		
Unions supports employee's interest							0.784		
Bonus and fringe benefits are good								0.904	
Overtime pay is adequate								0.841	
Various benefits like conveyance facilities, child education and retirement benefits are given to employees								0.764	
Overall I am satisfied with pay scale								0.709	
Salary is good in comparison to other organizations								0.689	
Transfer policies are appropriate and justifiable									0.844
Opportunities for promotion are good									0.827
Promotion policy is unbiased									0.82
Motivational policies are good and appropriate									0.797

Source: Researcher's Calculation through SPSS

Confirmatory Factor Analysis

CFA is used to validate and determine the reliability of any measurement" (Harrington, 2009). "The goal of CFA is to see if the data fits a measurement model that has been proposed." For CFA, the researcher used AMOS version 21.0. Fit statistics tests such as the "traditional Chi-square test", "CMIN/degree of freedom", "Comparative Fit Index (CFI)", "Goodness Of Fit Index (GFI)", "Adjusted Goodness Of Fit Index (AGFI)", and "Root Mean Square of Error Approximation (RMSEA)" were used in order to attain model fit. A non-significant outcome demonstrates the model's acceptability using the conventional "Chi Square χ^2 " formula. The relative Chi Square (χ^2/df) must be between 2 and 5 to ensure satisfactory model fit. The RMSEA value should be less than 0.08, and the GFI, AGFI, and CFI values should be in the range of 0 to 1, with values close to 1 suggesting a satisfactory fit. 2004 (Schumacker and Lomax). "The fit indices values were "GFI=0.854", " χ^2 value=1601.749", df=953 with p-value=0.000, "CMIN/df=1.681", p=0.000, "RMSEA=0.041", "AGFI=0.834", and "CFI=0.955", according to the CFA results. All of these results are within an acceptable model fit range.

A non-significant outcome demonstrates the model's acceptability using the conventional "Chi Square 2" formula. The relative Chi Square (2/df) must be between 2 and 5 to ensure satisfactory model fit. The RMSEA value should be less than 0.08, and the GFI, AGFI, and CFI values should be in the range of 0 to 1, with values close to 1 suggesting a satisfactory fit. (Schumacker and Lomax 2004).

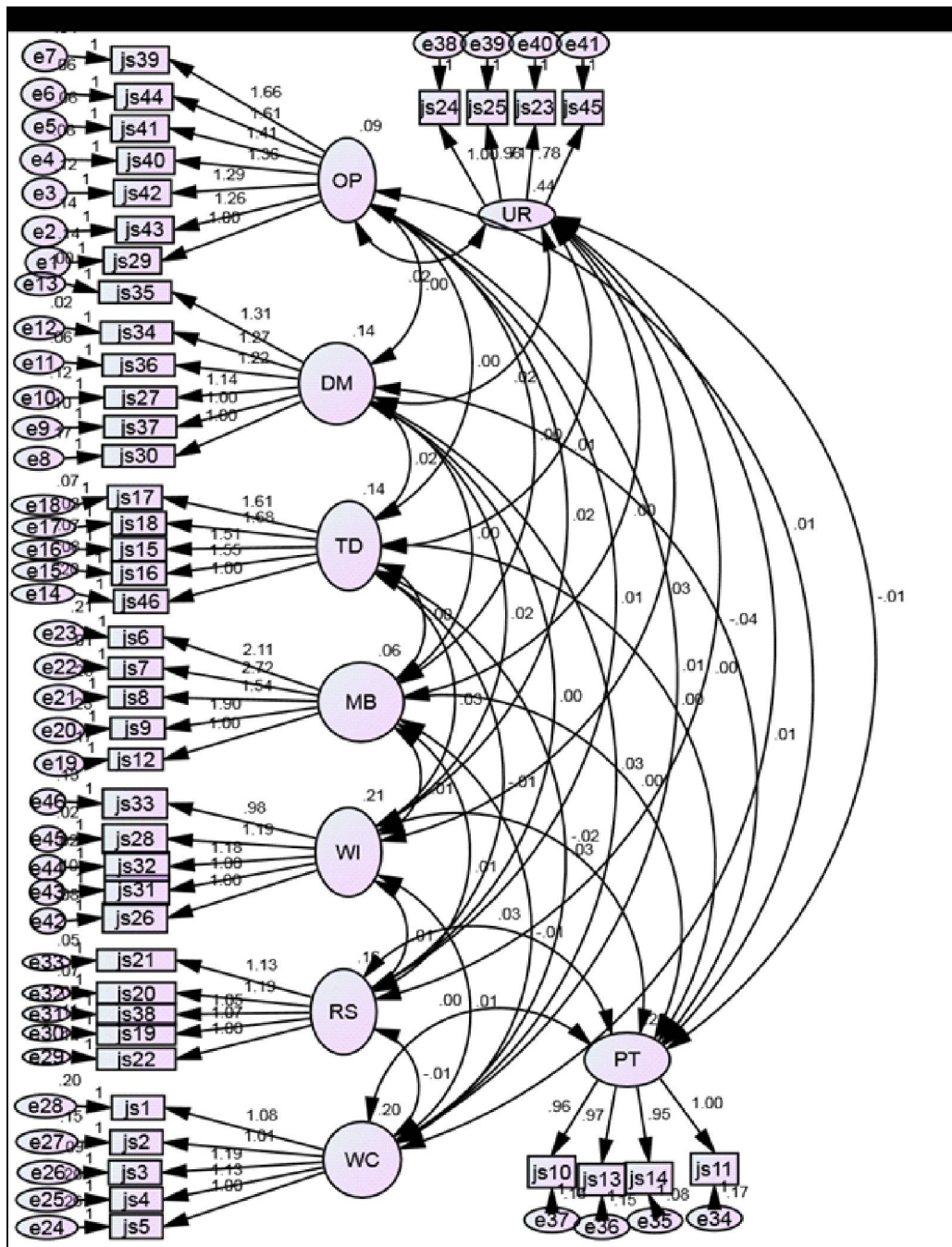
Table No 4: Fit Indices for Construct Job Satisfaction

Model	Items	CFI	GFI	AGFI	CMIN/DF	RMSEA
Default Model	46	0.955	0.854	0.834	1.681	0.041
Interpretation		Excellent	Excellent	Excellent	Excellent	Excellent

Source: Researcher's Calculation through AMOS.

that by creating pathways between the high-value variables, the suggested model would improve. However, not all of the suggested recommendations should be incorporated into the model. "There must be some theoretical concepts in it (Evrekli et al., 2010). "When error covariance is added between the observed variable in the model," it may be suggested that this is usually conducted between items from the same factor. Furthermore, when a modification is suggested and the chi square value decreases gradually, it generally indicates a significant "improvement in the model (Evrekli et al., 2010). Before adding additional proposed constraints, the effect on the model fit indices is assessed.

Figure No 1: Path Diagram for Construct Job Satisfaction



Source: Researcher's Calculation using AMOS

The "difference between the sample and the model covariance matrix is represented by the standardised residual covariance." A particularly large standardised "residual covariance between two variables could indicate that the model is unable to adequately explain the sample covariance and that the model needs to be modified by removing one or both of them for better model fit"

The Job Satisfaction model, as shown in Figure 1, presents the link between "observed and latent variables." The boxes and ellipses indicate the observable variables and latent variables, respectively. All item loadings on each scale factor were greater than 0.40 and significant (Hashim & Sani, 2008). The covariance, which may also be regarded as the correlation in standardised form, is represented by the double-headed row.

Assessing Overall Reliability and Validity of Model

Establishing reliability, as well as discriminating validity and convergent validity, is critical while performing CFA. ASV, CR, AVE, and MSV are some of the most important measures for determining reliability, convergent, and discriminate validity. Table 5 shows the results of all of these measurements.

Composite Reliability

The composite reliability of all nine constructs of job satisfaction is more than 0.8, indicating that they are internally consistent (0.6 is acceptable).

Convergent Validity

According to (Hair et al., 1986), the value of Average Variance Extracted (AVE) for convergent validity should be larger than 0.5, as shown in table no 5. As a result, it may be inferred that the measurement model has no convergent validity issue.

Discriminate Validity

CR should be more than AVE, AVE must be greater than MSV, and MSV should be greater than ASV for discriminate validity (Hair et al., 1986). As a result, there is no discriminating validity issue in the model because the value of CR is larger than AVE and greater than 0.5, which is acceptable, and it is greater than MSV, which is greater than ASV. Table 5 shows that all of the values meet the acceptable criteria. The scale can be considered to be reliable and valid for the study. As a result, reliability and validity indices supported up the employee job satisfaction model.

Table No.5: Reliability & Validity of Job Satisfaction Scale

Factors	Statements	CR	AVE	MSV	ASV
Relationship with superiors	5	0.92	0.69	0.02	0.01
Organizational Policies & Disputes Handling	7	0.93	0.66	0.01	0.00
Participation in Decision making	6	0.94	0.72	0.04	0.01
Training & Development	5	0.94	0.76	0.03	0.01
Monetary Benefits	5	0.84	0.53	0.02	0.00
Work Itself	5	0.94	0.78	0.03	0.01
Promotion & Transfer	4	0.86	0.6	0.04	0.01
Relationship with union	4	0.91	0.73	0.01	0.00
Working Conditions	5	0.87	0.57	0.03	0.01

Source: Researcher's Calculations using Excel

Conclusion

Transport sector has a greater role in development of economy. Haryana Roadways has built a reputation for providing a wide range of high-quality services throughout the years. The present study tries to examine the factors which influence job satisfaction of employees of Haryana Roadways. The results indicated that nine determinants of job satisfaction were explored by using EFA. named as Organizational Policies & Disputes Handling, Participation in Decision Making, Work Itself, Relationship with Superiors, Training & Development, Relationship with Union, Monetary benefits and Promotion & Transfer Policies. Internal consistency reliability is acceptable for all of these factors. Organizational Policies & Disputes Handling Policies was the most influencing factor whereas "Promotion & Transfer policies" was the least influencing factor.

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Customers' Perception of Motives and Barriers to Organic Food Products in Haryana

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Abstract

Food is one of the basic needs of human beings throughout the world. In India, due to the increasing population continuously, the requirement for various types of foods has also increased over time. It has been observed from various reports that the food produced or supplied to the people of India is either contaminated/adulterated or has poor quality, affecting the health of the masses and giving birth to various types of health issues. Considering the situation, many farmers/organizations of farmers came forward with the idea of producing and supplying organic food items to combat the menace of poor food quality leading to health issues. The present paper aims to perceive consumers of organic food items towards various related aspects. The study is purely based on primary data collected through a questionnaire from the customers of Haryana, which were analyzed with appropriate statistical techniques.

Keywords: Sustainable Agriculture, Organic Food Products, Healthy, Perception, Motives

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Introduction

Agriculture has a substantial impact on the environment, creating and being affected by environmental changes at the same time. It contributes considerably to water scarcity, pollution, deforestation, land degradation, and other processes. (Brown 2012). Global food system emissions in 2015 totaled 18 Gt CO₂ equivalent year, or 34% of all GHG emissions. Enormous contributions came from agriculture and land use/land-use change activities (71 percent). The remaining portion was generated by supply chain activities, including retail, fuel production, transportation, consumption, waste management, packaging, and industrial operations. (Crippa et al., 2021). It is necessary to implement sustainable agriculture techniques to tackle such grave concerns.

The goal of sustainable agriculture is to satisfy society's present food and clothing needs without endangering the ability of future generations to do the same. (sarep.ucdavis.edu). Agricultural systems may be able to maintain a growing population while adjusting to shifting environmental circumstances through the use of sustainable agriculture. In agriculture, "sustainability" refers to a comprehensive, long-term strategy for business on the farm that maximizes economic and environmental stability, equity, and health of the farm, business, and family (www.omafra.gov.on.ca). Numerous sustainable agriculture practices exist, and the most prevalent among them is "Organic Farming." The term "organic" is used on packaging to indicate that food or other agricultural products were produced in accordance with accepted practices. To improve resource cycling, ecological balance, and biodiversity protection, these solutions combine cultural, biological, and mechanical activities. (www.ams.usda.gov). Natural ingredients are used to create organic food, which is devoid of synthetic chemicals like antibiotics, herbicides, pesticides, and fertilizers (Gad Mohsen & Dacko, 2013). As a result, customers view organic food as healthy because it does not include any synthetic ingredients (Suprpto & Wijaya, 2012).

There is 1.5 percent of organic croplands. Market research company Ecovia Intelligence claims that in 2018, the worldwide market for organic food, for the first time, surpassed \$100 billion US (almost 97 billion euros). The largest market is the United States, with 40.6 billion euros, followed by Germany (10.9 billion euros) and France (9.1 billion euros). In 2018, 2.8 million organic farmers were identified. India continues to have the most producers (11,49,000), followed by Uganda (2,10,000) and Ethiopia (2,04,000) (www.globalagriculture.org).

Review of Literature

(Canavari & Olson, 2007) asserted that organic farming has always been a healthy approach to production adopted by some farmers worldwide. Consumers' attention to food safety and environmental issues has risen dramatically in recent decades due to their growing

concern for their health, the health of the environment, and global crises and emergencies. (Sangkumchaliang & Huang, 2012) analyzed the state of customers' opinions of organic foods in Northern Thailand. They surveyed a sample of 390 respondents from different locations in the country. According to the results, the major drivers of buying organic food items are hopes for a better and more sustainable production process. Compared to non-buyers, persons who purchase organic products are often older and more educated. The pricing of the products and customer confidence in their legitimacy are further problems. Consumer awareness, however, remains the biggest obstacle to boosting the market share of organic food items.

The increased prevalence of lifestyle problems, including heart conditions and depression, significantly impacts how modern consumers change. The requirement to buy organic food to enhance the quality of life will significantly impact corporate functions related to retail, distribution, and marketing (Rana & Paul, 2017).

(Dangi et al., 2020) reviewed previously conducted research on the characteristics that affect the purchase of organic food, paying particular attention to eco-labels, and determined the relative importance of these drivers. Based on time, region, and national economic status, an analysis of 91 research studies involving 1,54,072 consumers reporting from 2001 to 2020. The study concluded that personal factors like health concerns, environmental concerns, knowledge and awareness, eco-labels, price, and trust in organic food are the most important when purchasing organic food.

After surveying 110 respondents in rural Haryana (Kumar & Gulati, 2017) found that low level of income, irregular availability, high prices, limited variety, and lack of knowledge are the most significant barriers to purchasing organic products among consumers in rural Haryana.

(Pandey & Misra, 2016) analyzed the consumers' behavior towards organic food products and found out the reasons for not purchasing the organic products using percentage analysis. The study was conducted on 170 respondents selected through a convenient sampling method. Most consumers found that organic products are better in taste, quality, and health benefits; at the same time, consumers believed organic products to be expensive and scarce.

