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A STUDY ON PROFITABILITY MANAGEMENT OF RESTAURANTS IN TAMILNADU

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Abstract

Several theories have been documented on the relevance and irrelevance of dividend policy. Many authors continue to come up with different findings from their studies on the relevance of dividend policy. The main thrust of this study is to find out the relationship between dividend payout and firm profitability among listed hotels and restaurant companies in the Chennai Stock Exchange (CSE). Regression and correlation analysis were carried out to establish the relationship between dividend payout and firm profitability. The findings indicated that dividend payout was a crucial factor affecting firm performance ($R = 0.725$ & $R^2 = 0.526$). Their relationship was also strong and positive. This therefore showed that dividend policy was relevant. It can be concluded, based on the findings of this research that dividend policy is relevant and that managers should pay attention and devote adequate time in designing a dividend policy that will enhance firm profitability and therefore shareholder value.

Keywords: Dividend Payout, Chennai Stock Exchange, Share holder value.

INTRODUCTION

The issue of dividend policy is a very important one in the current business environment. Dividend policy is the regulations and guidelines that a company uses to decide to make dividend payments to shareholders. The dividend policy decisions of firms are the primary element of corporate policy. Dividend, which is basically the benefit of shareholders in return for their risk and investment, is determined by different factors in an organization. Basically, these factors include financing limitations, investment chances and choices, firm size, pressure from shareholders and regulatory regimes.

RESEARCH PROBLEM

Despite the numerous studies that have been done, dividend policy remains an unresolved issue in corporate finance. Several theories have been proposed to explain the relevance of dividend policy and whether it affects firm value, but there has not been a universal agreement. Researchers *Amidu (2007),* continue to come up with different findings about the relationship between dividend payout and firm performance. A study by *Amidu (2007)* revealed that dividend policy affects firm performance as measured by its profitability. The results showed a positive and significant relationship between return on assets, return on equity, growth in sales and dividend policy.

Howatt., (2009) also concluded that positive changes in dividends are associated with positive future changes in earnings per share. In contrast, argues that there is limited evidence that dividend paying firms experience subsequent performance improvements.

A number of studies have been done with regard to dividend policy and firm performance, especially in developed economies. Can the findings of those studies *(Aivazian et al., 2001 and Al-Haddad, et al., 2011)* be replicated in developing countries? In Tamilnadu, few empirical studies have been done to establish the relationship between dividend payout and firm profitability. This study therefore comes in to fill the gap by establishing whether there is a relationship between dividend payout and firm profitability among listed hotels and restaurant companies' in Tamilnadu.

RESEARCH QUESTIONS

In order to gain an insight and understand the relationship, if any, between dividend payout and profitability in a profit-oriented business, the following questions below are addressed in the course of the study.

1. What association exists between dividend payout and firm profitability among listed companies in Tamilnadu?
2. What is the extent of the association between dividend payout and firm profitability?

OBJECTIVES OF THE STUDY

The general objective of the research was to establish the relationship between dividend payout and firm performance among listed companies in Tamilnadu. The research was also guided by the following specific research objectives;

1. To establish the association between dividend payout and firm profitability among listed companies in Tamilnadu.
2. To establish the extent of the association between dividend payout and firm profitability.

REVIEW OF LITERATURE

Theoretical Framework: Bird-in-the-hand theory

The "Bird in Hand" theory of argues that outside shareholders prefer a higher dividend policy. They prefer a dividend today to a highly uncertain capital gain from a questionable future investment. A number of studies demonstrate that this mode fails if it is posited in a complete and perfect market with investors who behave according to notions of rational behavior.

Signaling Theory

According to the information content of dividends or signaling theory, firms, despite the distortion of investment decisions to capital gains, may pay dividends to signal their future prospects *(Amidu, 2007)*. The intuition underlying this argument is based on the information asymmetry between managers (insiders) and outside investors, where managers have private information about the current and future fortunes of the firm that is not available to outsiders.

Agency theory

Even if a firm does not have free cash flow, dividend payments can still be useful for the shareholders in order to control the overinvestment problem argues that dividends reduce the over investment problem because the payment of dividends increases the frequency with which firms have to go to equity markets in order to raise additional capital. In the process of attracting new equity, firms subject themselves to the monitoring and disciplining of these markets. This lowers agency cost.

Empirical studies:

(Alii, K.L., Khan, A.Q. & Ramirez, G.G. (1993) The behavior of dividend policy is one most debatable issue in the corporate finance literature and still keeps its prominent places both in developed an emerging market. Many researchers have tried to uncover issues regarding the dividend dynamics and determinants of

dividend policy but we still don't have an acceptable explanation for the observed dividend behavior of firms 20. 5). Dividend policy has been analyzed for many decades, but no universally accepted explanation for companies' observed dividend behavior has been established . It has long been a puzzle in corporate finance.

CONCEPTUALIZATION

Brigham (1995) where a firm's dividend policy is seen as a major determinant for a firms' performance. Similarly, also stressed the fact that investments made by firms' influences the future earnings and future dividends potential.

Brigham (1995) Showed that dividend increases were directly related to future increases in earnings in each of the two years after the dividend change Likewise, in a related study found out that there is no significant difference among dividend payouts with or without large block shareholders.

(Alii, K.L., Khan, A.Q. & Ramirez, G.G. (1993) suggest that dividend acts as a signal of the stability of the firm's future cash flows. A survey of the extant literature reveal that the key determinants of dividend decisions include liquidity, after tax earnings of the firm, cash flow considerations, future earnings, past dividend practices, returns on investment, legal requirements, growth prospects, inflation and interest rates. He submit that dividends provide perhaps the best and most reliable signal. According to him, an increase in dividend signals management' confidence that future earnings will be strong enough to support new and higher dividend and vice versa. This view is corroborated when they noted that there is evidence to support the view that investors respond to dividend changes. For example, Fama found a time series relation been annual dividends and earnings that is consistent with the view that dividend paying firms increase their dividend only when management is relatively confident that their higher payments can be maintained.

HYPOTHESES OF THE STUDY

The hypotheses below are operationalized as a basis for analysis and conclusion on the relationship between dividend payout and profitability.

H_1: There is significant relationship between the dividend payout and net profit.

H_2: There is significant relationship between revenue and net profit.

H_3: There is significant relationship between total assets and net profit.

H_4: There is significant impact of dividend payout, revenue and total assets on net profit.

Hypotheses 1, 2 & 3 are evaluated based on the correlation analysis while regression analysis the basis of evaluation of hypothesis 4.

METHODOLOGY

DATA SOURCE:

The present study used secondary data for the analysis. The data utilized in this study is extracted from the comprehensive income statements and financial position of the sample hotels and restaurant companies quoted in Chennai Stock Exchange (CSE) database. In addition to this, scholarly articles from academic journals and relevant textbooks were also used.

SAMPLING DESIGN

Sampling design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt on selecting items for the sample (Kothari, C.R., 2004). The sample of this study is confined to the trading sector consists of 16 hotels and restaurant companies listed in the Chennai Stock Exchange (CSE).

MODE OF ANALYSIS

In the present study, we analyze our data by employing correlation; multiple regressions& descriptive statistics. For the study, entire analysis is done by personal computer. A well known statistical package like 'Statistical Package for Social Sciences' (SPSS) 16.0 Version was used in order to analyze the data. The following liquidity and profitability ratios are taken into accounts which are given below.

Table 1
Calculations of Dependent and Independent variables.

Dependent Variable	
Net Profit (NPT)	= Net Profit After Tax (NPAT) / Total Revenue (TR) X100
Independent Variable	
Dividend Payout (DIVP)	= Total Amount of Dividend Paid during the Particular Period
Control Variables	
Revenue (RVN)	= Amount of Sales
Total Assets (TA)	= Amount of Total Assets

Multiple regression analysis was performed to investigate the impact of dividend payout on profitability. Which the model used for the study is given below.

Profitability = f (DIVP; RVN; and TA)

It is important to note that the Profitability depend upon Dividend Payout (DIVP); Revenue (RVN) & Total Assets (TA). The following model is formulated to measure the impact of dividend payout on Profitability.

NPT= $\Delta_0 + \Delta_1$**DIVP** + Δ_2**RVN** + Δ_3**TA**+e --------------------- (1) Where,

Δ_0, Δ_1, Δ_2, Δ_3 are the regression coefficient

NPT ⟶ Net Profit

DIVP ⟶ Dividend Payout

RVN ⟶ Revenue

TA ⟶ Total Assets

CORRELATION REGRESSION AND RELIABILITY ANALYSIS:

Table 2
Correlation, Regression & Reliability Value

Model	Dependent	Independent	R	P – value	R^2	F-Value	**Durbin-Watson**
1	NPT	DIVP RVN TA	0.441* 0.671** 0.747**	0.027 0.004 0.001	52.6	4.433 (0.026)	1.815

**, Correlation is significant at the 0.05 level (2-tailed)*
***, Correlation is significant at the 0.01 level (2-tailed).*

The above mentioned table indicates the relationship between the various independent and dependent variables used in the study. As it is observed in the table, the correlation values were found to be positive between the variables. Dividend payout has 44.1% relation (moderate positive) with net profit which is significant at 5 percent level of significance. As well as revenue and total assets have 67.1% and 74.7% relation (strong positive) with net profit respectively. Which are significant at 1 percent level of significance?

X.REGRESSION

Regression analysis is used to test the impact of dividend payout on profitability of the listed hotels and restaurant companies in CSE. As we mentioned in mode of analysis, a model was formulated and the results are summarized in the above Table-2.

The specification of the three variables such as DIVP; RVN; and TA in the above model revealed the ability to predict profitability (R^2 = 0.526). In this model R^2 value of above Mentioned profitability measures denote that 52.6 % to the observed variability it can be explained by the differences in three independent variability namely dividend payout, revenue and total asset. The remaining 47.4 % are not explained, because the remaining part of the variance in profitability is related to other variables which are not depicted in the model.

An examination of the model summary in conjunction with ANOVA (F–value) indicates that the model explains the most possible combination of predictor variables that could contribute to the relationship with the dependent variables. Model created by the researcher is significant at 5% level of significance. F value is 4.433 and respective P value is 0.026 which is statistically significant at 5 percent level of significance. In this case it reveals that only DIVP has a significant impact on NPT at 5 percent level of significance. However, it should be noted here that there may be some other variables which can have an impact on profitability, which need to be studied. In addition to the above analysis Durbin-Watson test also carried out to check the auto correlation among the independent variables. The Durbin-Watson statistic ranges in value from 0 to 4. A value near 2 indicates non-auto correlation. Model has the value is 1.815. This indicates that there is no auto correlation.

X. HYPOTHESES TESTING

Table 3

Testing of Hypotheses

No.	Hypotheses	Results	Tools
H1	There is significant relationship between the dividend payout and net profit	Accepted	Correlation
H2	There is significant relationship between revenue and net profit	Accepted	Correlation
H3	There is significant relationship between total assets and net profit	Accepted	Correlation
H4	There is significant impact of dividend payout, revenue and total assets on net profit.	Accepted	Correlation

CONCLUSION

This study basically looked at dividend payout and profitability in Tamilnadu. The study came up with findings that are of salient importance to scholars investigating dividend issues in the Tamilnadu people context. Based on the first hypothesis, the study observed that dividend payout has a significant impact on the profitability of listed firms in Tamilnadu. That is, an increase in the financial well being of a firm tends to positively affect the dividend payout level of firms. Findings from the second hypothesis assure that there is a significant positive relationship between revenue and the profitability of firms. Findings from the third hypothesis assure that there is a significant positive relationship between total assets and the profitability of firms. Also final hypothesis say that all independent variables have significant impact on profitability of the hotels and restaurant companies.

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A STUDY ON PUBLIC AWARENESS AND PERCEPTION ON COVID-19 VACCINE IN KARNATAKA STATE

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Abstract

Corona virus disease 2019 (COVID-19) has rapidly spread all over the world, virus has posed serious challenges for the human, India has approved a new covid-19 vaccine that uses circular stands of immune system against the virus. This article research Vaccine hesitancy is a major threat to the success of COVID-19 vaccination programs on the identifying and highlighting as well as summarizing the earliest evidence. COVID-19 vaccines can vary much across the producers vaccines are received with a high level of acceptance. It also emphasizes the need for effective and continuous science communication when fighting the pandemic as it may be an ideal time to increase the general awareness of vaccines.

Keywords: covid-19, public, vaccine

INTRODUCTION

Corona virus disease 2019 (COVID-19) is continuing to spread around the world, causing hard times for many sectors, COVID-19 pandemic has caused a challenge to healthcare systems, the economy, and education, It put billions of people in quarantine during national lockdowns, magnifying pre-existing psychological and health issues and affecting various aspects The virus has posed serious challenges for the sustainable The WHO is still reporting a continuous rise in the number of cases, with the pandemic now spreading to virtually all countries of the world. Covid-19 more than million cases were confirmed with over death cases on India. Most people infected with the virus will experience mild to moderate respiratory illness and recover without requiring special treatment. However, some will become seriously ill and require medical attention. Older people and those with underlying medical conditions like cardiovascular disease, diabetes, chronic respiratory disease, or cancer are more likely to develop serious illness. Anyone can get sick with COVID-19 and become seriously ill or die at any age.

The best way to prevent and slow down transmission is to be well informed about the disease and how the virus spreads. Protect yourself and others from infection by staying at least 1 metre apart from others, wearing a properly fitted mask, and washing your hands or using an alcohol-based rub frequently. Get vaccinated when it's your turn and follow local guidance. The virus can spread from an infected person's mouth or nose in small liquid particles when they cough, sneeze, speak, sing or breathe. These particles range from larger respiratory droplets to smaller aerosols. It is important to practice respiratory etiquette, for example by coughing into a flexed elbow, and to stay home and self-isolate until you recover if you feel unwell.

Objectives of the Study

1. To analyse the awareness of covid vaccine among public
2. To analyse the preference of covid vaccination among public
3. To assess the perception of public on covid vaccination

Data collection Method

The study consists of both primary and secondary data. The primary data collected from well structured questionnaire with study area by a custom-designed questionnaire through interview and also by personal observation and discussion with the respondents, whereas secondary data collected from journals and internet sources.

Results and Discussions

Table 1

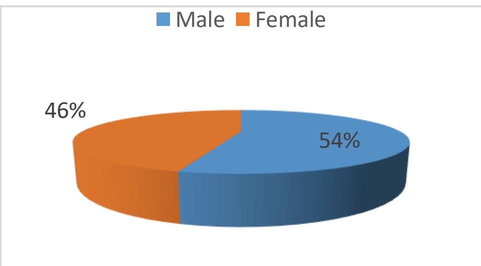
Gender of the Respondent

Gender	Frequency (N)	Per cent (%)
Male	163	54%
Female	137	46%
Total	**300**	**100%**

Source: Primary Survey 2021

Figure 1

Gender of the Respondent



The Table and Figure 1 Indicates that the Gender of the Respondents in the Study area. Out of 300 Respondents, 54% of the Respondents are Male and remaining 46% of the Respondents are female in the Study area.

Table 2

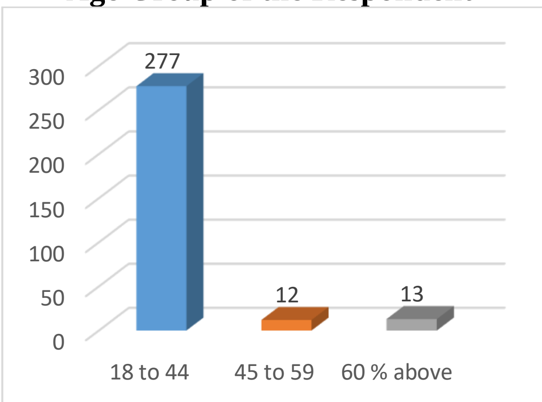
Age Group of the Respondent

Age	Frequency (N)	Per cent (%)
18 to 44	275	92%
45 to 59	12	3.7%
60 & above	13	4.3%
Total	**300**	**100%**

Source: Primary Survey 2021

Figure 2

Age Group of the Respondent



The Table and Figure 2 Indicates that the Age Group of the Respondents in the Study area. Out of 300 Respondents 92% of the Respondents are 18 to 44 Years age Group, 3.7% of the Respondents 45 to 59 Years age Group and 4.3% of the Respondents are 60 and above Years age Group in the Study area.

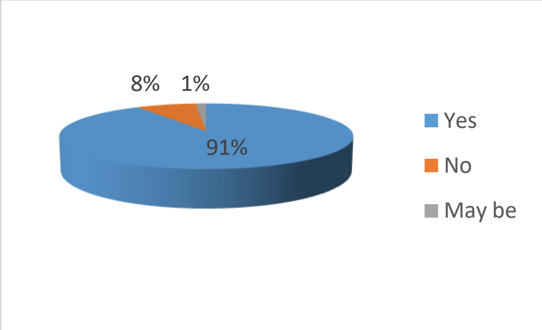
Table 3

Aware of corona vaccine

Awareness level	Frequency (N)	Percentage (%)
Yes	273	91%
No	23	8%
May be	4	1%
Total	**300**	**100%**

Source: Primary Survey 2021

Figure 3
Aware of corona vaccine



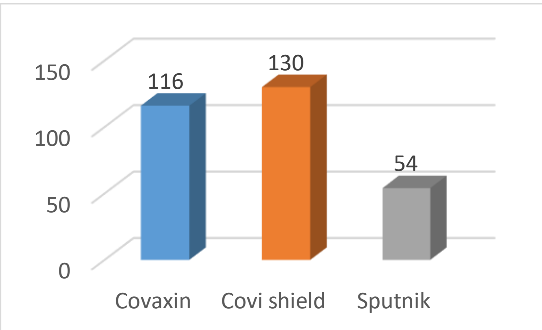
The Table and Figure 3 Indicates that the Awareness of corona virus vaccine of the Respondents in the study area, Out of 300 Respondents 91% of the Respondents are know about corona vaccine, 8% of the respondents are telling don't know about corona virus vaccine, and remaining 1% of the Respondents are stable for the proper answer in the study Area.

