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EDITORIAL ...

The woods are lovely, dark, and deep,
But I have promises to keep,
And miles to go before I sleep,
And miles to go before I sleep. ...

Every journey begins with some planning, and introducing a new journal is no exception. It is a matter of great joy to introduce the first volume and first issue of "Knowledge Resonance", a Bi-annual research journal. The goal of this journal is to disseminate information about theory, practice and research in the different fields of learning. Research is not merely an academic exercise but a continuous and on-going process. It involves exposition to the new challenges and joy of innovation after thoughtful, penetrating enquiry. Research is not an easy process as it requires an insight to inquire, an analytical faculty of mind, courage to draw convictions and an unquenching quest for the new. Research is understood as a passionate academic pursuit undertaken in the field of chosen interest in the universities and research centres that have close links with institutions of higher learning.

The teacher is the principal agency for implementing educational programmes of higher learning. In the educational system of a country, higher education has a coveted place and has a major role to play in determining the quality of life and the pace of development of the nation and the world as a whole. The general responsibility of the teacher has increased considerably after the implementation of GATS (General Agreement on Trade in Services).

"The quality of a nation depends on the quality of its citizens. The quality of its citizens depends - not exclusively - but in critical measure upon the quality of their education. The quality of their education depends, more than upon any other single factor, upon the quality of their teachers".

It is therefore believed that the teacher is the living ideal, the fountain head of knowledge and the potential guide to provide direction for the growth and development of worthy citizens of tomorrow. Therefore, the teacher, apart from teaching, is expected to promote research, experimentation and innovation.

The present catastrophe of uneven information distribution calls for the need of a movement for communication of scholarly information to all. Free access to research information is essential for further research. Efforts should be made for removing access barriers to scholarly literature which will accelerate research, enrich education and thus, lay the foundation for uniting humanity in a common intellectual conversation and quest for knowledge.

I am sure that this humble endeavour of ours would contribute to build research based qualitative skills among faculty members and make them available a platform to communicate and share their valuable insights in their chosen field of study.

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Talent Management and Organizational Performance

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Abstract

Talent management is the strategy for the organization. The value of talent management is apparent and has high visibility. Talent management requires strong managerial support, along with systems and processes all directed towards having the right talent doing the right work at the right time. Organizations today are continually looking for ways to make better decisions about talent in order to minimize the risk of a wrong selection and to ensure that individual efforts are aligned with organizational goals. Managing global talent has challenges and significant implications for sustainability and growth. Organizations are concerned about the development of future leaders capable of navigating the global business environment. The most important determinant of global talent management success is the degree of involvement by the top executives and the board of directors in talent management activities.

Key words: Talent Management, Organizational Performance, global talent, sustainable growth, global business environment

Introduction:

Managing global talent has challenges and significant implications for sustainability and growth. Talent management is a complex collection of connected HR processes that delivers a simple fundamental benefit for any organization. The value of talent management is apparent and has high visibility. An integrated approach to talent management offers a pathway toward sustaining outstanding business and organizational results.

Talent management requires strong managerial support, along with systems and processes all directed towards having the right talent doing the right work at the right time. That's when talent truly drives higher organizational performance.

Organizational performance optimization is not just the workforce. It is the result of maximized productivity from several factors like from people, technology and process, organizational behavior, culture, and incentive and reward systems. Many organizations use Organizational Performance to study business results, to study and understand the actions and behavior. The overall goal of Organizational Performance is to ensure that the organization, are all working together to achieve the results desired by the organization.

Objectives:

- To study the strength of leadership team.
- To study the development of talent mindset.
- To find out the key role of position holders in talent development strategy.

Research Questions:

- RQ1: Do you think that Talent drives organizational Performance?

Methodology

20 organizations were studied around Nagpur, Maharashtra (India) to understand how they use assessments to drive better decisions to increase the organizational performance. The organizations are small and medium in size, doing their business in medium & small segment. The study covers only organization performance as whole. The few parameters were used to assess the performance like skill of employees, retention and retirement of employees, organizational leadership, outsourcing trends, high cost of labor turnover etc.

Discussion

According to this study, 43% of companies felt that retention of key talent as the most critical factor for the performance evaluation. Further, 72% of organizations are concerned about the negative effect on the bottom line due to inadequate skills of new employees. 33% of companies state that 11% of their workforce may retire in the next few years. For 31% of companies, the issue of retirement and shortage of skilled employees are being discussed at the board level. However, only 50% of organizations have a defined list of critical skills for the future. 82% said that recognition motivated them to improve performance. 84% of companies offer some form of monetary and non-monetary reward programs to employees (talent retention technique).

10% to 15% of organizations believes that newly recruited employees are less serious towards their duties because of maturity level. 75% organizations also find difficulty in performance of employees who are suffering from some of the personal problems.

Five Elements of a Talent Formula

In 2001, McKinsey and Company revisited their earlier study to structure a successful talent formula. They identified that leading organizations execute against five talent management imperatives to

- Instill a talent mindset at all levels of the organization, beginning with senior leaders.
- Create a winning employee value proposition that brings scarce talent through the doors and keeps it there. The components of the proposition are exciting work, a great organization, wealth and reward, and growth and development.
- Recruit talent continuously.
- Grow leaders.
- Differentiate and affirm.

Talent management - Indian scenario:

In India at present, it may be hard to imagine the problem of having too much talent, but not properly utilized. This mismatch is the fundamental problem in our business. We have seen from the past generations that surpluses of talent to shortfalls to surpluses and back to shortfalls again.

In India we have seen the management of talent is really about the internal development of human capital, we borrow it from outside through outside recruitment process but never try to develop the talent internally (may be the reason is cost). We need a new way of thinking about the talent management challenge. It is not about developing employees, the goal of talent management is the much more general but important task of helping the organization achieve its overall objectives. In the business world, that objective is to make profit through high performance.

There are two major challenges before Indian management to create good organizational performance through talent management; namely, positive work culture and a performance oriented mindset. Both these challenges require a better understanding of the micro workforce climate of the organization and formulation of the practices and polices that generate, promote, sustain and reward performance oriented behaviors.

Developing and paying for Global Talent:

To lead a global organization requires employees capable of thinking and operating with a worldwide mindset. Currently, most multinationals use some variation of an expatriate remuneration system based on people's home region. Faced with the prospect of growing and gaining access to global-thinking employees, it is a good compensation system for a globalized talent cadre to lead organization.

Managing global talent has challenges and significant implications for sustainability and growth. Organizations are concerned about the development of future leaders capable of navigating the global business environment. The most important determinant of global talent management success is the degree of involvement by the top executives and the board of directors in talent management activities.

Conclusion:

Talent management is the strategy for the organization. All are known that the team leads by the good leader delivers the best results which are expected by the organization. The study proves that organizations using talent management strategies and tactics exhibit higher performance compared the market in general. Companies invest in talent management to select the right person for right job because they know that organization performance is measured by the work delivered by them.

Organizations today are continually looking for ways to make better decisions about talent in order to minimize the risk of a wrong selection and to ensure that individual efforts are aligned with organizational goals.

In diminishing order of difficulty, is focusing more on key workforce segments; redefining the critical attributes and competencies needed for the next generation of leaders; linking rewards more closely to organizational performance; improving quality and use of analytics to monitor the need for, and supply of, talent and better differentiate performance.

In terms of difficulty, is creating more consistency in how talent is identified, developed, and moved throughout the organization.

Suggestions:

- Organizations can put structured processes in place for leadership development.
- Employee development is seen as important for organizational stability and growth.
- By carefully assessing the organization's current and future talent needs, HR can develop recruiting and retention strategies.

Future Scope:

HR to evolve from policy creation, cost reduction, process efficiency, and risk management to driving a new talent mindset in the organization. Talent management may be defined as the implementation of integrated strategies or systems designed to improve processes for recruiting, developing and retaining people with the required skills and aptitude to meet current and future organizational needs.

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Integrating Talent Management with HR System

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Abstract :

"Talent management" (TM) is a phrase that is becoming more popular, and prevalent in organizations. Its meaning, however, is still somewhat fuzzy. TM is acknowledged as more than just recruitment and retention. Some organizations think of leadership or high potential work as talent management. But talent management feels like it should be more than just a series of initiatives. It is also how they fit together. This paper envisages how Talent Management is effective in HR.

Keyword : TM, HR system, HRPS

Introduction

The complexity of talent management requires establishing some baseline definitions:

Talent Individuals who have the capability to make a significant difference to the current and future performance of the company.

Integration How discrete TM initiatives fit together to create a more powerful approach (as opposed to how individual initiatives are dispersed throughout an organization). With these definitions, we were able to explore the complexity of talent management and determine ways that TM efforts can be most effective.

We all know that teams with the best people perform at a higher level. Leading organizations know that exceptional business performance is driven by superior talent. Talent management is a complex collection of connected HR processes that delivers a simple fundamental benefit for any organization. Talent Management refers to the process of developing and integrating new workers, developing and retaining current workers, and attracting highly skilled workers to work for a company.

Now in the new millennium, we find ourselves in the talent age. During the agricultural age, the economy was based on land, a truly physical and very tangible asset. The industrial age followed with a manufacturing-driven economy. Higher business performance was derived through the most effective use of factories and distribution networks.

The knowledge age moved the basis of economic value to information assets through integrated communications and computer technology. Now the competitive battlefront is for the best people because they are the true creators of value.

Every organization today has to be deeply concerned about selecting and retaining competent, committed people - also known as talent. Accurately describing what talent looks like in a specific organization in specific jobs is the first major step in creating an effective approach to HR applications.

Competency technology allows an organization to implement HR Applications or Talent Management system that integrates Staffing, Performance Management, Succession Planning and Development in a way that increases the percentage of outstanding performers in the workplace.

Today's demanding business environment requires maximum performance from each person. Outstanding performers must be encouraged, supported and retained. Better performance must be drawn from average performers. And poor performers must be developed, reassigned to positions where they can be good performers, or be moved out of the organization.

Annual performance appraisals and quarterly progress reviews are not enough. Business organizations need to create a culture where coaching and feedback occur as a routine part of each workday, similar to what occurs with championship athletic teams. Members of sports teams receive both positive and negative feedback during practices and games, not just at the end of the year in a written performance appraisal. To win in the game of business, members of business teams must also receive clear direction, feedback and improvement advice.

Talent management is a process that emerged in the 1990s and continues to be adopted, as more companies come to realize that their employees' talents and skills drive their business success. Companies that have put into practice talent management have done so to solve an employee retention problem. The issue with many companies today is that their organizations put tremendous effort into attracting employees to their company, but spend little time into retaining and developing talent. A talent management system must be worked into the business strategy and implemented in daily processes throughout the company as a whole. It cannot be left solely to the human resources department to attract and retain employees, but rather must be practical at all levels of the organization. The business strategy must include responsibilities for line managers to develop the skills of their immediate subordinates. Division within the company should be openly sharing information with other departments in order for employees to gain knowledge of the overall organizational objectives. Companies that focus on developing their talent integrate plans and processes to track and manage their employee talent, including the following.

- Sourcing, attracting, recruiting and on boarding qualified candidates with competitive backgrounds.
- Managing and defining competitive salaries
- Training and developing opportunities
- Performance management processes
- Retention programs
- Promotion and transitioning.

Companies that engage in talent management are strategic and deliberate in how they sources, attract, select, train, develop, retain, promote and move employees through the organization. Research done on the value of such systems implemented within companies consistently uncovers benefits in these critical economic areas: revenue, customer satisfaction, quality, productivity, cost, cycle time and market capitalization. The mindset of this more personal human resources approach seeks not only to hire the most qualified and valuable employees but also to put a strong emphasis on retention. Since the initial hiring process is so expensive to a company, it is important to place the individual in a position where his skills being extensively utilized.

The term "talent management" means different things to different organizations. To some it is about the management of high-worth individuals or "the talented" whilst to others it is about how talent is managed generally - i.e. on the assumption that all people have talent which should be identified and liberated..From a talent management standpoint, employee evaluations concerns two major areas of measurement : performance and potential. Current employee performance within a specific job has always been a standard evaluation measurement tool of the profitability of an employee. However, talent management also seeks to focus on an employee's potential, meaning an employee's future performance, if given the proper development of skills and increased responsibility.

Talent Management and Competency

Talent management is usually associated with competency-based human resource management practices. Talent management decisions are often driven by a set of organizational core competencies as well as position-specific competencies. The competency set may include knowledge, skills, experience, and personal traits.

In current economic conditions, many companies have felt the need to cut expenses. This should be the ideal environment to execute a talent management system as a means of optimizing the performance of each employee and the organization. However, within many companies the concept of human capital management has just begun to develop. "In fact, only 5 percent of organizations say they have a clear talent management strategy and operational programs in place today.

To develop a clear talent management strategy and to increase awareness of available talent and successors, all organizations should conduct regular Talent Review meetings to be prepared for a variety of business changes, such as mergers, company growth, or a decrease in talent needs. In the same way that all companies have regular meetings and reports regarding their financial status and budgetary needs, the Talent Review meting is designed to review the current talent status and future successor needs in the organization.

The Talent Review meeting is an important part of the overall talent management process; it is designed to review the performance and career potential of employees, to discuss possible vacancy risks of current employees, to identify successors and top talent in the organization, and to create development action plans to prepare employees of future roles in the organisation. Talent management is all about gathering information about talent, analyzing their career interests and organizational business needs, identifying top talent and successes, and developing these individuals to reduce the risk of losing the best people and experiencing extensive leadership gaps when turnover occurs.

A tone deaf will never be able to appreciate the music of maestros. Only a seasoned jewelers would know that all that glitters is not gold! And, only those who can recognise the worth of a diamond can value it, for others it's just a stone! Talent is doing easily what others find difficult.

In an organisation, there is nothing more crucial than fitting the right employee in the right position. Or else you would be trying to fit a square peg in a round hole. When people do jobs that just don't suit their liking, inclination or temperament, the results, or rather the lack of them will be disastrously obvious. Low productivity, dissatisfaction, low morale, absenteeism and other negative behaviour will become typical till the employee is shown the door. Or perhaps, there is another option - Talent Management.

Talent management implies recognising a person's inherent skills, traits, personality and offering him a matching job. Every person has a unique talent that suits a particular job profile and any other position will cause discomfort.

It is the job of the Management, particularly the HR Department, to place candidates with prudence and caution. A wrong fit will result in further hiring, re-training and other wasteful activities.

No matter how inspiring the Leaders are, they are only as effective as their team. A team's output is healthy only if the members are in sync. To achieve such harmony, the key ingredient is "putting the right people in the right jobs".

While there is no magic formula to manage talent, the trick is to locate it and encourage it.

Talent Management is beneficial to both the organization and the employees. The organization benefits from : Increased productivity and capability ; a better linkage between individuals' efforts and business goals; commitment of values employees; reduced turnover; increased bench strength and a better fit between people's jobs and skills. Employees benefit from : Higher motivation and commitment; career development; increased knowledge about and contribution to company goals; sustained motivation and job satisfaction.

So, how does an organisation effectively manage talent?

Recognize Talent:

Notice what do employees do in their free time and find out their interests. Try to discover their strengths and interests. Also encourage them to discover their own latent talents. For instance, if an employee in the operations department convincingly explains why he thinks he's right even when he's wrong, consider moving him to sales.

Attracting Talent :

Good companies create a strong brand identity with their customers and then deliver on that promise. Great employment brands do the same, with quantifiable and qualitative results. As a result, the right people choose to join the organisation.

Selecting Talent :

Management should implement proven talent selection systems and tools to create profiles of the right people based on the competencies of high performers. Its not simply a matter of finding the "best and the brightest", it's about creating the right fit - both for today and tomorrow.

Retaining Talent :

In the current climate of change, its critical to hold onto the key people. These are the people who will lead the organisation to future success, and you can't afford to lose them.

The cost of replacing a valued employee is enormous. Organisations need to promote diversity and design strategies to retain people, reward high performance and provide opportunities for development.

Managing Succession :

Effective organisations anticipate the leadership and talent requirement to succeed in the future. Leaders understand that its' critical to strengthen their talent pool through succession planning, professional development, job rotation and workforce planning. They need to identify potential talent and groom it.

Change Organisation Culture :

Ask yourself, "Why would a talented person chooses to work here?" if the organisation wises to substantially strengthen its talent pool, it should be prepared to change things as fundamental as the business strategy, the organisation structure, the culture and even the calibre of leaders in the organisation.

A rightly managed talent turns out to be a Gold Mine. It's inexhaustible and priceless. It will keep supplying wealth and value to the organisation.

In turn, Management needs to realise its worth, extract it, polish it and utilise it. Don't hoard Talent - spend it lavishly, like a millionaire flashing his luxuries, because Talent is Wealth!

Our HR Community, like our overall civil service, is experiencing the impact of demographics on its workforce. As our workforce ages and the competition for skilled employees becomes even tighter, we need to be proactive in HR (workforce) planning and talent management if we want to make a difference though a skilled, committed and accountable public service.

Talent Management is a Business Problem, not an HR Problem

In today's tight labour markets almost every major business challenge has an underlying talent challenge. Talent management strategies, then should not be developed except in the context of your particular business strategy.

Organizations are finding skills gaps, headcount gaps, and leadership gaps in their workforce which they must fill to grow - yet they do not have the resources to dramatically increases salaries to compete for labour. As a result, we are seeking a tremendous focus on sourcing and recruiting strategies, internal career development, and leadership development. In some cases the challenges involve a shortage of critical skills which create shortages in particular job roles. While these problems are similar, the solutions vary widely from company to company and industry to industry. The solution to a shortage of mid-level regional Starbucks managers, for example, is very difficult from the solution to a shortage of petroleum production engineers.

Workforce cost is the largest category of spend for most organisations. Automation and analysis of your recruiting and hiring processes provides the immediate workforce visibility and insights you need to significantly improve your bottom line. Performance management provides the ongoing processes and practices to maintain a stellar workforce.

Today, many organisations are struggling with silos of HR processes and technologies. The future of talent management is embodied in solutions designed from the ground up to provide business-centric functionality on a unified talent management platform.

Since nearly all competitive business factors have become commoditized, talent s what ultimately drives business success and creates value.

Though it may seem intuitive, it is work while to articulate the fundamental significance of successful talent management practices.

- The key enabler of any organisation is talent.
- The quality of your people is your last true competitive differentiator.
- Talent drives performance.

Talent management requires strong executive support, along with systems and processes all directed towards having the right talent doing the right work at the right time. That's when talent truly drives higher business performance.

The "Picture" of Integrated Talent Management

The large body of writing and research around strategic HR issues includes much about various aspects of talent management, yet they do not present a definition or picture of TM integration.

One of this study's prime objectives is to develop that picture so corporate management has some clarity and common understanding. The picture aligns well with what the HR Planning Society (HRPS) found to be the compelling issues for HR executives

- Staffing and recruiting
- Retaining talent
- Leadership development
- Performance management

- Building culture

Since nearly two-thirds of the survey respondents viewed their use of the categories of initiatives as an "integrated system," their responses give us a valid picture of TM integration. Additionally, all interviewed companies say their approaches are integrated or that they are striving to be integrated. Thus, we can present a picture of TM integration because it is happening.

Methods of integration

Processes: For work to be consistent, repeatable, and sustainable, it needs the rigor of a documented process. Management: TM management is a collaborative effort. It includes individuals with leadership responsibility specifically for talent management, individuals on corporate staffs whose role is to establish synergies and leverage across TM initiatives, and individuals who lead teams that coordinate TM.

Benefits of an Integrated Human Resource System

Job elements are determined by a firm's strategy and structure (design). Job element variables in turn drive the firm's human resource planning and human resource management functions: recruitment, selection and placement, performance appraisal, development, succession planning, and support activities.

Development of an Integrated Talent Management System usually begins with two initial steps:

1. **Organization Strategy:**

Definition of success criteria for the firm, at present and over the next 5-10 years, and plans for how the firm will attain its goals. For example, a firm may project significant amount of future growth - and this growth is dependent on the firm's ability to attract, develop and retain good people in key positions.

2. **Organization and Job Design:**

Definition of how the firm will organize itself to carry out its plans, with emphasis on identifying critical jobs: the value added "make or break" positions and people which will make the biggest difference in whether the firm succeeds or fails.

Human resource management is most cost-effective when it focuses on these jobs.

Steps 1 and 2 are usually performed by reviewing a firm's business plans and interviewing its leadership. In situations where detailed strategic and human resource plans already exist, the data necessary during an initial project planning meeting.

- Enabler of Cultural Change and Organizational
- Improvement: Rather than being a barrier to change (as is the perception of human resource systems and functions in some organizations), a competency-based integrated human resource system provides a supportive linkage to the organization's strategic direction. Selecting and developing competent people produces a competent organization. A competent organization is more likely to survive in a highly competitive global economy.
- Cost Savings/Increased Productivity: Separate functions do not develop and maintain duplicate (and often competing) data bases, training and administrative overhead.
- Empowered Management: The tools and language of HR management are clearly defined and communicated; by understanding more of it, managers use more of it.
- Employee Participation and Reinforcement: Employees participate

in the studies that define selection, compensation, appraisal, and development criteria; each and every employee contact with the HR system consistently communicates and reinforces these criteria.

Concluding Thoughts

Talent management, integrated and integrative, holds great promise for organizations and for HR itself. The findings and lessons from this research study should mark the starting point in what is sure to become a rich body of knowledge around this emerging area. As more companies get involved and reap the increasing benefits of TM, there will be an even clearer definition of TM's vision and a sharper picture of what it is.

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The Challenges and Prospects for All-round Development - A Vision 2020

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Abstract :

Realisation of this vision will depend on many things, but most importantly on our selfconfidence, self-reliance and determination to make it a reality. For that, we need first of all to abandon the sense of dependence and the urge to imitate other nations blindly. We need also to rediscover the well-springs of our own native strength, the rich endowments of our shared culture and spiritual tradition.

This paper envisages the prospects and challenges towards India to cope up with the growth and demands of 2020.

"We must reawaken the dormant Spirit of India"

Keywords : Vision2020, GDP, UMI

Introduction :

The country's people will be better fed, dressed and housed, taller and healthier, more educated and longer living than any generation in the country's long history. India will be much more integrated with the global economy and will be a major player in terms of trade, technology and investment. Rising levels of education, employment and incomes will help stabilise India's internal security and social environment. A united and prosperous India will be far less vulnerable to external security threats. A more prosperous India in 2020 will be characterised by a bettereducated electorate and more transparent, accouptable, efficient and decentralised government.

The Challenges Ahead

India's per capita income has doubled over the past 20 years. With population growth slowing now to about 1.6 per cent per annum, a growth rate of the gross domestic product (GDP) of around 9 per cent per annum would be sufficient to quadruple the per capita income by 2020.

Opinions on achievable rates of economic growth have a tendency to swing along with the short-term economic performances. Two years ago, the global boom, the IT revolution and the allround optimism led many to believe that in the coming decade India could mimic the 9-10 per cent growth rates that China achieved over a twenty year period. Such optimism is out of fashion today.

But there is ample evidence showing that if we can adopt a longer term perspective that is not blinded by immediate circumstances and fluctuating moods, higher rates of growth should be achievable for India in the coming years. This is not a prediction-it is a potential. The reality will depend on how effectively we seize the opportunity to do so.

From a historical perspective, global rates of development have been increasing for more than a century. The dramatic rise of Japan and the East Asian tigers, and most recently China, are illustrative of this point. An objective assessment reveals that all the major engines of economic growth that have accelerated growth up till now, will be present in greater abundance in the coming years than they had been in the past.

Engines of Economic Growth

- Educational levels are rising rapidly.
- Rates of technological innovation and application are accelerating.
- Cheaper and faster communication is dissolving physical and social barriers, both within the country and internationally.
- Information is being made available in greater quantity and quality than ever before.
- Globalisation is opening up new markets.

A vision is a statement of aspirations and intentions, and therefore, it is essential that we fully recognise the need for determined effort to transform all these potentials into realities.

Ultimately, it is not our capacity for prediction but our action that will determine the outcome. That action needs to be based on proper appreciation of the forces available for accelerating our progress.

Assuming that India achieves this quadrupling of per capita income by 2020, it would attain a level of development far higher than where China is today, and on par with upper-middle income countries (UMI) such as Argentina, Chile, Hungary, Malaysia, Mexico and South Africa. One day India will rise higher still, and having achieved such a target, will know HOW she achieved it. But such knowledge could be acquired even now from the experiences of the many nations that have already passed through these stages of development. From their experiences India should endeavour to acquire the underlying principles and theoretical knowledge that can then be applied appropriately to our own specific case. Therefore, we refer to the average performance of this group of UMI countries as a benchmark for our development challenges and achievable goals by 2020. Table 1 compares India's current status on some key parameters of development with the average level achieved by a group of UMI countries. It may be noted that we are not holding up the UMI countries as the goal for India in 2020, but merely using them as a reference point to indicate the magnitude of progress India needs to make in different fields. Our vision is not only to reach these reference levels but to surpass them in many cases.

Table : 1 Developmental Parameters at a Glance
India Present vs. UMI Reference for India 2020

Developmental Parameters	India Present	UMI Reference for India 2020
Poverty as % of population below poverty line	26.0	13.0
Income distribution (gini index 100 – equality)	37.8	48.5
Unemployment rate (% of labour force)	7.3	6.8
Male adult literacy rate ((%)	68.0	96.0
Female adult literacy rate (%)	44.0	94.0
Net primary school enrolment ratio	77.2	99.9
Public expenditure on education as % GNP	3.2	4.9
Life expectancy at birth in years	64.0	69.0
Infant mortality rate per 1000 live births	71.0	22.5
Child malnutrition as % of children under 5 years based on weight for age	45.0	8.0
Public expenditure on health as % GNP	0.5	3.4
Commercial energy consumption per capita (kg of oil equiv.)	486.0	2002.0
Electric power consumption per capita (kwh)	384.0	2460.0
Telephones per 1000 population	34.0	203.0
Personal computers per 1000 population	3.3	52.3
Scientists & engineers in R&D per million population	149.0	590.0
Sectoral Composition of GDP in %		
Agriculture	28.0	6.0
Industry	26.0	34.0
Services	46.0	60.0
International trade in goods as % of ppp GDP	3.6	35.0
Foreign direct investment as % of gross capital formation	2.1	21.5
Gross FDI as % of ppp GDP	0.1	3.5

Source: Based on *World Development Indicators*, 2001. The World Bank.

Striving to achieve these reference levels and surpass them in some cases will present very significant challenges insofar as the determination and resourcefulness of the country is concerned.

Major Challenges for India

- A targeted approach to bring millions of families above the poverty line.
- Generation of nearly ten millions of new employment opportunities per annum, especially for those in the lower income groups.
- Eradication of illiteracy.
- A concerted effort to raise primary and secondary enrolment rates and minimize dropouts.
- Improved public health to reduce infant mortality and child malnutrition.
- Massive investment in power generation, telecommunications and other physical and social infrastructure.
- Accelerated acquisition of technology capabilities to raise productivity in agriculture, industry and services.
- Becoming a more important player in the world economy in terms of both trade and investments.

We are confident that we can and will meet these challenges. We also feel that we have the knowledge and the capacity as a nation to achieve food for all, health for all, and jobs for all. What we do not know for sure however is, how long it will take us to accomplish them. We need, therefore, to affirm the will and the determination to do it rapidly and achieve it now rather than sometime later.

Knowledge and Information Technology

An essential requirement for envisioning India's future is to recognise that the equations which determine national development have changed in recent years, opening up greater possibilities than before. The same factors continue to be at work, but their relative contribution and importance is rapidly shifting along several dimensions as shown in the figure.

UNCOMMON OPPORTUNITIES

Shifting Determinants of Development

Manufacturing Services

Capital resources Knowledge resources

The sectoral composition of the GDP changes with economic development. The predominance of agriculture in the least developed economies is reduced by the increasing importance of manufacturing, and subsequently, services, as they move up the ladder of development. As this occurs, the rates of economic growth tend to increase. This transition is now occurring globally and is reflected in the explosive growth of the services sector, especially in the fields of financial services, information and communication technology (ICT), insurance, education and health.

India's services sector has already become the dominant contributor to GDP, accounting for 46 per cent of the total, but its share is still far below the UMI reference level of 60 per cent. The country very soon will get the opportunity to skip the long slow phase of industrialisation that the most developed nations have passed through, and transit rapidly into a predominantly service economy by 2020, creating services that meet human needs, generate employment covering the large unorganised segment of the economy, raise incomes and increase purchasing power. Even our notion of services may need to evolve further to recognise the importance of the emerging knowledge-intensive services.

Knowledge has replaced capital as the most important determinant of development. In a path breaking study in mid-1950s, Nobel laureate economist Robert Solow showed that seveneighth of the growth of US from 1900 to 1950 was accounted for by technical progress, while only one-eighth was driven by capital. A study by Denison, of factors contributing to the growth of the US economy from 1929 to 1982, attributes 94 per cent of that growth to factors relating to knowledge generation and dissemination: 64 per cent of this is linked to advances in knowledge generation (i.e. R&D) and another 30 per cent to advances in education. Better resource management, which is an application of knowledge, is also identified as a more important factor than capital. This fact bodes well for countries whose economic planners are able to escape from their earlier faith in capital and fully tap the enormous productive potential of non-material, knowledge resources.

India's Green Revolution is a dramatic example of how the input of greater knowledge in the form of improved production technologies can rapidly increase the productivity of scarce land resources. India's IT Revolution is a striking instance of how the importance of human capital has come to acquire a higher position than that of material plant and machinery.

All efforts to project India's future progress get at times blinded by the question of resources, more specifically, the financial resources needed for all plan activities. We start with the conviction that financial (capital) resources will not be the key factor that decides the course of our future progress. If we fail, it will be mainly for want of a vision of what is possible, knowledge of how to realise it, belief in ourselves, commitment to achieve, will for the effort or skill in implementation - and not for lack of finance.

The knowledge revolution is not just a short-term blip on the radar screen which peaked in 2000 with the boom in dot com companies. It is a real and profound opportunity for countries around the world to increase the pace and scope of the benefits of development. It marks a significant shift in the relative importance of different resources or factors of production in the development process.

Knowledge Revolution

- By one recent estimate, 50-60 per cent of all industrial output is based on information.
- Modern manufacturing industries depend as much for their success on the management of information relating to quality, cost and scheduling, as they do on the management of materials and production processes.
- The services sector, which has the great potential for creating new employment opportunities and economic growth in the world economy, is essentially knowledge-based.
- The phenomenal growth of employment potential in this century has been mostly driven by the rapid expansion of small and medium, technology intensive sectors and services.

This shift from material to knowledge-based resources opens up vast opportunities for the developing countries to accelerate the pace of development. India's rate of economic growth can be substantially increased if the country becomes a superpower in knowledge and if the potentials of information and information technology are fully understood and exploited.

Thus far, the potentials have been narrowly focused on the export potentials of the IT sector. But far greater potential lies in the extension and application of IT to stimulate the development of other sectors of the domestic economy. Information is a revolutionary force in bridging the digital divide that currently separates the advantaged and the disadvantaged of our nation.

Apart from generating new employment opportunities, the application of IT can vastly extend access to education, health care, markets, financial services, vocational skills, administrative services and other aspects of modern society, to many more people at far lower cost. It can dramatically reduce the cost of communications, improve access to technology and marketing capabilities for the rural poor, eliminate intermediary exploitation in the production and distribution chains, increase government accountability and stimulate democratic participation. Therefore, rather than addressing IT as a specific sector, in this report, we have chosen to highlight its significant contributions under different headings, like employment, education, infrastructure and governance.

Knowledge Resources

There are a host of non-material, knowledge-based human resources that we possess in abundance and can apply to achieve far greater results.