Based on data gathered from 240 respondents (120 consumers of organic food and 120 consumers of non-organic food) in Tamil Nadu's Tirupur district, (Krishnakumare & Niranjana, 2017) explored how customers behave when purchasing organic food goods. Chi-square analysis and multivariate analysis of variance (MANOVA) were used to analyze the data for the study. In addition to examining awareness, the study discovered a correlation

between demographic characteristics and awareness of organic food products. The study found that organic and non-organic food consumers differ based on gender, household income, education, and job status.

(Chattopadhyay & Khanzode, 2019) examined the awareness level of consumers regarding organic products in Bengaluru. The study comprises 105 respondents selected via the convenience sampling technique. The awareness level of consumers is measured on the basis of various demographic characteristics of respondents like age, income, gender, education etc. Bengaluru has the highest sales of organic food items and the most number of organic food stores, which are expanding at a pace of 35-40% annually.

To better understand the traits, viewpoints, and purchasing habits of various customer categories, (Gumber et al., 2021) studied 556 people. Through the use of exploratory factor analysis, they were able to isolate six elements, including those related to health, humanity, and the environment, trust and confidence, purchasing barriers, tradition and culture, fundamental knowledge, and social acceptance and status. Additionally, customers are divided into the following five groups: unconcerned, incognizant, critical, conservative, and congruent consumers.

(Khandelwal, 2022) studied the consumers' attitudes toward sustainable food, as well as customers' views of sustainable food and their preferences for organic food. The study also looked at consumer preferences and behaviors in quick-service restaurants and conscious efforts/actions to prevent food waste, which is crucial to food sustainability. The study's goal was to identify consumers' green values, their awareness of sustainable food options, their level of environmental concern, the factors that affect their food purchase decisions, and the obstacles to buying sustainable food. The study gathered data from 219 respondents using a structured questionnaire. It also highlights consumer preferences for packaging, their understanding of how sustainability affects food, and how they dispose of food waste.

Objective

1. To know the customers' perception of organic products' use and authenticity criteria.
2. To identify the motives and barriers to organic products.

Research Methodology

A predetermined questionnaire (Bryla, 2016) was modified and used after incorporating the pilot study's feedback. The questionnaire was built using google forms and sent to a convenient sample of 100 respondents via social media platforms, but only 82 responded. To minimize the difference in subjective understanding of respondents, the definition of organic products, i.e., food grown without using synthetic chemicals, is mentioned in the

questionnaire. The collected data is analyzed using simple percentage analysis.

Results and Discussions

Table 1: Demographic Profile of Respondents

Particulars		Frequency	Percentage
Gender	Female	33	40.2
	Male	49	59.8
Age of Respondent	21-40	69	84.1
	41-60	13	15.9
Level of Education	Upto 12th	3	3.7
	Graduate	14	17.1
	Post Graduate	50	61
	Ph.D.	15	19.2
Annual Income of Respondent	Up to 5 lacs	34	41.5
	500001-10 lacs	25	30.5
	above ten lacs	23	28
Consumption of organic products	Regularly	23	28
	Occasionally	43	52.2
	Rarely	16	19.5
Residence of Respondent	Urban	55	67.1
	Rural	27	32.9
Family type	Joint	40	48.8
	Nuclear	42	51.2
Food Habit	Vegetarian	75	91.5
	Non-vegetarian	7	8.5
	Vegan	0	0

Table 1 presents the demographic profile of organic food consumers (respondents). Almost 60 percent are males, and 40 percent are females. It shows that 84 percent of the consumers are 21-40 years old, while 16 percent are from the 41-60 age group. A meager 3.7 percent of the consumers studied up to 12th class, 17.1 percent have done their graduation, the majority of 61 percent are postgraduates, and 19.2 percent are Ph.D. holders. The majority of respondents (41.5 percent) have an annual income of less than ` Five lacs, 30.5 percent of respondents have an annual income between ` 500001 and ten lacs, and 28 percent with an annual income above ` ten lacs. The majority (52.2 percent) of the respondents occasionally consume organic products, 28per cent of the respondents are regular

consumers, and only 20 percent of the consumers have rarely consumed organic products. Out of the total respondents, 67 per cent lives in urban areas, and the remaining 33 per cent lives in rural areas. While 49 percent of consumers have joint families, 51 percent have nuclear families. The majority of the respondents (91.5 percent) are vegetarians, and only a few (8.5 percent) are non-vegetarians. No single consumer from the survey is a Vegan.

Table 2: Respondents' View Toward Organic and Conventional Food (total sample) (%)

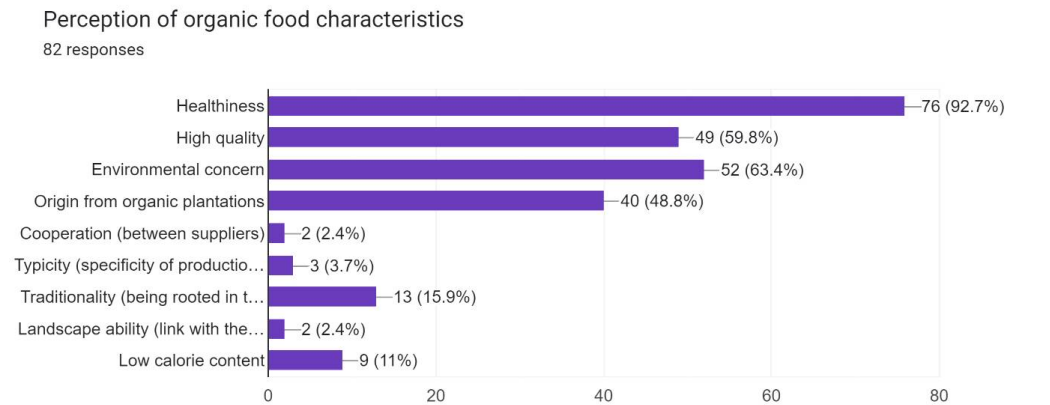
Statements	Definitely Yes	Rather Yes	Don't Know	Rather Not	Definitely Not
It is expensive	45.1	39	6.1	6.1	3.7
It is healthier	89	9.8	1.2	-	-
It is more environmentally friendly	80.5	18.3	1.2	-	-
It arouses more trust	62.2	26.8	11	-	-
It has a better quality	70.7	24.4	4.9	-	-
It is governed by more stringent regulations.	42.7	36.6	14.6	4.9	1.2
It is produced more traditionally	36.6	36.6	20.7	4.9	1.2
It is tastier	36.6	41.5	14.6	6.1	1.2
It is more authentic	57.7	26.8	14.6	1.2	-
I advise its purchase to my family/friends	65.9	25.6	8.5	-	-
I accept its higher price	35.4	43.9	12.2	7.3	1.2
It looks better	40.2	29.3	23.2	6.1	1.2
Its advertising is adequate	25.6	34.1	23.2	4.9	12.2

Note: The figures in Table 2 represent the percent share out of the total sample.

The respondents were asked to compare organic and conventional food (Table 2). Forty-five percent of them think it is more expensive than conventional products, and an additional 2/5 rather share this opinion. Nearly all of the research participants assert that organic foods are healthier and more ecologically friendly than conventional ones. 95% of those surveyed think organic food is of greater quality than conventional food. Almost 70 percent of respondents found organic food tastier, traditional, and subject to strict controls. More than 80% of consumers thought it was more authentic than traditional food; therefore, they advised their friends and relatives to buy it. 1/3 of the respondents accepted the premium prices of organic products, and a further 2/5 rather shared this opinion. Only 1/4 of the consumers find the advertising of organic food products adequate, and a further 1/3

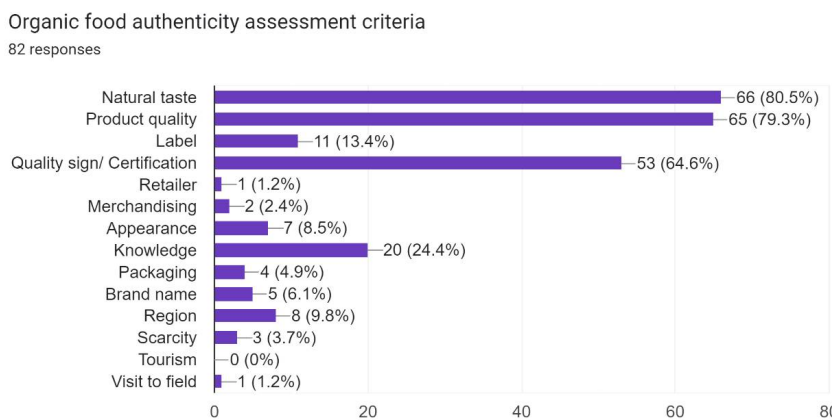
rather shared the same opinion, while almost 17 percent of consumers find the advertising inadequate. Consumers have perceived organic food products as more valued than their conventional counterparts (Suciu et al., 2019). The occasional organic consumers that were price sensitive opted for conventional plus products, while the price-insensitive consumers preferred organic products (Stolz et al., 2021).

Exhibit 1: Perception of Consumers Towards Characteristics of Organic Products



As shown in (Exhibit 1), the three most essential qualities of customers' perceptions of organic products are high quality (59.8%), environmental concern (63.4%), and healthiness (92.7%). Almost half of the consumers also emphasized 'origin from organic plantations.' Cooperation, typicity, and landscape ability are the least important characteristics. Consumer perceptions of the health and safety element are characterized by concerns about health and how the product is produced concerning animal welfare and environmental care (Ayuni & Rennie, 2012). A consumer's opinion of the product's safety, health, and environmental impact substantially impacted their decision to buy organic food (Wee et al., 2014).

Exhibit 2: Organic Food Authenticity Assessment Criteria



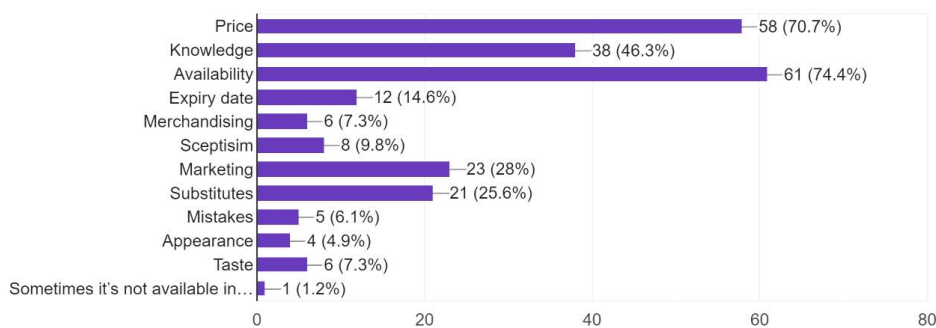
Here, the evaluation criteria for perceived organic product authenticity are mentioned. As shown in (Exhibit 2) the consumers are most dependent on natural taste (80.5 %), product quality (79.3 %), and certification (64.6 %), respectively, to authenticate organic food products. The least important criteria were the retailer, merchandising, packaging, scarcity, tourism, and brand name.

Exhibit 3: Organic Food Market- Barriers to Growth

Barriers to the development of the organic food market/ Why don't you buy organic products?

(select any 3)

82 responses

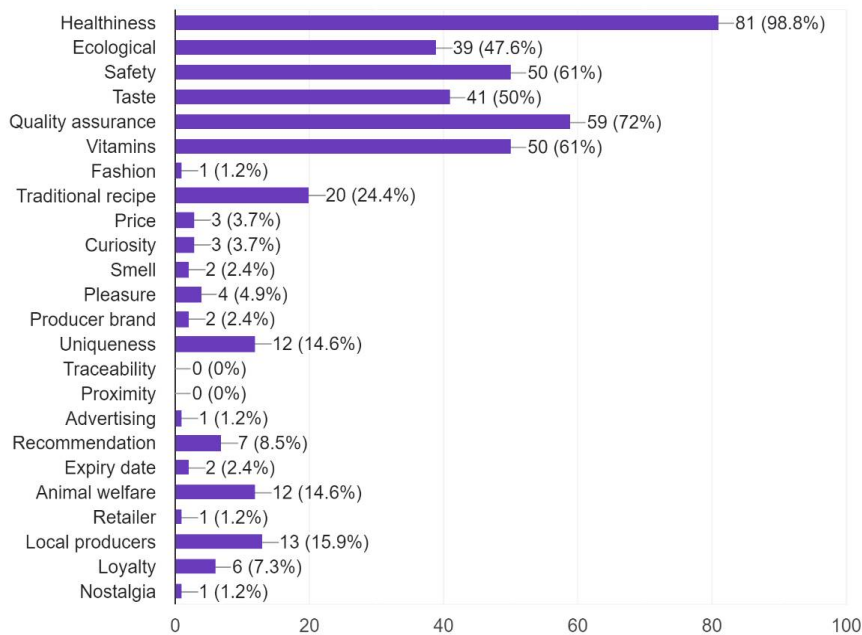


(Exhibit 3) shows the most significant barriers to the growth of organic food market, i.e., availability (74.4 %), price (70.7 %), and knowledge (46.3 %), respectively. 1/4 of the consumers also found marketing and substitutes to be significant barriers. The least effective barriers to the development of the organic food market were appearance (4.9 %), mistakes (6.1 %), taste (7.3 %), merchandising (7.3 %), and skepticism (9.8 %), respectively. According to (Buder et al., 2014), regular consumers of organic food listed price, a lack of availability, and product quality as their top three barriers to purchasing organic goods

Exhibit 4: Organic Food Selection Motives

Organic food selection motives

82 responses



As shown in (Exhibit 4), the consumers are motivated the most by healthiness (98.8 %), quality assurance (72 %), safety (61 %), vitamins (61 %), and taste (50 %) of organic products, respectively. 1/4th of the respondents felt motivated by the traditional recipe. Less than 5 percent of respondents considered traceability, proximity, advertising, retailer, nostalgia, fashion, smell, brand, price, curiosity, and pleasure as motivating factors to buy organic products. Somewhat respondents considered uniqueness, recommendation, animal welfare, local producers, and loyalty as motivating factors.

Managerial Implications

Despite organic food being considered healthful, consumers in the research area hesitate to purchase organic food due to a lack of confidence in its authenticity. Therefore, to increase consumer purchase intent, the organization that manufactures and sells organic food products must determine how to build customer trust. This study informs market participants about the best approaches to take in order to maximize the sales potential of organic food items among various customer groups. The study will also benefit policymakers by offering insightful information and assisting them in making the necessary efforts to promote organic food items.

Limitations of the Study

This study's application of its conceptual framework to just one product category-organic food-represents a drawback. The operationalization of the study in Haryana does not enable the results to be generalizable in other Indian states. The results of this study may not apply to other contexts because the spread and underlying factors influencing the adoption and rejection of organic food may vary depending on the region. The demographic variables of the study are not uniformly distributed. The sample size of the study is small.

Conclusion

The study attempts to understand the motives and barriers to purchase decisions of organic food products. Understanding how consumers view organic food products is critical because this will influence whether they intend to purchase and consume the goods. It will ultimately result in the actual behavior of buying the products. The study concluded that people are getting more and more knowledge about the benefits (healthy, natural, environmentally friendly, tasty, etc.) of organic food products as their education level increases. It also showed that consumers have a more positive outlook toward organic products and are more willing to pay higher prices for these products. The barriers to accepting organic food products can be removed by reducing prices and increasing product availability. Policymakers should include provisions for community-supported agriculture, contract agriculture, and farmers' markets to promote organic farming and goods. To make organic food more widely available, farmers/producers, retailers, marketers, policymakers, and consumers must work together.