Table 4
Which one do you think is better vaccination?

Vaccine	Frequency (N)	Per cent (%)
Covaxin	116	38.6%
Covishield	130	43.4%
Sputnik	54	18%
Total	**300**	**100%**

Source: Primary Survey 2021

Figure 4
Which one do you think is better vaccination?



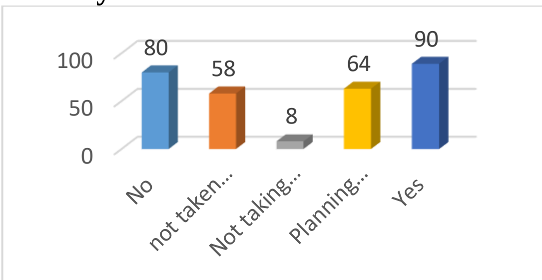
The Table and Figure 4 Indicates that the Opinion of Better Vaccination for corona virus in the study area, Out of 300 Respondents 38.6% of the Respondents are suggest Covaxin, 43.4% of the respondents are suggest the Covishield vaccine, and remaining 18% of the Respondents are suggest Sputnik Vaccine in the study Area.

Table 5
Have you taken first dose of vaccine?

First dose of vaccine	Frequency (N)	Per cent (%)
No	80	26.8%
Not taken as it is not available	58	19.5%
Not taking any vaccine	8	2.7%
Planning to take	64	21.1%
Yes	90	29.9%
Total	300	100%

Source: Primary Survey 2021

Figure 5
Have you taken first dose of vaccine?



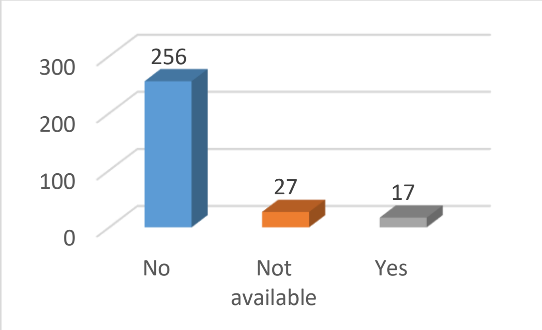
The Table and Figure 5 Indicates that the Taken First Dose Vaccine of the Respondents in the Study Area. Out of 300 Respondents 26.8% of the Respondents are Saying No, 19.5% of the Respondents are Not taken as it is not available, 21.1% of the Respondents Planning to take and remaining 29.9% of the Respondents are Taken Vaccine in the Study area.

Table 6
Have you taken 2nd dose of vaccine?

Second dose of vaccine	Frequency (N)	Per cent (%)
No	256	85.3%
Not available	27	9%
Yes	17	5.7%
Total	**300**	**100%**

Source: Primary Survey 2021

Figure 6
Have you taken 2nd dose of vaccine?



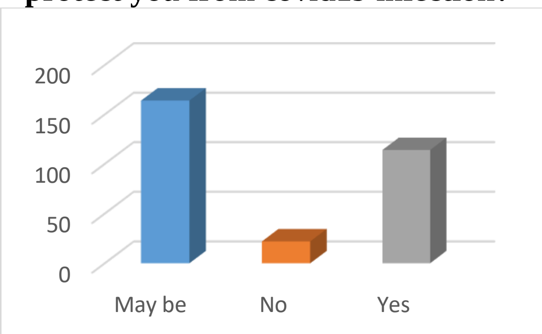
The Table and Figure 6 Indicates that the Taken Second Dose Vaccine of the Respondents in the Study Area. Out of 300 Respondents 85.3%of the Respondents are Saying No, 9% of the Respondents are Not taken as it is not available, and remaining 5.7% of the Respondents are Taken Vaccine in the Study area.

Table 7
Do you think taking vaccine will protect you from covid19 infection?

Effectiveness of vaccine	Frequency (N)	Per cent (%)
May be	164	54.7%
No	22	7.3%
Yes	114	38%
Total	300	100%

Source: Primary Survey 2021

Figure 7
Do you think taking vaccine will protect you from covid19 infection?



The Table and Figure 7 Shows that the Effectiveness of vaccine to the Respondents in the Study area. Out of 300 Respondents 54.7% of the Respondents are Saying May be, 7.3% of the Respondents Saying No, and Remaining 38% of the Respondents are Saying Yes in the Study area.

Suggestions and Conclusion

In conclusion, better understanding of the broader impact should help provide greater support to health authorities regarding the needs for vaccination programs. Indeed, in most countries, vaccination coverage rates among at-risk populations are far below the 75% recommended by the WHO , Increasing vaccination coverage to reach this target will require an integrated strategy that reinforces awareness among healthcare the public and encourages healthcare workers to become active the vaccination will also be necessary increasing time post-vaccination suggests that measles susceptibility is potentially increasing in Karnataka, Necessary have been issued to priorities vaccination personnel deputed for checking people at the border should be compulsorily vaccinated.

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FACTORS INFLUENCING THE CAREER ADVANCEMENT OF MARRIED WOMEN GRADUATE

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Abstract

Awareness should be created in the mind of girls to choose the right career path so that they are not held up in the posts where the opportunity for further advancement is absent. Women are proving to be multi-task makers by effectively balancing the dual roles. With support systems the potentials of the multi-task makers can further be utilized effectively.

Keywords: Career advancement, Married women, Job, Promotion, Family role

INTRODUCTION

In the present economic condition where more and more concentration is given for girls' education where opportunities for employment are increasing and because of globalization industrialization etc many women enter into the job market but how is their career development? Women after their marriage perform a dual role taking care of the family chores on one side and job on the other side. When they effectively manage both the roles they are certain to have a successful career. ***(John M.Ivanccvich, P.97-104)*** This study is aimed to analyse the career advancement of women employees who are graduates as well as married. This study with a sample size of 405 women employees throws a light on the factors of career advancement of married women graduate in the city of Chennai.

Career pattern is not the same for every woman. Career advancement of many women is hampered because of the hurdles they face in the career path. Pursuing a good education and getting a job has become common for the girls. But how successful or smooth is their career? The career path is not smooth for women as it is for men. Some women take small or long break mainly because of the child birth/child care duties, some start the career late, some are overcoming the obstacles safely. Unfavourable maternity leave policies force many to take a break in their career. Re-employment and re-training facilities after the break is not available in many cases.

Further more, they are not given post which will improve their job status. But women are satisfied with whatever Position they hold. Even when women employees face advancement in their career, their responsibilities in the work place increase which also increase the time spent by them for their job so they prefer to be in the same job status if they feel that the promotions or advancements will affect their family life. Most of the women employees are not careerists they are not working towards career plans or they are not tactical about the next stage up the promotion ladder. They are interested in the quality of their work and their personal lives and not on personal status.

OBJECTIVE OF THE STUDY

a) To identify the significant factors of career advancement of women employees.
b) To microscopically analyses each and every factors of career advancement of women employees.
c) To suggest measures to overcome the barriers on the career advancement of women employees.

METHODOLOGY

The study is based on primary data. The primary data was obtained through the properly framed questionnaire. Type with liker's 5 point scale from Strongly Agree to Strongly Disagree a preliminary investigation was to test the feasibility and reliability of the statements is the questionnaire. The Cranach alpha methods were used and it is found that 83.1% of the results obtained in this study can be relied. Using random sampling methods questionnaires were circulated to the graduate as well as married women employees in the city of Chennai 405 questionnaires were in a useable form.

Statistical tools used: The Primary Date Collected Through the questionnaire is subjected to statistical test. Factor analysis by the principle component analysis is applied on the variable to reduce the variable into major factors. The factors obtained through the factor analysis are subjected to parametric one sample t-test to find their significance. Percentage analysis is used to find the contribution of each variable. Chi-square analysis was used to find the association between independent and dependant variable and to explore it further, Duncan analysis was used.

FACTOR ANALYSIS

Factor analysis by the principle component analysis is applied on the nine variables of 'career advancement' of women employees.

BREAK IN CAREER

The study of Evans (2000) has explained the different career patterns of working women. Some women take a short break for maternity leave. Other women are choosing to start their family at a later age after having established a career path. Some women prefer to take a longer career break, spending time at home with their young family but feeling more secure about a later return to their career. ***Mitra Jyoti (1997)*** states that the career pattern of women appear to be different from the career patterns of men. This is explained as, while for a man, his career progress is education- training-work-retirement and the career of most women is perceived as, education-training re-employment- retirement. Break in career or dropout in career is often experienced by women because of varied reasons. The reasons such as marriage, child care/child birth, husband's career advancement, pressure of work and family and in some cases unfavorable organizational atmosphere contribute to this.

(Edwin B Flippo.)Promotion in career women experience promotions in their career only if the organizational policies on promotion are transparent without any discrimination, Shell group survey around the globe, including India points out an interesting fact that Indian women seem to have not only successfully broken a number of barriers to achieve their full potential in the workforce, but are found to be more focused in their careers than women in

Europe and the US. But when promotions are given for women employees their responsibilities increased which affects their family roles in spite of that many are proving themselves to be successful by performing a balanced role.

(Mitre Jyoti) Non acceptance of promotion: Non acceptance of promotion is experienced by many women employees. When women start climbing up the organizational ladder, the organizational atmosphere they experience is not supportive. Women at the top feel lonely because the percentage of women in the top posts is very less. The increase in responsibilities in the work place will affect the role of women in the family which is not accepted by the family. More over women are interested in the quality of family life and not on the personal status which forces them to forego the promotions.

ASSOCIATION BETWEEN DEMOGRAPHIC VARIABLE

Demographic details namely age job position; qualification, Nature of employment (public/private sector) and income are selected to find the association between these demographic variables and the factor of "career advancement of married women graduates. Chi-squares test was applied and the following results are obtained.

The chi-square values 40.540, p=0.000 for 6 degrees of freedom proves the existence of association between Income and factors of career advancement.

The chi-square values 12,101, p=0.017 for 4 degrees of freedom proves the existence of association between job position and factors of career advancement.

The chi-square values 41,710, p=0.000 for 2 degrees of freedom proves the existence of significant association between nature of employment and the of women employees career advancement.

So it is concluded by chi-square analysis that age, job position, nature of employment and income has significant association with factors of career advancement of married as well as graduate women employees. To further analysis the result microscopically Duncan analysis was used to classify the respondent. Interesting results was obtained. The findings are given in brief. For the factor promotion in career it was found that private sector women employees, women employees with income group between Rs 5,000 and Rs.15, 000p.m and women between 20 to 40 years experience promotional opportunities. As far as the factor break in career is concerned private sector women employees and women who earn below Rs.5, 000p.m are affected by the break in career.

There is no significant difference exist for the factor non acceptance of promotion. Transfer to a different place is considered as the important factor for the non acceptance of promotion by all the group of women.

One Sample t-test on the factors

(IIM Ahmeda April 2000. Volume 53(4)) The Cause/ effect of thee three factors obtained is subject to parametric one sample t-test to find their significance the statistical result of mead standard deviation and standard error for the factors was calculated in the t- test the score of undecided option in the questionnaire if the mean values are significantly higher than 3 then the conclusion can be drawn suitably in favor of agreement and if the mean values is lower than 3. Then the conclusion can be drawn suitable in favor of disagreement

Significant reason for break in career in the study out of total samples of women employees 34.57% of the samples have experienced break if the samples have experience in the career the factors acting as a reason for break in career namely a marriage child birth c) health problems d) organizational atmosphere e) husband career advancement are subject to parametric one sample t test to find one factor namely child birth care obtained a mean score more than 3 and all the other factors namely marriage health problem ms organizational atmosphere and husband s career advancement obtained the mean value less than the significance of these factors is tested using t – test from the table 1 it is significant proved that women employees who have experienced break ion their career do most feel that the four factors namely marriage health problems organizational atmosphere and husbands career advancement to ne the reasons for their break the factor child birth child care is significant proved one reason for the break in career it is in ferried that the women employees who exercised break in career strongly free to the factor child fourth child free of the factor child birth child care to one the reason for their break.

Joining the service after the break in career women employees who returned in the career life after a break either entering the same organism or n a different organization in the sample study 34.57% if the total sample experienced break in service after the break 76.43% of them have expressed that they did not join the same organization and 23.57% if they have expressed that they have joined the same organizational policies and practices in the matter leave alternate work arrangement flexi time and continuation of service are the reasons for joining the same organization

Consideration of Past Experiences after the Break: When women employees join their career after their break, the past experiences, if not considered will hamper their career. In the study, on analyzing the consideration of past experiences of women employees when they rejoin, it was found that 61.27% of the women employee's past experience has not been counted. It can be concluded that these 61.27% of the women employees have again started the career from the beginning.

SIGNIFICANT EFFECTS OF PROMOTION IN CAREER

Out of the total samples taken for the study, 62.47% of the samples have experienced promotion in their career. The four factors namely (i) increase in responsibilities (ii) increase in salary (iii) increase in working hours (iv) affected family responsibilities, which are considered as the effects of promotion are tested. It is found that the two factors namely 'increase in responsibilities' and 'increase in salary'. obtained mean score greater than three and the remaining two factors, 'increase in the number of working hours' and 'affected family responsibilities' obtained mean score less than three. T-test is applied on these factors to test the significance.

From the Table 2 it is found that the factors 'increase in responsibilities' and 'increase in salary' are significantly proved to be effects of promotion received by the women employees. It is also found that the same women employees who received promotion feel that the promotion which they received has neither increased the working time nor affected the family responsibilities. This shows that women are balancing their work and family. They are taking up additional responsibilities in the job without affecting their family duties and are proving to be successful dual role players.

SIGNIFICANT REASON

In the study 13.58% of the total samples of women employees have avoided promotions in their career. The factors contributing to the non-acceptance of promotions namely a) family responsibilities b) transfer c) personal interest d) spouse's interest e) organizational atmosphere f) fear of the post are tested. It is found that only one factor namely 'family responsibilities' obtained a mean score greater than three and all the other factors obtained the mean score less than three. The significance of these factors is tested by applying t-test. The t-test values are given in the Table 3.

Table 3 shows that the factor 'family responsibilities' is not proved to be significantly higher than three at 5% level of significance. This shows that women employees who have not accepted promotion do not strongly agree family responsibilities as a factor which induced them not to accept promotion. The second factor 'transfer' is not significantly proved to be less than three at 5% level of significance, which implies that women employees agree that transfer to different places is a reason for their non-acceptance of promotion. It is found that women employees strongly disagree to factors 'personal interest', 'spouse's interest', 'organizational atmosphere' and 'fear of the post' as reasons for non-acceptance of promotions and it is proved significantly on the whole it be can be that women employees in the study who have not accepted the promotions in their career field transfer to a different as the main reason.

SIGNIFICANT REASON FOR NOT RECEIVING PROMOTION

In the sample study 44.20% of the women employees who have not received promotions feel that the organization does not provide scope for further advancement in their career. The factors which contribute to this namely a) scope in the organisation b) gender discrimination c) extra qualification are subject to statistical test. It is also found that women employees who have not received promotions feel that gender discrimination or the need of extra qualification are not the significant reason for not experiment promotions in their career therefore it is inferred that the posts occupied by these women are such that there is no scope for promotions sin the organization obtained the mean score greater than three and the other two factors namely 'gender discrimination' and 'extra qualification' Have obtained mean score less than three. The significance of these factors using t-test is depicted in the Table 4.

From Table 4 it is found that the factor 'scope in the organization' is proved to be significant reason for not receiving promotion. This implies that the women employees who have not received promotions feel that the organization does not provide scope for further advancement in their career. It is also found that women employees who have not received promotions feel that gender discrimination or the need of extra qualification are not the significant reason for not experiencing promotions in their career. Therefore it is inferred that the posts occupied by these women are such that there is no scope for promotions in the organization

FINDINGS IN BRIEF

In the study 34.57% of women employee's career is disturbed because of break in career. The child birth/child care is found to *be* significant t reason for the break in career. Of these 34.57%, the past experience of 61.27% of the women employees were not considered i.e. they start the career once again from the beginning. This acts as a hurdle on the career advancement of women employees. Prate sector women employees and women who earn below Rs.5000p.m are affected more by the Break in Career; the organizational factors are not supportive enough to overcome the break.

In the sample study 44.20% of the women employees have not received the motion which they deserve. On analyzing the significant reason for not receiving promotion it was found that the post occupied by the women are such that there is no scope for further advancement in the organization. Transfer to different places is found to one the significant reason for non acceptance of promotion by 13.58% of normal employees. On analyzing the significant effect of promotion n 6247% of women employees who have received promotion, it was found that the promotion which they have received has increased the salary well as responsibilities but the dual role is not affected because of the crease in responsibilities at work place This shows that they are able to strike a right balance between lob and family

CONCLUSION

Development of female friendly organizational polities like career-break schemes, retraining facilities providing career break without affecting seniority, flexible work patterns help women to overcome the problem of career break due to child birth/ca Separate promotional policies should be framed for women employees c side ring their family role in case transfer to a different place. Awareness should be created in the minds to choose the right career path so t they are not held up in the posts that the opportunity for further advancement is absent. Women are proving to multi-task makers by effectively bale in the dual roles. With support system the potentials of the multi-task can further be utilized effectively.

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WOMEN EMPOWERMENT THROUGH MICRO ENTERPRISES DEVELOPMENT

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Abstract

Micro enterprises mainly aim at developing and utilising the entrepreneurial talent and potential of rural women below poverty line to meet the local needs. Survival and growth of these enterprises are essential for the beneficiaries/entrepreneurs as they ensure better standards of living and thereby their individual, family and social empowerment. This study, evaluated the women empowerment through SHG in Kerala ,India and concludes that these enterprises have succeeded in the socio-economic empowerment of rural poor.