Knowledge Resources

- Technology
- Organisation
- Information
- Education
- Skills

Technology: Knowledge in the form of information technology (IT) has opened up the opportunity for India to become the premier, low-cost provider of computer software and IT-enabled services to the industrialised world. It can not only provide high paying jobs and rising exports, but also transform the way we educate our youth-increasing the speed, quality and efficiency of learning manifold. In addition, it can and is already transforming the way we communicate among ourselves and with the rest of the world, shrinking the distances between hemispheres, providing instantaneous access to the whole world's knowledge base and customer base. Knowledge in the form of biotechnology offers not only a lucrative field for employment and economic growth, but a means for improving the health of our people and the productivity of our fields. In the form of agricultural technology, knowledge can increase crop yields from the present level, which is far below world averages, to levels two, three or four times higher. Pioneering Indian farmers have already achieved it for a variety of crops. What they have done individually, we can do as a nation. Finally, knowledge in the form of manufacturing technology will raise the competitiveness of the Indian manufactures to international standards of costs and quality.

Organisation: Technology is not the only knowledge resource now abundantly at our disposal. Today we have access to the whole world's experience in organisation. Organisation is nothing but the know-how for carrying out work most efficiently and expeditiously. India's highly successful Green Revolution and White Revolution were the results of organisational innovations as much as technology. We have the opportunity to fashion new and better forms of organisation to carry out the tasks of education, health-delivery, governance, commerce, industry and social welfare.

Information: Physical and biological reactions require the presence of catalytic agents to set them in motion and speed completion. Human social processes depend on a catalytic agent too and that catalyst is information. Free movement of information releases society from fear of uncertainties.

Information about prices and market potentials spurs an entrepreneur into commercial activity. Information about scientific and technological discovery prompts a scientist or an engineer to adopt new innovations and practical applications. Widely disseminated public information about proper health care and nutrition contributes more powerfully to the general health of the community than does a hospital or medical innovation. Information about government policies enables individuals and communities to fully exercise their rights and take advantage of public programmes. Information about distant places spurs tourism and trade. Information in all forms and all fields-administration, commerce, education, finance, health, science and technology-is the very source from which we shape our dreams, plans, decisions and actions. The more and better the quality of that information, the more enlightened, expansive, productive and effective will be our efforts at individual and social advancement.

Today, the average Indian citizen has access to a wider range of timely and reliable information than had the government leaders in the world's most advanced nations a few decades ago. The fairly easy access to computers and the Internet has placed the world at our fingertips.

Spread of information is further facilitated by the advancement of telecommunications technology, rapid expansion of cellular telephone networks, as well as the recent legalisation of Internet telephony, that makes live voice communication possible at a fraction of the cost, both within the country and internationally.

Education: What is true of information is true of education as well. Dissemination of useful information can be said to constitute the so-called unorganised sector of public education. The formal educational system is its organised counterpart. Education is the process whereby society passes on the accumulated knowledge and experience of past generations to its youth in a systematic and abridged form, so that the next generation can start off where past generations have ended and move on from there. Today, through education we have access not only to the knowledge of our own direct ancestors but to `the accumulated experience and wisdom of people the world over. With the development of modern media that brings sound and video images into every household, and with the advent of the Internet that enables us to reach out to sources of knowledge around the world, education offers both unprecedented richness of content and the capacity to deliver it. If only we could break free from the limitations of out-dated curriculum and out-moded delivery systems, we could utilise the opportunity to close the education gap that separates the world's most prosperous communities from their poorer cousins.

Skills: Productive skills form another component of the precious human resource that we can and must fully utilise as leverage for national development. Skill is the ability to direct human energy efficiently to achieve desirable goals. A large reserve of unskilled people may be perceived as a problem, but a large population of skilled workers is a huge asset. It takes both knowledge and skill to train people and we have these in abundance. Imparting employable skills to our entire workforce is not only highly desirable but highly achievable as well.

All the resources that we have enumerated-technology, organisation, information, education and skill-are knowledge-based resources. Knowledge-based resources differ significantly in character from material resources. While material resources are consumed when they are utilised, knowledge resources increase when shared. Material resources are costly to transport and store, whereas knowledge resources are easily transportable at rapid speed and can be stored at negligible cost.

Conclusion :

Historically, development has occurred under conditions in which access to critical resources was restricted to a relatively small portion of the population. The distinct characteristic of knowledge as a resource makes it possible, for the first time, to spread and share a resource among the entire population.

The pace of India's future progress will depend to a large extent on its ability to make available the latest and most useful knowledge to vast sections of the population.

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Knowledge Resonance

Implementation of Cloud Computing in Educational Institutions

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Abstract

Cloud computing is becoming an adoptable technology for many of the organizations with its dynamic scalability and usage of virtualized resources as a service through the Internet. It will likely have a significant impact on the educational environment in the future. Cloud computing is an excellent alternative for educational institutions which are especially under budget shortage in order to operate their information systems effectively without spending any more capital for the computers and network devices. Universities take advantage of available cloud-based applications offered by service providers and enable their own users/ students to perform business and academic tasks. In this paper, we will review what the cloud computing infrastructure will provide in the educational arena, especially in the universities where the use of computers are more intensive and what can be done to increase the benefits of common applications for students and teachers.

Keywords: Cloud computing; virtualization; SaaS.

Introduction

Now a day, the term "cloud computing" has been an important term in the world of Information Technology (IT). Cloud computing is a kind of computing which is highly scalable and use virtualized resources that can be shared by the users. Users do not need any background knowledge of the services. A user on the Internet can communicate with many servers at the same time and these servers exchange information among themselves [1]. Cloud Computing is currently one of the new technology trends (broadband internet, fast connection and virtualization) will likely have a significant impact on teaching and learning environment. Senior people in charge of their business place challenge how to redesign their IT operations to support their business units in the light of different technology trends so they can achieve their corporate objectives. Rising business demands are forcing responsible IT people to consider new ways to reallocate their limited internal resources to better support their corporate priorities. This is driving them to rely more heavily on third-party services to increase their in-house capabilities and better satisfy the needs of their end-users, as well as their customers and strategic partners.

Today's "cloud" platforms such as "Microsoft" and "Google" are providing free services to students and staff at educational institutions which include email, contact lists, calendars, document storage, creation and sharing documents and the ability to create websites[2]. He surveyed in different companies from different industries who have built custom applications in the cloud and analyzed how cloud computing affected their operations in three important areas: Security, Integration, and Time-to-Value.

Previous Studies

Many of the previous work in the field of cloud computing have been in the areas of new technologies, general explanation of the cloud technology, differences among similar technologies, security requirements and the future expectations in these emerging environments. While [3] provides an overview of technological researches performed in HP labs, and a cloud-scale intelligent infrastructure attracts, smart environments like utility computing, smart data centers, pervasive computing, automation, virtualization and intelligent networks already penetrate many spaces of our daily live[4]. Cloud computing is an emerging application platform and aims to share data, calculations and services among users. The methods to model it with the challenges like user interface, task distribution and coordination issues are explained and evaluated in [5]

[6] developed a cloud-based infrastructure which had been optimized for wide area, performance networks and supported necessary data mining applications. Cloud computing infrastructures accelerated the adoption of different technological innovations in academia and its facilities and resources could be accessed by the colleges as on-demand. [7] provided a comprehensive introduction to the application of cloud in universities. [8] assessed the current state of the Enterprise Knowledge Management and how it would turn into a more global, dependable and efficient infrastructure namely cloud computing. They discussed architectural technologies and related applications.

The basic features of cloud computing are presented and compared with the original "Grid Computing" technology[9]. They introduced new services that will replace many types of computational resources currently used. In that perspective, they also consider that grid computing will play a fundamental role in defining how cloud services will be provided. SaaS, the software deployment service provided by the Internet Service Providers (ISP) and the carrier companies is expected to change the current system architecture of the organizations and thus is accepted as another innovation for the network society [10]. In the software-as-a-service (SaaS) cloud model, service providers supply the hardware and software products and interact with the user through a web portal. Services can be anything from Web-based email to inventory control and database processing [11].

Cloud provides the opportunity of flexibility and adaptability to use the computing resources on-demand. Contrary to having only one service provider, different providers use different interfaces to their compute resources utilizing varied architectures and implementation technologies for customers. Although this creates a management problem, a common architecture facilitates the management of compute resources from different Cloud providers in a homogenous manner [12]. [13] provided an overview of existing learning architectures, and raised questions about how educational institutions are managing the cloud computing resources. He also brought reasonable explanations for the challenge of indexing web resources for optimum discoverability by students and educators.

After this brief literature review providing the context from the infrastructure, application and services aspect of cloud computing, this paper focuses on the educational usage of the cloud services and how it will support these virtual services in a secure manner. We will also look for the answers of its benefits to higher education institutions and different educational uses. Based on the literature review and analysis of the current cloud computing service provisions and applications in institutions, we also introduce cloud computing to educators and help them to gain a better understanding of the conception of cloud technology and its impact on teaching and learning in institutions

Educational Usage of Cloud Computing

The Cloud delivers computing and storage resources to its users/customers. It works as a service on demand policy. Cloud computing is a new business model wrapped around new technologies like virtualization, SaaS and broadband internet. Recent interests offered new applications and elastic scalability with higher computing

parameters. So that, these positive effects have shifted to outsourcing of not only equipment setup, but also the ongoing IT administration of the resources as well [14]. The results of a survey that have been completed in 2009 by Gartner analysts (Figure 1) about the IT trends (especially cloud computing) show that it is being used more in the areas of finance and business when compared to other sectors [15]. Results are shown as a pie chart and the labels on each different slice represent different industrial sectors and services. The "/" is used to separate different sectors with the same percentage.

Industry Types	Percentage
Freight services	2
Energy management	2
Membership organization	2
Chemical and Pharmaceutical	3
Media	3
Military and National Security	3
Food/ Retail/Healthcare	4, 4, 4
Schools and Education Services	4
Oil, Gas and Electric	5
Specialized Services	5
Professionals	5
Insurance	6
Government	7
Telecommunications and Equipment	9
Manufacturing	10
Business and Management Services	10
Financial Services	12
Commercial Physical Research	1
Others	4

Figure 1. Cloud usage

Requirements

Many technologies that were previously expensive or unavailable are now becoming free to anyone with a web browser. This is true for all web sites, blogs, video sharing, music sharing, social sharing, collaboration software, editing/ presentation and publishing, and computing platforms in the "cloud". Students are already using many of these technologies in their personal lives. In the professional world, the trend of discovering and using technologies in our personal life is called "consumerization". This means we should demand and consume the required services. Our education system should take advantage of this same trend, which will both enrich our student's technology-enabled education, and importantly, reduce the budget impact in academic institutions. University management should identify and leverage emerging technologies that are cost-effective, and strive for the broadest feasible and equitable access to technology for students and staff. The need for hardware and software isn't being eliminated, but it is shifting from being on-premises to being in the cloud. All that is needed is a cheap access device and a web browser, broadband in the schools, perhaps wireless hotspots.

Proposed Model :

The model we will try to offer in this study, should easily meet the needs of the administrative staff (student affairs, finance and accounting, purchasing and procurement, etc.) and education, training and research related needs of students and academic staff who work especially in the educational institutions. Universities should perform all the necessary stages in order to establish infrastructure for cloud as they work for an appropriate network design and should work together with the units and personnel mentioned in the above paragraph in order to optimize all the requirements (Figure 2). Compute resources (processors, memory, storage, bandwidth, etc.) are provided in an as-needed, pay-as-you-go model. Infrastructure scales up and down quickly to meet demand.

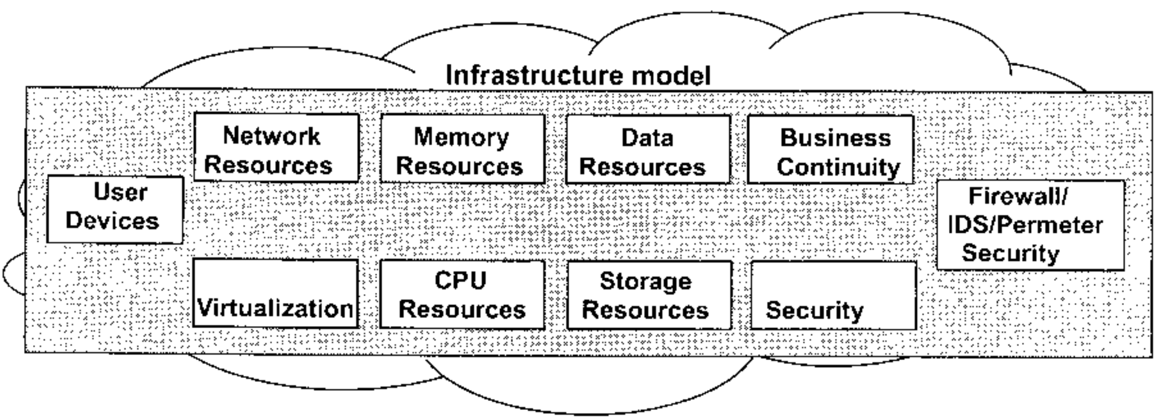

Figure 2. Required infrastructure model

The most important feature of the various applications offered by cloud is their availability and scalability. User-friendly interfaces of cloud based applications enable users successfully enlarge their computing environment. A cloud-based platform planned by [16] places the application-content rather than applications themselves at the center. This enables users to rapidly build customized solutions around their content items. Cloud content (scientific and social subjects, art, opinions, textbooks, encyclopedias, etc.) is controlled by the service providers and available to users whenever they request. Improved data mining techniques filter and find the requested content in order to help students (Figure 3). Student's objectives are not limited to their courses or schools, hence existing content should be changed dynamically and frequently. Custom services are combined with 3rd party commercial services to create new applications.

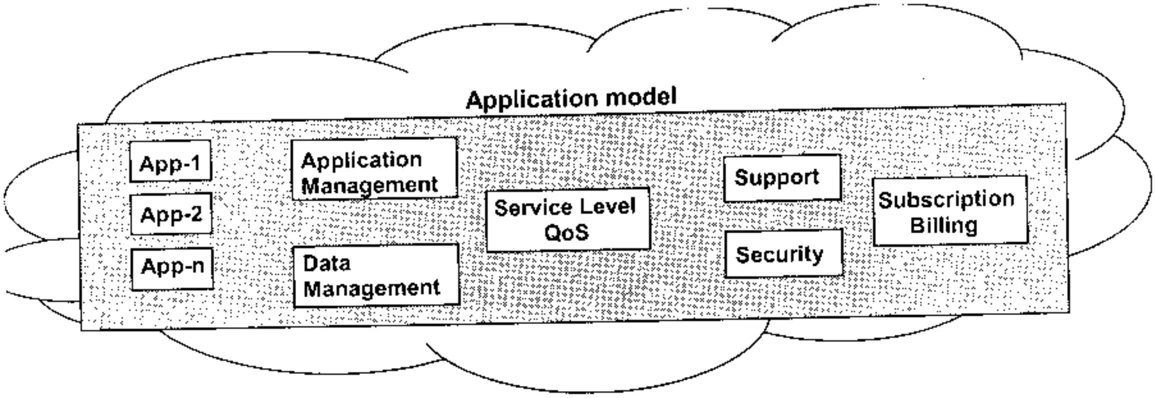

Figure 3. Required application model

Conclusion

Cloud computing as an exciting development is a significant alternative today's educational perspective. Students and administrative personnel have the opportunity to quickly and economically access various application platforms and resources through the web pages on-demand. This automatically reduces the cost of organizational expenses and offers more powerful functional capabilities. There will be an online survey to collect the required data for the use of cloud computing in the universities and other governmental or private institutions in the region. This will help us review the current status and probable considerations to adopt the cloud technology. Beginning with the outsourcing of email service seems attractive. The gradually removal of software license costs, hardware costs and maintenance costs respectively provides great flexibility to the university/corporate management.

From the points of advantages provided by cloud, there is a great advantage for university IT staff to take them away the responsibility of the maintenance burden in the university. Cloud provides instant global platforms, elimination of H/S capacities and licenses, reduced cost, simplified scalability. Adopting cloud network redundancy eliminates disaster recovery risks and its high costs. There can always be new tools and applications to improve IT features.

There are some disadvantages too. The cloud computing services needed to deliver the majority of IT services needed by customers do not yet exist. There are still problems and constraints with application offerings, service-level agreements, more importantly security issues. All of the cloud providers do not have the same capability for their technological levels.

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Knowledge Resonance

Direct Tax Code : An Evaluation

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Abstracts

The Direct Tax code will be replacing the existing Income Tax Act that had come in to existing in 1961. The new code is aimed to renovate and simplify the existing tax proposals for individual tax payers, corporate houses and foreign residents. The reforms of personal taxation base one of the aims of this code is moderating income tax rates, abolishing securities Transaction tax and increasing deduction savings.

Finance Minster said that "We expect to have better compliance and better Collections of Taxes".

The paper is focus on Highlights of DTC, and personal taxations i.e. taxation from income employment, taxation of income from house property and tax treatment of savings. EET vis EEE Basis.

Introduction

The ministry of finance Government of India has announced Direct Tax Code (DTC) in August 2009 with an objective to reform the tax structure. The code aims at simplifying procedure, improving efficiency and moderating levels of taxation for better compliance.

Union finance minister, Pranab Mukharjee, released the draft for the proposed new Direct Tax Code that had the following salient features.

The Direct Tax code will be replacing the existing Income Tax Act that had come into existence in 1961, which had replaced an earlier legislation of 1922 enacted before India's Independence.

The Government has plans for presenting the concerned bill during the winter session of parliament after considering and incorporating, if seen fit, the opinions on its provisions from the public,. The Government hopes to enacted it at least by 2012.

The new code is aimed to renovate and simplify the existing tax proposals for individual tax payers, corporate houses and foreign residents.

The provisions of the proposed direct tax code will be kept very simple so that even an average tax payer will be able to understand what exactly is meant. Tax Calculators will also be introduced be means of this new tax code.

The central board of Direct Taxes will be more transparent in its decision-making and tune it to tax boards of countries like the US, Canada and Britain.

Personal Taxation

The government initiated radical tax reforms through a New draft code that aims at moderating income tax rates, abolishing Securities Transaction Tax and increasing deduction for savings up to Rs. 1.5 Lakh (Rs. 1,50,000/-)

Releasing The Direct Taxes code that will ultimately replace the over four-de cades old Income Tax Act and bring all other direct taxes like wealth tax under its purview.

The code proposes to exempt the general tax payer from paying income tax if his income is Rs. 2,00,000 in a year He would pay just zero tax till an income of Rs. 2,00,000 per year. From income above Rs. 2,00,000 till Rs. 5 Lakh he will pay a tax of 10 percent.

For income above Rs. 5,00,000 but less that Rs. 10,00,000 he will pay tax of Rs.30,000 plus 20 per cent of the amount over Rs. 5,00,000.

For income above Rs.10,00,000 he will pay Rs.1,30,000 plus 30 per cent of the amount by which the total income exceeds Rs. 10,00,000.

Currently the general income tax payer does not pay tax till Rs.1,60,000 of income in a year. However, he pays 10 percent tax on income between Rs.1,60,000 and Rs.5 Lakh, 20 per cent between Rs. 5 Lakh and Rs. 8 Lakh and 30 per cent beyond Rs. 8 Lakh.

Surcharge & Edu. Cass are out.

"We expect to have better compliance and better of collection of taxes".

The biggest is the change in the tax slab, especially investors who earn in range of 5-10 lacs per year, earlier Financial minister promised that the tax would be 10% upto 10 lacs, but now there is 20% tax for 5-10 lacs range, which means that effectively the tax paid would be 2 times of what it would have been earlier. Also even for high earning people who make in range of 10-25 lacs, earlier it would have been 20%, but now it would be 30%, which is good enough disappointment.

Some More Features

- Deductions from taxable income will be available for interest on housing loans up to Rs. 1.5 lacs per annum.
- For senior citizens, the exemption limit would be Rs 2.5 lacs per annum.
- Up to 1 lacs could be saved for payments in to PF & similar superannuation schemes.
- Deduction of up to Rs. 50,000 for life insurance & health insurance premiums or tuition fees.
- Securities transaction tax & Education cess are out.
- Life insurance payments & mutual fund income are liable for 10 % TDS
- HRA no longer available.
- Rates of tax to be uniform.
- Tax deduction Limit on savings to be hiked to Rs. 1.5 Lakh.
- Income tax slabs proposed to be changed ; highest tax rate of 30% for individuals to be applicable for income over Rs. 10 Lakh.
- Security transaction tax to be abolished.
- Effective corporate tax rate at 25%.
- The code aims at reducing tax rates, but expanding the tax base by mininsing exemptions.
- No additional exemption to womens.

A) Taxation of Income from Employment (Salary)

The Computation of income taxable under the head 'Income from employment' It provide that "Income from employment" will be gross salary as reduced by the aggregate amount of permissible deductions.

The term 'salary' is defined to include the value of perquisites, profits in lieu of salary, amount received on voluntary retirement or termination, leave salary, gratuity and any annuity, pension or any commutation thereof. Contributions made by the employer to an approved superannuation fund, provident fund, life insurer and New Pension System Trust is considered as salary.

Deductions from gross salary are allowed for compensation received under voluntary retirement scheme, amount of gratuity received on retirement or death and amount received on commutation of pension to the extent such amounts are deposited in a Retirement Benefits Account. The employee will have to maintain a Retirement Benefit Account with any permitted savings intermediary in accordance with the scheme framed and prescribed by the Central Government. The permitted saving intermediaries will be approved provident funds, approved superannuation funds, life insurer and New Pension System Trust. The accretions to the deposits will remain untaxed till such time as they are allowed to accumulate in the account Any withdrawal made, or amount received, under whatever circumstances, form his account will be included in the income of the assesses for the year in which the withdrawal is made or the amount is received. This retirement benefits will be exempt only if deposited in Retirement Benefits Account and will be subject to tax on withdrawal from such account.

Under the DTC, salary will include, inter-alia, the following:

(a) The value of rent free or concessional, accommodation provided by the employer irrespective of whether the employer is a Government or any other person.

(b) The value of any leave travel concession.

(c) The amount received on encashment of unveiled earned leave on retirement or otherwise.

(d) Medical reimbursement and

(e) The value of free or concessional medical treatment paid for , or provided by the employer.

An employer's contribution to an approved provident fund, superannuation fund and New Pension Scheme within the limits prescribed shall not be considered as salary in the hands of the employee. Also, retirement benefits received by an employee will be exempt subject to specified monetary limits. Thus, the amount of gratuity received, the amount received under a voluntary retirement scheme, the amount received on commutation of pension linked to gratuity received and the amount received on account of encashment of leave at the time of superannuation are proposed to be exempt. Subject to specified limits for all employees.

The method of valuation of perquisites will be appropriately provided in the rules. It is proposed that perquisites in relation to medical facilities/ reimbursement provided by an employer to its employees shall be valued as per the existing law with appropriate enhancement of monetary limits. It is clarified that the DTC does not propose to compute perquisite value of rent free accommodation based on market value.

B) Taxation of Income From House Property

"Income from house property" is one of the five heads under which accruals or receipts relating to ordinary sources of income are to be classified.

(a) Income from house property shall be the gross rent less specified deductions.

(b) Gross rent will be higher of (i) the amount of contractual rent for the financial year; and (ii) the presumptive rent calculated at six per cent per annum of the ratable value fixed by the local authority However, in a case where no ratable value fixed by the local authority. However in a case where no ratable value has been fixed , six per cent shall be calculated with reference to the cost of construction or acquisition of the property. If the property is acquired during the financial year, the presumptive rent shall be calculated for the proportionate period of that f financial year.

(c) The advance rent will be taxed only in the financial year to which it relates.

(d) The gross rent of one self-occupied property will be deemed to be nil, as at present. In addition, the gross rent of any one palace in the occupation of a ruler will also be deemed to be nil, as at present.

(e) The following deductions will be admissible against the gross rent:-

(i) Amount of taxes levied by a local authority and tax on services, if actually paid.

(ii) Twenty per cent of the gross rent towards repairs and maintenance as against thirty per cent at present

(iii) Amount of any interest payable on capital borrowed for the purposes of acquiring constructing , repairing, renewing or reconstructing the property

(f) In the case of a self-occupied property where the gross rent is deemed to be nil, deduction for interest on housing loan as 1.5 lacs per year.

(g) The income from property shall include income from the letting of any buildings along with any machinery, plant furniture or any other facility if the letting of such building is inseparable from the letting of the machinery, plant furniture or facility.

C) Tax Treatment of Savings - Exempt Exempt Tax (EET)

Vis - A - Vis Exempt Exempt Exempt (EEE) Bsis

The Direct Taxes Code (DTC) of tax incentives for savings. It proposes the "Exempt-Exempt-Taxation' (EET) method of taxation for savings. Under this method, the contributions towards certain savings are deductible from income (this represents the first 'E' under the EET method) the accumulation / accretions are exempt (free from any tax incidence) till such time as they remain invested (this represents the second 'E' under the EET method) and all withdrawals at any time are subject to tax at the applicable marginal rate of tax (this represents the 'T' under the EET method.)

" As of now, it is proposed to provided the EEE (Exempt-Exempt-Exempt) method of taxation for Government Provident Fund (GPF), Public Provident Fund (PPF) & Recognized Provident Funds (RPF) ..." the revised DTC released by the Finance Ministry said.

The revised draft also puts pensions administered by the interim regulator PFRDA , including pension of Government employee who were recruited since Jan. 2004, under EEE Treatment.

The first DTC draft had proposed to tax all saving schemes including provident funds at the time of Withdrawal brining them under the EET mode.

Under the EEE mode, the tax exemption is enjoyed at all the three stages investment , accumulation & withdrawal.

New Direct tax code which will be implemented from 01.04.2012 narrowing the Tax savings. Mutual Funds (ELSS) and Unit linked insurance plans excluded from tax saving instruments and the first Rs. 1,00,000/- allows only government securities and P.F. Life Insurance, Tuition fee and Mediclaim included in other Rs. 50,000/- exemption. But the LIC should be pure LIC, means it should not include any ULIP or money back plans. It should be term insurance and the annual premium should not be more than 5% of the sum assured. So most of the present LIC policies are excluded from exemption

DTC removes most of the categories of exempted income, Unit Linked Insurance Plan (ULIP), Equity Mutual Funds (ELSS), Term deposits, NSC (National Savings Certificates) , Long terms infrastructures bonds, house loan principal repayment, stamp duty and registration fees on purchase of house property will loose tax benefits.

Tax savings based investment limit remains 1,00,000 but another 50,000 has been added just for pure life insurance (Sum insured is at least 20 times the premium paid) health insurance , medical policies & tuition fees of children. But the one lacs investment can now only be done provident fund, superannuation fund, gratuity fund & new pension fund.

As per changes on 15th June 2010, Tax exemption at all three stages (EEE) saving accretion and withdrawal to be allowed for provident funds (GPF, EPF & PPF) NPS (New pension scheme administered by PFRDA) Retirement benefits (Gratuity , Leave encashment etc) pure life insurance products & annuity schemes earlier DTC wants to tax withdrawals.

Medical reimbursement : Max limit for medical reimbursement has increased to 50,000 per year from current 15,000 limit.

Conclusion And Recommendations

- Housing market will breathe again with exemption on the interest on housing loans continued.
- Middle class marginal savings would be increased as investment in approved funds and insurance is increased from 1.2 to 1.5 lakhs
- Regulations on wealth tax will see more of compliance as many properties would fall within the limit set by the government.
- Boost investment flow into long term capital gains for country's infrastructural needs
- Special Economic Zones will enjoy special tax benefits to boost economy empowerment
- Profit linked deductions to SEZ units will have an adverse impact, but have to be rationalized
- Increase in MAT will balance the benefits received in lowering the corporate tax
- Enhance Foreign companies operations in India, promote foreign institutional investors and global mergers and acquisitions
- Right to equality to women, have first time achieved in reality. Once we earn, we pay the taxes, no matter who we are by gender.

The Best Part of this Direct Tax Code bill is that we don't need to wait for the Finance Budgets coming in every year from the Finance Minister's tables and await changes as these would no longer be part of the Country's Annual Finance Bill.

This firmness and reformed tax structure will enable tax payers and accountants to follow these guidelines moving forward. The power of the Tax Authorities under the General Anti-

Avoidance Act remains the same.

Yet, there is a long way to go as far as regularizing the income tax payers in India, bringing in the rich, rater rich to pay more and help the economic ambitions of the country to fulfill. 90% of our Direct Tax payers are in the middle income group and fall under salaried class and only constitute around 30% of tax revenue to the government, where as the 5% of the high income cream layer of the country constitute 70% of the Tax revenues to the government. Now it is the time to put a reality check on this 5%....are the richer-rich of the country only constituting 5% of tax payers..... are we not accounting our politicians, film fraternity and business world,...... may be time of Tax Payer Reforms and Regulations.

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Utilisation of Models of Digital Governance In Economy of Developing Countries

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Abstract

Digital governance in economy of developing countries may seem to be a distant thought for many but it is certainly making its presence felt, and in a form which is different from that evident in the developed countries. The growing use of information and communication technology (ICT) is catalysing the formation of knowledge societies, and thus providing greater avenues to people to participate in their own development process. The transformations occurring are unique and unprecedented in many ways and have the potential to reach those who hitherto have been marginalised from the decision-making processes. The inhabitants of knowledge societies will be more informed about the socio-economic and political processes which affect them and will be empowered to voice their concerns, and make informed decision on how they would like to be governed and by whom. We are entering into a brave new world where it will not be the leaders who govern people but it is the people who will let the leaders govern them. The following paper provides an insight into how digital governance models are facilitating the transformation of governance in developing countries to more responsive and people-led governance structures.

Introduction

Digital Governance is a popular term to focus on the new, evolving forms of governance - electronic governance. Good governance rests on the pillars of information and knowledge and its recognition by the decision-makers. Digitisation of this entire set of knowledge within a network which links every individual including the decision-makers and gives democratic freedom to everyone to access and make use of this knowledge paves the way for Digital Governance.

Introduction of Digital Governance is a way to ensure that common citizens have equal right to be a part of decision-making processes which affect them directly or indirectly, and influence them in a manner which best improves their conditions and the quality of lives. The new form of governance will ensure that citizens are no longer passive consumers of services offered to them and would transform them to play a decisive role in deciding the kind of services they want and the structure which could best provide the same.

ICT can influence the process of Governance in various ways and in varying degrees, from improving the current mechanisms of delivery of services to transforming the entire mechanism and the nature of services themselves. The role could be:

- Technical role, in terms of automation of tedious tasks earlier done by humans.
- Facilitating role, leading to participatory

and all encompassing decision-making and implementation processes.

- Innovative role, involving new services and mechanisms to deliver these services.

These roles bring significant and far-reaching changes in the very nature of government-public interface by bringing in greater accountability and transparency in the governance processes and as we will see in the subsequent sections. Alternative mechanisms to carry out these tasks would take a lot more time, resources and efforts.

Digital Governance models are continuously evolving-- depending on the uses to which they are put into, the new ICT applications that are becoming possible, and most importantly, the changing political realities in the governance sphere.

Digital Governance Models

Models of digital governance are still evolving in the economy of the developing countries and continuously improvising to fully harness the potential of knowledge networks. A few generic models however have shaped up which are finding greater recognition and are being replicated. These models are based on the inherent characteristics of ICT, which are: enabling equal access to information to anyone who is a part of the digital network and de-concentration of information across the entire digital network. In simpler terms, information does not reside at any one particular node in the Digital Governance Models but flows equally across all the nodes- a fundamental change from the more common hierarchical information flow model that leads to unequal distribution of information and hence skewed power-relations.

There are no rigid and finite models of Digital Governance. Since these models are based on strategic use of information, the possibilities are endless, depending on how innovative and imaginative the governments, the citizen groups, and the international development agencies can be technology does play an important role- the role of making possible the strategic use of information. As mentioned earlier, e-governance is not about technology; instead it is about identifying what are the key governance needs that need to be fulfilled, and then envisaging models by which these needs could be fulfilled appropriately and with ease. ICT plays the important role of powering these models, making possible information flows (in volumes and speeds) which may not be possible, or in volumes and speed using conventional communication means.

Several developing countries are realizing the role ICT can play in the governance sector, and are putting into practice innovative e-Governance models that may be technologically simple but are drastically changing the way information is distributed in the society.

