



GURU NANAK COLLEGE

Postgraduate Multi Faculty Premier College
KILLIANWALI, DISTT. SRI MUKTSAR SAHIB (Pb.) - 151211
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3.3.2

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1. Description

Incorporating a research component along with a sound academic foundation enables the teachers to develop critical thinking along with oral and written communication skills. The research process helps to achieve valuable learning objectives that have lasting influence on the faculty members. Various research activities under the guidance of the research committee are being conducted in the Institution and in order to promote research; teachers get their research papers published in the various journals notified on the UGC website. Participation in research through research publication benefits the teachers in the areas that reach beyond academia which in turn helps to understand how knowledge is constructed and developed. The teachers also get a platform to publish their research papers which results in enhancing their ability to integrate theory with practice.



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2. List of Research Papers

3.3.2					
Title of the Paper	Name of the Author	Department of Teacher	Name of Journal	Year of Publication	ISSN Number
स्त्रीअस्मिताकेपरिपेक्षमेश हरीपरिवेश [मैत्रयीपुष्पाकेविजनउपन्या सकेसन्दर्भ] page no 13- 15	Dr. Bharat Bhushan	Associate Professor in Hindi	International Journal of Hindi Research (Pushpanjali)	Year-2016	2455-2232
हिंदीउपन्यासऔरबदलता भारतीयसमाज Page No 49-52	Dr. Bharat Bhushan	Associate Professor in Hindi	Vignettes Of Research An International peer- Reviewed Multidisciplinary Research Journal	June-July, 2016	2320-1797
हिंदीसाहित्यलेखन :विविधआयामएवमचुनौति यों	Dr. Bharat Bhushan	Associate Professor in Hindi	ACME International Journal of Multidisciplinary Research	Aug.-Sep. 2016	2320-236x
PragatisheelkaviNagaarj unkekavyameinvaygaya bodh.	Dr. Bharat Bhushan	Associate Professor in Hindi	ShodhRitu An International Multi-Disciplinary Research Journal.	July-Sep. 2016	2454-6283
Bhumandlikaran, Media avm Hindi : ChunotianAvmAvsar	Dr. Bharat Bhushan	Associate Professor in Hindi	ShodhRitu An International Multi-Disciplinary Research Journal.	Year-2016	2254-6283
Hindi KavitaKeBadalteSrokaa r.	Dr. Bharat Bhushan	Associate Professor in Hindi	ShodhRitu An International Multi-Disciplinary Research Journal.	Year-2016	2254-6283
Factors affecting Consumer Perception towards Branded Clothes in Rural Areas.	Ms.Amandeep Kaur Sandhu	Assistant Professor in Commerce	International Journal of Research in Commerce and Management	2016-2017	0976-2183



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Perception of Young Consumers towards Professional Offers at Point of Purchase.	Ms.AmandeepKaurSandhu	Assistant Professor in Commerce	Global Journal of Accounting and Management	2016-2017	0976-9366
A New Dimension in Indian Banking: cashless and Demonetisation	Mrs.ManpreetKaur	Assistant Professor in Economics	The Public: Problems and Solutions.	April-June 2017	2320-4540
Desire Handball Player	Dr. K.S. Sandhu	Associate Professor in Physical Education	International Journal of Research and Analytical Review.	July-Sep.,2017	2348-1269,2349-5138
Punjabi VyahPranali Ate dorkavirup di SabyacharakPeshkari	Mrs.GurminderKaur	Assistant Professor in Punjabi	BohalShodhManjusha	2017-2018	2395-7115
Pardesi Punjabi Aorat de Dukh di MansikPeshkari :Farangia di Nuh.	Mrs.GurminderKaur	Assistant Professor in Punjabi	International Journal of Research	2017-2018	2348-6848
Punjab Agriculture: contemporary issues	Mrs.ManpreetKaur	Assistant Professor in Economics	15 Days	July, 2017	2249-605X
An Economic Analysis of Dairy Farming	Mrs.ManpreetKaur	Assistant Professor in Economics	ADHIKAR	August, 2017	2231-2552
Employment Generation in MG-NREGA: An evaluation	Mrs.ManpreetKaur	Assistant Professor in Economics	15 Days	August, 2017	2249-605X
Women Entrepreneurship and Indian Society: An Analysis.	Mrs.ManpreetKaur	Assistant Professor in Economics	15 Days	August, 2017	2249-605X
Agrarian Crisis in Punjab.	Mrs.ManpreetKaur	Assistant Professor in Economics	The Public: Problems and Solutions.	July-Sept. 2017	2320-4540
MG-NREGA: An Employment Guarantee Scheme	Mrs.ManpreetKaur	Assistant Professor in Economics	ADHIKAR	Sept. 2017	2231-2552



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SendhavSanskriti me Parivehan	Mrs.Savita Devi	Assistant Professor in History	The Konkan Geographer	Oct.-Nov.,2017	2277-4858
Stone Tools, Technology in Ancient India	Mr.Parveen Kumar	Assistant Professor in History	The Konkan Geographer	Oct.-Nov.,2017	2277-4858
Role of Digital Banking in Transforming Indian Banking Sector : a case study of Indian Bank	Dr.Seema Rani	Assistant Professor in Commerce	Vinayek Global Research Review	Jan-Dec, 2018	2349-4239
Stress Management: Need of Hour	Mr.Ashish Baghla	Assistant Professor in Commerce	International Journal of Research	January, 2018	2348-6848
To Study the Relationship Between Career Decision Self-Efficacy and Emotional MaturityPp-9-11	Dr. S.S. Thakur	Principal	Shodh Samiksha Aur Mulyankan (International Indexed,Peer Reviewed & Referred Research Journal)	Jan,Feb&March,2019	ISSN No - 0974-2832(Print),E-ISSN-2320-5474,RNI RAJBIL2009/29954
Self-Regulated Learning and Motivational Beliefs among Secondary School Students	Dr. S.S. Thakur	Principal	ShodhSamikshaAurMulyankan (International Indexed, Peer Reviewed& Referred Research Journal)	Jan,Feb&March,2019	ISSN No - 0974-2832(Print),E-ISSN-2320-5474RNI RAJBIL2009/29954
Role of Parental Encouragement in Career Decision Self-Efficacy of Senior Secondary School Students Pp-7-9	Dr. S.S. Thakur	Principal	Research Analysis and Evaluation (International Indexed,Peer Reviewed & Referred Research Journal)	Jan,Feb&March,2019	ISSN No - 0975-3486(Print),E-ISSN-2320-5482RNI RAJBIL2009/30097
Self-Regulated Learning and Perceived Parental Involvement Pp-29-31	Dr. S.S. Thakur	Principal	Research Analysis and Evaluation (International Indexed, Peer Reviewed& Referred Research Journal)	Jan,Feb&March,2019	ISSN No - 0975-3486(Print),E-ISSN-2320-5482 RNI RAJBIL2009/30097
हिंदीकवितामेंसंघर्षरतआदिवासीसमाज	Dr. Bharat Bhushan	Associate Professor in Hindi	SanskarChetana Refereed Journal	Sep-18	2347-4041



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तुलसीकीभक्तिभावना	Dr. Bharat Bhushan	Associate Professor in Hindi	SanskarChetana Refereed Journal	Oct-18	2347-4041
तीसरीतालीउपन्यासथर्डजे डरकीव्यथाकथाकामार्मिक दस्तावेज़.	Dr. Bharat Bhushan	Associate Professor in Hindi	SanskarChetana Refereed Journal	Dec-18	2347-4041
चित्रामुद्रलकीकहानियोंमें सामाजिकपरिवेश.	Dr. Bharat Bhushan	Associate Professor in Hindi	ShodhSamikshaAurMulyan kan. Refereed Journal	Jan, Feb, March - 2019	0974-2832
सांझ-सवेरगुरुदयालसिंहरचितउपन्यासमेंदलितउत्पीड़न	Dr. Bharat Bhushan	Associate Professor in Hindi	Research Analysis and Evaluation. Peer Reviewed Referred Journal.	Jan, Feb, March - 2019	9753486
उर्दूऔरहिंदीभाषाकारामसे तुश्रीसत्यप्रकाशउप्यल	Dr. Bharat Bhushan	Associate Professor in Hindi	ShodhSamikshaAurMulyan kan. Refereed Journal	May-19	0974-2832
चित्रामुद्रगलकीकहानियोंमें सामाजिकपरिवेश .	Dr. Bharat Bhushan	Associate Professor in Hindi	Research Analysis and Evaluation. Peer Reviewed Referred Journal.	May-19	9753486
भूमंडलीकरणमीडियाएवं हिंदी : चुनौतियांएवंअवसर	Dr. Bharat Bhushan	Associate Professor in Hindi	Review of Research	May-19	2249894X
हिंदीकविताकेबदलतेसरो कार	Dr. Bharat Bhushan	Associate Professor in Hindi	Review of Research	June, 2019	2249894X
हिंदीमेंआदिवासीकवयित्रियोंकेकाव्यमेंआदिवासीसमाज 79-80	Ms. Jaspal Kaur	Assistant Professor in Hindi	भाषासहोदरी	Jan, 2019	2582-1679
आचार्यहजारीप्रसादद्विवेदीकेनिबन्धोंमेंभारतीयसंस्कृति	Ms. Jaspal Kaur	Assistant Professor in Hindi	कश्फ़	Dec., 2018	
E-Governance in Higher Education: Benefits & Challenges	Mr. Prince Singla	Assistant Professor in Commerce	SanskarChetna	Jan, 2019	2347-4041



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A New Dimension in Indian Banking Cashless and Demonetization	Mr. Prince Singla	Assistant Professor in Commerce	SanskarChetna	Feb,2019	2347-4041
Impact of Goods and Service Tax (GST) on Indian Economy	Mr. Prince Singla	Assistant Professor in Commerce	Review of Research	Mar,2019	2249-894X
Role of ICT in Higher Education	Mr. Prince Singla	Assistant Professor in Commerce	Review of Research	April,2019	2249-894X
A Study On Issues and Challenges of Women Empowerment in India	Mr. Prince Singla	Assistant Professor in Commerce	Review of Research	May,2019	2249-894X
Financial Inclusion in India: Its Need and Future.	Mr.AshishBaghl a	Assistant Professor in Commerce	International Journal of Research and Analytical Reviews (IJRAR)	July-Sep. 2018	2348-1269
A Study on the Future of Digital Payments in India.	Mr.AshishBaghl a	Assistant Professor in Commerce	International Journal of Research and Analytical Reviews (IJRAR)	Oct.-Dec. 2018	2348-1269
A Study of Consumer Behavior towards Online Shopping: An Analysis of Commerce Students.	Mr.AshishBaghl a	Assistant Professor in Commerce	International Journal of Research and Analytical Reviews (IJRAR)	Oct.-Dec. 2018	2348-1269
Corporate Social Responsibility Practices in India: A study of few companies..	Mr.AshishBaghl a	Assistant Professor in Commerce	Journal of Advances and Scholarly Researches in Allied Education (JASRAE)	Oct-18	2348-1269
A Study of the Impact of Technology on the Society	Mr.AshishBaghl a	Assistant Professor in Commerce	Journal of Advances and Scholarly Researches in Allied Education (JASRAE)	Oct-18	2348-1269
Customer Satisfaction from Patanjali Products: A Reality or Perception.	Mr.AshishBaghl a	Assistant Professor in Commerce	Journal of Emerging Technologies and Innovative Research (JETIR)	Oct-18	2349-5162



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A Study on the factors affecting Organisational Commitment.	Mr.AshishBaghl a	Assistant Professor in Commerce	Journal of Emerging Technologies and Innovative Research (JETIR)	Oct-18	2349-5162
Influence of Gender and Locale in Career Decision Self-efficacy of Senior Secondary School Students	Amandeep Kaur & Dr.Surinder Singh Thakur	Principal	Education & Psychological Research (A Biannual Interdisciplinary Peer Reviewed Refereed International Research Journal of Education and Psychology Vol. 9 No-2, July, 2019.	July 2019	ISSN No - 2230-9586
A Study of Relationship Between Career Decision Making and Parenting Style among Adolescents.	Ramandeep Kaur & Dr.Surinder Singh Thakur	Principal	International Journal of Multidisciplinary Educational Research (IJMER) Indexed Peer Reviewed Refereed International Journal Vol. - 8 Issue-12(4), December, 2019.	Dec 2019	ISSN No - 2277-7881
A Study of career decision making among adolescents in relation to gender.	RamandeepKaur &Dr.Surinder Singh Thakur	Principal	Journal of Gujrat Research Society (Volume 21)	Jan 2020	ISSN No - 0374-8588
A Study of relationship between self concept and career decision making among adolescents.	RamandeepKaur &Dr.Surinder Singh Thakur	Principal	International Journal of Multidisciplinary Educational Research (IJMER) Indexed Peer Reviewed Refereed International Journal Vol. – 9 Issue-1(2).	Jan 2020	ISSN No - 2277-7881
An Investigation of the Difference in Career Decision Self- Efficacy of Senior Secondary Students Based on Their Levels of Emotional Maturity	Amandeep Kaur & Dr.Surinder Singh Thakur	Principal	International Journal of Multidisciplinary Educational Research (IJMER) Indexed Peer Reviewed Refereed International Journal Vol. - 9 Issue-1(2), January, 2020. UGC – Care Approved www.ijmer.in	Jan 2020	ISSN No - 2277-7881



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Comparative study of self regulated learning among IX and X Graders of Secondary School	Dr.Kavita & Dr.Surinder Singh Thakur	Principal	International Journal of Multidisciplinary Educational Research (IJMER) Indexed Peer Reviewed Refereed International Journal Vol. - 9 Issue-1(3), January, 2020. UGC – Care Approved www.ijmer.in	Jan 2020.	2277-7881
Construction and Standardizaion of Motivational Beliefs Scale	Dr.Kavita & Dr.Surinder Singh Thakur	Principal	Studies in Indian Place Names.	Jan 2020	2394-3114
Impact of Caste on Self-regulated Learning among Secondary School Students	Dr.Kavita & Dr.Surinder Singh Thakur	Principal	Studies in Indian Place Names.	April 2020	2394-3114
Career Decision Making of 10 th Grade Students of Bathinda and Ludhiana Districts of Punjab- A Comparative Study	Ramandeep Kaur & Dr.Surinder Singh Thakur	Principal	Our Heritage International Indexed and Referred Journal Vol-68-Issue-30-February-2020	Feb 2020	ISSN No-0474-9030
An Investigation of the Difference in Career Decision Self-Efficacy of Senior Secondary Students Based on their Levels of Parental Encouragement	Amandeep Kaur & Dr.Surinder Singh Thakur	Principal	Our Heritage International Indexed and Referred Journal Vol-68-Issue-30-February-2020	Feb 2020	ISSN No-0474-9030
Self Regulated Learning Among Secondary School Students.	Dr.Kavita & Dr.Surinder Singh Thakur	Principal	Sustainable Humanosphere Journal, Peer Reviewed And Referrred Journal, volume 16, issue 1	Feb 2020	1880-6503

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Third Gender for AadharitKahaniyonmein SamajkaYatharthChitran	Dr. Bharat Bhushan	Associate Professor in Hindi	UNMILAN	1st may 2020	0974-0053
AadivaasiKavitameinChitratAadivaasiSamajkeVividhPrivesh			UNMILAN	April 2020	0974-0054
AacharyaHazari Prasad keUpnayasonmeinSanskritikChetna			Drishtikon	April 2020	0975-119X
SardarVallabhBhai Patel tathaUnkaBhartiyaSanvidhanmeinYogdaan			Adhigam	May 2020	2394-773X
AtalBihari Vajpayee keKavyakeVividhPaksh			Drishtikon	Mar 2020	0975-119X
Optimization of Waiting Time of Jobs in Three Stage Flow Shop Scheduling Models with Transportation Time of Jobs	Deepak Gupta, Dr.PayalSingla, Sukhvir Singh	Assistant Professor in Mathematics	Advance in Mathematics: Scientific Journal (http://doi.org/10.37418/amsj.9.3.37)	2020	1119-1128
आदिवासीकवितामेंआदिवासीसमाजकास्वरूप			Ms.JaspalKaur	Assistant Profesor in Hindi	परिशोध	Dec, 2019	2347-6648
हिंदीकीआदिवासीकविता काशिल्प-विधान	Ms.JaspalKaur	Assistant Profesor in Hindi	Drishtikon	April,2020	0975-119X



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Micro, Small and Medium Enterprises in India-The Backbone of Indian Economy still grappling with Impediments to Optimum Performance	Miss Neha Thakur	Assistant Professor in Commerce	Purakala	June 2020	0971-2143
Metamorphosis of Indian Insurance Sector- Pre and Post Liberalisation Period			International journal Multidisciplinary Educational Research	December 2019	
A Review on Usefulness of Artificial Intelligence in Agriculture	Ms.Gurbinder Kaur	Assistant Professor in Computer Application	AIRO international Research journal	June 2020	2320-3714
A Study on Stress Among Employees	Mr.Manik Jindal	Assistant Professor in Commerce	International Journal of Research in Human Resource Management	2019	E-ISSN: 2663-3361 P-ISSN: 2663-3213
A Study on Social Media Marketing			International Journal of Research in Marketing Management and Sales	2020	E-ISSN: 2663-3337 P-ISSN: 2663-3329
A Study on Financial Literacy Among Women			International Journal of Financial Management and Economics	2020	E-ISSN: 2617-9229 P-ISSN: 2617-9210
Diagnosis of E-Commerce at Rural Level			Think India Journal	2019	0971-1260
Teenage Business			Think India Journal	2019	0971-1260
A Study of Humour Appeal in Advertisement			Journal of The Gujrat Research Society	2019	0374-8588



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A study on Investment in Home Stay business			TATHAPI	May 2020	2320-0693
A Study on Accounting in the Cloud			CLIO Interdisciplinary journal	June 2020	0976-075X
A Study of Self-Concept among 10th Grade Students in Relation to Their gender and locale	Ramandeep Kaur & Dr. Surinder Singh	Principal	Kala: The Journal of Indian Art History Congress. UGC – Care Journal	2020-21	0975-7945
Academic Achievement and Academic Procrastination of undergraduate students in relation to educational mobile apps usage.	Ms. Harpreet Kaur & Dr. Surinder Singh	Principal	The Journal of Oriental Research Madras, The Kuppaswami Sastri Research Institute UGC – Care Journal	2020-21	0022-3301
Academic Achievement and Self-efficacy of undergraduate students in relation to Educational Mobile Apps Usage	Ms. Harpreet Kaur & Dr. Surinder Singh	Principal	Journal of Education: Rabindra Bharati University Peer Reviewed and Referred Journal UGC CARE Approved,	2020-21	0972-7175
A Study of Resilience among Theater and Dance Performing Arts Students	Ms. Pooja Sharma & Dr. Surinder Singh	Principal	Journal of Education: Rabindra Bharati University Peer Reviewed and Referred Journal. UGC CARE Approved,	2020-21	0972-7175



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Safer Roads Safer World for Everyone	Amit Behal	Department of Political Science	ShodhSarita	January to March 2021	2348-2397
मौतकार्यायभारतीयसड़कें : सड़कसुरक्षाआजकीनितांतआवश्यकता	Amit Behal	Department of Political Science	ShodhSamikshaaurMulyankan	May 2021	2320-5474
Impact of Mega Merger of Public Sector on Indian Banking Sector on Indian Banking Sector.	1.Usha Goyal2.Dr. Seema Rani	Business Management and Commerce	International Journal of Business Management and Scientific Research(IJBMSR)	May 2021	Online ISSN:2394-6636
Financial Inclusion in India: Progress and Prospects.	1.Usha Goyal2.Dr. Seema Rani	Business Management and Commerce	Flusser StudiesSpecial Issue: Sustainability and Management	June 2021	Online ISSN:1661-5719
COVID-19 A Catalyst in Digital Transformation of Banking Sector in India.	1. Dr. Seema Rani 2.Usha Goyal	Business Management and Commerce	Flusser StudiesSpecial Issue: Sustainability and Management	June 2021	Online ISSN:1661-5719
Impact of COVID-19 on Economy and Indian Banking Sector.	1. Dr. Seema Rani 2.Usha Goyal	Business Management and Commerce	The Journal of Oriental Research Madras	June 2021	ISSN: 0022-3301



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COVID – 19 : General Overview with Mathematical Model	Dr. PayalSingla, Galaxy Gupta	English	DogoRangsang Research Journal	July, 2020	2347-7180
Production problem with the conception of task (Job) block criteria	Dr. PayalSingla	Departme nt of Mathemati cs	Advances in Mathematics: Scientific Journal	2020-21	ScopusISS N: 1857- 8365 (printed); 1857-8438 (electronic) https://doi.org/10.37418/amsj.10.3.27
3- Stage Production Scheduling with the Concept of Set-Up Time Including Arbitrary Lags.	Dr. PayalSingla	Departme nt of Mathemati cs	Aryabhata Journal of Mathematics and Informatics	2020-21	ISSN: 2394- 9309DOI: 10.5958/23 94- 9309.2021.0 0003.2
Changing Dynamics of Work and Workspaces during COVID – 19 Pandemic	Prince Singla	Departme nt of Business Managem ent and Commerce	The Journal of Oriental Research Madras (UGC Care Listed Journal)	June 2021	0022-3301
Effects of COVID – 19 Pandemic on Medium, Small, Micro Enterprises in India	Prince Singla	Departme nt of Business Managem ent and Commerce	Flusser Studies (UGC Care Listed Journal)	June 2021	1661-5719



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A Study of Inclusive Development in India using Financial Inclusion	AshishBaghla	Department of Business Management and Commerce	Vidyabharati International Interdisciplinary Research Journal (VIIRJ) – Special Issue	2021	2319-4979
A Study on Investment in Home Stay Business	Manik Jindal	Business Management and Commerce	ShodhSarita	2020	2348-2397
Internal Auditing and Fraud Detection	Manik Jindal	Business Management and Commerce	Shodh Sanchar Bulletin	2020	2229-3620



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3. Proofs of Research Paper publication

➤ Dr. Surinder Singh Thakur

Captain Netram Singh Charitable Trust, Jaipur (Regd)

Smt. Usha Singh
President



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Ref. No.....ssm/feb/11/2021.

Date :-...25/Feb/2021.

Shodh Samiksha Aur Mulyankan

International Double Blind, Peer Reviewed & Referred, Multilingual, Multidisciplinary
Research Journal

ISSN No-0974-2832 (Print), E-ISSN-2320-5474 RNI: RAJBIL2009/29954
Impact Factor 5.901 (SJIF)

TO WHOM IT MAY CONCERN

Certify that Dr. Surinder Singh Thakur, Principal, Guru Nanak College, Killianwali, Distt. Muktsar Punjab-151211 has been working as Editor for the editorial board of Journal Shodh Samiksha Aur Mulyankan, International Double Blind, Peer Reviewed & Referred, Multilingual, Multidisciplinary Research Journal ISSN No-0974-2832 (Print), E-ISSN-2320-5474 RNI: RAJBIL2009/29954 Impact Factor 5.901 (SJIF) since 1st January, 2017.

I wish him all success in his future.

Krishan Bir Singh

Professor. Krishan Bir Singh
Chief Editor

Date- 25 Feb 2021


Principal
Guru Nanak College
Killianwali (Sri Muktsar Sahib)

Captain Netram Singh Charitable Trust, Jaipur (Regd)

Smt. Usha Singh
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A Study of Career Decision Making Among Adolescents in Relation to Gender

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Abstract: The present study was conducted to find out the difference in career decision making among adolescents in relation to gender (male and female). A sample of eight hundred adolescents (400 males and 400 females) studying in tenth standard in Government Schools affiliated to Punjab School Education Board, Mohali was selected from Bathinda and Ludhiana district of Punjab, India for the study. Random sampling technique was employed to collect the sample. Career Decision Making Scale (Singh, 2014) was used to collect the data. Descriptive statistics and t-test were employed to find out the difference between male and female students in career decision making. The results of the study revealed that there is no significant gender difference in career decision making among adolescents on both the sub scales of career decision making i.e. career decidedness and career indecision.

Key – words: Career Decision Making, Adolescents, Gender

Introduction

Adolescence has been considered as the most crucial stage of human life. An individual faces many challenges at this stage. One of the major challenge pertaining to adolescence stage is; selection of a life long career. Career choice is indeed a defining phase in anybody's life. It involves the method of understanding, analyzing and appreciating a variety of options through guidance and planning. Career Decision Making involves becoming aware of the need to make a decision and going through a process of working on that decision (i.e. gathering information, identifying options, evaluating options, selecting among options), making a decision and then taking action to implement that decision (Tiedemann and O'Hara, 1963). Bright, Pryor, Robert and Harpham (2005) expressed that career decisions cover the training decisions as well as professional decisions. Various personal and environmental factors affect the decision making process of adolescents. Gender is the most prominent factor influencing career decision making process. Gender is a social interpretation of attitude, behavior, and relationships, moral and social values of an individual on the basis of sex. It refers to the socially determined and culturally specific differences between men and women. Career expectations vary from society to society in terms of socialization and child rearing practices; and with gender. According to Adya and Kaiser (2005), career genderization starts in middle school or early in high school. According to Social Learning Theory of Krumboltz, Mitchell and Jones (1976), gender as a demographic variable influence career decision making. Therefore it becomes necessary to explore the gender difference in career decision making among adolescents.