Keywords: Enterprises, Women Development, Empowerment, Family, Government

INTRODUCTION

Integration of women development and their empowerment are inevitable for the development of any country. The role of women in the economic and social activities of a country was emphasized by the World Conference on Agrarian Reforms and Rural Development in 1979. The conference focuses on the need for equal opportunities for women in social, economic and political process of rural development. The declaration of International Women's Year (1975) and the Decade of Women (1976-1985) by the United Nations helped to highlight the crucial issues of women and the need for their empowerment.

During the first part of 20th century it was believed that industrial revolution would eradicate poverty and lead to modernization and economic development. But the benefits of development did not reach women and the development plans failed to consider their welfare and well being. **(Malhotra *et.al* 2012)** The second part has witnessed major improvements in women's health and education, but the progress has been slow and uneven. India is no exception to this. The declining sex ratio, female work participation rate *etc*. reveal the poor status of Indian women. After independence, the government of India took numerous measures to ensure gender equality. Different plans and policies as well as the Constitution have laid stress on women empowerment. The women's empowerment year was launched in 2001 with the conviction that empowered women constitute a nation's strength.

Empowerment provides legitimacy and social justice for human development. Empowerment of women means creating economic independence, self reliance, political, social and legal awareness, self confidence and positive attitude among women. It enables women to face any situation and to participate in the developmental activities of the nation.

Paramasivan, C. (2013). Empowerment of women in the third world countries is important because the benefits will be felt not only by the women themselves, but by their households as well. It may take a more enlightened approach to ensure the empowerment of women in developing countries, but the returns to their families and even the societies as a whole will be worth it.

Micro enterprises mainly aim at developing and utilising the entrepreneurial talent and potential of rural women below poverty line to meet the local needs. Survival and growth of these enterprises are essential for the beneficiaries / entrepreneurs as they ensure better standards of living and thereby their individual, family and social empowerment (Pruthi 1999).Concept of employment has assumed a unique role in this context.

Though nearly half of Indian population consists of women, their participation rate in the economic activities is only 34%. During the 1970s, efforts to promote self-employment among women started receiving greater attention from the government and private agencies. The result has been the emergence of women entrepreneurs on the economic scene in recent years. Even then, less than 5% of business units are owned and operated by them. Several studies have shown that women have proved to be good at business. If more women are motivated, given necessary encouragement and help for becoming entrepreneurs, they can contribute effectively in running viable business enterprises. Hence the significance of self employment schemes including micro enterprises for the empowerment of women, has been receiving great attention.

This paper is an attempt to examine the role of micro enterprises in empowering the women of Kerala, India. For this, the rest of the paper is divided into two. The second part briefly explains the concept of micro enterprises and the methodology. The third part analyses the socio economic background of entrepreneurs and measuring the extent of women empowerment achieved through the formation of micro enterprises in Kerala, India.

MICRO ENTERPRISES

The crux of the poverty eradication programmes lies in the generation of employment potential leading to income generation. The origin and growth of micro enterprises can be traced to lack of employment opportunities and inadequate income generation. To address the issues of poverty reduction, create employment and income opportunities, the Indian government has initiated Micro Enterprise Development programmes.

Micro enterprises represent an important means of earning income for women in both developing and developed countries.(Nandakumar 2000) Micro enterprises are small undertaking run by individuals or groups who take up the responsibility of managing the business and the family. These enterprises are based on certain characteristics like low capital, low technology, low risk and a few workers. They are coming into existence out of either market driven or non market driven forces. Market driven enterprises are managed and controlled by the entrepreneurs themselves. Government agency or NGOs play an active role in the promotion of nonmarket driven enterprises. SHGs,(Self Help Groups) SGSY (Swarnajanti Grama Swarojdar Yojana) etc. fall under this category. This study considers non-market driven micro enterprises promoted by government agencies as they dominate the micro enterprise sector in Kerala, India.

One of the main objectives of initialling non-market driven micro enterprises fostered by government is to help the beneficiaries to take up and manage their own business activities which could supplement their household employment and income leading to improved standard of living. At the same time these enterprises are expected to serve as instruments which could bring about economic awareness and empowerment among the women members. The idea of starting microenterprises has raised lot of hopes and expectations, particularly among women below poverty line.

Definition: Though there are many definitions about micro enterprises, the definition given by Government of Kerala through Kudumbashree is accepted for the purpose of this paper. The definition is based on the following features:

(i) Investment between Rs. 5.000 and Rs .2.5 Laks.

(ii) Individual or Group based poor people

(iii) The entrepreneur should earn a monthly income if at least Rs 1.500/.

(iv) The turn over must be between Rs. One lak and Rs. Five Laks (yearly) and

(v) Enterprise fully owned managed and operated by members themselves preferably women below poverty line families as entrepreneurs.

The SHGs have emerged as a vibrant micro finance movement India with active support from government voluntary agencies and banks with the launching of SGSY scheme and other similar schemes to assure sustainable income to the poor through self employment by promoting micro enterprises. This paper is an attempt to assess the extent of empowerment achieved by women beneficiaries (entrepreneur) of micro enterprises linked with SHGs in Kerala, India.

As majority of the micro enterprises linked with SHGs are formed as group enterprises. Microenterprises are taken for the study. Out of 2040 group micro enterprises functioning in Kerala 1% is selected at random thus 20 group micro enterprises and their 328 beneficiaries have been taken for the study.

Both primary and second data were used for the study and Lickert's ,3 point scaling techniques was used to get empowerment index .

MEASURING EMPOWERMENT

The purpose of forming SHG linked micro enterprises is said to be achieved only if the beneficiaries entrepreneurs are empowered. Here an attempt is made to analyse the extent of empowerment in terms of individual empowerment, family empowerment, social empowerment.

ECONOMIC EMPOWERMENT

Data revealed that maximum of entrepreneurs (35.1%) fall under the age group of 40-50 and 90.7% are married. Majority (49.1%) are Hindus , 62.5% and are from forward castes. 33.5% of entrepreneurs have college education. Only 22.3% have previous experience in the field of respective business. Majority (90.2%) of micro entrepreneurs became self employed to make economic gains. Though 85.4% of them have family with 4 to 7 members only 7.3% have 3 or more earning members.

MONTHLY INCOME OF THE FAMILY

Monthly income of the family were analyzed to ascertain whether there is any significant improvement in the income of the family after becoming a member of the SHG unit. A comparison was made between s monthly income before and after recovering benefit / empowerment (Table 1). Before becoming a member of the unit 32.2% Families had no income and 49.1% less than Rs500. This implies that majority of the families had income below Rs500. But after empowerment the number of families having no income and income less than Rs 500 decreased to zero, 21.3% had income between Rs. 500 to Rs. 1.000 , 34.5% from Rs .1000to Rs .2000 . Percentage of families having income above Rs 2.000 has increased from zero to 44.2%., after empowerment.

VALUE OF HOUSEHOLD ASSETS

Possession for various assets and equipment and their value tells upon the welfare of an individual and family the assets include Radio, Tape Recorder, TV, Fridge, Sewing Machine ,Telephone etc. Table 2exhibits the value of household assets possessed by beneficiaries before and after becoming a member of micro enterprise.

The table shows that before becoming a member, 50.3% of beneficiaries possessed assets worth Rs25.000 to Rs. 75.00, 47.6% owned assets worth less than Rs 25.000 and only 2.1% owned above Rs 75.000 After becoming members considerable change occurred in the value of assets owned by the members. Maximum percentage of beneficiaries own assets worth Rs 25.000 to Rs. 75.000 (60.4%)(followed by assets worth less then Rs 25,000(33.5%) and 58.% possessed worth Rs 75,000-1,25,000.

SOCIAL EMPOWERMENT

Eloquence, the ability to speak in public, the courage to raise voice against social injustice, knowledge about the laws to protect and defend women etc .,influence the position women in the society. Hence an attempt is made to analyses the extent of social empowerment achieved by measuring the degree of empowerment 7 variables

Table 3 reveals that average score for social empowerment range between 0.95 to 1.31 with an average of 1.09. Since the average score for the entire group was 1.09 one can infer that the degree of social empowerment achieved by beneficiaries was moderate, The highest average score (1.31) was earned by the variable' " Express your opinion in a meeting or discussion", and the lowest (0.95) by two variables viz "Utilize opportunity to contest in elections and travel aloe even at night," the average source of the variables in the order are an follow "participation in election campaigning" (1.18),"raising voice against injustice"(1.16),"public speaking ability"(1.07) , knowledge about the laws to protect" and defend women. (1.02) None of the variable scores below 0.67.the result indicate considerable impacts on the social empowerment of women due to SHGs

FAMILY EMPOWERMENT

Extent of power of decision making in the family freedom, in spending freedom to attend social functions *etc*, determine the position of women in the family and by there empower themselves. Six variables were selected these variables include areas related to freedom to spend ,decide mode of savings ,operate banks accounts, attend social function and power to make important decisions.

Analyses revealed that for all variables except one the average score was between 0.67 to1.33.Hencethe degree of empowerment was moderate for all variables except one. Freedom to attend social functions is the area in which the degree of empowerment was highest, the average empowerment score range between 1.08 and 1.53 in respect of variables related empowerment and as such it is inferred as moderate. Further the average score when all the variables are taken together was only 1.25 and therefore the extent of empowerment achieved by the beneficiaries in their family was moderate.

INDIVIDUAL EMPOWERMENT

Individual empowerment means achieving self confidence, better self awareness leadership quality, exercise decision making power etc. Micro enterprises provide an opportunity to their beneficiary to develop these. (Murthy S. and Gaus 2012) Beneficiary are expected to become empowered personally in becoming a member in microenterprises. Seven variables were selected and analyzed.

Analysis showed that average score of each of the seven variables was more than 1.33 hence for all variables the degree of individual empowerment is high .Among the seven variables the degree of empowerment was highest for the variable "enhanced knowledge of the enterprises ", and lowest for" confidence to start own enterprises ". Discussion with the respondents revealed that before becoming a member they had no knowledge about how to conduct a business. Similarly since the respondent are from BPL (Below Poverty Line) Families they are not financially sound and therefore many of them have no confidence to start their own enterprises. The average score among the variables varied between 1.44and 1.79.The seven variables on the basis of average score can be arranged in the ascending order as follows confidence to start enterprises "decision making ability", "leadership quality," "ability to face problems"," better self awareness," " personality development ",and "enhanced knowledge of enterprises." The total average score for all the variables was 1.6 and hence it can be concluded that the individual empowerment through micro enterprises was high.

Empowerment through micro enterprises in Kerala was calculated as a simple average of average score of empowerment obtained for three levels of empowerment *viz*, individual, family and social empowerment and the average of the scores was as 1.31.So the hypothesis that the development of micro enterprises impact on women empowerment in Kerala, India is accepted.

CONCLUSION

Micro enterprises mainly aim at developing and utilizing the entrepreneurial talent and potential of rural, especially women below poverty line to meet the local needs survival and growth of these enterprises are essential to ensure better standards of living and by there their individual family and social empowerment. This study beyond by shadow of doubt has revealed that these enterprises have successes in the socio–economic empowerment of rural poor but the basic objective of eradicating poverty is yet to be realised despite impressive contributions by the growth of these enterprises. As such these micro enterprises should be accorded priority.

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Table 1

Income per month of the family before and after becoming a Benefiter / Entrepreneur

Monthly income of the family(In Rs)	Number and percentage of beneficiaries	
	Before becoming a Member	After becoming a member
1. Nil	106(32.3%)	-
2. <500	161(49.1%)	-
3. 500-1000	49(14.9%)	70(21.3%)
4. 1000-2000	(12.37%)	113(34.5%)
5. >2000	-	145(44.%2)
Total	**328(100%)**	**328(100%)**

Table 2

Value of house assets owned by Entrepreneurs before and after becoming benefiter// Entrepreneur

Value of House Assets (In Rs)	Number and percentage of beneficiaries	
	Before becoming a Member	After becoming a member
1. <25.000	156(47.6)	111(33.5)P
2. 25.000-7.5000	165(50.3)	198(60.4)
3. 75,000-1,25,000	7(2.1)	19(5.8)
Total	**328(100)**	**328(100)**

Table 3

Level of Social empowerment after becoming benefiter// Entrepreneur

Variables	No. of Beneficiaries			Scores	
	Yes	To Some Extent	No	Total	Average
Public speaking ability	97	157	74	351	1.07
Participation In Election Campaigning	131	125	72	387	1.18
Utilize The Opportunity To Contest In Elections	82	149	97	313	0.95
Express Your Own Opinion In A Meeting / In A Discussion	153	125	50	431	1.31
Raise Voice Against In Justice	104	172	52	380	1.16
Knowledge About The Laws To Protect And Defend Women	85	164	76	334	1.02
Travel Alone Even At Night		140	102	312	0.95
Total And Average Score				**2508**	**1.09**

Table 4
Family level of empowerment after becoming benefiter/ Entrepreneur

Variables	No. of Beneficiaries			Scores	
	Yes	To Some Extent	No	Total	Average
Freedom in spend earnings	137	130	61	404	1.21
Freedom to decide mode of saving	148	110	70	406	1.24
Freedom to operate bank accounts	138	78	112	354	1.08
freedom to attend social functional	204	93	31	501	1.53
Freedom to take decisions relating to educational of children	134	133	61	401	1.22
Decisions relating to the purchase of costly capital assets	130	132	66	392	1.2
Total & Average score				**2458**	**1.25**

Table 5
Level of individual empowerment after becoming benefiter/ Entrepreneur

Variables	No of entrepreneurs			Total Score	
	Yes	To Some Extent	No	Total	Average
Enhanced Knowledge of enterprises	270	46	12	586	1.79
Confidence to start own enterprises	193	85	50	471	144
Helped in Personality Development	252	57	19	561	1.71
Better self awareness	222	77	29	521	1.59
Leadership Quality	214	88	26	516	1.57
Ability to face problems	227	64	37	518	1.56
Decision marking ability	196	94	38	486	1.48
Total & Average Score				**365**	**1.6**

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OPPORTUNITIES FOR AUGMENTING FARMERS INCOME AND AGRIBUSINESS

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Abstract

Disparity between yield increase and increase of input cost, labor cost and fuel cost is a huge facor affecting Indian agriculture. The input cost for cultivation has increased significantly over the past decades and as a result the net income for the farmer has not increased substantially. There is a need to promote profitable allied practices such as horticulture, fisheries, livestock etc. to help the farmers to realize better net incomes. Also, the realization of better pricing is important to increase the net income of the farmers as most of them sell their agricultural produce locally to intermediaries and end up not realizing appropriate value for their produce. The FPOs (Farmers Producer Organizations) can significantly help alleviate this vulnerability at the grassroots level. An attempt is made in this paper to analyse the opportunities for augmenting farmers income through agribusiness.

Keywords: Career advancement, Married women, Job, Promotion, Family role

INTRODUCTION

India ranks at number 2 in the world when it comes to farm output. According to the Situation Assessment Survey of Agricultural Household 2013, an average Indian farming household earns just Rs 77,124 in a year, translating to Rs 6,427 monthly, barely enough to cover the average monthly expenditure of Rs 6,223.

Paramasivan, C., & Pasupathi, R. (2017). Agriculture is the primary occupation and the major economic factor of India. It provides more number of employment opportunities and business strategies to the society. Mostly, peoples from India are concerning with agriculture sector directly and indirectly. Not only agricultural industries, agro based industries are also generating agro products and also it creates more employment opportunities to the peoples like farmers, agricultural workers, industrial workers, wholesalers, retailers exporters and others.

India has achieved record food grain production of 297 million tonnes during 2020-21 and 314.67 million tonnes of fruits & vegetables largely due to favourable monsoon after two consecutive years of deficit rainfall.48% of the population of India dependent on agriculture. Crops including fruits and vegetables account for 59.0 percent of

GDP in ‘agriculture, forestry and fishing’ sector. Around 41.0 percent of GVA of this sector based on livestock products, forestry and fisheries. Agro-processing (textiles, food, oil, etc.), retail, credit, warehousing, transport, etc. are also GDP contributors that rely on agriculture for their growth. Agriculture has the moral responsibility of meeting food and nutritional security in consonance with the agro ecological backdrop. It has to generate gainful employment resulting in income gains to make the farmers more economically secure. It has to generate raw material that will directly support agro-processing of food and non-food products to support secondary agriculture. It has to support agro-processing industry to produce primary and intermediate goods, which will feed the manufacturing sector. Agricultural practices need to be on a sustainable basis.

Agricultural sector received continuous attention of the policy makers and stakeholders.

–A number of initiative were undertaken to improve the performance of this sector. For the first time in our history, Hon’ble Prime Minister of India exhorted to “Double the Farmers’ Income” by 2021-22 and helped in channelizing the efforts in the unified direction. A holistic approach is being followed from top to bottom in an integrated manner and the slogan is catching the momentum and attention of one and all.

DFI goal was also coupled with many new and well-thought out schemes

–*Pradhan Mantri Fasal Bima Yojana*

–e-National Agricultural Market

–*Paramparagat Krishi Vikas Yojana*

–*Pradhan Mantri Krishi Sichai Yojana*.

DFI Mission, requires accurate information on certain indicators which reflect the farmers’ income and welfare.

The most appropriate measure of farmers’ well-being is the level of farm income. A few attempts made by some scholars to prepare estimates of farm income in the past based either on a sample of farmers or a particular segment of agriculture. Various methodologies and estimates of farmers’ income are available only on point basis. The studies largely referred to the growth in agricultural output (VOP/AgGDP/GSDP), output and input price behaviour along with price spread, rise in wages, rising indebtedness, to indicate the given state of Indian framing. Chand et al (2015) provided series of farm income based on NSSO data.

Important Schemes which would help in role of Augmenting Agricultural Income

1. Soil Health Management

- Setting up of new soil testing laboratories and strengthening the existing labs.
- raining of lab staff/extension officers/farmers/field functionaries on balanced use of fertilizer.
- Promotion and distribution of micro nutrients.
- Issue of Soil Health Cards

2. Pradhan Mantri Krishi Sinchayee Yojana (PMKSY)

- Developing long term solutions for mitigating the affect of drought.
- Increasing area under irrigation.