Based on primary experimentation and secondary research, some generic Digital Governance models which are being practiced in developing countries have been identified. All these models benefit from the the intrinsic characteristics of ICTs, which are:

- Enabling equal access to information to anyone who is a linked to the digital network, and
- De-concentration of information across the entire digital network.

In simpler terms

Information does not reside at any one particular level (or node) in Digital Governance Models but gets distributed across all the nodes. This is a fundamental change from the 'hierarchal' information flow structures that allow for unequal distribution of information and open greater possibility of exploitative use of information at all levels. With use of ICT, the information gets distributed along the network and this distribution of information may happen

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through private access to an ICT node, or through public access or through the use of convergent modes.

It needs to be noted here that these models of governance are fundamentally different from those popular in the developed countries due to the differences in the basic conditions, and perspectives and expectations from good governance. The five generic models of digital governance are as follows: -

The Generic Models

- Broadcasting / Wider-Dissemination Model
- Critical Flow Model
- Comparative Analysis Model
- E-Advocacy/ Lobbying and Pressure Group Model
- Interactive- Service Model

Each of these models exhibit several variations depending on the local situation and governance activities performed through these models.

Broadcasting / Wilder Dissemination Model

The model is based on broadcasting or dissemination of useful governance information which already exists in the public domain into the wider public domain through the use of ICT and convergent media.

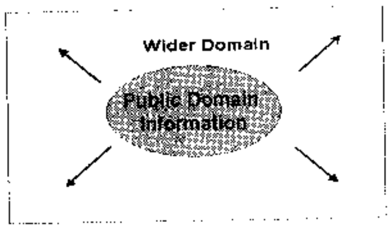
The utility of this model is that a more informed citizenry is better able to benefit from governance related services that are available for them. The model can enable citizens to understand what governance services are available, and how to avail them. In addition, the application of this model, allows people to better judge the existing mechanisms that provide governance related services, and make an informed opinion about their performances. As a consequence, people may feel more empowered to voice their concerns and to impact these governance processes.

The application of this model corrects the "information failure situations" that are widespread in developing countries. In addition, it opens up an alternative channel for people to access governance related information and also to validate existing information from different sources.

Applications

Broadcasting / Wider Disseminating Model

Public Domain ⟶ Wider Public Domain



This model could be applied in the following possible ways:

- Putting governmental laws and legislations online.
- Making available the names, contact addresses, emails, fax numbers of local/ regional/national government officials online.
- Make available information such as governmental plans, budgets, expenditures, and performance reports online.
- Putting key judicial decisions which are of value to general citizens and create a precedence for future actions online. viz. key environmental decisions, state vs. citizen decisions etc.

Discussions

The Broadcasting Model is the most important, and also the stepping stone to the more complex Digital Governance models. It is the most important model, because it enhances both 'access' and 'flow' of information to all segments of the society, which is the foundation of better governance. In several developing counties, even the most basic of governance related information is unavailable, for instance the opening and closing times of government offices, the concerned department dealing with immediate issues such as agricultural subsidies or making application for ration-cards.

Central and state governments in developing countries need to aggressively adopt this model to provide governance services to their constituencies, and to enhance the participation of citizens in governance processes. Simultaneously, the civil society groups should demand for such models to enable access to governance information which can improve the quality of lives of people.

The model loses its effectiveness in cases where the free-flow of information is restricted (lack of information sharing culture and in cases of Optimal Ignorance). Optimal Ignorance occurs when injudicious decisions are taken not in the absence of information but because of disregard of available information by citizens and decision-makers. Further, tight governmental controls to censor information and use of ICT tools could prove to be the bane of this model.

Critical Flow Model

The model is based on broadcasting or dissemination information of 'critical' value (which by its very nature will not be disclosed by those involved with bad governance practices) to targeted audience using ICT and convergent media. Targeted audience may include media, opposition parties, judicial bench, independent investigators or the wider public domain itself. And those who would divulge such information could include upright officials and workers, whistleblowers, affected parties and those who were themselves involved in bad governance practices but have now changed their minds or may wish to trade such information with lenient punishments.

The use of this model requires a foresight of:

- Understanding the "critical and use value" of a particular information set
- How or from where this information could be obtained
- How could the information be used strategically
- Who are the best target group for such information- the users for whom the availability of this information will make a huge difference

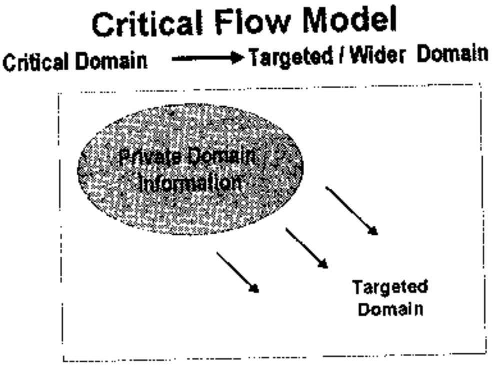
The strength of this model is that the concept of 'distance' and 'time' becomes redundant when information is hosted on a digital network. Once available on the digital network, the information could be used advantageously- by instantly transferring the critical information to its user group located anywhere or by making it freely available in the wider public domain.

Applications

This model could be applied in the following possible ways:

- Making available corruption related data about a particular Ministry / Division/ Officials online to its electoral constituency or to the concerned regulatory body.
- Making available Research studies, Enquiry reports, Impact studies commissioned by the Government or Independent commissions to the affected parties.
- Making Human Rights Violations cases violations freely available to Judiciary, NGOs and concerned citizens.
- Making available information that is

usually suppressed, for instance, Environmental Information on radioactivity spills, effluents discharge, information on green ratings of the company to concerned community.



Discussions

Critical-Flow model is more directed in terms of its information content and its intended users. By focusing on the critical aspect of information, it exposes the weakest aspects of governance and decision-making mechanisms. It informs people about specific cases of state-failure and bad-governance to build up a case for concerted action. At the same time, by fuelling public unrest, the model exerts pressure on the concerned government institutions and individuals to take into cognisance the interest and opinion of the masses in decision- making processes. The onus of creating such models may lie more with the civil society organisations to emerge as an effective watchguard to government policies and actions. The government by itself may not have sufficient incentive and an attitude towards sharing such information. This model is more directed and evoled in comparison to the Broadcasting / Wider - Dissemination Model. Different organizations can use it differently depending on the aspect of governance they situation they want to address. By focusing on the critical aspect of information and locating its likeable users, the model corrects information failure, raising awareness about the bad governance practices, and acts as a hindrance to bad governance practices.

At the same time, the model exerts indirect pressure on the concerned governance institution / policy-making body to move away from optimal ignorance attitude to reform, and take into cognizance the interest and opinion of the masses in decision- making processes.

Comparative Analysis Model

The Comparative Analysis Model is based on exploring information available in the public or private domain and comparing it with the actual known information sets to derive strategic learning's and arguments. It is one of the least-used but a highly significant model for developing country. The model can be used for empowering people by matching cases of bad governance with those of good governance, and then analyzing the different aspects of bad governance and its impact on the people.

The model is based on using ICT to explore information available in the public or private domain and comparing it with the known information sets. The outcome is strategic learnings and arguments, for instance, if a given amount of money can build '5' schools in village 'A' then why does the same amount of money build only '2' schools in village 'B'?

Essentially, the model continuously assimilates "best practices" in the areas of governance and then uses them as benchmark to evaluate other governance practices. It then uses the result to advocate positive changes or to influence 'public' opinion on these governance practices. The comparison could be made over a time scale to get a snapshot of the past and present situation or could be used to compare the effectiveness of an intervention by comparing two similar situations.

The strength of this model lies in the infinite capacity of digital networks to store varied information and retrieve and transmit it instantly across all geographical and hierarchal barriers.

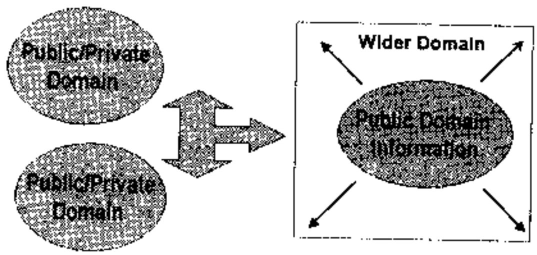
Applications

This model could be applied in the following possible ways:

- To learn from past policies and actions and derive learning lessons for future policy-making.
- To evaluate the effectiveness of the current policies and identify key learnings in terms of strengths and flaws in the policies.
- To effectively establish conditions of Precedence, especially in the case of Judicial or legal decision-making (example for resolving patent-related disputes, public goods ownership rights), and use it to influence/ advocate future decision-making.
- To enable informed decision-making at all levels by enhancing the background knowledge and also providing a rationale for action.
- To evaluate the performance and track-record of a particular decision-maker/ decision-making body.

Comparative Analysis Model

Private / Public Domain + Public / Private Domain ⟶ Wider Public Domain



Discussions

Developing countries could very effectively use this comparative model as ICT opens their access to the global and local knowledge products at a relatively low -cost. The model is very much based on the existing sets of information but requires the ability to analyse and bring out strong arguments which could then be used to catalyze existing efforts towards self governance.

There is a vast scope of application of this model for judicial advocacy as landmark/key judgments of the past could be used as precedence for influencing future decision-making. Further, watch-guard organizations and monitor-groups can use this model to continuously track the governance past record and performance and compare with different information sets.

The model however becomes ineffective in absence of a strong civil society interest and public memory which is essential to force decision-makers to improve existing governance practices.

Mobilization And Lobbying Model

E-Advocacy / Mobilization and Lobbying Model is one of the most frequently used Digital Governance model. It has come to the aid of local and the global civil society alike to impact decision-making processes which interest them.

The model is based on setting-up a planned, directed flow of information to build strong virtual allies to complement actions in the real world. Virtual communities are formed which share similar values and concerns, and these communities in turn link up with or support real-life groups/ activities for concerted action. The model builds the momentum of real-world processes by adding the opinions and concerns expressed by virtual communities. A subset of this model is the case of virtual activities giving momentum to street-level activities.

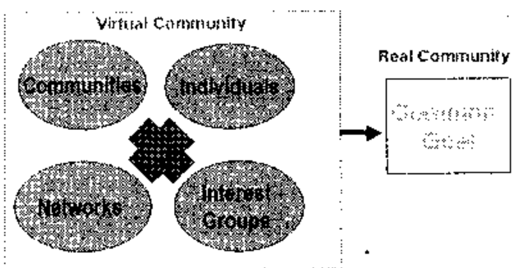
The strength of this model is in its diversity of the virtual community, and the ideas, expertise and resources accumulated through this virtual form of networking. The model is able to mobilize and leverage human resources and information beyond geographical, institutional and bureaucratic barriers, and use it for concerted action. The model also provides a strong virtual arm to several activities such as directing campaigns against a particular individual or decision-making body.

Applications

This model could be applied in the following possible ways:

- Fostering public debates / reopening debates on issue of larger concerns, say on national policies, global affairs, treaties coming up for negotiations.
- Formation of pressure groups on key issues to force decision-makers to take their concerns into cognisance.
- Making available opinions of suppressed groups who are not involved in the decision-making process into wider public domain.
- Opening up closed-door decision-making processes.
- Developing global expertise on a particular theme in absence of locally available information to aid decision-making.

Mobilisation and Lobbying Model
Networking Networks for Concerted Action



Discussions

This model has grown manifold since the onset of debates on the Seattle round of World Trade Organisation in 1999, which saw the formation of several virtual communities to express their concerns in the WTO agreements. The display of a unified, informed civil society force at Seattle was in some ways a result of the intensive interaction and exchange of opinion happening over the virtual networks months prior to this WTO summit. There were a lot of concerted actions at the Regional level as an end result of such discussions which built into the global movement.

The model enhances the scope of participation of individuals and communities in debates which affect them and help them build a global alliance. A community may no longer find itself isolated but may find an ally for mobilizing effective action through this model. It also creates an effective deterrent for governments and decision-making bodies who are responsive to people's opinion to provide better governance. The model also creates an effective deterrent for government bodies and individuals to be watchful in their actions lest they turn the opinion of local and global community against them.

The model could also be used favourably by the government in a positive manner to encourage public debates on issues where the opinion and expertise of civil society is of great importance and therefore could become a tool to enhance democratic practises and improve governance practices (especially in developing countries).

Interactive Service Model / Government-To-Citizen-To-Government Model (G2C2G)

Interactive-Service model is a consolidation of the other digital governance models and opens up avenues for direct (self-serviced) participation of individuals in the governance processes. Fundamentally, information technologies (ICT) have the potential to bring in every individual in a digital network and enable interactive (two-way) flow of information amongst them. The potential of ICT for the governance is fully leveraged in this model: as the participation is direct (and not through representatives), it can bring greater objectivity and transparency in decision-making processes, provided that individuals are willing to engage in the governance processes.

Under this model, the various services offered by the Government become directly available to its citizens in an interactive manner. It does so by opening up an interactive Government to Consumer to Government (G2C2G) channel in various aspects of governance, such as election of government officials (e-ballots); decision to make on specific issues (eg: health plans), delivery of individualised government services, gauging public mood and opinions, targeting specific communities for specific governance advice or ervices, bringing mass awareness.

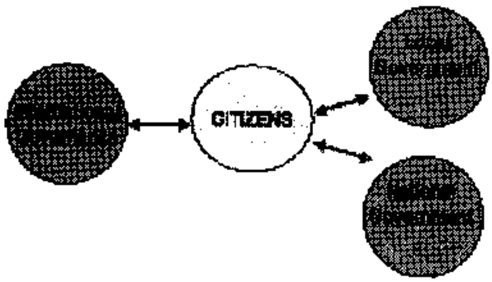
Applications

This model could be applied in the following possible ways:

- To establish an interactive communication channels with key policy-makers and members of planning commissions.
- To conduct electronic ballots for the election of government officials and other office bearers.
- To conduct public debates / opinion polls on issues of wider concern before formulation of policies and legislative frameworks.
- Filing of grievances, feedback and reports by citizens with the concerned governmental body.
- Establishing decentralised forms of governance.
- Performing governance functions online such as revenue collection, filing of taxes, governmental procurement, payment transfer etc.
- Carrying out video-conferencing, on-line discussion with policy makers.

Service Delivery Model

Citizen ⇄ Government



Discussions

This model is more embedded in developed countries and has often been proposed for replication in developing countries. Such forms of solution-transfers may not be very effective. The model is on the higher end of technology-reliance as compared to the other models. This makes it difficult to replicate in developing countries in absence of individual and secure ICT access.

The model firmly relies on the interactive applications of ICT and therefore is a technology and cost - intensive model which will require a transition period before being adopted on a wider scale, especially in the developing countries. It would also require elemental familiarity of ICT among the citizens to fully benefit from this model. Nevertheless, the diminishing costs of ICT and the advantages offered by this technology would certainly catalyse the penetration of this model. Intermediary organisations and knowledge networkers and middlemen will play a tremendous role to play in widespread replication of this model.

Conclusion

Digital governance models are facilitating the transformation of governance in our economy to more responsive and people-led governance structures. It is a way to ensure that common citizens have equal right to be a part of decision-making processes which affect them directly or indirectly, and influence them in a manner which best improves their conditions and the quality of lives.

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Knowledge Resonance

The Challenges In Teaching Large Classes

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Abstract

There is an urgent need of an inclusive, learning-friendly environment not only to students, but also to teachers. Teachers are the single most important factor in improving and ensuring the quality of education. Responsibility for preparing students for the future largely falls to them. Therefore, it is necessitate to provide teachers with the essential tools, skills and support to pursue this task.

Introduction

Large classes are frequently professed as one of the foremost obstructions to guarantee quality education. Certainly, there are lots of research studies that identify the disadvantage of large classes and advocate small classes as a thing to ensure quality education. In spite of this, large classes are a reality in many schools and colleges, often as a direct result of insufficient funding and the absence of political will to provide a sufficient number of teachers and classrooms that would ensure a quality education. It means this requires a universal solution to all the challenges related to teaching in large classes. There should be attempts to present a variety of practical methods and practices that could be useful for teachers who need to deal with a large class every day. It need to address issues such as how to prepare and plan lessons specifically adapted for large classes. Furthermore, it must provide useful tips and pointers to manage the class in the best possible way and to see the large class as a resource, rather than a challenge, to the teaching-learning process. It must have changing the perspective from teaching that focuses solely on didactic approaches to more child-centred and learning-friendly methods.

What is a "Large Class"?

Many teachers in our country - and you may be one of them - find themselves working in schools and colleges, classrooms that contain many students, every so often almost filling the room pack to the capacity! In point of fact, though, a large class has no "exact size." generally it is measured in terms of the number of students per teacher (student-teacher ratio). In some cases, 25-50 students per one teacher is considered large, while in other this is seen to be normal or even quite small. From a teacher's perspective, though, a class is "large" whenever it feels large. While a class of more than 50 students is usually considered a large class, to those of you who usually teach 25 or less students, a class of 35 can be large and overwhelming. In our university all the degree classes has 120 students in one section. It is common in compulsory English classes to have all the 120 students present.

For many of us faced with large classes, we might be tempted to stop, thinking that there is no chance of getting so many students to learn. The problem is, however, that we take for granted that learning occurs in amount to class size. The smaller the class, the more students learn. Nevertheless, some research shows that class size does not correlate with student learning.

Students in large classes can learn just as well as those in small ones. What counts is not the size of the class, but the quality of the teaching. Evidence shows that students place more emphasis on the quality of teaching than class size. Moreover, they may not mind being in a large class as much you mind it yourself.

Does Class Size Matter?

Dose class size affect the quality of education? Quality itself is an indefinable concept though it is now central of the public discussion. Here we will have to rethink over certain issues surrounding this term. Do we have any conception of fixed quality? Or will we accept the idea from some commercial and industrial worlds that quality is tied to function. To what extent are our conceptions of quality rooted in the values and assumptions of particular cultures and a particular time. If quality is an elusive concept so is hard substantiation as to the impact of class size on the quality of education. Much research has been done over this issue and much analysis concluded that there is a substantial relationship between class size and teacher and pupil attitudes. It is Also concluded as small size classes are associated with greater attempts to individualize instruction and better classroom climate.

Is It A Threat to Quality?

Many has in their mind a fear that this has led to deterioration in the quality of education .In some cases no doubt this is beginning to have an adverse effect on the quality of work. But in general the size of class is only one factor a lot of relatively little attention has to be paid to the methods of teaching and learning, curriculum development ,laboratory work, seminars and tutorials be given to maintain the quality.

Challenging Opportunities

If truth be told teaching large classes is a challenge, but it can also offer many opportunities for you to improve your teaching and to make it more enjoyable and rewarding for you and your students. In a large class situation, you have the opportunity to get better your organizational and decision-making skills as you work to innovatively organize your classroom into a comfortable, learning environment and to handle many students within it. Large classes offer you the opportunity to improve your interpersonal skills as you try different ways to get to know each student as an individual through their work in class or their lives outside of it. Large classes also provide you the prospect to improve your teaching and presentation skills. As the teacher above mentions, continuously lecturing to a large class - or even a small one - can become tiresome and troublesome. The value of a large class is that it contains a variety of students and learning approach and you can make use of many dissimilar, vigorous, and amusing methods of teaching. The growing knowledge, experiences, skills, and interests of your many students, furthermore, can be valuable starting points for planning lessons and activities so that learning becomes meaningful for your students. Additionally, by linking your students' families, you will also have better access to resources for learning culture. You will also improve your evaluation skills as you exercise a variety of ways to let know whether your students have really learned the matter, instead of depending only on short answer exams, which may appear essential for large classes. For instance, you can give your students in-class and out-of-class assignments that inquire them what they have learned and what questions they have about what they have learned. Before following your students' failures, you can also track their successes, which are also your successes in teaching. You will also discover that involving your students in their learning and in evaluating their performance can save your time and reduce your workload.

Resources: - Tips and suggests strategies

A growing number of resources are emerging with the intention of creating and managing inclusive classrooms as well as in maintaining positive discipline within them.

a) The experiences of teachers who have had learn to teach such classes creatively and enjoyably, their work and contributions to meeting the challenge of teaching large classes. Some of their recommendations are relevant for classes of any size, and you are encouraged to consult them.

b) Creating a well-managed classroom community, so that you and your students are ready to learn in a comfortable physical and psycho-social environment;

c) Teaching in large classes, including planning lessons for large classes and choosing effective alternatives to the standard lecture format.

d) Evaluating learning and teaching in large classes, so that you can provide good opportunities for students to show what they are learning, and you can reflect on your own teaching practices.

Finale :- there is no "best way" to teach large classes.

You must build up the system that works best for you founded on your teaching style, the individuality of your students, and the goals and objectives of your lessons and syllabus. On the other hand, there are some ideas that do work well for many people. Choose which ones are most appropriate to work for you and try them, or modify promising ones to fit your state of affairs. A few suggestions may seem somewhat understandable, and many are actually valuable for good teaching. However, they become even more significant in large classes where problems can become exaggerated. If you're teaching a large class for the first time, or simply want to try a new approach, it's a good idea to review and follow these points. Most of all don't be doubtful! Be creative! It will make your teaching much more enjoyable.

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Knowledge Resonance

Impact of Global Economic Recession : Revival of Indian Economy

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Abstract

India's economy has been one of the starts of global economies in recent years growing 9.2% in 2007 and 9.6% in 2006 and has seen a decade of 7 plus percent growth. Growth has been supported by markets reforms huge inflows of FDI rising foreign exchange reserve both an IT and real estate boom, and a flourishing capital market. But in the middle of 2008, price increases of global commodity, especially those of oil, metal and food took a toll on India. Inflation reached at 12.91%, the highest level seen for a decade with this growth softened, budget deficits widened and trade balances worsened. Before the India could recover from the adverse impact of high commodity prices the global financial crises has come knocking initially. It was argued that India would be relatively immune to the crises, because of the 'strong fundamentals' of the economy and the supposedly well regulated banking system. But a crises of this magnitude was bound to effect globalized economy like India and it has economy began to slow down from the middle of 2007-2008. After a long spell of growth, the India economy is experiencing a downturn. Indian growth is faltering. Indian government is feeling the heat of global crises in India.

Introduction

Global economic meltdown has affected almost all countries. Strongest American, European and Japanese companies are facing severe crisis of liquidity and credit India is not insulted either. However, India's cautious approach towards reforms has served it form possibly disastrous implications. The truth is, Indian economy is also facing a kind of slow down. The prime reason being world trade does not functions in isolation. All the economics are interlinked to each other and any major fluctuation in trade balance and economic conditions causes numerous problems for all other economy.

Objectives

1. To understands the affect of global recession on Indian various sectors.
2. To find out the major factors responsible for Indian crisis.
3. To analyze the respond of Govt. of India to face the challenged.

Hypothesis

1. IT sector is the most affected sectors.
2. Real estate feels the crunch.
3. The positive effect of the package of Govt. of India and RBI.

Methodology

The descriptive analysis method, using the date and information which are published in the books, case studies, articles and internet.

America is the most effected country due to global recession, which come as a bad news for India. India has most outsourcing deals from the U.S. Even our exports to us have increased over the years. Export for the month of January declined by nearly 22% recession can also be associated with falling prices known as deflation due to lack of demand production.

Impact of Economy Recession on Indian Economy

Trade and Services : India is a major service exporting countries with about 3% of the world total service export. India export of services are mainly to the EU and US which is around 11% of India's total services exports.

India's Export : The traditional export for India have been Asia EU and North America within Asian Export was 52% followed European countries 21% and us 13%. The US share has recently followed by 11%. This sudden deceases is due to economic recession.

Indian Employment

The impact of global slowdown on Indian's economy is impacting the employment sceneries in India. With overall economic growth, showing down the ranks of those without work or growing by the day.

Five hundred thousand people were rendered jobless between October and December 2008, according to first of its kind survey by the ministry of labour and employment. The labour minister's numbers are based on a survey of 2581 units covering 20 centers across II states, eight major sectors like textile & garment industry, metal production, information technology and business process outsourcing automobiles, gems and jewelers, transportation, construction and mining industries were included. The total employment in these sectors had come down from 16.2 million in Sept. 2008 to 15.2 million by Dec. 2008 due to the Reword Staking Indian Industry.

India's export too have been contracting every month since Oct. 2008 due to falling demand in the US and Europe. Many units have downed their shutters and laid off staff. If these projections continue, it is quite likely that one can expect another 5,00,000 job losses before 31st March.

Housing

A refinance facility of Rs. 4000 crores was provided to the National Housing Bank following this public sector banks announced to provide small home loan seekers loans at reduced rates to step up demand in retail housing sectors.

Infrastructure

The government has been proclaiming that infrastructure, the Indian infrastructure finance company ltd. has been authorized to raise Rs. 14,000 crores through tax-free bonds. There funds will be used to finance infrastructure, more especially highways and ports. It may be mentioned that refinance refers to the replacement of an existing debt obligation with debt obligation bearing better terms, meaning thereby at lower rates or a changed repayment schedule. The IIFCL will be permitted to raise furthers resources by the issue of such bonds so that a public private partnership (PPP) programme of Rs. 100,000 crore in the highway sector is promoted.

Small and Medium Enterprises (SMES) : The Govt. has announced a guarantee covers of 50 percent for between Rs. 50 lacs to Rs. 1 Crore for SMES. The locking period for loans covered under the scheme. Besides the government will instruct state owned companies to ensure prompt payment of bills of SMES so that they do not suffer on account of delay in the payment of their bills.

Conclusion

There is a view termed the halfway rule according to which investor start discounting. An economic recovery about halfway through recession. Solution for the problems still remain at the top of the mind of every one, still every one facing the impact of recession but how long is the major question which is great importance.

Suggestion

1. Improve relationship with neighbor countries.
2. Reverse the brain drain problem.
3. Provide accessible credit for business.
4. Improve Tax collection.
5. Set aside large amount for social welfare.
6. Control expenditure in other field.
7. Improve tourism.
8. Stop investor to pull out their investment.

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CRM : A Tool For Leveraging Better Marketing of Insurance Services in Insurance Industry

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Abstract

Insurance sector after telecom and banking is the turn to deploy the customer relationship management (CRM) solutions. Competition is ever increasing in insurance sector and hence for retaining the existing customers with wide renge of services, CRM is catalyst in the process benefiting both insurer and insured. The current scenario in the insurance industry is a complex and competitive environment tinged with little stability. The major hassle the industry faces is getting more and more clients. Though the insurance companies need to take up the business of insurance but the selling insurance policies has now become an option for banks too. This has resulted in a lot of increased and an unwelcome competition. In modern era, customers tend to lose out buying policies, if they are not getting services from the provider. All this put the insurance in a more complicated business. Insurance companies would need to ensure that the customer is understood better and insure excellence policy administration and good billing system. However, this alone is insufficient for survival. Insurers have realized that CRM is essential to deliver quality service which in turn enhances the customer portfolio.

Introduction

Customer satisfaction in any sector is a multi-faceted dimension which encompasses quality product and value addition through value evidence. Understanding customers' value proposition through all their interactions with an appropriate methodology is one measure on which the insurance sector success heavily depends is called Customer Relation Management (CRM). It is perceived as an information technology solution for ensuring a better customer services by increasing business in competitive environment and meeting the demands of the market and the needs of customers. The customer is the focus all through in the process. With emergence and acceptance of globalization, the insurance sector is booming all over the world and venturing in both developed as well as under developed countries. The emerging prevalence of CRM is a great potential in the insurance sector as well as simplifying the big and small business operations protecting the economic interests of the insured. In brief, customer satisfaction is a basic factor in formation of an effective and vibrant organization on which competiveness can win over. It is because of the fact that the entire marketing programme is catered to the phase that the consumer is the king.

Objectives

1. Success in the insurance sector originates from positive customer relations. Maintaining customers' profiles and providing a more personalized service to meet the specific needs and build their loyalty is more helpful to the insurance sector.

2. Ensure an effective product management to the needs of the insured within a shorter

product development cycle

3. Effectively monitor productivity and sales performance which objective is being met and the area needing improvement

4. Process the underwriting and claims to strengthen positive and effective relationships with software solutions keeping the work processes at high standard

5. Enhance the corporate structure in addition to the field work

6. Alleviate risk, meet the diversified needs, and improve the financial challenges and employee operations are some of the successes expected by the insured.

7. CRM provides all the facilities with up keep of time through its software developers adapting technologies to the insurance industry's needs.

Methodology

CRM is a complex, a three-step process with far-reaching effects on the very way of conducting the business

Findings

1) Right Things But Not Things Rights

No pretentious proportions will lead to bountiful benefits. Reliability of people in organization's is its greatest asset. Hence, the first and foremost to observe cautiously to invest in employing the 'right person for right job.' This minimizes cost and risks of the insurance company. It tends to talk loudly about complaints and open the door for customers' to voice their complaints. The nationalization of insurance has not brought any system of accountability but brought about job security of its employees. This era saw the growth of trade unionism not on very healthy kind. Instead of the insurance companies coming out with new products to meet the customers' needs, it was other way. The clients have to tailor their needs in line with available insurance cover. In other words, the insurance marketing was just no more than selling commodity.

All this was due to failure of diligent marketing strategic approach of top Management as there was neither punishment nor reward. The mind-set was anti-thesis of what was expected in post-liberalization. It is disheartening to note that not even one public sector undertaking has sought exception not having grievance cell in the past ten years implies that the customers are dissatisfied. The endeavor of an effective management of the company is that if a complaint has happened once, it should not repeat again. But, in practice which is not so. All this is but for not having possible mission and visible vision as a working policy with citizens' charter; which enable each employee live up to the vision proposition. If the company's performance cannot match the vision, there is no reason why it should display vision as a public document.

2) Indian Insurance Services

Insurance is a cooperative approach where the insurer pays the financial loss suffered by the insured consequent to the occurrences of unforeseen events as return for the payment of premium by the insured. It safeguards the interests of the insured from uncertainty by providing certainty of payment at a given contingency. Today, the insurance service sector has emerged as a key driver of Indian economy accounting almost 50 percent of the growth of the total service sector. The proportion of insurance

service sector fund in financial savings is accounted for 16 percent in 2008-09. Indian insurance market occupied 23rd position in the world insurance market accounting for

0.36 percent share. It does not mean that India is disaster free but shows that the market is woefully undeveloped.

The business of insurance has spread and touching varied clientele in ever-competitive scenario as the product of insurance is widely selling with personal touch. One can offer service very well if one knows the profile of his customer. It is an aspect that one should not neglect particularly when it comes to purchasing and shedding risks of the insured. Today, many insurers came into being seeking the attention of people with wide options for insurance. Diversified institutions came into being in the field of insurance service operations. Information for customers is important and CRM in insurance renders services comprehensively; what products the customers willing to acquire; how safely and securely settle the claims. This will enable the insurer to attract customers' responses to any promotions. Specifically, why the insurance need appropriate measures for making effective business operations in tune with the set.

3) Current Market Scenario of Insurance

Organization having satisfied employees with right attitude create customer satisfaction. Basically, employees are the key in keeping the customer happy. When the employees are unhappy, they create unhappy customers. In a study on customer migration, majority (68 percent) customers are dissatisfied with the employees serving them. The position is not different in Insurance Companies. It did not matter much in post-nationalization era but certainly matter much more in post-liberalization era. Bringing insurance to the common man, penetration in rural areas, investment in socially relevant schemes and monopolistic tariff regime are major issues confronting the insurance sector. A forgotten lesson was that unless the insurance companies show excellence in their operations and performance, they cannot stand on their own and generate margin on a sustainable basis. The need to achieve the all-round operational excellence was never drilled into the minds of people in insurance sector.