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Webography

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<https://www.globalagriculture.org/whats-new/news/en/33932.html>

What is Organic? | Agricultural Marketing Service (usda.gov)

What is Sustainable Agriculture? | Sustainable Agriculture Research & Education Program (ucdavis.edu)

**Role of Public Policies in Employment
Generation in Backward Districts: An
Evaluative Study of MGNREGA
Implementation in Nuh District of Haryana**

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Abstract

This paper examined the role of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA, 2005) in employment generation in Nuh district of Haryana employing the secondary data sources from the FY 2017-18 to 2020-21. Lying in the shadow of IT hotspot Gurugram, Nuh is the most backward district in India (NITI Aayog, 2018). Resource deficiency, lack of alternative livelihood opportunities has resulted in widespread poverty conditions in the district, with 63.18 percent of the population classified as multidimensionally poor (NITI Aayog, 2021). In this context, MGNREGA is a boon to the natives and it can lead to pro-poor growth as it legally guarantees livelihoods to every household for up to 100 days in a fiscal year. It's a 'stellar example of rural development' and is the world's largest public works program (World Bank, 2015). The findings of the study revealed that MGNREGA jobs has generated considerable employment in the district and put money in the hands of the poor people on a huge scale. MGNREGA increased the average annual working days of the beneficiary households by 63 days, however, it has not been able to provide wage employment to 100% of the eligible employment desiring households.

Keywords: MGNREGA, Employment, Livelihood, Poverty and Rural Development

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Introduction

Passed by the Indian Parliament in its monsoon session on 23rd August, 2005, the MGNREGA or the Mahatma Gandhi National Rural Employment Guarantee Act is the world's largest rural development and poverty alleviation scheme that came into force on 2nd February, 2006. The act was implemented in three phases: the first phase, which began on February 2, 2006, covered 200 of the country's most backward districts, the second phase, which began on April 1, 2007, covered another 130 districts, and the final phase, which began on April 1, 2008, covered the remaining districts.

The act provides for at least 100 days of guaranteed wage employment in every fiscal year to every household whose adult members wish to do unskilled manual work. Thus, the act's first and most important goal is to safeguard the rural poor's livelihood stability. Other goals include: a) building long-lasting rural assets of specified quality and quantity; b) improving the poor's livelihood resource base; c) proactively assuring social inclusion; and d) strengthening the Panchayati Raj Institutions (PRIs). MGNREGA is a landmark legislation in the history of Indian social security legislation (Nagaraja and Honnurswamy 2021). MGNREGA is the first law in the world to guarantee large-scale wage employment. It creates jobs where and when they are most needed. It's largely regarded as one of the most effective policies for transforming rural economy. MGNREGA is a silent revolution in employment generation in rural areas of the country (Nagaraja and Honnurswamy 2021).

Nuh district was covered under MGNREGA in its second phase under the name of Haryana Rural Employment Guarantee Scheme (HREGS, 2007). Till the FY 2020-21, the act has successfully completed 14 years of implementation in the district.

Scope of the Study/Statement of the Problem

Haryana is one of the most developed and rich states in the country, with a per capita income of more than 2.39 lakhs (rank 3rd after Sikkim and Delhi, RBI, 2021). It is divided into 22 districts, including Nuh. Nuh district (previously known as Mewat) is situated between 26° 39' 00" N and 28° 32' 25" N latitudes and 76° 39' 30" E and 77° 20' 45" E longitudes in the state's south-eastern bulge.

Nuh, which lies in the shadow of Gurugram's IT cluster, is largely a rural, backward, and socio-economic vulnerable district that trails behind the rest of Haryana on practically every development metric. Even after spending crores of rupees, there are no noticeable changes on the ground. Nuh is a resource-poor district due to its subtropical, semi-arid climate and rain-fed agriculture. Poverty is common in the district due to a lack of other livelihood opportunities. Nuh district, in fact, has the largest percentage of poor individuals in the state. According to the NITI Aayog's Multidimensional Poverty Index (MPI), 63.18

percent of the district's population is multidimensionally poor (measured in terms of health, education and standard of living).

In this environment, MGNREGA can provide a ray of hope to the Nuh's people, particularly the most vulnerable sectors of the rural population, by securing their livelihoods through wage employment and asset development. MGNREGA is a "Silver Bullet" for eradicating rural poverty and unemployment in Indian villages. It provides an alternative option of livelihood earning that will have a variety of positive effects (Panda Santanu and Arup Majumdar, 2013). In fact, it has long been regarded as a valuable and precious asset for the rural poor to earn a decent life. MGNREGA could be called as India's superstar of the year 2020 as it successfully provided the work to demanding villagers who returned to villages from cities during the pandemic period (Sunitha S. et al., 2021). The purpose of this study is to determine the extent to which the legislation has generated employment and, as a result, has ensured the livelihoods of the inhabitants.

Review of Literature

Aomatsung (2021) assessed the working of the MGNREGA in north-eastern state of Nagaland and found that the act has provided large scale employment to eligible employment seeking households, however, it has provided maximum cap of 100 days of employment to only a few households. The study highlighted that, during the fiscal year 2018-19, out of 3,86,305 families provided employment none of them completed 100 days of work. The study, further, highlighted that MGNREGA generated a sizeable number of assets, however, the rate of completion of work has been exceedingly slow.

Chhetri Madam (2017) did a research study on rural poverty reduction under MGNREGA in the north-eastern state of Sikkim, based on secondary data. MGNREGA, according to the study, improved labour conditions and strengthened the Panchayati Raj Institutions (PRIs) by introducing true democracy to the grassroots. The study, further, highlighted that the act has put money in the hands of the poorest of the poor, making MGNREGA a lifeline for rural economy, offering impoverished rural households new identities and bargaining strength.

K. N. Srikanth and Rajmohan Rao (2017) through their primary study on 200 scheme participants and 100 non-participants in Chikaballapur district of Karnataka exposed that MGNREGA jobs has increased average person days of employment per year as well as average number of labour force per family and this contributed to increase in average annual wage income of the participating households by 27.34 percent. Their study, further, highlighted that programme reduced the supply of labour to agriculture by 17.55 percent during the Kharif season and by 52.60 percent during the Rabi and Summer Seasons.

Bhatt B. B. and P. Mariyappan (2016) of the Annamalai University, Chidambaram, Tamilnadu studied the role of MGNREGA in transforming rural life in village panchayat Hangah of Kupwara district of Jammu and Kashmir using both primary as well as secondary data. The study highlighted that MGNREGA brought a beam of hope in the lives of poor people especially vulnerable sections of the rural population by providing them livelihood security through wage employment and asset development. MGNREGA serves as safety net, as it ensures risk factor measures for any personal injury caused by accident of the workers. In this way, there is a great place for humanity under MGNREGA since it provides both social and economic security to the workers with good worksite facilities.

Objectives

The primary objective of this research study is to analyze the extent to which MGNREGA has generated employment in Nuh district during the FY 2017-18 to FY 2020-21.

Research Methodology

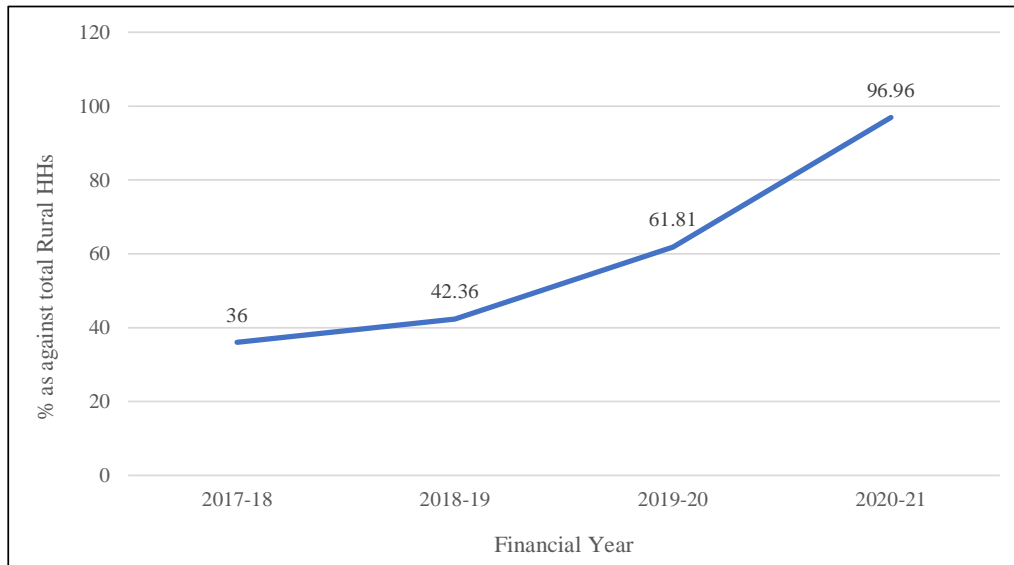
The current research is based on secondary data gathered from the MGNREGA's official website. Simple tabulation, average, and percentage approaches were employed to conduct the analysis. In addition, descriptive and judgmental analyses were used to analyse and derive important conclusions from the acquired data. The current study used simple tabulation, percentage, average, and graphical approaches for analysis.

Results and Discussions

The results of the present study have been discussed as follows:

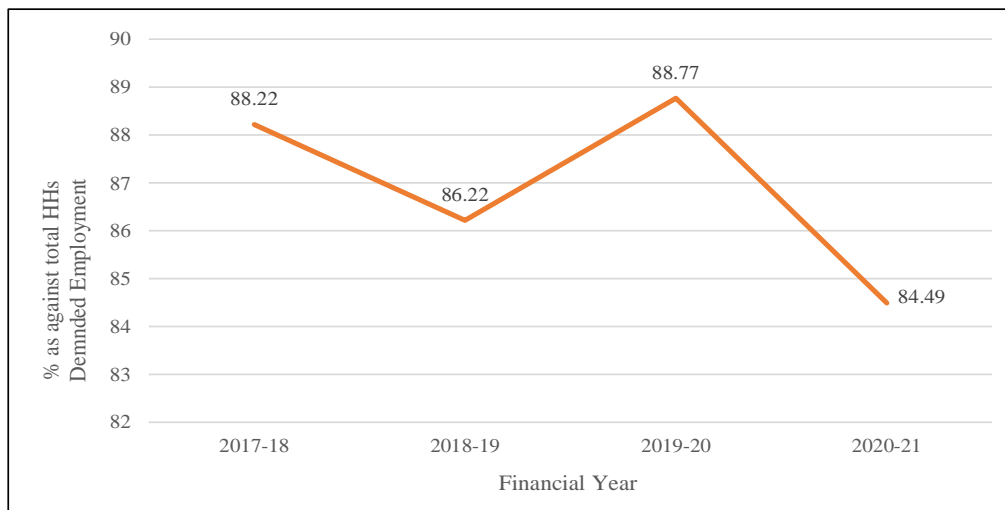
Households Issued Job Cards and Provided Employment

To be eligible for MGNREGA employment, households must provide their photo, name, age, and address to the Gram Panchayat in question. Following an inquiry, the Gram Panchayat registers such individuals/households and issues a job card (to be renewed again after a period of 5 years). A job card is a significant tool since it provides information on adult members who have enlisted, including their pictures, the number of days of employment provided, total pay paid, and so on. After receiving job cards, registered households/individuals can submit an application to the Gram Panchayat requesting work. The Gram Panchayat approves the valid application, and a letter with job description is provided to the job card holder.

Figure 1: Trends in Households Issued Job Cards (FY 2017-18 to 2020-21)

Source: <https://mnregaweb2.nic.in>, August 2021

As illustrated in **Figure 1**, the number of families provided MGNREGA job cards in the district has steadily increased over time. During fiscal year 2017-18, 36 percent of the district's total rural households (1,39,975 households, Census, 2011) were issued job cards, rising to 96.96 percent in fiscal year 2020-21. As a result, the size of job card issuing has been genuinely astonishing. This suggests that households view MGNREGA as a particularly appealing source of income.

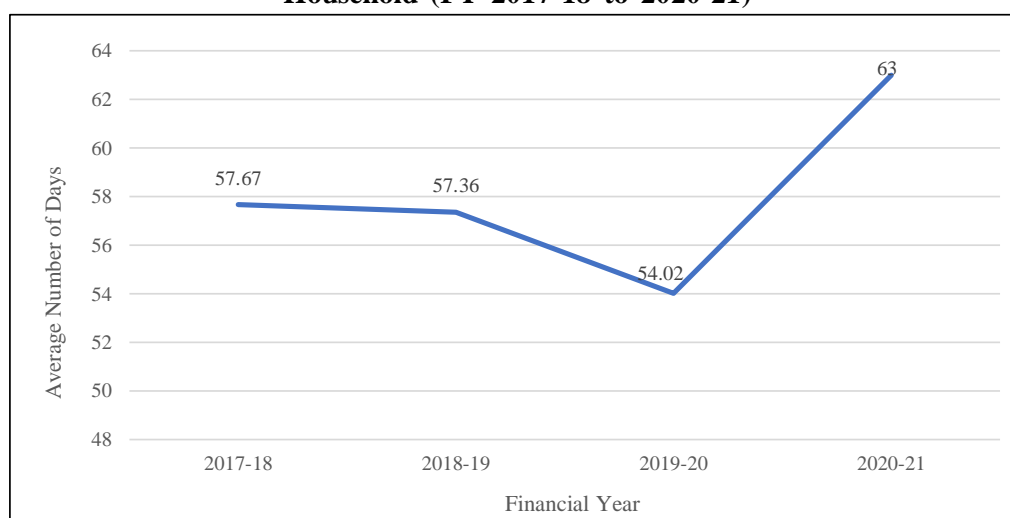
Figure 2: Trends in Households Provided Employment (FY 2017-18 to 2020-21)

Source: <https://mnregaweb2.nic.in>, August 2021

Figure 2 shows that the number of households provided with jobs under the legislation has increased significantly during the study period. During fiscal year 2017-18, 88.22 percent of total job-seeking households received paid employment; however, this fell to 84.49 percent during fiscal year 2020-21. This demonstrates that, while MGNREGA programmes have supplied paid employment to a considerable number of rural households, although, they have not been able to provide employment to 100% eligible employment seeking households.