3. National Food Security Mission (NFSM)

- Under implementation in 638 Districts of 29 States.
- Promotes & extends improved technologies, i.e., Seed, Micro Nutrient, Soil Amendments, Integrated Pest Management, Farm Machinery & Implements, Irrigation Devices, Capacity Building of Farmers.
- Includes cluster demonstrations of rice, wheat, pulses & nutri-cereals, distribution of improved seeds/need based inputs, resource & energy conservation techniques, efficient water application tools, cropping system based training and local initiatives.

3. e-NAM

- Pan India electronic trading portal in selected regulated wholesale markets in States that have undertaken reforms.
- Common tradable parameters developed for 124 commodities.
- 585 markets integrated on e-NAM till date.

4. Pradhan Mantri Fasal Bima Yojana (PMFBY)

- Available to farmers at very low rates of premium.
- Farmers to get full insurance. No capping of sum insured.
- Insurance cover at all stages of crop cycle.
- Focus on covering non-loanee along with loanee farmers.
- Target for area coverage 40% (2017-18) and 50% (2018-19)

6. Rashtriya Krishi Vikas Yojana (RKVY - RAFTAAR)

- Incentivise States to increase public investment in agriculture & allied sectors
- Provide flexibility & autonomy to States in process of planning and executing schemes.
- Focus on pre and post-harvest infrastructure, integrated value chains

7. Mission for Integrated Development of Horticulture (MIDH)

- Launched on 1st April 2014 for holistic growth of horticulture sector.
- Ensures forward and backward linkages through a cluster approach with active participation of stakeholders.
- Includes supply of quality planting material, technology promotion, productivity improvement, human resource development, creation of post-harvest management infrastructure.

Sources of Income Growth

DFI Committee identified Seven Sources of Income Growth:

1. Improvement in crop productivity
2. Improvement in livestock productivity
3. Resource use efficiency or savings in cost of production
4. Increase in cropping intensity
5. Diversification towards high value crops
6. Improvement in real prices received by farmers
7. Shift from farm to non-farm occupations

Non Farm sources of Growth

Improved value addition and processing

•Reducing dependence on agriculture

•Review of current programmes and schemes

–ACABC

–MIS

•Governance related

–Linkages among high powered think tanks

–Prioritization of research areas for investment

–Making the farmers party to the mission

–Centre-state linkages

–Consensus among stakeholders

Small and marginal farmers can generate more revenue from basic farming. There are various ways to earn good money in agriculture.

Opportunities for Augmenting Farmers Income through Agribusiness

Agriculture Business can be divided into three broad categories and they are as follows:

- Productive Resources like feed, seed, fertilizer, equipment, energy, machinery etc.
- Agricultural Commodities like raw and processed commodities of food and fiber.
- Facilitative Services like credit, insurance, marketing, storage, processing, transportation, packing etc.

1. Agricultural Farm

One can start an agricultural farm by investing reasonable money. You can produce items as per the local demand

and sell them locally. For far areas you can even supply the product through distribution channels.

2. Vermicompost Organic Fertilizer Production

It requires very low investment and hence can be considered profitable for the startup agricultural business. You can simply start this business by the proper know-how of the production process. Vermicompost contains water-soluble nutrients and is a very good, nutrient-rich organic fertilizer and soil conditioner. It has different uses such as in farming and small scale sustainable, organic farming. Interestingly, vermicomposting can also be applied for the treatment of sewage sludge.

3. Dried Flower Business

Are you aware that flowers are among the most profitable plants, which are producing one of the highest returns of any speciality crop? Well yes, its true! Flower production is one of the fastest-growing crop trends in today's agriculture. It requires all types of flowers especially unique and hard to grow varieties.

Growing, processing and selling dried flowers could put you on the path of making money with a sustainable business from the very first year. Therefore, it's one of the most profitable agriculture business idea that you can opt.

4. Fertilizer Distribution Business

The fertilizer industry is getting highly organized in India. Any individual can start a fertilizer distribution business as a small, medium and large-scale basis. Though, small distributors generally operate within the district and large distributors within the state, or sometimes in more than one state.

Fertilizer distribution is an ongoing business and shows no signs of fading. One can start this business with moderate capital investment.

5. Organic Farm Green House

The increased demand for organically grown farm products has led to the growth of this agricultural business. As there are many health risks in the foods grown with chemicals and fertilizers, people are growing organic food.

6. Poultry Farming

Poultry farming is one of the fastest-growing & most profitable agriculture businesses in the current Indian market scenario. Adding to it, poultry business is the best idea for those who want to make a successful agri-business career in India.

It has transformed into a techno-commercial industry from the status of backyard farming for three decades. It is considered to be the fastest growing sector of agriculture and farming business.

7. Mushroom Farming Business

By doing this business you can make good profits in just few weeks. It requires a low start-up capital investment. Even with a little knowledge of mushroom growing and with a farm mushroom farming business can be done.

8. Hydroponic Retail Store

It is a new plantation technology which requires soil free way of plantation for both commercial and home use. Hydroponics stores sell the specialized equipment and supplies that hydroponic gardener's need. Planning plans a crucial role to start a Hydroponic Retail Store.

9. Snail Farming

It is a process of raising land snails specifically for human consumption. It has a high rate of protein, iron, low fat, and almost all the amino acids needed for the human body. Moreover, one should have specific knowledge of modern technology.

10. Sunflower Farming

The land is the primary requirement to start sunflower farming. Growing sunflowers for oilseed requires a small investment. It is also known as Commercial Cash Crop. Sunflower is a highly profitable crop in oilseed production and takes very short duration 80-115 days to grow. It's also suitable to grow in rainfed conditions and has the ability to perform in diverse agro-climatic & soil conditions.

11. Bee Keeping Business

It demands day to day monitoring with close supervision of the bees. Beekeeping business is done for selling honey and other products like wax. Not to forget, as the demand for honey is growing globally. Opting for this business is a profitable venture which requires a small investment.

12. Fish Farming

Fish farming is raising fish commercially in the tanks & ponds for the purpose of producing food. Commercial fish farming has already established as a profitable business venture all over the world. This business can be done at any time of the year. It requires modern techniques and moderate capital investment. Interestingly, you can easily raise the fishes in tanks until they are ready for selling or marketing and they don't need the wide capture of wild fish. Commercial fish farming also helps to preserve natural ecosystems.

13. Fruits and Vegetables Export

One can start the export of fruits and vegetable business by collecting them from local farmers. It can be done through easy communication means like a telephonic conversation, computer with an internet connection.

14. Florist

It requires a retail space and connection with the flower growers. It is one of the most profitable retail agriculture business ideas that can also be done online by providing customers with doorstep delivery of flowers.

15. Frozen Chicken Production

The demand for this product is growing globally. One can start Frozen Chicken Production business by living in a metro or a suburban city. Food business is one of the best businesses you can ever think of doing. It has a high turnover as people would always eat no matter what their financial situation is like.

16. Botanical Pesticide Production

Botanical pesticides are naturally occurring chemicals extracted from plants known to have insecticidal properties. It is very essential and mandatory for organic farming. As the demand of this product is high, it is considered as one of the most profitable agriculture business ideas.

17. Broom Production

It is a good and profitable business idea as broom has been used for centuries for cleaning purpose. It is a simple business and can be done with a moderate capital investment. Broom can be divided in two categories. First is broom made with natural materials and second is a plastic broom.

18. Basket Weaving

One requires a thoughtful planning and a high level of creative mind having a flair for design. It can simply be done from a home location with moderate capital investment. You can sell baskets online and in-person, by renting a booth at a trade show or flea market. It increases sales and reaching out to more customers.

19. Flour Milling

Establishing your own brand product is highly profitable in this business. Flour milling business can be divided in two types- small scale flour mill and large scale flour mill. Opting for small scale or large scale should fully take your specific conditions into consideration.

20. Kulhar Tea/Milk Business

You can start this business with only Rs 5000 and earn Rs 50,000 monthly. You can start selling **kulhad tea** in the country's major railway stations, railway depots, airports, bus depots, and malls. The price of Kulhad tea in cities varies from Rs 15 to 20. In Kulhad tea business, you can save around 1000 rupees in 1 day.

Some Other Profitable Agriculture Business Ideas

- Livestock Feed Production

- Fruit Juice Production
- Groundnut Processing
- Cashew-nut Processing
- Quail Egg Farming
- Shrimp Farming
- Fish Hatchery
- Piggery
- Soya Beans Processing
- Spice Processing
- Vegetable Farming
- Chicks Hatchery
- Rajanigandha Farming
- Tea Growing
- Grocery E-Shopping Portal
- Landscape Expert
- Medicinal Herbs Farming
- Cactus Arrangements
- Dairy Farming
- Jatropha Farming
- Potato Powder
- Corn Farming
- Certifies Seed Production
- Soil Testing Lab
- Green House Flower Export
- Horticulture Crop Farming
- Potato Chips Production
- Fodder Farming for Goats and Cows
- Agro-Farming Blogging

Strategy/Mechanism for Augmenting farmers' INCOME

1. By increasing productivity of crops

- ➢ Timely supply of good quality of sufficient seeds prior to season.
- ➢ Timely availability of good quality of inputs
- ➢ Applying short duration high yielding varieties.
- ➢ Increase SRR of hybrid seeds
- ➢ By promoting Farm Mechanization
- ➢ Application of Integrated Nutrient Management
- ➢ Application of Integrated Pest Management
- ➢ By increasing irrigation facilities & enhancing water-use efficiency
- ➢ Adoption of DSR/Zero Tillage/SRI

2. BY INCREASING cropping intensity

- ➢ According to land capability, irrigation and other facilities farm plan should be prepared for Kharif, Rabi and Garma for 03 years e.g.

i. Paddy - wheat/pulses/Maize
ii. Maize – Wheat/Pulses/Maize
iii. Maize – Wheat/Pulses/Maize - Mung
iv. Vegetable (cauliflower) - potato - onion – mung
v. Maize/Vegetable – Potato-Potato-Onion-Mung
vi. Paddy (short duration) - vegetable - onion - maize
vii. Paddy - vegetable - maize

- ➢ Short duration hybrid/HYV seeds to be used.
- ➢ Use of rice fallow land Rice-Makhana cropping System

3. CREATE MARKETING FACILITIES FOR GETTING BEST RECOVERY PRICE OF PRODUCE

- ➢ Implementation of e-NAM
- ➢ Formation of FPO/Farmers' Co-operative Societies
- ➢ Create more marketing channels (PS UP)
- ➢ Market-oriented variety wise cultivation (by J&K)
- ➢ Assured price scheme (by AP)
- ➢ Effective procurement strategies to procure on MSP

(Rajasthan)

- ➢ Trading policies should be farmer-oriented , not trader
- ➢ Price-deficit financing scheme by M.P.

4. Diversification of cropping system with high value crops

- ➢ Cash crops- Sugarcane, Betel leaf and Vegetables
- ➢ Spices - Turmeric, Ginger, Dhania, Garlic, Ajwain and Saunf
- ➢ Mushroom Cultivation
- ➢ Rearing of honey bee

5. Promotion of integrated farming system

- ➢ Synergise blending of crops/horticulture, dairy, fishery, and poultry to provide regular income.

6. Protected cultivation of vegetables and flowers with Micro irrigation

7. Value-addition through storage, processing, pack house, referral van , ripening chamber , warehouses , cold chain & marketing , etc.

8. Management of post-harvest losses for horticultural crops

9. BY REDUCING COST OF PRODUCTION

- Subsidy on farm inputs
- Provision of subsidy on HYV/ hybrid variety of seeds in light of market price.
- Subsidy on mechanization in light of market price.
- Use of green manuring e.g. Dhaincha, Moong, Cowpea, Sunhemp etc.
- Application of balance dose of fertilizer on the basis of soil health card.
- Provision of subsidy on diesel.
- Promotion of custom hiring system.
- Use of bio fertilizers e.g. Rhizobium, PSB, Azotobactor, Azolla, Blue green Algae, Mycorrhiza
- Subsidy of transport
- Use of Gobar/Bio gas
- Promotion of zero tillage technology.
- Promotion of DSR
- Use of Organic fertilizers and Manures

10. Formulation of Land Leasing Act

11. Digitization of Land Records

12. Certificate of cultivation for tenant farmers by AP

13. Provision for practicing kitchen gardening for Urban households and poor people.

14. Implementation of Pradhan Mantri Fasal Bima Yojana (PMFBY)

15. Regular region wise weather forecasting.

16. Agro forestry

17. Construction of water harvesting structures

18. Risk Management to cope up with climate change, through Climate Smart Agriculture

Conclusion

The farmers' socio-economic condition is complex where several aspects of value addition are out of the hands of the community. The role of the farmers in the whole system is more on the receiving end as 'passive subjects' rather than 'active stake holders' despite the fact that sorghum and other millets constitute one of their main sources of livelihood. In order to achieve the goal of doubling farmers' income through millets cultivation, there is need for a viable strategy comprising of three major elements: **(i)** scientific crop cultivation in participatory mode and capacity building with support of R&D organizations coupled with inputs supply in single window mode**, (ii)** promotion of value-addition and creating market demands through collective action like, formation of FPOs and SHGs, and **(iii)** policy support for buy back arrangements with MSP, crop insurance, inclusion in MDM and PDS system, infrastructure for farm-gate processing and warehouses.

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A FAST FAULT DETECTION AND IDENTIFICATION APPROACH IN POWER DISTRIBUTION SYSTEM

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Abstract

The purpose of this study is fast detection of faults. Power system faults and their results have been investigated to point out as to why fast fault detection is a necessity. The consequences of faults are reliant on various factors such as duration of faults. The significance of the speed of the flaw identification relies upon the sort of hardware used to clear the fault. A circuit breaker which interrupts currents only when they pass through a natural zero crossing might be less dependent on the speed of the fault detection than a fault current limiter which limits the fault current before it has reached its first prospective current peak. To have the option to identify an issue in a power system, the power system must be observed, i.e., estimations of applicable amounts should be performed so the shortcoming recognition hardware can acquire data of the condition of the framework. The fault detection equipment and some broad techniques for flaw recognition are momentarily portrayed. Some algorithms and their conceivable variation to fast fault detection are depicted. A typical rule of numerous algorithms is that they expect that either a signal or the power framework article can be portrayed by a model. Sample data is taken and fed to the algorithm for detection of faults and their evaluation.

Keywords: hardware, circuit breaker, power systems, electric power.

INTRODUCTION

To prevent people and property from damage or injury, electrical faults in a power system must be cleared fast. In the early days of electrical power systems the fault clearing was administered by the maintenance staff, who visually detected the fault and manually operated a switch to clear the fault. As fault currents became larger and the operating requirements of the electric power system became more stringent, the need for automatic fault clearance became a necessity. A typical fault clearing system consists of a circuit breaker and a relay protection system. The relay protection system consists of transducers, wiring, relay, auxiliary power supply, and the operating coil of the circuit breaker. In the early days of automatic fault clearing, a fault was detected by electromechanical relays. The measured quantity, such as for example a voltage or a current, was transformed to a mechanical force which operated the relay when a preset threshold was exceeded. Following the advent of electronics such as transistors and operational amplifiers, solid-state relays were developed. The characteristic of such relays were implemented by circuit design. Today, new relays are normally numerical relays. They are built around a microprocessor in which the relay characteristic is digitally implemented. The analogue measurements are converted to digital signals for evaluation within the microprocessor[10]. The recent development of fast microprocessors has led to the possibility to implement highly sophisticated relay characteristics within the microprocessor[16]. The trend in protection relay seems to go towards so-called relay terminals which for example can contain all protection relay functions needed to protect a power transformer. This is opposite to a couple of years ago when it was necessary to have one relay for differential protection, one relay for earth-fault protection and so on[15].

The other main part of the fault clearing system is the circuit breaker. The operating times of circuit breakers have gradually been reduced, but since all circuit breakers are dependent on a current zero-crossing to interrupt the current, they can never protect the power system from the first peak of the short-circuit current[11]. Fault current limiters have been proposed and evaluated for almost 30 years by now. Recent research has proposed a number of installations of fault current limiters based on solid-state breakers or superconducting properties. Another approach to limit the fault current is to install a series reactor. Since it is easier to close a current path than to open it (provided that the switch is dimensioned for the mechanical forces that will stress the switch during the closing), the possibility to commutate a fault-current to earth at the source with an earthing-switch has been proposed. The possibilities of today to supervise and control a power system seem to be sufficient to allow such a solution. The required apparatus and the control system exist but a field installation is required to prove the design. The detection of faults is an essential part of the installation irrespective of whether a current-limiter or an earthing-switch is used[12]. Allowing for a mechanical operating time of a few milliseconds, faults must have been detected within one millisecond or so to allow the power system to be protected from the first peak of the fault-current. Assumption, distribution networks carry a large amount of power and therefore, the security and adequacy of power grids should be guaranteed [1-2]. Any disturbances in the generated power by the generation units may cause supply failure and power quality degradation. Reliability, costs of electricity, and protection of power distribution systems are some important criteria which should be taken into considerations by utilities for power system operation and planning objectives [3-5]. Fast restoration of the faulty section, proper operation of protective devices, and precise classification of faults need to be considered to protect power distribution systems. Fault diagnosis of power systems can be **classified into two groups:** (1) Techniques which rely on measuring the line impedance after the fault. (2) Techniques which focus on measuring the generated signal by the fault. Accordingly, continuous monitoring of the voltage, current, impedance, etc. is required for quick restoration of power distribution systems after the fault and it improves the reliability of power networks. There are numerous research studies conducted on using different techniques for fault detection and identification in power systems [13,14]. Modified Multi-Class ENSEMBLE Support Vector Machines (MMC-ENSEMBLE) approach to detect and identify open-circuit faults in power distribution systems.

power system for protection against short circuits or abnormal conditions. There have been revolutionary changes in this field from electromechanical to numerical relays. With the growth in size and technology of power transmission systems the existing distributed methods are being driven to tight corners. Electromagnetic relays are almost obsolete. Static Relays are rigid and hence have lost their significance in the modern power system environment where system operating conditions are significantly different. The last decade saw an upsurge in the research in numerical distributed. These relays have numerous advantages with respect to decision-speed, accuracy, data storage etc. Most of these relays are based on the fundamental (50/60 Hz) component of the voltage or current. These components are estimated with signal processing algorithms from the distorted signals especially during faults and transients. Traditional protection schemes employing numerical relays are of fixed setting type which is determined primarily from offline system study. For better performance the adaptive form of distributed has emerged where the setting is changed online in accordance with the prevailing system conditions.