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Career Decision Making of 10th Grade Students of Bathinda and Ludhiana Districts of Punjab- A Comparative Study

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Abstract

The purpose of the present study was to find out difference between 10th grade students of Bathinda and Ludhiana district of Punjab (India) on career decision making. The study emphasized on exploring the difference between rural and urban students of both districts. It was also the purpose of this study to find out interactional effect between district and locality on career decision making students. A sample of 800 students studying in 10th standard in Government Schools affiliated to Punjab School Education Board, Mohali was selected from Bathinda and Ludhiana district of Punjab for the study. Random sampling technique was employed to collect the sample. Career Decision Making Scale (Singh, 2014) was used to collect the data. Two-way analysis of variance was used to find out main and interactional effect of district and locale on career decision making. The study revealed that students of Bathinda and Ludhiana districts & urban and rural students of both districts were not significantly differ on both dimensions of career decision making i.e. career decidedness and career indecision of 10th grade students. Interaction between district and locality of students was found significant for career decidedness, whereas it was found insignificant for career indecision. Therefore, t test was used by controlling one variable. Only significant interaction was found between Bathinda and Ludhiana district students on career decidedness for rural students.



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An Investigation of the Difference in Career Decision Self-Efficacy of Senior Secondary Students Based on their Levels of Parental Encouragement

Ms. Amandeep Kaur,

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Principal in Guru Nanak College, Killianwali, Sri Muktsar Sahib.

Abstract: This study examined the difference in career decision self-efficacy of senior secondary students based on their different levels of Parental Encouragement. This investigation was carried on by the survey method. This study was conducted on 900 senior secondary school students of Punjab state who were determined by random sampling method. The data was collected by administering Self-developed Career related Parental Encouragementscale and Career decision self-efficacy scale developed by Betz and Taylor (2006). This study led to the conclusion that the senior secondary students with high Parental Encouragement have higher Career decision self-efficacy as compared to the students with low Parental Encouragement.

Key words: Parental Encouragement, Career decision self-efficacy, senior secondary students

Introduction

People make many decisions every day. Some of these decisions are made as a part of one's daily routine whereas others are perceived as being more important and crave more attention. The decisions which are related to career considered as the latter kind because those decisions have notable long range implications on a person's lifestyle, the friends with whom they socialize, the vocational activities in which they involve and hence on their quality of life (Galt & Asher, 2001). A thoughtful selection of a career of an individual and satisfaction in his work inevitably affects the level and degree of his contribution to his own welfare and to that of the community. The key role of education is to enable an individual to realize one's self and make capable to decide upon one vocation to the other. Selection of a vocation as a process covers a considerable number of years, ranging from early childhood to late childhood.

The period between childhood and adulthood is called the adolescence. Adolescence genetic traits play a crucial role as the physical changes, psychological changes and environmental changes take place during this period. During this time, young one feels a distance with their parents. This period is significant for their future life and they face problems regarding career choice, decision making, parent child conflicts and mood changing problems. Individuals usually suffer from mismatching of abilities and desires. If these issues are not solved at proper time, then these challenges of adulthood create psychological problems for them. Jones (1973) said that although the life goal is the center of all activities and give meaning to life, a satisfying and



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Self-Regulated Learning among Secondary School Students

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Abstract—This study was conducted on secondary school students of Bathinda district of Punjab to study self-regulated learning among secondary school students of urban and rural area. 600 secondary school students were selected for the study. Self-regulated learning scale (SRLS-GMMD) was used for data collection. Descriptive statistics and t-test was employed to analyse the data. The results of the study revealed that there is a significant difference among urban and rural secondary school students.

Keywords: *Self-regulated Learning, Secondary School Students*

INTRODUCTION

Secondary stage of schooling is a link between primary and higher education. At this stage the student is more aware about his efforts in learning and considers his performance as a result of his efforts and devotion in the learning. At this stage, he become conscious about regulation of study. With the paradigm shift in teaching-learning process, the position of learner has been changed. He is no more considered as the passive listener in the learning process, but as an active participant. The learner plans, monitors and evaluates his learning activities to achieve the desired goals. Self-regulated learning is the personal initiative of the learner to select the learning strategy, place of learning, management of learning environment and evaluation of performance etc. Pintrich (2000) viewed self-regulated learning as "an active, constructive process whereby learners set goals for their learning and then attempt to monitor, regulate and control their cognition, motivation and behaviour guided and constrained by their goals and the contextual features of the environment". Self-regulated learning is the active and independent implementation of learning skills to complete a task. Self-Regulated Learning is conceptualized in three ways. Firstly, Self-Regulated Learning refers to the student's ability to use meta-cognitive strategies (cognitive modification). Secondly, Self-Regulated Learning refers to the capability of students to use both meta-cognitive and cognitive strategies. Thirdly, it indicates the value of involving motivation and the cognitive & meta-cognitive components of learning (Marcou & Philippo, 2005).

Self-regulated learners have high level of academic achievement (Pintrich, 2000), use more help seeking strategies to succeed in school (Karabenick & Newmwn, 2006), are more competent in use of problem-solving strategies (Hmelo-Silver, 2004), goals orientations (Pintrich & DeGroot, 1990) and succeed in spite of blocks (Zimmerman, 1990). Self-

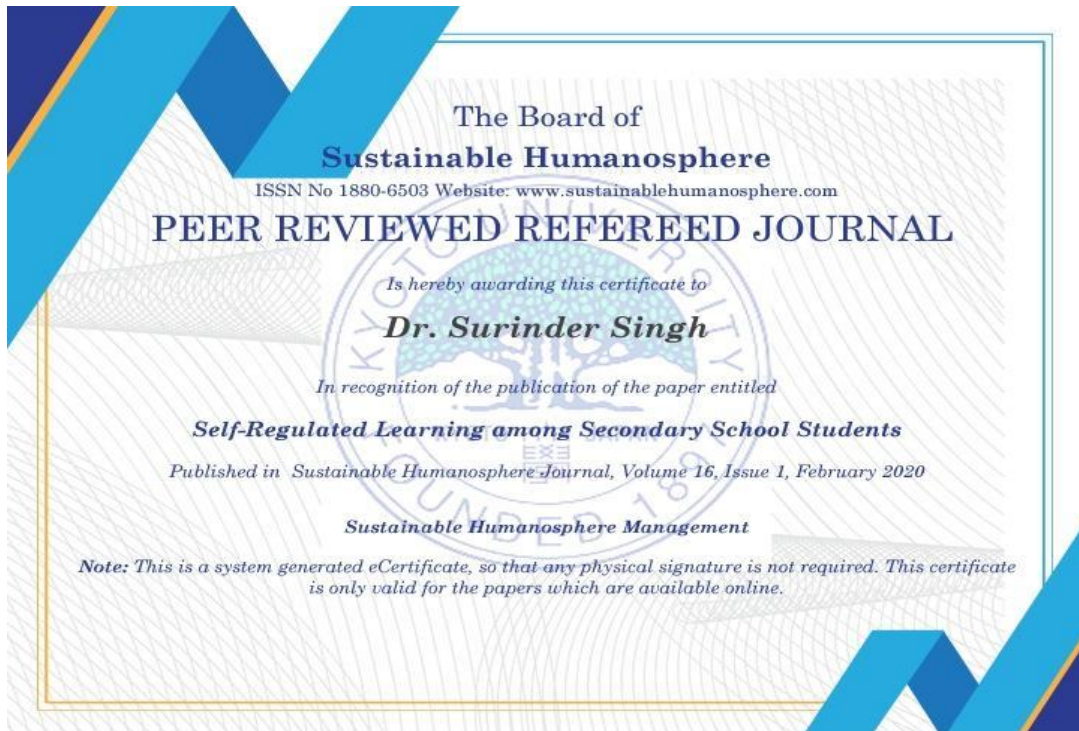
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Research Paper-Education

Role of Parental Encouragement in Career Decision Self-Efficacy of Senior Secondary School Students



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ABSTRACT

The present study focuses on to assess the relationship between Career decision self-efficacy and Career related parental encouragement of senior secondary school students. This study also further highlighted the area-wise difference in Career decision self-efficacy of senior secondary school students. This study adopted a descriptive survey research design. The present study comprised a sample of 900 students from different urban and rural area schools. Mean, Median, S.D., Product moment correlation and t-ratios techniques were employed to analyze the data. The present study revealed that Career decision self-efficacy and Career related parental encouragement goes hand in hand. More the parental encouragement at home, high the career decision self-efficacy capacity the students will have. Moreover, urban students have more capability to take right decisions towards the career than rural.

Key words: Career decision self-efficacy, Urban, Rural, Senior Secondary School, Parental encouragement.

Introduction

People make many decisions every day. Some of these decisions are made as a part of one's daily routine, whereas, others are perceived as being more important and crave more attention. The decisions which are related to career considered as the latter kind because those decisions have notable long range implications on a person's lifestyle, the friends with whom they socialize, the vocational activities in which they involve and hence on their quality of life (Galti & Asher, 2001). A thoughtful selection of career of an individual and satisfaction in his work inevitably affects the level and degree of his contribution to his own welfare and to that of the community. The key role of education is to enable an individual to realise one's self and make capable to decide upon one vocation to the other. Selection of a vocation as a process covers a considerable number of years, ranging from early childhood to late childhood.

Choice of career, however, is not an exclusive intellectual process in which various possibilities are sorted out in a logical manner, but Career choices are influenced by both social and psychological factors. A home is considered as the basic agent of socialization. Interaction between parents and children develop the basic attitude which they express in various aspects of daily life in the process of vocational development. Parents can act both ways, which is facilitators and inhibitors for the psychological development of their children's. The growth and exploration of future aspirations and career goals are an important developmental task during the adolescence period (Erikson, 1968; Ryan & Deci, 2001; Super, 1957). Due to family dependency behaviour of adolescent, the development of their fu-

ture aspirations and career choices has a great impact of Parents. Psychological factors like intelligence, self-concept, Emotional stability and personality characteristics, etc. also influence career choices. Therefore, the present paper is an attempt to understand how the career choices are made plus how these are changed by different personal and environmental factors.

Career decision self-efficacy

Career is a person's journey over the whole life; an expression of what is significant and useful to him. It is a sequence of rewards and unrewarded experiences and can include the role of an individual's as a student, worker, parent, citizen and so on. Career satisfaction mainly comes from the interaction between 'being' (sense of self) and 'doing' (the expression of self). A person own believes of personal efficacy give direction to his/her life. These believes affect people a series of actions choose to pursue, how much effort they put in given attempts, their resilience to adversity, how long such people will persist in the face of obstacles and failures, whether their patterns of thoughts are self-restricting and self-aiding, how much stress they experience to deal with disturb situation and the level of achievements they realize. Thus, a fundamental factor that may affect one's ability in making a career decision is his or her career decision making self-efficacy that is, one's beliefs regarding his or her ability to successfully achieve certain tasks connected with career choice (Taylor & Betz, 1983; Betz, Kelvin & Taylor, 1996; Amir & Gati, 2006). Betz, Kelvin & Taylor (1996) defined Career decision self-efficacy as person's faith on his / her level of confidence about whether they can successfully involve in chores related to making decisions about their career.

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Research Paper- Education

Self-Regulated Learning and Percieved Parental Involvement



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ABSTRACT

This study was conducted on a sample of 600 secondary school students of Bathinda district of Punjab to find out the relationship between self-regulated learning and perceived parental involvement. Descriptive survey method was employed to collect the responses. Random sampling technique was used to select sample. The investigator used Self-Regulated Learning Scale (Gupta & Mehtani, 2017) & The Parental Involvement Scale (Chouhan & Arora, 2009) to collect data. Product moment correlation was employed to analyse the data and the results suggested that significant and positive relation between self-regulated learning and perceived parental involvement.

Keywords: self-regulated learning and perceived parental involvement.

Introduction:

Self-regulated learning refers to active involvement of learner in his learning through regulation of self. Self-regulated learner is aware about his weaknesses and strengths and plans for the learning taking these in account. Learner learns the particular task as per needs and desires. The Self-Regulated Learners are those who regularize their learning ability effectively and help themselves through different methods (Schunk, & Zimmermen, 1994). These people can manage and control arrangement of their educational activity and if it is necessary for reaching to their learning goals, they take advisable decisions (Butler, & Winne, 1995). Self-regulated learners view acquisition as a systemic and controllable process and they accept greater responsibility for their achievement outcomes (Zimmerman & Martinez-Pons, 1986, 1990).

Self-regulated learning is a psychological learning process in which learner tries to overcome the obstacles in learning with his desired efforts to improve his achievements. Self-regulated learning is individual effort to improve the learning and achievement. Learner controls his environment to achieve his goals. Self-regulation can be developed in four stages- observation, imitation, self-control and self-regulation. Learner observes the model (parents or teachers) in his daily routine and tries to imitate them; learners many skills this way. Then he works on the negative points to master the skill, which is self-control phase. Then he uses this in changing environment and adapts regulation in mastery of skill.

Self-regulated learning is influenced by various personal, social and environmental factors. Social support (e.g. modelling, verbal feedback and encouragement) is needed to achieve independence in using self-regulatory skills. Self-regulation is self-steering process, targeting thoughts, feeling and action of person towards desired results. One main factor is parental involvement. Parents are the source of inspiration and motivation for the students. They have strong effect on social, moral, emotional and intellectual aspect of their personality. Parents are the first and permanent teachers. They play a significant role in their children's learning and development of thinking process.

Parents have a great influence on their children's personality especially on thinking and regulation of behaviour. Parents play a major role in physical, intellectual, moral and aesthetic development of the child. They are source of love and affection for kids who are always ready to support their child. Parents support and help, makes the child to achieve success in his life. Every parent is interested in knowing about learning and school performance of his/her child and the best way to know about child's progress is to get involved in the activities of child. Involvement of parents in the school activities makes a vital difference. Parental involvement directly or indirectly affects the success of child in education. Parental involvement in school related programme might be involvement in learning process at home or at school, involvement in school support, involvement in school governance and home-school relations. Parents have a significant effect on the personality and

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INFLUENCE OF GENDER AND LOCALE IN CAREER DECISION SELF-EFFICACY OF SENIOR SECONDARY SCHOOL STUDENTS

Amandeep Kaur* & Dr. Surinder Singh**

ABSTRACT

The present study was undertaken to explore the influence of gender and locale in Career decision self-efficacy of senior secondary school students. This study adopted a descriptive survey method. Career decision self-efficacy scale (2006) was administered on a sample of 900 senior secondary school students. Mean, Median, SD and analysis of variance techniques were employed to analyze the data. The present study revealed that gender and locale together do not play a significant role in Career decision self-efficacy of students. However, both urban boys and girls have higher Career decision self-efficacy than rural boys and girls. Although, gender did not affect career decision self-efficacy of students.

Key words: Career decision self-efficacy, gender, locale, senior secondary school.

INTRODUCTION

Education is universally recognized as the answer to socio-economic problems of the world. Nations and individuals look up to education to provide a cure for poverty, ignorance, drought, excessive rainfall, mental deficiency, joblessness, bad government, poor communication system, hunger and inadequate shelter among other things. Every nation of the world aspires toward quality of life and social status. Career selection is one of many important choices students will make in determining future plans. This decision will impart them throughout their lives. The essence of who the student is will revolve around what the student wants to do with their life-long work. The choice of career has been a serious problem among the senior secondary school students. No matter what one's age is the choice of career or desire is an important question for everybody. A lot of students in senior secondary schools believe that their future is a glorious adventure in which they are bound to succeed. Many of them have the idea that they would be able to work in the public or private establishments as soon as they complete secondary school education. Some have planned to become lawyers, engineers, medical doctors, accountants and so on. Students in senior secondary schools like many other young adults are always worried about what they will do with their lives, the kind of adult they will become.

How the young people of today meet the problems of tomorrow will depend upon the amount of success they make in planning for tomorrow. Planning for tomorrow itself is primarily the responsibility of the parents, teachers and school counselor. Students need general orientation into the world of work through curriculum. A thoughtful selection of career of individual and satisfaction in his work inevitably affects the level and degree of his contribution to his own welfare and to that of the community. The key role of education is to enable an individual to realize one's self and make capable to decide upon one vocation to the other. Selection of vocation as a process covers a considerable number of years, ranging from early childhood to late childhood. Lent, Brown & Hackett (1999, 2000 & 2002) also indicated that self-efficacy played a pivotal role in career decision. The basic necessity for Career choice is self-understanding. It implies understanding of individuals about different kinds of learning, bases of choices of occupations and the use of information for career planning out of which the best alternative is taken up.

CONCEPTUAL FRAMEWORK

Gender: Concept and Definition

The word gender has been used since the 14th century referring to the state of being male or female but this did not become common until

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A STUDY OF RELATIONSHIP BETWEEN CAREER DECISION MAKING AND PARENTING STYLE AMONG ADOLESCENTS

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Abstract

Career choice is the biggest dilemma in anybody's life. At adolescence stage decision and selection of career is very crucial and every adolescent has to face this. Innumerable factors contribute while making a career choice. Parents who are the first guide of the child have predominant influence in career decision making process of adolescents. So the present study was conducted to find out the relationship between career decision making and parenting style of adolescents. A sample of 704 adolescents studying in 10th standard in Government Schools affiliated to Punjab School Education Board, Mohali was selected from Bathinda and Ludhiana district of Punjab, India for the present study. Random sampling technique was employed to collect the sample. Career Decision Making Scale (Singh, 2014) and Parenting Style Scale (developed by the researcher) were used to collect the data on these variables. Career Decision Making was taken at two dimensions i.e. career decidedness and career indecision and Parenting Style was taken at three dimensions i.e. authoritarian, permissive and authoritative parenting style. Product moment correlation was used to find out the relationship between the stated variables. The study revealed that career decidedness dimension is positively correlated with permissive and authoritative parenting style whereas it has negative relation with authoritarian parenting style. Career indecision dimension of career decision making has positive relationship with authoritarian parenting style and career indecision has no significant relationship with permissive and authoritative parenting style.

Keywords: Career Decision Making, Career Decidedness, Career Indecision, Parenting Style

INTRODUCTION

Adolescence age is marked with challenges and the major challenge at this stage is- selection of a life long career. Due to the complex and fluid character of the world of work, it becomes very challenging to decide the career. It involves becoming aware of the need to make a decision and going through a process of working on that decision (i.e. gathering information,

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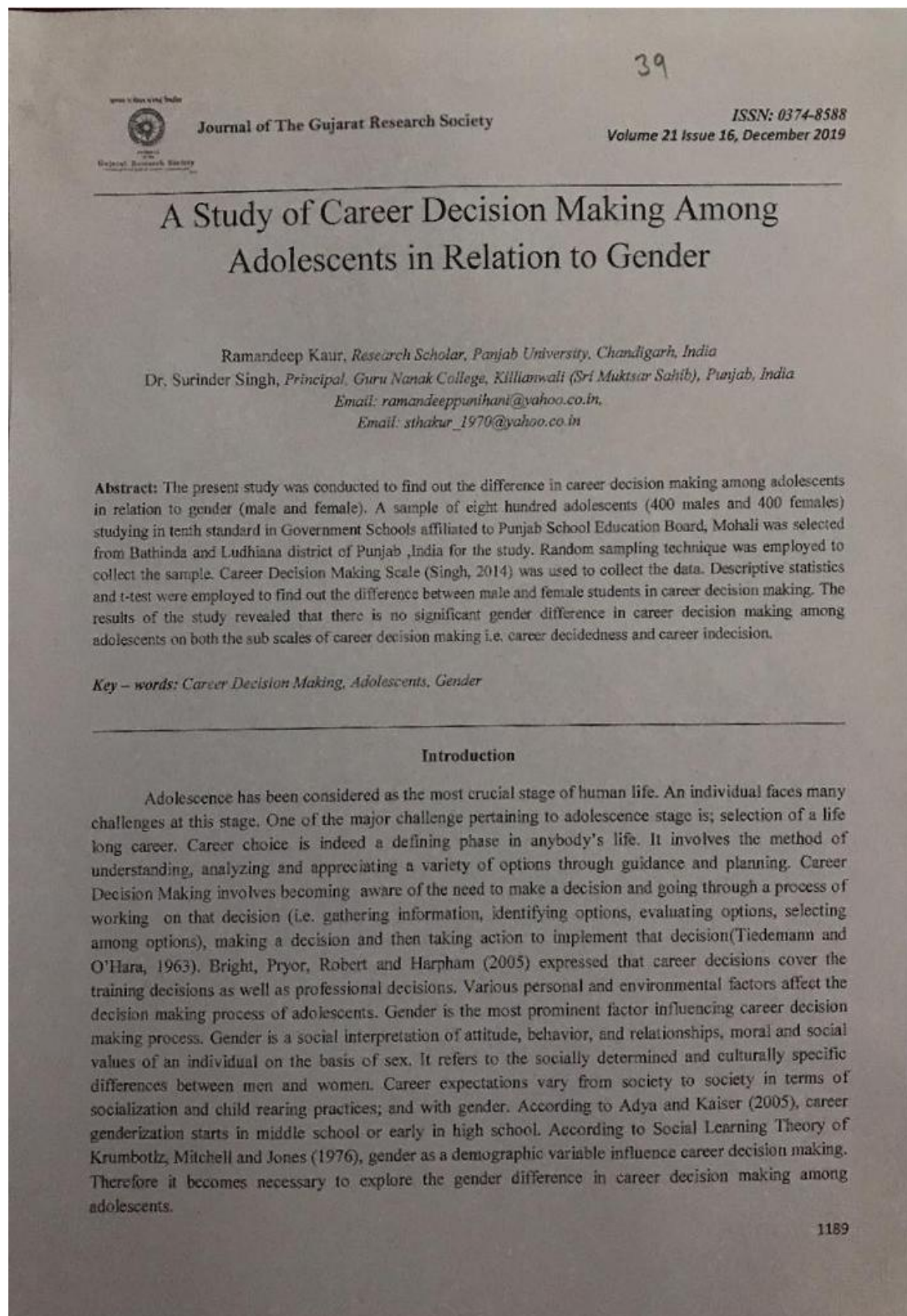
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A STUDY OF RELATIONSHIP BETWEEN SELF CONCEPTS AND CAREER DECISIONS MAKING AMONG ADOLESCENTS

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Abstract

The present study was conducted to find out the relationship between self concept and career decision making among adolescents for male and female. A sample of 800 adolescents (400 male and 400 female) studying in 10th standard in Government Schools affiliated to Punjab School Education Board, Mohali, Punjab, India was selected. The sample was selected from Bathinda and Ludhiana district of Punjab using Random sampling technique. Career Decision Making Scale (Singh, 2014) and Children's Self Concept Scale (Ahluwalia & Singh, 2012) were used to collect the data on these variables. Product moment correlation was employed to find out the relationship between the variables. Fisher Z test was used to find out difference between two correlations. The study revealed that positive and significant relationship exists between self concept and career decidedness for both male and female adolescents. No significant difference was found between male and female in relationship between self concept and career decidedness. It was also revealed that significant relationship not exists between self concept and career indecision for male and female adolescents. Significant difference was not found between male and female adolescents in relationship between self concept and career indecision.

Key – words: Career Decision Making, Career Decidedness, Career Indecision, Self Concept, Adolescents

Introduction

Choosing a career is the biggest dilemma which one goes through during the age of adolescence; due to the complex world of work. It involves becoming aware of the need to make a decision and going through a process of working on that decision (i.e. gathering information, identifying options, evaluating options, selecting among options), making a decision and then taking action to implement that decision (Tiedman and O'Hara, 1963).

Sharf (2002) defines "career decision making is a process which describes or explains choices that a person makes when selecting particular

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AN INVESTIGATION OF THE DIFFERENCE IN CAREER DECISION SELF-EFFICACY OF SENIOR SECONDARY STUDENTS BASED ON THEIR LEVELS OF EMOTIONAL MATURITY

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Abstract:

This study examined the difference in career decision self-efficacy of senior secondary students based on their different levels of Emotional maturity. This investigation was carried on by the survey method. This study was conducted on 900 senior secondary school students of Punjab state who were determined by random sampling method. The data was collected by administering Emotional maturity scale developed by Prof. Singh and Bhargava (2006) and Career decision self-efficacy scale developed by Betz and Taylor (2006). This study led to the conclusion that the senior secondary students with high Emotional maturity have higher Career decision self-efficacy as compared to the students with low Emotional Maturity.

Key words: Emotional maturity, Career decision self-efficacy, senior secondary students

Introduction

A thoughtful selection of a career of an individual and satisfaction in his work inevitably affects the level and degree of his contribution to his own welfare and to that of the community. The key role of education is to enable an individual to realize one's self and make capable to decide upon one vocation to the other. Selection of a vocation as a process covers a considerable number of years, ranging from early childhood to late childhood.

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COMPARATIVE STUDY OF SELF-REGULATED LEARNING AMONG IX AND X GRADERS OF SECONDARY SCHOOL

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Abstract

Self-regulated learning is personal initiative taken by the learner to acquire knowledge and skill. It varies from student to student and as per the stage of learning. This study was conducted on secondary school students studying in IX and X grade of Bathinda district of Punjab to study and find out the difference in self-regulated learning among them. 600 secondary school students were selected for the study. Self-regulated learning scale (SRLS-GMMD) was used for data collection. Descriptive statistics and t-test was employed to analyse the data. The results of the study revealed that there is no significant difference among secondary school students studying in IX and X grade and boys and girls secondary school students studying in IX and X grade do not differ on self-regulated learning. This study will be helpful for parents, teachers as well as students to know the difference and importance of self-regulated learning and to apply psychological methods to enhance self-regulated learning among students.