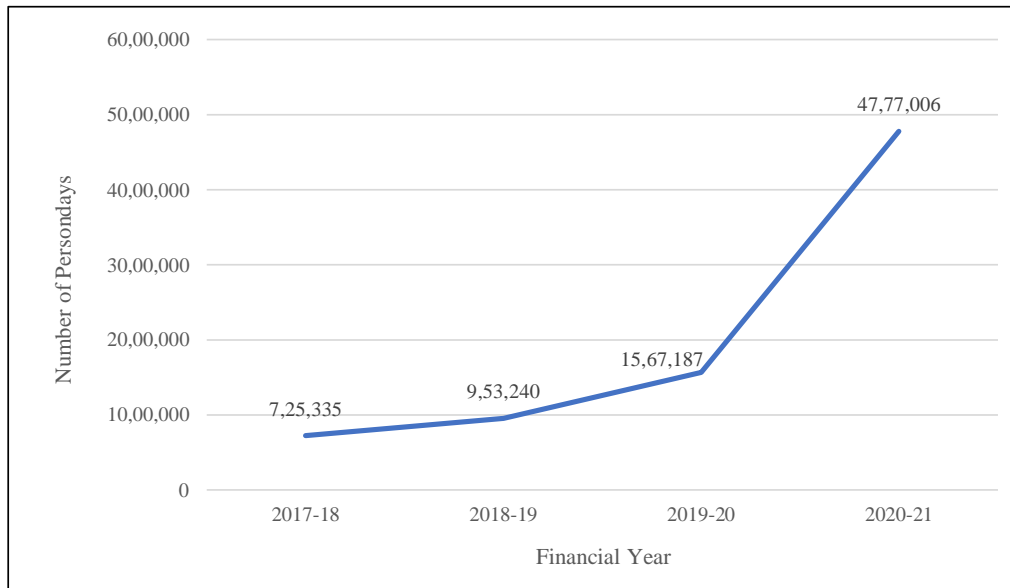
Average Number of Day's Employment Provided Per Household and Person days Generated

Figure 3: Trends in Average Number of Days Employment Provided Per Household (FY 2017-18 to 2020-21)



Source: <https://mnregaweb2.nic.in>, August 2021

The average number of days' employment MGNREGA gave in Nuh district, although, shows the fluctuating trend over the years, it rose from 57.67 days during the FY 2017-18 to 63 days during the FY 2020-21 (**Figure 3**). However, it is important to note that these days are significantly below as against the guaranteed 100 day's job security.

Figure 4: Trends in Total Persondays Generated (FY 2017-18 to 2020-21)

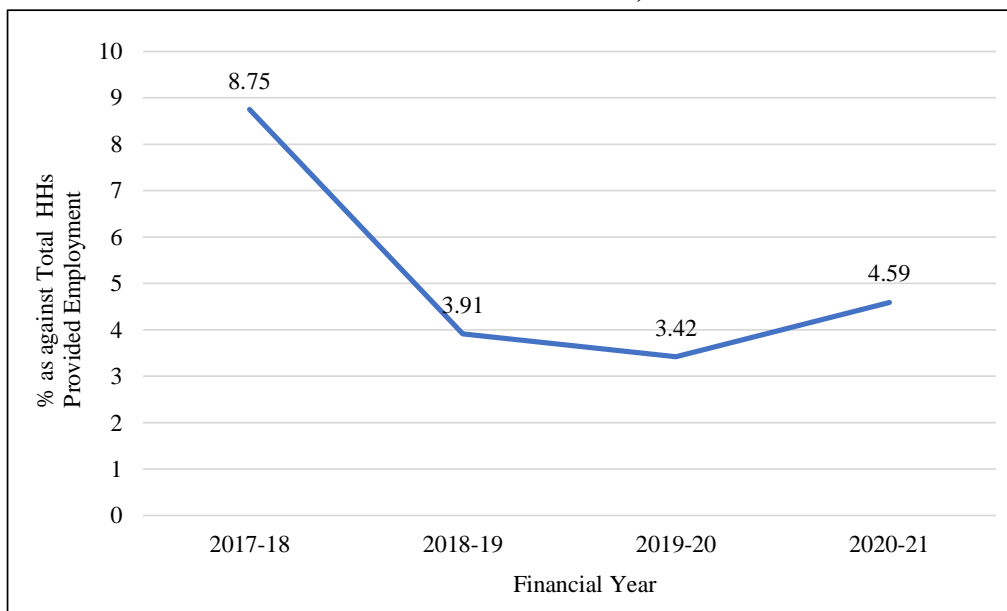
Source: <https://mnregaweb2.nic.in>, August 2021

The number of persondays is equal to the number of people working every day multiplied by the number of days worked. Person days generated have been steadily growing throughout the study years. During the fiscal year 2017-18, MGNREGA generated 7,25,335 person days of employment, which increased to 47,77,006 during the fiscal year 2020-21, representing a 558.59 percent increase (**Figure 4**). This suggests that the act is providing employment to an increasing number of households over the years.

Households Completed 100 Days of Employment

As we know that the act guarantees 100 days of employment to every adult individual in a household who is willing to perform unskilled manual work, the same is not true on the ground. Figure 5 shows that only a handful percentage of households could complete 100 days of employment. During the FY 2017-18, only 8.75 percent of the participating households could complete 100 days of employment which further came down to meagre 4.59 percent indicating that implementing agencies have failed to offer what is given the bare minimum in the act for the upliftment of the locals.

Figure 5: Trends in Households Completed 100 Days of Employment (FY 2017-18 to 2020-21)

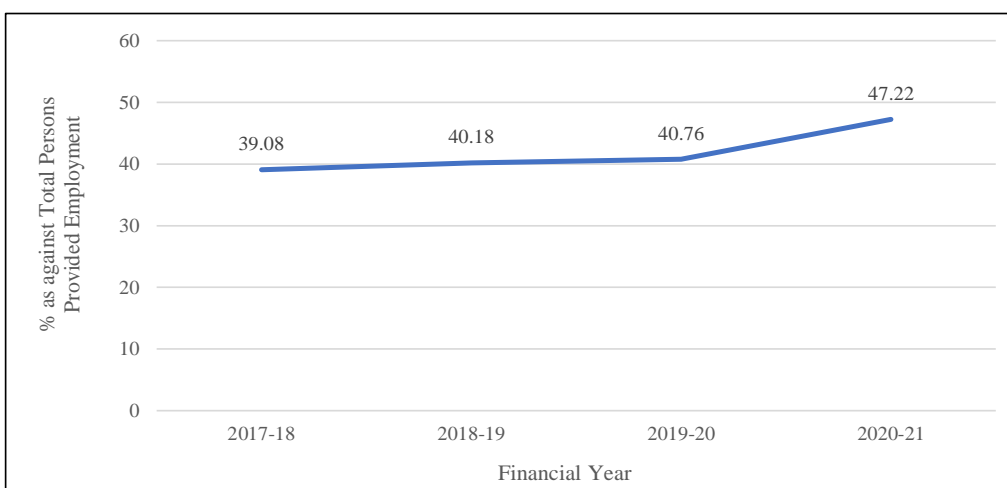


Source: <https://mnregaweb2.nic.in>, August 2021

Women Provided Employment

It is stipulated in the act at least one-third of the beneficiaries shall be women.

Figure 6: Trends in Women Provided Employment (FY 2017-18 to 2020-21)



Source: <https://mnregaweb2.nic.in>, August 2021

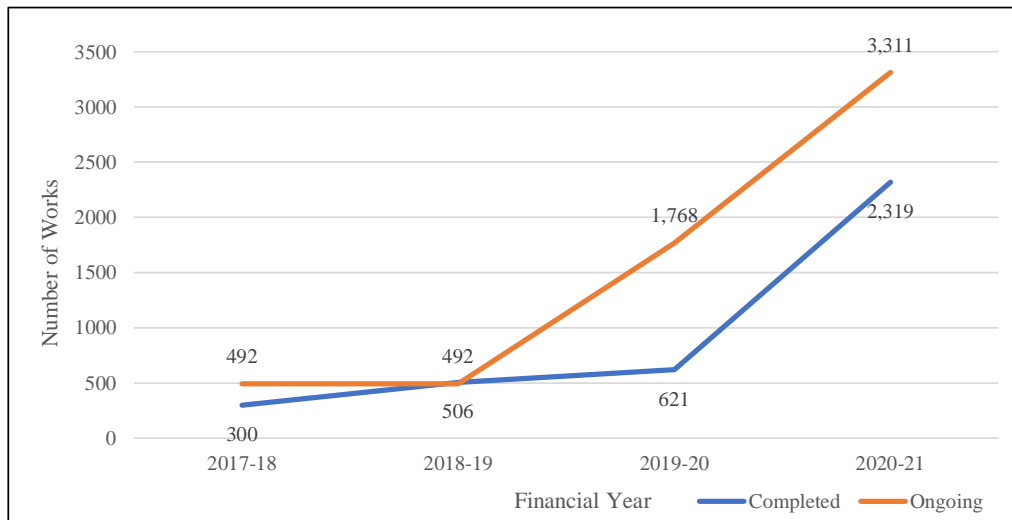
Figure 6 shows that over time, a growing proportion of women have found jobs. During fiscal year 2017-18, 39.08 percent of total recipients were women, rising to 47.22 percent

in fiscal year 2020-21. This demonstrates that MGNREGA is contributing to women's empowerment, and that the MGNREGA aim of ensuring women participation of at least 33 percent of total beneficiaries has been met in Nuh district.

Work Progress

According to data collected from the MGNREGA official website, three key areas of work are being carried out in the district: rural sanitation, drinking water, and land development. Rural infrastructure, land development, drought proofing, flood control and protection, micro-irrigation works, rehabilitation of traditional water bodies, works on individual land, rural connectivity, rural sanitation, and water conservation and water harvesting are among the types of activities involved.

Figure 7: Work Progress (FY 2017-18 to 2020-21)



Source: <https://mnregaweb2.nic.in>, August 2021

In terms of work progress, **Figure 7** shows that the number of completed works in the district has been steadily increasing over the years. By the fiscal year 2017-18, a total of 300 works were completed, which increased to a staggering 2,319 works during the fiscal year 2020-21, representing a mind-boggling growth of 673 percent during the study years. Similarly, the number of current projects has steadily increased throughout the years. During fiscal year 2017-18, a total of 492 works were ongoing, and during fiscal year 2020-21, the figure increased to 3,311 and accounted for 14.45 percent of all ongoing works in the state. This demonstrates that an increasing number of works have been performed under MGNREGA in Nuh district throughout the years, consequently contributing to the district's rural economy's transformation.

Fund Availability and Utilization

Table 1: Details of Fund Availability, Expenditure and Utilization (2017-2021)

Sr. No.	Financial Year	Total Available Fund (Rs. crores)	Total Expenditure (Rs. crores)	Fund Utilization (%)
1	2017-18	26.90	26.94	100.15
2	2018-19	49.97	50.06	100.18
3	2019-20	65.50	65.29	99.68
4	2020-21	259.80	259.70	99.96

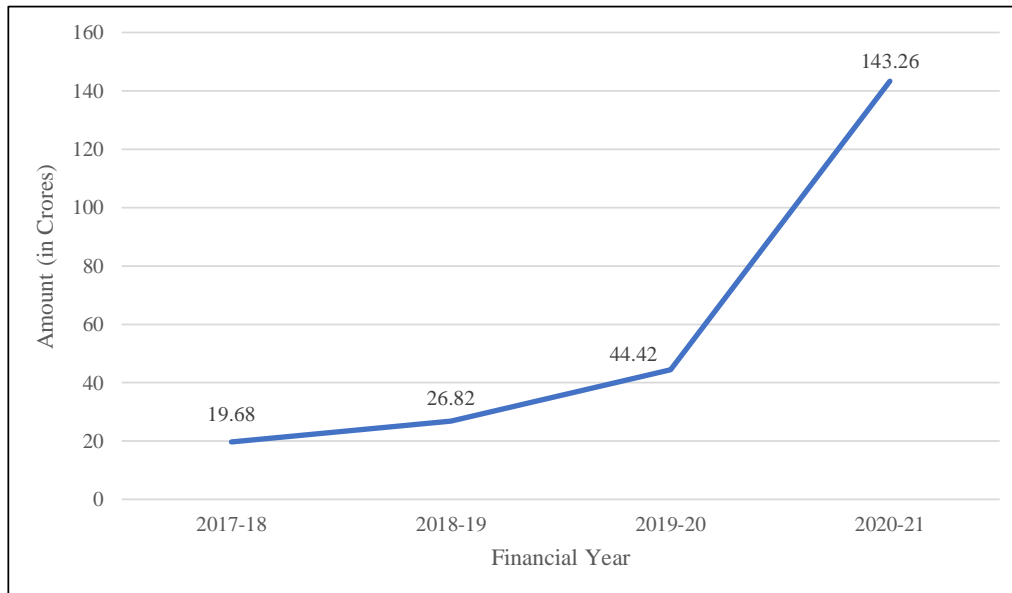
Source: <https://mnregaweb2.nic.in>, August 2021

Note 1: Minor variations may arise in utilization percentage due to conversion from lakhs to crores and subsequent rounding off of the percentage to two decimal points.

Table 1 clearly shows that during the fiscal year 2017-18, a total fund of Rs. 26.90 crore was made available under the act for the district, with a total expenditure of Rs. 26.94 crore. During the fiscal year 2018-19, overall fund availability increased to 49.97 crore (an 85.76 percent increase), while expenditure increased to Rs. 50.06 crore (85.82 percent). As a result, the fund was used more than 100 percent in these two fiscal years. During FY 2020-21, overall budget available for the district increased to 259.80 crore, while total expenditure incurred increased to 259.70 crore, representing a staggering increase of 865.80 percent and 863.99 percent, respectively, above FY 2017-18 statistics. A constant rise in fund availability for a district like Nuh indicates that the government is committed towards the transformation of the poor socio-economic conditions in the district.

Wages Provided to Labourers

Figure 8 shows that wages for labourers have been steadily growing throughout the years. Laborers were paid Rs. 19.68 crore in pay during FY 2017-18, which increased dramatically to Rs. 143.26 crore during FY 2020-21, indicating a mind-boggling growth of 627.95 percent throughout the mentioned years.

Figure 8: Trends in Wages Provided to Labourers (FY 2017-18 to 2020-21)

Source: <https://mnregaweb2.nic.in>, August 2021

Wages for unskilled labourers climbed slowly year on year until fiscal year 2019-20, when they increased by 222.51 percent compared to 2019-20 estimates. An increasing trend in labourer salaries indicates that MGNREGA placed money in the hands of poor households on a large scale in the area.

Conclusions

Public policies like the MGNREGA-2005 has a greater role to play in generating employment in backward districts such as Nuh-the most backward district in the country. The findings of this research study revealed that locals in the district are seeing MGNREGA as a very attractive livelihood option and the scale of issuance of job cards and number of households provided employment has been truly remarkable. MGNREGA jobs in Nuh district provided employment to 84.49 percent (FY 2020-21) eligible employment seeking households. MGNREGA increased income of the beneficiary households by increasing, on an average, 63 working days (fiscal year 2020-21), although, the act guarantees up to 100 days of employment. Also, the target of the act of providing at least 1/3rd of the employment to women applicants has been achieved. Under the MGNREGA jobs, beneficiary households in the district were paid a sum of Rs. 143.26 crore (FY 2020-21) as wages. Thus, it can be safely concluded that MGNREGA jobs has generated substantial employment in the district and put money in the hands of the poor households on a massive scale creating multiplier effect and stimulating the rural economy. The act has a huge potential in transforming

socio-economic status of the district, provided it is implemented with full zeal and administrative competency.