Different uncertainties present in the signal causes changes in current and voltage of the system. The available fixed setting relays will be a compromise in such an environment. With market driven power systems, the malfunction of a relay will result in high revenue loss which a power company or transmission agency does not desire. As transmission line and the connected equipments are operating close to their limits, an inappropriate distributed in these situations may result in cascaded failures and subsequent system blackouts. Therefore, the performance of a modern relay is vital.

The performance of a relay primarily depends on the sensors which provide the signals and the algorithm that derives the decision. The relay operates for the faults which fall under its trip boundary. Due to dynamic changes in modern power system, adaptive setting of relay is needed.

The application of signal processing techniques in traditional digital distributed schemes is primarily limited to the estimation of the fundamental components of measured voltages or currents. The existing distributed algorithms employ methods involving discrete fourier transform, recursive least square and Kalman filter to extract the voltage and current phasor [1-2]. These values are used to calculate the positive sequence component of impedance determine the distance relay trip boundary. Several authors have suggested adaptive schemes to improve relay operation under variable system condition. Fault location can be calculated using computing techniques [3-4]. In [3] fundamental component of voltage and current have been used whereas discrete data are considered as input in [4].

REVIEW OF LITERATURE

GK and Jasper [1] incorporates the Smart Home EMS utilizing the Multi-Output Adaptive Neuro-ANN Inference System for the effective performance of energy storage devices, the integration of renewable energy, and the scheduled equipment. The control system trade surplus energy between consumers or may defer or interrupt scheduled appliances and, thus further decreasing the cost of electricity and reverse power flow. The method is tested with daily data on temperature, insolation, wind speed, controllable, and uncontrollable electricity and the cost of electric power as inputs to confirm the findings. The outcome of the system defines how and when to manage the electricity production, scheduling, and consumption of the equipment. As a result, energy bills reduced by 57.62 percent, highest point power consumption decreased by 44.4 percent and the peak-to-average ratio decreased by 73.6 percent due to the adoption of the suggested plan.

Khanna et al. [2] Evaluate the impact of the proposed DR-strategy on households situated in the west Isle of Wight (Southern UK). Roughly 15.000 households are located, from which 3000 really aren't linked to the gas network. Using only a distribution system model including a power systems software tool, the secondary voltages, and the apparent power via the transformers only at appropriate substations have been measured. The findings demonstrate that in summer, participating households could export near to 6.4 MW of power, which would be 10% of the configured large-scale PV capacity mostly on the island. Households participating could achieve significant CO2e i.e. carbon dioxide equivalent reduction of 7.1 ktons / annum and a decrease of 60 percent/annum in combined energy/fuel transport.

Urbano and Viol [3] describe the VPP idea as a solution to the problems of future energy markets. The potential energy situation has been analyzed with regard to demand, energy prices, and renewable generation, and artificial intelligence approaches were determined to be better adapted for the specified intent. The internal energy assets were designed using an EH. The VPP is designed and can be optimized by adding certain factors.

Ruzbahani et al. [4] suggested IDRO i.e. Incentive-based Demand Response Optimization model to effectively schedule home appliances for minimum use throughout peak hours. The current technique is indeed a multi-objective optimization method that is based on the NAR-NNN, which takes account of energy supply from the PV frame mounted on the rooftop and the utility. 300 research findings (household) are used to validate and evaluate the hypothesis process. For a period of 1 year, data analysis reveals a significant enhancement in customers' billing and the power factor.

Khan [5] discusses the potential of this energy-saving action mostly as a DSM technique for the least advanced economies, especially focusing on Bangladesh. The findings show that energy-saving actions may reduce energy requirements by up to 21,9 percent. Nevertheless, this possible DSM scheme appears to be overlooked in Bangladesh 's regional DSM program. Bangladeshi Energy Efficiency and Conservation Master Plan (EECMP) helps to enhance efficiency in use of household appliances that can minimize energy needs in the domestic segment to around 28.8%, however, this takes longer to be accomplished, and include energy-saving behavior just a DR strategy in the housing applications together with the EECMP and a reduction of up to 50.7% in demand could be achieved.

Ponds et al. [6] addresses the concept of DR aggregator in the successful incorporation of DER technologies mostly as modern energy source power into electricity grids utilizing technological information management and industrial expertise. Depending on DR aggregators, this system would effectively promote the incorporation of renewable energy and consumer participation in the electricity sector. To this end, the benefits and drawbacks of DR aggregators are analyzed in this paper from points of PEST i.e. political, economic, social, and technological. Based on this analysis, SWOT (strengths, weaknesses, opportunities, and threats) analysis of the traditional DR aggregator is described.

Xu et al. [7] provides a standardized user interface for designing operating systems, that are introduced in terms of implementation, design, and evaluation. To guarantee how the user interface could be adapted flexibly to specific kinds of buildings, we develop a set of standardized data models that are exclusive of constructing an operating system. In addition, the article often contains three functions with separate permissions and a variety of usable components of the user interface. A prototype of such a standardized interface called Building Operating System User Interface (BOS UI) has indeed been developed to run the Energy Smart Home Lab (ESHL) at the Karlsruhe Institute of Technology (KIT). Analysts analyze the architecture, usability, and functionality of BOS UI both quantitatively and qualitatively.

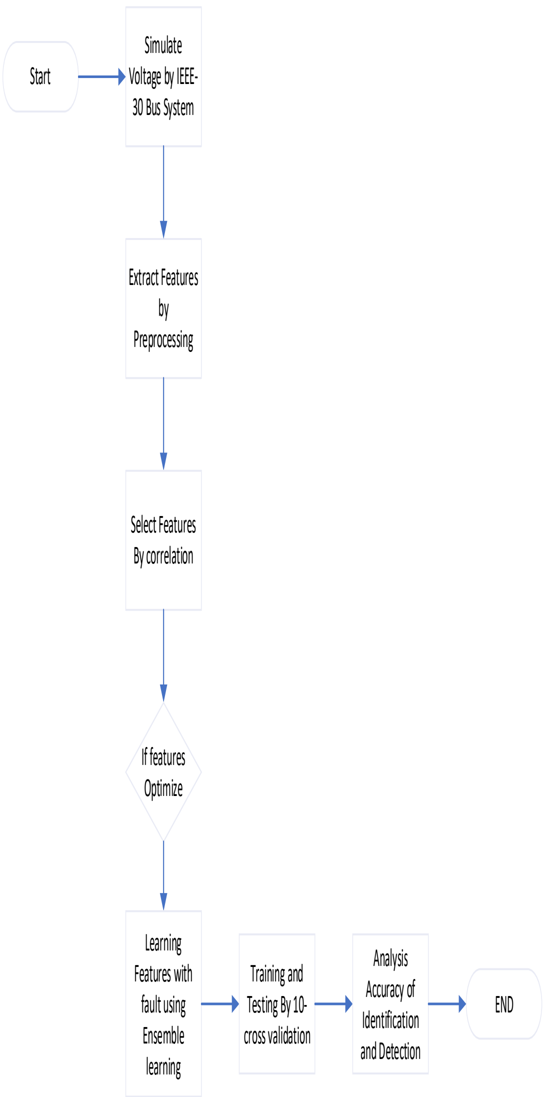
Shareef et al. [8] offers a thorough overview of past and present HEMS-related work by evaluating multiple DR systems, load scheduling controllers, and smart technologies. the application of AI to load scheduling controllers, like ANN, adaptive neural ANN inference, and ANN logic framework, is also examined. The strategies based on Heuristic optimization are commonly used for efficient scheduling of different electrical equipment in home automation are often addressed.

Martirano et al. [9] proposes a viable model of architecture for technical building systems (TBS) particularly effective for nearly zero energy buildings (NZEBs). The proposed model integrates consumers across the electrical node in order to satisfy the threshold level of electric energy and to obtain a much more flexible and virtuous cumulative profile of load. The current proposal is indeed a complete electrical common microgrid with a simple connection point, with heat and household water heating provided by a central electric heat pump. Renewable energy is supplied by a PV system linked to a local grid. The industrial automation control regulates the electrical TBS, which modulates the global building DR load. The success of the developed framework lies in the use of temperature change as power storage by pushing both central and local heating and air conditioning devices.

Mortaji et al. [10] suggests the use of a load shedding algorithm and an S-DLC, namely, smart-direct load control to decrease the peak-to-average ratio and minimize outages in unexpected grid load changes. The technique requires modeling, shedding, and S-DLC. This also utilizes the IoT and stream analysis the aim of providing real-time load balancing and produces a regular schedule for consumers fitted with smart electronic devices centered upon their thermal comfort, demands, and the planned load pattern. DR methods are used to monitor and optimize loads in real-time. A simulation program has been developed to check the algorithm, taking into consideration 100 respondents possessing randomly chosen appliances. The analysis indicates that load shedding that used a self-regressive integrated moving average time-series model approach and the application of S-DLC and the IoT could significantly reduce the power outage of customers.

Tomsovic and Asadinejad [11] not just reduce costs and boost reliability, but also improve customer adoption of the DR system by reducing rising prices. TOU services are known to be a price-based system planned to use a monthly off-peak and peak tariff. In the case of an incentive-based DR, an innovative procedure is presented, in relation to the estimation of an acceptable, the best time for the DR, and a fair amount of load change for an incentive to be realized is identified. Such an optimal threshold significantly increases the gain given the consumer comfort level as a limit. Studies from the reduced model of the WECC indicate that the existing DR system offers substantial benefits both for the reductions and loading services (LSEs) in the purchase of energy by the user.

Khanna et al. [12] examined the thermal efficiency of dye-sensitized and perovskite solar cells under operational conditions and contrasted to solar monocrystalline silicon cells. Impacts of wind speed, wind patterns (wind azimuth angle), solar radiation mostly on the temperature, the performance of its cells, and the tilt angle of the panel have been presented. for The results indicate that as the azimuth angle of the wind rises from 0 ° to 90 °, for monocrystalline silicon, the cell pressure rises from 51.8 ° C to 58.2 ° C, for perovskite from 45.5 ° C to 50.7 ° C and for dye-sensitized solar cells from 48.4 ° C to 53.9 ° C, and for monocrystalline silicon, the corresponding efficiency of the cell decreases from 22.3 percent to 21.5 percent, and for dye-sensitized solar cells it decreases from 20.1 percent to 53.9 ° C.



Proposed Work Flow

1. Input IEEE-30 bus system with normal load and extract parameters by newton Raphson approach.
2. Optimize the parameters and generate features for learning different faults.
3. Improving the learning by ensemble learning, training and testing by cross validation.
4. In cross validation run training and testing 10 times and take average accuracy.
5. Above four steps run on all three faults on different noises.

Table1

Results of Detection Analysis

FAULT	FL		FS		FT	
Noise	Ensemble	MMC-ENSEMBLE	Ensemble	MMC-ENSEMBLE	Ensemble	MMC-ENSEMBLE
90	99.32	98	99.12	99	99.3	99
30	99	97.23	99	98	99.34	98.13
20	98	95.12	98.34	97	99	96.23
10	96	94.23	96	95	98	95

In table 1 show the results of Proposed ensemble leaning and existing MMC-ENSEMBLE approach. Both approaches comparison on the basis of different noise and three faults FL,FS and FT. different fault Detection and Identification improve by proposed ensemble approach and reduce by existing approach.

Table 2

Result of Identification analysis

FAULT	FL		FS		FT	
Noi	Ensem	MMC-ENSE	Ensem	MMC-ENSE	Ensem	MMC-ENSE

se	ble	MBLE	ble	MBLE	ble	MBLE
90	99.16	97.61	98.91	97.11	98.115	97.25
30	98.5	96.175	98.78	96.48	97.78	96.66
20	97	94.67	98.5	95.61	97.17	96
10	96	94.23	98	95	96	95

In table 5.2 show the results of Proposed ensemble leaning and existing MMC-ENSEMBLE approach. Both approaches comparison on the basis of different noise and three faults FL,FS and FT. different fault Identification improve by proposed ensemble approach and reduce by existing approach.

Comparison of FT and FS fault identification by ensemble approach and MMC-ENSEMBLE approach .n ensemble approach FT and FS default accuracy increase average 2% .its show proposed approach improve the identification because of ensemble of different classifier.

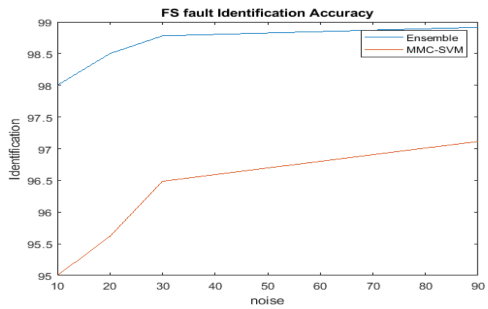


Fig 1 Comparison of FS fault Identification By Proposed (Ensemble) and Existing (MMC-ENSEMBLE)

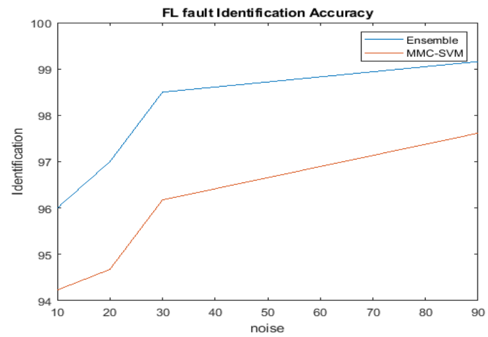


Fig 2 Comparison of FL fault Identification By Proposed (Ensemble) and Existing (MMC-ENSEMBLE)

In figure 2comparison of FL fault identification by ensemble approach and MMC-ENSEMBLE approach .n ensemble approach FT default accuracy increase average 3.2% .its show proposed approach improve the identification because of ensemble of different classifier. In 5.16 FT fault detection accuracy improve by ensemble method by 4%.

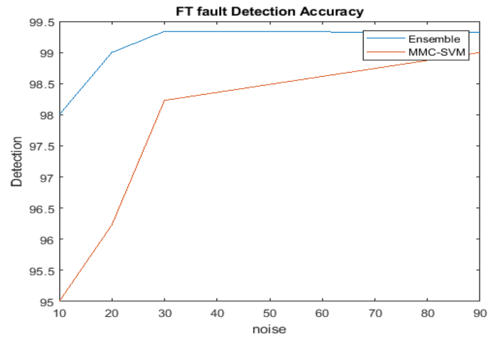


Fig 3 Comparison of FT fault Detection By Proposed (Ensemble) and Existing (MMC-ENSEMBLE)

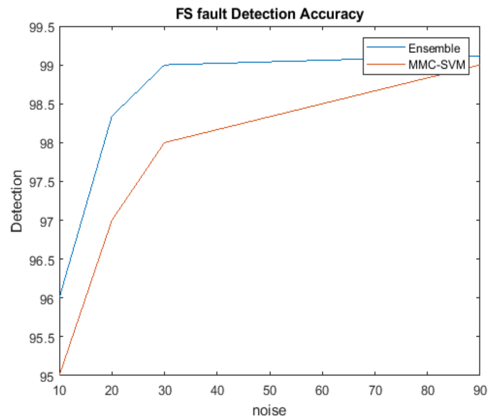


Fig 4 Comparison of FS fault Detection By Proposed (Ensemble) and Existing (MMC-ENSEMBLE)

In figure4 comparison of FS fault identification by ensemble approach and MMC-ENSEMBLE approach .n ensemble approach FT default accuracy increase average 2.2% .its show proposed approach improve the identification because of ensemble of different classifier. In 5.18 FL fault detection accuracy improve by ensemble method by 3%.

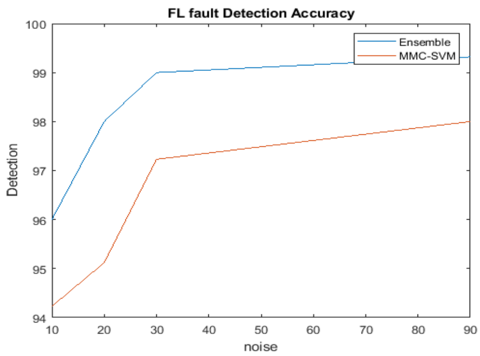


Fig 5 Comparison of FL fault Detection By Proposed(Ensemble) and Existing (MMC-ENSEMBLE)

CONCLUSION

Transmission line protection is obligated to perform better in the current scenario of restructured and market driven power system. The introduction of power electronics devices for power flow control in a line and the nonlinearity introduced by various devices are other challenges for line protection. In this context, the investigation explores improved solution to transmission line protection and contributes in all the three basic components of the distance relayingalgorithm.

The other significant attributes of the proposed strategy are gathering countless features, applying feature determination technique to eliminate the superfluous and repetitive features and as needs be improving the expectation exactness, considering distinctive flawed situations to build up the train and test information networks, and in conclusion all the while recognizing and distinguishing open-circuit shortcomings. The preparation time is extremely short with the proposed Ensemble Learning strategy. The proposed technique is tried on the IEEE 30-hub test framework considering brief open-circuit blames in MATLAB programming. The recreation results uncover the exactness, adequacy, and strength of the proposed technique. The simulation results reveal the accuracy, effectiveness, and robustness of the proposed method.