Keywords: Self-Regulated Learning, Secondary School Students.

Introduction

Self-regulated learning is a powerful theory that makes learner more independent in learning and promote his ability to implement the knowledge and skills in real life situations. Self-Regulated learners take active part in their learning by controlling the environment and learning strategies. Self-Regulated Learning is conceptualized in three ways. Firstly, Self-Regulated Learning refers to the student's ability to use meta-cognitive strategies (cognitive modification). Secondly, Self-Regulated Learning refers to the capability of students to use both meta-cognitive and cognitive strategies. Thirdly, it indicates the value of involving motivation and the cognitive & meta-cognitive components of learning (Marcou & Philippo, 2005). This is planned efforts of student to handle and control complex activities that involve three primary components, namely use of cognitive strategies, meta-cognitive processing and motivational beliefs (Kauffman, 2004).

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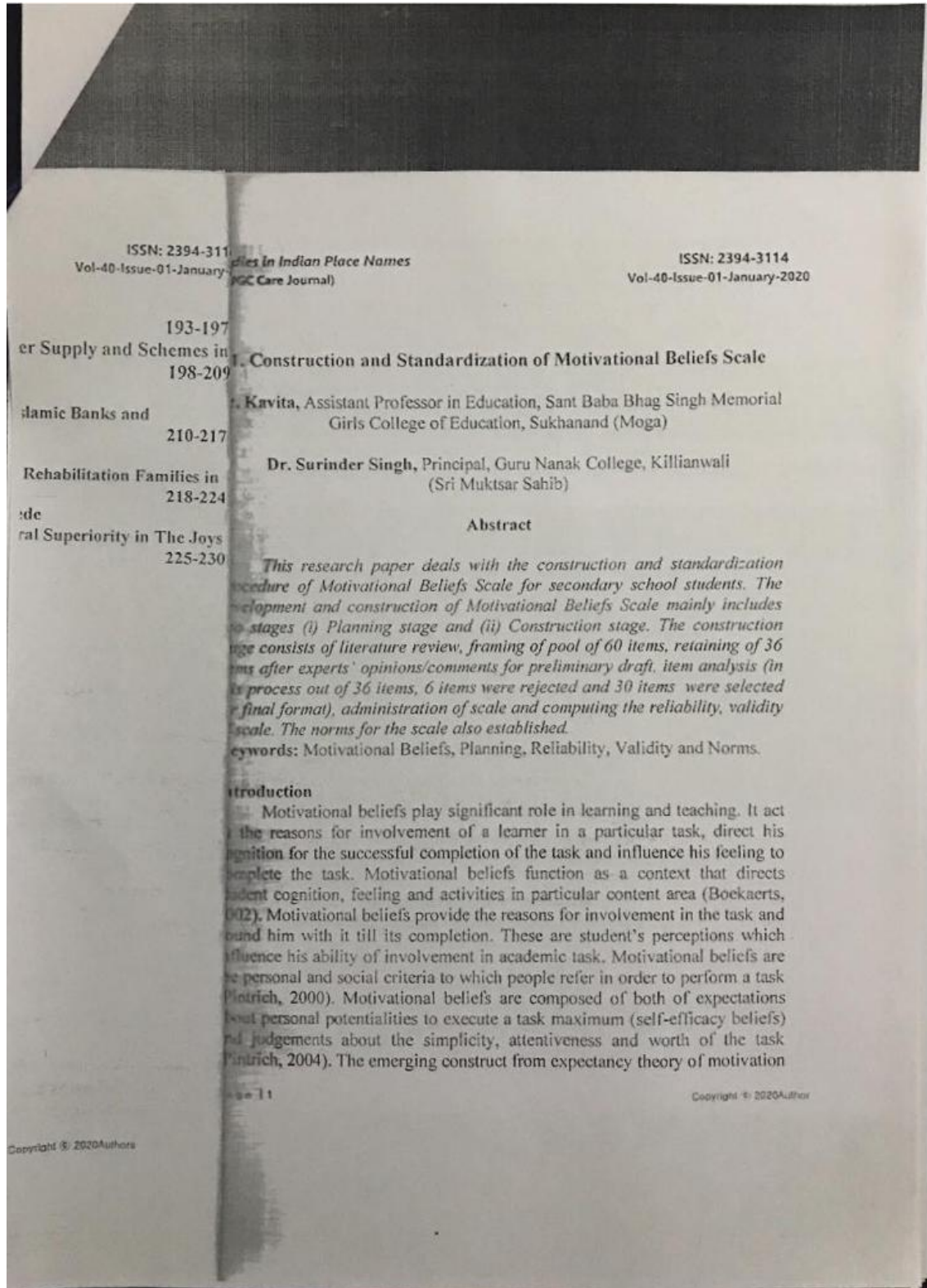
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1. Construction and Standardization of Motivational Beliefs Scale

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Dr. Surinder Singh, Principal, Guru Nanak College, Killianwali (Sri Muktsar Sahib)

Abstract

This research paper deals with the construction and standardization procedure of Motivational Beliefs Scale for secondary school students. The development and construction of Motivational Beliefs Scale mainly includes two stages (i) Planning stage and (ii) Construction stage. The construction stage consists of literature review, framing of pool of 60 items, retaining of 36 items after experts' opinions/comments for preliminary draft, item analysis (in its process out of 36 items, 6 items were rejected and 30 items were selected for final format), administration of scale and computing the reliability, validity of scale. The norms for the scale also established.

Keywords: Motivational Beliefs, Planning, Reliability, Validity and Norms.

Introduction

Motivational beliefs play significant role in learning and teaching. It acts as the reasons for involvement of a learner in a particular task, direct his cognition for the successful completion of the task and influence his feeling to complete the task. Motivational beliefs function as a context that directs student cognition, feeling and activities in particular content area (Boekaerts, 2002). Motivational beliefs provide the reasons for involvement in the task and bound him with it till its completion. These are student's perceptions which influence his ability of involvement in academic task. Motivational beliefs are both personal and social criteria to which people refer in order to perform a task (Pintrich, 2000). Motivational beliefs are composed of both of expectations about personal potentialities to execute a task maximum (self-efficacy beliefs) and judgements about the simplicity, attentiveness and worth of the task (Pintrich, 2004). The emerging construct from expectancy theory of motivation

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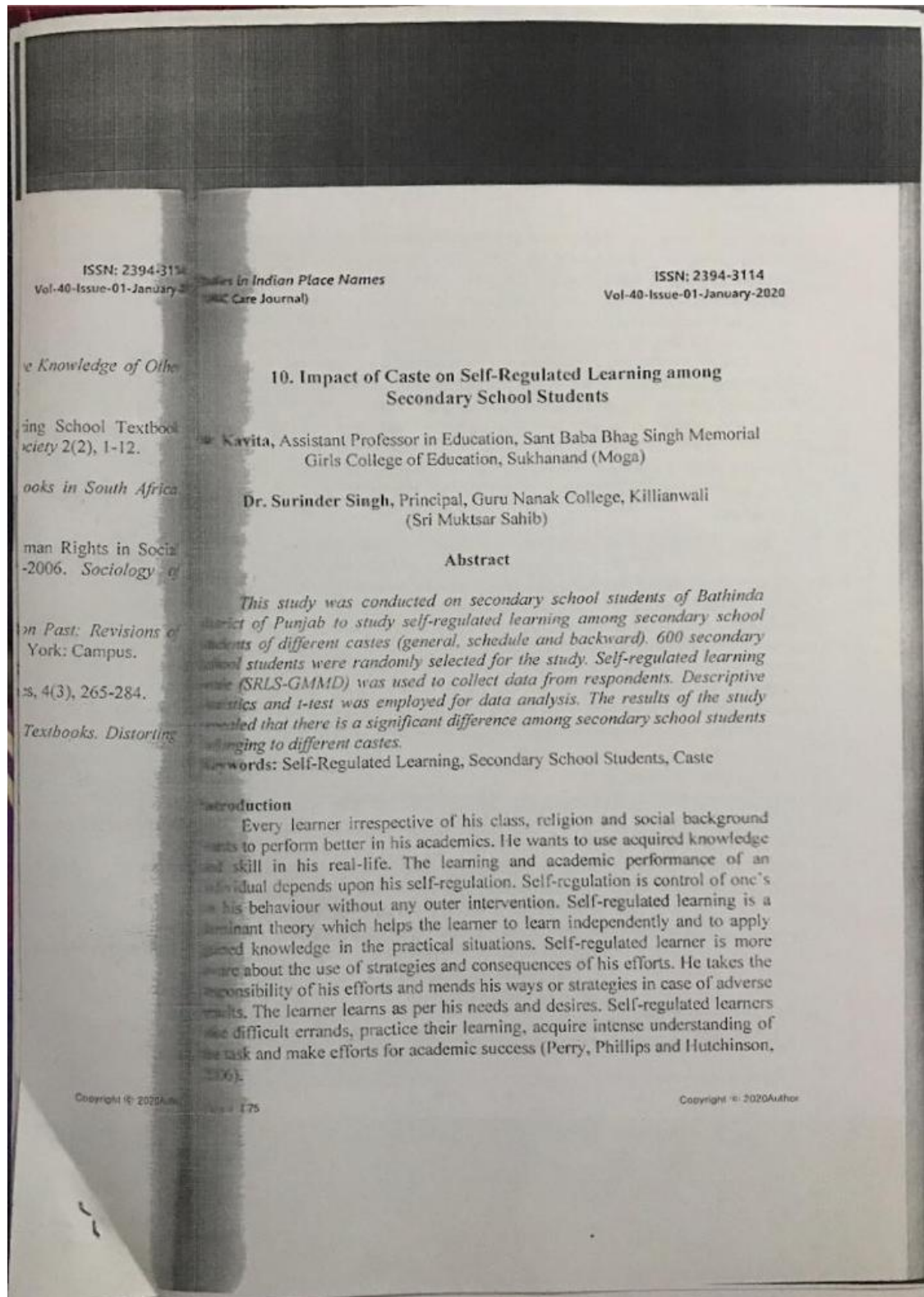
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Career Decision Making of 10th Grade Students of Bathinda and Ludhiana Districts of Punjab- A Comparative Study

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Abstract

The purpose of the present study was to find out difference between 10th grade students of Bathinda and Ludhiana district of Punjab (India) on career decision making. The study emphasized on exploring the difference between rural and urban students of both districts. It was also the purpose of this study to find out interactional effect between district and locality on career decision making students. A sample of 800 students studying in 10th standard in Government Schools affiliated to Punjab School Education Board, Mohali was selected from Bathinda and Ludhiana district of Punjab for the study. Random sampling technique was employed to collect the sample. Career Decision Making Scale (Singh, 2014) was used to collect the data. Two-way analysis of variance was used to find out main and interactional effect of district and locale on career decision making. The study revealed that students of Bathinda and Ludhiana districts & urban and rural students of both districts were not significantly differ on both dimensions of career decision making i.e. career decidedness and career indecision of 10th grade students. Interaction between district and locality of students was found significant for career decidedness, whereas it was found insignificant for career indecision. Therefore, t test was used by controlling one variable. Only significant interaction was found between Bathinda and Ludhiana district students on career decidedness for rural students.

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An Investigation of the Difference in Career Decision Self-Efficacy of Senior Secondary Students Based on their Levels of Parental Encouragement

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Abstract: This study examined the difference in career decision self-efficacy of senior secondary students based on their different levels of Parental Encouragement. This investigation was carried on by the survey method. This study was conducted on 900 senior secondary school students of Punjab state who were determined by random sampling method. The data was collected by administering Self-developed Career related Parental Encouragementscale and Career decision self-efficacy scale developed by Betz and Taylor (2006). This study led to the conclusion that the senior secondary students with high Parental Encouragement have higher Career decision self-efficacy as compared to the students with low Parental Encouragement.

Key words: Parental Encouragement, Career decision self-efficacy, senior secondary students

Introduction

People make many decisions every day. Some of these decisions are made as a part of one's daily routine whereas others are perceived as being more important and crave more attention. The decisions which are related to career considered as the latter kind because those decisions have notable long range implications on a person's lifestyle, the friends with whom they socialize, the vocational activities in which they involve and hence on their quality of life (Galti & Asher, 2001). A thoughtful selection of a career of an individual and satisfaction in his work inevitably affects the level and degree of his contribution to his own welfare and to that of the community. The key role of education is to enable an individual to realize one's self and make capable to decide upon one vocation to the other. Selection of a vocation as a process covers a considerable number of years, ranging from early childhood to late childhood.

The period between childhood and adulthood is called the adolescence. Adolescence genetic traits play a crucial role as the physical changes, psychological changes and environmental changes take place during this period. During this time, young one feels a distance with their parents. This period is significant for their future life and they face problems regarding career choice, decision making, parent child conflicts and mood changing problems. Individuals usually suffer from mismatching of abilities and desires. If these issues are not solved at proper time, then these challenges of adulthood create psychological problems for them. Jones (1973) said that although the life goal is the center of all activities and give meaning to life, a satisfying and

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Self-Regulated Learning among Secondary School Students

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Abstract—This study was conducted on secondary school students of Bathinda district of Punjab to study self-regulated learning among secondary school students of urban and rural area. 600 secondary school students were selected for the study. Self-regulated learning scale (SRLS-GMMD) was used for data collection. Descriptive statistics and t-test was employed to analyse the data. The results of the study revealed that there is a significant difference among urban and rural secondary school students.

Keywords: Self-regulated Learning, Secondary School Students

INTRODUCTION

Secondary stage of schooling is a link between primary and higher education. At this stage the student is more aware about his efforts in learning and considers his performance as a result of his efforts and devotion in the learning. At this stage, he become conscious about regulation of study. With the paradigm shift in teaching-learning process, the position of learner has been changed. He is no more considered as the passive listener in the learning process, but as an active participant. The learner plans, monitors and evaluates his learning activities to achieve the desired goals. Self-regulated learning is the personal initiative of the learner to select the learning strategy, place of learning, management of learning environment and evaluation of performance etc. Pintrich (2000) viewed self-regulated learning as "an active, constructive process whereby learners set goals for their learning and then attempt to monitor, regulate and control their cognition, motivation and behaviour guided and constrained by their goals and the contextual features of the environment". Self-regulated learning is the active and independent implementation of learning skills to complete a task. Self-Regulated Learning is conceptualized in three ways. Firstly, Self-Regulated Learning refers to the student's ability to use meta-cognitive strategies (cognitive modification). Secondly, Self-Regulated Learning refers to the capability of students to use both meta-cognitive and cognitive strategies. Thirdly, it indicates the value of involving motivation and the cognitive & meta-cognitive components of learning (Marcou & Philippo, 2005).

Self-regulated learners have high level of academic achievement (Pintrich, 2000), use more help seeking strategies to succeed in school (Karabenick & Newmwn, 2006), are more competent in use of problem-solving strategies (Hmelo-Silver, 2004), goals orientations (Pintrich & DeGroot, 1990) and succeed in spite of blocks (Zimmerman, 1990). Self-



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Research Paper -Education

To Study the Relationship Between Career Decision self-Efficacy and Emotional Maturity of Senior Secondary School Students



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ABSTRACT

The present study took a pioneering step to examine the relationship between Career decision self-efficacy and Emotional maturity of senior secondary school students. This study adopted a descriptive survey research design. The present study comprised a sample of 900 students from different urban and rural area schools. Mean, Median, S.D., Product moment correlation and t-ratios techniques were employed to analyse the data. The present study revealed that the student's emotionality does not play a fundamental role in their Career decision self-efficacy. The study also indicated that boys and girls do not show any difference in making their career choices.

Key words: Emotional maturity, Career decision self-efficacy and gender.

Introduction

Education has been conceived to be a vehicle for enhancing the quality of life of individuals and economic growth of a country. Education develops manpower for different levels of economy (NPE, 1986). It enhances employability and work proficiency. Work is a means of subsistence, a source of psychological and social identity, a source of self-fulfillment and self-realization. It serves a meaningful function of providing livelihood and outlets for leisure time pursuits. In the modern society, due to the complex and fluid nature of the world of work and the variety of work options available, there is sufficient scope and reason to develop an understanding of this dynamic process of career decision-making and to have rational placement of individuals. Career decision-making has undergone tremendous change in this age of increasing industrialization and changing aspirations and life values. Education, from this point of view, becomes an important intervening variable in youth's striving towards occupational or career goals.

Choice of career, however, is not an exclusive intellectual process in which various possibilities are sorted out in a logical manner, but Career choices are influenced by both social and psychological factors. Interaction between parents and children develop the basic attitude which they express in various aspects of daily life in the process of vocational development. Psychological factors like intelligence, self-concept, emotional stability and personality characteristics, etc. also influence career choices. Emotions play very important role in our life. The emotions are a way of getting along in the world. Emotions have strong link to urge, needs and interests. An emotionally mature person is able to acknowledge the environ-

ment in an appropriate manner. Emotionally stable person has an ability to make better adjustments with themselves as well as others. People who are emotionally mature are self-aware and intuitive to others. Therefore, the present research is an attempt to understand how the career choices are made plus how these are changed by different kinds of emotional behaviour of adolescents and environmental factors.

Career decision self-efficacy

Bandura (1977) formulated the concept of self-efficacy refers to person beliefs in own capabilities to arrange and carry out necessary tasks for producing given attainments. More specially, self-efficacy means person beliefs in own capabilities to meet the requirements of a specific role or successfully execute a specific activity. In brief, perceived efficacy is not only related to the number of skills you have, what you believe you can do with what you have under a variety of circumstances. Efficacy beliefs consider as a main factor in a production system of human competence. Thus, the same person under different situation, different people with identical skills may perform poorly, average or extraordinary, rely upon fluctuations in their faiths about personal efficacy.

Hackett and Betz (1981) were firstly highlighted that self-efficacy might be an essential element to involve in career development models, affecting the achievement, behaviour, scholastic and career related decision making, and career adjustment of both male and female. They are drawn-out Bandura's self-efficacy theory to the career field and in doing so handed over an outline for how personal efficacy may develop differently in men and women due to gender-role socialization, resulting from differential access to the four

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Research Paper - Education

Self-Regulated Learning and Motivational Beliefs among Secondary School Students

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ABSTRACT

This study was carried out to find out the relationship between self-regulated learning and motivational beliefs of secondary school students of Bathinda district. The sample of 600 students was taken, which was equally balanced between male and female. The data was subjected to statistical analysis and the results revealed that significant and positive relation between self-regulated learning and motivational beliefs namely intrinsic goal orientation, extrinsic goal orientation, task value, control of learning beliefs and self-efficacy for learning and performance whereas insignificant with test anxiety.

Introduction

Self-Regulated Learning includes students' personal initiative in acquiring knowledge and skill (Zimmerman, 2002). Self-Regulated learners take active part in their learning by controlling the environment and learning strategies. Self-Regulated Learning is conceptualized in three ways. Firstly, Self-Regulated Learning refers to the student's ability to use meta-cognitive strategies (cognitive modification). Secondly, Self-Regulated Learning refers to the capability of students to use both meta-cognitive and cognitive strategies. Thirdly, it indicates the value of involving motivation and the cognitive & meta-cognitive components of learning (Marcou & Philippo, 2005). This is planned efforts of student to handle and control complex activities that involve three primary components, namely use of cognitive strategies, meta-cognitive processing and motivational beliefs (Kauffman, 2004). Self-Regulation means regulating one's behaviour without intervention of external forces or self control by the learner. Self-Regulated Learning is a powerful theory that makes learner more independent in learning and promote his ability to implement the knowledge and skills in real life situations.

Self-regulated learning is influenced by various internal and external factors, one main internal factor is motivational beliefs. Motivational beliefs act as a frame of reference that guide student thinking, feeling and actions in particular subject area (Boekaerts, 2002). Motivational Beliefs are a person's set of beliefs that reflect the reasons why they approach and engage in learning and academic tasks (Sangur, 2007). Motivational Beliefs are cognitive- meditational variables that are constructed by the child through his/ her success/ failure experiences, are influenced by the adults who interact with him/her influence subsequent efforts in the similar activities (Skinner & Belmont, 1993). Moti-

vational beliefs include six dimensions i.e. intrinsic goal orientation, extrinsic goal orientation, task value, control of learning beliefs, self-efficacy for learning and performance and test anxiety. Self-regulated learning and motivational beliefs are the factors which affects academic achievement of the students. So it is necessary to find out the relationship between these two variables.

Review of related literature:

Fadlemula, Cakiroglu, and Sungur (2015) examined relationship among motivational beliefs, self-regulated learning strategies and academic achievement in Mathematics. Study was conducted on 1019 seventh grade students. Self report questionnaire and mathematics test were used to collect data. Results showed that mastery goal orientation was significantly related to the use of self-regulated learning strategies. Study further revealed that self-efficacy was associated with the use of self-regulated learning strategies.

Cosentino (2017) investigated effects of self-regulation strategies on reading comprehension, motivation for learning and self-efficacy of struggling students. 26 students were selected as a sample of the study. Motivated strategies for learning questionnaire and Reader self-perception scale were used for data collection. Analysis of Variance was used to find the effects. Results of the study revealed that task value beliefs were the strongest and most consistent positive predictors of elaboration, meta-cognition and satisfaction whereas self-efficacy beliefs were moderately strong positive predictor of satisfaction and continuing motivation only. Study further suggested that high school students with learning disabilities endorsed feeling of self-efficacy, use of varied and complex learning strategies, and a focus on learning for mastery as well as performance in comparison to their peers.

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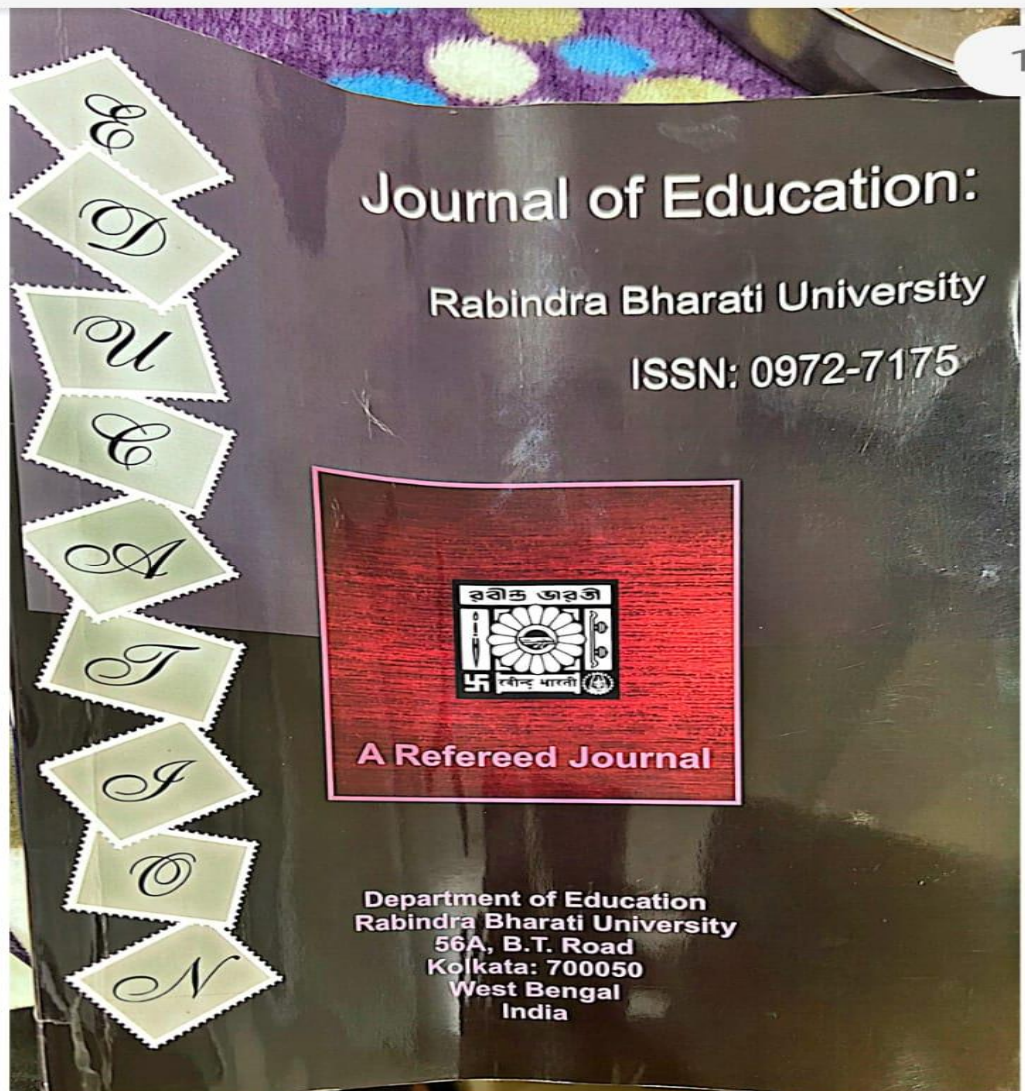
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ACADEMIC ACHIEVEMENT AND ACADEMIC PROCRASTINATION OF UNDER GRADUATE STUDENTS IN RELATION TO EDUCATIONAL MOBILE APPS USAGE*

BY

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ABSTRACT

The present study has been undertaken to study the Academic Achievement and Academic Procrastination of under graduate students in relation to their higher and lower educational mobile apps usage. The sample consists of 108 under graduate students of Amritsar District of Punjab with purposive and random sampling technique. The data was collected by using standardized scale of mobile apps usage constructed by investigator and Academic Procrastination scale (APS, Kalia & Yadav, 2015). The data obtained was analysed statistically with the help of Mean, SD, t-ratio and 'r' to arrive at the following conclusions: (i) No significant difference was found in Academic Achievement of under graduate students with higher and lower educational mobile apps usage (ii) A significant difference was found in Academic Procrastination of the under graduate students with higher and lower educational mobile apps usage (iii) Negative but not significant relationship existed between academic achievement and educational mobile apps usage of under graduate students. (iv) Negative but not significant relationship existed between academic procrastination and educational mobile apps usage of under graduate students.