Age of globalization started with nineties and tremendous development on technological front for effective utilization of resources was put on the economy on acceleration. The services of such significant sector were in tune of safeguarding and enhancing the efficiency of effectiveness. The satisfaction of insured customers' requires building relationship of confidence and trust between the buyer and the seller. Towards this, distances started shrinking and removal of barriers; perceptible changes in social, legal and conducive climate for insurance business came into operation with passing of Insurance Regulatory Development Authority, Act in 2006 implemented on January 1, 2007. According to a report from Indian Info-line (January2004), India has the highest number of life insurance policies in force in the world. Today, there are 58 insurance companies apart from Life Insurance Corporation of India which are conducting their business with keen competition. The competition has been tougher in the last ten years and more of the same is expected in the next five years. The industry is pegged at Rs 400 billion in India. Gross premium collections stand at two percent of Gross Domestic Product which has been growing at 15 to 20 percent. George Varghese, Head, Marketing Division, SAS says, "More than three-fourths of India's insurable population has no life insurance, pension cover and post-retirement protection cover." Further, having brought customers into the fold of insurance, a new challenge is that of retaining them. Therefore, there is an urgent need to improve and increase the convenience and conform level of the customers. It is possible to meet these challenges only through initiative of CRM. Here one should be remembered that CRM is driven by technology; so it is only an enabler but not a solution by itself.

4) Why Need of CRM?

Insurance companies experiencing competition from within and abroad. Making this problem-situation into an opportunity lies always on the prudent management adopting or adapting tactics and strategies. In line of this, customer relationship management is a measure of winning competitiveness as it is the information-drive approach to customer analysis and process automation; and thereon supplement customer-value proposition. An action on tangible services - (i) prompt and accurate issue of document, (ii) prompt and fair settlement of claim, (iii) good listening echanism, (iv) better problem solving approach, (v) reliable manner of service and (vi) meet requirement of customers on time every time intangible promises would give utmost satisfaction to customers. The measures that enhance insurance services with empathy are:

1. Attend phone calls - courteous instead of saying that so-and-so is on leave or is away from his seat. Find reply from the concerned employee and ensure calling back the concerned person.
2. Client visit - client needs to be attended like a friend giving him a seat and a glass of water; empathize with the client in his movements of distress caused due to his sustaining loss. Further ensure that he is not made to visit for the same reason again and again, and his interest is attended to on top priority.
3. Attend promptly all enquiries
4. Handle with fairness and not try to hide behind legality and technicality which in any case the customer is not aware of In a way if followed the above canons certainly, the customer relationship management provides better service to the insured protecting him against perils or risks and the insurer enabling to retain the existing customers and brining in new customers in his ambit of business.

5) Customer-centric Business Strategy

Finding the win win opportunities with customers are the focus of any company pursuing business. Do more that benefits customers and so they will do more that benefits the company. The planning of customer relationship is relatively simple. Plan around customer wants but not company goals, focus on listening to customers but not forcing them to listen to you and promote communication of marketing including database marketing (e-database marketing, e-database, e-marketing, etc).Thus, insurance business revolves around customers and hence there is customer-centric business strategy.

6) Redesign Functional Activities

The function of insurance span is a broad continuum from marketing automation on one side to the field service on the other. To get more in consort with customers, redesign the functional activities on implementing CRM while working at cross-purposes with powerful functional Departments like Accounting and Information Technology. Integrating and re-engineering integrally the functional activities of insurance with CRM is fairly an obvious fact.

7) Select Right Software

Select only software of CRM that supports new workflow and work process yielding better information for decision-making strategically. The end-to end functionalities are so dissimilar and therefore select the software package of sweet spot which does everything providing the best functionality.

8) Create Corporate Culture

The insurance contract is a contract of utmost good faith. The insurance policy is an intangible promise to pay in times of happening of an event but it also promises reliability (ability to perform promised service), trust (quality of product), assurance (delivering the promise with accuracy and adequacy), competence (knowledge of product), responsiveness (willingness to provide prompt service) and tangibility (appearance of facilities). The insurer is to build up reputation by building the confidence among its customers. He must be fully accountable for his promises made through cover note or Insurance Regulator to the public and accept this accountability for all the action done - breach of mandatory provisions, non-inclusion of warrants or conditions, charging wrong premium or overstatement by intermediaries at the time of pre-sales and post-sales, etc. Bringing both employees and customers together with positive attitude and empathy among employees towards customers and creating an effective and prompt response towards customers; there is every need to follow corporate culture which ensures by serving the customers with six 'C's namely communication, cooperation, cheerfulness, credibility, challenge and continuity. All this confidence would be generated only if the insurance company is quick to serve with sense of care - treat courteously and ergonomics of environment to accomplish the job for which customer has come to the doorstep of the company. The sense of care is vital tool in achieving customer satisfaction.

Conclusion

Half the battle in the insurance industry is in ensuring that the right fit staff are informed and are monitored constantly. The other half is tend to provide service delivery promptly. The issues for insurance business in the competitive environment are of knowing opportunities in managing services through tangibilization and empathy; and overcoming inconsistencies in customers management in the organization. In a word, the insured should go with peace of mind with value evidence, which through word of mouth save more economies on one hand and increase business on the other for which the customer relationship management is a reliable and valid actor of factors en-shrining the set goals

Suggestion

1) Full Use and Expected Fruits

Customer satisfaction in insurance means the use of product purchased at a cost purchased for a cost for the ultimate satisfaction of buyer when a claim is made. The satisfaction is fully achieved only when a product so purchased gives its full use but also stipulates that the product bought by the buyer will give him the expected fruits implying peace of mind during in its use by the customer. Thus, customer relationship management is the process or methodology bringing together information about customers' needs and behavior - product and its generic service with forward vertical integration; marketing effectiveness and responsiveness with an added value to retain the existing customers and bring potential customers within the ambit of marketing a product. This builds up a stronger relationship.

2) Cascading Effect

Is dissatisfaction a cascading effect? Yes! It is. The present day customer buys his product but not getting ultimate satisfaction.. It means, he is an active seeker of value evidence say, prompt service. The customers of insurance dwell more on promise of satisfaction made by agent/ company advertisement/industry/legislation; the judgment of customer service is mainly on the basis of what is asserted about the policy of product i.e. issue of document promptly. Any lapse on the part of operating office turns proactive rather than preventive between the insurer and the insured; thus affects renewals and consequent loss of clients, image of the company and finally profitability. The cascading effect is explained with an illustration below.

An unsatisfied customer tells his perception or experience to 11 others who in turn tell yet another 5 each which CRM: A new dimension for success of insurance industry ripples spreading dissatisfaction to 67. This word of mouth adverse publicity must be stopped and avoid incurring manifold increase in expenses which is an additional cost to the company for finding with new customers in the place of those customers alienated due to one adverse perception. Hence, saving one lost customer needs to be looked in the light of acquisition cost of 67 potential customers. According to a market study conducted in the US is that one prospective customer costs six times more than retaining one existing customer. The cascading effect of dissatisfaction is, therefore, (67 x 6) 402 times. In another study, a 5 percent increase in retention of customers saves up to 18 percent of cost. Therefore, all the efforts must be put in retention of customers to achieve reduction in expenses of management.

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Knowledge Resonance

Higher Education in India Through E-Learning

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Abstract

In India, globalisation has generated a good vibration and life for higher education.

The new era of technology enabled education or 'eLearning' is displacing the outdated traditional methods of learning.

eLearning is also a broader term than 'online learning' and 'm-learning' The uniqueness of eLearning is that, it provides the learner the opportunity to learn anytime, anywhere. eLearning is the only method of learning, where three distinct learning styles of auditory learners, visual learners, and kinesthetic learners are incorporated.

Advanced learners are allowed to speed through or bypass instruction that is redundant while novices slow their own progress through content, eliminating their own frustrations.

This paper focuses on the Indian higher education scenario, eLearning content preparation and presentation tools, application of eLearning in various types of methodologies used in higher studies, pros and cons of eLearning and future of eLearning in India. Since the Indian knowledge industry is entering into the take off stage, the strategy of survival of the fittest holds good. Few institutions like IITs join the race, while the rest suffer from lack of knowledge or from lack of realization of the importance of eLearning. The IT service sector export of India is growing at a faster rate. This same speed of growth is not replicated in eLearning application.

Technology enabled learning is evolved through a combination of hardware, software, media delivery system and communication systems including networking. eLearning benefits the society by offering integration of all institutions, access to best faculty and quality study material, avoidance of human bias, dust free learning, individualized instruction, learning in experience, unique fast learner - slow learner mechanism, flexibility, cost effectiveness, zero opportunity cost of time etc.

Keyword : e-learning, one world, edusat

Introduction

The new era of globalized 'one world' has made it necessary to bring about an integrated methodology in teaching-learning environment. The movement of knowledge (technology) and knowledge workers across the countries fills the knowledge gap. Here

Hecksler-Ohlin's theory of comparative cost advantage of international trade becomes applicable in the knowledge trade. The countries which are in comparatively better knowledge are in a position to trade their ideas, till the rest of the countries are brought abreast of them. This can be called as comparative advantage theory of knowledge.

In India, globalisation has generated a good vibration and life for higher education.

The new era of technology enabled education or 'eLearning' is displacing the outdated traditional methods of learnings. eLearning is also a broader term than 'online learning' or 'online education' which generally refers to purely web-based learning. In cases where mobile technologies are used, the term 'm-learning' is used.

The uniqueness of eLearning is that it provides the learner the opportunity to learn anytime, anywhere. eLearning is the only method of learning, where three distinct learning styles of auditory learners, visual learners, and kinesthetic learners are incorporated. And by using learning style tests, eLearning can locate and target individual learning preferences. eLearning is inclusive of a maximum range of learning styles, preferences, and needs. Advanced learners are allowed to speed through or bypass instruction that is redundant while novices slow their own progress through content, eliminating their own frustrations.

Indian Higher Education Scenario

In India, the higher education has got both government and private players in the market. It consists of arts, science, management, technical and professional education. Since the Indian knowledge industry is entering into the take off stage, the strategy of survival of the fittest holds good. The foreign players are also trying to join the competition. And hence the less effective educational institutions are forced to merge themselves with others or they are forced to go out of market. Though the transition period is painful, the ultimate fruit will be surely in favour of both the knowledge sellers and buyers. If this system is well planned, students can reach the knowledge of remote and unreachable locations in every nook and corners of the world at no cost.

There exists a paradox in eLearning among various institutes. Few institutions join the race, while the rest suffer from lack of knowledge or from lack of realization of the importance of eLearning. Institutes like IITs are adopting all latest technologies and are keeping their students enlightened from various parts of the world. eLearning has vast potential in India. A major marketing and awareness effort will bring about the desirable change. UGC, NAAC, ICSSR, DBT, NCERT, ICHR, NEEPA, AICTE and other agencies of ISO 9000 family are pushing from various directions to bring the slow growers to walk with the rest.

University Grants Commission provides eLearning programs like EDUSAT and

Infornet

The IT service sector export of India has grown up from US $ 754 millions in 1995-2000 to US $ 12,000 millions in 2005-10. The annual growth based on the trend analysis is US $ 573 in India. The Indian IT sector is growing at a faster rate. This same speed of growth is not replicated in eLearning application. If all these efforts, are directed properly the ups and downs in knowledge growth can be removed.

eLearning Content Preparation and Presentation Tools

Technology enabled learning is evolved through a combination of hardware, software, media delivery system and communication systems including networking.

Desktop, laptop or notepad, palmtop or hand held computers, electronic blackboard, electronic writing pads, mouse, trackball, joystick, light pens touch screen, optical mark /

character recognition, bar code reader, digitising tablet or digitizers and a cursor (puck) or a pen(stylus), speech or voice input device, printers, scanners, copiers and faxes are some of the hardware devices.

Softwares includes voice recognition, hand writing recognition, information management programs, learning packages in removable disks and in hard disks, data base management and data processing softwares, information banks (dictionaries, encyclopaedias, almanac, references), digital books, educative games, programmes and languages, skill Training, self learning packages, edutainment (education and entertaining) softwares, presentations, word processors, spreadsheets, designers, audio and video animating and editing softwares.

Delivery systems includes audio and video conferencing aids, dishes and antennas for satellite communication, web cameras, digital video and still cameras, cell phones, speaker phones, telecommunication linkages, modem, server, LCD and/or D.L.P. Projectors. Some communication services include, telegraph, dialog (telephony, video telephony, telemetry, teletex, telex, videotext, facsimile, video surveillance,

Electronic Meeting Systems (audio, video, groupware, teleconferencing.), Retrieval (videotext, broad band), Messaging (voicemail, video mail, electronic mail), etc.

Communication technologies are generally categorized as asynchronous or synchronous. Asynchronous activities use technologies such as electronic mail, blogs, wikis, and discussion boards. Synchronous activities occur in an online chat session or a virtual classroom or meeting. Application of eLearning in Various Types of Methodologies used in Higher Studies

Multimedia is highly useful in Research, Teaching, and Learning. In research, review of related and earlier studies can be done through various search engines. Panel discussions, presentations by learners and teachers, submission of assignments, feedback from students, 3600 performance appraisal system for teachers, recording for future, workshops, multiple choice tests, guest lectures from distant university experts, case study, projects, remedial teaching, training the absentees, disseminating instructions, easy evaluation methods, on-line objective testing, studentcreated projects, experimentations, emerging learning workshops etc are some of the easy tasks where eLearning can take place easily. 3D graphics are used for creating various models of science and maths. Hypermedia, interactive multimedia, multimedia presentations, virtual reality community, personal information management programs, departmental information management programs, documentation of teaching materials, etc will also enhance applications in higher educational system.

Benefits of eLearning Integration

All institutions, research institutions, regulatory bodies, professionals, academicians and students can be integrated on regional, state, national and international level. Sharing of knowledge, experience, infrastructure and technology will enhance the effective and efficient utilization of available resources. Students can have an access to unlimited storehouse of information at any hour and from any place.

Access to best faculty and quality study material

Since eLearning has ability to cover distances, a few good teachers can be scaled up. Faculty availability is not restricted by geography or even time because of recorded classrooms. The expert teachers also will be identified and honoured by the demand for them from learners

Human bias : eLearning helps removes the bias of sex, religion, colour, caste etc.

Dust free environment: Unlike in chalk and talk method, learning atmosphere becomes dust free. Individualized instruction: eLearning also offers individualized instruction, which print media cannot provide. It makes learning exciting, engaging and compelling. Blended programmes can integrate eLearning with face-to-face workshops, coaching, action learning and a huge range of other learning methods to cover a range of needs, styles and approaches. Private messaging readily supports these exchanges while protecting the participants' privacy. Based on the individual and/or group needs, interests, career objectives and job profiles, lesson modules can be chosen.

Learning in experience : A Chinese proverb says, 'Tell me, and I'll forget. Show me, and I may remember. Involve me, and I'll understand'. Difficult or dull subjects can be made more interesting, easier and more appealing by e learning. It is an active experience with the emphasis on interactivity and 'learning by doing'. Also, many studies have proved that absorption levels are at least 20% higher in eLearning compared to traditional learning. Future of eLearning in India According to IDC, the revenue earned worldwide from eLearning was $12 billion in 2010. That's expected to rise to $21 billion by 2012. Nasscom reports that Indian companies will get revenues of $7 million to $9 million by the end of 2010. eLearning in India has a very big potential and a bright future. At present many Indian students are going abroad for education with various demands. All those demands can be satisfied through commercial/ private players' entry into the knowledge market in future. Also in future there will be high demand for people who can develop multi-lingual courseware that addresses various topics.

In higher education, virtual classroom, a teacher free classroom has got bright future in India. A virtual classroom is one where the virtual reality is enhanced. It is a totally technology enabled class room environment. Virtual Reality (V.R.) is a 3D learning environment where the learner can explore the learning concept. Learning is experienced through games or simulated situation. It brings a real environment while wearing a headset and data glove in an immersive virtual reality environment. In the areas of Medicine, Engineering, Astronomy and other skill trainings, virtual eLearning will become indispensable. 2D and nonimmerse virtual reality situations are available in many higher educational institutions in India. Since this type of eLearning brings out the joy of learning, every distant learning program should incorporate virtual classroom communication. All technical higher educational departments should prepare separate virtual reality modules for each lesson.

To conclude modernization of education in Indian colleges and universities is a necessary attempt. The syllabuses, subjects and courses have to be planned in such a way that it satisfies the top international standards. To attract affordable international students, who are interested in comparatively quality education, eLearning has to be promoted. Infrastructures also have to be standardized so that it satisfies the basic needs of every student. On the technology support side we need adventurous faculty collaborators willing to share both their content expertise, and their experience as effective teachers and communicators. The knowledge resource from the best brains of various institutes, colleges and universities has to be used for bringing about a better society. E-twinning of institutions will help them to share their infrastructure and technical expertise. More inter-country exchange programs will help achieve the target. In brief, global exploration into any branch of knowledge is possible only through technology enabled learning. "Open up the doors - to as many people as possible to gain access to it, at whatever moments in their lives, however frequently they choose to knock upon this or that education door."

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The Impact of Security and Identity Management Issues in Grid Business Plan

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Abstract

Security and identity management related issues indisputably constitute a major role in the adoption of new technologies in the Information Technology sector. Grid could not be an exception to that. This paper investigates another perspective apart from the technical one for dealing with such issues, the business one. It evaluates and discusses through real case examples, the risks associated with these issues in various heterogeneous industrial sectors, the impact of those in defining a successful business plan for a Grid product and the associated challenges. The aim is to provide a set of business guidelines and paradigms for early adopters not only for the Grid area but that can be also applied to associated, emerging and very promising technologies that Grid can be applied or integrated with such as Cloud Computing and Service Oriented Architectures.

1. Introduction and Objectives

Security and identity management are two of the key issues affecting the adoption of the modern Information Technology (IT) solutions in industrial settings. Current trends like Service Oriented Architectures (SOA), Grid and cloud computing for example presume that enterprises have to release information out of their administrative domains which raise questions regarding to security of these solutions. Moreover, business models based on distributed computing, collaboration and virtual organizations assume high requirements for data privacy, where the credibility of data anonymity, authentication, and user authorization are among other things the critical factors defining the level of trust in the customers' minds, and their reluctance to adopt these solutions. Finally, the security requirements are not standard across industries, and might vary remarkably depending on the business focus. This paper approaches the security-related issues from the business perspective in the context of Grid technology. The purpose is to find out what kind of role business specialists give to security and privacy issues, and in which extend they relate them as critical factors and risks for business success. The research presented here is a result from case studies of the Grid business experiments conducted as part of the BE in GRID (Business Experiments in Grid) project, one of the European Union's largest integrated project funded by the Information Society Technologies research. The paper is organized as follows: the second section provides a description of the research methodology applied, whereas, the third section summarizes the findings from the literature research and presents a list of security-related issues in the adoption of Grid in business. The fourth section presents the results from the case studies regarding the impact of security-related issues in different industry sectors in a cross-case analysis and evaluation.

2. Methodology

This paper assesses the security risks for Grid applications in business environments based on real-life cases. In order to achieve this goal first a literature review regarding potential Grid security risks and complemented with input from the market. Next, these identified risks were assessed in specific business environments based on the case studies [3] of the BE in GRID. The experiments were clustered in industries such as the advanced manufacturing, media, financial, retail & logistics and E-Science ones. First, the security risks were analyzed per experiment and then an aggregated summary per industry was provided. The main sources of information for the case studies were the various documented descriptions and presentations of the BEs, the analysis and review of the business and exploitation plans as business consultants of the project, and the bilateral communication with representatives from the BEs. The aggregated summary of identified security risks per industry was illustrated with a spider diagram. Besides the assessment of security risks also organizational and legal issues were considered as necessary measures that companies need to introduce to minimize security and identity management risks in a more holistic approach. In a final step the findings were analysed based on the cross-case approach and aggregated findings regarding security and identity management issues of Grid in business environments were summarized as well some advice given for potential adopters.

3. Security-related issues in the adoption of Grid in business

Grid technology provides powerful computing resources on demand, management of large amounts of data and virtualized applications on top of a large scale federation of heterogeneous resources that may belong to different domains. High computing industries like finance, manufacturing, energy, health, life sciences and high distributed markets like retail, tourism etc, have already made first steps to adopt this technology. Despite the benefits, the market is clearly "hanging back" in regard to Grid technology because of business and technical issues related to the availability of applications ready for Grid, the migration costs of existing applications to a Grid environment, licensing, data privacy concerns, management of resources, reliability, maturity, dependability, security, availability of providers in the market. These concerns have prevented the widespread adoption of Grid solutions across the enterprises. A service provider for Grid based services has to be aware of the real and perceived concerns potential customers have and address them in order to adopt a successful market entry strategy.

In the development of Grid computing within academic and science areas, focus has been primarily put on the implementation of a distributed high capacity computing platform. To enter the market, additional aspects like security need to be properly addressed. As Grid computing reaches a high level of deployment, the overload, systems and applications failures and the number of attacks that want to take advantage of the services or even prevent its operation will rise and can impact service levels. Regulatory bodies can establish additional requirements that can impose obstacles and/or barriers to the adoption of Grid solutions across national and/or international boundaries. Therefore, it is important for Grid computing to provide satisfactory solutions to the business need for high security including identity management and legal compliance. The economic benefits for organizations to share resources must be supported by the compliance with the security requirements in order for Grid computing to be accepted in the commercial sectors. Some of the security challenges that Grid computing has to overcome to cross from science environments to the main stream of IT services market we have identified are the following:

Usability

The adoption of Grid based services conveys a transition with technological and cultural changes. The step from in-house computing to shared and outsourced computing is also considerable taking into account the necessary mechanisms that have to be implemented to meet the required security policies and levels. The impact of these mechanisms must not affect the user experience. As an example, it's crucial to provide single-sign-on capabilities. This way, user authentication only needs to be done once.

Information privacy

Enterprises are very concerned about the risks they assume when their business data and resources are made available to external access, either because the company's data is transmitted, stored or processed outside the company's own firewall or their in-house resources (that they use for their business and in which they keep internal data) are shared with other organizations. Any issue about the confidentiality and integrity of the data has to be very clearly defined and solved. Grid security must enforce the protection of the data confidentiality i.e. data should only be accessible to authenticated and authorised users and integrity as data won't be altered during communication processes by unauthorised access in the exchanges between the Grid and users and within the Grid.

Resource access and usage control

Grids are integrated by resources that are shared between organizations that can constitute a virtual organization. Organizations that contribute to the virtual organization by making available their resources are very concerned about the risks they assume when external applications are run in their resources. If their allocation is not controlled, resources can be unstable, unreliable or even unavailable; for instance, if an application consumes too many computing resources and starves other processes of resources. This behaviour can impact either the users or third party organizations that also access the resources and are expecting to receive a contractual QoS. It needs to be clearly and carefully defined what is shared, the permissions to share, the usage patterns and priorities. The access authorization control to the resources must be based on credentials for the users, either global for all the resources shared within a virtual organization level with a centralized authorization system or on a resource level systems.

Unified Security

The unified implementation of the security schemes across the Grid is very complex because of the diversified environment. It's composed of computing resources with heterogeneous hardware and software platforms and security technologies that reside in different administrative domains with its own security infrastructure and different hosting environments. Interoperability is very challenging and requires the use of tools to hide this complexity without compromising performance.

Dynamic Security Configuration

The management of the Grid security must support the configuration of the security aspects previously described (information privacy, access and usage control) in an environment that is highly dynamic (creation of new services onthe-fly, deployment and withdrawal of resources, changes in the composition of virtual organizations etc), volatile and unpredictable. To adapt dynamically to the changes, security configuration management must be able to establish credentials and trust relations automatically, without human intervention, between virtual organizations, users, services and resources.

Management System

The management system is crucial to operating virtual organizations that may consist of multiple entities, components, users, domains, policies, and stake holders. Virtual organizations require a scalable, reliable and distributed management system capable of operating across organizational boundaries. This system must offer support for functions such as managing and safe storage of user credentials and trust relations and maintaining of group membership information. If this management is done at a user level instead of at the organizational level, security design can be very challenging.

Monitoring

Security policies implementation requires a system to survey resource usage and management system operations to create and negotiate trusts and authorize the users to access to resources. Apart from the security issues, monitoring is vital for several reasons. Most importantly, it provides the necessary information for charging the use of resources. Data gathered from monitoring is also needed for scheduling and QoS control.

4. Analysis of the impact of security-related issues per industry sector

As already presented, the BE in GRID BEs cover a set of representative industrial sectors that address concrete business cases and in which the main actors of the economic sector are represented. From a technical point of view, the BEs are using different Grid foundation middleware, evaluating their suitability for solving specific real-world problems something that provided us with a more complete view on the real-life security issues. Furthermore, BEs stand as a reference point for other users. By highlighting the scenario, solution and result for each one of these cases, developing missing software and releasing best practice guides, our aim is to encourage other end users in a similar situation to investigate the role that Grid technology could have for them. To analyse and evaluate the business potential and identify the areas that further improvement is needed across those heterogeneous approaches a specific analysis method was defined and utilised for all of them, which:

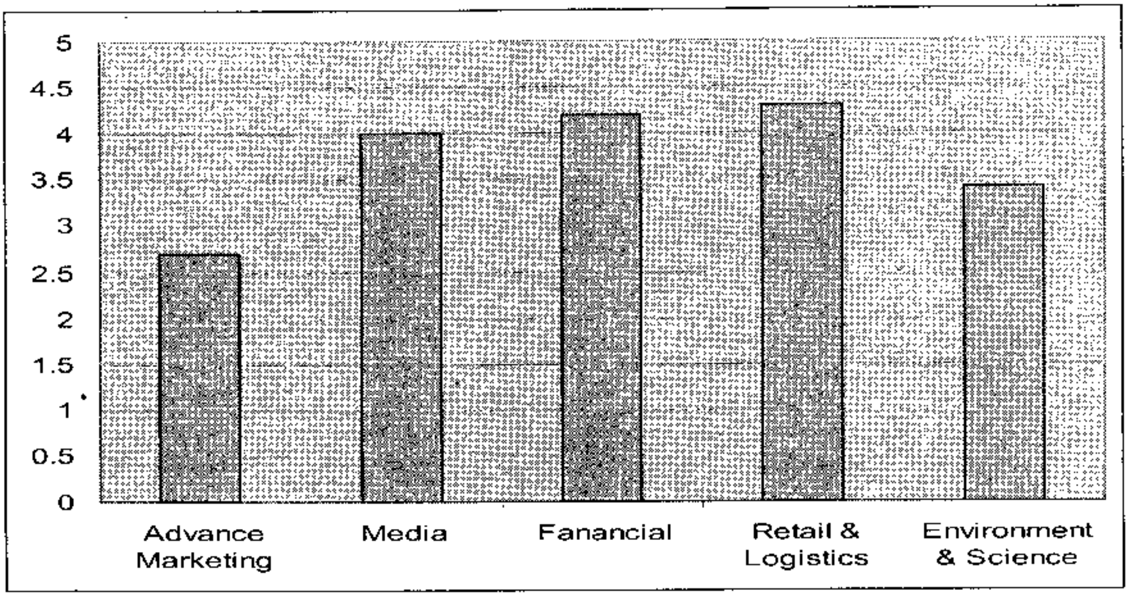
- Focused on the essential business success criteria and their detailed analysis
- Integrated the various business cases into a common analysis model in order to analyze and compare them in a reliable way
- Included a ranking to evaluate the exploitation plans in a quantitative way

This method was based on well defined benchmark areas revealing how well each business case has managed to develop in each one of them. An analytical scoring tool was developed with detailed evaluation and scaling criteria. Finally, it was needed to find a visual way to present and compare results between different BEs. "Spider web" diagrams were considered as an appropriate way of doing this, as a commonly used tool in different contexts to analyse the important elements/factors of a topic under investigation, and to reveal the gap between the ideal level of development (or satisfaction) and current state. The next sections present a discussion of the evaluation and comparison between the sectors as well as an example in-depth analysis for one of them as an illustration of the methodology used.

Discussion of results from the cross evaluation of all sectors

The processing of the initial results revealed some specific weak areas that were not tackled sufficiently enough especially when compared with the relevant technical documents. One area, as already mentioned was this related to the analysis of security and identity management issues. Despite the fact that one of the main concerns from the customer side was security, that seemed not to influence equally the products developed for the various sectors and the implantation strategy followed. A second round of analysis was performed in order to investigate further this. The analysis and evaluation produced the following result as seen in the next figure.

Fig.: Evaluation of the significance of security and identity management issues in producing Grid business plan



As it became apparent only 3 of these sectors took real consideration of the security and identity management issues around those cases: the retail and logistics, the financial and media ones. We found this to be attributed to the particularities of each sector (customer profiles, value-added of the products, target market etc), the IT-relevance and experience of the involved companies as well as to the different approaches followed in marketing the products. For example, the enhanced security promised through the usage of Grid middleware as a product feature in the financial sector products constituted a unique selling proposition highlighted in the marketing strategy of the product. In other cases such as the science sector, even though security was taken into account in the implementation/technical phase this did not affect their business plans, not even their risk analysis. It seemed that the business experts of the company either did not consult the application developers or that these issues were not spotted early enough to affect the business strategy development. Unfortunately, in some of these cases, as we now know, this early identification of security issues negatively influenced the success of the business plans due to the delays occurred in the implementation phase consequently effecting their financial figures. The case studies of the BEs in the different industry sectors show that there are some differences in the experienced importance of different security aspects. The two main features of relevance for the retail and logistics sector are data exchange and collaboration among the companies involved in logistic supply chains. Thus, the main security risks experienced and scored by values higher than 4 are: information privacy, resource access & usage control and identity management. Ad-hoc logistic chains and changes in the flow of goods and information require in particular a sophisticated dynamic security configuration. Similar to the retail and logistics sector the main application area for Grid solutions is the collaborative work on media data. Consequently, the major security requirements identified in the involved BEs are: providing support for identity management, information privacy as well as resource access and usage control.

The focus of the Grid applications for the financial sector is on Grid solutions providing high performance computing for the various calculation models applied in the financial industry. At the same time data that might be prone to Grid computing is highly confidential. Thus, the main focus is on support for information privacy and identity management. Grid technology needs to provide integrated solutions providing support for the combination of the above identified security risk in each sector. Our work has aimed to address security issues by emphasizing the fact that security is not important just technologically but the solidness of a technical solution has an important impact to business, and importantly, many market related issues give requirements and conditions to the technical solutions. Additionally, these requirements are not standard but might vary depending on a national, sector, and the business levels, and should be identified and analyzed from beginning. The following market and business related factors have been highlighted:The regulatory rules and restrictions: The regulatory rules and restrictions (dependent on national laws and industries) can give the "go/stop - decision" for a new solution. For example in the health sector the patient privacy has to be guaranteed, and the solution has to be complete what comes to data anonymity regarding to patient information which goes out the hospital, authentication, and authorization.

The Competition Sensitive Information

Firms are extremely cautious to give information about their customers and issues closely related to their core competences. This has a high importance especially in the cases where a service provider is having clients who are direct competitors, as well as in virtual organizations, where competitors are collaborating and competing at the same time. Thus, information privacy, resource access, unified security and dynamic security integration are the key for customers to adopt new solutions.

Consumer Sensitive Information

Even the most of the business cases develop solutions to a business-to-business context, the information about consumers might build their databases. In addition to strict regulations of data privacy, a solution provider has to convince the consumers that application is secure.

Customer Orientation

Thinking, building, and communication the security issues from a customer point of view are the keys to reduce the customer reluctance to adopt new solutions. The goal should not be just on minimum requirements (e.g. technology and legal requirements) but to build the solutions which minimize the complexity, to be simple, and easy to understand.

The Legal View

We strongly believe that the legal issues around security and identity management should not be underestimated. Contractual issues, Intellectual Property Rights, licensing, privacy and confidentially, software liability etc must be carefully investigated in the context of a new technology as existing practices may not be applicable.

5. Conclusions And Further Work

The main purpose of this work was the investigation of the role that security and identity management issues play from the business perspective in the context of Grid technology, and in what extend they constitute risks for business success. In order to accomplish our purpose we examined the relationship between security and identity management in Grid and analyzed the impact of security-related issues and associated risks in different industry sectors.