Appendix

Table A1: Performance of MGNREGA in Nuh District (FY 2017-18 to 2020-21)

Sr. No.	Particulars	Financial Years			
		2017-18	2018-19	2019-20	2020-21
1	Cumulative households issued job cards	50,402	59,296	86,522	1,35,721
2	Households demanded employment	14,258	19,141	33,692	87,675
3	Households provided employment	12,578	16,619	29,009	75,829
4	Persons Provided Employment	17,831	21,125	34,332	85,046
5	Persondays generated	7,25,335	9,53,240	15,67,187	47,77,006
6	Average days employment provided per household	57.67	57.36	54.02	63
7	Households completed 100 days of employment	1,100	650	992	3,480
8	Notified Minimum Wage (Rs. PerDay)	277	281	284	309
9	Women provided employment	6,969	8,488	13,996	35,337
10	Number of works completed	300	506	621	2,319
11	Number of works ongoing	492	492	1,768	3,311
12	Total Fund Available (Rs. Crore)	26.9	49.97	65.5	259.8
13	Total Expenditure (Rs. Crore)	26.94	50.06	65.29	259.70
14	Fund Utilization (%)	100.15	100.18	99.68	99.96
15	Wages paid to labourers (Rs. Crore)	19.68	26.82	44.42	143.26

Source: <https://mnregaweb2.nic.in>, August 2021

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An Eco-critical Perspective of Indian Children's Literature in English

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Abstract

In the prevalent times of today when everything seems to abide by the 'go green' move, children's literature is also keeping a lead. With environmental degradation surging globally, the advent of eco-criticism as a practicing literary theory brings literature and its diverse genres under eco-critical praxis where texts are evaluated, first for representing Mother Nature and second for promoting and spreading eco-literacy. Children's Literature as already known is a field of literature having tales beautified with disparate values, morals and sayings of wisdom which are purposely written to imbibe good values in young readers. Writers of children's literature today indulge in a literary practice of not merely representing 'prakrti' but also in ways of protecting it. Increasing pollution, deforestation, extinction of species, illegal poaching, forest fires and all that concern environmentalists today is being dealt with in the stories written with the rationale to enlighten the young minds of children and to bring them closer to the surface reality of the facts they should know. This paper proposes to showcase how writers of Indian children's literature have been active in bringing clear facts to the future of the nation- children and thereby giving new perspective to the traditional children's literature.

Keywords: Children, Literature, Eco-criticism, Nature, Indian Children's Literature

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Introduction

With "... at my back I always hear/ Time's winged chariot hurrying near:" (Marvell, n.d.), Andrew Marvell breaks open the reality of how short the present time is and this stands explicitly true in case of ailing planet Earth. As Coronavirus pandemic spins back sending another and much stronger wave in the world, the Himalayan region suffices another tragedy, ozone layer depletes, global temperatures rise and deforestation, soil erosion and pollution increase, not much seem to be going good within planet earth. All these alarming prevalent factors stipulate the ongoing environmental degradation that ultimately calls for urgent attention. While scientists, environmentalists and activists from institutions as renowned as National Green Tribunal (NGT) are working consistently for the benefit of environment, creative writers are also keeping a lead. Though the relationship between nature and these creative writers dates back to time immemorial, nature has always lured away the sensitive hearts of these humanitarians and therefore the depletion of it embarks upon them equally. Along with praising and showcasing the bounties of nature, writers of literature also indulge in a practice of highlighting the surging degradation so as to sensitize the one reading it. Not merely one but all the genres and sub genres of literature seem to run a collective awareness drive for the benefit of our planet. After Structuralism, Marxism and Feminism, literary theorists bestowed the world of literature with the theory of Eco-criticism that purposely aims to tackle the environmental issues with acumen and incision. Children's Literature, though in the words of Peter Hunt (Hunt, 2005) has been "marginalised" is indeed a brimming field encompassing everything from folk tales, myths, legends to modern day video games and e-books (Reynolds, 2011). This field of literature also takes its cue from the working model of society therefore resonates the societal mutilation of nature and in response to that promotes eco-literacy. The paper examines the role Indian writers of children's literature play in harnessing the importance of ecology to child's psyche. The title of the paper is selected to make believe the role children's texts could play in shaping eco-friendly humans. When children today very well know that killing Angry Birds (a video game) is rewarding and hunting is but a usual activity, it becomes imperative to challenge this stream of thought and to level out the real facts. The paper runs through the course of four parts first, Introduction, second, Relating Eco-criticism and Children's Literature, third, Eco-critical Perspective to Indian Children's Literature.

Relating Eco-criticism and Children's Literature

Before analyzing how the writers of children's literature engage the theory of eco-criticism to promote environment related literacy and eco-pedagogy it becomes crucial to comprehend the growth and culmination of theory itself and the field engaging it. Cheryll Glotfelty in *The Ecocriticism Reader* (Glotfelty, 1996) describes it to be:

Simply put, ecocriticism is the study of the relationship between literature and the physical environment just as feminist criticism examines language and literature from a gender conscious perspective and Marxist criticism brings an awareness of modes of production and economic class to its reading texts, ecocriticism takes an earth-centered approach to the literary studies. (Glotfelty, 1996, p. xviii)

Going by the aforementioned definition first and foremost in the realm of ecocriticism, critics or eco-critics establish a relationship between the works of literature and the wider physical environment and later go on to procure/give more humane "earth-centered" elements from/to the literary text. The moot point to understand here is that the theory indulges an "earth centered approach" to the thoughts and ideas present in the text also known as bio-centric approach which is the need of the hour as Pramod K. Nayar expresses in the book *Literary Theory Today* (2006), "eco-criticism is the result of this new consciousness: that very soon, there will be nothing beautiful (or safe) in nature to discourse about, unless we are very careful" (Nayar, 2006, p.291). From the ancient Greek writings of Theocritus, the Roman writings of Virgil to the poetry of Wordsworth and Philip Larkin, from the ancient *Panchatantra Tales* to the modern day novels of Amitav Ghosh and Ruskin Bond, the pristine natural world always found ample space of worth in literature (Abrams & Harpham, 2009) and equal space of worth in children's literature. The relationship they share is not newly found but it is newly named and critically defined, the term 'ecocriticism' was concocted into the literary world by William Rueckert in his 1978 work, *Literature and Ecology: An Experiment in Eco-criticism*. Rueckert who also devised the term "generative poetics" was enthused with the ideology of his friend and poet Kenneth Burke (Wake & Malpas, 2013, p.157). The term "literary ecology" was coined by Joseph Meeker in 1972. However, it was only after the establishment of Association for the Study of Literature and Environment (ASLE) and its in house journal *Interdisciplinary Studies in Literature and Environment (ISLE)* in 1990's that eco-criticism as an area gained rapid success and other fields of same vein namely Nature writing, Romantic poetry and American Transcendental Poetry were relooked into not for escaping reality but for depicting and valuing it. While it seems difficult to list down the literary texts that depict/defend Mother Nature owing to the unfathomable relationship literature shares with it, there are some renowned works namely Rabindranath Tagore's *Muktadhara* (1922), Aldo Leopold's *A Sand County Almanac* (1949), Rachel Carson's *Silent Spring* (1962), Arnold Toynbee's *Mankind and Mother Earth* (1976), Lawrence Buell's *The Environmental Imagination: Thoreau, Nature Writing, and the Formation of American Culture* (1995), Cheryll Glotfelty and Harold Fromm's *The Ecocriticism Reader: Landmarks in Literary Ecology* (1996), Ramachandra Guha's *Environmentalism: A Global History* (2000) and Vandana

Shiva's *Staying Alive* (1988) that add charm, vivacity and dimension to the field and ultimately coax justice for nature. Eco-criticism as a literary theory today touch edges with furthering concepts namely Eco-Feminism, Eco-Literacy, Green Studies and Eco-Racism, not merely literature, the theory is also employed today to bring other multi- media platforms like cinema, television, and YouTube videos under eco-critical lens so to promote "congenial negotiation between human and non human world" (V. & Jana, 2011, p.5).

Children's Literature is an umbrella term associating all forms whether oral, written, illustrated or online literature created by adults specifically for children. This open-ended field is arguably a potpourri of values, morals and teachings that adults want to incur in the psyche of their children. In the article "Contemporary Children's Literature: Resurgence of Experience from Innocence" Anil K Prasad (Prasad, 2015) outlines:

The fables, parables, fairy tales and nursery rhymes invariably attempt to imbibe the different aspects of human behavior into children's personality. The subtle aesthetic blend of delight and instruction will be expected to bring about edification in terms of moral understanding and physical and psychological well-being of children. (Prasad, 2015, p. 3)

It is with the advent of notions like 'child' and 'childhood' in late seventeenth century England and writers like John Newbery that children's literature gained momentum. However, back in sixteenth century writers like John Locke and Rousseau already stressed on the importance of primary education. Children's Literature as a field journeyed through its own set of struggles and became 'popularly known' from 'solely known' with the virtue of works penned by writers namely Aesop, John Newbery, Mary Cooper, Lewis Carroll, R.L Stevenson, Beatrice Potter and many more. Besides the creative oeuvre the field also boasts of critical discourses carried out in books such as *Children's Literature: New Approaches* by Karin Lesnik Oberstein, *Centuries of Childhood: A Social History of Family Line* by Philippe Aries, *Hidden Adult* by Perry Nodelman and *Understanding Children's Literature* by Peter Hunt.

Across the line, Children's Literature in India is also a flourishing area with enriching tales told and retold from the *Panchatantra*, *Hitopadesha*, *Jatakas* and mythical tales from holy text *Ramayana* and the *Mahabharata*. In Indian Children's Literature the mythical/religious/folk subject matters and secular/imaginative subject matter run concomitant. Even today children in India are retaliated religious tales by guardians and even by writers with the sole aim to imbibe good values but with changing times secular themes have also entered the sphere and writers today intertwine modern and realistic themes in their stories (Agarwal, 2007, pp. 2-4). Writers namely Ruskin Bond, Paro Anand, Nilima Sinha, Ira Saxena, Manorama Jafa and others add vigor and charm to contemporary Children's

Literature in India.

Despite of all the exercising genres and forms, children's literature affixes to its very purpose of imbibing good values and instructing good action and one such good action which is proposed in books for children today is of safeguarding environment. Though children cannot do much at young age but they do have big curiosities to learn and act accordingly in near future. Today many writers have incorporated themes related to environment, its importance and protection, as basic as planting trees, watering flowers and as informative as understanding extinction and pollution, writers involve diverse themes to kindle basic learning and to raise eco-friendly humans. Karin Lesnik Oberstein (1998, p. 216) in his *Writing the Environment: Ecocriticism and Literature avers "children's literature offers one of the most extensive sources for the study of ideas about nature, the environment, ecology and the role of humans in relation to all of these in contemporary society"*. In Indian context philosophy pertaining to the five life-giving elements of environment, Earth, Water, Fire, Sky and Air adds basal value on one hand whereas on the other increasing population, development and man's constant interference with nature reciprocates pollution and degradation of all the five forms. Indian philosophy of life-giving five elements, of attaching religious symbols and importance to certain trees, plants, animals and rivers and respect for nature as described in ancient Hindu scriptures like *Vedas* make Indian ecological thought more accepting and at the same time acceptable. With constant deforestation, drooping air quality and increasing pollution, surging global temperatures, consistent mining and blasting and the overall degradation homo-sapiens are causing is not only taking away the beauty in form of natural flora and fauna but causing wider ecological imbalances. Eco-criticism is essentially drawn upon criticizing the 'anthropocentric' ways of man where he exerts his superiority and critiquing 'universal whole' we all, along with flora and fauna belong to.

Eco-critical Perspective to Indian Children's Literature

Today because Children spend lasting time of their day in front of high-definition screens, story-telling and listening to stories both have come to a halt. Writers as described above take liability of integrating fact (knowledge) and fiction therefore can be relied upon for inculcating basic doctrines of good and healthy living in children. With escalating screen times and over burdening school curricula, book reading or story time can open a new almost erudite world to children, the world of literature that could presumably add much to their existent knowledge. India always had rich legacy of story-telling tradition, where grandparents or parents use the medium of easy going stories to inculcate wisdom and good values, the content matter of which is derived from varying religious and secular argots. With the sole aim of guiding their child to the way of righteousness, the stories are

popularly headed under the collective title 'Daadi-Naani ki Kahaniya'. Story in India is a favorite mode to source everything that is considered fit to be understood, believed and acted on by the child listening to it. Not merely at present but India always had a rich past of story based moral education, Lord Krishna chose the mode of story-telling to imbibe values in Five Pandava brothers, the compilation of which forms *Bhagavad Gita* and Pandit Vishnu Sharma chose the same mode to bring desired change in the life of three young princes of King Amarashakti, compiled as *The Panchatantra Tales*, the composition which is considered to be the modus operandi of children's literature today. With infinite examples at hand, the tradition of story based moral education goes on even today with diverse themes being incorporated in the plot structure. However, in the times today with the families going nuclear and child lacking fostering grandparents, book publishers, writers and illustrators have come ahead to fill in those moralizing gaps. One of the chief reasons that children's literature blooms today is because writers of it shoulder the responsibility of incurring basic values of goodness, of keeping the traditional wisdom of past alive and fictionalizing the fact and making it more easy to amend and at times to accept and in the end to hoard edutainment based education (Agarwal, 1999). The interesting point to be made here is, due to the flexibility of the genre, children of different age group get different share of knowledge in various different forms and even sizes, understandable to them, for example children who fall under two-five years of age group are given Picture Books, from age five to eight are given books with illustrations, and to the ones in later ages relish both fiction and non-fiction (Ages & Stages, n.d.). This way, children get acquainted to the important subject matters from early stages of their lives.