KEYWORDS

Academic achievement, Academic Procrastination, Mobile apps usage.

I. Introduction

The truth of our modern times is that in these days, we probably won't find a student who does not use innovative gadgets. It is also true that students use different mobile applications not only for entertainment, but for studying as well. Both Apple and Android provide dozens of programs and apps for college students that can be very informative and useful if they want to

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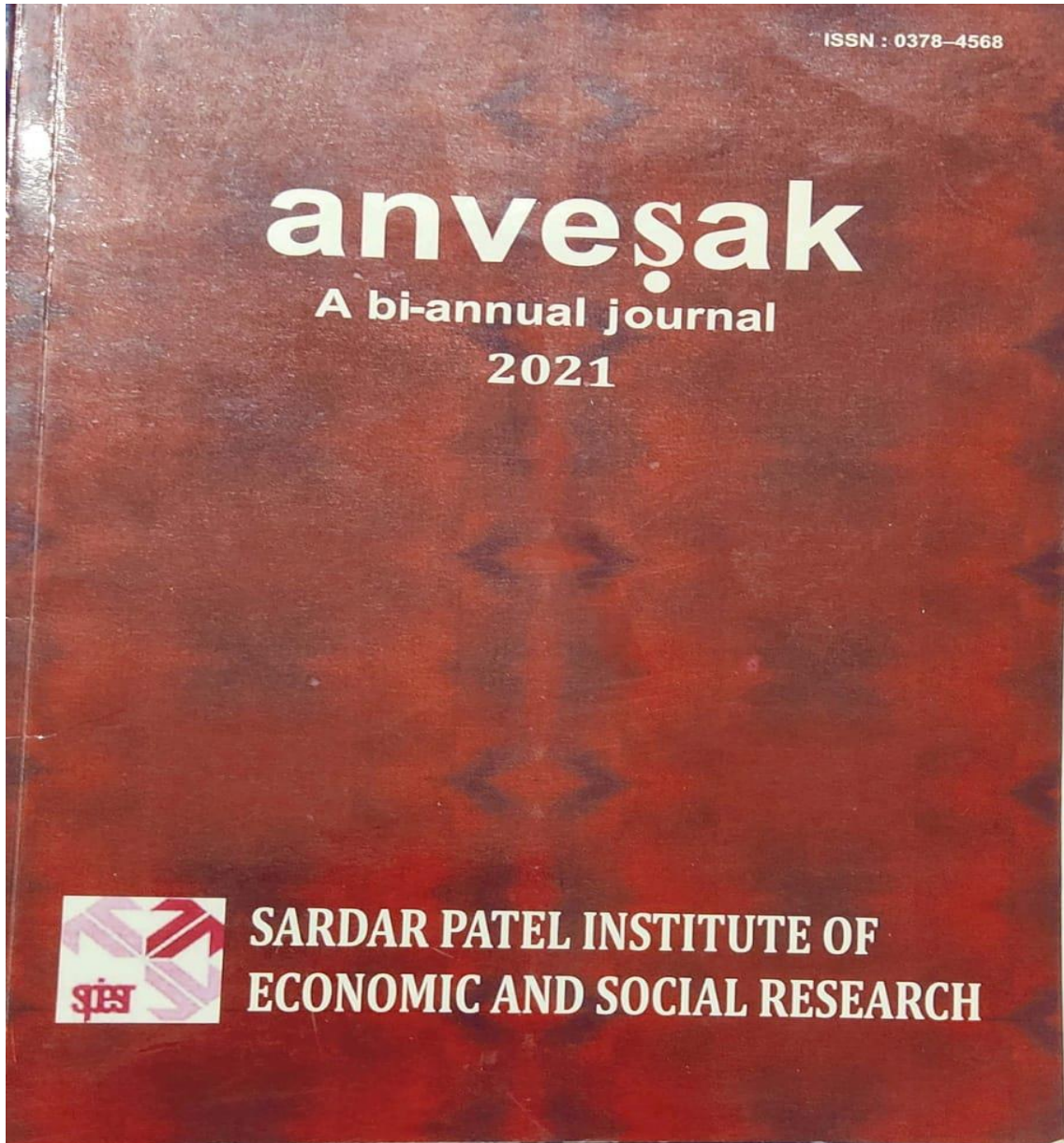


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COVID-19 A CATALYST IN DIGITAL TRANSFORMATION OF BANKING SECTOR IN INDIA

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ABSTRACT

The world is struggling to deal with the economic, political and social shocks caused by the COVID-19 outbreak. The crisis is having a severe impact on economic activity and in addition to the growing human toll, is leading to the deepest global recession since the Second World War. Before COVID-19, the banking industry was experiencing an unprecedented period of growth and prosperity, despite increasing consumer expectations and increased competition from non-traditional financial institutions. However, in a matter of only a few weeks, the world of banking experienced a level of disruption that threatened to change everything that was the norm in financial services. There has been a major change not only in the way financial institutions conduct business, but the way employees do their work and the way customers manage their finances. COVID-19 has been a transformative experience for banks. The coronavirus has just served to intensify people's desire for digital services, turning it into a matter of urgency. For banks, the changes mean an opportunity to expand digital services and cut costs. Since the onset of the pandemic, more customers than ever have used online banking services and banks would like to keep them online even after the COVID-19 crisis passes. Banks have been promoting digital capabilities for several years, but the COVID-19 crisis has propelled the issue to the forefront, requiring a quick readjustment of expectations, time frames, and usage volume. As a result, banks are being forced to deal more quickly and definitively with the online challenges – including security, communicating with customers, and developing end-to-end services demanded by consumers from new client onboarding to lending services and more. Like in so many other industries, COVID-19 has forced accelerated adoption of digital technology – requiring banks to deploy services that, without COVID-19, might only have been deployed several years from now. With the right digital tools and technologies, the banking industry could mitigate the losses and economic damage that is being caused by the coronavirus. This paper tries to analyse that How COVID-19 acted as a catalyst in digital transformation of banking sector in India.

Keyword: Digital Transformation, Banking, COVID-19, Tools.

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IMPACT OF COVID-19 ON ECONOMY AND INDIAN BANKING SECTOR*

BY

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ABSTRACT

The ongoing of Covid-19 has become one of the biggest reasons behind the frayed nerves of the global economic system and financial markets. Since the outbreak of Covid-19, the whole world has witnessed a major downfall in global economic activities which in turn have adversely affected all the income groups around the world. Starting initially with measures in varying intensity across the country, the unprecedented nationwide lock down which came into effect from March 25, 2020 is having an impact on the the the social and economic networks of of the country. The Indian economy feared to have lost our INR 32,000 crore (US\$ 4.5 billion) every day during the first 21 days of complete lockdown which was declared following the corona virus outbreak. Under complete lockdown, less than a quarter of India's \$2.8 trillion economy was functional. Up to 53 percent of businesses in the country have been significantly affected. Supply chains had been put under stress with the lockdown restrictions in place, initially, there was not a lack of clarity in what was essential and what was not. This paper aims to analyse the impact of Covid-19 on economy and Indian Banking Sector. In the end some important suggestions have been elucidated for the revival of the economy and Indian banking sector.

KEYWORDS

Economy, Banking, Financial, Growth, Covid-19.

Introduction

The ongoing of Covid-19 has become one of the biggest reasons behind the frayed nerves of the global economic system and financial markets. Since the outbreak of Covid-19, the whole world has witnessed a major downfall in global economic activities which in turn have

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IMPACT OF MEGA MERGER OF PUBLIC SECTOR BANKS ON INDIAN BANKING SECTOR

USHA GOYAL

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ABSTRACT

Banking sector forms the very base of our economy thus it is of momentous importance to keep this sector healthy and strong. The RBI which regulates the banking sector of the Indian economy keeps an eye on the functioning of the banks in our country and comes up with the rules and regulations keeping a track of current economic, international, social and other factors. The fact that our banking system is facing with problems of NPAs is well known and the situation is worsening day by day. The willful defaults, frauds and collapse of the business houses have led to such a situation. The problem of NPAs is becoming dire with each passing day. This ordeal has risen because of the factors stated above but it is pertinent of place in records that the mismanagement and inefficiency by the banks have also contributed to making the situation deplorable. All these factors along with the aim of strengthening the banking sector, it was felt to bring a paradigm change in the banking sector which will not only provide the fillip but also curb the lapses in the banking sector. This brought into picture the mammoth merger of five of the subsidiaries of the State Bank of India with the parent (State bank of India) in 2016.

In recent times mergers and acquisitions have also been made on grounds of business growth, profitability and organizational structure. There were 27 public sector banks in 2017. In 2018, the government of India announced the merger of Vijaya Bank and Dena Bank into Bank of Baroda to create the country's third largest lender. In August 2019, in the biggest consolidation exercise in the banking arena, the Government announced four major mergers of public sector banks, bringing down their total number to 12 from 27. The mergers are expected to enhance risk appetite, create stronger balance sheets and rationalise branches as many state-owned banks were sub-par in size. Supplementing the merger decision is the government's move to infuse capital into many state-owned banks, which will boost lending.

PROPOSED MEGA MERGER OF PUBLIC SECTOR BANKS

Punjab National Bank, Oriental Bank of Commerce and United Bank of India will be merged to form one bank which will become the country's second-largest lender after State Bank of India, with a total business of close to Rs 18 lakh crore and 11,437 branches. The second merger will be Canara Bank and Syndicate, which will create the fourth largest state-owned bank with Rs 15.2-lakh crore business and branch network of 10,324 branches. The third will be merger of Union Bank of India with Andhra Bank and Corporation Bank, which will create the fifth-largest public sector bank with Rs 14.59-lakh crore business and 9,000 branches. The fourth merger will be Indian Bank with Allahabad Bank, which will make it the seventh-largest state-owned bank in the country with Rs 8-lakh crore business. After the merger, the boards can appoint chief risk officer at market-linked compensation and the risk management committee will be empowered to veto management decisions.

Table 1: PSU Banks Business in INR LakhCrore (post-merger) with data as on March '19

State Bank of India	52.1
PNB+ OBC+ United Bank Of India	17.9
Bank of Baroda	16.1
Canara Bank + Syndicate Bank	15.2
Union Bank Of India + Andhra Bank + Corporation Bank	14.6
Indian Bank + Allahabad Bank	8.1



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ABSTRACT

Financial inclusion (FI) is increasingly recognized the world over as a key driver of economic growth and poverty alleviation. It is broadly a process of connecting the society with the formal financial system known globally to have a multiplier impact on bringing about socio economic transformation in society. Access to formal finance can boost job creation, reduce vulnerability to economic shocks and increase investment in human capital. To fulfill the goal of financial inclusion, Government of India (GOI) nationalized 14 banks in 1969 and again, six more banks were nationalized in 1980. Similarly, the establishment of regional rural banks had played greater role to extend the banking services to the rural unbanked areas. Likewise, the recent introduction of Pradhan Mantri Jan Dhan Yojna (PMJDY) has helped the poor and marginalized people to open their bank account with zero or minimum balance. Same like GOI, the Reserve Bank of India (RBI) had also undertaken so many initiatives to extend the banking outreach to the unbanked rural masses. The implementation of social banking policy, introduction of Know Your Customer (KYC) norms, opening of financial literacy centers, implementation of no-frill account and opening of Business Correspondents (BCs) are some of eye-catching programs initiated by the Central Bank of India to expand the banking outreach. This paper analyzes the undergone progress and future path of financial inclusion in India.

Keyword : Financial Inclusion, PMJDY, Reserve Bank of India, FIPs, Digital.

Financial inclusion (FI) is increasingly recognized the world over as a key driver of economic growth and poverty alleviation. It is broadly a process of connecting the society with the formal financial system known globally to have a multiplier impact on bringing about socio economic transformation in society. Access to formal finance can boost job creation, reduce vulnerability to economic shocks and increase investment in human capital. Thus, FI is mainly intended to :

- (i) Provide access to affordable financial services to society to enable them to save, borrow, and remit funds to settle financial transactions. FI also covers social security financial products like insurance, pension annuities and bank assurance products.
- (ii) Pool money lying with individuals by developing a robust financial network to spur Investments and provide finance to enterprises.

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ABSTRACT

Banking sector forms the very base of our economy thus it is of momentous importance to keep this sector healthy and strong. The RBI which regulates the banking sector of the Indian economy keeps an eye on the functioning of the banks in our country and comes up with the rules and regulations keeping a track of current economic, international, social and other factors. The fact that our banking system is facing with problems of NPAs is well known and the situation is worsening day by day. The willful defaults, frauds and collapse of the business houses have led to such a situation. The problem of NPAs is becoming dire with each passing day. This ordeal has risen because of the factors stated above but it is pertinent of place in records that the mismanagement and inefficiency by the banks have also contributed to making the situation deplorable. All these factors along with the aim of strengthening the banking sector, it was felt to bring a paradigm change in the banking sector which will not only provide the fillip but also curb the lapses in the banking sector. This brought into picture the mammoth merger of five of the subsidiaries of the State Bank of India with the parent (State bank of India) in 2016.

In recent times mergers and acquisitions have also been made on grounds of business growth, profitability and organizational structure. There were 27 public sector banks in 2017. In 2018, the government of India announced the merger of Vijaya Bank and Dena Bank into Bank of Baroda to create the country's third largest lender. In August 2019, in the biggest consolidation exercise in the banking arena, the Government announced four major mergers of public sector banks, bringing down their total number to 12 from 27. The mergers are expected to enhance risk appetite, create stronger balance sheets and rationalise branches as many state-owned banks were sub-par in size. Supplementing the merger decision is the government's move to infuse capital into many state-owned banks, which will boost lending.

PROPOSED MEGA MERGER OF PUBLIC SECTOR BANKS

Punjab National Bank, Oriental Bank of Commerce and United Bank of India will be merged to form one bank which will become the country's second-largest lender after State Bank of India, with a total business of close to Rs 18 lakh crore and 11,437 branches. The second merger will be Canara Bank and Syndicate, which will create the fourth largest state-owned bank with Rs 15.2-lakh crore business and branch network of 10,324 branches. The third will be merger of Union Bank of India with Andhra Bank and Corporation Bank, which will create the fifth-largest public sector bank with Rs 14.59-lakh crore business and 9,000 branches. The fourth merger will be Indian Bank with Allahabad Bank, which will make it the seventh-largest state-owned bank in the country with Rs 8-lakh crore business. After the merger, the boards can appoint chief risk officer at market-linked compensation and the risk management committee will be empowered to veto management decisions.

Table 1: PSU Banks Business in INR LakhCrore (post-merger) with data as on March '19

State Bank of India	52.1
PNB+ OBC+ United Bank Of India	17.9
Bank of Baroda	16.1
Canara Bank + Syndicate Bank	15.2
Union Bank Of India + Andhra Bank + Corporation Bank	14.6
Indian Bank + Allahabad Bank	8.1



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COVID-19 A CATALYST IN DIGITAL TRANSFORMATION OF BANKING SECTOR IN INDIA

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ABSTRACT

The world is struggling to deal with the economic, political and social shocks caused by the COVID-19 outbreak. The crisis is having a severe impact on economic activity and in addition to the growing human toll, is leading to the deepest global recession since the Second World War. Before COVID-19, the banking industry was experiencing an unprecedented period of growth and prosperity, despite increasing consumer expectations and increased competition from non-traditional financial institutions. However, in a matter of only a few weeks, the world of banking experienced a level of disruption that threatened to change everything that was the norm in financial services. There has been a major change not only in the way financial institutions conduct business, but the way employees do their work and the way customers manage their finances. COVID-19 has been a transformative experience for banks. The coronavirus has just served to intensify people's desire for digital services, turning it into a matter of urgency. For banks, the changes mean an opportunity to expand digital services and cut costs. Since the onset of the pandemic, more customers than ever have used online banking services and banks would like to keep them online even after the COVID-19 crisis passes. Banks have been promoting digital capabilities for several years, but the COVID-19 crisis has propelled the issue to the forefront, requiring a quick readjustment of expectations, time frames, and usage volume. As a result, banks are being forced to deal more quickly and definitively with the online challenges – including security, communicating with customers, and developing end-to-end services demanded by consumers from new client onboarding to lending services and more. Like in so many other industries, COVID-19 has forced accelerated adoption of digital technology – requiring banks to deploy services that, without COVID-19, might only have been deployed several years from now. With the right digital tools and technologies, the banking industry could mitigate the losses and economic damage that is being caused by the coronavirus. This paper tries to analyse that How COVID-19 acted as a catalyst in digital transformation of banking sector in India.

Keyword: Digital Transformation, Banking, COVID-19, Tools.

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IMPACT OF COVID-19 ON ECONOMY AND INDIAN BANKING SECTOR*

BY

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ABSTRACT

The ongoing of Covid-19 has become one of the biggest reasons behind the frayed nerves of the global economic system and financial markets. Since the outbreak of Covid-19, the whole world has witnessed a major downfall in global economic activities which in turn have adversely affected all the income groups around the world. Starting initially with measures in varying intensity across the country, the unprecedented nationwide lock down which came into effect from March 25, 2020 is having an impact on the the the social and economic networks of of the country. The Indian economy feared to have lost our INR 32,000 crore (US\$ 4.5 billion) every day during the first 21 days of complete lockdown which was declared following the corona virus outbreak. Under complete lockdown, less than a quarter of India's \$2.8 trillion economy was functional. Up to 53 percent of businesses in the country have been significantly affected. Supply chains had been put under stress with the lockdown restrictions in place, initially, there was not a lack of clarity in what was essential and what was not. This paper aims to analyse the impact of Covid-19 on economy and Indian Banking Sector. In the end some important suggestions have been elucidated for the revival of the economy and Indian banking sector.

KEYWORDS

Economy, Banking, Financial, Growth, Covid-19.

Introduction

The ongoing of Covid-19 has become one of the biggest reasons behind the frayed nerves of the global economic system and financial markets. Since the outbreak of Covid-19, the whole world has witnessed a major downfall in global economic activities which in turn have

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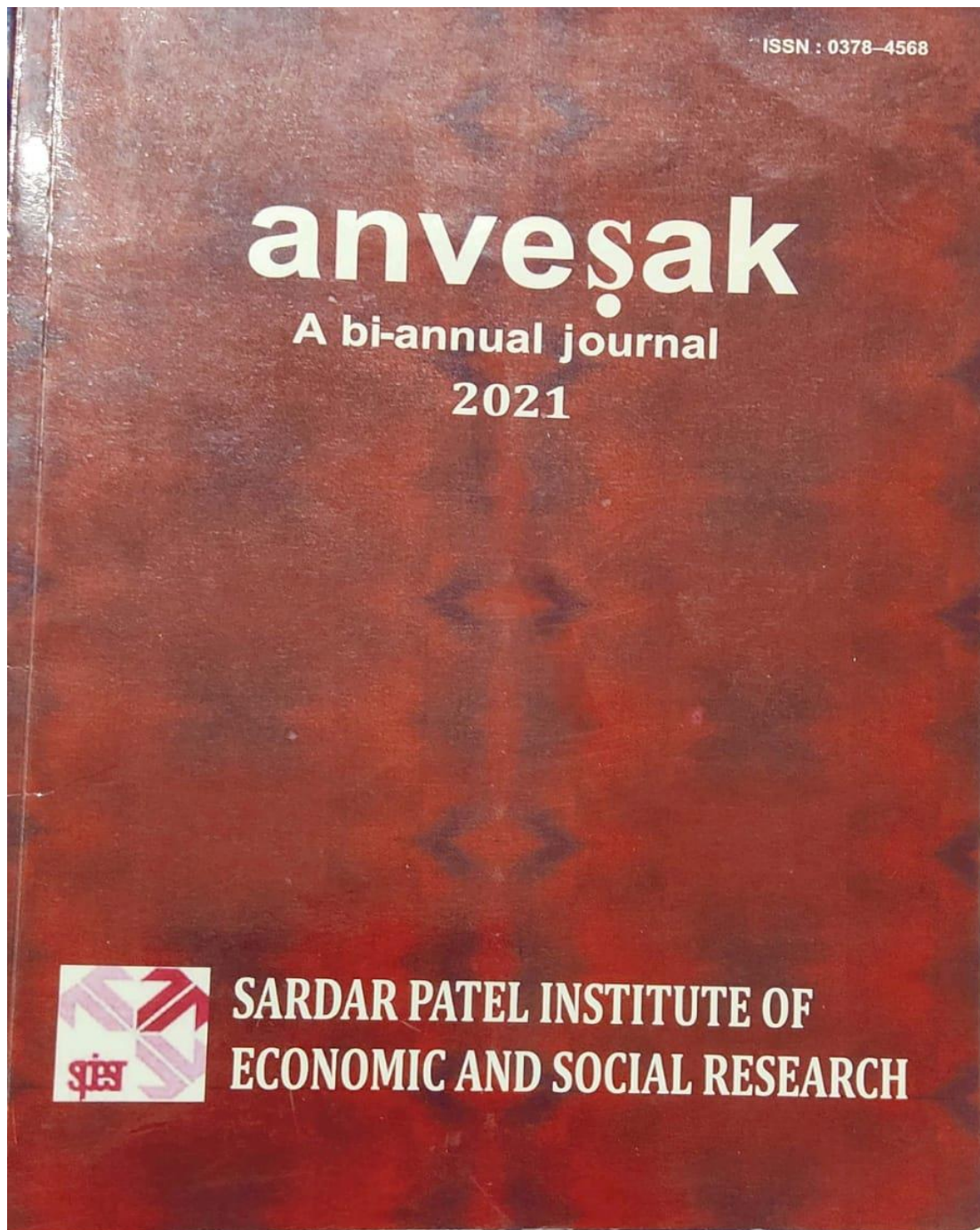
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ਪ੍ਰੋ. ਗੁਰਮਿੰਦਰ ਜੀਤ ਕੌਰ

ਪੰਜਾਬ ਦੀ ਲੋਕਧਾਰਾ ਵਿਚ ਵਿਆਹ ਸੰਬੰਧੀ ਲੋਕਮਨ ਦਾ ਆਪਣਾ ਹੀ ਇਕ ਸੰਕਲਪ ਹੈ। ਲੋਕਮਨ ਵਿਆਹ ਨੂੰ ਦੋ ਵਿਰੋਧੀ ਲਿੰਗ ਵਾਲੇ ਵਿਅਕਤੀਆਂ ਵਿਚਕਾਰ ਕੋਈ ਸਮਾਜਿਕ ਇਕਰਾਰ ਸਵੀਕਾਰ ਨਹੀਂ ਕਰਦਾ। ਲੋਕ ਚੇਤਨਾ ਤਾਂ ਵਿਆਹ ਨੂੰ ਪੂਰੇ ਲਿਖਿਆ ਸੰਯੋਗ ਮੰਨਦੀ ਹੈ। ਵਿਆਹੁਤਾ ਇਸਤਰੀ ਮਰਦ ਦਾ ਜਿਵੇਂ ਪਿਛਲੇ ਜਨਮ ਦਾ ਕੋਈ ਸੰਬੰਧ ਜਾਂ ਲੈਣ ਦੇਣ ਹੈ। ਜਿਸਨੂੰ ਉਹ ਇਸ ਜਨਮ ਵਿਚ ਵਿਆਹ ਦੇ ਬੰਧਨ ਵਿਚ ਬੱਝ ਕੇ ਪੂਰਾ ਕਰ ਰਹੇ ਹਨ। ਵਿਹਾਰਿਕ ਰੂਪ ਵਿੱਚ ਵਿਆਹ ਤੋਂ ਬਿਨਾਂ ਇਸਤਰੀ ਦੀ ਸ਼ਖਸ਼ੀਅਤ ਹੀ ਜਿਵੇਂ ਗ੍ਰਹਿਣੀ ਰਹਿੰਦੀ ਹੈ ਇਸ ਲਈ ਸੁਹਾਗਵਤੀ ਹੋਣਾ ਇਸਤਰੀ ਲਈ ਸਭ ਤੋਂ ਵੱਡਾ ਫਲ ਹੈ ਅਤੇ ਬੁੱਢ-ਸੁਹਾਗਣ ਦੀ ਅਸੀਸ ਉਹਦੇ ਲਈ ਸਭ ਤੋਂ ਵੱਡੀ ਆਸ਼ੀਰਵਾਦ ਨਿਖਸਮੀ ਇਸਤਰੀ ਦੀ ਅਤੇ ਨਾਲ ਹੀ ਵਿਧਵਾ ਦੀ ਸਮਾਜ ਵਿਚ ਕੋਈ ਇੱਜ਼ਤ ਨਹੀਂ ਸੀ ਹੁੰਦੀ। ਲੋਕ ਸਾਹਿਤ ਦੀਆਂ ਸਾਰੀਆਂ ਵੰਨਗੀਆਂ ਆਪਣੇ ਸਮੇਂ ਦੇ ਸੱਭਿਆਚਾਰ ਤੇ ਸਮਾਜ ਦੀ ਤਰਜਮਾਨੀ ਕਰਦੀਆਂ ਨਿਰੰਤਰ ਪ੍ਰਵਾਹ ਵਿੱਚ ਇੱਕ ਪੀੜ੍ਹੀ ਤੋਂ ਦੂਜੀ ਪੀੜ੍ਹੀ ਥੋੜ੍ਹੇ ਬਹੁਤੇ ਬਦਲ ਨਾਲ ਅੱਗੇ ਚਲਦੀਆਂ ਰਹਿੰਦੀਆਂ ਹਨ। ਇਹਨਾਂ ਸਾਹਿਤ ਵੰਨਗੀਆਂ ਵਿੱਚੋਂ ਉਸ ਸਮੇਂ ਦੇ ਸੱਭਿਆਚਾਰ ਦੇ ਢੁੱਲਾਂ ਦੀ ਖੁਸ਼ਬੋ ਸਮਝੀ ਹੁੰਦੀ ਹੈ ਤੇ ਉਸ ਸਮੇਂ ਦੇ ਸਮਾਜ ਦੀ ਅੰਤਰਆਤਮਾ ਇਹ ਲੋਕ-ਸਾਹਿਤ ਵੰਨਗੀਆਂ ਆਪਣੇ ਸਮੇਂ ਦੇ ਲੋਕਾਂ ਦੀ ਸਿਆਣਪ ਤੇ ਸਾਹਿਤਕ ਪ੍ਰਤੀਭਾ ਨੂੰ ਪੇਸ਼ ਕਰਦੀਆਂ ਹਨ ਤੇ ਨਾਲ ਹੀ ਉਹਨਾਂ ਦੀਆਂ ਭਾਵਨਾਵਾਂ ਅਤੇ ਵਲਵਲਿਆਂ ਨੂੰ ਆਮ ਜਨ-ਜੀਵਨ ਨਾਲ ਸਾਂਝਾ ਕਰਦੀਆਂ ਹਨ।