Security and identity management issues are strictly bounded with the distinctive characteristics of the various industry sectors. In many industries security has a secondary role, as the business experts focus only in the main advantages of Grid technology, such as the increase of the computational power. Nevertheless, there are industries, such as the financial or the retail and logistics, where the credibility of data anonymity, authentication and user authorization are critical factors for the survival of the enterprises. The main trigger for the adoption of security issues in those sectors are the market conditions as well as the regulatory rules or the sensitivity of the information either concerning the customers or the organization. Another important remark concerns the perspective by which security issues must be addressed. Those perspectives are technical, business, dissemination and legal, i.e. security must be tackled holistically and should be identified and analyzed from the beginning of the business plan. We hope that our results motivate several directions for future research. The analysis was based on business cases that belong to different sectors. There are now eight more cases from proportional sectors (agriculture, health, telecommunications etc) recently incorporated in the project that will be integrated in our next analysis. Our aim has been for our results to be a guide for the incorporation of security issues into their implementation plans.

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Knowledge Resonance

The Thematic Concern in The Three Novels of William Golding

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Introduction

The principal aim of this study is to examine Golding's preoccupation with evils on the contemporary society challenging the soul of man. First, there is the upsurge of violence, terrorism and war mania that has unleashed the beast in man to stalk innocent prey. Secondly, the evil of mans sexual perversions: man's urges of the libido liberated from shame, guilt and fear. Thirdly, the invincible disease of modern society,------ class conflict or the evils of social stratification that oppress man's sense of equality and joy. Finally, religion, once a personal matter between the creator and the created perverted in the contemporary society by factors such as fanaticism, nihilism and other evils.

The water of life can also be the water of affliction, L'Orient in a watery world is the stage set of a series of dramatic episodes woven through the nautical trilogy, Rites of Passage, Close Quarters and Fire Down Below. Golding's ninth novel Rites of Passage, written in 1980 takes the form of a journal written by Edmund Talbot. He records the important events of the journey and begins his account by speaking about the various passengers and crew members. In this motley, we come across a cross section of the English society of the early nineteenth century. The novel deals with the class division and thus can appropriately be regarded as a running theme of the book. Golding's tenth novel Close Quarters (1987) presupposes knowledge of its predecessor; 'Rites of Passage'. The book deals with the romantic feelings of a clearly unwell Talbot for a young woman whom he accosts on a different ship that they come across. That ship is HMS Alcyone but Talbot vents his fears about the seaworthiness of his own ship to complete her journey. Close Quarters has a much lighter tone than 'Rites of Passage, hence the allegorical element is far less pronounced than in the former. Fire Down Below (1989) is the final book of trilogy. This is a far cry from the early trilogy and shows greater development in Golding's art. Talbot's gradual gaining of maturity, his growing administration for the Prettimans, the open rivalry between the two principal officers (Summers and Benet) to gain the respect and trust of captain Anderson and the culmination of Talbot's love for Miss Chumley are elements which keep the readers interest in the novel unflagging.

The trilogy display Golding's consummate skill of characterization. For instance, the steady growth of Talbot's mind and his changing perception of some persons in the ship deserve to be read. In Rites of Passage, Talbot had looked down at Colley as foolish and pitiful. He regards him as a true hero in life in another novel. Similarly, Talbot had dismissed Prettiman as an infirm, conventional social philosopher. Now his stance towards Prettiman changes on account of his radical ideas and utopian ideals.

Thematic Approaches

War and Violence

To examine Golding's unique stand on the question of modern man's regression one has to review his age. His novels are a powerful indictment of the real evil in the world .... social evils of intolerance, exploitation, victims of social wrong like Colley who revolt ineffectually against the inexorable hierarchy. Colley's righteous anger at captain Andersans irreverence shown to his cloth, "MY MASTER HIMSELF" has been insulted and though He may--- forgive it, I have a duty to deliver a rebuke rather than suffer that in silence! Not for ourselves, O Lord but for THEE [1].

According to common christian belief, Colley's suicide would be a moral outrage. The prevalent belief is that man has no right to take his own life. But post war twentieth century nihilists would be supremely indifferent to this form of death. It is not the man's death but his motive of guilt or shame behind it that shocks one. It is incredible that "Man can die of shame" [2]. Talbot colours our judgement. He blames Colley's own nature, which manifesting its darkness in act of bestiality, was unable to cope with the discovery'

The issue here is not one of violence alone. The complex plot of the novel unfolds with the gradual arousal of Colley's primitive sensibility by the anti-clerical captain Anderson, who arrogantly walks through Colley on the quarterdeck knocking him down. This violent display of anger is unpardonable. "There was I thought and indeed was frightened by the thought, a kind of stare in his eyes, a suffusion of blood in all his countenance that made me believe he might well assault me physically"[4]. Puzzled, hurt and terrorized Colley is abducted from his hutch by the devils, Deverel and Cumbershum and subjected to the obscene rites of eating muck and being doused in dirty water yet now, as I struggled each time to get out of the wallowing slippery muck, I heard what the poor victims of the French terror must have heard in their last moments and oh it is crueler than death, it must be, it must be so, nothing; nothing that men can do to each other can be compared with that snarling, lustful, storming appetite'. [5] Outraged and shunned by the officers and the captain, Colley's ventures below deck to drink and make merry with the jolly tars"[6] as a violent reaction to his rejection and humiliation on deck. Colley's daring act of defying the decorum of the upper deck by micturating in public is understandable, [7]. Obvious that Captain Anderson, Deverel, Cumbershum and Talbot are involved in a web of deceit to cover up the real facts about his death. Edmund realizes with a start that Summers had known this all along "Mr. Colley is willing himself to death come. I have known it happen among savage people They are able to lie down and die". [8].

A Catastrophe at the end of 'Fire Down Below" is the blaze below deck if the L'Orient kindled by Bennet who is involved in repairing the mast, Talbot seeing the holocaust rushes through the avalanche of sparks to rescue his friend Summers, but it is futile. Summers dies a heroic death like Maty. Boynd points out how this is anticipated by a clue in Close Quarters by Anderson. There is too much fire below.... I cannot like the things, If they should explode, they might touch off a fleet like tender.' [9] Benet's scheme is thus associated with a scientific and technological development which will prove successful, despite Anderson's misgivings. And yet those misgivings have their force because such a development will lead to greater power in destructiveness' [10]:

Frank Kermode finely observes that 'His characters live in a world of rock and sea and amobea heaving in the pull of the moon, refusing to be locked fast by human imaginings of good or evil, obstinately talking its own language of sucking, plopping and roaring, against the human language which gives it another kind of life'.[11] The Voyage grows more perilous with a tempest brewing .... a gulf opened under the stern..., there was no light in that abyss,.....that blackness of water a welter of black flint ... light lifted off the earth so that the sea itself collected blackness whenever there was allowed a temporary hollow. [12] A monstrous drifting Antarctic iceberg now confronts the ship, the crisis is near fatal as the ship steers dangerously through the barrage of falling ice crags. I recognized that nature ......had now finally gone mad'[13] we recollect the terrorizing encounter of the Ancient mariners ship with the towering icebergs.' [14].

Endurance and perseverance give strength to a human being. In Golding's fiction both patterns of allegorical action progress and battle are evident. The double force of Goldings allegory is particularly effective in his dramatic use of both motif, where physical struggles realistically convincing in their own right, enhance the implied symbolic conflict' [15].

Violence is a part of the cycle of creation and destruction .The very origin of the universe is linked with primordial violence. In artistic creation, violence is analogous to regeneration. Golding paints the intense fire of artistic emotions in Talbot, Coleridge describing the function of the secondary imagination says, it dissolves, diffuses, dissipates in order to recreate or where the process is rendered impossible, yet still at all events its struggles to idealize and to unify.

Sex And Sexuality

Godding's novel explore the ridden springs of man's socio sexual desires and needs and their turbulent conflict with conventional mores. In Rites of Passage, Edmund Talbot's amorous peccadilloes with Zenobia are overlooked while Parson Colley's sexual mis-de-mean-our is condemned, so if, 'beauty is in the eye of the beholder, why then so is everything else.'[16] We can invert it and say ugliness or evil lies in the eyes of the beholder. So the greatest evil is not just violence, war, sexual depravity or fanaticism in religion but intolerance of folly in erring humans. Talbot pens a veritable rhapsody in honour of the frivolously dressed whore Zenobia Brocklebank. He foresees that 'we were about to embark on a familiar set of steps in an ancient dance.'[17] Viewed through his own libidinal eyes, his seduction of Zenobia in his hutch (cabin) is only a tropical madness'[18] His sexual ordour cooled, he scorns Zenobia's fear of the French and records pompously in his journal, 'I must rouse myself from too dull a view of the farmyard transactions by which our wretched species is lugged into daylight.[19] Colley is drawn into a whirlpool of Vulgar rites of passage while 'crossing the line '[20] resulting in the evil torture of a nightmare darkness, judgment and a guilt induced suicide. Colley's daring act of liberating himself from the cassock, drinking with the crew, singing with them and the final display of manhood in his public micturation is a part of breaking free from convention [21].

Edmund Talbot's physical voyage to Sydney from Liverpool is more of a psychological voyage of self discovery. His casual attitude to sex is drastically changed by the death of Colley and Wheeler. Edmund freely condemns Benet to be a flirt. He finally gets the truth from Marion, that the golden-haired boy penning panegyrics is only a sentimental mother-complex boy, who craves for affection from older women. [22] Edmund realizes that his sexual jealousy of Benet's popularity made him presume ill of his conduct. His assessment of number of people like Colley, Benet and Prettimans backfires on him. His cynical approach is part of his own sexual frustration at losing Marion Chumley, his beloved. Lusty Talbot can only see sex in marriage. He is ignorant of the need for companionship, tenderness and love in wedlock. This constant prejudice and condemnation of Edmund confirms our knowledge of his own inadequacy. Presumption is evil. Edmond revises his hasty opinions about his fellow- men. Every novel of Godling's becomes a life voyage of self discovery, a journey from innocence to knowledge and awareness.

Class Conflict

Man is born free but is soon enchained by his social class. If a man was not branded by the stigma of his social class he would have better chance of thrviing as a human entity in society. Lieutenant Summers in Golding's 'Rites of Passage' is a classis case in point. He comes of a humbler class than Deverel and so lacks his niceties. He tells Talbot bitterly "that a man's original is branded on his forehead never to be removed". [23] Golding examines the evils of class war in England which leads to disintegration and disruption in human relationship in Rites of Passage. In Golding's nautical trilogy, we see the corroding effects of capitalism on human relations. The crisis in bourgeois values and the cultural sterility of the middle class, exploitation of the workin- class for its pleasure. .....Talbots casual seduction of Zenobia in his hutch is a prime example [24]. The modern world desires to break down class barriers and minimize the evil effects of social stratification through interclass marriages, like that of Lord Talbot and Marion Chumley, by fostering positive attitude to human values.

In Rites of Passage, the wooden world of the ship has invisible lines, that demarcate the different classes. Edmund Talbot a lordly buck flaunting his aristocratic powers and patronizing the officers of the L'orient. Though Talbot apologies politely to young Summers for injuring his sensibilities, Summers cannot conceal his hurt. "But true, Sir in our country, for all her greatness there is one thing she cannot do and that is translate a person wholly out of one class into another. Class is the British language"[25] While mollifying Summers, Talbot harshly condemns reverend Colley for stepping out of his station. "I swear he has got out of the peasantry by a kind of greasy obsequiousness .... Colley piled with ..... with spirits there in the fo'castle, had neither the strength to refuse it nor the breeding to resist its more destructive effects.[26] Blake Morrison observes that the novel is not much a sea story as a modern post- Auschwitz allegory where the sea represents a larger social order. 'The conflict of Colley and captain Anderson symbolizes the perennial conflict of church and state and their glances at such topics as class, justice, authority and the virtues and limitations of verisimilitude in art [27] .

Rites of Passage is significantly concerned with the evils of social stratification leading to injustice and persecution of less fortunately ranked individuals like Colley, Summers, Wheeler and Janet. Wheeler's subtle smite when Talbot brags to that him that he is a good sailor stirs his aristocratic ire at his impertinence. 'I made an immediate resolution to teach the man a lesson in manners at the first opportunity.'[28] Edmund cannot bear the 'Little tyrants'.[29] Overbearing orders of forbidding a service. He resolves to assert his authority. 'The brooding captain should not dictate to me in this manner. What. Is he to tell me whether I should have a service to attend or not?" [30] . Talbot is outraged by Summers attack on his social duty to visit Colley lying ill in his cabin. "I ? Go in that stinking hole ?[31] is his initial negative reaction. Summers accuses him saying, " .... you have used your birth and your prospective position to get for yourself and unusual degree of attention and comfort .... I do not complain .... dare not. Who am I to question the customs of our society or indeed, the laws of nature? In a sentence, you have excercised the privilege of your position. I am asking you to shoulder its responsibilities" [32] Talbot's pompous view that civilized nations will rule the backward ones and his conviction that an elite body will govern better reflects his brash confidence. " .... A civilized community will always find ways of heath fully limiting the electorate to a body of highly born, highly educated, sophisticated professional and hereditary electors who come from a level of society which was born to govern, expects to govern and will always so. [33]

Red path finds the egotistical snobbishness and over confidence of Talbot's class superiority a defensive reaction to a world of political and social upheavals threatening the old class hierarchy which is in danger of collapse'[34], so class is not merely a Station in life, it is dangerously vulnerable shifting sand for the less fortunate.

Golding pessimistically proves that any violent switch from one class to another is fatal. Badly snubbed and humiliated by Deverel and crew in the barbaric rites of passage, Colley retreats in humiliation. Drinking rum and socializing with the sailers, is his act of liberation. In a moment of excess, he outraged his clerical status and subsequently commits suicide, rather than bear the disgrace of taunts in the rigid society aboard the L'Orient like Henry Fielding who Parodies Richardson's Pamela in Joseph Andrews, Golding Parodies Jane Austin's Pride and Prejudice and Persuasion in his Rites of Passage, Golding, like Fielding, registers the need of the middle class in England to eschew the affectations of the rich. The Ship with its rigid segregation of classes, its lines on the deck which are dangerous to cross, is manifestly Britain in miniature and it stink' [35]. ...... Talbot's blind arrogance and pride are like Dean Jocelin's, for both treat human beings as objects, Men like Talbot cocooned in comfort, lack breadth of vision and a broad-minded sympathy for the other classes; from their lofty position, they can have only a worked view of humanity. Sir Henry Somerset in Close Quarters is the thoughtlessly impatient and rude to Janet odes, Lady Somersets companion. Oh, come straight in, for heaven's sake, Janet! You need not be scared, nor say anything for you was only brought into make up the numbers.' [36] Such deliberate cruelty in the cultural classes is fairly common.

Golding shows the impossibility of a static Society. Utopias are static dreams on paper for reality and life spell change. A dynamic or Vibrant Society requires conflict, growth and decay to thrive class conflict, is therefore a necessary evil.

Religion

Golding has been called a religious writer for daring to describe man's brush with God. David Lodge speaks of his Christian pessimism, insistently anti-humanist and anti-Pelagian' [37] His deep compassion for man's suffering and his moral transgressions focus attention on his exposition of the evils of polluted dogmas and intolerance. Samuel Hynes calls his novels 'moral models '[38] for they trace a contour of experience and examine the consequence of human actions in a moral frame. Golding's vision of a world religion is seen in Prettiman's dream in 'Fire Down Below' when he tries to convince the skeptical Edmund of the goodness of the universe, that every man can receive. Golding speaks of the fire of human affection that grows in every human heart' [39]. It is like Tennyson's 'Little Systems' which are broken lights of thee' [40]. A similar idea of universal religion is expressed by the Philosopher, Mr. Prettiman," imagine over caravan, we, a fire down below here........ sparks of the Absolute ......Matching the fire up there .... out there! Moving by cool night through the deserts of this new land towards Eldorado with nothing between our eyes and the absolute, our ears and that music.' [41] Like Butler, Golding seeks a rational religion unpolluted by the stale doctrines of the decaying church.

Golding illustrates perversities in religion in various ages. In Rites of Passage, the Dionysian idea of excess and the sacrifice of the scape goat is examined. In Close Quarters and 'Fire Down Below', Golding sums up his ideas on religion and the moral individuals dream of a world religion based on 'Caritas' or love and service rational, yet profoundly irrational in its hope.

Conclusion

Golding proves conclusively that man evades the reality of the evil of ignorance within him self and suffers for his darkness which impels him to Sin. He tries to salvage the light of optimism from the darkness of logical pessimism. His novels preach against the Sins of the flesh in fleshy colours ...... Sins so strong to his nostrils, that there often is a cloacal stench around his most revealing scenes'[42]. In reviewing Golding's preoccupation with the question of evil, Melville's illuminating observation is be fitting

.... all men tragically great are made to through a certain morbid ness ..... all moral greatness is but disease.' [43] While Golding's rational scientific self yearns to exercise the terrors of the dark. Golding proves conclusively that hate is an evil that is endothermic while the calm of love is exothermic' [44]. A Sinister pattern of evil emerges in the novels where various kinds of betrayal, spiritual, social and sexual by man lead to guilt, suffering and expiation. In Rites of Passage, Talbot convincingly shows a heartening evolution of character from a selfish presumptuous callous Lord to a kind loving friend. Love is a civilizing emotion that brings about a change from egotism to a altruism [He subjects his protagonists to a rite de passage in which through a cathartic process they achieve a tragic awareness of their own Sin and evil].

Golding's treatment of the problem of evil in modern life shows his consistent commitment to tell the truth about the world of man today. He is fearless and willing to take the risk of exposing human depravities that are seldom spoken of. Three enduring truths emerge. They are : that evil must be faced with courage and mastered; that love engendered can achieve Good and finally, that tolerance as found in Mathew: 'Judge not, that ye be not judged' [45], is a necessity. The gloomy prophet views the malaise of humanity in the nautical triology with a gentler eye, for "Men , like cables, have each their breaking strain" as Lt. Summers tells Talbot' [46]. At the end of the voyage, Lord Talbot gains new insight into the mysteries of human relationship, 'I know fear. I know friendship which would exchange gold armour for bronze. Above all, I know Love'. [47]

The Cambridge Critic F.R. Leavis view of the world of new novelists befits Golding brilliantly; a religious yet moralistic, non political yet aggressively class-conscious, the faith of a British Last Puritan' [48].

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Environment Through Language Teacher's Eyes

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Oxford English Dictionary defines 'Environment' as the physical world including plants, animals, the landscapes and the natural phenomena. Similarly, 'Nature' is defined as the physical world including plants, animals, the landscapes and the natural phenomena. The definition of Environment is akin to the definition of Nature. Hence as language teacher I wish to take liberty of replacing the term Environment with Nature-which is more familiar to me and has direct appeal to heart as against the term 'Environment' which appeals more to mind.

Nature has always been a source of inspiration for human beings. Be it a poet or an environmentalist, a novelist or a mathematician, a fiction writer or an astronomer- the varied and beauteous forms of Nature have attracted all. Their attitudes may differ, the manifestations of their responses may differ, but the curiosity which lies beneath all the attempts made by human beings to understand Nature or Environment is the same. Sometimes this curiosity manifests itself in the form of a poem by a poet or an experiment by a scientist. It is a matter of the prominence of Heart or the prominence of Mind. For example - Human eyes would evoke different responses from a poet and from an ophthalmologist. Would be more interested in them as an organ of vision and its parts like retina, cornea and eyeball. A piece of chalk would evoke different responses from a poet and a physicist. A poet would perceive chalk as a symbol of knowledge whereas a physicist would describe it as a stick of particles bound together by a weak adhesive force. Perceptions differ but at the heart of them lies the same concern- to interpret 'Life and living in their own way, using the gifts they are endowed with by Mother Nature.

As a student a Arts faculty and a teacher of language and literature it is the emotional side of the 'Environmental problem' which is more appealing to me rather than the scientific analysis of cause and effect. As far as the problem of environment is a poet would describe their beauty whereas an ophthalmologist.concerned 'Science' is doing the noble job of giving warning to the humanity by making predictions based on facts and findings. But as a language teacher let me do the same job, albeit in a different manner. As a language teacher and as an ordinary, inhabitant of the planet earth as well as the sufferer like any other human being I wish to make an emotional appeal to one and all-

How apt Rousseau -a French Thinker was when he wrote

"Nature never deceives us: it is always we who deceive ourselves."

The great Nature poet William Wordsworth also writes-

"Nature never betrays the heart that loves her."

Wordsworth was a pantheist- The worshipper of Nature. For him:-

"Even the meanest flower that blooms can rouse the thoughts that do often lie too deep for tears."

Our own 'Baalkavi' (बालकवी) expresses his love for a tiny, insignificant flower-

"रंगरंगुल्या सानसानुल्या गवतफुला रे गवतफुला
असा कसा रे मला लागला सांग तुझा रे लळा"

The rich tradition of saints also nurtured love for environment in human minds, when they gave this message to humanity - "वृक्षवल्ली आम्हा सोयरी, वनचरे" oupjs (plants, trees and animals are our friends & relatives.)

We have been reminded from time to time by the sensitive souls like poets, writers, saints as well as the researchers and the scientists that we are not the sole occupants of the planet Earth. That the film of environment which supports life is so delicate that its imbalance could play havoc with life on this planet.

Our ancestors knew it very well that their planet is blessed with the ideal combination of elements which made life possible on the Earth. They tried their best to maintain the delicate balance by preserving and conserving Nature and Environment. With the passage of time, selfishness, greed and insensitivity of human race increased to such an extent that they started dismantling their own home for momentary gains. The devastating result is before us today and widely felt.

The suffocating dust and smoke of the cities, horrifying sight of naked hills denunded of greenery, the frequent patches of white coloured soil- all point to the fast deteriorating environment around us. While their is undoubted increase in the comforts and luxurious in the privacies of well maintained homes, one has to go farther and farther from human habitation to breathe in unspoiled atmosphere.

There is an invisible link between man and Nature. Nature is the soother as well as the healer. She acts as a balm for the jaded nerves. That is why we go near Nature to seek solace. But the link is broken today causing great damage to the life on the Earth. Materialism has made life so complex today that we have no time to appreciate Nature, leave alone the thought of preserving and conversing her. A poet has aptly described our apathy for Nature and the degrading quality of life-

"What is this life if full of care?

We have no time to stand and stare!

No time to stand beneath the boughs,

And look at the silvery clouds above!"

But think of time when there will be no boughs, no birds, no clouds, and no rains, no more poets and no more life! Hence, the question arises whether the Environmental Degradation has reached a point of no return or some remedial steps can reverse the process? Before venturing an opinion on this ticklish issue, we must take a stock of the degradation which has taken place. Mere mention of recent headlines in the Newspaper would suffice to piece together the picture of damage, degradation, devastation and the threatening future.

1) Global Warming killing 3 lakhs people every year.

   Death due to hunger, sickness and weather disasters to rise to half a million by 2030: A report by GHF. (Global Humanitarian Foundation based at Geneva)

   (The Times of India, 9th May 2009).

2) Our Mountain of E-Trash: Electronic waste is hazardous to us and our planet. But there are no laws to curb this fast-growing, largely unregulated sector. (The Times of India, 19th May 2009)

3) Climate change will be an election issue in five years:

   A statement given by Maldive's 41 year old president Mohamed Nasheed (The Times of India, 25th October 2009)

4) Maldive Cabinet held under water meeting (The Times of India, 19th October 2009)

5) Climate change meet begins amid distrust (The Times of India 12/12/2008) Coming back to national scenario, there are headlines-

6) Tulsi can save Taj from pollution. (The Times of India 12 December 2008)

7) Farmers' suicide - Is climate change the main culprit?

8) Now snow on kilimajaro in 20 years (The Times of India, Nov. 04, 2009)

9) Devestation caused by Tsunami in Japan in 2011 & the nuclear disaster which followed it is the recent example.

The list is endless. Degradation of soil, the air pollution, desertification, increase in population, erosion, the salination, food and water poisoned with pesticides continue to grow. Warning sings that are being given by Nature are loud and clear. We have just started realizing the results of our insensitivity towards Nature and the fast deteriorating symbolic relationship with the Environment. Environmentalists are trying hard to put sense in the insensitive minds. We must not be opposed to development per se. But we must oppose the development at any cost. We must favour sustainable development which can be achieved only by preservation and protection of ecological balance, the conversation of forests and the water-bodies and the preservation of the Flora and Founa of the country. Way back in the 15th Century the great poet Henry David Thoreau tried 'Walden Experiment'. He tried to lead independent life in jungle away from the din and bustle of human life. Still, there are movements like 'Back to Nature' gaining support and prospering around the globe. Yet what we need are not the extreme steps but a balanced and symbiotic relationship with Nature.

From the UN conference on the Human Environment at Stockholm in 1972 and the Earth submit in Brazil in 1992 to the Kyoto Protocol the world's main mechanism for tackling global warming, we have come a long way. Yet we have a long way to go.

The atmosphere and environment are not divided according to the National boundaries. They are common to entire global community. So only international and united efforts can impact the global warming and ozone layer depletion. Those countries who are contributing more to the environmental degradation have to make greater efforts and exercise greater abnegation in their consumption patterns to reduce the rate of pollution. The rich countries like the U.S. have not been able to reduce the consumption of fossil fuels. The U.S. is also hesitating to sign the Kyoto Protocol. Unless the rich countries in Northern hemisphere do not become responsible, there will be no realistic scenario of any tolerable level of pollution in the foreseeable future and the rich the advanced nations will also have to suffer the environmental disastrous like the Heart Wave in the USA in 1998 which killed hundreds of American Citizens and the nuclear disaster in Fukushima caused by Tsunami.

Man has to grow with the bio-mass and not consume it . The bio-mass which sustaines humanity has to be preserved and developed imaginatively. It will be futile to enter the debate whether man should curtail his wants or should strive hard to fulfill his ever increasing needs. But at least this much is certain that he has to postpone the satisfaction of many of his immediate desires so that he can develop his resources to make the best use of them at a later stage.

Whether the deterioration of environment can be reversed is a question that looms large. An optimist may answer affirmatively but concentrated efforts of the scientists, environmentalists, politicians, educators, and the common man and woman is the need of the hour. Sensitive hearts can do wonders. Indians culture has always tried to instill sensitivity for five elements of Nature- Earth, Water, Sky, Sun and Air.

Man is a rational animal. He has brain but we can not forget that he has a heart too. Science and scientific researchers are doing a fantastic job to find solutions to the problems that are potent enough to end the life on this planet. I strongly feel that an awareness about the problem, amongst the layman, could be brought about by making an emotional appeal. Mere statistical analysis of the data and the plain warnings would not achieve the desired result, as sometimes an appeal to heart proves effective than an appeal to mind. We don't need statistics to open our eyes. We can see and feel. But what if the senses are dead? Art has potential to rejuvenate the dead senses. Be it through photographs, movies, dramas or dance.........be it through caption,s poems, articles, novels or posters.

We must propogate the message, and help the red warning sign gleam more brightly than ever so that it would be sighted by one and all.

Only then perhaps, we could hope that an individual- as a responsible inhabitant of the Planet Earth would strive to maintain the unique identity of mother Earth as the only planet in the entire space which supports life. If we do not realize our responsibility and keep marching towards or graves disturbing and destroying everything around us -the posterity will never forgive us.

Why can't we all be pantheists like William Wordsworth? Like him why can't Nature be God for all of us? Why are we hell-bent upon creating a literal, moral and spiritual waste-land by our irresponsible and indifferent attitude?

In conclusion, it would not be out of place to quote Williams Wordsworth, who wrote -

"Nature never betrays the heart that loves her",

But had he been alive today to see the
destruction & devastation caused by
insensitive men, he would have written -

"Nature never forgives the heart that deceives her."

So, let us all be planet saviors.

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Knowledge Resonance

Teaching English Language in Rural Areas

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Abstract

This paper throws light on the problems faced by English language teacher who teach English as a second language in Rural India. The paper aims at bringing about desirable changes in the situation by discussing the issue at large and bringing out some experimental suggestions as a remedy to the problem. An attempt is maid to know the teaching-learning process and the roles of teacher and student.

A teacher's primary role is not only to enable the students to understand what he is intending to say or teach. It is also the duty of the teacher to understand what the student wants and says. In teaching-learning process, two things play the vital roles; one is the delivering capacity of the teacher and the other one is the receiving capacity of the students. Without the two aspects, the teaching-learning process will not be a successful one.

Background

There are so many factors that affect the teaching-learning process in India. The Students in India can be categorized into two; the one is having the regional language as medium of study hence, the problem of teaching English as a second language, to the Indian students starts from the pre-schooling.

Further environment and family background play vital role where majority of the people are farmers, have the poor background in education. Moreover, their income is not adequate. These are basic affecting factor in teaching English as a second language.

Introduction

English is a difficult language to learn and it can be a difficult language to teach. After years of learning at school, and three years of compulsory English at undergraduate level, students cannot speak a correct sentence in English, write resume or even read an English composition. This is no exaggeration. Complaints such as these are voiced by parents, teachers and examiners. They fail to use the language effectively in day to day communication. This problem is very acute with the students of ESL. We need to continuously identify these problems and challenges, analyze these in order to bring about remedial steps.

In many schools English is taught as a second language and this constitutes a significant percentage of the population which is increasing rapidly than that of native English speaking students. Teachers who teach ESL have the advantage of teaching learners who all have the same mother tongue, making it easier to explain the content and grammar. Students who learn English in an English speaking country have an advantage over students of ESL. The process of language learning can be very stressful and the impact of the surrounding society can be critical.

This paper considers the challenges faced by teachers who teach English as a second language at school and colleges and strive to help students in learning the English Language. Every teacher who teaches subject matter in English to ESL students is not only a teacher of the content area but is a teacher of English as well. Only effective teaching methods can help students improve their vocabularies and skills. As educators we need to realize that education occurs in the context of a social climate. Teaching English plays an important role in every ESL teacher's classroom. At first look, it appears that teaching language is just explaining the matter and grammatical rules to students. However, teaching English effectively is much more complicated matter. There are number of common problems faced by the teacher in the classroom.

The following will outline the most common problems faced when teaching English as a second language, and just how to solve them.

1. **Students become dependent on teacher**

2. **Persistent use of first language**

3. **Memorizing the content**

4. **Sustaining genuine interest in students' learning**

5. **Strong cultural dominance**

This paper focuses on various problems faced by the teacher in teaching English language.

Students with English as a second language constitute a significant percentage of the population in our schools. These students are also among the lowest ranking in academic achievement and expectations. They represent an at-risk population faced with a wide range of challenges. This presents a unique challenge for teachers who strive to help these students in learning the English language. Every teacher who teaches subject matter in English to ESL students is not only a teacher of the content area but a teacher of English as well. We must continually focus of these students and find effective ways to ensure their learning to help them achieve their desired goals.

This paper considers the challenges faced by teachers teaching ESL in rural areas. ESL students encounter many problems in their efforts to become proficient in the English language. They often come to realize that in order to be fully accepted they must abandon their native language, surrendering the aspect of their identity. They are caused to feel they must either speak English or nothing at all. Thus, they are caught in a painful power struggle over the use of English and their native language.

Forcing the students to only speak English sends a very bad message. You are telling the student that English is superior to their native language. This may not be your intention when telling students not to speak their first language, but it is certainly the message they will receive.

Most effective way to learn a language is to get your brain to start thinking in that language when you are in the classroom. This applies to any language you are learning, not just English. It's got absolutely nothing to do with considering English superior.

Teaching ESL is challenging. As an ESL teacher, you must learn to constantly adapt to your students needs. A good ESL teacher must be able to recognize classroom problems, and work to find solutions.

The following will outline the most common problems faced when teaching English as a second language, and just how to solve them.

Students Become Dependent on Teacher.

It has been observed in an ESL class students always look towards teacher for the correct answer instead of trying themselves. This becomes spoon feeding. Instead, focus should be on encouraging the students to ask questions and asking them to find answers themselves even if incorrect. This will boost up their confidence.