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EMPLOYEES CAREER DEVELOPMENT SYSTEM

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Abstract

Career planning is the process by which one selects goals and the path to these goals. Career programmers should not concentrate only on career growth opportunities. Practically speaking, there may not be enough high level positions to make upward mobility a reality for a large number of employees. Career planning is not an event or end in itself, but a continuous process of developing human resources for achieving optimum results. Career planning is not an event or end in itself, but a continuous process of developing human resources for achieving optimum results.

Keywords: Planning, Goals, Career Development, Practically Speaking.

INTRODUCTION

Career development is essential for implementing career plans. It consist of activities undertaken by the individual employees and the organization to meet career aspirations and job requirements. The most important requirement of career development is that every employee must accept his responsibility for development.

Paramasivan, C. (2015) Education is a light that shows the mankind the right direction to surge. The purpose of education is not just making a student literate but adds rationale thinking, knowledgeable and self sufficiency. When there is a willingness to change, there is hope for progress in any field

A career development system is a formal, organized, planned effort to achieve a balance between individual career needs and organizational workforce requirements.

"Career development is the total constellation of psychological, sociological, educational, physical, economic and chance factors that combine to influence the nature and significance of work in the total life span of any given individual".

Career planning is not an event or end in itself, but a continuous process of developing human resources for achieving optimum results.

SIGNIFICANCE OF THE STUDY

b) Exposure

Career development comes through exposure, which implies becoming known by those who decided promotions, transfers and other career opportunities.

h) Expand ability

Employees who are career conscious must prepare themselves for future opportunities that may come their internally or externally by taking a series of proactive steps. *(e.g. attending a training programmes, acquiring a degree, updating skills in an area etc.)*

ORGANIZATIONAL CAREER DEVELOPMENT

The assistance from managers and HR department is equally important in achieving individual career goals and meeting organizational needs.

a) Self – assessment tools

Here the employees go through a process in which they think through their life roles, interests, skills and work attitudes and preferences. They identify career goals, develop suitable action plans and point out obstacles that come in the way. Two self – assessment tools are quite commonly use in organizations. The first one is called the career – planning workshop. After individuals complete their self – assessments, they share their findings with others in career workshops.

b) Individual Counselling

Employee counselling is a process whereby employees are guided in overcoming performance problems. It is usually done through face – to face meetings between the employee and the counsellor or coach.

c) Information Services

Employment opportunities at various levels are made known to employees through information services of various kinds.

- Job Posting System
- Skills Inventory
- Career Ladders and career paths
- Career resource center

d) Employee assessment programmes

Initially, a new recruit is informed about career policies and procedures of the company. Socialization efforts help the recruit learn about these things quickly.

- Assessment Centres
- Psychological Tests
- Promotability forecasts
- Succession Planning

e) Career programmes for special groups

In recent years, there is growing evidence regarding dual career families development tensions and frictions owing to their inability to reconcile the differences between family roles and work demands.

PROBLEM UNDER STUDY

Most of the respondents do not have any awareness about their career so it is difficult to get the right samples. The time span of the study is very short. This report tells the general and overall view of employees but not the accurate and exact view of employee.

OBJECTIVE OF THE STUDY

- To study the Socio- demographic characteristics of the respondents.
- To study the working environmental factors of employees in the organization.
- To study the effectiveness of career development programme.
- To study the impact of training and development programme.

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METHODS OF TRAINING

I. ON- THE JOB- TRAINING

1. Job rotation:

This training method involves movement of trainee from one job to another gain knowledge and experience from different job assignments. This method helps the trainee understand the problems of other employees.

2. Coaching:

The trainee is placed under a particular supervisor who functions as a coach in training and provides feedback to the trainee. Sometimes the trainee may not get an opportunity to express his ideas.

3. Job instructions:

Also known as step-by-step training in which the trainer explains the way of doing the jobs to the trainee and in case of mistakes, corrects the trainee.

4. Committee assignments:

A group of trainees are asked to solve a given organizational problem by discussing the problem. This helps to improve team work.

5. Internship training:

Under this method, instructions through theoretical and practical aspects are provided to the trainees. Usually, students from the engineering and commerce colleges receive this type of training for a small stipend.

II. OFF-THE-JOB TRAINING:

The methods of training which are adopted for the development of employees away from the field of the job are known as off-the-job methods.

1. Case study method:

This methods deals with any problem confronted by a business which can be solved by an employee. The trainee is given an opportunity to analyse the case and come out with all possible solutions. This method can enhance analytic and critical thinking of an employee.

2. Incident method:

Incidents are prepared on the basis of actual situations which happened in different organizations and each employee in the training group is asked to make decisions as if it is a real-life situation. Later on, the entire group discusses the incident and takes decisions related to the incident on the basis of individual and group decisions.

3. Role play:

In this case also a problem situation is simulated asking the employee to assume the role of a particular person in the situation. The participant interacts with other participants assuming different roles. The whole play will be recorded and trainee gets an opportunity to examine their own performance.

4. In-basket method:

The employees are given information about an imaginary company, its activities and products, HR employed and all data related to the firm. The trainee (employee under training) has to make notes, delegate tasks and prepare schedules within a specified time. This can develop situational judgments and quick decision making skills of employees.

5. Business games:

This method the trainees are divided into groups and each group has to discuss about various activities and functions of an imaginary organization. They will discuss and decide about various subjects like production, promotion, pricing etc. This gives result in co-operative decision making process.

6. Grid training:

It is a continuous and phased programme lasting for six years. It includes phases of planning development, implementation and evaluation. The grid takes into consideration parameters like concern for people and concern for people.

7. Lectures:

This will be a suitable method when the numbers of trainees are quite large. Lectures can be very much helpful in explaining the concepts and principles very clearly, and face to face interaction is very much possible.

8. Simulation:

This method an imaginary situation is created and trainees are asked to act on it. For e.g., assuming the role of a marketing manager solving the marketing problems or creating a new strategy etc.

9. Management education:

At present universities and management institutes gives great emphasis on management education. For e.g., Mumbai University has started bachelors and postgraduate degree in Management. Many management Institutes provide not only degrees but also hands on experience having collaboration with business concerns.

10. Conferences:

A meeting of several people to discuss any subject is called conference. Each participant contributes by analyzing and discussing various issues related to the topic. Everyone can express their own view point.

RESEARCH METHODOLOGY

The data was collected with the help of the structured questionnaire from 110 respondents. The questionnaire was constructed with the relevant questions to study the career development of the employees. The research used percentage analysis and chi-square test.

SUGGESTION:

- Proper recognition is to be given to the employees based on their knowledge and experience.
- Transport facilities are not provided in this organization. If it is provided it will be good to the employees as well as the organization.
- Promotion policies of this organization must be changed according to the performance of the employees.
- Motivation by means of incentives and other benefits will enhance the job satisfaction level.

CONCLUSION

"Satisfying a human want is a never ending process". If one desire is satisfied naturally it leads to another and the process goes on. It is common knowledge that without a continuous development of employee's competencies no organization can survive today.

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COMMERCE –A STUDY ON COMPARATIVE ANALYSIS OF ONLINE AND OFFLINE SHOPPING WITH SPECIAL REFERENCE TO FLIPKART

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Abstract

In many ways consumers around the world are becoming more alike. As Indian consumers start shopping online with great enthusiasm, it is time to bust a few myths and understand a few simple tips to make online shopping safe and enjoyable. The first myth is that using credit cards online is safe. The reality is that paying by credit card online is safer than using a credit card offline. Most credit card frauds in the world happen because card details get compromised offline. In the online world, credit card information is always submitted directly to a bank and never captured by merchants.

Keywords: consumers, Shopping, Online, credit card.

INTRODUCTION

In recent years, online shopping has become popular; however, it will cater to the middle and upper class. In order to shop online, we must be able to have access to a computer, a bank account and debit card. Shopping has evolved with the growth of technology. According to research found in the Journal of ecommerce, if one focuses on the demographic characteristics of the in-home shopper, in general, the higher the level of education, income and occupation of the head of the household, the more favorable the perception of non-store shopping. Journal of Electronic Commerce Research, an influential factor in consumer attitude towards non-store shopping is exposure to technology, since it has been demonstrated that increased exposure to technology increases the probability of developing favorable attitudes towards new shopping channels.

In a country that has a large proportion of its working age population contributing to its lucrative consumer base and where people rely on metro cities for finding commodities with good quality and wide selection, online shopping offers a more varied, hassle-free and interesting shopping experience.

FACTORS AFFECTING ONLINE SHOPPING:

Web based shopping ends up important in the most recent decade. The sort of business online retailer are doing is verification enough that they are giving a few advantages to clients which disconnected shopping does not provide for the clients. These are the components which influencing web based shopping:

Risk:

When customer purchase products from online shopping they do not touch or feel the product in a physical sense. Hence we understand that lot of risk is involve while buying an online product whether it will reach us on proper time or not is also a concern and also there may arise a risk of product quality, size, fitting and colour as it may differ in real view or sense. Sometimes the product ordered is kind of damaged.

Convenience:

Online shopping is much more convenient than traditional shopping. Instead of taking out your vehicle and visit shop to shop you can just sit at your home and do the shopping. It is convenient to sit at one place and shop the product of our choice without moving from one place to another place. Once you have decided on what you want to buy the payment process is seam less and the order is delivered to your address. Online shopping makes things more convenient. We can have a lot of choice over there in any kind of material 7 we want to deal with that too without any fear of dealing with any dealer or distributers. Online shopping is convenient in its real sense as it do not carry any dealing with issues of asking for wanted items or issues of asking for desired kind of items which helps in avoiding the part of waiting asking, questioning about the product.

Anxiety

People's anxiety of exploring the sites, experimenting over them and enjoyment are also the matter of concern. Sometimes people those who are not very known about any sites like Flipchart, Myntra or any sites they feel like it is a tough kind of activity over internet and its complicated in there sense as they are not very fond of doing online shopping as it takes a time to even understand the product and its details. This particular activity makes them irritated over any kind of fatal online dealing.

OFFLINE SHOPPING:

Traditionally, Indians are conservative in their approach to shopping. They want to touch and feel the products and test its features before buying anything. With the passage of time came an era of less popular tele-shopping which dealt in limited range of products such as Astrology and spirituality *products (such as Rudraksha Mala, Hanuman Kavach, Bal Raksha, etc),* Health and fitness equipments *(such as Tread Mill, Leg Massager, Height Increaser, Sauna Belt, etc) and even some of the Cooking ranges (including Juicers and Mixers, Vegetable Choppers, etc).* But, most of these products could be termed as low-intensity and niche products which could interest only a limited target of people.

Online Shopping:

- Best bargain as you can visit numerous shops/suppliers.
- No national or international barriers, making equal playing ground for players from developed as well as 3rd world nations.
- Consumer at a demanding position and suppliers not in a very commanding one.
- Enormous employment opportunities, as a whole new industry is defined.

Factors Affecting Traditional Shopping

Offline or Traditional shopping has existence since the existence of mankind. Traditional shopping gives different types of benefits to the customers. There are some factors which affect the offline shopping those are as follow

CONSUMER BEHAVIOUR OF ONLINE SHOPPING

Online shopping behavior depends on four factors such as shopping motives, personality variables, internet knowledge and experience and last factor is shopping incentives. These are key determinants to influence the behavior of online consumers. Online seekers are the main sources of online shopping. Online shoppers always want to seek information within few clicks and reach to the most relevant information according to their requirements such as competitive brands, best price offers, product specification and consumer word-of-mouth. Consumer behavior over internet according to consumer behavior report, " one in four consumers indicated that they spend more time online because of the tough economy and 53 percent of consumers said they spend about the same amount of time online". Online in four factors such as shopping motives, personality variables, internet knowledge and experience and last factor is shopping incentives. These are key determinants to influence the behavior of online e-shopping. Online shoppers always want to seek information within few clicks and reach to the most relevant information according to their requirements such as competitive brands.

CUSTOMER SATISFACTION

Paramasivan, C. (2016) The major hindrance of consumer protection is that the consumer is unorganized in our country. Consumers need to be protected and made aware of their rights and the ways and means of exploitation they come across in their life and its effect on individual and the country. In this regard the present study focuses on consumer exploitation in organized retailing in Tamil Nadu with the help of descriptive analyses. Customer satisfaction is the critical strategic weapon for the 1990's and beyond for any type of organization. Customer satisfaction is so important because the aim of commercial organization is to make profit. It is therefore important to find out which factors of service influence most the customer's propensity to buy and to be ahead of nearest rivals of these factors in terms of service offer. Customer satisfaction is a moving target. Customer expectations and performance standards are continuously changing because the competition is also working to meet or exceed customer requirements. Different surveys, depending on customer characteristics, can be used to emphasize different aspects of customer satisfaction. Marketing researchers have identified four distinct factors which influence the customer satisfaction. According to Lile and Sheth, the major aspects of each are Product, Sales activity, After-Sales and Culture.

STATEMENT OF THE PROBLEM

There are millions of peoples are in online at any time and they are potential consumer in the online market. Since there are so many providers, the most important thing for organizations is to understand what are consumer needs and wants in this competitive business environment. In the internet shopping market since there is no face-to-face contact, analyzing and identifying factors that influence the consumer is vital. Moreover, consumers have new demands in the internet medium. Therefore, it becomes more important to answer consumer's demand to retain the customer. This study focuses the problems of traditional consumers and how it will be replaced by the online shopping was ascertained.

OBJECTIVES OF THE STUDY

- To Study the socio – demographic characteristics of the respondents
- To Analyses the customer's perception and satisfaction towards on- line business
- To Analyses the factor influence the online and offline business.

RESEARCH METHODOLOGY

Research is an academic activity which gives creativity thinking and knowledge. Research methodology is the way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.

Methodology is a comprehensive term, which includes various methods, and procedures, the random sampling methods are used for research analysis. It is way to solve the research problems systematically.

ONLINE SHOPPING – AN OVERVIEW

The introduction of online shopping is a consequence of economic globalization and liberalization of Indian economy. This economic system invited companies from globe to sell their products in Indian market in order to reach the customers, they employed both online and offline retailing.

COMPONENTS OF E-COMMERCE TRANSACTIONS

The major components of e-commerce transactions are:

- Seller
- Transaction Partner
- Consumer
- Firm/Business
- Government
- Internet

The seller should consist of the following:

- A corporate Website with e-commerce capabilities.
- IT-literate employees to manage the information flows and maintain the e- commerce system.

Transaction partners should include:

- Banking institutions that offer transaction clearing services.
- National and international freight companies to enable the movement of physical goods within, around and out of the country. For business-to-consumer transactions, the system must offer a means for cost-efficient transport of small packages.
- Authentication authority that serves as a trusted third party to ensure the integrity and security of transactions.

Knowledge about existence of commercial websites. Firms/Businesses should have:

- Critical mass of companies with internet access
- Capabilities to get orders over the Internet. (Dan Muse, 2006). Government should have:
- Legal institutions that would enforce the legal framework.
- Internet should depend on:
- A robust and reliable Internet infrastructure
- A pricing structure for doing e-business.

CONCLUSION

Online shopping is becoming more popular day by day with the increase in the usage of World Wide Web known as www. Understanding customer's need for online selling has become challenge for marketers. Specially understanding the consumer's attitudes towards online shopping , making improvement in the factors that influence consumers to shop online and working on factors that affect consumers to shop online will help marketers to gain the competitive edge over others.

In conclusion, having access to online shopping has truly revolutionized and influenced our society as a whole. This use of technology has opened new doors and opportunities that enable for a more convenient lifestyle today. Variety, quick service and reduced prices were three significant ways in which online shopping influenced people from all over the world. However, this concept of online shopping led to the possibilities of fraud and privacy conflicts.

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Career planning is the process by which one selects goals and the path to these goals. Career programmers should not concentrate only on career growth opportunities. Practically speaking, there may not be enough high level positions to make upward mobility a reality for a large number of employees.

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This methods deals with any problem confronted by a business which can be solved by an employee. The trainee is given an opportunity to analyse the case and come out with all possible solutions. This method can enhance analytic and critical thinking of an employee.

2. Incident method:

Incidents are prepared on the basis of actual situations which happened in different organizations and each employee in the training group is asked to make decisions as if it is a real-life situation. Later on, the entire group discusses the incident and takes decisions related to the incident on the basis of individual and group decisions.

3. Role play:

In this case also a problem situation is simulated asking the employee to assume the role of a particular person in the situation. The participant interacts with other participants assuming different roles. The whole play will be recorded and trainee gets an opportunity to examine their own performance.

4. In-basket method:

The employees are given information about an imaginary company, its activities and products, HR employed and all data related to the firm. The trainee (employee under training) has to make notes, delegate tasks and prepare schedules within a specified time. This can develop situational judgments and quick decision making skills of employees.

5. Business games:

This method the trainees are divided into groups and each group has to discuss about various activities and functions of an imaginary organization. They will discuss and decide about various subjects like production, promotion, pricing etc. This gives result in co-operative decision making process.

6. Grid training:

It is a continuous and phased programme lasting for six years. It includes phases of planning development, implementation and evaluation. The grid takes into consideration parameters like concern for people and concern for people.

RESEARCH METHODOLOGY

Objective of the study:

- To study the Socio- demographic characteristics of the respondents.
- To study the working environmental factors of employees in the organization.
- To study the effectiveness of career development programme.
- To study the impact of training and development programme.

Scope of the study:

The present study aims at identifying and classing the factors which leads career development of employee. It also aims to draw a findings regarding the performance and career development of the employees working in Dalmia cement (Bharat) Ltd. Dalmiapuram.

Sampling design:

The researcher has used random sampling method, under probability sampling method for selecting 110 respondent form dalmia cement (Bharat) Ltd. Dalmiapuram.

Period of study:

The data was collected in the month of February 2018 to July 2018.

Methodology:

The data was collected with the help of the structured questionnaire from 110 respondents. The questionnaire was constructed with the relevant questions to study the career development of the employees. The research used percentage analysis and chi-square test.