ਲੋਕ ਸ਼ਬਦ ਦੀ ਉਤਪਤੀ ਅਤੇ ਲੋਕ ਸ਼ਬਦ ਦੀ ਵਰਤੋਂ ਕਦੇ ਅਨਪੜ੍ਹ, ਗੰਵਾਰ, ਅਸੱਭਿਆਕ ਲੋਕਾਂ ਲਈ ਕੀਤੀ ਜਾਂਦੀ ਰਹੀ ਹੈ ਪਰੰਤੂ ਆਧੁਨਿਕ ਸਮੇਂ ਇਹ ਧਾਰਨਾ ਬਦਲ ਗਈ ਹੈ। ਲੋਕਧਾਰਾ ਸ਼ਾਸਤਰੀਆਂ ਅਨੁਸਾਰ ਕਿਸੇ ਇੱਕ ਭਾਸ਼ਾ ਨਾਲ ਜੁੜੇ ਹੋਏ ਲੋਕਾਂ ਦੇ ਸਮੂਹ ਨੂੰ ਲੋਕ ਕਿਹਾ ਜਾਂਦਾ ਹੈ। ਇਸ ਦੇ ਅੰਤਰਗਤ ਨਸਲ, ਧਰਮ, ਜਾਤ, ਕਿੱਤਾ ਆਦਿ ਨਾਲ ਜੁੜੇ ਸਮੂਹ ਵੀ ਸ਼ਾਮਲ ਹੁੰਦੇ ਹਨ ਇਸ ਸਮੂਹ ਵੱਲੋਂ ਰਚੀ ਜਾਂਦੀ ਕਵਿਤਾ ਨੂੰ ਹੀ ਲੋਕ-ਕਾਵਿ ਦਾ ਨਾਂ ਦਿੱਤਾ ਗਿਆ ਹੈ। ਇਸ ਲੋਕ-ਕਾਵਿ ਦੀਆਂ ਆਪਣੀਆਂ ਕੁਝ ਵਿਸ਼ੇਸ਼ਤਾਵਾਂ ਹਨ। ਇਸ ਦੀ ਪਹਿਲੀ ਵਿਸ਼ੇਸ਼ਤਾ ਇਹ ਹੈ ਕਿ ਇਹ ਇੱਕ ਪੀੜ੍ਹੀ ਤੋਂ ਦੂਜੀ ਪੀੜ੍ਹੀ ਤੱਕ ਮੌਖਿਕ ਤੌਰ 'ਤੇ ਪਹੁੰਚਦਾ ਹੈ। ਲੋਕ ਕਾਵਿ ਦੀ ਅਗਲੀ ਵਿਸ਼ੇਸ਼ਤਾ ਇਹ ਹੈ ਕਿ ਲੋਕ ਮਨ ਵਿੱਚੋਂ ਦੱਬੀਆਂ ਭਾਵਨਾਵਾਂ ਨੂੰ ਬਾਹਰ ਕੱਢਣ ਦਾ ਬਹੁਤ ਹੀ ਮਹੱਤਵਪੂਰਨ ਕੰਮ ਕਰਦਾ ਹੈ। ਦੂਜੇ ਸ਼ਬਦਾਂ ਵਿਚ ਇਹ ਬਾਹਰੀ ਦਬਾਵਾਂ ਨੂੰ ਝੱਲਣ ਦੀ ਹਿੰਮਤ ਕਰਦਾ ਹੈ। ਲੋਕ-ਕਾਵਿ ਅਜਿਹਾ ਹੀ ਅਨਮੋਲ ਖਜ਼ਾਨਾ ਹੈ ਜਿਸ ਵਿੱਚ ਲੋਕ ਜਨ ਸਮੂਹ ਆਪਣੇ ਰਿਸ਼ਤੇ-ਨਾਤੇ, ਆਪਣੀਆਂ ਨਿੱਜੀ ਭਾਵਨਾਵਾਂ, ਇੱਛਾਵਾਂ ਨੂੰ ਅਸਾਨੀ ਨਾਲ ਅਭਿਵਿਅਕਤੀ ਕਰ ਸਕਦਾ ਹੈ। ਲੋਕ ਕਾਵਿ ਵਿੱਚ ਲੋਕਗੀਤ, ਲੋਰੀ, ਢੋਲਾ, ਘੰਝੀਆਂ, ਦੋਹਾ, ਸੁਹਾਗ, ਸਿੱਠਣੀਆਂ ਕਿੱਕਲੀ, ਬਾਲ, ਪੱਤਲ, ਛੰਦ ਪਰਾਗੇ ਆਦਿ ਅਨੇਕਾਂ ਰੂਪ ਸਮਾਮ ਜਾਂਦੇ ਹਨ। ਦੋਹਾ ਇੱਕ ਅਜਿਹਾ ਗੁੰਝਲਦਾਰ ਕਾਵਿ ਰੂਪ ਹੈ ਜਿਹੜਾ ਉੱਚੀ ਹੋਕ ਵਿੱਚ ਗਾਇਆ ਜਾਂਦਾ ਹੈ, ਵਿਆਹ ਦੇ ਸਮੇਂ ਮਾਂ-ਪਿਉ, ਭੈਣ-ਭਰਾ, ਦਿਉਰ-ਭਰਜਾਈ, ਜੇਠ ਜਠਾਣੀ ਆਦਿ ਬਹੁਤ ਸਾਰੇ ਰਿਸ਼ਤੇ ਅਜਿਹੇ ਹਨ ਜਿਹੜੇ ਵਿਆਹ ਦੇ ਮਾਹੌਲ ਨੂੰ ਹੋਰ ਖੁਸ਼ੀ ਭਰਿਆ ਬਣਾਉਣ ਲਈ ਆਪਣੀਆਂ ਖੁਸ਼ੀਆਂ ਦਾ ਇਜ਼ਾਹ ਕਰਨ ਨੂੰ ਦੋਹਿਆਂ ਦੇ ਰੂਪ ਵਿਚ ਗਾ ਕੇ ਖੁਸ਼ੀਆਂ ਨੂੰ ਹੋਰ ਜ਼ਿਆਦਾ ਵਧਾਉਂਦੇ ਹਨ। ਦੋਹਿਆਂ ਦੇ ਵਿਚ ਅਸਿੱਧਾ ਸੰਬੋਧਨ ਵੀ ਹੁੰਦਾ ਹੈ ਅਤੇ ਸਿੱਧਾ ਵੀ, ਅਸਲ ਵਿਚ ਦੋਹਾ ਇੱਕ ਅਜਿਹਾ ਕਾਵਿ ਰੂਪ ਹੈ ਜਿਸ ਵਿੱਚ ਔਰਤ ਜਾਂ ਮਰਦ ਵੱਲੋਂ ਦੂਸਰੀ ਧਿਰ ਨੂੰ ਵਿਅੰਗਮਈ ਸੰਬੋਧਨ ਹੁੰਦਾ ਹੈ। ਇਸ ਵਿਚ ਕੇਵਲ ਵਿਅੰਗ ਹੀ ਨਹੀਂ ਕੀਤਾ ਜਾਂਦਾ ਸਗੋਂ ਨਸੀਹਤ ਵੀ ਦਿੱਤੀ ਜਾਂਦੀ ਹੈ ਜਿਸ ਤਰ੍ਹਾਂ ਇੱਕ ਕੁੜੀ ਆਪਣੀ ਨਵੀਂ ਵਿਆਹੀ ਭਰਜਾਈ ਨੂੰ ਜੱਗ ਦੀ ਰੀਤ ਅਨੁਸਾਰ ਆਪਣੀ ਸੱਸ ਤੋਂ ਪਿਆਲਾ ਪੀਣ ਲਈ ਸੰਬੋਧਨ ਕਰਦੀ ਹੋਈ ਆਖਦੀ ਹੈ:-

ਪਿਆਲਾ ਤੇਰੀ ਸੱਸ ਦੇਵੇ, ਪਿਆਲਾ ਲਈ ਨੀ ਸੰਭਾਲ
 ਪੈਰਾਂ ਹੇਠ ਨਾ ਦੱਬ ਲੀਂ, ਕੋਈ ਲੋਕੀ ਕਰਨ ਨੀ
 ਭਾਬੋ ਪਿਆਰੀਏ, ਵਿਚਾਰ

ਕੁੜੀ ਸਹੁਰੇ ਪਹੁੰਚਦੀ ਹੈ ਤਾਂ ਉਸਦੀ ਸੱਸ ਜੋੜੀ ਉੱਤੋਂ ਪਾਣੀ ਵਾਰ ਕੇ ਪੀਂਦੀ ਹੈ ਇਸ ਰੀਤ ਪਿੱਛੇ ਇਹ ਵਿਸ਼ਵਾਸ ਹੈ ਕਿ ਸੱਸ ਦੇ ਘਰ ਦੀਆਂ ਹੋਰ ਤੀਵੀਆਂ, ਵਹੁਟੀਆਂ ਦੀਆਂ ਸਾਰੀਆਂ ਬਲਾਵਾਂ ਦੂਰ ਰੱਖਣ ਅਤੇ ਖੁਦ ਝਾਂਗਣ ਲਈ ਤਿਆਰ ਹਨ।² ਇਸੇ ਤਰ੍ਹਾਂ ਇਸ ਦੋਹੇ ਵਿਚ ਵਿਆਹ ਕੇ ਆਈ ਨਵ-ਵਿਆਹੀ ਭਰਜਾਈ ਨੂੰ ਉਸਦੀ ਨਨਾਣ ਵੱਲੋਂ ਡੋਲੀਓਂ ਉੱਤਰ ਕੇ ਘਰ ਦੀ ਦਹਿਲੀਜ਼ ਅੰਦਰ ਆਉਣ ਲਈ ਸੰਬੋਧਨ ਕਰਦੀ ਹੈ ਜਿਵੇਂ:-

ਉੱਤਰ ਭਾਬੋ ਡੋਲੀਓਂ, ਦੇਖ ਸਹੁਰੇ ਦਾ ਬਾਰ
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 ਜਾਨੋਂ ਪਿਆਰੀਏ, ਨੀ ਬਾਰ



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ਪ੍ਰੋ. ਗੁਰਮਿੰਦਰ ਜੀਤ ਕੌਰ

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ਕਰਮ 8, ਅੰਕ 7, ਮਾਰਚ 2019

ਪੰਜਾਬੀ ਭਾਸ਼ਾ ਨੂੰ ਦਰਪੇਸ਼ ਅਜੋਕੀਆਂ ਸਮੱਸਿਆਵਾਂ

ਪ੍ਰੋ. ਗੁਰਮਿੰਦਰ ਜੀਤ ਕੌਰ

ਪੰਜਾਬੀ ਵਿਭਾਗ

ਗੁਰੂ ਨਾਨਕ ਕਾਲਜ, ਕਿੱਲਿਆਂਵਾਲੀ

ਭਾਸ਼ਾ ਨੂੰ ਹਰੇਕ ਕੌਮ ਦਾ ਕੀਮਤੀ ਸਰਮਾਇਆ ਮੰਨਿਆ ਜਾਂਦਾ ਹੈ। ਭਾਸ਼ਾ ਜ਼ਰੀਏ ਹੀ ਇਕ ਇਨਸਾਨ ਦੂਜੇ ਇਨਸਾਨ ਦੇ ਭਾਵਾਂ ਨੂੰ ਕੌਮ ਦੀ ਵੱਖਰਤਾ ਹੋਣ ਦੇ ਬਾਵਜੂਦ ਵੀ ਸਮਝ ਸਕਦਾ ਹੈ। ਭਾਸ਼ਾ ਦਾ ਸਰੂਪ ਬਦਲਵਾਂ ਸਰੂਪ ਹੈ। ਸਾਡੇ ਪੁਰਖਿਆਂ ਦੁਆਰਾ ਵਰਤਿਆ ਜਾਂਦਾ ਰੂਪ ਅੱਜ ਦੇ ਰੂਪ ਨਾਲੋਂ ਬਹੁਤ ਵੱਖਰਾ ਹੈ। ਸੱਭਿਆਚਾਰ ਦੇ ਲੰਮੇਰੇ ਸਮਾਂ ਸੁਰੱਖਿਅਤ ਰਹਿਣ ਦਾ ਕਾਰਗਰ ਵਸੀਲਾ ਭਾਸ਼ਾ ਦਾ ਲਿਖਤੀ ਰੂਪ ਭਾਵ ਸਾਹਿਤ ਹੈ। ਕਿਉਂਕਿ ਸਾਹਿਤ ਲਿਖਣ ਲਈ ਭਾਸ਼ਾ ਦੀ ਲੋੜ ਲਾਜ਼ਮੀ ਹੁੰਦੀ ਹੈ। ਪੰਜਾਬੀ ਪੰਜ ਦਰਿਆਵਾਂ ਦੇ ਲੋਕਾਂ ਦੀ ਮਾਂ-ਬੋਲੀ ਹੋਣ ਦੇ ਬਾਵਜੂਦ ਵੀ ਦੁਤਕਾਰੀ ਜਾਂਦੀ ਰਹੀ ਹੈ। ਅੰਗਰੇਜ਼ੀ ਰਾਜ ਤੋਂ ਲੈ ਕੇ ਹੁਣ ਤੱਕ ਅੰਗਰੇਜ਼ੀ ਭਾਸ਼ਾ ਨੂੰ ਸਾਡੇ ਉੱਤੇ ਥੋਪਿਆ ਜਾ ਰਿਹਾ ਹੈ। ਮੰਡੀਕਰਨ ਹੋਣ ਕਾਰਨ ਮੀਡੀਆ ਅਤੇ ਤਕਨੀਕ ਦੇ ਪਰਸਾਰੇ ਕਾਰਨ ਟੀ.ਵੀ ਚੈਨਲਾਂ ਦੀ ਬਹੁਤਾਦ ਨੇ ਪੰਜਾਬੀ ਭਾਸ਼ਾ ਨੂੰ ਕੱਖੋਂ ਹੌਲੇ ਕਰਕੇ ਰੱਖ ਦਿੱਤਾ ਹੈ। ਅਜੋਕੇ ਦੌਰ ਵਿਚ ਪੰਜਾਬੀ ਸਾਹਿਤ ਵਿਚ ਅੰਗਰੇਜ਼ੀ ਭਾਸ਼ਾ ਦੀ ਆਖਰ ਆਪ-ਮੁਹਾਰੀ ਹੋ ਗਈ ਹੈ। ਪੰਜਾਬ ਵਿਚ ਅੰਗਰੇਜ਼ੀ ਮਾਧਿਅਮ ਸਕੂਲਾਂ ਦਾ ਰਕਬਾ ਦਿਨੋ-ਦਿਨ ਵੱਧਦਾ ਜਾ ਰਿਹਾ ਹੈ ਅਤੇ ਪੰਜਾਬੀ ਘਰਾਂ ਵਿੱਚ ਪੰਜਾਬੀ ਦਾ ਅਹੁਦਾ ਨਿਤ-ਪ੍ਰਤੀ-ਦਿਨ ਘੱਟਦਾ ਜਾ ਰਿਹਾ ਹੈ ਇਹ ਚਿੰਤਾ ਦਾ ਵਿਸ਼ਾ ਹੈ ਜਿਸ ਬਾਰੇ ਬੁੱਧੀਜੀਵੀਆਂ, ਵਿਗਿਆਨੀਆਂ ਅਤੇ ਸਰਕਾਰਾਂ ਨੂੰ ਹੰਭਲਾ ਮਾਰਨਾ ਚਾਹੀਦਾ ਹੈ।

ਭਾਸ਼ਾ ਕਿਸੇ ਕੌਮ, ਕਿਸੇ ਦੇਸ਼ ਦਾ ਕੀਮਤੀ ਸਰਮਾਇਆ ਹੁੰਦਾ ਹੈ। ਭਾਸ਼ਾ ਹੀ ਇੱਕ ਅਜਿਹਾ ਮਾਧਿਅਮ ਹੈ ਜਿਸ ਰਾਹੀਂ ਕਿਸੇ ਕੌਮ, ਕਿਸੇ ਦੇਸ਼ ਦੇ ਲੋਕਾਂ ਨੂੰ, ਉਹਨਾਂ ਦੀ ਮਾਨਸਿਕਤਾ ਨੂੰ ਸਮਝਿਆ ਜਾ ਸਕਦਾ ਹੈ। ਭਾਸ਼ਾ ਸਿਰਫ ਸੰਚਾਰ ਦਾ ਹੀ ਮਾਧਿਅਮ ਨਹੀਂ ਹੁੰਦੀ। ਅਸੀਂ ਜਾਣਦੇ ਹਾਂ ਕਿ ਸਾਡਾ ਸੱਭਿਆਚਾਰ, ਸਾਡੀ ਲੋਕਧਾਰਾ ਪੀੜੀ-ਦਰ-ਪੀੜੀ ਸਾਡੇ ਪੁਰਖਿਆਂ ਤੋਂ ਜੁਬਾਨ ਰਾਹੀਂ ਸਾਡੇ ਕੋਲ ਪਹੁੰਚਦੀ ਹੈ। ਸਾਡੇ ਕੋਲ ਪਹੁੰਚਿਆ ਰੂਪ ਉਹੀ ਰੂਪ ਨਹੀਂ ਹੁੰਦਾ, ਜੋ ਸਾਡੇ ਪੁਰਖਿਆਂ ਵੇਲੇ ਸੀ, ਲਬਕਿ ਕੁਝ ਬਦਲਾਵ ਨਾਲ ਸੁਰੱਖਿਅਤ ਰਹਿੰਦੀ ਹੈ ਤਾਂ ਉਹ ਹੈ ਲਿਖਤ ਸਾਹਿਤ। ਲਿਖਣ ਲਈ ਕਿਸੇ ਨਾ ਕਿਸੇ ਭਾਸ਼ਾ ਦੀ ਲੋੜ ਹੁੰਦੀ ਹੈ। ਅਣਵੰਡੇ ਪੰਜਾਬ ਵਿੱਚ ਪੰਜ ਦਰਿਆ ਵਗਦੇ ਸਨ ਇਹਨਾਂ ਪੰਜ ਦਰਿਆਵਾਂ ਦੀ ਧਰਤੀ ਪੰਜਾਬ ਅਤੇ ਇਹਨਾਂ ਪੰਜ ਦਰਿਆਵਾਂ ਦੀ ਬੋਲੀ ਪੰਜਾਬੀ।

ਪੰਜਾਬੀ ਇਕ ਆਧੁਨਿਕ ਬੋਲੀ ਹੈ ਜੋ ਸੰਸਾਰ ਦੀਆਂ ਵਿਕਸਿਤ ਬੋਲੀਆਂ ਵਿੱਚੋਂ ਇੱਕ ਹੈ। ਆਪਣੇ ਲੋਕਪ੍ਰਿਅਤਾ ਅਤੇ ਬੋਲਣ ਵਾਲਿਆਂ ਦੀ ਗਿਣਤੀ ਪੱਖੋਂ ਸਿਖਰ ਤੇ ਹੈ, ਪਰ ਫਿਰ ਵੀ ਪੰਜਾਬੀ ਭਾਸ਼ਾ ਨੂੰ ਜੋ ਮਾ ਸਤਿਕਾਰ ਮਿਲਣਾ ਚਾਹੀਦਾ ਸੀ ਉਹ ਨਹੀਂ ਮਿਲਿਆ। ਪੰਜਾਬੀ ਪੰਜਾਬ ਦੇ ਬਸਿੰਦਿਆਂ ਦੀ ਬੋਲਚਾਲ ਦੀ ਭਾਸ਼ਾ ਹੈ ਤੇ ਵੀ ਪੰਜਾਬੀ ਭਾਸ਼ਾ ਨੂੰ ਕਦੇ ਵੀ ਸਰਕਾਰੀ ਦਰਬਾਰਾਂ ਅਤੇ ਦਫ਼ਤਰਾਂ ਦੀ ਭਾਸ਼ਾ ਨਹੀਂ ਮੰਨਿਆ ਗਿਆ। ਆਜ਼ਾਦ ਭਾਰਤ ਦੇ ਸੂਬਿਆਂ ਦੀ ਵੰਡ ਵੀ ਭਾਸ਼ਾ ਦੇ ਆਧਾਰ ਉੱਤੇ ਹੀ ਹੋਈ ਸੀ। ਤਤਕਾਲੀਨ ਪ੍ਰਧਾਨ ਮੰਤਰੀ ਨੇ ਪੰਜਾਬੀ ਪੰਜਾਬ ਰਾਜ ਨੂੰ ਇਹ ਭਰੋਸਾ ਦਿਵਾਇਆ ਸੀ ਕਿ ਪੰਜਾਬੀ ਨੂੰ ਪੰਜਾਬ ਦੀ ਰਾਜ ਭਾਸ਼ਾ ਬਣਾ ਦਿੱਤਾ ਜਾਵੇਗਾ। ਪਰ ਅਜਿਹਾ ਨਹੀਂ ਹੋਇਆ। ਜੇ ਗੱਲ ਇਸ ਤੋਂ ਪਹਿਲਾਂ ਦੇ ਸਮਿਆਂ ਦੀ ਕਰੀਏ ਭਾਵ ਜਦੋਂ ਪੰਜਾਬ ਉੱਤੇ ਪੰਜਾਬੀਆਂ ਦਾ ਰਾਜ ਹੋਇਆ ਕਰਦਾ ਸੀ। ਬੰਦਾ ਬਹਾਦਰ ਦੇ ਸਮੇਂ ਵਿੱਚ ਪੰਜਾਬੀ ਭਾਸ਼ਾ ਨੂੰ ਮਾਣ-ਸਤਿਕਾਰ ਮਿਲਿਆ। ਇਹ ਭਾਸ਼ਾ ਬੋਝਾ ਚਿਰ ਹੀ ਸੀ। ਮਿਸਲਾਂ ਦੇ ਸਮੇਂ ਸਿੱਖ ਰਾਜ ਦੀ ਵਾਗਡੋਰ ਮਹਾਰਾਜਾ ਰਣਜੀਤ ਸਿੰਘ ਦੇ ਹੱਥ ਆਈ ਮਹਾਰਾਜਾ ਦੇ ਸਮੇਂ ਦੀ ਪੰਜਾਬ ਦੇ ਰਾਜ ਪ੍ਰਬੰਧ ਅਤੇ ਰਾਜ ਦੇ ਹੋਰ ਅਦਾਰਿਆਂ ਅਤੇ ਸੰਸਥਾਵਾਂ ਦੀ ਭਾਸ਼ਾ ਵੀ ਪੰਜਾਬੀ ਨਾ ਬਣ ਸਕੀ ਸਗੋਂ ਮੁਗਲਈ ਪ੍ਰਭਾਵ ਕਾਇਮ ਰਿਹਾ ਅਤੇ ਰਾਜ ਦੇ ਸਾਰੇ ਕੰਮ-ਕਾਰ ਅਤੇ ਦਰਬਾਰੀ ਕਾਰਵਾਈ ਫਾਰਸੀ ਭਾਸ਼ਾ ਵਿੱਚ ਹੀ ਹੁੰਦੀਆਂ ਰਹੀਆਂ ਹਨ। ਇਹੀ ਹਾਲ ਆਜ਼ਾਦ ਭਾਰਤ ਵਿੱਚ ਪੰਜਾਬੀ ਭਾਸ਼ਾ ਨਾਲ ਹੋਇਆ