Persistent use of First Language

As an ESL teacher, it is important to encourage students to use English and only English in the classroom. It has been observed that in and outside the classroom the first language is persistently used and English remains restricted to the book only. Even in a lecture of fifty minutes actual English is spoken for a couple of minutes. To overcome this problem student's involvement is necessary in speaking English whether incorrect it may be and certain rules are to be framed and penalty system should be developed for when they use their first language. For the process of learning, it should not be forgotten that 'compulsion is the best motivation'.

Memorizing the Content

Memorizing a set of grammatical rules and answers can be a good thing. It shows students interest in the lessons or assignments. But comprehension is more important than merely memorizing rules and answers. Here teacher plays an important role in making them understand the concept and then memorizing it, if necessary.

Sustaining Genuine Interest in Students' Learning

A persistent problem faced by many English teachers is to sustain genuine interest in students in learning and using English language. Students like English but believe that it is very difficult a language to learn. Their negative attitude along with their attitude towards their English language teachers, whom they are afraid of as symbol of authority, de motivates them. Their negative attitude is stronger than the positive and therefore it is a great challenge for the teacher to break off the negative attitude of the students and teach the language effectively. But with effective teaching methods, a teacher can help students improve their language. One solution is to develop a continuous program in and outside classroom language activities which help students to acquire language' skills. The famous proverb" Don't give your students fish, but teach them how to fish" is perhaps true in language teaching. It has been observed that by memorizing set of grammatical rules and answers to the questions, students become good test takers, and yet they are not able to speak and write competently when they graduate from colleges. Teachers need to find creative ways to teach the language and increase students' motivation to learn the language and to eventually appreciate the language. Undoubtedly, possessing the knowledge of various teaching methods is crucial but it is important for a teacher to understand the cultural and bilingual background of the learner before applying any particular method of teaching.

Strong Cultural Dominance

Everyday language is "tinged" with cultural bits and pieces - a fact most people seem to ignore. By the very act of talking, we assume social and cultural roles, which are so deeply entrenched in our thought processes as to go unnoticed. Interestingly, culture defines not only what its members should think or learn but also what they should ignore or treat as irrelevant. For example, a student tries to identify the meaning of a certain English word in his mother tongue. Students' cultural heritage must not be dismissed but instead utilized to enhance their learning. It is also important to identify potential areas of cultural interference where two cultures may come into conflict or overlap. Teachers must prepare themselves to be effective instructors of culturally and linguistically diverse student population. Learners can readily transfer concepts learned at home in their first language to the second language. A unique opportunity is provided for exchange among learners, which allows utilizing their cultural and linguistic heritage while learning new skills in learning a new language.

Learner's gain a sense of empowerment or confidence when the content and ideas discussed are relevant to their experiences and understandings. For example, while teaching grammar students mother tongue helps a lot to understand the concept. For effective teaching of ESL to culturally and linguistically diverse , teachers must be concerned with students' learning styles. Content will be meaningful only if it takes into account the student's prior knowledge.

Bilingual education must include multicultural awareness and respect for different cultures to facilitate in acquiring second language learning skills and culture, while maintaining an appreciation of their own cultural heritage. The link between effective teaching and learning and the teachers' formulation of learning goals that are appropriate to the student takes on even greater significance where effective bilingual instruction is the aim. The unique linguistic and academic needs of the bilingual student must be taken into consideration when formulating and communicating learning goals.

To facilitate learning, teachers need to accommodate students' background knowledge and skills. Many students internalize basic values and beliefs of their native culture. This is the hidden element of culture that is so important to successful bilingual education. Mc Combs defines learning as "an individual process of constructing meaning from information and experience, filtered through each individual's unique perceptions, thoughts and feelings". For example, articles are taught in the ESL classroom, where it is important to know that pronunciation is more important than the spelling. It can be easily explained in their mother tongue how to pronounce the word and thereby selecting the appropriate article. This develops a positive self concept and minimizes the conflict between cultures.

Once having found the solution to these commonly faced problems it is up to the teacher to determine the goals and provide the means with which to meet them. Teaching English as a second language is a great challenge because performance in examinations is considered more important for any other purpose.

Taking reasons, as well as language acquisition needs into consideration when planning a class or individual instruction is crucial for a successful learning experience. When a student understands reasons for learning English, he can better plan his learning strategy. In the classroom he can help the teacher identify his needs and desires.

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Effect of Aggression In Sports & Role of Physical Educator in Curbing Agression

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Introduction

In psychology and other social and behavioral sciences, aggression refers to behavior that is intended to cause harm or pain. Aggression can be physical, mental, or verbal. Behavior that accidentally causes harm or pain is not aggression. Property damage and other destructive behavior may also fall under the definition of aggression. Aggression is not the same thing as assertiveness.

Two factors must be present in order for behaviour to be labeled as aggression First, the behaviour must be aimed at another human being with the goal of inflicting physical harm. Second, there must be reasonable expectation that the attempt to inflict bodily harm will be successful. Consequently, the following behaviors, often mislabeled aggression, are not really examples of aggression:

1. Doing destructive violence to an inanimate object such as a door or a water cooler.
2. Unintentionally injuring another person during athletic competition.
3. Aggressive behavior in which there is no chance for the intended victim to be injured (e.g. aggressor and victim are separated by bars or by teammates)

Ttpes of Aggression

Over the years, two basic kinds of aggression have been identified. The first is hostile aggression. For individuals engaged in hostile aggression the primary goal is the injury of another human being. The intent is to make the victim suffer, and the reinforcement is the pain and suffering that is caused. This sort of aggression is always accompanied by anger on the part of the aggressor. The goal is to harm, not to win. This kind of aggression is often referred to as violence.

The second major kind of aggression is instrumental aggression. For individuals engaged in instrumental aggression, the intent to harm another individual is present, but the goal is to realize some external goal such as money, victory, or prestige. The aggressor views the aggressive act as instrumental in obtaining the primary goal.

It must be emphasized that neither type of aggression is acceptable as the teachers (coaches) are required to excel their as well as the teams performance using fair means. Since the aggressor is guilty of purposely inflicting harm with the intent to injure another person, the understanding of this aspect is essential for sustainable development of sports in any region. Aggression must be discouraged at all levels of competition, especially the professional level, because young athletes everywhere emulate the pros.

A third category of behavior that is often confused with aggression is assertiveness, or assertive behavior. Generally, when coaches encourage their athletes to be more aggressive, what they really want is that they be more assertive. Coaches want their athletes to assert themselves and make their presence felt. Assertiveness involves the use of legitimate physical or verbal force to achieve one's purpose. However, there is no intent to harm the opponent. Even if an opponent is harmed as a result of a tackle in soccer, it is not necessarily aggression. It is merely assertive play, as long as it is within the spirit of the agreed-on rules and the intent to harm is not present. Assertiveness requires the expenditure of unusual effort and energy, but if there is no intent to harm, then any resultant harm is incidental to the game.

Aggression is a form of behavior characterized by physical or verbal attack. It may appear appropriate and self-protective, even constructive, as in healthy self-assertiveness, or inappropriate and destructive. Aggression may be directed outward, against others, or inward, against the self, leading to self-destructive or suicidal actions. It may be driven by emotional arousal, often some form of frustration, or it may be instrumental, when it is used to secure a reward. Other factors, including learning difficulties, minimal brain damage, brain abnormalities and such social factors as crowding and poverty have been suggested to have contributed in certain cases to exaggeratedly aggressive behavior.

Factors For Measuring The Dgree of Aggression

1. Assault

Physical violence against others. This includes getting into fights with others but not destroying objects. Assault can also be termed as violence against another person. This again can be subdivided into few more categories, such as physical assault, sexual assault, etc. Simple assaults that do not involve any aggravation, such as use of a weapon are distinguished from aggravated assaults in some jurisdictions. Assault is often defined to include not only violence, but any physical contact with another person without their consent.

2. Indirect Aggression

Both round about and indirected aggression. Round about behaviour like malicious gossip and practical jokes. indirect aggression is a type of hostile behavior more typical of females than of males. Aggressive behavior tends to appear in the following order: 1) direct physical, 2) direct verbal and 3) indirect aggression. Although this type of aggression follows physical and verbal aggression, the time period of feeling this aggression is more and is likely to cause more problems to the person

3. Irritability

Another aspect of aggression is irritability, which is an excessive response to stimuli. Irritability takes many forms, from the simple to complex reactions involving all the senses of higher animals. The term irritability is used for both the physiological reaction to stimuli and for the pathological, abnormal or excessive sensitivity to stimuli. Irritability may manifest in behavioral responses to both physiological as well as behavioral stimuli, including situational, sociological, and emotional stimuli. Irritability includes quick-temper, grouchiness exasperation and rudeness.

4. Negativism

Oppositional behaviour usually directed against authority. Negativism refers to the habitual attitude of skepticism or resistance to the suggestions, orders, or instructions of others. This behavior is characterized by persistent refusal, without apparent or logical reasons, to act on or carry out suggestions, orders, or instructions of others.

5. Resentment

This refers to feeling of anger at the world over real fancied mistreatment.. Resentment is directed towards higher-status individuals, anger is directed towards equal-status individuals and contempt is directed towards lower-status individuals. Resentment often manifests itself in the following ways: It can be an emotionally disturbing experience which is recurrently felt, or relived in the mind.

6. Suspicion

Suspicion is an act of suspecting something, especially something wrong, on little evidence or without proof. Projection of hostility into others.

7. Verbal Aggression

Verbal aggression is a result of many attributes, especially lack of satisfaction and various factors Negative affect expressed in both the style and content of speech.

What Can Coaches And Physical Educators Do To Curb Agreession in Sports

Physical educators and coaches are in a key position to lay the groundwork for positive attitudes in sports. Guidelines for teaching children to shun violent behavior in sports include:

(a) Put sports in perspective. Educators should not emphasize winning at all cost. Enjoyment and the development of individual skills should be the objective. They should be alert to and praise improvement. Athletic performance should not be equated with personal worth. Players should not be encouraged or allowed to play when injured or ill, as a demonstration of stoic virtue.

(b) Stress participation studies show that many children 9-14 drop out of sports because they spend too much time on the bench and not enough on the field. They perceive themselves as unsuccessful because their level of performance doesn't earn them more playing time. A study of young male athletes indicated that 90% would rather have an opportunity to play on a losing team than sit on the bench of a winning team.

(c) Present positive role models. Sports violence is most prevalent in professional sports. Coaches should avoid symbolic associations with professional teams--e.g. names, logos. They should not model their own coaching techniques on those of professional coaches school coaches should implement strategies to foster feelings of team ownership among players, replacing the traditional hierarchy--authoritarian coach, submissive players--that governs the coach-player relationship in professional sports. Encourage input, permit participation in decision-making, and listen to player feedback. Feelings of team ownership foster team cohesiveness, which in turn leads to better performance.

(d) Integrate values-oriented intervention strategies into the curriculum. Teachers and coaches should commit themselves to actively teaching positive sports-related values, and devise curricula that do so.

(e) Involve parents. As the earliest and potentially the most influential role models, parents can have a critical impact on a child's attitudes towards sports. Physical educators and coaches should inform parents of curricular activities and goals, alert them to signs of anxiety or aggressive behavior, encourage positive attitudes toward competition and physical activity, and promote realistic expectations for performance

Conclusion

Coaches should take part in workshops on aggression and violence to ensure they understand the topic of aggression, why it occurs, the cost of aggressive acts, and how aggressive behavior can be controlled. Coaches should encourage athletes to engage in prosocial behavior and punish those who perform acts of hostility. Athletes should take part in programs aimed at helping them reduce behavioral tendencies toward aggression.

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भारत में कल्याणकारी अर्थशास्त्र के अंतर्गत प्राथमिक एंव माध्यमिक शिक्षा की योजनाओं का विश्लेषणात्मक अध्ययन

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1) कल्याणकारी राज्य की संकल्पना में कल्याणकारी अर्थशास्त्र की सर्वाधिक महत्वपूर्ण भूमिका है. कल्याणकारी राज्य में शिक्षा, रोजगार, स्वास्थ्य एंव चिकित्सा, सामाजिक सूरक्षा एंव सामाजिक न्याय, महिला व बाल कल्याण, पूरक आहार व पेयजल तथा स्वच्छ जीवनदशाएँ उपलब्ध कराने का दायित्व राज्यसत्ता का होता है. इन दायित्वों की पूर्ति के लिए कल्याणकारी अर्थशास्त्र कार्यरत होता है. प्रसिध्द विश्लेषक श्री. सुनील गुहा ने अपनी पुस्तक Welfare Economics in india में पीगु, केन्स आदि अर्थशास्त्रियों के विचारों का उल्लेख करते हुए इस संदर्भ में अपने विचार प्रस्तुत किए हैं. उन्होंने भारत में कल्याणकारी अर्थशास्त्र के अंतर्गत जिन आधारों का अध्ययन किया है, वे है - रोजगार, जनसंख्या, सामाजिक विकास तथा श्रमिक कल्याण.

कल्याणकारी अर्थशास्त्र में मानव विकास की अवधारणा निहीत है। मानव कल्याण तथा मानव विकास प्रत्येक शास्त्र (विज्ञान) का मुख्य उद्देश्य होता है। उसी प्रकार कल्याणकारी अर्थशास्त्र का भी यही मुख्य उद्देश्य है. भारत में कल्याणकारी अर्थशास्त्र में श्री. सुनील गुहा के बताए आधारों का मूल आधार शिक्षा ही हो सकती है :-

१) रोजगार प्राप्ति के लिए शिक्षा आवश्यक है।

२) जनसंख्या नियत्रंण के उपायों में शिक्षा का उल्लेख होता है.

३) सामाजिक विकास के लिए शिक्षा ही कारगर हो सकती है.

४) श्रमिक कल्याण में शिक्षा महत्वपूर्ण सिध्द हो सकती है.

भारत में श्रमिक को उत्पादन का साधन मात्र माना जाता है, सम्मान का पात्र नही. ये कम मजदूरी, कार्य घंटे व कार्यदशाओं की समस्यां तथा अमानवीय शोषण के शिकार है. इसमें बाल श्रमिको की बहूत बडी संख्या तथा समस्या चिंतनीय है.

कल्याणकारी राज्य, कल्याणकारी अर्थशास्त्र एवं मानव विकास अपने प्रारंभिक रूप से ही परस्पर संबधित है. अध्ययन करने से ज्ञात होता है कि इनको साधने के लिए यदि एकमात्र उपकरण का उल्लेख करना हो तो वह केवल शिक्षा (Education) ही हो सकती है.

कल्याणकारी अर्थशास्त्र और शिक्षा :- आधुनिक काल में विकास में मुख्य ध्यान आर्थिक संवृध्दी अर्थात सकल राष्ट्रीय उत्पादी आदी की वृध्दी पर ही केंद्रीत रहा है- इसमें मानवीय योग्यताओं और क्षमताओं के संवर्धन को कभी पूरी तरह दृष्टिगत नही किया है. कल्याणकारी अर्थशास्त्र के विशेषज्ञ और समर्थक नोबेल पुरस्कार विजेता डॉ. अमर्त्य सेन के निम्मलिखित विचार मानव विकास में शिक्षा का महत्व दर्शाते है. इनके विकास व्दारा ही आर्थिक विकास को प्राप्त किया जा सकता है जो कल्याणकारी अर्थशास्त्र का अभिन्न अंग है:-

"मानवीय योग्यता के प्रसार को विकास की प्रक्रिया का एक केन्द्रीय लक्षण माना जाना चाहीए. आज के युग में सभी आर्थिक विकास में प्राथमिक शिक्षा के महत्व को स्वीकार करते है. फिर भी भारत में इसकी अनदेखी होना आश्चर्य की बात है. शिक्षा कम से कम पाँच प्रकार से व्यक्ति के संर्वधन में बहूमूल्य सिध्द हो सकती है.

१) शिक्षा संपन्न होने पाने का अवसर सहज ही व्यक्ति के स्वातंत्र्य को प्रभावी बना देता है.

२) शिक्षित होने के कारण ही व्यक्ति अन्य अनेक प्रकार के कार्य सरलता से कर पाता है. शिक्षा के आधार पर व्यक्ति रोजगार पा सकता है.

३) साक्षरता एवं प्राथमिक शिक्षा के प्रसार से समाज में स्वास्थ सेवाओं और सामाजिक सुरक्षा व्यवस्था की आवश्यकता हेतू विचार सामर्थ्य एवं उनकी मांग का मार्ग प्रशस्त होता है. इसके माध्यम से जनसामान्य की सहज सुलभ सुविधाओं का विस्तार होगा और वर्तमान सुविधाओं का कही बेहतर प्रयोग भी संभव होगा.

४) समाज के पिछडे हुए वर्ग की साक्षरता में सुधार एवं शिक्षा संबंधी उपलब्धियाँ उनमें दमन का सामना करने की क्षमता को बढाने में सहायक होती है. प्रारंभिक शिक्षा सामाजिक परिवर्तन का कार्य करती है."

डॉ. अमर्त्य सेन की पुस्तक "भारत विकास की दिशाएं" में प्राथमिक शिक्षा, पर उन्होने लिखे एक अध्याय में मानव विकास में इसका महत्व प्रतिपादित किया है। यह वर्तमान अर्थशास्त्रियों, राजनैतिज्ञों तथा सत्ताधारियों के लिए विचारनीय है.

कल्याणकारी राज्य में जनकल्याण के एवंम मानव विकास के उपकरण के रूप में शिक्षा का महत्व है. संपूर्ण शिक्षा का आधार प्राथमिक माध्यमिक शिक्षा है. भारत मे ६५ प्रतिशत जनता ग्रामों में बसती है. मुख्य पेशा कृषि कार्य है. गरीबी बडी समस्या है. अतः बाल मजदूरी का प्रमाण अधिक है. बाल श्रमिक समस्या न केवल ग्रामीण बल्कि शहरों में भी विद्यमान है. डॉ. अमर्त्य सेन बालश्रमिक समस्या उन्मुलन में प्राथमिक शिक्षा को शक्तीशाली साधन मानते है. स्कूली शिक्षा का अभाव, शालाओं में विद्यमान है. स्कूली शिक्षा का अभाव, शालाओं में विद्यार्थियों की पंजीकरण संख्या की कमी, dropouts की मात्रा अधिक होना जैसी समस्याओं के कारण सरकार को विशेष रूप से प्राथमिक और माध्यमिक शिक्षा के विकास की ओर ध्यान देना आवश्यक है. इस स्तर के बाद ही उच्च माध्यमिक तथा उच्च शिक्षा को विद्यार्थी प्राप्त होता है.

I) शासकीय योजनाओं का अध्ययन : विशेष संदर्भ प्राथमिक माध्यमिक शिक्षा :-

प्राथमिक तथा माध्यमिक शिक्षा संपूर्ण शिक्षा प्रणाली के पिरामीड की नींव है. कक्षा से V को प्राथमिक तथा VI से VII को उच्च प्राथमिक अथवा माध्यमिक कहा जाता है. इस में विद्यार्थीयो ६ वर्ष से १४ वर्ष का आयु वर्ग सम्मिलित है. उल्लेखनीय है कि संविधान में ८६जी Constitution Amendment Act २००२ के तहत (Artical २१.) के Part III का अंर्तभाव किया गया, जिसनें ६ से १४ आयू वर्ग के बालक-बालिकाओं के लिए निशुल्क तथा अनिवार्य शिक्षा को मूलभूत अधिकार बना दिया है। हालांकि इसे विलंब से अर्थात २०१० सें केन्द्र सरकार ने लागू किया है. देश की गत दसवी पंचवर्षीय योजना (२००२-२००७) में प्राथमिक-माध्यमिक शिक्षा पर विशेष बल दिया गया. जिन कार्यक्रमों एंवम योजनाओं ने इस क्षेत्र में महत्वपूर्ण भूमिका निभायी है, वे निम्नलिखित हैः-

सर्व शिक्षा अभियान SSA यह सबसे प्रभावशाली योजना रही है जिसे वर्ष २००१ में आरंभ किया गया. इसका उद्देश्य ६-१४ आयु समूह के सभी बच्चों को शिक्षा प्रदान करता है. साथ ही इस का लक्ष्य विद्यालय प्रणाली के कार्य निष्पादन में सुधार करना और मिशन पध्दति पर समुदाय के स्वामित्व वाली गुणवत्तापूर्ण प्रारंभिक शिक्षा प्रदान करता है. इसमें प्रारंभिक स्तर पर लैंगिक एवं सामाजिक असमानताओं को दूर करने की परिकल्पना की गयी है. SSA में लडकियों, अनुसूचित जातियों व अनुसुचित जनजातियों तथा कठिन परिस्तिथियों से घिरे अन्य बच्चों की शैक्षिक आवश्यकताओं पर विशेष रूप से ध्यान केन्द्रीत किया गया है. दसवी योजना (२००२ - २००७) में SSA के लिए २८०७७ करोड किए गये थे.

मध्यान्ह भोजन योजना MDMS (Mid-day Meeals in School)

इस योजना को National Programme of Nutritional Support to Primary Educational के रूप कैं वर्ष १९९५ में १५ अगस्त का प्रारंभ किया गया। इस योजना का उद्देश्य स्कूलों में दाखिलों और उपस्थिति को प्रोत्साहन देना और सरकारी स्कूलो, स्थानीय निकायों और सरकारी सहायता प्राप्त विद्यालयों में पढने वाले बच्चों के पोषण स्तर में सुधार लाना है। सितबंर २००४ तथा जुलाई २००६ में इसमें संशोधन किया गया है. पोषक स्तर के लिए आवश्यक खाद्य तत्वों को पके हुए रूप में प्रदान करना निरंतर जारी है. दसवीं योजना में इस १३८२७ करोड का प्रावधान किया गया था.

कस्तूरबा गाँधी बालिका विद्यालय (KGBN)

यह योजना जुलै २००४ से आरंभ की गयी. इसके तहत ऐसी बालिकाओ जो अनुसूचित जाति- जनजाति, पिछडा वर्ग, अल्पसंख्यक समूह तथा गरीबी रेखा के नीचे जीवनयापन करने वाले परिवार की हो, उनके लिए निवासी स्कूलो की व्यवस्था की जाती है. ये स्कूलें माध्यमिक स्तर की है. अपने प्रारंभिक काल के दो वर्ष पूर्ण करने के पश्चात इसे सर्व शिक्षा अभियान मे विलिन कर दिया है. दसवी योजना में इसके लिए ४२७ करोड का व्यय किया गया.

माध्यमिक शिक्षारत बालिकाओं हेतू राष्ट्रीय कार्यक्रम (National Programme for Education of Firls at Elmentary & NPEGEL)

इसमें बालिकाओं को माध्यमिक शिक्षा हेतु प्रोत्साहीत करने का लक्ष्य निर्धारित है. इसके लिए प्रत्येक खंड में "Model Girls Frendly Shcool" के विकास के लिए अतिरिक्त सहायता दी जाती है. शालाओं में अधिकाधिक बालिकाऐं प्रवेश ले सके, इस ओर विशेष ध्यान दिया जा रहा है। प्रत्येक खंड का चयन उसके शैक्षिक पिछडेपन को देखकर किया जाता है, साथ ही यहाँ की कुल जनसंख्या में ५% अनु. जाति- जनजाति का हिस्सा हो तथा इनकी महिला साक्षरता का प्रमाण १०% से कम हो, वर्ष २००७-०८ के लिए इस कार्यक्रम हेतू ७०८.४४ करोड का प्रावधान किया गया था.

केन्द्र सरकार व्दारा दसवीं पंचवर्षीय योजना (२००२-२००७) में शिक्षा प्रसार के लिए उपरोक्त कार्यक्रम अमल में लाए गए हैं. इसके परिणामों पर दृष्टि डालने के लिए इन तालिकाओं की सहायता अवश्य मिलेगी.

वर्ष २००७-०८, २००८-०९ तथा २००९-१० में सरकारी नीति की प्रमुख योजना सर्व शिक्षा अभियान, कस्तूरबा गांधी बालिका विद्यालय, मध्यान्ह भोजन योजना तथा माध्यमिक शिक्षारत बालिकाओं के राष्ट्रीय कार्यक्रम का विश्लेषण निम्नलिखित किया गया है.

सर्व शिक्षा अभियान SSA

सर्व शिक्षण अभियान SSA

तालिका 'अ'

Source : Economic Survey 2007-08, 2008-09, 2009-10 & 2010-11

संख्या लाख में

विवरण	2007 –08	2008–09	2009–10	2010–11
1. नयी स्कूलों की संख्या	1,86,985	2,76,903	2,88,155	30,9,727
2. नये भवनों का निर्माण	1,70,320	2,25,383	2,40,888	2,54,935
3. अतिरिक्त कक्षाओं का निर्माण संख्या	7,13,179	9,18,981	10,26,831	11,66,868
4. पेयजल की व्यवस्था	1,72,381	1,82,019	1,84,652	1,90,961
5. शौचालयों की निर्माण संख्या	2,18,075	2,51,023	2,86,862	3,47,857
6. मुफ्त पुस्तकों की वितरण संख्या	6.64 लाख	8.40 लाख	9.05 लाख	11.13
7. शिक्षको की नियुक्ति संख्या	8.10 लाख	9.66 लाख	10.11 लाख	14.02
8. सेवारत शिक्षकों की संख्या (जिन्होनें विशेष प्रशिक्षण प्राप्त किया)	35 लाख	23.82 लाख	21.79 लाख	8.70 करोड

तालिका 'ब'

कस्तुरबा गांधी बालिका विद्यालय

Source : Economic Survey 2007-08, 2008-09 & 2009-10.

विवरण	2007 –08	2008–09	2009–10
1. स्वीकृत शाला संख्या	2,180	2,573	2,573
2. बलिकाओं की पंजीकृत संख्या	109786	215269	2,38,269
3. स्वीकृत शालाओं में से कार्यरत शालाओं का प्रतिशत	71.74%	95.61%	95.61%

तालिका 'क'

मध्यान्ह भोजन योजना (National Programme of Mid-Day Meals in School)

Source : Economic Survey 2007-08 & 2008-09.

विवरण	2007 –08	2008–09	2008–09
1. लाभान्वित विद्यार्थी संख्या	9.70 करोड	11.74 करोड	11.04 करोड
2. योजना अंतर्गत शालाओं की संख्या (सरकारी, सरकारी अनुदानित एंव स्थानीय निकाय संस्था द्वारा संचालित)	9.50 लाख	9.50 लाख	9.50 लाख
3. रुपयों का प्रावधान	रु. 7,324 करोड	रु. 8,000 करोड	रु. 7356.15 करोड

तालिका 'ड'

माध्यमिक शिक्षारत बालिकाओं हेतू राष्ट्रीय कार्यक्रम (NPEGEL)

Source : Economic Survey 2007-08 & 2008-09.

विवरण	2007 –08	2008–09
1. मॉडेल स्कूलों की संख्या	35252	39852
2. अतिरिक्त कक्षाओं का निर्माण	24387	27282
3. विशेष प्रशिक्षण प्राप्त शिक्षकों की संख्या	1.85 लाख	11.45 लाख
4. रेमिडेयील शिक्षा प्राप्त बालिकों की संख्या	71.460	1,60,73,048
5. मुफ्त गणवेश वितरण		

उपरोक्त तालिकाओं से ज्ञात होता है कि सर्वशिक्षा अभियान, मध्यान्ह भोजन योजना, कस्तुरबा गांधी विद्यालय, तथा एन. पी. ई. जी. ई.एल के कार्यो में प्रत्येक वर्ष प्रगति और विस्तार परिलक्षित हो रहा है. कल्याणकारी अर्थशास्त्र की संकल्पना के अनुसार मानव विकास के लिए शिक्षा पर बल देने के लिए सरकारी नीति की प्रतिबध्दता का यह लक्षण है.

ग्यारहवी योजना : वर्तमान ग्यारहवी पंचवर्षीय योजना २००७-१२ में इसी नीति को अधिक प्रावधान के साथ अधिक प्रभावशाली बनाकर ऊंचे लक्ष्यों के साथ अमल में लाया जा रहा है. ग्यारहवी योजना में Dropouts की संख्या घटाकर २०% तक लाना है.

इंडिया विजन २०२० : योजना आयोग द्वारा जारी इस रिपोर्ट में वर्ष ६ - १४ आयुवर्ष के सभी बच्चों को निशुल्क एंव अनिवार्य शिक्षा में शत प्रतिशत संख्या में पंजीकृत करने का लक्ष्य रखा गया है.

शिक्षा का मुलभुत अधिकार (Right to Education-RTE)

संविधान के नये आर्टिकल २१-A के Part III के अनुसार आयु वर्ग ६ से १४ वर्ष के बालकों के लिए निःशुल्क तथा अनिवार्य शिक्षा का अधिकार प्रदान किया है. इसे सरकार ने गतवर्ष २०१० से लागू किया है. इस दिशा में सरकारी प्रयत्न जारी है. तथा इसकी प्राप्ति के लिए पाँच वर्ष का लक्ष्य निर्धारित किया गया है. राज्य सरकारों को इसके कठोर पालन का उत्तरदायित्व सौपा गया है.

प्राथमिक - माध्यमिक शिक्षा वर्तमान दशा :-

१) केन्द्रीय बजट के ६% राशी संपूर्ण शिक्षा पर खर्च की जा रही है. इसमे से ही प्राथमिक एंव माध्यमिक शिक्षा पर खर्च होते है. जो देश के आकार, जनसंख्या, निरक्षरता को देखते हुए बहुत कम है.

२) महाराष्ट्र सरकार दस वर्ष पूर्व ५% खर्च करती थी, अब वह २.५% राशी भी खर्च नही करती. जबकी कुल जनसंख्या में बालको की संख्या में कई गुना वृध्दि हो गयी है.

३) महाराष्ट्र के ४००० स्कूलों में केवल एक शिक्षक है.

४) देश में लगभग दस करोड बच्चे (आयु वर्ग ६-१४) स्कूल नही जा पाते.

५) दसवी तक पहूचनें वाले विद्यार्थियों का प्रतिशत केवल ३१% है.

६) बीच में से पढाई छोडने वाले विद्यार्थियों Dropouts की मात्रा करीब दो तिहाई है.

७) अनु.जाति एंव जनजाति, विमुक्त जाति के बच्चों के शिक्षा से वंचित रहने का प्रमाण काफी अधिक है.

८) बालिकांओ का स्कूल न जा पाने एंव बीच में से पढाई छोडने का प्रतिशत बालकों से अधिक है.

९) शिक्षा के मूलभूत अधिकार RTE के क्रियान्वयन के लिए आगामी पाँच वर्षो में दो लाख करोड की निधी और १२.९ लाख शिक्षको की आवश्यकता होगी। यह सब सरकार की प्रतिबध्दता और कुशल क्रियान्वयन पर निर्भर करेगा.

१०) शिक्षा जैसी कल्याणकारी सेवाओं में व्यवसायीकरण की प्रकृति पनप रही है. संकल्पना थी कि शिक्षा के क्षेत्र में निजी क्षेत्रों के सहयोग से शिक्षा का विकास होगा और गुणवत्ता पूर्ण शिक्षा दी जा सकेगी. मगर यहाँ शिक्षा महंगी और सस्ती में बंट गई. इसने अमीर और गरीब शिक्षा जैसे दो वर्ग निर्माण हो गये है. डॉ. अमर्त्यसेन के अनुसार 'हमें सबके लिए शिक्षा के लक्ष्य हासिल करते समय शिक्षा क्षेत्र में बढती विषमता को भी दूर करना होगा, वरना विषमता की खाई इतनी गहरी हो जायेगी कि उसे पाटना नामुमकिन हो जायेगा'.

शिक्षा के सार्वत्रिकरण से समाज और राष्ट्र पर इसके प्रभाव दिखायी दे रहे है :-

१) शिक्षा के कारण रोजगार में वृध्दि हो रही है.

२) शिक्षा के प्रसार से जनसंख्या वृध्दि की दर कम वृध्दि दर कम होती है.

३) सामाजिक विकास में शिक्षा के कारण सामाजिक विकास में वृध्दि हुयी है.

४) श्रमिक कल्याण एवंम बालश्रमिको की समस्या दूर करने में शिक्षा महत्वपूर्ण सिध्द हो रही है.