As mentioned earlier writers of children's literature also shoulder social responsibility, they do not fail to inculcate themes pertaining to environmental degradation, establishing a child's understanding of nature, being one with it and in some ways help stop the lingering environmental degradation. As the title of the paper conveys the focus here is on Indian writers of Children's Literature and how they have engaged not one but seemingly all the forms of literature right from picture books to novels thereby reaching all age groups. Prior to books and book reading, there are diverse folk tales and religious beliefs which due to their regional and even national popularity easily reach children through families and societies. These religious beliefs and folk tales are also recognized for their contribution in enhancing the bio-centric education which primarily stands for the belief that everything in this biosphere has "an equal right to live and blossom" (Devall & Sessions, 1985, p.67). Knowing how these tales are revered by a particular community, they are often retold by contemporary writers in their works. The publishing of regional folk tales for instance *Folk Tales of Gujarat*, *Folk Tales of East India*, *Folk Tales of Uttarakhand* etc is also widely

encouraged by Children's Book Trust (CBT) and National Book Trust (NBT). Besides these there are retold versions of *Kathasaritsagara* and *the Jatakas*. Devdutt Pattanaik, Devika Rangachari and Ruskin Bond are few contemporary writers who re-evoked the traditional wisdom buried in these folk tales. In the short story "The King and the tree-Goddess" published in *Children's Omnibus*, narrator retells the story Koki's Grandmother always narrated, the story connotes to Hindu way of worshipping specific trees like Peepal and Deodar. Here in this well known folk tale a giant Deodar tree, house to a Tree-Goddess was bound to be cut for King's new palace. The Tree-Goddess convinces king for not getting the tree cut by persuading:

The birds nest in me. I send a most lovely shade upon the grass. Men rest against my trunk and wild creatures rub themselves against me. The earth blesses me, and sends up new plants and herbs under my protective arms. I bind earth with my strong roots. Children play at my feet, and women returning from the fields seek refuge in my coolness. (Bond, 1995, p. 196)

The repercussion of cutting trees as highlighted by Bond through Tree-Goddess make the tale ecologically apt. However as the story meet its cessation part, the king changes his heart, let go cutting of the tree, thereby instilling in everyone the basic importance trees play in maintaining ecological balance. Many other religious and folk tales of same nature trace elements of ecological sustenance and can be relied upon to inculcate same values amongst children. To talk about books, Picture Books stand first in the queue, beginning child's introduction to environmental ethos. Children of all ages and even adults take delight in reading Picture Books and today writers and illustrators employ this delightful genre to instruct children towards eco-friendly settlements. While Picture Books namely *Flute's Journey: The Life of Woodthrush* by Lynne Cherry and *The Giving Tree* by Shel Silverstein sustain International fame for touching upon environmental issues of variety, Indian Children's Literature also encompasses number of books like *Tiger on a Tree*, *Elephants Never Forget!*, and *Catch that Crocodile!* by Anushka Ravishankar, *Monkeys Come to village* by Swati Bhattacharjee, *Flight with Birdy* by Sharmila Sinha, *A Drop in the Lake* by R.P Subramanian, *The Why-Why Girl* by Mahasweta Devi and many others which talk about issues as diverse as animal freedom and seemed to have been grounded on 'live and let live' policy. While Ravishankar's Tiger from the book *Tiger on a Tree* is set free even after being caught up in a net and Elephant from *Elephants Never Forget!* attains family in human beings after being stranded and Crocodile from *Catch that Crocodile!* is beautifully moved back to waters by a young girl showcase through engaging pictures and plot-line that how animals too have equal right to live. With work of art like these children could grasp the eternal values of love, harmony and of being cordial existent. However, encounters

like these are rare in today's urbanized scenario but these books can kindle a vision of equality and love for animals in the heart of young readers who by all means are attracted to them. In other excerpt, Tuku from *Monkeys Come to Village* firmly learns through her mother that how humans have destroyed the homes (forest) of animals because of which even monkeys have to live in human habitats. Despite of understanding their homelessness, humans consider the presence of monkeys as sheer nuisance. The simple story projects a powerful message and is one among the best reads published by CBT. Besides animal-human encounter and their relationship, Picture Books namely *Flight with Birdy* and *A Drop in the Lake* aim to trigger a child's knowledge of two prime environmental concerns, air pollution and water pollution. Devi's *The Why- Why Girl* epitomizes the innocence with which children perceive the world around. The girl in the story questions adult's act of catching the snake and abstain its free movement. 'Why' here symbolizes 'innocence' that is due to be disturbed by an experienced seemingly anthropocentric adult.

Alongside these Picture Books, there are story books and novels available for young readers, Teenagers and Young Adults for instance *Mystery of Falling Mountains* by Nilima Sinha, *Younguncle in Town* and *Younguncle in the Himalayas* by Vandana Singh, "A Long Walk for Bina", "Trees that Walked" and "Dust on the Mountains" by Ruskin Bond, *Ranthambore Adventures* by Deepak Dalal and *The Small Tigers of Shergarh* by Ranjit Lal are some instances of literatures being published for the benefit of environment and its beings. *Mystery of Falling Mountains* by Nilima Sinha and "Dust on the Mountains" by Ruskin Bond are two powerful portrayals of mountains being blasted and mined, thereby causing harm to natural flora and fauna especially trees and giving way to calamities like landslides. Both the stories have children as protagonists who conjure up hero like qualities by having strong opinions against bad that is meted out to natural surroundings and children who are seeking change. Ruskin Bond, often referred to as 'pioneer of children's literature in India' shares close proximity with nature, his writings are but evocations of his dire love and respect for micro to macro things present in this universe from a fly to a leopard, from weeds to giant Deodars, all find space in his books. Human's surging foot print in natural world upsets him which could be understood from three selected short stories "A Long Walk for Bina", "Trees that Walked" and "Dust on the Mountains". Besides these three the entire corpus of writings is fueled by his love for nature, his love for Dehra and children. Sonu's remark "We are cubs too!" (Bond, 2002, p. 5) from the story "A Long Walk for Bina" on leopard leaving them with no harm brings forth Bond's bio-centric motto. Another noteworthy work in this venture is Vandana Singh's *Younguncle* series, *Younguncle* is but desired human epitome of bio-centrism who lives in ideal commune with nature and natural world around. His attempt to free caged birds and relish being rain soaked are few of many simpleton instances that enunciate how author has created an eco-friendly character

that could inspire young minds. All the five stories in the collection showcase author's love for the primary ways of life and carry forward her message to be on humane terms with the natural world. Deepak Dalal's *Ranthambore Adventures* and Ranjit Lal's *The Small Tigers of Shergarh* are stories set in wilderness far from urban locale. Having young protagonists both the stories are entirely based on their experiences and learning about wild animals, the harm humans do with acts as cruel as poaching and how nature has immense power to heal. Boys Vikram and Aditya with their adventure in Dalal's *Ranthambore Adventures* not only uncover poachers but also arouse equal sympathy for the victims of such acts, Tigers. Both the works through their descriptions of wilderness, animals and bond children share with natural world is nothing but a fervent appeal on the part of writers to its general readers to be more humane towards animals. The above mentioned works are thematically apt and carry knowledge of facts to which children should be acquainted to.

Conclusion

First and foremost, the stories selected are only handful of the entire world of children's literature, the entire corpus of which boasts of stories that can instill love for nature and promote equality for the same. Second, all the selected stories are thematically weaved around the cause of environment and discuss how man's interventions with nature is prompting hazards not for one but for all the living and non-living entities in the world. Third, as it is always said 'children are the future of the nation', it will not be wrong to say that as per today's scenario 'children are the future of the universe', because in their hands lie the future of this planet. Children's literature as justified above can play an excellent role in not only inculcating the values of goodness but also sponsor eco-conscious learning. Stories like these can delightfully engage children and make them essentially aware about what goes on in the world. Fourth, the selected authors and their stories touch upon almost all the raging issues such as deforestation, air pollution, water pollution, mining and blasting of mountains, poaching and other human caused imbalances. Fifth, this is what children should know to be the precursors of change so that no more Garden of Eden is lost.

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Crimes Against Women in Haryana: A Geographical Study

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Abstract

This article is an attempt to explore the forms and types of crimes against women in Haryana. Haryana, although being one of the country's most developed states in terms of human development indices, is unfortunately no exception when it comes to crimes against women. Despite the fact that the government and non-governmental organisations are doing everything possible to safeguard women and eliminate this negative social indicator, it continues to rise day by day. This study discusses six major crimes heads of crimes against women in study area and hotspot districts and safest districts in terms of crimes against women. Their respective safeguarding measures and provision in Indian Penal Code are also discussed.

Keywords: Crime Against Women, Cruelty, POCSO, Dowry, Rape

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Introduction

Violence against women is a global phenomenon. It is the most pervasive form of violence which violates the dignity and security of women (Preeti & Rajeshwari, 2018). In today's India, oppression and discrimination against women have increased and so the number of crimes against women is rising (Sharma, 2015), and the same phenomenon occurs in Haryana. This crime pattern against women impacts women's psychology, behaviour, attitude, and whole life adversely. This increase in crimes against women may be attributed to the increasing criminal politics, gangs, inefficient law enforcement, and lack of political will to make strict laws and regulations (Ministry of Women and Child Development, 2017). In recent years, participation of women in outdoor activities increased at any time high. Every economic sector including defence is open to women, which was previously open only to men (Lama & Salvin, 2020). Increasing participation in the workforce and political activity make women more susceptible to crimes (Chakraborty et al., 2015). However, women and girls are susceptible to physical, sexual, and psychological abuse to varying degrees in all communities, regardless of income, class, or culture (World Health Organisation, 2018). It has been acknowledged as a violation of women's fundamental human freedom and rights. Violence against women different from other types of violence because it is based on gender inequity and has a global scope. It is found across religious and cultural lines, preventing women from fully participating in society (Kalra & Bhugra, 2013). Crime against women in Haryana has increased tremendously between 1991 & 2001. Rape crime in Haryana increased from 1.44 % to 3.03 % of total rape crimes in India during the same time (Gupta & Lalit, 2019). Therefore, it became important to study the crimes against women occurred in Haryana in 2020, which was also the year of pandemic and it is very exciting to know that which crime head topped the crimes and which district have the highest crime rate under different crime heads. This research paper discusses six major crime heads: Dowry deaths, Rape, Kidnapping and Abduction, Assault on Women with Intent to Outrage her Modesty, Cruelty by Husband and Relatives, Protection of Children from Sexual Violence Act.

Data Source and Methodology:

Crime data has been taken from National Crime Record Bureau (NCRB)'s 2020 crime booklet. Population statistics has been taken from census of India, 2011. To understand the crimes against women in Haryana, firstly crime rate has been calculated per lakh female population in districts using the following formula:

$$\text{Crime Rate } (CR_i) = \frac{CX_i}{TFP_i} \times 100000$$

Where: CR_i = Crime rate in district/state i.

CX_i = Number of Crime X incidences in state/district i.

TPP_i = Total female population in district/state i.

Data has been analysed in MS Excel and mapping of individual crime head was done using ARC GIS 10.8.

Objectives:

To analyse the crimes rate of crimes against women in Haryana.

To find the hotspot districts in term of crimes against women.

To discuss the crimes in details and preventive measures taken by government.

Discussion:

Violence Across Women's Life Cycle:

Women in South Asian countries, especially India, face discriminatory treatment throughout their life cycle. It starts from the mother's womb till death. During pregnancy, in the case of girl child women are forced to go for sex-selective abortion (UNICEF, 2022b). During the formative years, the girl child is discriminated against boy child in terms of health and nutritional need. A girl child is forced to early marriage, and all the rights of getting better education are kept at bay (Sekher & Hatti, 2005). All over development of children is restricted by her family members, making them bindable in the orthodox society and cause a discriminatory situation. Their movement is always confined within the house's periphery, and they are kept away from technology. It limits the reach of a girl child to her parents and other close family members. During the adolescent phase of life, many girl children are sold for trafficking and prostitution. During 2017-2020, around 80 lakh children face online abuse, and 80 percent of girls are below 14. It shows the online safety of women and children (Muttreja, 2022). Furthermore, if the children fall prey to traffickers, it can completely exploit children's future. Women face brutalities and harassment, torture, rape, and violence by husbands' family members during reproductive age. They are treated as a slave and exclusively limited to work at home. Even if they are breadwinners in the family, they cannot make decisions in complete freedom. Women are subjected to abuse and deserted by family members during old age (Ministry of Women and Child Development, 2017).

'Violence against women' includes activities like abuse, mischief, physical harm, and suffering. Domestic violence includes family members such as parents, children, and husband. In domestic violence, women are subjected to hitting, kicking, restraining, beating, biting. Women are also subjected to other crimes like murder, robbery, and cheating, but a

crime against women is those crimes in which women are victims, and straight against women is entitled "**crime against women**" (World Health Organisation, 2018).

In Haryana, 13000 cases of crimes against women were reported in 2020, which is slightly lower than the previous year's cases of 14683 in 2019(National Crime Record Bureau, 2021). Incidences under crime head 'cruelty by husband or relatives' amount to 4119, accounting for nearly one third (31.68 %) of total crimes against women in Haryana. Kidnapping and abduction account for more than 18 percent of total crimes against women in Haryana (see Table 1).

Table 1. Incidences of Crimes Against Women in Haryana: 2020

Crimes	Numbers	In %
Dowry Death	251	1.93
Cruelty by Husband or Relatives	4119	31.68
Kidnapping and Abduction	2423	18.64
Rape	1373	10.56
Assault on Women with intent to outrage her modesty	2339	17.99
Protection of Children from Sexual Violence Act	1738	13.37
Dowry Protection Act	25	0.19
Immoral Traffic (Prevention) Act	28	0.22
Cyber Crimes IT Act	82	0.63
Abetment to suicide of Women	204	1.57
Attempt to Commit Rape	215	1.65
Other	203	1.56
Total	13000	100

Source: Compiled by Author based on NCRB Report: 2020

1. Dowry Death:

Dowry Death is the killing of a bride who is forced to poisoning, brunt, or some other form of cruelty by the husband and their family members to get the dowry (Khan, 2020). Dowry Prohibition Act of 1961 is the first effort of the Government of India to limit this social evil.

In Haryana, objects get in dowry symbolize power status in society. In the Dowry system, women-only became an object of purchase and sale(Parveen, 1980). This commercialization of marriage forces girl children into harassment, discrimination, and at the highest stage, death in the hand of husband and his relatives. Dowry is an unnecessary burden on the family of the bride. The bride will be given second-hand treatment if they cannot pay the amount, gifts, or demanded objects (Ministry of Women and Child Development, 1961). It affects the women's carrier and complete life. This further aggravates the situation and forces people into poverty.

In Haryana, 251 incidences of dowry death have been recorded, which makes 3.60 percent of the total dowry death in India. The highest dowry deaths have occurred in Gurugram (10.4%), followed by Sonipat (8.4%) and Mewat (8%), and the lowest number of dowry fatalities were recorded in Charkhi Dadri (1.2%) and Panchkula (1.2%) (see Table 2). Haryana had an overall dowry death rate of 2.10. District Mewat and Gurugram were at the top in 2020, and their rates were 3.86 and 3.73 (per lakh female population), respectively. In contrast, the lowest Dowry Death Rate in Haryana was in district Sirsa (0.82), followed by Jind (0.97) and Ambala (1.13). Highest crime rate under this crime head were found in eastern and south eastern districts of Haryana whereas lowest crime rate was found in western districts of Haryana (Figure 1).