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ਕਿੱਲਿਆਂਵਾਲੀ

ਅਜੋਕੇ ਸੂਚਨਾ ਤਕਨਾਲੋਜੀ ਦੇ ਯੁੱਗ ਵਿਚ ਹਰ ਉਮਰ ਤੇ ਵਰਗ ਦੇ ਲੋਕ ਸੋਸ਼ਲ ਮੀਡੀਏ ਨਾਲ ਜੁੜੇ ਹੋਏ ਹਨ। ਸੋਸ਼ਲ ਮੀਡੀਏ ਨੇ ਸਾਡੇ ਜੀਵਨ ਪ੍ਰਤੀ ਦ੍ਰਿਸ਼ਟੀਕੋਣ, ਸਾਡੇ ਕਾਰ-ਵਿਵਹਾਰ, ਸਾਡੀ ਭਾਸ਼ਾ ਤੋਂ ਲੈ ਕੇ ਸਾਡੀ ਮਾਨਸਿਕਤਾ ਉੱਪਰ ਵੀ ਆਪਣੀ ਪੇੜ-ਚਾਲ ਦਰਸਾਈ ਹੈ। ਵਿਅਕਤੀਗਤ ਜੀਵਨ ਦੇ ਨਾਲ ਨਾਲ ਸੋਸ਼ਲ ਮੀਡੀਏ ਨੇ ਸਾਡੇ ਸਮਾਜਕ ਅਤੇ ਰਾਜਨੀਤਕ ਤਾਣੇ-ਬਾਣੇ ਨੂੰ ਵੀ ਵੱਡੇ ਪੱਧਰ 'ਤੇ ਪ੍ਰਭਾਵਿਤ ਕੀਤਾ ਹੈ। ਹਥਲੇ ਪਰਚੇ ਵਿਚ ਸੋਸ਼ਲ ਮੀਡੀਏ ਦੇ ਭਾਸ਼ਾ, ਸਭਿਆਚਾਰ ਅਤੇ ਮਨੁੱਖੀ ਮਾਨਸਿਕਤਾ ਉੱਪਰ ਪੈਣ ਵਾਲੇ ਪ੍ਰਭਾਵਾਂ ਤੇ ਕੁਪ੍ਰਭਾਵਾਂ ਸੰਬੰਧੀ ਵਿਸ਼ਲੇਸ਼ਣ ਕੀਤਾ ਜਾਵੇਗਾ।

ਸੋਸ਼ਲ ਮੀਡੀਏ ਨਾਲ ਜੁੜੇ ਹਰ ਵਿਅਕਤੀ ਨੂੰ ਲੱਗਦਾ ਹੈ ਕਿ ਉਸ ਕੋਲ ਜਾਣਕਾਰੀ ਦਾ ਅਤੁੱਟ ਖਜ਼ਾਨਾ ਹੈ। ਪਰ ਇਹ ਜਾਣਕਾਰੀ ਕਿਸ ਸੇਮੇ ਤੋਂ ਆ ਰਹੀ ਹੈ, ਇਸ ਪ੍ਰਤੀ ਉਹ ਸੁਚੇਤ ਨਹੀਂ ਹੁੰਦਾ। ਜਿਸ ਕਾਰਨ ਸੋਸ਼ਲ ਮੀਡੀਏ ਉੱਤੇ ਝੂਠੀਆਂ ਤੇ ਮਨ-ਘੜਤ ਖਬਰਾਂ ਦਾ ਚਲਨ ਅਜੋਕੇ ਸਮਿਆਂ ਵਿੱਚ ਹੜ੍ਹ ਵਾਂਗ ਫੈਲ ਰਿਹਾ ਹੈ। ਬਹੁਤ ਸਾਰੀਆਂ ਰਾਜਨੀਤਿਕ ਪਾਰਟੀਆਂ ਸੋਸ਼ਲ ਮੀਡੀਏ ਰਾਹੀਂ ਝੂਠੀਆਂ ਖਬਰਾਂ ਫੈਲਾ ਕੇ ਇਸ ਨੂੰ ਆਪਣੇ ਸੋਝੇ ਹਿੱਤਾਂ ਲਈ ਵਰਤ ਰਹੀਆਂ ਹਨ। ਦੇਖਣ ਦੇ ਵਿਚ ਇਹ ਵੀ ਆਇਆ ਹੈ ਕਿ ਰਾਜਨੀਤਿਕ ਪਾਰਟੀਆਂ ਪੇਸ਼ੇਵਰ ਲੋਕਾਂ ਨੂੰ ਪੇਸ਼ੇ ਦੇ ਦਮ 'ਤੇ ਖਰੀਦ ਕੇ ਉਹਨਾਂ ਦੀਆਂ ਟੀਮਾਂ ਬਣਾ ਕੇ ਸੋਸ਼ਲ ਮੀਡੀਏ ਉੱਤੇ ਝੂਠੇ ਪ੍ਰਚਾਰ ਕਰਵਾਉਂਦੀਆਂ ਹਨ। ਬਹੁਤ ਸਾਰੇ ਭੋਲੇ ਭਾਲੇ ਲੋਕ ਇਹਨਾਂ ਰਾਜਨੀਤਿਕ ਪਾਰਟੀਆਂ ਦੁਆਰਾ ਫੈਲਾਏ ਜਾਂਦੇ ਝੂਠੇ ਪ੍ਰਚਾਰ ਦੇ ਝਾਂਸੇ ਵਿਚ ਆ ਆਪਣਾ ਅਤੇ ਸਮਾਜ ਦਾ ਨੁਕਸਾਨ ਕਰਦੇ ਹਨ। ਸਵਰਾਜਬੀਰ ਅਨੁਸਾਰ, "ਪਿਛਲੇ ਸਾਲ ਬ੍ਰਿਟਿਸ਼ ਬਰਾਡਕਾਸਟਿੰਗ ਕਾਰਪੋਰੇਸ਼ਨ (ਬੀਬੀਸੀ) ਨੇ ਹਿੰਦੋਸਤਾਨ, ਕੀਨੀਆ ਤੇ ਨਾਇਜੀਰੀਆ ਵਿਚ ਵੱਡੇ ਪੱਧਰ ਦਾ ਖੋਜ ਕਾਰਜ ਕਰਵਾਇਆ, ਜਿਸ ਵਿਚ ਇਹ ਤੱਥ ਸਾਹਮਣੇ ਆਏ ਕਿ ਹਿੰਦੋਸਤਾਨ ਦੇ ਲੋਕ ਉਨ੍ਹਾਂ ਸੰਦੇਸ਼ਾਂ, ਜਿਨ੍ਹਾਂ ਵਿਚ ਹਿੰਸਾ ਹੋਵੇ, ਨੂੰ ਫੈਲਾਉਣ ਤੋਂ ਤਾਂ ਕੁਝ ਝਿਜਕ ਮਹਿਸੂਸ ਕਰਦੇ ਹਨ ਪਰ 'ਰਾਸ਼ਟਰਵਾਦੀ' ਭਾਵਨਾ ਵਾਲੇ ਸੰਦੇਸ਼ ਬੜੀ ਤੇਜ਼ੀ ਨਾਲ ਫੈਲਾਏ ਜਾਂਦੇ ਹਨ। ਟਵਿੱਟਰ ਦੇ 16 ਹਜ਼ਾਰ ਖਾਤਿਆਂ ਦੇ ਅਧਿਐਨ ਤੋਂ ਮਨਘੜਤ ਖਬਰਾਂ ਫੈਲਾਉਣ ਵਾਲਿਆਂ ਦੇ ਜੋ ਵਿਚਾਰਧਾਰਕ ਰੁਝਾਨ ਸਾਹਮਣੇ ਆਏ, ਉਨ੍ਹਾਂ ਅਨੁਸਾਰ ਸੱਤਾਧਾਰੀ ਪਾਰਟੀ ਦੇ ਹਮਾਇਤੀਆਂ ਦੇ ਤਾਰ ਬਿਹਤਰ ਤਰ੍ਹਾਂ ਨਾਲ ਜੁੜੇ ਹੋਏ ਹਨ। ਰਾਸ਼ਟਰਵਾਦ, ਦੇਸ਼ ਭਗਤੀ, ਪਾਕਿਸਤਾਨ ਵਿਰੋਧ, ਹਿੰਦੂਤਵ ਦੀ ਵਡਿਆਈ ਅਤੇ ਘੱਟਗਿਣਤੀ ਦੇ ਲੋਕਾਂ ਨੂੰ ਛੁਟਿਆਉਣ ਵਾਲੇ ਸੰਦੇਸ਼ ਇਹ ਟੇਲੀਆਂ ਬੜੇ ਧੜੱਲੇ ਨਾਲ ਫੈਲਾਉਂਦੀਆਂ ਹਨ।" (1) ਇਸ ਤਰ੍ਹਾਂ ਫਿਰਕਾਪ੍ਰਸਤੀ ਪੈਦਾ ਕਰਨ ਲਈ ਰਾਸ਼ਟਰ, ਧਰਮ, ਜਾਤ, ਨਸਲ, ਆਦਿ ਨੂੰ ਆਧਾਰ ਬਣਾ ਕੇ ਬਹੁਤ ਵਾਰ ਇਹੋ ਜਿਹੀਆਂ ਮਨਘੜਤ ਖਬਰਾਂ ਸੋਸ਼ਲ ਮੀਡੀਏ ਉੱਤੇ ਫੈਲਾਈਆਂ ਜਾਂਦੀਆਂ ਹਨ ਜਿਨ੍ਹਾਂ ਕਰਕੇ ਹਿੰਸਾ ਫੈਲਦੀ ਹੈ ਤੇ ਕਈਆਂ ਦੀਆਂ ਜਾਨਾਂ ਜਾਂਦੀਆਂ ਹਨ। ਸੋਸ਼ਲ ਮੀਡੀਏ ਦੀ ਵਰਤੋਂ ਕਰਦਿਆਂ ਮਨੁੱਖ ਸਾਹਮਣੇ ਵੱਡਾ ਮਸਲਾ ਇਹਨਾਂ ਝੂਠੀਆਂ ਤੇ ਮਨਘੜਤ ਖਬਰਾਂ ਦੇ ਮੱਕੜਜਾਲ ਤੋਂ ਬਚਣ ਦਾ ਹੈ। ਸਾਨੂੰ ਚੇਤਨ ਹੋ ਕੇ ਝੂਠੀਆਂ ਖਬਰਾਂ ਦੇ ਫੈਲਾਓ ਵਿਰੁੱਧ ਲਾਮਬੰਦ ਹੋਣ ਦੀ ਜ਼ਰੂਰਤ ਹੈ।

ਸੰਸਕਾਰ ਚੇਤਨਾ, ਅੰਤਰਰਾਸ਼ਟਰੀ ਮੂਲਾਂਕਿਤ ਸ਼ੋਧ ਪੱਤਰਿਕਾ

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➤ Mr. Ashish Baghla



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Stress Management: Need of Hour

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ABSTRACT.

The work life of today has become so tough that it becomes so difficult to manage the personal life and professional life. Extensive use of technology and increasing private sector pressure is reducing the fun and joy from people involved in corporate sector. Further the increasing materialistic approach of people at work has created unnecessary stress in their life. Some stress is visible whereas some stress is invisible. The most dangerous stress in modern life is invisible stress. It results in many health issues, depression, anxiety etc. Global practices are being followed by India nowadays but the major thing to consider is that the reports have shown that every fourth person in western countries is suffering from depression. Stress, if not managed properly, could lead to many adverse effects on the organizational performance as well as on the life of individuals.

INTRODUCTION

As India has become the fastest growing economy of the world, more pressure is coming on the policymakers, industrialists and every Indian to retain the position of our country at the top. This thing sounds good but there is some dark side of such pace which is being ignored at the present time. "Human being is a social animal" is an old saying but is still valid in present era. With the advent of internet and fast changing technologies, considerable amount of change has been seen in the behavior of human beings. Now people in our country are adopting western culture in terms of relations and social interactions. People are becoming more materialistic, self-centered and money-minded. The dark side of such things is the Stress which could be a major reason for emerging issues in society like depression, anxiety etc. The problem is not so small, but it can take a big shape if not managed properly. This paper seeks to identify the role of stress in organizational performance and the impact on social life of people.

The term Stress can have two meanings: one on positive side and the other on negative side. The positive meaning of stress is simply the focus or emphasis on something to achieve the targets well in time. Whereas the negative meaning of stress explains the situation of a person when he mentally feels pressurized or he finds himself unable to complete a task properly. Stress can be

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FINANCIAL INCLUSION IN INDIA: ITS NEED AND FUTURE

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ABSTRACT

The term 'Financial Inclusion' has remained a buzzword in the past few years among the banking industry. The term is related with increasing the spread of financial services to those who are not aware of or who are not in a position to avail financial services due to remote areas or lack of technology etc. In India, the reforms done in past few years are consistent with the growth and development of poor and disadvantaged groups. The slogan "SABKA SAATH SABKA VIKAS" by P.M. Modi is true in this sense which aims at Balanced Development of all people. It will be possible only when the issues related with corruption and huge gap between poor and rich will be reduced. The term financial inclusion focuses on providing the financial services such as banking and insurance to all people at affordable rates. There are few problems coming in the path of financial inclusion but it is sure that if some corrective measures are adopted by the authorities, then financial inclusion can be achieved in India to the fullest. This will ultimately fulfill the objective of the campaign Inclusive Growth and Balanced Development.

Keywords:

INTRODUCTION

Financial inclusion means extending basic banking services at affordable prices to the low income and disadvantaged groups. The Purpose of Financial Inclusion is to connect the excluded with the formal banking system in order to help them obtain an understanding of the financial services available and equipping them with the confidence to make informed financial decisions. Rangarajan committee on financial inclusion defines it as "Financial inclusion may be defined as the process of ensuring access to financial services and timely and adequate credit where needed by vulnerable groups such as weaker sections and low income groups at an affordable cost."

Financial inclusion evolved from a need to provide low-income people with financial services that can positively influence their personal financial health and growth.

OBJECTIVES OF THE STUDY

- To understand the need and present status of financial inclusion in India.
- To check the role of banks in achieving financial inclusion in India.
- To check the weaknesses/shortcomings of the progress of financial inclusion in India.

RESEARCH METHODOLOGY

For the purpose of this study, both the primary and secondary data have been used from various sources. Secondary data have been used from various online and offline sources such as online journals, websites and newspapers etc. Primary data has been collected from people working in different fields related with finance.

REVIEW OF LITERATURE

A lot of research has been done on Financial Inclusion in India by various scholars. Various journals and sites have been referred for the purpose of this study. The term Financial inclusion was first introduced in 2005 by K.C. Chakraborty, then Chairman of Indian Bank.

Various studies done so far as follows:

Roy (2012) studied the overview of financial inclusion in India. The study concluded that banks have set up their branches in the remote corner of the country. Rules and regulations have been simplified. The study also said that banking industry has shown tremendous growth in volume during last few decades.

Divya Joseph (2014) had studied the level of financial inclusion and financial literacy in India. She tried to check the relationship between type of bank accounts and the amount of deposits coming into the banks.

Dr. V.K. Aggarwal(2014) in his study concluded that Financial inclusion is facing a lot of hurdles like illiteracy, lack of advanced technology in remote areas etc. are the reasons for slow growth of financial

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A STUDY ON THE FUTURE OF DIGITAL PAYMENTS IN INDIA

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Received: July 07, 2018

Accepted: August 16, 2018

ABSTRACT

This paper seeks to identify the present trend towards the adoption of digital payments in India. The term Digital Payment means making payment to other person with the help of internet or through electronic mode instead of paper money. The initiative of Digital Payments was taken by Government of India after the announcement of demonetization on 8th November 2016. Digital Payments was initiated to bring transparency in transactions and eliminating black money. It was actually a move towards cashless economy. Further, digital payments was encouraged to provide sufficient cash availability to the banks for providing credit to people. Till date, a considerable part of society has started using Digital mode of Payments, but still people feel scared of using Internet Banking, debit cards, e-cash etc. Initially the Government was providing considerable incentives for digital payments but now a decline has been seen in this push. This paper tries to identify the reasons for adoption of digital payments by people in India and it also tries to find out the problems faced by people in making Digital Payments.

Keywords: Digital Payments, Cashback, Incentives etc.

INTRODUCTION

This paper is about the attitude of people towards adoption of Digital Payments methods in order to have transparency in their operations. Digital Payments were encouraged by Government of India after the announcement of demonetization on 8th November 2016. The basic objective behind the initiative of Digital Payments was to achieve cashless economy in the long run. Due to the increasing corruption and black money in India, it was becoming difficult to avail the statement of transactions and transfers made by people to other parties. Digital India was a campaign launched by Government to increase transparency in operations and attain governance.

OBJECTIVES OF THE STUDY

- To find out the attitude of people towards adoption of digital payments in India.
- To find out the problems faced by people in making digital transfers
- To find out the most popular method of digital payments.
- To have an idea regarding the expected future of digital payments in India.

REVIEW OF LITERATURE

Sanghita Roy, Dr. Indrajit Sinha (2014) . stated that E- payment system in India, has shown tremendous growth, but still there has lot to be done to increase its usage. Still 90% of the transactions are cash based. Technology Acceptance Model used for the purpose of study. They found Innovation, incentive, customer convenience and legal framework are the four factors which contribute to strengthen the E- payment system.

Rakesh H M & Ramya T J (2014) in their research paper titled "A Study on Factors Influencing Consumer Adoption of Internet Banking in India" tried to examine the factors that influence internet banking adoption.

RESEARCH METHODOLOGY

For the purpose of our study, both Primary and Secondary Data have been used. Primary data has been collected using questionnaire method from 110 people. Secondary Data have been collected from various online sources such as websites, articles, Journals, news etc.

Various methods of Digital Payments available in India are as follows:

1- NFC or MST transmission waves platform

Companies have come up with making transaction through NFC (Near Field Communication) and MST (Magnetic Secure Transmission) technology. Without swiping your card through POS (Point of Sales) machines, you can easily make payment to merchants through its wireless transmitting magnetic waves. You can avail this facility by downloading MST enabled app and also, your phone should support NFC facility. Once it is done, after registering your card details, you can make contactless transactions through your phone on any of merchants' POS terminal.

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A study of consumer behavior towards online shopping: An analysis of Commerce students.

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Accepted: August 16, 2018

ABSTRACT

With the advent of internet and information technology, the present age has become more habitual of using internet and electronic devices for their daily use. It has become a crucial part of our daily life. Traditionally, brick and mortar model was followed in the businesses for gaining the market. But now the changing Technology has given ample opportunities to the businesses by providing them a platform of online market by creating a website or by having contract with online retailers. A past study has revealed that the Indian market is growing fast in terms of consumerism and trend towards online shopping. This paper seeks to identify the factors affecting growth of online shopping and the level of customer satisfaction from online shopping. Further, this paper will help the Corporates and researches in getting the knowledge of attitude of students towards online retailers and the causes for any dissatisfaction. The research data collected by telephonic interview has shown various factors behind the growth of online shopping and increase in the spending on latest products. Further, the causes for dissatisfaction from online shopping websites has also been identified from the opinion given by the respondents. The respondents has further suggested few measures to improve the online shopping experience.

Keywords: Online shopping, cashback, customersatisfaction etc.

INTRODUCTION

The present era is being dominated by advancement in technology and a consistent innovation in the field of marketing. Online shopping websites are the biggest innovation in the field of online marketing. With the advent of internet, the businesses have started to increase their limits and market by targeting more customers with the help of online marketing as well as by the online shopping websites. A report has revealed tremendous growth in the online shopping in India during past 5 years. As the internet user base is increasing everyday in India, it is a biggest opportunity for the online shopping websites that they can target such people in near future. Online shopping can be done through various modes but basically the shopping through online websites such as Amazon, Flipkart, Myntra, Paytm, Snapdeal etc. the online stores of various companies through their own websites have been covered for the purpose of this study. In simple words, online shopping means purchasing the products over the internet from some e-commerce website or the website of a company. Online shopping has definitely provided us lots of benefits, but at the same time some limitations or problems have been faced by the customers as well. This paper seeks to identify the overall performance of online shopping according to the Commerce students in some selected areas and it will try to suggest the measures to improve the online shopping experience.

OBJECTIVES OF THE STUDY

- To have knowledge of the attitude of Commerce students towards online shopping.
- To check the level of satisfaction from online shopping.
- To find out the causes of dissatisfaction from online shopping and suggesting the suitable measures to improve the online shopping.

RESEARCH METHODOLOGY

For the purpose of our study, both the primary and secondary data have been used in this research. A sample of 80 Commerce students was taken from various areas like Abohar, Malout, Patiala and Chandigarh etc. for the purpose of collection of primary data through telephonic interview. The data was collected and it was analyzed to find out the attitude and behavior of the Commerce students towards online shopping. Further, secondary data have been used from various online sources such as journals, articles, news etc.

REVIEW OF LITERATURE

Solomon (1998) studied the Consumer behaviour and said that it is the study of the processes involved when an individual selects, purchases, uses or disposes of products, services, ideas, or experiences to satisfy needs and desires. In view for the Internet to spread out as a retail channel, it is imperative to realize the consumer's mind-set, intention and conduct in light of the online buying practice.

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A STUDY ON THE FACTORS AFFECTING ORGANISATIONAL COMMITMENT

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ABSTRACT

This paper deals with the Organisational Commitment and the factors affecting the Organisational Commitment. The term describes the emotional attachment of a person with the organisation because of some factor which creates an emotional commitment with the organisation to serve it for lifetime. The reason could be the availability of services, environment, leadership, management people, organisational culture, philosophy of the organisation and last but not the least mutual relations between the people in the organisation and the person working for it. Till date, there has been a very less amount of research done in India in the context of Organisational Commitment. The term has originated in America but it is getting momentum due to the changes coming in Global HR practices and globalisation. It explores the areas which have not so far been analysed much in India. Organisation attachment is a mental state of a person which may or may not go for long period. Organisational Commitment can have negative impact on the person not working at a time in that organisation. It adversely affects the productivity of the person having huge extent of attachment with that organisation. This paper has identified the reasons for less and more attachment with one organisation.

Keywords: Organisational Commitment, Emotions, organisational culture etc.

INTRODUCTION

The term Organisational Commitment is relatively new in India as very limited research have been done so far in India on this topic. This term basically deals with the mental state and situation of a person and the willingness level of a person to do the job for an organisation for very long time. The term describes the commitment level of a person to provide his services to the organisation after having some great experience with that organisation. This concept is applicable on both the Human Resource practices as well as to some extent in the Marketing practices. The customers also feel attached to some brand or a company on the basis of advertisement or the emotional feel provided by the company in their marketing to influence the sale of their product or service. The prime motive of Organisational Commitment is to have long run sustaining relationship between one stakeholder and the company.

In other words, Organisational Commitment is a description of how much an individual feels attached to an organisation. It is a state of bonding between one person and one organisation due to some agreement or happening of some event or transaction at a time. Organisational Commitment is moreover a field of employer-employee relationship and commitment towards the job and the organisation.

Organisational Commitment for an employee covers the areas like:

- Job security.
- Job satisfaction.
- Role analysis.



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CUSTOMER SATISFACTION FROM PATANJALI PRODUCTS: A REALITY OR PERCEPTION

Ashish Baghla, Assistant Professor in Commerce, Guru Nanak College, Killianwali,
District Muktsar (Punjab)

ABSTRACT

Patanjali Group has performed really well in the Indian FMCG industry since its inception. All thanks to the great image of Indian Yoga Guru Baba Ramdev, the company is touching height of success at the present time. Patanjali started its business in the year 2006 and today it has become India's 3rd largest FMCG company in terms of revenue. This paper attempts to identify the actual satisfaction level of the users of Patanjali products in relation to the overall perceptions of people regarding its quality. This paper tries to find out the causes for less level of customer satisfaction and also to check the measures for the company to improve its brand image in near future. The data has been collected from people of different age, background, profession etc. to check the image of Patanjali products in the minds of people. Further, this paper will be helpful for the researchers and scholars to do further research on this brand in near future as the company is making history every year in terms of revenue, profits and overall success in Indian market. The overall satisfaction level of customers was found to be above average and the pricing element of the company is found to be the competitive strength for the company. Still some issues are faced by the people in the quality of some Patanjali products which should be handled in near future to provide best satisfaction level to the customers.

Keywords: Patanjali, Revenue, Quality, Customer satisfaction etc.

INTRODUCTION

Patanjali Ayurved Limited was established in 2006 with a thought of rural and urban development. The company is not merely an organization but a thought of creating a healthy society through Yoga and Ayurveda. The company is breaking records in terms of its performance over the past few years. The company has become 3rd largest FMCG company in India in terms of Revenue.