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS:

- 64% of the respondents are male
- 36% of the respondents belong to the age group of 20-30 years.
- 54% of the respondents are married
- Majority i.e.73% of the respondents are nuclear family
- 25% of the respondents are qualified upto Higher secondary standard
- 55% of the respondent's are satisfied with the medical facilities provided by the company
- 60% of the respondents feel that the working schedule is convenient
- 64% of the respondents are satisfied about the working environment of the company
- 72% of the respondents have favourable opinion about the transport facilities provided by the company
- 55% of the respondents are satisfied about the salary I increment policy of the concern
- 27% of the respondents feel that the team work of the company is very good, 30% of the respondents say that the career worship is excellent, 30% of the respondents feel that the career counseling is average and 26% of the respondents feel that the training is excellent.
- 51% of the respondents opinion that the training and development programme improve the career of the workers

SUGGESTION:

To enhance employee's satisfaction level:

- Proper recognition is to be given to the employees based on their knowledge and experience.
- Transport facilities are not provided in this organization. If it is provided it will be good to the employees as well as the organization.
- Promotion policies of this organization must be changed according to the performance of the employees.
- Motivation by means of incentives and other benefits will enhance the job satisfaction level.

CONCLUSION

"Satisfying a human want is a never ending process". If one desire is satisfied naturally it leads to another and the process goes on. It is common knowledge that without a continuous development of employee's competencies no organization can survive today. In every concern, the employee welfare activities should be affective because at present most of the companies are adopting innovative welfare measures to safeguard and retain employee. In the present unit of study BSNL in Thanjavur branch, the researcher found the respondents expressing consent to career development. If the suggestions offered are implemented it would go a long way in consolidating BSNL.

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STRESS MANAGEMENT

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Abstract

Online education may fail if faculty members are not trained in using online programs, if online courses are not designed properly, or if there is inadequate financial management. Stress is anything that puts demands upon our bodies and minds to cope, adjust, change, or accommodate on-going, routine, and chosen activity like long online call attend the hours, or a hurried student institution it is often associated with an intense reaction to an event in our lies which can be either pleasant or unpleasant. We often seek out positive, stressful events such as roller coaster rides or white water rafting or competitive sporting events. A stress condition seems relative in nature. Extreme stress conditions psychologists say are determinate to human health but in moderation stress is normal and, in many cases, proves useful. Stress nonetheless, is synonyms with the negative conditions today with rapid diversification of human activity we come face with numerous causes of stress and the symptoms of anxiety and depression.

Keywords: Psychologists, Stress Management, financial Management, Depression.

INTRODUCTION

The current world context of social distancing, stay-at-home mandates, online or cancelled college classes, fear of contagion, and uncertainty of the future due to COVID-19 puts additional stress on students' mental well-being as well as colleges 'capacity to provide emotional support for their students. As a result, stress management interventions for college students have never been timelier and more relevant.

Paramasivan, C. (2015) Education is a light that shows the mankind the right direction to surge. The purpose of education is not just making a student literate but adds rationale thinking, knowledgeable and self sufficiency. When there is a willingness to change, there is hope for progress in any field.

Although there have been a handful of meta-analyses on stress management interventions in different populations, Systematic review and meat-analysis of stress management interventions for college student populations, restricting studies that intervene with highly stressed students, from those that intervene with unselected student populations, restricting studies to guided stress management programs, and excluding interventions that focus on additional aspects to stress. Stress management interventions have moderate effects on stress and anxiety and small-to-moderate effects on depression. Furthermore, they found that target population, type, and length of intervention are important; highly stressed student benefit more than unselected samples, CBT-based interventions have greater effect than other theoretical types, and skills training leads to smaller effect than other types of interventions, with lengthier interventions more beneficial than shorter interventions for highly stressed students.

When it comes to online education and learning, many factors help it succeed or cause it to fail. For online education to succeed, both students and instructors must see the value of how it functions and have trust in the medium and the various online platforms. Just as students trust their instructors, teachers and professors to use these media to teach and explain whatever subject they are delivering, they must feel immersed and engaged in a rewarding social and educational experience .

STRESS MANAGEMENT

Stress management is method of controlling factors that require a response or change within a person by identifying the stressors, eliminating negative stressors, and developing effective coping mechanisms to counteract or manipulative men oeuvres to reduce physical or emotional stress and tension. A set of techniques and programs intended to help people deal more effectively with stress in their lives by analyzing the specific stressors and taking positive action to minimize their effects most stress management programs deal with online class on attend the student stress management.

Positive Stress:

Stress can also have a positive effect, spurring motivation and awareness provides the stimulation to cope with challenging situation. Stress also providing the sense of urgency and alertness needed to survival when confronting threatening situation.

Negative stress

It is contributory factor in minor conditions, such as headaches, eating problem Excessive, prolonged and unrelieved stress can have a harmful effect on mental, physical and spiritual health. Stress created by undesirable out comes is known as distress.

SYMPTOMS OF STRESS

Stress is a pressure to people feel in life. When stress persists and become excessive it culminates to strain and, in turn adversely affects a person's physique, psychology and behavior. The body prepares itself for Neck pain the excessive stress develops various symptoms that harm the online class attend the student's behavioral changes due to stress and health and threaten their inability to cope with the environment the various symptoms of stress can classified into three broad categories.

Behavioral Symptoms

Behaviorally related stress symptoms include changes in productivity, absence, and turnover, as well as changes in eating, habits, sleeping problem disorders.

Physiological Symptoms

Most of the early concern with stress was directed at physiological symptoms this was predominately due to the fact that the topic was researched by specialists in the health and medical science. This research led to the conclusion that stress could create changes in metabolism, increase heart and breathing rates, increase blood pressure, bring on headaches, and induce heart attacks.

Causes of Stress

The causes of stress include any environmental conditional that place a physical or emotional demand on the person. There are numerous stressors in organizational setting and other life activities types of online class related stressor, Interpersonal, Role-related, Tack control and Organizational and physical environment stressors.

Interpersonal stressors

Interpersonal stressors are likely the most pervasive in the contemporary online class. The trend toward teamwork generates interpersonal stressors because students must interact more with stress.

Role-Related Stressors

Role-related stresses include conditions where students have difficulty understanding, reconciling, or performing the various roles in their lives. Three types of roles-related stressors are role conflict, role ambiguity, intensification. Role conflict refers to the degree of incongruity of incompatibility of expectations associated with the person's role. Some people experience stress when they have two roles that conflict with each other.

Task-Control Stressors

One of the most important findings emerging from stress research is that employees are more stressed when they lack control over how and they perform their tasks as well as over the student institution Study is potentially more stressful when it is paced by a phone, involves monitoring equipment, or the online class schedule is controlled by someone else.

Organizational and physical Environment stressors

Organizational and physical environment stressors come in many forms. Organizations create stress by altering the psychological contract, reducing the stress. Some stressors are found in the physical students study, such as excessive noise, poor lighting, and safety hazards.

PROBLEM OF STUDY

The time factor is the major constraints because of which the researcher is not able to collect more data in a short period.

The study has been undertaken on the assumption that the responses of the respondents are genuine.

The sample size consists of only 100 respondents therefore generalization cannot be made.

The researcher had difficulty with more of the respondents who were not willing to co-operate with the researcher

This project titled “A study on the stress management of students through online class at Mannargudi” is carried out to promote a better understanding of stress faced by the college students. This study sought to analyze how much stress college students perceive that they are experiencing and what are the most common sources of stress within this group.

RESEARCH METHODOLOGY

The topic selected by the researcher is “A Study on Stress Management of Students through Online Classes at Mannargudi”.

OBJECTIVES OF THE STUDY

- To study the socio-Demographic characteristics of the respondents.
- To study the studying environment in organization.
- To study the factors influencing study satisfaction in institution.
- To study the level of stress among the respondents.
- To identify the causes for stress through online class.

Scope of the study

The present world is fast changing and there are lots of pressures and demands at online class these pressures at online class lead to physical disorders. Stress reference to individual's reaction to a distributing factor in the environment. Hence this study would help the measure to reduce the stress among the students of the effective study climate.

Sample Design

The research used random sampling method. The sample were draw form three designations of the students including high level, middle level, low level of study level in the concern. For the present study the data was collected with the help of a structured questionnaire from 100 respondents. 28

Statistical Analysis

The researcher used percentage analysis and null hypothesis analysis to measure the stress level of the students and teacher in the online class.

SUGGESTIONS

- Under stress time use any stress releasing strategy like talk to friends, listen music doing hobbies etc. Colleges are thus suggested to design a flexible course of career education based on students' future career development.
- This course must cover psychological, mental, social, and cultural contents and be incorporated into formal curricula of each department.
- College authorities should take care while preparing rules and regulations. It will not hurt the minds other students.
- Colleges should provide more support and care to help students hope with various stressors and identify students having stress reactions as soon as possible.
- Besides, through use of emotion related questionnaires, colleges can keep a close eye on student's physical and mental conditions and provide consulting services to avoid development of physical or mental problems in students.
- If necessary, colleges can also refer students to professional consulting institutions. Faculties take care of students, and they will try to be good with students Practice good sleeping habits to ensure that you are well-rested.
- Sleep deprivation can cause many physical and mental problems and can increase stress. Family support is helpful for students faced with stress, no matter how they are adaptable to the stress. While college students should take advantage of family support.
- Family members should try to understand their interests, specialties, and abilities so as to avoid having too high expectations of them and causing them additional stress.

CONCLUSION

Stress is an inevitable part of today's fast life. In this age of globalization everywhere we feel competition due to this people take any risk in order to win. Especially Stress in academic institutions can have both positive and negative consequences if not well managed. Academic institutions have different work settings compared to non-academic and therefore one would expect the differences in symptoms, causes, and consequences of stress by identifying the sub issues of each component of stress among college students. College stressors have wide varieties, from academic work to uncertainty about the future, from difficulties in interpersonal relationships to dating problems, from self-doubt to family issues, and the list goes on. There on world problem COVID-19 but student's compulsory attend the online classes

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HUMAN RESOURCE MANAGEMENT IN THE TRAINING, ORIENTATION AND ENGAGEMENT OF POLICE PERSONNEL AT LOWER SUBORDINATE LEVEL IN COMMUNITY POLICING: A STUDY ON SELECTED DISTRICTS IN WEST BENGAL

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INTRODUCTION

Community policing, or **community-oriented policing** (**COP**), is a strategy of policing that focuses on developing relationships with community members. It is a philosophy of full-service policing that is highly personal, where an officer patrols the same area for a period of time and develops a partnership with citizens to identify and solve problems[1]. The central goal of community policing is for police to build relationships with the community, including through local agencies to reduce social disorder[2]. The main purpose of community policing aims to reduce low-level crime, but[3] the broken windows theory proposes that this can reduce serious crimes as well[4].

Community policing is related to problem-oriented policing and intelligence-led policing, and contrasts with reactive policing strategies which were predominant in the late 20th century.[5] Many police forces have teams that focus specifically on community policing, such as Neighborhood Policing Teams in the United Kingdom, which are separate from the more centralized units that respond to emergencies.

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Evolution of Community Policing

Some authors have traced the core values of community policing to Sir Robert Peel's 1829 Peelian Principles, most notably John Alderson, the former Chief Constable of Devon and Cornwall Police.[11][12] Peel's ideas included that the police needed to seek the cooperation of the public and prioritize crime prevention. The term "community policing" came into use in the late 20th century,[6] and then only as a response to a preceding philosophy of police organization[7]. In the early 20th century, the rise of automobiles, telecommunications and s uburbanization transformed how the police operated[8].

Researchers said that the police moved towards reactive strategies rather than proactive, focusing on answering emergency calls quickly and relying on motor vehicle patrols to deter crime[9]. Some police forces such as the Chicago Police Department began rotating officers between different neighborhoods as a measure to prevent corruption and, as a result, foot patrols became rare[10]. This changed the nature of police presence in many neighborhoods[11]. By the 1960s, many countries such as the United States were looking for ways to repair relations between police forces and black people[12]. In 1967, American President Lyndon B. Johnson appointed a Blue Ribbon committee to study the apparent distrust of the police by many community members, especially along racial lines. The resulting report, the President's Commission on Law Enforcement and Administration of Justice suggested developing a new type of police officer who would act as a community liaison and work to build bridges between law enforcement and minority populations[13]. The Kansas City preventive patrol experiment concluded that aimless motor patrols were not an effective deterrent to crime[14]. Similarly, by 1981, a study by the US-based Police Foundation suggested that police officers spent so much time on response duties and in cars that they had become isolated from their communities[15].In response to some of these problems, many police departments in the United States began experimenting with what would become known as "community policing"[16].

Research by Michigan criminal justice academics and practitioners started

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being published as early as the 1980s[17]. Bob Trajanowcz, a professor of criminal justice in the late 1990s, influenced many future law enforcement leaders on how to implement elements of community policing[18] One experiment in Flint, Michigan, involved foot patrol officers be assigned to a specific geographic area to help reduce crime in hot spots. Community-oriented policing was promoted by the Clinton Administration. The 1994 Violent Crime Control and Law Enforcement Act established the Office of Community Oriented Policing Services (COPS) within the Justice Department and provided funding to promote community policing[19].

Kenneth Peak has argued that community policing in the United States has evolved through three generations: innovation (1979 to 1986), diffusion (1987 to 1994) and institutionalization (1995 to present day)[20]. He says the *innovation period* occurred following the civil unrest of the 1960s, in large part as an attempt to identify alternatives to the reactive methods developed in mid-century. This era was also saw the development of such programs as the broken windows theory and problem-oriented policing. Peak says the *diffusion era* followed, in which larger departments began to integrate aspects of community policing, often through grants that initiated specialized units. Lastly, the *institutionalization era* introduced mass application of community policing programs, in not only large departments but also smaller and more rural ones.

Methods of Community Policing

Many community-oriented police structures focus on assigning officers to a specific area called a "beat", during this officers become familiar with that area through a process of "beat profiling"[21]. The officers are then taught how to design specific patrol strategies to deal with the types of crime that are experienced in that beat[22].

These ideas are implemented in a multi-pronged approach using a variety of aspects, such as broadening the duties of the police officer and individualizing the practices to the community they're policing; refocusing police efforts to face-to-face interactions in smaller patrol areas with an emphasized goal of preventing criminal activity instead of responding to it; solving problems using input from the community they're policing; and, finally, making an effort to increase service-oriented positive interactions with police[23].

Common methods of community-policing include:[24]

- Encouraging the community to help prevent crime by providing advice,

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talking to students and encouraging neighborhood watch groups.
- Increased use of foot or bicycle patrols.
- Increased officer accountability to the communities they serve.
- Creating teams of officers to carry out community policing in designated neighborhoods.
- Clear communication between the police and the communities about their objectives and strategies.
- Partnerships with other organizations such as government agencies, community members, nonprofit service providers, private businesses and the media.
- Moving toward some decentralizing of the police authority, allowing more discretion among lower-ranking officers, and more initiative expected from them.

Comparison with Traditional Policing

Although researchers say that societies incorporate some mechanisms of social control[25], "policing" (as it is currently understood) is a very particular mechanism of control[26]. "Traditional policing" is used to describe policing styles that were predominant before modern community policing movements, or in police forces which have not adopted them. The response-centered style has also been called "fire brigade policing" in the UK[27]. In countries with a tradition of policing by consent, the term "traditional policing" can be misleading. In those cases, Mike Brogden says community policing could be seen as a restoration of an earlier ideology, which had been overshadowed by reactive policing after the rise of automobiles and telecommunications[28].

The goal of traditional policing is to protect law-abiding citizens from criminals. As Jauregui notes, it reflects a "popular desire for justice and order through any means necessary[29]." He says police do this by identifying and apprehending criminals while gathering enough evidence to convict them. Traditional beat officers' approach on duty is to respond to incidents swiftly, and clear emergency calls as quickly as possible. Some researchers argue that this type of policing does not stop or reduce crime significantly; and say it is simply a temporary fix to a chronic problem where officers are often called to return to the same issue and individuals.

In contrast, community policing's main goal is to assist the public in establishing and maintaining a safe, orderly social environment. While apprehending criminals is one important goal of community policing, it is not the only goal. Community policing is concerned with solving the crimes that the community is concerned about by working with and gaining support from the community. Research indicates that the most effective methods include dialogue between police, government resources, citizens, and local business to address the problems affecting the

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community. Police communicate with the community in variety of ways, including polls or surveys, town meetings, call-in programs, and meetings with interest groups. They use these connections to understand what the community wants out of its police officers and what the community is willing to do to solve its crime problem.

The structure of the community policing organization differs in that police assets are refocused with the goals of specific, written rules to give more creative problem-solving techniques to the police officer to provide alternatives to traditional law enforcement.

Community Policing in West Bengal

Community Policing has gone much further than being a traditional police - community relations progamme, and has attempted to address crime control through a working partnership with the community. Community Institutions e.g., Families, Media, Educational Institutions, Social and Non-Governmental Organisations, Neighbourhood Associations are believed to be key partners with the police & their views have greater status under community policing.

There have always existed gaps in perception of matters between the police and the public. The later have always looked upon the police as an element or mechanism to be geared upon. They have therefore checked themselves from walking up to the men in uniform, to seek help and / or to report the occurrence of crime of any magnitude. Things however seem to be changing in the last few decades and are still in the process of undergoing more changes. Police, all over, have developed ways and means to convince people that they are not the ones to be feared upon and that they can be approached at any given time when in distress.

To befriend the community, police forces all across the country and across the world have been devising new techniques and procedures, such as providing free medical and legal aid to the public.

Campaign against Drug Addiction, rehabilitation of Surrendered Criminals and Ex-convicts. In this regard, Kolkata Police is not far behind, rather, it has developed such measures which are much more acceptable to the ordinary public.

Kolkata Police has three main strands of Community Policing initiatives - Education, Health and Sports.

1. Providing health and educational support to street children.
2. A Blood donation programme for the public.
3. Kolkata Police Para-Football Friendship Cup Tournament : where sports serves as a vehicle to build police public relation.