Table 2. Dowry Deaths and Rape Incidences in Haryana

District	Dowry Deaths	Crime Rate	Rape Incidences	Rape Rate
Ambala	6 (2.4%)	1.13	49 (3.56%)	3.35
Bhiwani	14 (5.6%)	2.63	43 (3.13%)	1.88
Faridabad	19 (7.6%)	2.25	131 (9.54%)	3.39
Fatehabad	8 (3.2%)	1.79	29 (2.11%)	2.01
Gurugram	26 (10.4%)	3.73	173 (12.6%)	2.92
Hisar	10 (4%)	1.23	85 (6.19%)	1.30
Jhajjar	13 (5.2%)	2.93	31 (2.25%)	3.86
Jind	6 (2.4%)	0.97	43 (3.13%)	1.89
Kaithal	8 (3.2%)	1.59	21 (1.52%)	7.86
Karnal	9 (3.6%)	1.27	97 (7.06%)	3.04
Kurukshetra	7 (2.8%)	1.54	51 (3.71%)	5.68
Mahendragarh	9 (3.6%)	2.07	32 (2.33%)	2.06
Mewat	20 (8%)	3.86	63 (4.58%)	1.97
Palwal	16 (6.4%)	3.28	32 (2.33%)	2.85
Panchkula	3 (1.2%)	1.15	36 (2.62%)	4.24
Panipat	12 (4.8%)	2.15	67 (4.88%)	8.30
Rewari	12 (4.8%)	2.82	54 (3.93%)	3.47
Rohtak	14 (5.6%)	2.84	70 (5.09%)	6.34
Sirsa	5 (2%)	0.82	66 (4.8%)	2.82
Sonipat	21 (8.4%)	3.14	80 (5.82%)	4.56
Yamunanagar	9 (3.6%)	1.59	102 (7.42%)	5.00
Charkhi Dadri	3 (1.2%)	1.27	18 (1.31%)	2.51
Total	250 (100%)	2.11	1373 (100%)	11.58

Source: Compiled by Author based on NCRB Report: 2020

2. Rape:

The terminology Rape originated from Latin and Roman laws in which '**Rapere**' word is defined, which means "**to snatch, grab, carry away.**". Rape is defined in the Indian

Penal Code as "sexual intercourse with a woman against her will, without her consent, by coercion, misrepresentation or fraud or at a time when she has been intoxicated or duped or is of unsound mental health and in any case if she is under 18 years of age" (Central Government Act, 1960b). Rape is a significant problem in the society of India. Rape crime can traumatize and mentally disturbed the women. Posttraumatic stress in women became very high due to such crimes (Banerjee, 2018).

The Criminal Law (Amendment) Act, 2013 was a significant milestone in the judicial system of India. This act was the result of protests and unrest in India in 2012.

Figure 1. Dowry Death

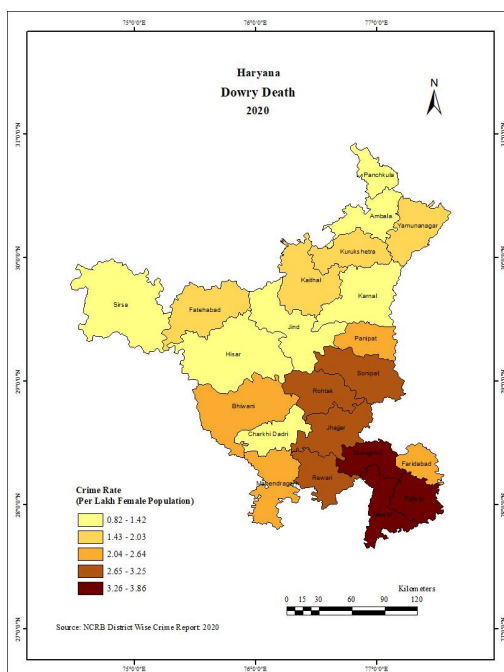


Figure 2. Rape

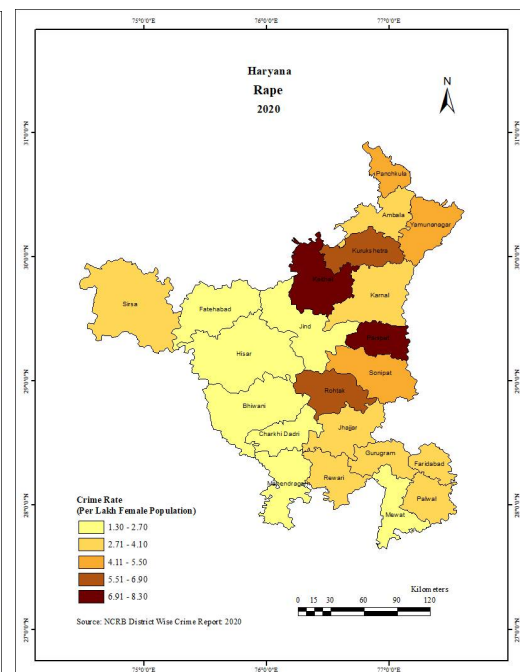
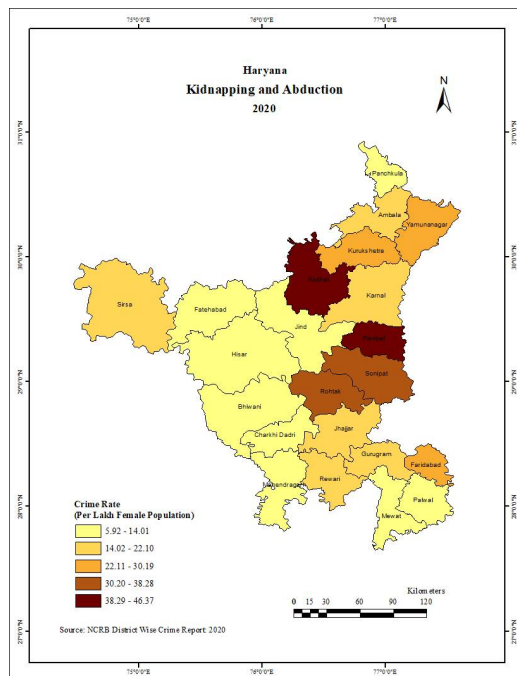
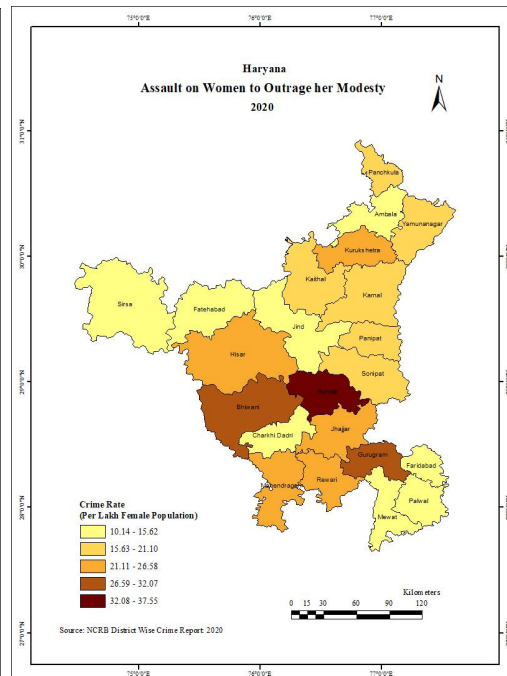


Figure 3. Kidnapping and Abduction**Figure 4. Assault on Women**

It all started in December 2012, when a 22-year-old girl was beaten and brutally raped in a moving private bus in Delhi. She died after 13 days due to a fatal internal injury. This brutal crime incident got media coverage and was highlighted throughout the world. In India, people clashed with the security forces and protested for a deterrent and robust law. Under domestic and international pressure, the government constituted a judicial committee headed by a retired judge J C Verma to suggest government amendment of existing law. J.C Verma committee, along with its members, through a broader consultation and considering thousands of petitions, submitted the report to the government within 29 days (Correspondent, 2020). Ordinance of Criminal Law was passed on 1 February 2013, and later, during a parliament session, both houses passed this law, and the president got his assent on 2 April 2013. This law amended the Indian Penal Code, the Indian Evidence Act, CPC, and the sexual offender's clause were also changed. This law enhances the age of consent to 18 years, which means any sexual relationship with a girl having age less than 18 even by her consent is considered as rape (Das, 2013). Rape in crimes against women is the dominant crime. It accounts for 10.56% of the total crimes against women in Haryana during 2020. The highest number of rape incidence happened in Gurugram (12.6%), followed by Faridabad (9.54%), and the least number of rape incidence happened in Charkhi Dadri (1.31%) and Kaithal (1.52%) (see Table 2). The highest rape rate was

recorded in the district of Panipat and Kaithal, which is 8.30 and 7.86 per lakh female population (see Figure 2). However, no district had a crime rate of less than 1. It clearly shows the severity of the crimes against women in Haryana.

3. Kidnapping and Abduction:

In kidnapping, a person is put in custody of another without the person's consent, whereas in abduction, a child or a person is taken away from home or other places against their will. The criminal rackets use these illegal methods to get a ransom. International criminal organizations use this tactic to force the government of a country to do according to their will. Terrorists use this method to get funding and ransom from governments and family members (Kaushal, 2020). Abduction is defined in Section 362 of the IPC. It states that whenever a person forces or convinces another person to leave a particular location, the offense of abduction has been committed. Section 366 of the Indian Penal Code punishes a person who kidnaps or abducts a woman with the aim to force her into marriage or with awareness that she will be forced into marriage (Kaushal, 2020).

Kidnapping and abduction constituted around 18.64 percent of all crimes in Haryana during 2020. The districts in which the highest cases of abduction and kidnapping to compel her to marriage were recorded in Kaithal (110) and Panipat (107), and the least cases were recorded in Fatehabad (2) and Charkhi Dadri (3). At the same time, the highest Procurement of Minor Girls has occurred in Faridabad (118) and Karnal (84). The least Procurement of Minor girls occurred in Jhajjar, Panchkula, and Yamunanagar, where zero cases were reported. Procurement of Minor girls is the darkest area among the crimes against women because cases are highlighted in which a girl below the age of 18 is sold and bought for prostitution or some other sexual work. These cases are also recorded under human rights violence and trafficking (National Crime Record Bureau, 2021).

Among the total kidnapping and abduction cases, the highest cases were recorded from Panipat and Faridabad, where 10.68% and 9.94% cases were recorded, respectively. However, the district Panipat (46.37) and Kaithal (39.54) had the highest kidnapping and abduction rates (see Table 3). In contrast, the least kidnapping and abduction rates were recorded in the district of Charkhi Dadri (5.92), Fatehabad (8.96), and Mehendragarh (8.96). Only four districts out of 22 have less than ten crime rates under this head (see Table 3) (see Figure 3).

Table 3. Kidnapping and Assault on Women in Haryana

District	Kidnapping	Crime Rate	Assault on women to Outrage her Modesty	Crime Rate
Ambala	94 (3.87%)	17.75	56 (2.39%)	10.57
Bhiwani	53 (2.18%)	9.97	164 (7.01%)	30.86
Faridabad	241 (9.94%)	28.57	116 (4.96%)	13.75
Fatehabad	40 (1.65%)	8.96	50 (2.13%)	11.19
Gurugram	142 (5.86%)	20.35	219 (9.37%)	31.39
Hisar	86 (3.54%)	10.59	198 (8.47%)	24.37
Jhajjar	76 (3.13%)	17.13	105 (4.49%)	23.66
Jind	73 (3.01%)	11.75	63 (2.69%)	10.14
Kaithal	199 (8.21%)	39.54	80 (3.42%)	15.90
Karnal	152 (6.27%)	21.48	132 (5.64%)	18.65
Kurukshetra	117 (4.82%)	25.79	116 (4.96%)	25.57
Mahendragarh	39 (1.6%)	8.96	109 (4.66%)	25.03
Mewat	53 (2.18%)	10.23	71 (3.03%)	13.70
Palwal	68 (2.8%)	13.93	53 (2.26%)	10.86
Panchkula	29 (1.19%)	11.09	47 (2.01%)	17.97
Panipat	259 (10.68%)	46.37	108 (4.62%)	19.33
Rewari	63 (2.6%)	14.79	105 (4.49%)	24.65
Rohtak	154 (6.35%)	31.25	185 (7.91%)	37.55
Sirsa	106 (4.37%)	17.30	82 (3.5%)	13.39
Sonipat	204 (8.41%)	30.51	136 (5.81%)	20.34
Yamunanagar	161 (6.64%)	28.37	118 (5.04%)	20.79
Charkhi Dadri	14 (0.57%)	5.92	24 (1.02%)	10.16
Total	2423 (100%)	20.44	2337 (100%)	19.71

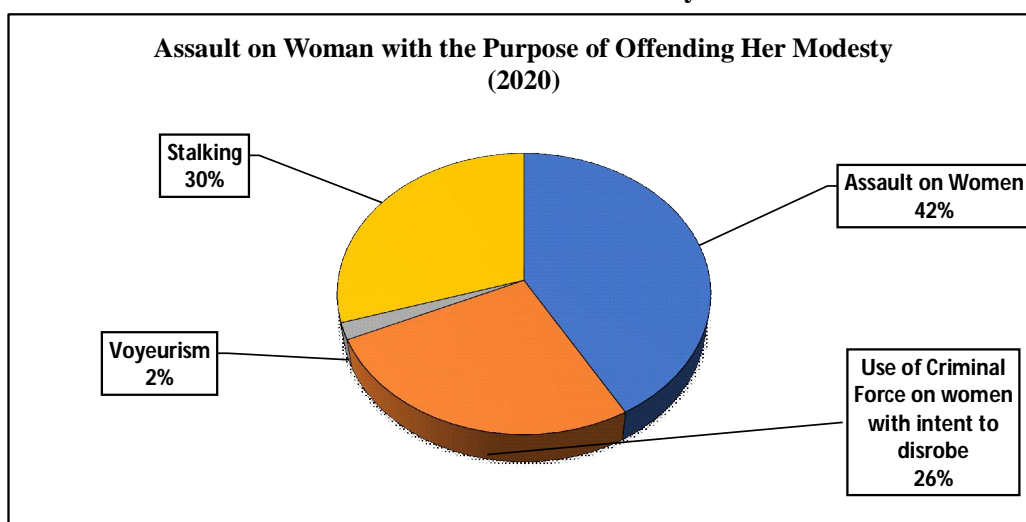
4. Assault on Women with Intent to Outrage her Modesty:

According to the Indian Penal Code, this crime includes forcing girls or women by an adult or person (which may or may not be known to the girl) for sexual fulfilment. Terminology like sexual abuse and sexual assault are also used for this crime head (Central Government Act, 1960a).