The company deals in variety of segments like personal care, kitchen, soaps, food items and herbal medicines etc. The major strength of the company has been the clear image of Baba Ramdev from very long period and its pricing strategies. Apart from being Indian FMCG company, the company creates a positive image in the minds of people by advertising it to be a company providing higher revenue to the farmers by procuring raw materials from them and using the agricultural produce in the production of final products being sold by the company. The overall performance of the company till date is depicted in the following picture:



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Corporate Social Responsibility Practices in India: A Study of Few Companies

Ashish Baghla*

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Abstract – This paper seeks to identify the Corporate Social Responsibility practices followed by companies operating in India. This paper will help the researchers and scholars in identifying the best CSR practices and to do further studies on what is best for India and what India really needs as CSR from the corporate. Indian Government has made CSR mandatory for the companies having turnover or benefits beyond a farthest point. Companies Act 2013 includes the arrangements related to CSR for the companies. Corporate Social Responsibility (CSR) isn't just a legal arrangement, however it is a commitment also with respect to an organization. As the companies begin their operations in the society, for the society and from different resources provided by the society, it becomes critical for them to give something in return to the society. This paper further seeks to identify the failures of companies in meeting the expectations of the society and helps to provide some suggestions to improve the CSR practices to better serve the society and the country on the loose.

Keywords: CSR, Companies Act 2013, Society etc.

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A Study of the Impact of Technology on the Society

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Abstract – This research paper seeks to identify the positive and negative effect of modern technology on the society and it analyses the possible outcomes which has affected the behavior of people at workplace and in the network. Technology has changed the lifestyle. Technology has become an indispensable piece of our life. Every time and everywhere we need some kind of Technology to get our needs fulfilled. This paper tries to identify the effect of technology on different segments of society which are being transformed and somehow getting deteriorated. Technology is an aid or bane that depends on how we use it and how we takes the benefit of Technology. Technology is of numerous types, for example, information technology, mechanical technology, creation Technology, Communication Technology etc. Technology has resulted in better education, better items, better mode of communication, better transport, better quality of merchandise and enterprises etc. And yet it is having some negative effects on the society, for example, increasing contamination, decrease in creativity of people, more dependency on machines and Technology, negative effect of mobile towers etc. Everyone needs to think and decide about how one can use the Technology in an ideal manner.

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A STUDY OF INCLUSIVE DEVELOPMENT IN INDIA USING FINANCIAL INCLUSION

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ABSTRACT

Inclusive development means the development in an economy that provides more employment avenues and should work for balanced development of all the states, regions etc. in a country. This means making available the basic facilities to all and promoting economic sustainability. This includes promoting communal harmony, empowering people by access to education and development of their core skills. The term 'financial inclusion' has been a topic of discussion among the banking industry over the years. The term refers to increasing the spread of financial services for those who are not aware of it or who are not in a position to avail financial services due to lack of remote areas or technology etc. In India, reforms made in the last few years are in line with the growth and development of poor and disadvantaged groups. The slogan of "SABKA SAATH SABKA VIKAS" is P.M. Modi is true in the sense that the objective is to achieve inclusive growth and development in India. This will be possible only when the issues related to corruption and the huge difference between the poor and the rich are less and the objectives of the people will be harmonized. The term financial inclusion means providing financial services like banking and insurance to all without any hardships and at convenient terms. There are some problems in the path of financial inclusion but it is sure that if some corrective measures are adopted by the authorities, then financial inclusion in India can be achieved in full. This campaign will serve the purpose of inclusive growth and balanced development.

Keywords: inclusive growth, financial inclusion, education, economic development, banking etc.

Introduction

The term Inclusive Development is a vast term and includes several factors governing it. Financial inclusion is one of the major factors for it. The term financial inclusion means providing financial services like banking and insurance to all without any hardships and at convenient terms. The objective of financial inclusion is excluded from the formal banking system to help them gain an understanding of the financial services available and to bring them together in availability of direct benefit transfers into a system of transparency. Rangarajan Committee states Financial Inclusion as "the process of ensuring access to financial services and timely and adequate credit, where vulnerable groups such as vulnerable groups and low-income groups at affordable costs is needed." The elements of inclusive development are as follows:

1. Skill Development: Skill development is not a small term. It includes development of various types of skills or core competencies possessed by the people of India. It is a long process involving identification, motivation and developing the required skills in potential human resources.

2. Financial Inclusion: Financial Inclusion is the key for Inclusive development. The biggest

reason for its role is the comprehension of basic financial services to the poor and backward area people. Apart from it, financial inclusion aims at developing financial literacy among people.

3. Technological Advancement: Technology is ever changing and recent years have shown more investment in service sector and development of such apps which helps in digital transfers and order procurement etc. and so on. Technology is limitless and the benefits derived from technology are beyond words. The advent of Artificial intelligence is providing new kind of products and services to the economies and it is leading the countries in the field of economic growth.

4. Economic Development: Indian economy is currently experiencing a recession due to the global recession due to Coronavirus. Various agencies are predicting about India to be the fastest growing economy in the world post COVID-19 due to rising investment and consumption expenditure. Economic development demands the same i.e. increase in amount of investment on support services like health, education, transport and communication etc. to provide better facilities to the citizens of a nation.



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COVID-19: General Overview with Mathematical Model

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Abstract:

The COVID-19 pandemic, also known as the coronavirus pandemic, is the current worldwide coronavirus pandemic of 2019 (COVID 19), associated with extreme acute coronavirus 2 breathing disorder (SARS CoV 2). As the first case of Coronavirus (COVID-19) detected in December 2019 in China and after that on January 30, 2020 in India; today the number of cases are increasing day by day. Taking this into consideration, the present study discusses about the spread of Covid-19 pandemic. This paper describes the contact ratio, which explains the increase in spread of corona virus. This study also explains the spread pattern through SIR model which has the combination of three ordinary differential equations. Through this study we get to know the significance of social distancing which is necessary to prevent the transmission of this epidemic.

Keywords: Covid-19, Coronavirus, Pandemic, SIR model, Contact Ratio

Introduction:

As reported by W.H.O., viral infections are emerging and pose a major public health concern. Several viral epidemics have been recorded over the last 20 years. Yet an unexplained disease has been observed in a timeframe that is approaching the present day. Infection caused by this outbreak was due to a new virus corresponding to the COVID-19 family of coronaviruses. The epidemic of Coronavirus Virus 2019 (COVID-19) has produced a public health issue that has had a significant effect on how we are aware of our environment and our immediate environment. At the outset it was observed in Wuhan province of China but now it is spreading around the world and exactly 215 countries are infected with it till date. In India the first case of Covid-19 was reported on January 30, 2020 in Kerala. On 14th of March, 2020, government of India declared this outbreak a "Notified Disaster" and bold step of national lockdown was initiated from 25th of March, 2020. It was a complete shutdown of all services except essential ones. But now some states are easing restrictions based on district level profiling of infectious hotspots from April 20th, 2020.

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COVID-19: General Overview with Mathematical Model

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PRODUCTION PROBLEM WITH THE CONCEPTION OF TASK (JOB) BLOCK CRITERIA

Deepak Gupta¹, Payal Singla, and Sourav Singla

ABSTRACT. The following research study is an attempt at finding the solution regarding the ever present complication of scheduling of n tasks being prepared on the machines with a special focus on preparing time consisting of the shipping time as well as arbitrary lags. These lags include both or any of the start lag and stop lag. The main aim lies in finding an optimal order such that make span could be minimized. To support the conceptual viewpoint an illustrative example with numerical data entries has also been included.

1. INTRODUCTION

Flow shop scheduling is an integral problems with every big or small organisation. No wonder it finds its applicability in industrial sector, the most. The essence of scheduling algorithms to reduce the total production time of tasks. Scheduling of operations is very difficult in itself. However without considering the important and practically fundamental are one of the widest known optimization techniques. The essence of scheduling algorithm is to reduce the total production time of tasks. Scheduling of operations is very difficult issues

¹corresponding author

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Key words and phrases. Flow Shop, Start Lags, Stop Lags, Shipping Time, Job-Block.

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3-STAGE PRODUCTIONS SCHEDULING WITH THE CONCEPT OF SET UP TIME INCLUDING ARBITRARY LAGS

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ABSTRACT

In this paper the concept of arbitrary lags (start lag and stop lag) in n -jobs, 3-machines flow shop scheduling problem where setup time are treated as separate from processing time and transportation time of jobs has been studied. The objective of the study is to propose an algorithm by which we can minimize the make-span in three stage flow shop scheduling problem. A numerical illustration is given to demonstrate the computational efficiency of proposed algorithm as a valuable analytical tool for the researchers.

Keywords: Flow Shop, Setup Time, Shipping Time, Start Lag, Stop Lag.

INTRODUCTION

Flow shop scheduling problems are one of the widest known optimization techniques. The essence of scheduling algorithm is to minimize the make span in a flow shop environment. Scheduling of operations is very difficult issues in the planning, managing of manufacturing processes. The scheduling problems depend upon the important factors like transportation time breakdown effect, total elapsed time, etc. In general, an n job- m machine scheduling problem has $[(n!).(m!)]$ possible outcome. Such a problem does not leave any space for a pen and paper solution. However by staying in the boundaries and limiting the number of machines to 'three' the study has been conducted. Hence for 3 - stage flow shop scheduling complication with considerable set up time and arbitrary lags has been formulated and solved for the purpose of using it in the multiple organizations. The theory of shipping time is another important addition in this study. First of all in the field of scheduling theory an algorithm was introduced by Johnson [1] taking a scheduling problem in this problem n tasks are prepared on two machines. Mitten [2] treated a problem with the concept of time lags. Maggu and Das [3] established equivalent job for job – blocks theorem for 2 stage problem. The conception of shipping (transportation) time is very crucial in flow shop scheduling problem when the machines are distantly placed. Singh. T.P [4] applied the conception of shipping time in scheduling. Gupta, D. and Singh, T.P. [5] worked on $n \times 2$ production problem in which processing time are correlated with their probabilities and set up time are examined. Singh, T.P. and Gupta, D.[6] classified scheduling problem in which n tasks are prepared on 3 machines.

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E-Governance in Higher Education: Benefits & Challenges
Prince Singla
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Abstract

A good higher education system is required for overall development of a nation. A remarkable growth in the higher education sector had made the administration of higher education institutions intricate. Electronic Governance (e-Governance) is the use of Information and Communication Technologies (ICT) for the planning, implementation, and monitoring of government programs, projects, and activities. E-Governance is expected to help deliver cost-effective and easy-to-access citizen services, and improve processing of transactions both within the government, and between the government and other agencies. E-Governance is understood as a set of activities involving the effective contribution of information and communication technology (ICT) for strengthening administration and management in higher education system in India has declined somewhat over the past three decades due to remarkable increase in the number of colleges and universities and their privatization. Many of the software providers allow their clients to choose from the available modules to suit their needs to monitoring of these aspects. In this study, an attempt has been made to discuss the concept of E-Governance and use of latest application in higher education sector.

Key-Words: E-Governance, Information and Communication Technologies (ICT), Indian higher education system (IHS), IMS (Management Information System).

Introduction

India has one of the largest higher education systems in the world. Despite having the largest higher education system, the quality of education, in general, cannot be claimed to be the best. Technical and vocational Education in India has seen enormous growth in recent years with a large increase in total number of institutes imparting higher education. On one hand, this growth promises to produce more skilled youth to fulfil needs of ever growing Indian industry and on the other hand it poses a huge challenge for the governing bodies like UGC, AICTE, NCVT, NCTE, PCI, MCI, INC, DCI etc and state technical education boards to maintain & improve the quality of education being imparted through these new & existing technical and Vocational institutes.

Objectives of the study

The main objectives of the study are stated below:
(a) To understand the concept of e-governance
(b) To study its benefits and challenges

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A New Dimension in Indian Banking: Cashless and Demonetization

Prince Singla
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Introduction

Every economy has classified in three sectors- Agriculture, Industrial and service sector. India is agrarian economy but nowadays India has one of the fastest growing service sectors in the world which contributes 57 percent of GDP in 2012-13 and share of agriculture sector is 17 percent in GDP in 2013-14 but largest employers sector of Indian economy. Banking sector is the strongest pillar of financial sector which plays a vital role in the development of economy. Banking and development both are connected with each other because banks mobilize capital resources and these resources are used for development purposes. The strength of an economy depends on the strength and efficiency of financial system. India's financial market depends upon the efficiency of banks because they accept deposits, attract the most of the savings or the biggest purveyors of credit.

Indian Banking System

The earliest Indian Bank was the bank of Hindustan set up in 1770. In 1935 Reserve Bank of India was constituted as Apex Bank. In 1969 Government of India issued an ordinance and 14 largest commercial banks were nationalized which contains 85 percent of the bank deposits in the country and another 6 commercial banks were nationalized in 1980. India has also adopted LPG Policy under banking sector reforms in 1991, which did not leave banking sector unchanged. In 1991 Narsimha committee was organized which worked out the road map of banking sector reforms.

In Indian context, there were two phases of nationalisation, introduction of RRB's, entry of private sector banks and foreign banks and now e-banking or some important and major changes that affect the structure as well as functioning of the banks from time to time. Technology has become the fuel for rapid change. IT developments in the banking sector have speed up communication and transactions for clients. One of the basic reasons for the development of banking sector is computerization, because with the same efforts or manpower working area of the banking sector was expanded. Indian banking has transferred from intermediary stage of social banking to newly conceived technology based, computer centric and competitive banking.

The RBI has played proactive role in the implementation of information technology in banking sector because:-

1. With the technology operational cost of banks will reduce.
2. Facilitating more efficient transactions among customers the same network.

E- delivery channels

In E-banking system banks are expanding their customer base with the help of multiple e-delivery channels like ATM, Credit/Debit, Smart cards, Internet banking, mobile banking, tele-banking etc. These electronic services may be categorized as follows:-

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IMPACT OF GOODS AND SERVICE TAX (GST) ON INDIAN ECONOMY

Prince Singla

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ABSTRACT :

Present Indian tax system is very complex as it includes cascading effects of tax. GST, being one single indirect tax scheme for the entire nation will attempt to make India united common market. GST referred as Goods and services tax is defined as the giant indirect tax structure designed to support and enhance the economic growth of a country. More than 150 countries have implemented GST so far. However, the idea of GST in India was mooted by Vajpayee government in 2000 and the constitutional amendment for the same was passed by the Loksabha on 6th May 2015 but is yet to be ratified by the Rajyasabha. However, there is a huge hue and cry against its implementation. It would be interesting to understand why this proposed GST regime may hamper the growth and development of the country.



KEYWORDS : GST, Tax, VAT, Indian economy.

INTRODUCTION

The major source of revenue for any nation is the Tax, so for economic development of the nation it is compulsory to have good taxation system. India started its journey towards tax system in the year 1980. GST would be a major move towards Indian economy as since independence India has faced some of the issues because of complex indirect tax system, this complexity is assumed to be resolved by present GST structure replacing all state and central indirect taxes in to one simple unique tax. The Goods and Services Tax (GST) is a vast concept that simplifies the giant tax structure by supporting and enhancing the economic growth of a country. GST is a comprehensive tax levy on manufacturing, sale and consumption of goods and services at a national level. The Goods and Services Tax Bill or GST Bill, also referred to as The Constitution (One Hundred and Twenty-Second Amendment) Bill, 2014, initiates a Value added Tax to be implemented on a national level in India. GST will be an indirect tax at all the stages of production to bring about uniformity in the system. On bringing GST into practice, there would be amalgamation of Central and State taxes into a single tax payment. It would also enhance the position of India in both, domestic as well as international market. At the consumer level, GST would reduce the overall tax burden, which is currently estimated at 25-30%. Under this system, the consumer pays the final tax but an efficient input tax credit system ensures that there is no cascading of taxes- tax on tax paid on inputs that go into manufacture of goods . In order to avoid the payment of multiple taxes such as excise duty and service tax at Central level and VAT at the State level, GST would unify these taxes and create a uniform market throughout the country. Integration of various taxes into a GST system will bring about an effective cross-utilization of credits. The current system taxes production, whereas the GST will aim to tax consumption.

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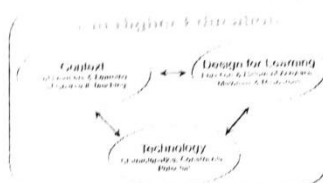
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THE JOURNAL OF HIGHER EDUCATION

Prince Singla
Asst. Professor
Guru Nanak College, Killianwali.



ABSTRACT:

Training is a socially situated action and quality instruction has generally been related with solid educators having high degrees of individual contact with students. ICT has turned into an indispensable piece of the present showing learning process. Successful utilization of innovation can propel understudies, make our classes increasingly powerful and intriguing and re-establish instructor eagerness as they adapt new aptitudes and procedures. The job of ICT in advanced education is winding up increasingly significant and this significance will proceed to develop and create in 21st century. The use of ICT in education not only improves classroom teaching learning process, but also provides the facility of e-learning. The adoption and use of ICTs in education have a positive impact teaching, learning and research. The use of ICT will not only enhance learning environment but also prepare next generation for future lives and careers. This paper features the different effects of ICT on advanced education and investigates different potential future improvements.

KEYWORDS: Information and Communication Technology, ICT Initiatives, Higher Education.

INTRODUCTION:

Information and communication technology (ICT) is a force that has changed many aspects of the way we live. If one somehow managed to look at such fields as drug, the travel industry, travel, business, law, banking, designing and engineering, the effect of ICT over the previous few decades has been colossal. The way these fields operate today is vastly different from the ways they operated in the past. Be that as it may, when one sees instruction, there appears to have been an uncanny absence of impact and far less change than different fields have encountered. Various individuals have endeavored to investigate this absence of movement and impact. There have been a number of factors impeding the wholesale uptake of ICT in education across all sectors. These have included such factors as an absence of subsidizing to help the acquisition of the innovation, an absence of preparing among built up showing professionals, an absence of inspiration and need among instructors to embrace ICT as educating apparatuses. But in recent times, factors have emerged which have strengthened and encouraged moves to adopt ICTs into classrooms and

learning settings. These have included a growing need to explore efficiencies in terms of program delivery, the opportunities for flexible delivery provided by ICTs. The capacity of technology to provide support for customized educational programs to meet the needs of individual learners. As we move into the 21st century, these factors and many others are bringing strong forces to bear on the adoption of ICTs in education and contemporary trends suggest we will soon see large scale changes in the way education is planned and delivered as a consequence of the opportunities and affordances of

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A STUDY ON ISSUES AND CHALLENGES OF WOMEN EMPOWERMENT IN INDIA

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ABSTRACT:

This paper attempts to analyze the status of Women Empowerment in India and highlights the Issues and Challenges of Women Empowerment. Today the empowerment of women has become one of the most important concerns of 21st century. But practically women empowerment is still an illusion of reality. We observe in our day to day life how women become victimized by various social evils. Women Empowerment is the vital instrument to expand women's ability to have resources and to make strategic life choices. Strengthening of ladies is basically the procedure of upliftment of monetary, social and political status of ladies, the generally oppressed ones, in the general

public. It is the way toward guarding them against all types of savagery. The study is based on purely from secondary sources. The study reveals that women of India are relatively disempowered and they enjoy somewhat lower status than that of men in spite of many efforts undertaken by Government. It is found that acceptance of unequal gender norms by women are still prevailing in the society. The examination finishes up by a perception that entrance to Education, Employment and Change in Social Structure are just the empowering components to Women Empowerment.

KEYWORDS: Women Empowerment, Education, Health, Socio-Economic Status, Crimes against women, Policy implications.

INTRODUCTION

Ladies strengthening alludes to expanding the profound, political, social, instructive, sexual orientation or financial quality of people and networks of ladies. Women's empowerment in India is heavily dependent on many different variables that include geographical location (urban / rural) educational status social status (caste and class) and age. Strategies on Women's strengthening exist at the national,

state and nearby (Panchayat) levels in numerous segments, including wellbeing, instruction, monetary chances, sexual orientation based savagery and political cooperation. Anyway there are huge hole between approach headways and genuine practice at the network level. Strengthening of ladies is basically the procedure of upliftment of monetary, social and political status of ladies, the customarily oppressed ones, in the general public. It is the way toward guarding them against all types of savagery. Ladies strengthening includes the structure up of a general public,

a world of politics, wherein ladies can inhale without the dread of abuse, misuse, trepidation, separation and the general sentiment of oppression which goes with being a lady in a customarily male commanded structure. Ladies establish practically half of the total populace however India has indicated lopsided sex proportion whereby female's populace has been relatively lower than guys. To the extent their societal position is concerned, they are not treated as equivalent to men in every one of the spots. In the Western social orders,

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Assistant Professor, Department of Business Management and Commerce, Guru Nanak College, Killianwali

In recognition of the publication of manuscript title

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EFFECTS OF COVID-19 PANDEMIC ON MEDIUM, SMALL AND MICRO ENTERPRISES IN INDIA

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Abstract

The whole planet is facing a stressful time today. A virus called Covid-19 has brought the whole world under pressure, disrupting people's lives and global economy. One of the enormous disasters of 2020 is Covid-19. No country remained out from Covid-19's pit. It has catastrophic consequences on the global economy, whose outcomes are entirely unknown and unpredictable. The main objective of the present study is to examine the effect of Covid-19 Pandemic on Medium, Small and Micro Enterprises in India. For this purpose, the required information has been collected from secondary sources like, Articles, reports, websites. The study reveals that, lack of financing, job losses, identification issues, problems of import and export, migration of workforce and other problems have been facing by MSMEs due to Covid-19 pandemic.

Keywords: MSMEs, Covid-19, Financing, Problem

Introduction

Currently India has more than 7.5 crore MSMEs, of which 25 percent of the firms will face closure, if the lockdown imposed due to covid-19 goes beyond four weeks. If the lockdown will continue more than eight week 43 percent of the shops will shut down (according to all Indian Manufactures Organization), (Rajath Mishra, 2020). These sector employment over 114 million people and contributes more than 30% of GDP. The immediate concerns in the mind of MSMEs are cash flows and working capital, which concerned that, survival, is only possible with substantive financial support and fiscal support packages from government. Some MSMEs believes that a financial stimulus will be enough but others recognizing that Covid-19 is a wakeup call to change to change and improve different aspects of MSMEs operations as well as eco-system and value chain of MSMEs (Rene, V, B, 2020). Udit Misra (2020) has explained, why are MSMEs worst hit by COVID- 19 lock down? And identified that, MSMEs will face lack of financing and job losses, which also effects economic condition of the country. Small industries are the most vulnerable ones. This is because of their size, scale of operation, limited financial managerial resources. They are not able to cope with difficulties that are forced on them. It is difficult even in normal times for them to survive, but they don't have the capacity to deal with something so unexpected, (Suresh Prabhu, 2020). In this back drop, the present study explores the effects of Covid-19 Pandemic on MSMEs.

Research Methodology

The objective of the study is examining the impact of covid-19 lockdown on MSEM. To meet objective of the study the required information has been collected from secondary sources like,

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1

CHANGING DYNAMICS OF WORK AND WORKSPACES DURING COVID-19 PANDEMIC*

BY

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ABSTRACT

The past few months have been the most challenging for everyone. Making us realize and foster the power and vulnerabilities we carry as human beings. None of us prepared for navigating through a global crisis of this nature. People and organizations are swiftly adopting the new rules and creating a differentiator will be the winners of tomorrow. It is, therefore, imperative for us to recognize the changing needs of how we communicate and collaborate. These should circle back to the purpose of why we work, which is to make things, systems, and our lives easier and better. **As the pandemic resets major work trends, HR leaders need to rethink workforce and employee planning, management, performance and experience strategies.** The objective of this article is to identify the changing dynamics of work, workspace and work force; also identified various work practices that the organizations' are trying adapt and reduce the cost on real estate. Reducing business travels due to the pandemic and getting used to various platforms to conduct business meetings has been on the rise. Pandemic may subside in the near future, organizations may make their workforce work remote and workstations may be very limited operationally. Infosys's strategies to adapt to new normal are also discussed.

KEYWORDS

Work, Workforce and Workspaces.

Introduction

The HR leaders must evaluate the lasting impact of corona virus pandemic not only on the future of work but also on the organizations operations and strategic goals, identify the priorities, examine to what degree these trends change pre and post COVID -19. Although it cannot be foreseen when all of this would be over, but whenever that happens commuting to office and

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➤ Mr.Manik Jindal



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A STUDY OF HUMOUR APPEAL IN ADVERTISEMENT

Manik Jindal

Abstract

In recent years a growing number of promotionally minded firms have turned to humour as a primary ingredient in their marketing communications. The success which humorous appeals have been enjoyed

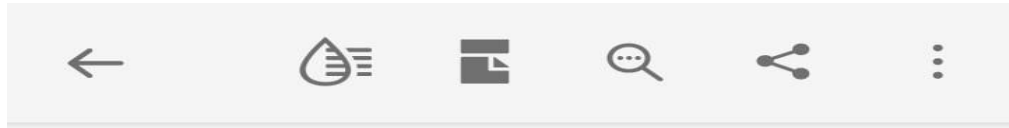
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THINK INDIA JOURNAL

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Diagnosis Of E-Commerce At Rural Level

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Abstract

The E-Commerce is prospered and stands for booming growth in Rural India. Their success depends on the understanding of the market, quantity of consumers and offering various features. This paper gives an idea of E-Commerce in Rural India; represent the various opportunities for vendors, consumers, E-Commerce Industries and factors influencing trust in rural Indians. While rural area availability of Internet or broadband is lower as compare to urban area but Government's dream project Digital India will control or fixed this gap which increases the mass of consumers for E-Commerce world through spreading business using social commerce.