IV) **निष्कर्ष :-**

दसवी तथा ग्यारहवी पंचवार्षिक योजना के अंतर्गत सरकारी नीति के जो प्रयत्न है, उसके निश्चित रुप से कुछ सकारात्मक प्रभाव दिखाई देते है. किंतू परिणाम उत्साह वर्धक नही है. इसी दौरान शिक्षा के मुलभूत अधिकार RTE (६-१४ आयू वर्ग के लिए) अस्तित्व में आ गया है. मानव विकास का आरंभ बिंदू प्राथमिक - माध्यमिक शिक्षा है। इस मूलभूत अधिकार में मानव विकास के नव अंकूर विद्यमान है. इस स्तर पर सभी को निःशुल्क और अनिवार्य ही नही बल्कि समान शिक्षा प्राप्त हो, तभी कल्याणकारी अर्थशास्त्र के अनुरुप मानव विकास की ओर बढने का प्रथम चरण पूर्ण हूआ ऐसा कहा जा सकता है.

V) **सुझाव :-**

१) शिक्षा की प्राथमिकता स्वीकार्य करना एंव कानून पालन व दायित्व.

२) सरकारी अधिकारियों का निष्ठापूर्ण दायित्व.

३) लक्ष्य पूर्णता की संकल्पबध्दता.

४) निजी शिक्षा संस्थाओं हेतू कडे नियम एंव उनका अनुपालन.

५) निरिक्षण की ईमानदार व्यवस्था, सरकारी अधिकारिओ का आचरण तथा कर्तव्यपूर्ति.

६) समाज का सहयोग.

७) प्राथमिक - माध्यमिक शिक्षा केवल उच्च शिक्षा के जोडने वाला पूल है, गंतव्य नही. अतः आगे बढने की पूर्ण प्रतिबध्दता.

८) मानव संसाधन विकास के क्षेत्र में कुशल एंव शिक्षित श्रमिक एंव कर्मचारीयों की आपूर्ति हेतू

प्राथमिक माध्यमिक शिक्षा में उचित परिवर्तन.

९) देश के आर्थिक सामाजिक विकास हेतु शिक्षा क्षेत्र में समुचित बजटीय आर्थिक प्रावधान की आवश्यकता.

१०) शैक्षिक स्तर की पूर्ति के बाद व्यक्ति को उसके अनुरुप रोजगार उपलब्ध कराने का दायित्व सरकार द्वारा मान्य करना.

११) कल्याणकारी राज्य की जिस संकल्पना से हम दूर हो रहे है उसके मर्म को समझने का पुर्नप्रयत्न.

संदर्भ सूची

1. Welfare Economics in India Shri. Sunil Guha

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12 India 2010

श्री सच्चिदानंदस्वामी यांचे वाङ्मय, संप्रदाय, परंपरा व कार्य – एक अभ्यास

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श्री सच्चिदानंद स्वामींच्या संप्रदाय, वाङ्मय यांचा विचार त्यांच्या चरित्राच्या पार्श्वभूमीवर मी या शोध प्रबंधात केला आहे. सच्चिदानंद स्वामींचा कार्यकाळ शके १६४३ ते १७१८ म्हणजे. १७२१ ते १७९६ हा येतो. हा काळ याकरिता महत्वाचा आहे की मराठेशाहीच्या ऐन भरभराटीचा आणि त्यांनंतर त्यांना उतरती कळा या दोनही काळाला सच्चिदानंद स्वामींचे चरित्र साक्षीभूत आहे. नागपूरपासून ३० - ३५ कि.मी. पश्चिमेस मधुपुरी उर्फ मोहपा हे गाव प्रसिद्ध आहे. तिथे सच्चिदानंद स्वामींनी आपल्या अध्यात्म विचाराच्या प्रचाराचे व संस्कृती रक्षणाचे कार्य केले. ते कार्य आज जवळ जवळ २५० - २७५ वर्षांच्या काळात हा संप्रदाय अव्याहत चालू आहे.

इ.स. १९२२ साली एकनाथ महाराजांच्या चरित्राची दुसरी आवृत्ती काढतांना कै. ल.रा. पांगारकर यांनी त्या चरित्राच्या प्रस्तावनेत मोहप्याच्या या परंपरेचा उल्लेख केला. १९५१ साली सुप्रसिध्द समीक्षक डॉ. सुरेश डोळके यांनी तरूण भारतात लेख लिहून या परंपरेवर थोडा प्रकाश टाकला. त्याच आधाराने डॉ. तुळपुळे यांनी महाराष्ट्र सारस्वताच्या पुरवणीत या परंपरेचा उल्लेख केला. डॉ. म. रा. जोशींनी देखील याच आधारावर या परंपरेचा उल्लेख केला आहे. पण या केवळ उल्लेखांशिवाय या परंपरेचा साद्यंत इतिहास आणि वाङ्मय हे आजपावेतो अलक्षित राहिले.

या संप्रदायाच्या परिस्थिती परान्मुखतेमुळे हस्तलिखीत स्वरूपाचे वाङ्मय कोणा संशोधकाला उपलब्ध होऊ शकले नाही हे यामागचे मुख्य कारण असावे. संत वाङ्मयाच्या संदर्भात एक अडचण नेहमीच येते की केवळ साहित्य दृष्टीने संत वाङ्मयाचे पूर्णतः आकलन कधीच होऊ शकत नाही. सुदैवाने माझी तीही अडचण दूर झाली. मोहप्याला मुरलीधराचे मंदिर बांधून सच्चिदानंद स्वामींच्या संप्रदायाचे आज अडीच तीनशे वर्षे ज्या कुटुंबाने निर्वाहन केले त्याच कुटुंबातील श्री. श्री. श. हळदे यांच्याकडून हस्तलिखित स्वरुपातील साहित्य उपलब्ध झाले. या साहित्याच्या आधारे सच्चिदानंद परंपरेचा गोपाळ काल्यावरील भाष्य व गोपाळकाल्याचा अर्थ आकलनास मदत झाली हे सर्वात महत्वाचे आणि सारभूत संशोधन आहे. नेहमी केल्या जातो असा हा केवळ धार्मिक व करमणूकीचा असणारा हा गोपाळकाला नाही. तर गोपाळकाला म्हणजे परमार्थाचे एक स्वतंत्र साधन आहे. कर्म, उपासना आणि ज्ञान या तीनही मार्गांना गवसणी घालणारा गोपाळकाल्याचा आवाका आहे. या गोपाळकाल्यात स्वतः सच्चिदानंद स्वामींनी रचना केलेली पदे आहेत. तशीच बाहेर उपलब्ध नसणारी भागवताच्या दशम स्कंधाच्या अंतर्गत येणारी एकनाथ महाराजांची अप्रकाशित अशी १६पदे प्रथमतः या प्रबंधात सादर केली आहेत. भागवतातील कथानक सांगत असता केवळ पौराणिक आख्यान राहू नये तर सांगितल्या गेलेले जीवनस्पर्शी होऊन आचरणात उतरावे आणि त्यायोगे समाजाचे उन्नयन व्हावे हाच उद्देश पुढे ठेऊन या गोपाळकाल्याची रचना झालेली आहे. गोपाळकाल्यात प्रारंभी येणारी पात्र म्हणजे परिक्षितराजाला उपदेश करणारे शुक्राचार्य आणि कथानकाच्या गुंफणीमधे आलेली पात्रे शमिक ऋषी त्यांचा मुलगा श्रृंगी व त्यांचा शिष्य गौरमुख ही आहेत. प्रारंभीचाभाग महाभारतातील आदीपर्वातून घेतला असून मूळ आशय कायम ठेऊन सच्चिदानंद स्वामींनी त्याला पारमार्थिक साज चढविला आहे. परिक्षितीला वाटणारी निकड व येत असलेल्या शंका या कोणाही सामान्य साधकाला येत असलेल्या शंका वाटाव्यात

इतक्या सजीव आहेत हा गोपाळकाला सामान्य ग्रामीण समुदायासमोर होत असल्यामुळे परिक्षितीच्या रुपाने सच्चिदानंद स्वामींनी एक साधक उभा केला आहे आणि शुक्राचार्यांनी त्याचे समाधान करतांना पूर्ण मोक्षमार्ग कथन केला आहे. या दृष्टीने या गोपाळकाल्याचे वैशिष्टय पाहिल्यास त्यात काव्य आहे, अतिशय सुलभ भाषेत सांगितलेले तत्वज्ञान आहे. एवढेच नव्हे तर साधकाला सांगितलेली मुक्तीची युक्तीही आहे आणि ही युक्ती केवळ शब्दांच्या स्वरुपाची नसून त्या युक्तीची अनुभवजन्य उकल करुन सांगितल्यामुळे आजपावेतो या गोपाळकाल्याने अनेक ज्ञात आणि अज्ञात साधकांना शाश्वत मार्गदर्शन केले आहे आणि हे वैशिष्ट्य केवळ संत म्हणजे चमत्कार आणि चमत्कार तिथे संत या लोकांमध्ये प्रस्थापित झालेल्या चुकीच्या प्रमेयाच्या कितीतरी वरचे आहे.

आपल्याला या परिचय लेखात या बाबत जास्त विस्तार न करता वानगीदाखल मी दोन तीन पदांचे विवरण करते. राजा परिक्षिती शिकारीला गेला असता शमिक ऋषींच्या गळयात साप टाकतो. तहानेने अतिशय व्याकुळ झाला आणि त्यातही हातून शिकार निसटली अशा मनाच्या उद्विग्न अवस्थेत त्याच्याकडून हे कृत्य घडते. शमिक ऋषी त्या वेळी ध्यानस्थ असल्यामूळे काही बोलत नाहीत किंवा कोणताही प्रतिसाद देत नाहीत परंतु शमिकाचा मुलगा श्रृंगी याला ही बातमी कळल्याबरोबर तो राजाला 'तक्षक' दंशाने सातव्या दिवशी मरण पावशील असा शाप देतो. श्रृंगीचा शाप कधीही खोटा होणार नाही ही खात्री असल्यामूळे राजाला सावध करण्याकरिता शमिक ऋषी आपला गौरमुख नावाचा शिष्य राजाकडे पाठवितात याबद्दलचे सच्चिदानंद स्वामींनी केलेले ओवीबध्द वर्णन अतिशय चपखल अन्वर्थक व प्रवाही आहे. राजाला आपण आता सात दिवसात मरणार ही कल्पना आल्याबरोबर माझी पुढची गती काय होईल यासाठीच व्याकूळ होतो. एकीकडे जगण्याची आस आणि दुसरीकडे जे विश्व मी पाहिले नाही त्या अनंताची भीती या दोनही कात्रीत सापडून राजाची मानसिक वृत्ती ही मुमुक्षूची बनते. त्यावेळी परिक्षिती उभा करतांना सामान्य मुमुक्षू सच्चिदानंद स्वामींनी उभा केला आहे. भागवतात दशम स्कंधातील श्रीकृष्णलीला प्रसिध्द असल्या तरीही देहात्म बुध्दी गेल्याशिवाय श्रीकृष्णलीलांचे आकलन होऊ शकत नाही म्हणून भागवतातील पहिले नऊ स्कंध देहात्मभाव जाण्याच्या तयारीचे आहेत हे अभिनव सूत्र सच्चिदानंद स्वामींनी निरोपिले आहे.

प्रथमापासूनी नव वरी केला श्रवणासी अधिकारी।
दशमी मोक्षाचियें व्दारी सरते केले रायाते ।

ही बैठक असल्यामुळे पहिल्या नऊ स्कंधात कथानकांचा कुठेही उल्लेख न करता मुमुक्षूची तयारी हीच सच्चिदानंद स्वामींनी स्वतः रचलेल्या पदातून किंवा इतर संतांच्या संकलनातून दाखविली आहे. जसे परिक्षिती विचारतो

'तरू मी सांग कसा रे बापा । तरू मी सांग कसा?।।धृ.।।

विषय गुणासी भोगीत असता ।
नये मज विट कसा? ।।१।।

हेचि गुणे मज न दिसे माझा ।
निजसुख आत्मठसा ।। २।।

शरण रिघू मी कवणा आता ।
सोडवी कवण कसा ।। ३।।

श्रीगुरूनाथ महामती पायी। झालो ब्रम्हपिसा।। ४।।

हे स्वामी संसार मी कसा तरुन जाऊ? वास्तविक या संसारात देखील परिपूर्ण भगवंतच भरला असूनही माझे अंतःकरण विषयव्याप्त झाल्यामूळे गाईच्या आचळाजवळ राहणारा गोचिड दूध न पिता रक्त पितो तसा मी केवळ विषय पिपासू झालो आहे. याचमूळे माझ्यातच आत्मस्वरुप असूनही मला ते दिसत नाही ही मुमुक्षूची अवस्था आल्यानंतर शुक्राचार्य राजाला सांगतात.

आधी विषय मनासी वळी।
मग ती वाट बहु जवळी।।धृ.।।

सहजासहजी जैसे तैसे।
राहो आनंद मुळी।।१।।

विषय गुणांची न स्फुरे स्फूर्ती।
जेवी लवण जळी।।२।।

श्री गुरुनाथ महामती स्वामी।
वंदी निज निढळी।।३।।

राजा आधी विषयात गुंतलेले आणि स्वभावतः बर्हिमुख असणारे मन वळीव. म्हणजे मनाला अंतर्मुख कर. पाण्याच्या प्रवाहाला जसा मुळातच बांध बांधला तर अडवणे सोपे जाते तोच त्या प्रवाहाचे रुपांतर विशाल नदीत झाले असता त्याला बांध घालणे अतिशय अवघड होते तसे जेथून विषय स्फूरतात तस मनाचे बर्हिमुख असणारे तोंड अंतर्मुख कर. आपल्या घरात विजेची वेगवेगळी उपकरणे असतात दिव्यामूळे प्रकाश मिळतो. फ्रिजमूळे पदार्थ थंड होतो पंख्यामूळे वारा मिळतो टी.व्ही.मुळे चित्र दिसते व ऐकता येते ही वेगवेगळी कार्य असली तरी त्याला आधारभूत असणारी वीज ही एकच आहे. ती बंद केली असता ही सारी उपकरणे एकदम बंद पडतील तशी डोळे, कान, नाक, स्पर्श इ. व्दारे भोगण्यात येणारे विषय जरी विविध प्रकारचे आणि असंख्य असले तरी त्यांना आधारभूत असणारे मनच वीजेप्रमाणे तेच अंतर्मुख केल्यास हे विषय जागच्या जागी थांबून माणसाला आत्मिक आनंदाची अनुभूती येते. कारण आनंद ही अवस्था वैश्विक असून ती प्रत्येकाला मुळातच असते. हा आत्मिक आनंद मिळाल्याबरोबर मन त्या आनंदातच डुबी देऊन राहते. त्यावेळी त्याला बाहयविषयाचे स्फुरणच होत नाही. पाण्यामधे मीठ विरावे तसे त्रिगुणात्मक असणारे विषय हे त्या आनंदात विरुन जातात. श्रीगुरुच्या चरणावर अनन्य शरणागती पत्करली की हे सहज घडून येते. ही पारमार्थिक उक्ती केवळ तीन ओळीत सच्चिदानंद स्वामींनी सांगितली आहे. अशाच प्रकारे आशयघन अशी रचना गोपाळकाल्याची आहे इतर गोपाळकाल्यात न आढळणारे हे अनन्यसाधारण वैशिष्टय सच्चिदानंद स्वामींच्या गोपाळकाल्यात आहे. या प्रबंधाच्या रुपाने हे पहिल्यांदाच अभ्यासकांसमोर ठेवण्यात आले. याशिवाय गोपाळकाल्यात सच्चिदानंद स्वामींनी त्या काळात संकलीत केलेली उध्दव चित्घन, कवी केशव, तुकाराम इ. प्रसिध्द कवींच्या रचना आहेत. तशाच मोहप्यातीलच वामनस्वामी, मदनात्मज, दास तुका इ. अधिकारी पुरुषांच्या अप्रकाशीत रचना पहिल्यांदा प्रकाशीत झाल्या आहेत .

या अभ्यासातून दिसून आलेली दुसरी महत्वाची बाब म्हणजे ती एकनाथांच्या पार्श्वभूमीवर एकनाथांची शिष्यपरंपरा ही उध्दव आणि केशव यांच्या पासूनच पुढे चालत आलेली अभ्यासकांना ज्ञात होती. एकनाथांचा मुलगा हरिपंडीत हा एकनाथांच्या कार्यावर नाखूष होता. एकनाथ महाराज सामान्य लोकांसाठी प्राकृतात रचना करतात हे त्याला आवडत नव्हते म्हणून पितापुत्रात बेबनाव झाला त्या नाराजीतच हरिपंडीत पैठण सोडून काशीला निघून गेला. पुढे एकनाथांनी स्वतः जाऊन त्याला समजावून आणले असे कै. ल.रा.पांगारकर, न.रा.फाटक इ. संशोधकांचे म्हणणे आहे. परंतु मोहप्याची सच्चिदानंद स्वामींची परंपरा ही खुद्द एकनाथांच्या वंशजांची असून हरिपंडीतापासून सुरु झालेली आहे. सच्चिदानंदाचे आजे गुरु ज्यांचे संन्यासाश्रमीचे नाव प्रयागनाथ असून त्यांनी मोहप्यालाच समाधी घेतली.

सच्चिदानंद स्वामींच्या गोपाळकाल्यात एकनाथ महाराजांची येणारी १६ पदे म्हणजे गोपाळकाल्याची मूळ चौकट असे म्हटल्यास वावगे ठरु नये एवढी महत्वाची आहेत. आजपावेतो एकनाथ महाराजांच्या चरित्राचा आणि वाङ्मयाचा विचार वारकरी सांप्रदायाच्या दृष्टीने आणि या अंगानेच करण्यात आला. त्यामूळे बहिणाबाईच्या अभंगातील 'ज्ञानदेवे रचिला पाया जनार्दने एकनाथे खांब दिला भागवत' या ओळी केवळ वारकरी संप्रदायाशी संबंधीत या दृष्टीनेच पाहण्यात आल्या. एकनाथ महाराजांची भागवताच्या एकादश स्कंधावर असणारी प्रसिध्द टीका ही ज्ञानकांडात्मक आहे.परंतु एकनाथांची दशमातील कृष्णभक्ती ही आजपर्यंत अलक्षित राहिली. सच्चिदानंद

स्वामींच्या गोपाळकाल्यामूळे ती प्रकाशित झाली. एवढेच नव्हे तर एकनाथ महाराजांचे हे जीवीचे गुहय त्यांच्या वंशजांकडून संवर्धीत होऊन नागपूर जिल्हयातील मोहपा येथे आणण्यात आले आणि त्यांच्या वंशजांनीच आपल्या वंश शिष्यपरंपरेत ते देऊन सच्चिदानंद स्वामींच्या संप्रदायात येऊन स्थिरपद पावले. हे लक्षात घेता एकनाथ महाराजांच्या आजच्या सात चरित्राचा संदर्भ बदलतो. आणि खांब दिला भागवत म्हणजे ही पूर्ण ज्ञानेश्वरांनी रचलेली परंपराही विशाल भागवत संप्रदायाचा भाग असून त्याचा एक स्कंध किंवा शाखा म्हणजे ज्ञानेश्वरी आणि सर्व पुढे झालेले महाराष्ट्रातील वारकरी संत मंडळ दुसरी शाखा म्हणजे एकनाथ महाराजांचे भागवत, एकनाथी भागवत भावार्थ, रामायण आणि समर्थ रामदास स्वामींचे पूर्ण वाङमय आणि तिसरी शाखा म्हणजे सच्चिदानंद स्वामींचा भागवताच्या दशम स्कंधावर आधारीत गोपाळकाला आणि त्याचीच दुसरी शाखा भाग म्हणजे विदर्भातील गोविंदनाथ, देवनाथ ही नाथ परंपरा व अलीकडील गुलाबराव महाराजांचा मधुराद्वैती संप्रदाय असा ही त्रिस्कंधी भागवत धर्म संप्रदाय हा सर्व पंथाना कवेत घेऊन उभा आहे. हे सत्य एकनाथ महाराजांच्या चरित्राचा संबंध बदलल्याबरोबर पुढे संशोधकांना लक्षात घ्यावे लागेल. हेच या संशोधनाचे अनन्यसाधारण वैशिष्टय आहे.

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संदर्भ ग्रंथ सूची -

१) आळंदीचे स्वामी- बाळ पाळेकर

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१५) मेघदूतातील रामगिरी - डॉ.सुरेश डोळके

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२६) श्री ज्ञानेश्वरी - बाबाजी महाराज पंडित

२७) श्री दासबोध - ल.रा.पांगारकर

२८) श्री महाभारत - गीताप्रेस गोरखपूर

२९) कालनिर्णय - इ.स. २००२

३०) प्रज्ञालोक या त्रैमासिकात प्रसिध्द झालेले संबंधित वाङ्मय

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१९६२ मधील चीनचे भारतावर आक्रमण म्हणजे चीनने पंचशील कराराचा बिमोड करून भारत-चीन संबंधात कटूता आणि अविश्वासाचे वातावरण निर्माण केले. त्याचबरोबर १९४७ मधील भारत-पाकिस्तान-युध्दात भारताचा पाकिस्तानने बळकावलेला पाकव्याप्त काश्मीर मधील भाग १९६३ मध्ये पाकिस्तान-चीन करारात चीनला देऊन टाकला. भारत - पाकिस्तानच्या १९६५ आणि १९७१ च्या युध्दात चीनने पाकिस्तानचे समर्थन केले, आणि काश्मीर प्रश्नातही वेळोवेळी चीनची पाकिस्तान अनुकूल भूमिका राहिली. या पार्श्वभूमीवर सद्यस्थितीतील अमेरिका-भारत यांच्यातील आर्थिक, व्यापारी आणि लष्करी संबंधाचे दृढीकरणामुळे तसेच १९०६ मधील भारत-अमेरिकेचा अणूइंधन पुरवठ्याचा ऐतिहासिक करार यामुळे चीनच्या मनात असुरक्षिततेची भावना निर्माण होऊन भारताविषयी असूया निर्माण होणे क्रमप्राप्त ठरते. म्हणूनच २००९ मध्ये भारताच्या सीमावर्ती भागात चीनच्या आक्रमक लष्करी हालचाली वाढल्या असून भारताने पाकिस्तान सोबतच्या संबंधातील सतर्कतेसोबतच भारत-चीन संबंधातही मूळीच गाफील राहता कामा नये. अशीच स्थिती आज निर्माण झाली आहे. म्हणूनच भारत-चीन संबंध ही लक्षाकर्षी बाब ठरते.

भारत - चीन संघर्षाची पार्श्वभूमी आणि बदलते परिमाण

चीन आणि भारत यांच्यातील संघर्षमय संबंधाची सुरूवात तर चीनने १९४७ मध्ये दिल्ली येथील 'आशिया संबंध संमेलनात' तिबेटचा स्वतंत्र ध्वज लावण्यावरूनच केली होती. भारत-चीन संबंध विवादास्पद ठेवण्यासाठी कुरापत काढण्याचे काम नेहमी चीननेच केले आहे. तर भारताचे धोरण मात्र वेळोवेळी सद्‌भावना, सहकार्य, मैत्री आणि चीनच्या धोरणाच्या अनुसमर्थनाचे राहिले आहे. तिबेट प्रश्नी भारताने तटस्थतेची भूमिका घेऊनही केवळ निषेध पत्राच्या प्रत्यूत्तरादाखल भारताला 'साम्राज्यवादी राष्ट्राच्या हस्तकाचा' किताब मिळाला. तेव्हाच सरदार पटेलांनी ऑक्टोबर १९५० ला नेहरूंना लिहलेल्या पत्रात चीनला 'भारताचा संभाव्य शत्रू' म्हणून संबोधिले होते. तर नेहरूंनीही गुप्तहेर खात्याचे प्रमुख श्री.बी. एन. मलिक यांना चीनविषयी सतर्कतेचे आणि गाफिल न रहाण्याचे निर्देश दिल्याचे दिसून येते.

भारताने कोरीया युध्दात आणि त्यानंतर जपानसोबत शांतता तहात चीनचे समर्थन केले असून १९५४ मध्ये १९५१ चा चीन-तिबेट करारही मान्य केला. त्याचवेळी जून १९५४ मध्ये चीनसोबत भारताने पंचशील करार केला. पण या कराराची परिणती जुलै ऑगस्ट १९५४ मध्ये लगेच दिसून आली. ती म्हणजे चीनने प्रकाशित केलेल्या नकाशामध्ये भारताचा काही भाग चीनी प्रदेश म्हणून दाखविण्यात आला. या नकाशा आक्रमणामुळे भारत-चीन संबंधात वितुष्ट निर्माण झाले. तत्पश्चात १९६२ पर्यंत चीनने वेळोवेळी कधी मॅकमोहन सीमारेषेवरून तर कधी हिमाचल प्रदेश, सिक्किम, अरूणाचल प्रदेश यांवर हक्क सांगण्यास सुरूवात केल्यामुळे भारत-चीन संबंधात दिर्घकाळ तणाव राहिल्याचे दिसून येते. त्याचवेळी भारत अमेरिका संबंध दृढ होतांना दिसून येतात.

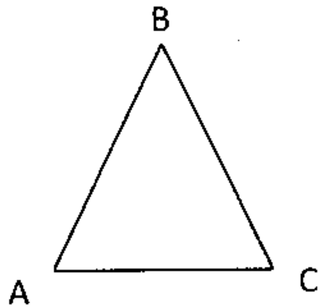
१९६२ च्या भारत-चीन युध्दापासून १९७६ पर्यंत उभय राष्ट्रांच्या संबंधात दिर्घकाळ तणाववृध्दी दिसून येते. १९७६

मध्ये राजकीय स्तरावर संबंध पुर्नस्थापित करण्याचा प्रयत्न झाला आहे. १९८० ते १९९० च्या दशकात चर्चा आणि वाटाघाटीच्या ९ फेरी झाल्या.

शीतयुध्दोत्तर कालखंडात निर्माण झालेल्या नविन विभागीय आणि आंतरराष्ट्रीय सत्तासमतोलात राष्ट्रीय हितसंबंध जोपासण्यासाठी भारत आणि चीनने नविन परराष्ट्रधोरण विकसीत केले. ज्यामध्ये कृषी, उद्योग, व्यापार आणि संरक्षण क्षेत्राच्या विकासासाठी नव्याने प्रयत्न सुरू केले. त्यामुळे चीनला शेजारी राष्ट्रांसोबत शांतता आणि सहकार्याचे संबंध प्रस्थापित करणे होते. तथापि घनिष्ठ भारत-अमेरिका संबंध, पोखरणची दुसरी यशस्वी अणूचाचणी आणि सूत्रबध्द आर्थिक विकास यामुळे भारत हा चीनचा प्रतिस्पर्धक होतो आहे अशी भीती चीनच्या मनात आहे. म्हणूनच चीनला संयुक्त राष्ट्राच्या सुरक्षा परिषदेत भारताची सदस्यता नको आहे. त्याप्रमाणे न्यूक्लअर क्लब, अर्थात आशिया-यूरोप सम्मीट आणि आशिया पॅसिफीक इकॉनामिक कोऑपरेशन आणि इस्ट आशिया सम्मिट इत्यादी संघटनांमध्ये चीनला भारताची बरोबरी नकोशी झाल्याचे वाटत आहे.

आशिया खंडातील ह्या दोन धूरंधर राष्ट्राची सर्वच क्षेत्रातील स्पर्धा बळावत चालली आहे. विज्ञान, तंत्रज्ञान औद्योगिक आणि अणूपरमाणू क्षेत्रातील कामगिरी लक्षणीयरीत्या वृध्दींगत झाली आहे. उभय राष्ट्रांना आंतराष्ट्रीय जगतात नवा दर्जा हवा आहे. या चढाओढीत भारताला चीनच्या पुढे जाण्यासाठी बरेच लक्ष्य गाठायचे आहे. तरी देखील अमेरिकेला भारत आणि चीनचा झपाट्याने विकास होणे कदापि सहन होणार नाही. म्हणूनच की काय २८ जानेवारी २०१० ला अमेरिकेचे अध्यक्ष ओबामांनी कँग्रेसच्या संयुक्त अधिवेशनातील राष्ट्राला उद्देशून केलेल्या पहिल्या भाषणात 'अमेरिकेला खडबडून जागे होण्याची वेळ आल्याचे सांगितले. तसेच अमेरिकेला भारत वा चीन यांच्यानंतरच्या दुसऱ्या क्रमांकावर राहणे कदापी पसंत नाही. त्यासाठी वाट्टेल ते परिश्रम करण्याची तयारी ठेवण्यासही त्यांनी सांगितले.

यावरून भारत आणि चीनच्या विकासाच्या वाटचालीची दखल एकीकडे अमेरिकेलाही घेणे भाग पडल्याचे दिसून येते. तर दुसरीकडे चीनही भारताने त्याच्या बरोबरीत येऊ नये वा पुढे जाऊ नये म्हणूनच भारताचे विकासावरील लक्ष वळविण्याचा प्रयत्न म्हणजेच २००९ सप्टेंबर मध्ये चीनचे सीमावादाच्या कुरापती काढणे ही तार्किक कारणामिमांसाही संयुक्तिक आहे.



ABC चा त्रिकोण

अर्थातच अमेरिका भारत आणि चीन संबंधात भारताची एक भूजा अमेरिकेला जोडलेली असेल तर दूसरी चीनला. परिणामस्वरूप कुठल्याही दोन भूजा जोडल्या तर त्रिकोणाची तिसरी भूजा अस्वथ होते आणि त्या दोन भूजा पैकी एका भूजेशी संबंध जोडून ती दुसऱ्या भूजेला प्रत्युत्तर देण्याचा वा संतूलीत करण्याचा प्रयत्न करते. अशाच प्रकारे भारत - चीन आणि अमेरिकेचे संबंध विशेषत : शीतयुध्दोत्तर कालखंडापासून तर सद्यस्थितीतही अशाच प्रकारे दिसून येतात.

चीनचे भारताविषयीचे धोरण सुरवातीपासूनच भारत द्वेषाचे असल्याचे दिसून येते. याचे उत्तम उदाहरण म्हणजे भारत-चीन सीमावाद, नकाशा आक्रमण आणि भारताच्या शेजारच्या अरिमित्राचे (पाकिस्तानचे) वेळोवेळी केलेले अनुसमर्थन होय. तसेच भारताचा दक्षिण आशियाई राष्ट्रातील वाढता प्रभावही चीनला अस्वस्थ करतो याचा पुनः प्रत्यय म्हणजे नेपाळ, बांगलादेश, म्यानमार सारख्या छोट्या राष्ट्रांना आर्थिक मदत देऊन दक्षिण आशियातील

भारताचा प्रभाव नष्ट करण्याचा प्रयत्न चीनने केला.

एकिकडे भारत आणि चीनने परस्परांना Most Favoured Nation (MFN) चा दर्जा दिलेला आहे. १९९१ ते २००६ या कालखंडात दोन्ही राष्ट्रांमध्ये व्यापार वृध्दीसाठी आणि व्यापार करसवलतीविषयी अनेक करार झालेले असून या कराराचा परिणाम दोन्ही देशांतील व्यापार हा दहा अब्ज डॉलर्सपेक्षा अधिक झाला आहे. याच दरम्यान भारताचा आर्थिक, औद्योगिक, व्यापारी विकास, विज्ञान-तंत्रज्ञान आणि माहिती तंत्रज्ञान या क्षेत्रातील प्रगतीने अमेरिकेला भारताकडे दृष्टीक्षेप नव्हे मेहेरनजरेस भाग पाडले. म्हणूनच मार्च २००० मध्ये क्लिंटन यांच्या भारत भेटीदरम्यान आर्थिक, व्यापारी, विज्ञान, तंत्रज्ञान, उद्योग आदी विविध क्षेत्रांमध्ये अनेक सहकार्यकरार झाले. आणि अमेरिकेकडून भारताला मिळणाऱ्या आर्थिक मदतीचा ओघ वाढला. २००० पर्यंत अमेरिकेकडून भारताला मिळणारी आर्थिक मदत १७० दशलक्ष डॉलर्सपर्यंत पोहोचली. एकंदरीत शीतयुध्दोत्तर काळात भारत अमेरिकासंबंधात झालेली सुधारणा, भारत - अमेरिकेतील वाढते लष्करी संबंध हे चीनच्या आशिया खंडातील धोरणांपुढचे एक महत्त्वाचे आव्हान आहे, कारण भारत - अमेरिकासंबंध निरंतर नित्यनुतन होत आहे. याचा प्रत्यय २००५ मध्ये अमेरिकेच्या तत्कालीन परराष्ट्रमंत्री कोंडोलिझा राईस यांनी स्पष्ट केले की भारत २१व्या शतकातील एक मोठी सत्ता म्हणून उदयाला यावा.