Objectives of the Study

In view of the above literature review and after finding some suitable research questions, the following objectives were found pertinent:

1. To have an overview of the present police recruitment process.
2. To find out some goal-specific objectives in the determination of duties and responsibilities of the police persons in view of the changing criminology scenario.
3. To determine whether police personnel at the lowest level are being optimally utilized and trained, in cognigence of the future need of the hour and to assess the perception of the stakeholders in this particular arena.
4. To expedite some suitable models which will improve public relationship and gain confidence of the citizens about police persons.

Research Methodology of the Study

As the main targeted objectives of the research is to find out how the process of selection, training and development of the police personnel at the lower level changed over time and how these impacted their ethical and personality development and decision making, I undertook my research as an empirical field-work based research.

Type of Data used

Primary Data

Data has been collected from first-hand experience through primary data by preparing structured questionnaire comprising of Open-ended and Closed-ended questions. This survey consists of demographic questions in the beginning, dichotomous and multiple-choice questions in the middle, and final open question where respondent could write suggestions or opinions.

Secondary Data

Relevant secondary data is also collected from the literature review through different books, journals, websites, Government Reports/Orders/Circulars/Notifications, reports of NGOs, Newspapers and periodicals, the help of which has to be taken from time to time.

Type of Sampling

So, in order to select respondents, police personnel at the lowest levels in West Bengal, i.e., constables could be the best and most reasonable choice. Hence, while getting data from the said group, Multi-Stage Sampling has been used for my study.

Step-I: *Stratified Systematic Random Sampling has been used for selecting the study area, i.e., the police stations under different blocks, subdivisions and districts. For this purpose, the necessary secondary data have been taken from the Police Directorate and Commissionerates of Government of West Bengal.*

Step-II: *Then Purposive Sampling has been followed for selecting the respondents.*

Step-III: *Wherever necessary, ethnographic techniques or time-scale cluster sampling has also been adopted for getting the data.*

Instrument for Data Collection: A structured questionnaire having two sections namely **Section – A [Demographic Information]** &**Section – B [Research-specific information]** consisting **both open & closed-ended** questions was prepared. The Research-specific questions include **dichotomous, multiple-option&5-pointLikert Scaled** questions.

Data Collection: Data were collected from a total of 813 samples, subdivided in the following districts through Physical forms as presented below:

Detailed Description of the Data Collected

Districts	NO. OF QUESTIONNAIRES RECEIVED	REMARKS
Birbhum District	175	Physical Forms
Barasat Police District	98	Physical Forms
Kolkata Police ommissionarate	438	Physical Forms
Basirhat Police District	102	Physical Forms
TOTAL	**813**	

So, finally, 813 completed questionnaires received and data entry made. Further, the dataset was found sufficient, so far as EFA is concerned.

Tools for Analysis

For the purpose of convenience of analysis, a more specific and pin-pointed analysis which used Exploratory Factor Analysis to identify the factors influencing the selection, training and development, i.e., human resource development and management practices of the police personnel at the lowest level. we have used Principal Component Analysis consisting of 10 variables and also Varimax Rotation Method.

EXPLORATORY FACTOR ANALYSES

Variable Conceptualization

The questionnaire used for the purpose of Data collection from respondents (Post Graduate Students in different Universities of West Bengal) has the following 18 variables (X37 – X54) in the form of close ended options on a Five (5) point Likert scale.

X37 =I love the job of Constable/ASI

X38 =The nature of job is very much tedious to me

X39 =Most of the part of the job is very much routine in nature

X40 =I have to always obey the instructions of my superior. I don't have any say in it

X41 =I think myself to be over-confident for the job

X42 =I think myself to be over-qualified for the job

X43 =Lots of study is to be done by me for keeping myself upto date for the job

X44 = Lots of Training/Orientation are being given for upgradation in the job

X45 =I do not enjoy flexibility in decision making

X46 =Nature of crime has been changed with the passage of time and I have to keep myself updated

X47 =Extraordinary decisions are to be taken which may lead to legal/regulatory consequences

X48 =I have to obey the instructions of the officers in course of their investigations.

X49 =I cannot enjoy any freedom or innovativeness in the process of investigation

X50 = The work is very much monotonous and there is no/less empathy in the workplace

X51 =Technological changes has given rise to the change in the nature of crimes

X52 =Lots of Technological training and support is being given to combat with the criminals

X53 =Sometimes I find myself alone in undergoing critical situations

X54 = Till date, promotion in my service is given only on the basis of seniority or departmental examination or both, but no consideration is given to skill or innovativeness

The responses to the above statements are received from the respondents on a five point Likert scale with '5' = 'Strongly agree', '4' = 'Agree', '3' = 'Neutral', '2' = 'Disagree' & '1' = 'Strongly disagree'.

KMO & Bartlett's Test of Sphericity and Sample adequacy

The **Kaiser-Meyer-Olkin (KMO)** test is done in order to find out whether the data is suitable for Factor Analysis. It is actually a test to measure the adequacy of the sample that is to be used for Factor Analysis. **Kaiser (1974)**[30] mentions that a bare minimum value of 0.5 is required and **Pallant(2013)**[31] says that value of KMO should be at least 0.6 in order to consider the sample to be adequate for factor analysis.

The **Bartlett's test of sphericity** is carried out in order to measure the strength of relationship between the variables. It shows that the correlation matrix has some correlation between at least some of the variables.

KMO & Bartletts Tests KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.689
Bartlett's Test of Sphericity	Approx. Chi-Square	1416.537
	df	136
	Sig.	.000

*(**Source**: Primary Data compiled through SPSS-25)*

The value of KMO is **0.689** which is higher than 0.5 indicates that the sample is adequate for carrying out factor analysis. Similarly, the control of Sphericity (Bartlett's sig < 0.001) proves that EFA can be carried out.

30 Kaiser, H. (1974). An index of factorial simplicity. *Psychometrika*, Vol 39, 31-36.

31 Pallant, J. (2013). SPSS Survival Manual. A step by step guide to data analysis using SPSS, 4th Edition. Allen & Unwin.

Principal Component Analysis for Exploratory Factor Analysis

Principal Component Analysis (PCA) is a method of reducing large number of variables into smaller number of factors and at the same time preserving most of the statistical information. In order to carry out Principal Component Analysis to identify the factors which have effect on the training and development of lower-level police administration of West Bengal as a part of their perception study (empirical), the eighteen (18) variables are extracted into seven (7) exploratory factors which explain **60.276 of the total variance**. The rotated component matrix has been developed with Principal Component Analysis as extraction method and Varimax with Kaizer normalization.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.001	11.768	11.768	2.001	11.768	11.768	1.706	10.035	10.035
2	1.684	9.905	21.673	1.684	9.905	21.673	1.468	8.638	18.674
3	1.516	8.915	30.588	1.516	8.915	30.588	1.468	8.637	27.310
4	1.425	8.385	38.973	1.425	8.385	38.973	1.438	8.460	35.770
5	1.275	7.502	46.475	1.275	7.502	46.475	1.432	8.424	44.194
6	1.209	7.110	53.585	1.209	7.110	53.585	1.386	8.153	52.347
7	1.137	6.691	60.276	1.137	6.691	60.276	1.348	7.929	60.276
8	.970	5.707	65.983						
9	.899	5.286	71.269						
10	.825	4.852	76.121						
11	.721	4.239	80.360						
12	.695	4.091	84.452						
13	.659	3.878	88.329						
14	.587	3.455	91.784						
15	.542	3.188	94.973						
16	.491	2.891	97.864						
17	.363	2.136	100.000						

Extraction Method: Principal Component Analysis.

*(**Source**: Primary Data analyzed through SPSS 25)*

Rotated Component Matrix

	Component						
	Regulatory Compliance	**Criticality & Routine Nature of Job**	**Technological Support and Over-Confidence**	**Tedious-ness**	**Job Overload & Lack of Empathy**	**Plenty of Training**	**Obedience & Loyalty**
Extraordinary decisions are to be taken which may lead to legal/regulatory consequences [X47]	**.766**						
Sometimes I find myself alone in undergoing critical situations [X53]		**.759**					
Most of the part of the job is very much routine in nature [X39]		**-.656**					
Lots of Technological training and support is being given to			**.777**				

combat with the criminals [X52]							
I think myself to be over-confident for the job [X41]			.709				
The nature of job is very much tedious to me [X38]				.703			
I love the job of Constable/ASI [X37]							
Technological changes has given rise to the change in the nature of crimes [X51]					.723		
The work is very much monotonous and there is no/less empathy in the workplace [X50]					.686		
Lots of Training/Orientation are being given for upgradation in the job. [X44]						.778	
I have to obey the instructions of the officers in course of their investigations [X48]							.634

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
a. Rotation converged in 15 iterations.

*(**Source**: Primary Data analyzed through SPSS 25)*

Interpretation of the Factors as per Exploratory Factor Analysis

a) Factor-1: Regulatory Compliance

From table 21 it is seen that the first Factor (Factor 1) consists of variable X47:

X47 = Extraordinary decisions are to be taken which may lead to legal/regulatory consequences

The loading of X47 is 0.766. The first exploratory factor with three variables is named as **"Regulatory Compliance".** The multiple regression equation for this variable**"Regulatory Compliance"** is greater than 1 and is

β1= 0.766X47 ………………………… (i)

b) Factor-2: Criticality & Routine Nature of Job

Again from table 21 it is seen that the second Factor (Factor 2) consists of variables X53 and x39 where:

X53 = Sometimes I find myself alone in undergoing critical situations [X53]

X39 = Most of the part of the job is very much routine in nature [X39]

The loading of X53 is 0.759 and the loading of x39 is 0.656.

The second exploratory factor with three variables is named as **"Criticility & Routine Nature of Job".** The multiple regression equation for this variable **"Criticility & Routine Nature of Job"** is greater than 1 and is

β2= 0.759X53 + 0.656x39 ………………………… (ii)

c) Factor-3: Technological Support & Over-Confidence

Further, the table 21 depicts that the third factor (Factor 3) consists of variables X52 & X41 which are:

X52 = Lots of Technological training and support is being given to combat with the criminals [X52]

X41 = I think myself to be over-confident for the job [X41]

The loading of X52 is 0.777 and the loading of x41 is 0.709.

The third exploratory factor with two variables is named as **"Technological Support & Over-Confidence".** The multiple regression equation for this variable **"Technological Support & Over-Confidence"** is greater than 1 and is

β3= 0.777X52 + 0.709x41 ………………………… (iii)

d) Factor-4: Tediousness

Further, the table 21 reveals that the fourth factor (factor 4) consists of one variable X38 where:

X38 = The nature of job is very much tedious to me [X38]

The loading of X38 is 0.703. The fourth exploratory factor with one variable is named as **"Tediousness".** The multiple regression equation for this variable **"Tediousness"** is greater than 1 and is

β4 = 0.703X38 ………………………… (iv)

e) Factor-5: Job Overload & Lack of Empathy

Further, the table 21 reveals that the fifth factor (factor 5) consists of two variables X51 and X50 where:

X51 = Technological changes has given rise to the change in the nature of crimes [X51]

X50 = The work is very much monotonous and there is no/less empathy in the workplace [X50]

The loading of X51 is 0.723 and that of X50 is 0.686. The fifth exploratory factor with two variables is named as **"Job Overload & Lack of Empathy".** The multiple regression equation for this variable **"Job Overload & Lack of Empathy"** is greater than 1 and is

β5 = 0.723X51 + 0.686X50 ………………………… (v)

f) Factor-6: Plenty of Training

Further, the table 21 reveals that the sixth factor (factor 6) consists of one variable X44 where:

X44 = Lots of Training/Orientation are being given for upgradation in the job. [X44]

The loading of X44 is 0.778. The sixth exploratory factor with one variable is named as **"Plenty of Training".** The multiple regression equation for this variable **"Plenty of Training"** is greater than 1 and is

β6 = 0.778X44 ………………………… (vi)

g) Factor-7: Obedience & Loyalty

Further, the table 21 reveals that the seventh factor (factor 7) consists of one variable X48 where:

X48 = I have to obey the instructions of the officers in course of their investigations [X48]

The loading of X48 is 0.634. The seventh exploratory factor with one variable is named as **"Obedience & Loyalty".** The multiple regression equation for this variable **"Obedience & Loyalty"** is greater than 1 and is

β7 = 0.634X48 ………………………… (vii)

All other variables are found to be redundant variable due to very insignificant factor loadings and therefore has not been considered under any of the exploratory factors.

So, from the above findings it can be concluded that overall perception in relation to the Training & Development of Lower-level policemen in West Bengal Police Administration (**D_{TD}**) depends on four factors namely, **"Preference", "Online Technological Efficiency", "Information requirement & urgency"** and **"belief and confidence" i.e.,**

$$D_{TD} = \beta1 + \beta2 + \beta3 + \beta4 + \beta5 + \beta6 + \beta7$$

$$= (i) + (ii) + (iii) + (iv) + (v) + (vi) + (vii)$$

= [0.766X47] + [0.759X53 + 0.656x39] + [0.777X52 + 0.709x41] + [0.703X38] [0.723X51 + 0.686X50] + [0.778X44] + [0.634X48].

Conclusion

From the above discussions, the following conclusions came out:

(1) First, the effectiveness of training of police officers will be enhanced on the basis of studying national trends in police education. This will allow to compare own programs and methods of training police officers with the experience of others and thereby assess their feasibility and implementation risks.

(2) Second, the effectiveness of police officers training increases on the condition that the readiness to use force provided for by national legislation is in the process of formation, to protect law and order, the security of the individual, society and the state. This will ensure the formation of the ability to directly suppress the physical resistance of the offender and self-defence without the use of weapons.

(3)Third, the importance of training police officers in the use of force is strengthened on the condition that a sustainable orientation is established to use the combat skills legally, as well as performing official duties in accordance with the norms of morality and professional ethics. This contributes to the conscious perception and memorization of the legal framework for law enforcement.

Recommendations

The main results of the study were methods of training police officers in combat techniques:

(1) familiarization, providing for preliminary acquaintance with specific methods of combat and hand-to-hand combat through a story about the technique of execution and demonstration on an unresisting partner, and the formation of an oriented basis for motor action among cadets;

(2)reproductive, including detailed learning of specific methods of fighting or hand-to-hand combat for their actual use in typical situations through repeated reproduction of the technique of their implementation with the help of a partner and under the guidance of a teacher;

(3)imitating, providing for fixing specific methods of fighting and hand-to-hand combat in the standard conditions of training sessions through their repeated execution on an unresisting partner or sack dummy;

(4)productive, including the improvement of specific methods of fighting and hand-to-hand combat through their repeated execution in conditions of varying the resistance of the partner and training fights with various partners. Based on these methods, training material on combat techniques can be represented by three consecutively studied modules:

(5)Within the learning module, the students will have to learn the specific methods of fighting and hand-to-hand combat. In order to determine the optimal list of combat methods of fighting, techniques were identified that are most often used in practice and ensure the reliability and effectiveness of detaining the offender and self-defence without the use of weapons.

(6)The training module provides for the reinforcement of specific methods of fighting and hand-to-hand combat in the standard conditions of training sessions. In the framework of this module, cadets repeatedly perform combat and melee combat techniques on an unresisting partner or sack dummy, and also learn combinations of combat techniques with a partner's dosed resistance. For example, the methods of disarming, which are used after defensive actions and retaliatory strikes against knives (or other object), if the attacker did not fall and did not release the weapon from his hands. In this case, the necessary tricks are performed after one of the wrist grapples with the subsequent holding of the arm lever inside till disarming by the pain action and with the transition to the bend of the hand behind the back. It has been found out that it is necessary to train blows mainly for speed and precision, less often for force of execution, which is caused by the necessity of striking with the use of protective mechanisms (the presence of a bandage, protective shell, etc.) to avoid injuries.

(7)The training of pain techniques standing should be focused on their rapid and accurate implementation, the assimilation of the skills of "entering" into these elements: distractions, ways to move to pain action standing after release from captures, girths, defensive actions from gunshot (subject) kicks or without it, against the threat of using weapons at close range.

(8)Training of throws (takedown), asphyxiating techniques, methods of releasing from grips and girths should be carried out with a step-by-step increase in the speed of execution.

(9) Training, combat & practical module provides for the improvement of specific methods of combat and hand-to-hand combat. To this end, cadets repeatedly perform methods of fighting and hand-to-hand fighting in conditions of varying the resistance of the partner, in the process of overcoming obstacle strips and training fights with various partners. In the classroom, various sparring exercises are used, situations are simulated for the immediate suppression of the physical resistance of the offender and self-defence without the use of weapons; the lawful use of force protection to ensure the rule of law and order, the security of the individual, society and the state; law enforcement in emergency situations.

(10) In the lessons of this module, special attention is paid to the prevention of traumatism of cadets. The experience of the authors shows that about 85% of all injuries are caused by bruises and abrasions, 5% are sprains, ligament and muscle ruptures, and knee joint injuries, 2% bruises in the groin area as a result of banned lower belt blows, 1% fractures metacarpals and wrists. To reduce the traumatism in classes on fighting methods is helpful next: (1) the small number of the engaged group, taking into account the age and physiological characteristics of the cadets, the training of the cadet's organism for the beginning of the session-warm-up including the fingers, ankles, knee, shoulder, elbow joints; (2) the accessibility of the study material, the execution of fighting techniques and hand-to-hand combat (as well as their cessation) only at the command of the instructor, strict adherence to the rules of self-insurance and partner insurance (moves and throws to make from the centre of the carpet to the edge, perform painful moves without jerks, release on the first signal of the partner); (3) the organisation of classes in compliance with sanitary and hygienic standards, according to which the minimum area per student should be six square meters, admission to employment only on the permission of the doctor, the presence of a first aid kit for first aid; (4) serviceability of sports equipment (rings, helmets, knife models, pistols, etc.), the quality of the cadet's clothes and footwear (the presence of a bandage, a protective shell, the

absence of wristwatches, chains, metal buckles, etc.).

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