During 2020, this crime head makes around 2337 cases, accounting for 18 percent of total crimes in Haryana. The highest number of assault cases were registered in Gurugram and Hisar, which amount to 9.37% and 8.47% cases, respectively. In contrast, the lowest number of cases were reported in Charkhi Dadri and Panchkula, which amount to 1.02% and 2.01% cases, respectively. The Highest Crime Rate was calculated in Rohtak district,

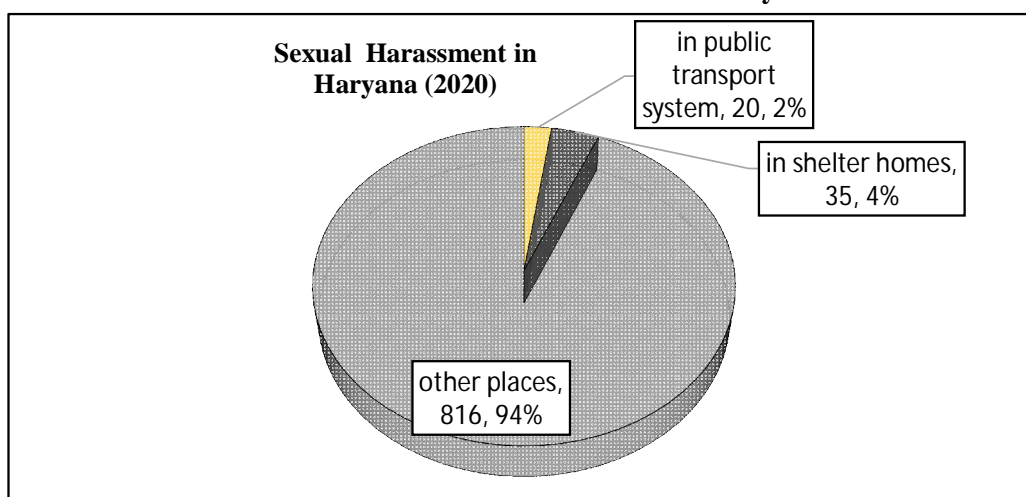
which was very high and amounted to 37.55, followed by Bhiwani, which had a crime rate of 30.86 per lakh female population. The lowest crime rate under this crime head was calculated in Jind and Charkhi Dadri, which had 10.14 and 10.16 crimes rates, respectively. Ten districts had more, and Twelve districts had lesser Crime Rates than the Total Haryana Crime Rate of 19.71 (see Table 3), (see Figure 4). The offense of disrobing a woman or attacking a woman with the intent to compel her to be naked is punishable by not less than three years under Section 354B of the IPC.

Chart 1. Assault cases in Haryana



Source: Compiled by Author based on NCRB Report: 2020

Chart 2. Sexual Harassment cases in Haryana



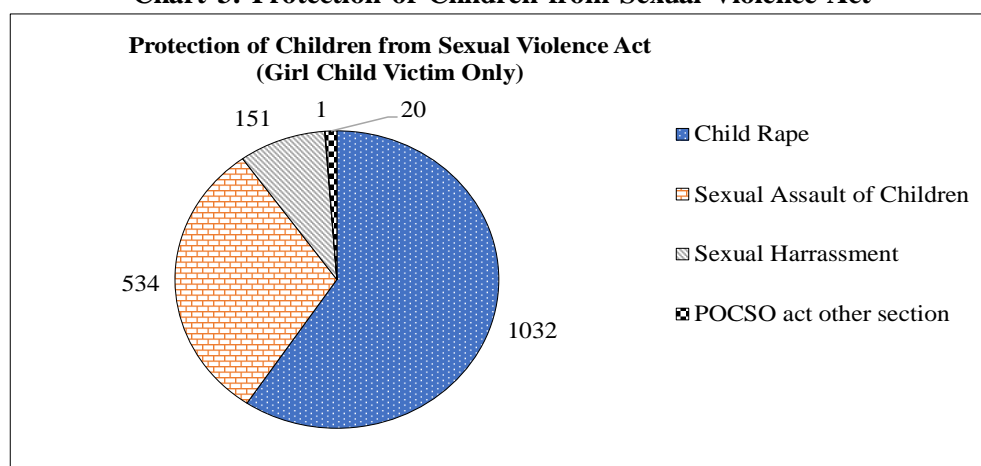
Source: Compiled by Author based on NCRB Report: 2020

In Haryana, there were a total of 2337 occurrences of assault on the woman to Outrage her Modesty in 2020. The most common type of harassment was sexual harassment, which accounted for 890 cases. Of these, 19 cases were related to sexual harassment at work/office, 20 cases to sexual harassment in public transportation, 35 cases to sexual harassment in shelter homes, and 816 cases to sexual harassment in other places. In addition, the state recorded 28 occurrences of voyeurism and 431 cases of stalking (Chart 1 & 2).

5. Cruelty by Husband and Relatives:

In 1983, section 498A was added to the Indian Penal Code to safeguard married women from their husband's and family's neglect and abuse. The term cruelty is a broader term that includes physical and mental harm or harassment to get property or other valuable things from women and their parents(Khan, 2020).Many bogus complaints were filed under Section 498A of the IPC and misused it for their benefit. The wives use this section as a weapon to extort money from their husbands. It is now a fact that women abuse Section 498A of the IPC against their spouses and in-laws (Khan, 2020).

In 2020, the highest Cruelty offense was recorded from the district of Faridabad (9.73%), followed by Gurugram (7.06%) and Kurukshetra (6.91%). The lowest crime incidences under this crime head were recorded from Charkhi Dadri and Mahendergarh, in which 22 and 46 cases were registered, respectively. The Highest Crime rate under this crime head was calculated in the district of Kurukshetra and Ambala, which account for 62.85 and 48.71 respectively. The lowest crime rate under this crime head was calculated in Charkhi Dadri and Mewat district, which account for 9.31 and 10.42 crime rates, respectively. Overall, the Haryana crime rate under this crime is very high. Nine districts of Haryana have more crime rate than the state average (see Table 4), (see Figure 5).

Chart 3. Protection of Children from Sexual Violence Act

Source: Compiled by Author based on NCRB Report: 2020

Table 4. Cruelty by Husband and his relatives and POCSO cases in Haryana

District	Cruelty by Husband and his relatives	Crime Rate	Protection of Children from Sexual Violence Act	Crime Rate
Ambala	258 (6.26%)	48.71	75 (4.31%)	14.16
Bhiwani	178 (4.32%)	33.49	77 (4.43%)	14.49
Faridabad	401 (9.73%)	47.53	148 (8.51%)	17.54
Fatehabad	64 (1.55%)	14.33	51 (2.93%)	11.42
Gurugram	291 (7.06%)	41.71	157 (9.03%)	22.50
Hisar	232 (5.63%)	28.56	133 (7.65%)	16.37
Jhajjar	177 (4.29%)	39.89	53 (3.04%)	11.94
Jind	138 (3.35%)	22.22	65 (3.73%)	10.46
Kaithal	173 (4.2%)	34.37	44 (2.53%)	8.74
Karnal	252 (6.11%)	35.61	102 (5.86%)	14.41
Kurukshetra	285 (6.91%)	62.82	94 (5.4%)	20.72
Mahendergarh	46 (1.11%)	10.56	46 (2.64%)	10.56
Mewat	54 (1.31%)	10.42	77 (4.43%)	14.86
Palwal	106 (2.57%)	21.71	78 (4.48%)	15.98
Panchkula	95 (2.3%)	36.31	43 (2.47%)	16.44
Panipat	261 (6.33%)	46.73	88 (5.06%)	15.75
Rewari	204 (4.95%)	47.89	76 (4.37%)	17.84
Rohtak	245 (5.94%)	49.72	68 (3.91%)	13.80
Sirsa	153 (3.71%)	24.98	89 (5.12%)	14.53
Sonipat	241 (5.85%)	36.04	74 (4.25%)	11.07
Yamunanagar	243 (5.89%)	42.82	81 (4.66%)	14.27
Charkhi Dadri	22 (0.53%)	9.31	19 (1.09%)	8.04
Total	4119 (100%)	34.74	1738 (100%)	14.66

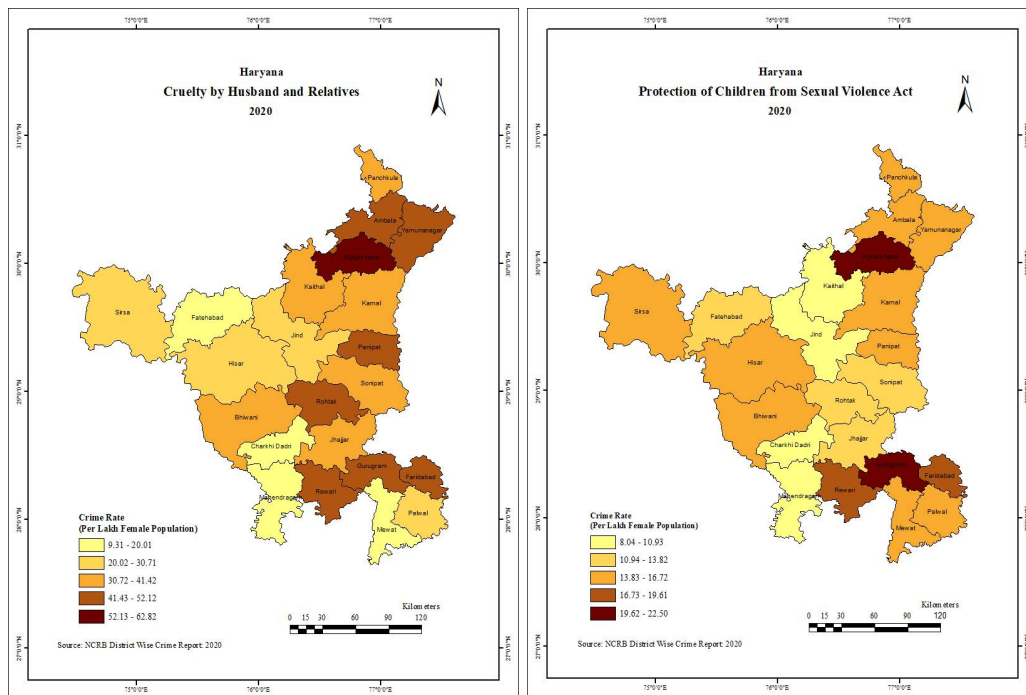
Source: Compiled by Author based on NCRB Report: 2020

6. Protection of Children from Sexual Violence Act (POCSO ACT 2012):

India is among those countries which have the largest population of children in the world and therefore it is necessary to protect future generations from all kinds of crime (UNICEF, 2022a). POCSO act is the primary law in the country that safeguards children's dignity, health survival and protects them from being exploited. Any child (below the age of 18 years) who found themselves in a situation in which they feel abused (emotionally, sexually, physically) and feel neglected can report such incidence to National Human Rights Commission (NHRC) by writing or direct calling at 1098. Before the Protection of Children from Sexual Violence Act (POCSO ACT) of 2012, only Goa Children's Act 2003, which directly concerned the children, and few IPC sections such as 354, 375, and 377, which were unable to protect the children (Ministry of Women and Child Development, 2013).

Figure 5. Cruelty by Husband and Relatives

Figure: 6 POCSO Act



This act provides robust legal backing to the safety of children in India. In the act, there are many safety and security features such as:

1. **Friendly to the children:** Children have to dial 1098 and report the incidence.
2. **Encourage Reporting:** Government, through different platforms, tries to reach the children and encourage them to report wrong-doings to the police. There is a separate column in NCERT books to make aware the children.

3. Fast Investigation and speedy trial: These help the children in distress to get justice.

4. Special courts were established for the faster process (Ministry of Women and Child Development, 2013).

This act also criminalizes sexual harassment and pornography (collection, watching). Asking a child or involving in such activity also attracts punishment under this act. These cases increase year after year and can potentially destroy children's future. Moreover, girl children are more vulnerable to such crimes. In Haryana highest number of cases under the Protection of Children from Sexual Violence Act were registered in Gurugram and Faridabad, which amount to 9.03% and 8.51%, respectively. Moreover, the lowest number of cases under the Protection of Children from Sexual Violence Act were registered in Charkhi Dadri and Panchkula, amounting to 19 and 43 respectively during the year 2020. The highest crime rate under this crime head was calculated in the district of Gurugram (22.50) and Kurukshetra (20.72). The lowest crime rate under this crime head was calculated in Charkhi Dadri (8.04) and Kaithal 8.74) (see Table 4) (see Figure 6).

In 2020, 1032 cases of Girl child rape incidences were registered in the state under the Protection of Children from Sexual Violence act 2012. Five hundred thirty-four instances of sexual assault of children were reported in the state, with 151 cases of sexual harassment (Chart 3). One case of use of children pornography was also registered. Child pornography is the most advanced method of exploitation of children. Children face the trauma of sexual exploitation throughout life. The images circulation on the internet further harms the children, and there are very well-established studies that correlate pornography with the development of children's minds. Today internet technology, mainly Dark Internet, is widely used for storing, selling, and buying images. These sophisticated technologies are encrypted with high security and very hard to track and break their network, which helps the offenders to carry out their illegal activities (UNODC, 2015).

Conclusion:

After analysing the crime rate and the number of crimes against women of the year 2020 in Haryana, it can be concluded that the Highest number of crimes came under the crime head "Cruelty by Husband and Other Relatives," which constitute around one-third of criminal cases in the state. It also shows that females are not safe in their own homes. These cruelties and assaults negatively affect women's minds and health.

The second and third position in the number of crimes was in crime heads of "Kidnapping and Abduction" and "Assault on Women with Intent to Outrage Her Modesty." Mewat has the highest crime rate under dowry death with 3.86 (per lakh female population), followed by Gurugram. At the same time, the crime rate under rape was reported highest in Panipat

(8.30). While under crime heads "Kidnapping and Abduction" and "Assault on Women with Intent to outrage Her Modesty," the highest crime rate was reported in Panipat (46.37) and Rohtak (37.55). Crimes under the crime head Kidnapping and Abduction decreased from 2795 in 2019 to 2423 in 2020. In crime head "Cruelty by Husband and Relatives," Kurukshetra topped the list with a crime rate of 62.82, and Rohtak is at second position with a crime rate of 49.72.

Under the Protection of Children from Sexual Violence (POCSO) Act, the highest crime rate was reported in the district of Gurugram (22.50). Under this crime head, 1971 crime incidences were reported in 2019 and 1738 in 2020 (NCRB, 2021).

It is clear from the analysis that the highest crime incidences and crime rates in Haryana are found in the districts bordered by Uttar Pradesh and Delhi. The Western districts of Haryana had the lowest crime rate. The lowest crime rate among all was found to be in Charkhi Dadri.

There is need to enforce laws and regulations strictly in the state and sensitize women about their rights and privileges

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Consumer Buying Behaviour amidst Covid HARSH DWIVEDI SILKI KHANNA	1-14
Gynic Gender Gamble in Edith Wharton's <i>The House of Mirth</i> ANITA SINGH NARENDER	15-28
Quality of Sleep and Mood States as Predictors of Work Related Quality of Life among Sportspersons KULDEEP NARA	29-36
Impact of CSR Perspective on Indian Telecommunication Sector NIDHI GARG SHAKTI SINGH	37-50
An Evaluative Study of Computer Phobia among Senior Secondary School Teachers PAWAN KUMAR	51-74
Perception of Tribal Students toward their Education: An Analytical Study JAYANTA KUMAR BEHERA	75-87
Job Satisfaction Analysis: A Study of Haryana Roadways Employees ANITA SHAKTI SINGH	89-104
Customers' Perception of Motives and Barriers to Organic Food Products in Haryana ANKIT HARSHDEEP CHHIKARA	105-116
Role of Public Policies in Employment Generation in Backward Districts: An Evaluative Study of MGNREGA Implementation in Nuh District of Haryana DEEPAK MODA	117-130
An Eco-critical Perspective of Indian Children's Literature in English NEHA NAGPAL	131-140
Crimes Against Women in Haryana: A Geographical Study SACHIN KUMAR	141-156

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