भविष्यात्मक चिंतन

भारत आणि चीन आशियातील मोठ्याा लोकसंख्येची राष्ट्रे म्हणूनच गणली जातात. दोन्ही राष्ट्रांची भौगोलिक स्थिती व ऐतिहासिक वारसा, उभय राष्ट्रांची बौध्द धर्माशी जवळीक, विकसनशील राष्ट्रांकडून विकसीत राष्ट्रांकडे होणारी वाटचाल अशी साम्य स्थळे दिसून येतात. भविष्यात ह्या राष्ट्रांच्या वाटचालीचा उत्कर्ष ठळकपणे नजरेत भरण्यासारखाच राहिल. भारताच्या विकासाच्या वाटचालीचा वेग चीनपेक्षा काहीसा मंद असला तरी चीन बरोबरीत यायला फारसा वेळ लागणार नाही. म्हणूनच जागतिक सारीपाट वरील उभरते तारे यांच्या स्वरूपात भारत आणि चीनच्या विकासाची दखल अमेरीकेला घ्यावी लागली असे दिसून येते. उभय राष्ट्रांच्या विकासाने आंतरराष्ट्रीय घडामोडी वेगाने बदलण्यास सुरवात झाली आहे. तेव्हा भारताने अमेरिकेशी संबंध वृध्दींगत करायचे की चीन सोबत जपून पाऊल टाकायचे यावर चिंतन होणे गरजेचे आहे.

वास्तविकतः भारताने चीनसोबत संयुक्तपणे व्यापार, उद्योग, आर्थिक-लष्करी संबंध, विज्ञान तंत्रज्ञान क्षेत्रात संयुक्त वाटचाल केली असली तरी चीनलाही भारताने जागतिक स्तरावर पुढे येण्याबाबत चीनही अनुकुल नाही. उभय राष्ट्रांच्या अर्थकारणात कमालीची स्पर्धा दिसून येत असली तरी प्रांतिक स्थैर्य ठेवण्यासाठी दोघेही अनुकुल आहे. कारण भारताप्रमाणेच चीन मध्ये सुध्दा इस्लामिक मूलतत्ववाद्यांचा प्रभाव चीनसाठी चिंतेचा विषय आहे. अलिकडेच जुलै २००९ मध्ये चीनच्या शिनजियांग प्रांतात जातीय दंगा झाला तो दशकातील सर्वात मोठा जातीय संघर्ष समजला जातो. त्यात २०० लोक ठार तर हजाराहून अधिक जखमी झाले.

चीनची आर्थिक विकासातील गुंतवणूक भारताच्या अडीच पट मोठी आहे. अर्थातच भारताला चीनबरोबरीत येण्यासाठी बराच मोठा पल्ला गाठायचा आहे. म्हणूनच चीनच्या मते भारतात उद्योग आणि आर्थिक क्षेत्रातील विकासात येथील मुलभूत सुविधांचा अभाव, कमकुवत वाहतूक यंत्रणा यासारख्या अडचणीतही भारताने विकास केला तरी तो चीनला नको वाटतो. एकीकडे आर्थिक व्यापारी संबंध वृध्दींगत करायचे पण त्याचबरोबर चीननेच अग्रक्रम राखावा हेही उद्दिष्ट चीनने ठेवले आहे. म्हणूनच चीनला रोखण्यासाठी अमेरिका भारताला पुढे आणण्याच्या प्रयत्नात आहे.

तथापी तिबेट मधील वाढते अस्थैर्य आणि चीनचे पाकिस्तान आणि म्यानम्यारसोबत आर्थिक आणि लष्करी संबंधामुळे

भारत चीन संबंधात पुन्हा गुंतागुंत निर्माण होऊ शकते. वरिष्ठ सुरक्षाधिकाऱ्यांच्या मते भविष्यात तिबेट, काश्मीर आणि म्यानम्यारला भारत वा चीनपैकी कुणा एकाची बाजू घेण्याचा पर्यायही चीन ठेवू शकतो. त्यामुळे भारत - चीन संबंधात तणाव येऊ शकतो. गेल्या दशकातील कालखंडात भारत चीन संबंध सुधारले तरी चीनविषयी भीती व अविश्वास वाटणे स्वाभाविकच आहे. ज्या पध्दतीने चीन आपले लष्करी सामर्थ्य वाढवित आहे. त्यामुळे भारताची चिंता वाढली आहे. चीन व पाकिस्तानची वाढती मैत्री भारतासाठी चिंतेचा विषय आहे.

अगदी अलिकडचे ताजे उदाहरण सांगायचे झाल्यास अमेरिकेच्या अबोटाबादमधील कारवाईत लादेनचा अंत झाला त्यावेळी प्रत्युत्तरादाखल केवळ चीनने व्यक्त केलेली प्रतिक्रिया चीन-पाकिस्तान संबंधाबाबत अतिशय बोलकी आहे. ती ही की, अमेरिकेची ही कारवाई म्हणजे "पाकिस्तानच्या सार्वभौमत्त्वाचा भंग आहे' एवढेच नव्हे तर २३ मे २०११ ला अमेरिकेचे अध्यक्ष ओबामा जेव्हा म्हणाले की "वेळ पडली तर ओसामा सारखी कारवाई आम्ही पुन्हा करू" तेव्हा चीनने केलेल्या भाष्य आंतरराष्ट्रीय सारीपाटावरील खेळाची दिशा स्पष्ट करणारे आहे ते हेच की, "पाकिस्तानावर हल्ला म्हणजे चीनवर हल्ला" एवढी घट्ट मैत्री पाकिस्तान आणि चीन यांच्यात झालेली आहे या पार्श्वभूमीवर भारतासाठी चीन पाकिस्तानपेक्षाही अधिक धोकादायक आहे. अशा परिस्थितीत चीन आणि अमेरिका दोघोंना समान अंतरावर ठेवून आपल्या विकासाचे ध्येय गाठणे हेच लक्ष्य भारताने ठेवणे भारताच्या हिताचे आहे.

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पंतप्रधान पंडित जवाहरलाल नेहरूंचे परराष्ट्रीय धोरण [आंतरराष्ट्रीय धोरण] इ.स. १९४७-१९६४

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इतिहास विभाग प्रमुख
प्राचार्य अरूणराव कलोडे महाविद्यालय, नागपूर

प्रस्तावना :-

१७५७ च्या प्लासीच्या विजयामुळे आणि १७६४ च्या बक्सारच्या विजयामुळे ब्रिटीशांची सत्ता भारतात दृढमूल झाली. ब्रिटीशांचे एकछत्री साम्राज्य सुरू झाल्यानंतर भारतीयावरील अत्याचार मोठ्या प्रमाणात वाढले. स्वातंत्र्य प्राप्तीसाठी सर्वच स्तरातुन प्रयत्न होवुन १५ ऑगस्ट १९४७ रोजी अनेकांना वीरमरण येऊन भारत स्वतंत्र झाला. स्वातंत्र्य चळवळीतील नेत्यांनी पाहिलेले ऐक्याचे अखंड भारताचे स्वप्न भंगलेले होते. राजकीय स्वातंत्र्याबरोबरच सामाजिक समता, बंधुता, न्याय व शांतता या मूल्यांची जोपासना करणे किती कठीण आहे याची जाणीव लवकरच राज्यकर्त्यांना होऊ लागली.

स्वातंत्र चळवळीच्या कालखंडात ६ जुलै १९२९ रोजी कॉंग्रेसच्या ४५ व्या अधिवेशनाच्या अध्यक्षपदासाठी महात्मा गांधीजींनी जवाहरलाल नेहरूंचे नाव सुचविले होते. त्यांच्या कार्याची दखल घेऊन समर्थन केले की, 'नेहरूंची सत्यप्रियता सर्वांनाच माहीत आहे त्यांच्या हातात राष्ट्र निर्धास्त राहील'.[१] गांधीजींचा विश्वास खरा ठरला राष्ट्रनिष्ठा, प्रामाणिकपणा, धैर्य, त्याग, भारतीय संस्कृती व जिवनमूल्ये यांचा समुच्चय पंडित नेहरूमध्ये होता. या त्यांच्या गुणांमुळेच वेळोवेळी म. गांधीनी त्यांना पाठींबा दिला. २६ जानेवारी १९३० हा पहिला स्वातंत्र्यदिन म्हणून पाळला जावा असे पंडित नेहरूंनी जाहीर केले होते आणि म. गांधीनी त्यांचे समर्थनही केले होते.[२] पंडित नेहरूंच्या त्यागाला मूर्त स्वरूप प्राप्त होऊन ते स्वतंत्र भारताचे पहिले पंतप्रधान बनले.

पंडित नेहरूंचा जीवन परिचय :-

स्वातंत्र्य आंदोलनात महत्वाची भूमिका वठविणारे प्रख्यात विधितज्ञ पंडित मोतीलाल नेहरू आणि स्वरूपरानी यांचा एकुलता एक मुलगा जवाहर यांचा जन्म अलाहाबाद येथे १४ नोव्हेंबर १८८९ रोजी अतिशय संपन्न कुटुंबात झाला.[३] लहानपनापासूनच जवाहर अतिशय तल्लख आणि बुध्दीमान होता. त्यांचे प्राथमिक शिक्षण घरीच झाले त्यांना अनेक शिक्षक शिकवायला येत असे त्यापैकी 'फर्डिनंड टी ब्रुक्स' हया शिक्षकाचा प्रभाव त्यांच्यावर विशेष पडला. मे १९०५ मध्ये मोतीलाल नेहरूंनी त्याला हैरो पब्लीक स्कूल मध्ये पाठविले. इ.स. १९१० मध्ये त्यांनी केंब्रीज सोडले. इ.स. १९१२ मध्ये ते बॅरीस्टर झाले आणि त्यानंतर १९१२ मध्ये मायदेशी परतले.[४]

भारतीय प्रजासत्ताकाची स्थापना :-

स्वातंत्र्यप्राप्तीनंतर लोकशाही शासनव्यवस्थेचा स्विकार करण्यात आला. भारतरत्न डॉ. बाबासाहेब आंबेडकर यांच्या नेतृत्वाखाली लेखन समिती गठीत करण्यात आली आणि अथक परिश्रमानंतर ३१५ कलमांची भारताची राज्यघटना निर्माण झाली. २६ जानेवारी १९५० रोजी भारतीय राज्यघटनेनुसार 'सार्वभौम लोकशाही प्रजासत्ताक' राष्ट्र म्हणून घोषित करण्यात आले. घटना स्विकृत झाल्यानंतर २६ जानेवारी १९५० रोजी केंद्रिय मंत्रीमंडळाने शासकीय सुत्रे विधिवत हाती घेतली. या पहिल्या मंत्रीमंडळाचे पंडित नेहरू प्रधानमंत्री तर सरदार वल्लभभाई पटेल हे उपप्रधानमंत्री बनले. नेहरूंनी परराष्ट्रधोरण व परराष्ट्रसंबंध स्वतःकडे ठेवले होते.[५] लोकशाहीची सूरूवात १९५१-१९५२ च्या प्रौढ मतदान पध्दतीने होऊन सार्वत्रिक निवडणूका घेण्यात आल्या. निवडणूका शांततेने पार पडल्या. पंडित नेहरूंनी झंझावती दौरे काढले आणि अथक परिश्रमानंतर नेहरूंना यश

प्राप्त झाले. संसदीय लोकशाही भारतात सूरू झाली. देशाचे पहिले पंतप्रधान म्हणून व त्या नात्याने या देशातील बाळ-लोकशाहीचे संगोपक म्हणून नेहरूंचे स्थान या देशाच्या इतिहासात अजरामर झाले. भारतातीलच नव्हे, तर जागतीक राजकीय विचारांतही त्यांचे स्थान अढळ आहे.[६] पिढयानपिढया आमच्या राष्ट्राने रक्त, अश्रू, घाम, कष्ट अनुभवलेले आहेत आणि सतत चालणा-या इंग्रजांच्या शोषणाने भारतीयांचा आत्मा आणि शरीर यांतील त्राण जणू नाहीसे झाले होते. तात्पुरत्या उपायांनी हा प्रश्न सुटणारा नव्हता. मानवतावादी दृष्टीकोनातून समाजाचे उत्थान करण्यासाठी समाजवादी संकल्पना ध्येय म्हणून स्विकारली पाहीजे याची जाणिव पंडित नेहरूंना झाली होती.[७] स्वतंत्र भारतात नवीन सरकारपुढे अनेक आव्हाने होती. त्यानूसार देशाच्या विकासासाठी पंचवार्षिक योजनांची अंमलबजावणी करून देशाचा विकास साध्य करण्याचे निश्चित करण्यात आले.

पंडित जवाहरलाल नेहरूंचे परराष्ट्रीय धोरण :

कोणत्याही राष्ट्राची परराष्ट्रनीती त्या राष्ट्राची तत्कालीन राजकीय, आर्थिक सामाजिक परिस्थिती पारंपारिक विचारधारा व आशा आकांक्षा त्या राष्ट्राचे हितसंबंध व गरजा तसेच तत्कालीन आंतरराष्ट्रीय परिस्थिती यातून साकार होते. विचारवंत कीथ आर लेग आणि जेम्स मॉरीसन यांच्या मतानुसार "विदेशी नीति उद्देश्यों का वह समुह है जो एक राज्य अन्य राज्यों एवं अन्तर्राष्ट्रीय संगठनो के सम्बध मे लागू करता है। यह उन प्राविधियो एवं तौर तरीको का समूह है जो उन उद्देश्यों की प्राप्ती के लिए प्रयास करता है"[८]. १९४७ मध्ये भारताची परराष्ट्रनीती निश्चित करतांना त्या नीतीचे शिल्पकार पंडित जवाहरलाल नेहरू यांच्या समोरही हेच उद्दिष्ट्य होते.

भारतातील विदेशनीतीची सुरूवात २ सप्टेंबर १९४६ पासून झाली असे मानण्यात येते. कारण स्वतंत्र भारताची विदेशनीती आचरण्यात भारत सक्षम आहे हेच नेहरूंना दाखवावयाचे होते. मार्च १९५५ च्या लोकसभेच्या भाषणात नेहरू म्हणाले की, "आम्ही विदेशनीतीबाबत एकदम नवीन सुरूवात करीत आहोत हे समजण्याची गरज नाही. आमची विदेशनीती भूतकालीन राष्ट्रीय आंदोलनाशी संबंधीत आहे. याचा विकास त्या सिध्दान्तांशी बांधील आहे ज्याची घोषणा आम्ही वेळोवेळी करीत आलो आहोत."[९] .

भारतीय विदेशनीतीचे आधारभूत उद्दिष्ट्ये :

१. आंतरराष्ट्रीय शांतता आणि सुरक्षितता कायम ठेवणे व त्याला प्रोत्साहन देणे.

२. पारतंत्र्यात असणा-या सर्व देशांच्या स्वातंत्र्य आंदोलनाला प्रोत्साहन देणे कारण भारताच्या दृष्टीने पारतंत्र्य मानवतावादी दृष्टीने कलंक आहे. त्याचबरोबर आंतरराष्ट्रीय संघर्षाला कारणीभूत ठरणारे आहे.

३. धर्म, वंश, जात, भाषा यामध्ये भेदभाव न करता समतावादी दृष्टीकोनातून विचार करून विदेशनीतीत या गोष्टींना स्थान न देणे.

४. आंतरराष्ट्रीय वाद-विवादांना शान्तीपूर्वक मार्गाने सोडविणे.

५. या उद्दिष्टपूर्तीसाठी संपूर्ण मानवजातीचा विचार करून संयुक्त राष्ट्रसंघाच्या कार्यात सक्रीय सहभागी होणे.

पंडित जवाहरलाल नेहरूंचे व्यक्तीमत्व बहूआयामी होते. त्यांच्या व्यक्तीमत्वाचा प्रभाव त्याच्या विदेशनीतीवरही पडला. जागतिक शांततेचा त्यांनी नेहमीच पुरस्कार केला. त्यांचे विदेशनीतीबाबत काही दृष्टीकोन असलेले दिसतात.

१. भारत आणि पाश्चिमात्य राष्ट्रगट संबंध :-

स्वातंत्र्यप्राप्तीनंतर भारतापुढे अनेक समस्या होत्या. सैनिक दृष्टीकोनातून अजुनही भारत परावलंबी होता. आर्थिक आणि राजकीय अस्थीरता असल्यामुळे काही काळ तरी भारताला पाश्चिमात्य राष्ट्रांशी संबंध ठेवणे गरजेचे आहे. हा नेहरूंचा दृष्टिकोन होता.

२. **असंलग्नता (अलिप्तता) :-**

पंडित नेहरूंनी भारतांच्या परराष्ट्रधोरणांची उद्यिष्ठये साध्य करण्याकरीता असंलग्नता नीतीचा अंगीकार केला. त्याचबरोबर असंलग्नता ही 'नेहरू नीती' नाही हेही घोषीत केले. भारताची परराष्ट्रनीती व असंलग्नता हे समीकरण आजच्या जगात सर्वमान्य झालेले आहे. 'मायकेल ब्रेचर' सारख्या विद्वानांनी जगातील असंलग्नतेचा संदेश पंडित नेहरूंची देण आहे. असे म्हटलेले आहे.

३. **महासत्ता बनविण्याचे स्वप्न :-**

पंडित नेहरू आशावादी होते. त्यांचे स्वप्न होते भारताला जगात उच्चतम स्थान प्राप्त करून देणे त्यासाठी क्रियाशील राहणे. नेहरू म्हणतात की, "जग आमचा सन्मान करो किंवा तिरस्कार करो परंतु जगाच्या नकाशावरून आम्ही मिटू शकत नाही. आमची मते पक्की आहेत की, दक्षिण आशियायी देशांच्या बाबतीत सलोख्यांचे, शांततेचा पुरस्कार करणे हे आमच्या आतंरराष्ट्रनीतीचे उद्धिष्ठ असेल."

४. **पंचशील :-**

पंडित नेहरूंनी आपल्या आंतरराष्ट्रीय धोरणात 'पंचशील' सिदधातांचा पूरस्कार करून जगात शांतता आणि सहजीवन निर्माण होईल असा आशावाद बाळगला त्यामुळे त्यांना आदर्शवादी म्हणून संबोधल्या जाते.[१०] आदर्शवादी, मानवतावादी तसेच शांतीदूत म्हणूनही पंडित नेहरूंना ओळखले जाते जिवनभर त्यांनी शोषित व पिडीत लोकांसाठी कार्य केले. आशिया आणि आफ्रिकेतील देशांच्या स्वातंत्र्य प्राप्तीसाठी त्यांचा संक्रीय सहभाग होता. त्यांना मुक्तिदाता म्हटले तरी वावगे ठरू नये.[११]

भारताचे अन्य देशांशी असलेले संबंध :

१. **भारत-पाकिस्तान संबंध :-**

स्वांतत्र्यप्राप्तीनंतर पाकिस्तानने २२ सप्टेंबर १९४७ ला काश्मिरवर आक्रमण केले भारतीय सेनेने प्रतीकार केला तरीही पाकिस्तानने काश्मिरचा काही भाग गिळंकृत केला की जो आज पाकव्याप्त काश्मिर म्हणून ओळखल्या जातो.

२. **भारत-नेपाळ संबंध :-**

ऐतिहासिक, सांस्कृतीक, धार्मिक आणि सांस्कृतिक दृष्टीकोनातून नेपाळ भारताचा सर्वात जवळचा शेजारी देश आहे. ३१ जूलै १९५० चा करारानुसार दोन्ही देशांत मैत्रीचा करार होऊन शांतता आणि मैत्रीपुर्वक व्यवहार करेल दोन्ही देशांत आयात निर्यात संबंध प्रस्थापीत होवून नेपाळला भारताने सर्वतोपरी मदत केली. परंतु नेपाळवर चीनचा अधिक प्रभाव होता. राजा महेंद्र याने काठमांडू-ल्हासा रस्ता बांधण्याचा करार चीनशी केला. त्यामुळे भारताला अनेक समस्यांना तोंड दयावे लागले. चीनच्या भारत आक्रमणाचे नेपाळने समर्थनही केले.[१२]

३. **भारत-चीन संबंध :-**

आंतरराष्ट्रीय पातळीवर भारत आणि चीन घनिष्ट मित्र म्हणून ओळखल्या जात होते. कारण संयूक्त राष्ट्रसंघात साम्यवादी चीनच्या प्रवेशासाठी भारताने जोरदार समर्थन केले होते. परंतु भारताची ही फार मोठी चूक ठरली. ऑक्टोबर १९५० मध्ये चीनने भारताला कठोर शब्दात उत्तर दिले. की, 'भारताने चीनच्या अंतर्गत बाबींत हस्तक्षेप करण्याची हिंमत करू नये' याचाच अर्थ तिबेट च्या संबंधावरून चीनशी कोणताही संघर्ष होईल असा व्यवहार करू नये. चीनने तिबेट मध्ये आपले वर्चस्व निर्माण करून भारताला वेळोवेळी अडचणीत आणण्याचा प्रयत्न केला. तिबेट मधील घटनांबरोबरच १९५४ पासून भारत व चीन यांच्यात सिमातंट्यामुळेही उभय राष्ट्रातील कटुता तीव्र होत गेली. १९५० पासून चीनशी सलोखा प्रस्थापित करण्याचे सतत प्रयत्न केलेल्या पंडित नेहरूंना चीनच्या आक्रमक नीतीमुळे फार मोठा धक्का बसला. यूध्दमार्गाचा अवलंब न करता शांततेच्या मार्गाने हा प्रश्न सोडविण्याचा प्रयत्न सतत नेहरूंनी केला. परंतू शत्रूत्व वाढतच गेले. भारताच्या कमकूवत लष्करी व्यवस्थेचा फायदा चीनने घेवून १९६२ मध्ये भारतावर आक्रमण केले. अल्पकाळातच भारताच्या संरक्षण व्यवस्थेच्या मुळया कोलमडून पडल्या

आणि भारताला पराभव पत्करावा लागला नेहरूंनी पाठिंब्याकरिता इतर देशांना मदत मागीतली परंतु त्या देशांनी फारसा प्रतिसाद दिला नाही. भारत-चीन संघर्षाकडे या देशांनी तटस्थ दृष्टीकोन ठेवला. भारताला पराभवाला सामोरे जावे लागले. आंतरराष्ट्रीय पातळीवर भारताची फोर मोठी नाचक्की झाली.[१३]

४. भारत-श्रीलंका संबंध

दक्षिण आशियायी देशात श्रीलंका भारताचा एक महत्वपूर्ण शेजारी देश आहे. भारत आणि श्रीलंका यांच्या संबंधात सतत चढउतार होतच होते. कोलंबो योजने अंतर्गत भारताने श्रीलंकेस आर्थिक मदत केली. १९५५ च्या बाडुंग परिषदेत दोन्ही देशांनी एक-दुस-यांना मदत करण्याचे आश्वासन दिले.

५. भारत-अमेरिका संबंध :-

भारताने अलिप्ततावादी. धोरणाचा स्विकार केला शांततावादी दृष्टीकोणातून इतर आशियायी राष्ट्रांच्या स्वातंत्र चळवळींना पाठिंबाही दिला. अमेरिकेची विदेशनीतीचा मुख्य उद्देश होता की, भारतावर दबाव आणून आपल्या गटात सहभागी करून घेणे. चीनच्यासाम्यवादी सरकारला भारताने मान्यता देवू नये म्हणून भारतावर दबाव आणण्यात आला. परंतु भारताने स्वतंत्र निर्णयशक्तीचा वापर करून डिसेंबर १९४९ मध्ये चीनच्या साम्यवादी सरकारला मान्यता दिली. कोरीयावरील अमेरिकेच्या आक्रमणाला भारताने विरोध केला.

१९५४ मध्ये अमेरिकेने पाकिस्तानला शिएटो ॲन्ड सन्टो गटाचे सदस्य बनविले. पंडित नेहरूंनी प्रत्येक सैनिकी आक्रमणाला विरोध दर्शविला. ट्रूमन आणि आयसेनहॉवर सिध्दांताला विरोध केला. लेबनॉन आणि जॉर्डनच्या अमेरिकी हस्तक्षेपाला विरोध केला. भारताच्या या भूमिकेमुळे भारत आणि अमेरिका यांच्यात तणावाचे संबंध असतानांही भारत आणि अमेरिका यांच्यात सहकार्याची भावना होती. फुलब्राईट योजनेनुसार दोन्ही देशातील विद्वानांना एकमेकांच्या देशात जाण्या-येण्याची संमती देण्यात आली होती. पंडित नेहरूंनी अमेरिकेच्या दबाव नीतीचा धैर्याने मुकाबला केला. डिसेंबर १९५९ मध्ये राष्ट्रपती आयसेनहॉवर यांच्या भारत भेटीत दोन्ही देशांच्या संबंधात सुधार घडुन आला ४ मे १९६० ला वाशिंगटन येथे तत्कालीन खाद्यमंत्री एस.के. पाटील यांच्या बरोबर अमेरिकन राष्ट्रपतींनी परस्परांना सहकार्य करण्याच्या करारावर सहया केल्या. १९६०चा हा करार 'सार्वजनिक कानून ४००' (पीएन ४००) च्या नावाने प्रसिध्द झाला[१४].

६. भारत-रशिया संबंध :-

सुरवातीचे भारत रशिया संबंध परस्परांच्या गैरसमजुतीमुळे दुरावलेले होते ते १९४९ पासुन निवळायला सुरवात झाली. जून १९५५ मध्ये पंडित नेहरूंनी सोव्हिएट संघाला भेट दिली त्यानंतर नोव्हेंबर - डिसेंबर १९५५ मध्ये रशियन नेते बुलगानीन व कुश्चेव भारतात आले. सोव्हिएट संघाने जागतिक राजकारणात भारताला दिलेले महत्व, एक संभाव्य महासत्ता म्हणून भारताचा त्यांनी वेळोवेळी केलेला उल्लेख त्यामुळे आंतराष्ट्रीय क्षेत्रात भारताचे स्थान उंचवण्यास मदत झाली.[१५]

पंडित नेहरूचे अणुशक्ती विषयक धोरण :-

पंडित नेहरूंनी शांततेचा पुरस्कार करून निःशस्त्रीकरनाचे धोरण राबवित असतांना अणुशक्ती संशोधनालाही महत्व दिले. डॉ. भाभा यांच्या सहकार्याने अणुशक्ती संशोधन कार्याला सुरूवात केले. कोणत्याही विवादापासुन दूर राहून, कोणत्याही गटबाजीत न राहता शांतीपूर्ण मार्गाने अणुशक्तीचा वापर विधायक कार्यासाठी केला पाहीजे. अणुशक्तीची निर्मिती करूनही पंडित नेहरूंनी त्याचा वापर विधायक कार्यासाठी करून निःशस्त्रीकरणावरच भर दिला.[१६]

मुल्यमापन :-

पंडित नेहरूंच्या परराष्ट्रीय धोरणाचे दोन टप्पे प्रामुख्याने दिसून येतात १) १९४७ ते १९६२ चा कालखंड - या कालखंडात जवाहरलाल नेहरूंचे नेतृत्व एक शांतीप्रिय तसेच देशाला विकसनशीलतेकडे नेणारे होते. अणुशक्तीचा

वापर शांततेसाठी करणारे होते.

२) १९६२ ते १९६४ चीनच्या आक्रमणाने आणि भारताच्या पराभवामुळे या काळातील विदेशनीती आंतरराष्ट्रीय प्रतिष्ठेला बाधक ठरली.[१७] भारताची एक कमकुवत राष्ट्र म्हणून ओळख झाली. याचे कारण व्यावहारिकतेचा अभाव होय, अनेक विचारवंताच्या मते भारताने जर वेळीच सावध होवून चीनच्या संभाव्य धोक्याचा व परिणामांचा विचार केला असता तर राष्ट्रीय हानी झाली नसती. त्याच बरोबर काश्मिरचा प्रश्न, पाकिस्तानविषयक धोरण, यावेळी ठोस पाउले उचलली असती तर कदाचीत परिणाम वेगळे झाले असते. आदर्शवादाबरोबरच व्यावहारिकतेचा दृष्टीकोन बाळगला असता तर भारताला पुढे जो संघर्ष करावा लागला व त्यासाठी राजकीय लष्करी शक्ती खर्च करावी लागली नसती. तरीही काळाचा विचार करता सर्वत्र संकटांची मालीका निर्माण झालेली असतांना जे कार्य त्यांनी केले त्यांचे ते कार्य भारताच्या इतिहासात उल्लेखनीय असेच ठरले.[१८]

शांततेचा सतत पुरस्कार करणाऱ्या, आंतरराष्ट्रीय पातळीवर निःशस्त्रीकरणावर सतत भर देणाऱ्या, भारताच्या या शांतीदूताचा मृत्यु २७ मे १९६४ रोजी झाला.

संदर्भ ग्रंथसुची :-

१) ताटके अरविंद, महात्मा गांधी पृ. ४९२

२) साने गुरूजी लेखक गोष्टीरूप गांधीजी पृ. ८२ परिवर्धक थत्ते यदुनाथ

३) डॉ. सक्सेना अर्चनाकुमारी प्रमुख भारतीय राजनितीक विचारक पृ. २५४

४) भोळे भाष्कर लक्ष्मण - आधुनिक भारतातील राजकीय विचार पृ. ७३४

५) डॉ. वैद्य सुमन - आधुनिक भारताचा इतिहास डॉ. कोठेकर शांता पृ. २२, २३

६) भोळे भा.ल. आधुनिक भारतातील राजकीय विचार पृ. ७६२

७) साने गुरूजी, ना.वि. करंदीकर - जवाहरलाल नेहरू भारताचा शोध पृ. ३९८

८) डॉ. सिंह राजबाल - भारत कि विदेशनिती पृ. २

९) डॉ. शर्मा मधुरालाल - लेखक आंतराष्ट्रीय राजनीति International Politics संपादीका जैन शशीके पृ. २५४

१०) डॉ. सिंह राजबाला - भारत कि विदेशीनिती पृ. ५१, ५२, ५३

११) कित्ता - पृ. १६१

१२) डॉ. जटाधारी - जवाहरलाल नेहरू का राजनितीक चिंतन पृ. २०७

१३) डॉ. वैद्य सुमन - आधुनिक भारताचा इतिहास पृ. २८४, २८५ डॉ. कोठेकर शांता

१४) डॉ. सिंह राजबाला - भारत कि विदेशीनिती पृ. १८०, १९९, २००

१५) डॉ. वैद्य सुमन - आधुनिक भारताचा इतिहास पृ. ३१६, ३१७ डॉ. कोठेकर शांता

१६) डॉ.मिश्र सुरेन्द्रकुमार - भारतिय परमाणुनीति निशस्त्रीकरण व आन्तर्राष्ट्रीय सुरक्षा पृ.१२४, १३२

१७) डॉ. गहलोत बी. सिंह - भारतीय विदेशनीति पृ. ५६, ५७

१८) एम. कुमार - दिप्ती शर्मा भारतीय राजनीतिक विचारक विश्वकोश भाग१२ पृ. १४६

१९) दास पी.के. भारतीय राजनीतिक चिन्तन

२०) Nehru Jawaharlal - The Discovery of India

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