Key words: E-Commerce, Rural and Urban, Digital

Introduction

The term E-commerce was originally conceived to describe the process of conducting business transactions electronically using technology from Electronic Data Interchange (EDI) and Electronic Funds transfer (EFT). These technologies, which first appeared in the late 1970's, allowed for the exchange of information and the execution of electronic transactions between business, typically in the form of electronic purchase orders and invoices. EDI and EFT were the enabling technologies that laid the groundwork for what we now know as E-commerce.

E-Commerce deals with the purchasing and selling of Products and services over an electronic platform, mainly the internet. E-Commerce has various categories such as Business to Business (B2B), Business to Consumer (B2C), Consumer to Business (C2B) and Consumer to Consumer (C2C). E-commerce is an ability to allow business to communicate and to perform transaction anytime and anyplace. The power of e-commerce allows geophysical barriers to vanish, making all consumers and businesses on earth potential customers and suppliers. eBay and Amazon E-Commerce companies are good example of e-commerce businesses are able to post their items and sell them around the Globe and world. The E-Commerce sector growth was based on rapid technology adoption like

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Vol-22-Issue-14-December-2019

Teenage Business

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Abstract

This paper deals with the topic of teenage business, especially in terms of approach and decision-making of young people. An interest to start own business might be influenced by many factors. Some factors are general and some are related to the overall situation in the economy. This paper shows the results of my study. In the research I used questionnaires on 100 respondents. These respondents were students of different colleges in bachelor and master studies. Based on the evaluation and results of this research, I have summarized the main findings and preferences of students in terms of starting a business.

Introduction

Employment of adolescents is commonplace. Adolescents work for a variety of reasons such as helping with family expenses, earning spending money, saving for college or education, and paying personal bills. Additionally, businesses rely on adolescent employees to produce, package, and sell their goods and services. Thus, a symbiotic relationship has been formed between adolescents and employers. High school students also make great entrepreneurs because of their natural open-mindedness and drive to take risks. Teenagers have the capacity to dream outside the realm of their experiences. They are willing and eager to test limits and experiment; developmentally, they are not afflicted with the I-should-know-better-than-to-try-this effect. This propensity to take risks, of course, is not always a good thing and can get teens into serious trouble. That is why it's important to find ways to channel teens' enthusiasm for new and novel experiences in positive ways. Entrepreneurship education is a great start. Teens need opportunities to experiment, but they also need instruction in areas like leadership, time management, and communication. To unleash the potential of teenage entrepreneurs, we need more educational opportunities and accelerators designed for high school students. Even if a teen's first move at an entrepreneurial venture doesn't do well, research shows that if that person is tenacious enough to try again, he increases his odds of success. Entrepreneurs learn just as much, if not more, from their mistakes as they do from their triumphs.

Purpose of the study

The main goal of the research is to determine the interest of students to start a business and their orientation in how to do a business. I wanted to find out the preferences of students,

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whether they want to be employees or whether they are willing and have the courage to take risks associated with the entrepreneurship.

Research Methodology

- The primary source for collecting the information for the report was interaction with the different people of different age groups.
- A Survey using questionnaire was conducted.

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A study on social media marketing

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Abstract

Social media becomes an important communication tool that people use to connect to other people or organization. In recent years, social media is everywhere and has become most important for social networking, sharing contents and online accessing. Because of its alluring highlights, internet based life opens a wide spot for organizations such as online marketing. Marketing which occurs via social media is known as social media marketing. Social media marketing has made possible for organizations to reach prospective customers effectively. Media like Facebook, WhatsApp, Twitter, etc. create a loyal connection between product and individual which leads to large advertising opportunities. This research paper emphasizes on the concept of social media marketing and perception of the buyers towards it.

Keywords: Social media, social media marketing

Introduction

Social media marketing is a new trend and is rapidly growing. Social media marketing can be easily defined as the use of social media channels to promote a company and its products. This kind of marketing can be thought of as a division of online marketing activities. By this new approach of marketing, new tools are being developed. Social media marketers are now going better and more effective insight through the introduction of analytic applications by official social network site platforms. There are different social media sites, and they take many different forms and contain different features. Social networking sites such as Twitter, Google plus, and LinkedIn may differ in some ways, but essentially they work using the same principles.

Social media marketing (SMM) is a form of Internet marketing that utilizes social networking websites as a marketing tool. The goal of SMM is to create content that users will share with their social network to help a company increase brand exposure and broaden customer reach. Social media marketing refers to the process of gaining website traffic or attention through social media sites. Social media marketing programs usually create content that attracts attention and encourages readers to share it with their social networks. SMM helps a company get direct feedback from customers while making the company seem more personable. Some parts of social media give customers the opportunity to ask questions or voice complaints as well. There are certain advantages as well as disadvantages of SMM. These are as follows:

Advantages

- Increased brand awareness
- Better customer satisfaction
- Cost effective
- Decreased Marketing Costs
- Helpful in gaining market insight
- Powerful tool for brand engagement
- Targeting specific audience, etc.

Disadvantages

- Time Consuming
- Risk of negative comments
- Hackers' Threat
- Trademark and Copyright Issues
- Trust, Privacy and Security Issues, etc.

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International Journal of Research in Marketing Management and Sales

<http://www.marketingjournal.net>

Literature review

- Monica Ramsunder, (2011) ^[1] "The Impact of Social Media Marketing on Purchase Decisions in the Tyre Industry." The research study investigates impact of social media marketing on a consumer's purchase decision in the South African tyre industry. It addresses traditional marketing strategies, the consumer's purchase decision journey and Social media marketing strategy.
- Bruno Schivinski, Dariusz Dąbrowski, (2013) ^[2] "The Effect of Social Media Communication on Consumer Perceptions of Brands." In recent years, brand management has been confronting two opposite tendencies: the loss of brand authenticity and the

online social networks. The authors are trying to find which steps online social networks influence consumers' purchasing decision when it comes to food retailers; and why are these steps influenced by online social networks.

Objectives of the study

- To identify the impact of social media on purchasing decisions of consumers
- To study the gap between consumer expectation from social media and its performance.

Research methodology

The methodology used in this research was both primary as

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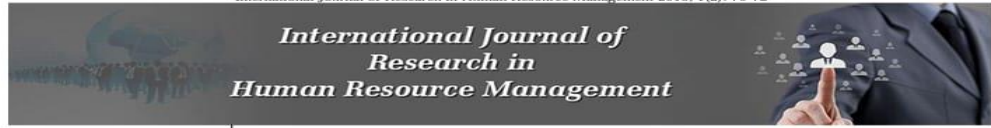


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A study on stress among employees

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Abstract

In the world of competition, the productivity of the employees is an important factor for the success of any organization. Stress is an inevitable part of our lives. It is a universal element and persons from nearly every walk of life have to face stress. Right from birth till death, an individual faces various stressful situations. Stress has become an issue of great concern & worry as it can have damaging physiological & psychological effect on people working in organizations. An attempt has been made through this research paper to know the reason of stress among people belonging to working class.

Keywords: Stress, causes & techniques, impact

Introduction

Stress is a universal element which is being experienced by employees around the globe. It has become a major problem for employers, particularly in developing nations where the employers do not realize the impact of stress on employee performance. In India, every year students strive for their career in various sectors. Stress can't be eliminated as it serves as a driving force if kept at a certain level, so stress needs to be managed in the sense that the level of patient care job satisfaction and other factor that affect it are optimized or minimized.

Stress can also be defined as resistance to come to work and a feeling of continuous pressure. Hence work stress is physical and emotional action that takes place when there is a gap between job requirements, capabilities and resources. Employee's performance is an essential element of organization success. Employee's performance can be significantly delayed by high levels of stress experienced in the work environment. Stress is a universal element and individual in every walk of life have to face it. The employees working in different organizations must deal with stress. The stress contributes to decreased organization performance, decreased employee's overall performance, high staff turnover and absence due to health problems. There are various causes of stress. Some of them are:

- Having a heavy workload
- Too much responsibility
- Risk of termination
- Long working hours
- Poor management
- Dangerous working conditions
- Discrimination or harassment at work
- Loss of a job
- Increase in financial obligations
- Chronic illness
- Injury
- Emotional problems (depression, anxiety, anger, grief, guilt, low self-esteem), etc.

Literature Review

- a. Dua, (1994) ^[1] Feedback is important to enable the bankers to evaluate their performance on the job. Since positive feedback may serve as reinforcement to the self-efficacy belief that leads to higher performance and less stress, bankers who do not receive regular feedback may experience considerable uncertainty about their role performance.
- b. Sharpley *et al.* (1996) stated that there is also evidence that banking is experiencing role ambiguity. Reported that lack of regular feedback about how well bankers were doing was the highest source of stress. The lack of regular feedback received by banking was reported earlier.

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- c. Robbins (2001) Stress results from a mismatch between the demands and pressures on the person, on the one
- To study the impact of job stress on performance and productivity.

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A study on financial literacy among women

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Abstract

With the beginning of various monetary reforms, the extent of whole market is getting more extensive. Several financial items are being presented in the market that is creating the requirement for people to design and contribute their funds carefully. But the degree of money related education among Indian women is still lagging behind. Henceforth, the need emerges to comprehend in detail the issue of financial literacy among women in India. The government is also taking initiatives for making the people more monetarily proficient, yet there continues a great deal of gap in the financial literacy level of men and women. The purpose of this research paper is to study the financial literacy and investment behaviour of working as well as non-working women.

Keywords: Financial literacy, working and non-working women

Introduction

Financial literacy is the major challenge faced by all countries globally. Financial literacy is the skill and attitude towards financial matters. It helps to make informed decisions and well-being of an individual. In today's world market consists of complicated products so the need for financial literacy arises. The government and other private institutions have taken ladder through financial education programs to increase the financial literacy among people of India. Financial literacy is crucial for old and young, men and women, household and working. Having financial knowledge is the key element for making sound financial decisions. Financial literacy helps to grow and manage finances in a proper way. The importance of financial literacy can never be neglected as it not only contributes in the wellbeing of people but also assist them to become economically empowered. Continuously changing financial markets and increasing burden of financial decision making, it has become necessary for women to have knowledge of finance. Women are the larger part of the society and their involvement in financial matters has also increased. In today's world, women are also consuming financial products and services independently as well as in combination with the family members, partner and spouses. But major portion of working women are still unaware of integrated financial terms. There are various benefits of being financial literate. Some of them are:

- **Economic growth:** The nation's overall development needs women investors as well. This helps in enhancing the liquidity in the market and helps to boost up the scope of trade in the economy.
- **Self-independent:** It is essential for women to acquaint themselves with the finance world so as to be financially independent.
- **Freedom from exploitation:** Financial literacy will help in protecting society and individuals against exploitative schemes and inflated interest rate charged by moneylenders.
- **Family wellbeing:** It has been observed that household resources in women's hands has been observed to be more likely spent on improving family well-being, particularly that of children.

Literature review

- Lusardi A. (2006) ^[1] conducted a study on Planning and Financial Literacy: How Do women Fare? Study found that women had little financial literacy, retirement calculation was not an easy task particularly for women and they are much more rely on family, friends and advisers for their financial planning.

Correspondence

Manik Jindal
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Nanak College, Killianwali,
Punjab, India

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International Journal of Financial Management and Economics

- Klatt, M. (2009) ^[2] conducted a study on An Assessment of Women's Financial Literacy. Study found that there are some barriers that women face in regards to financial matters, and showing that women are not participating fully in retirement planning and not as comfortable as men in seeking financial advice.
- Chijwani, M. *et al.* (2014) ^[3] conducted a study of financial literacy among working women in Pune. The study found that the most popular investment avenue among the females interviewed is systematic investment plan.
- D'Ancona, E. L. (2014) ^[4] conducted a study on Financial Literacy and Financial Inclusion of Women in Rural Rajasthan - a Case Study of the Indian School of

- help of financial advisor and 7% by other means.
- 59% were known about the financial privileges provided by the Government to women.

Conclusions

From the study it may be concluded that there is a need for conducting financial literacy programs for women in order to develop an understanding of investment and taking effective investment decisions. The study shows that majority of the women were investing their money in investment instruments by taking help of their family and friends. The study also reveals that the most of women are still lagging behind in taking financial decisions.

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Assistant Professor
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TITLE OF RESEARCH PAPER

**A STUDY ON INVESTMENT IN HOME
STAY BUSINESS**

This is certified that your research paper has been published in
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Editor in Chief

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AN INTERNATIONAL BILINGUAL PEER REVIEWED REFEREED RESEARCH JOURNAL

INTERNAL AUDITING AND FRAUD DETECTION

Manik Jindal*

ABSTRACT

Internal audit acts as an aid in the process of fraud investigation. It plays vital role in corporate governance. Its effectiveness is based on management support, their perception as well as on the controlling authority. Ever changing dynamics of different organisations have increased the scope of internal auditing. The aim of this paper was to measure the effectiveness of internal auditing techniques in fraud detection in various organisations. This study revealed that internal auditing helps in detecting various frauds. This paper also discusses about the basic principles of auditing. A sample of 80 organisations was taken to fulfil the objective of the study.

Keywords: Internal Audit, Fraud, Detection

Introduction :

Internal auditing is an appraisal function, performed by an internal auditor is appointed by the management, within an organisation which helps in evaluating various activities in the organisation. Internal auditing helps the members of the organisation in discharging their responsibilities successfully with the help of appraisals, recommendations, analysis, etc.

Internal auditing defined by Institute of Chartered Accountants of India, "Internal audit is an independent management function, which involves a continuous and critical appraisal of the functioning of an entity with a view to suggest improvements thereto and add value to and strengthen the overall governance mechanism of the entity, including the entity's strategic risk management and internal control system."

The core principles proposed to characterize an effective internal audit function are as follows:

- Demonstrate uncompromised integrity.
- Display objectivity in mindset and approach.
- Demonstrate commitment to competence.
- Align strategically with the aims and goals of the enterprise.
- Have adequate resources to effectively address

significant risks.

- Demonstrate quality and continuous improvement.
- Achieve efficiency and effectiveness in delivery.
- Communicate effectively.
- Provide reliable assurance to those charged with governance.
- Be insightful, proactive, and future-focused.
- Promote positive change.

Below are some of the characteristics of internal auditor:

- Impartial and Open-minded: Nobody likes a referee who plays favourites, or an internal auditor who is biased. Internal auditors are paid to provide assurance on, among many things, other people's work. So, it should go without saying that an internal auditor's personal opinions, or biases, must be kept in check.
- Open and Transparent: It is human nature for audit clients to be more open and trusting of auditors who are open and trusting of them. Creating an atmosphere of openness most often tends to improve audit results.
- Honest: Virtually all internal auditors recognize

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AN INTERNATIONAL BILINGUAL PEER REVIEWED REFEREED RESEARCH JOURNAL

A STUDY ON INVESTMENT IN HOME STAY BUSINESS

Manik Jindal*

ABSTRACT

The community investment has become a new trend and is making a significant impact in tourism sector. One such community investment is 'HOME STAY'. Home stay has evolved as a major contributor in meeting the high demand of accommodation facility in the tourism industry. Various studies have revealed that the owners are unaware of the systematic investment process. Also some of them have failed in assessing the viability of the investment. To study the basic investment process this research has been conducted in Gurugram. From the study it has been found that main attraction for home stay investment is the revenue as well as other non-monetary benefits.

Keywords : Community, Investment, Process

Introduction :

Interest in the natural environment, heritage, arts, history, language, customs and cultures of people in other lands has encouraged travelling. The opportunity to observe how others live, think and interact with their environment exerts a powerful attraction. Travellers seek to experience locale's arts, music, painting, sculpture, architecture, festivals. India is a large market for travel and tourism. It offers a diverse portfolio of niche tourism products - cruises, adventure, medical, wellness, sports, MICE, eco-tourism, film, rural and religious tourism. India has been recognized as a destination for spiritual tourism for domestic and international tourists. India was ranked 34th in the Travel & Tourism Competitiveness Report 2019 published by the World Economic Forum. As of 2019, 4.2 crore jobs were created in the tourism sector in India which was 8.1 per cent of total employment in the country. According to WTTC, India ranked 3rd among 185 countries in terms of travel & tourism's total contribution to GDP in 2018. The launch of several branding and marketing initiatives by the Government of India such as 'Incredible India!' and 'Athiti Devo Bhava' has provided a focused impetus to growth. In September 2018, the Indian government

launched the 'Incredible India Mobile App' to assist the traveller to India and showcase major experiences for travelling.

Tourism investments are important to tourism countries as well as to the tourism destinations. These investments are needed to develop various tourism projects. Community investment is making its own significant impact in the field of tourism. It is a way of serving both the local residents as well as the tourists. Investors invest in these community related projects such as guest houses, eco-lodges, home stays, etc.

Concept of Home Stay :

Home Stay is basically visiting somebody's home in a foreign country which allows the visitors to rent a room in order to learn local culture, lifestyle, or language. It is a living arrangement offered by a host or host family that involves staying in their house. The guest of a home stay would be staying in home-like accommodation with shared living spaces and facilities. Apart from accommodation home stay offers various activities which give guests the unique opportunity to experience the specific culture of the area.

Application format for an establishment of Home Stay

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4. Full Time Teachers during the last five years

For the Academic Year 2015-17

Name of the College - GURU NANAK COLLEGE KILLIANWALI (UKTSAR)

S. No.	Name of Teacher	Father's Name	Designation	Qualification	Teaching Experience	Grade of Salary	Grade of pay	Date of Appointment	Nature of Appointment	Date of Birth	Uin Approval No. & Date
1	D. Sarwan Singh Thaur	Sh. Deewan Singh	Principal	M.A. (Ed), P.T.D. (Ed), M.Phil. (So. Edu), NET (Ed), SET (So)	19Y	BA	37400-47000 +10000GDP	5/14/2015	Regular	5/27/1970	MscA-41220 dt:11/02/2012 GN College MscA-4 5988 dt: 28/7/2015 Dn (C.No. 11/5-16 Gen-10) dt:18/02/2015
2	D. Anand Kumar	Sh. Suman Singh	Asst. Prof. Pujya	M.A. (Hindi), P.T.D.	22Y 5m	BA III	37400-47000	8/11/2015	-	22/4/57	Msc. A-2750 dt: 5/1/14
3	D. Kulwinder Singh Sandhu	Sh. Ranjit Singh	Asst. Prof. Pujya	M.P. Ed, M.S. P.T.D.	23Y	BA III	37400-47000	8/8/2015	-	4/2/82	Msc. (C.A.S) dt: 27/11/99
4	Usha Sarwan Kaur	Sh. Sarwan Singh Behra	Asst. Prof. English	M.A. (Hindi), B. Ed	22Y	BA III B Com I	37400-47000	13/8/94	-	3/9/84	Msc. 3514 dt: 15/5/04
5	Sh. Anil Kumar	Sh. Karam Singh	Asst. Prof. P.S.O.	M.A. NET	19Y 6m	BA III	19500-31000	22/11/99	-	11/3/78	Msc. A-27252
6	Usha Usha Singh	Sh. Anwar Khan Jodai	Asst. Prof. Com.	M. Com., B. Ed, NET	19Y 10m	B Com III	37400-47000	4/10/2000	-	1/7/74	Msc. A-2945 dt: 02/07/11
7	D. Seema Singh	Sh. Ranj Singh	Asst. Prof. Com.	M. Com., M. Ed, P.T.D., P.G.D.C.A. NET	19Y 10m	B Com III	19500-31000	18/10/04	-	25/11/73	Msc. A-2883 dt: 10/02/05
8	D. Deepa Bhatnagar	Sh. Harjit Singh	Asst. Prof. Hindi	M.A. P.T.D.	19Y	BA III	19500-31000	19/10/04	-	22/02/71	Msc. A-27251 dt: 07/04/05
9	Sh. Chandra Singh	Sh. Parveen Singh	Asst. Prof. Hindi	M.A. U.C. NET	19Y	M.A. (Hindi)	19500-31000	21/09/10	-	30/05/55	Msc. A-29715 dt: 18/10/11
10	D. Raj Kaur Singh	Sh. Dinesh Singh	Asst. Prof. Pujya	M.A. M.Phil., P.T.D., NET	19Y	M.A. (Hindi)	19500-31000	24/05/12	-	29/10/75	Msc. A-43874 dt: 23/07/12
11	Usha Gurnam Jais Kaur	Sh. Balraj Singh	Asst. Prof. Pujya	M.A. M.Phil., NET, B. Ed	31Y 9M	BA III M.A. III	19500-31000	6/10/2013	-	4/4/1955	Msc. A-3105 dt: 15/02/15
12	Usha Babinder Kaur	Sh. Parvinder Singh	Asst. Prof. Hindi	M.A. NET	19Y	M.A. III	19500-31000	14/02/13	-	15/9/1955	Msc. A-4482 dt: 15/02/15
13	Usha Sarwan Singh	Sh. Wajid Singh	Asst. Prof. Pujya	M.A. M.Phil., B. Ed, NET	17Y	M.A. III	19500-31000	03/10/2015	-	22/07/82	Msc. A-4473 dt: 28/02/2015
14	Usha Sarwan Kaur	Sh. Vardh Kaur	Asst. Prof. CAS	P.G.D.C.A.	0	P.G.D.C.A. B.A.	19500-31000	8/10/2015	-	14/7/1961	Asst.
15	Usha Gaur Singh	Sh. Parveen Singh	Asst. Prof. CAS	M.S. CAS	0Y	BA III	13000	02/02/2015	Contract	15/9/1986	
16	Usha Sarda Kaur	Sh. Anand Kaur Kaur	Asst. Prof. Man.	M.S. CAS, M.A.	3Y	BA III B. Ed	10200	7/10/2015	-	15/07/1969	
17	D. Praveen Kaur	Sh. Eshu Lal Nagal	Asst. Prof. Edu.	M. Com., M.A. (Ed), M.Phil. P.T.D.	19Y	BA III B. Com I	10000	7/10/2015	-	4/2/1982	
18	Usha Sarwan Singh	Sh. Manmeet Singh	Asst. Prof. Pujya	M.A. B. Ed, M.Phil.	19Y	BA III	8000	7/10/2015	-	3/10/1953	
19	Usha Veer Singh	Sh. Veer Parwan	Asst. Prof. Hindi	M.A. Ed, P.G.D.C.A., M.A.	0	BA B Com	8000	7/10/2015	-	3/11/1986	
20	Usha Sarwan Singh	Sh. Veer Parwan	Asst. Prof. Hindi	M.A. B. Ed, M.Phil., NET	0	BA U.A.	10000	8/20/2015	-	17/9/1955	
21	Usha Veer Singh	Sh. Sarwan Singh	Asst. Prof. Com.	M. Com.	19Y	B Com	8000	8/10/2015	-	10/20/1992	
22	Usha Sarwan Singh	Sh. Veer Parwan Singh	Asst. Prof. Com.	M. Com., B. Ed, M.A.	19Y	B Com III	8000	8/20/2015	-	5/10/1992	
23	Usha Sarwan Singh	Sh. Veer Parwan Singh	Asst. Prof. Hindi	M.A. B. Ed	0	BA III	9000	8/20/2015	-	10/9/1981	
24	Usha Sarwan Singh	Sh. Veer Parwan Singh	Asst. Prof. Hindi	M.A.	0	BA III M.A. III	8000	8/20/2015	-	22/11/1993	
25	Usha Sarwan Singh	Sh. Veer Parwan Singh	Asst. Prof. Hindi	M.A.	0	BA III	12000	28/02/14	-	3/02/1990	

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Date: Year 2017-18

Performa for Annual Qualification Return (Session 2017-18)

Name of the College: GURU NANAK COLLEGE KILLIANWALI (SRI UKTSAR SAHIB)

Sr. No.	Name of Employee	Designation	Qualification	Teaching Experience	Post Held	Grade of Pay	Date of Appointment	Nature of Appointment	Date of Birth	On Approval to Date
1	Hinder Singh Thakur	Principal	M.A. M. Ed. Ph.D. (Ed.) M.Phil. (So. Ed.) M. Ed. (Ed.) S.T. (Ed. So.)	19Y	BA	37400-61000 +10000Gp	14.05.2016	Regular	27.05.1970	Muz. A-1720 dt 11/12/2017 On Comp. Muz. A-1882 dt 27/07/15 On C.No. 1153 dt 08/11/15 dt 15/02/2015
2	Dr. Kamini Singh Sandhu	Asst. Prof. Edu.	M. Ed. M.S. Ph.D.	20Y	BA/III	37400-57000	8.8.90	Reg.	4.2.62	Muz. A-282 dt 27.11.15
3	Mrs. Sondeep Kalia	Asst. Prof. English	M.A. M.Phil. B. Ed.	22Y	BA/III Com I	37400-57000	13.8.94	Reg.	1.9.64	Muz. A-381 dt 15.5.14
4	Sr. Asst. Bhai	Asst. Prof. Edu. So.	M.A. (Good) M. Ed. NET	20Y Em	BA/III	37400-57000	22.11.99	Reg.	1.1.75	Muz. A-275 dt 15.5.14
5	Mrs. Usha Bhat	Asst. Prof. Com.	M.Com. B. Ed. NET	20Y Em	B Com/III	37400-57000	4.10.2000	Reg.	1.7.74	Muz. A-245 dt 05.5.17
6	Dr. Sarpreet Kaur	Asst. Prof. Com.	M.Com. M. Ed. Ph.D. D. G. D. C. A. NET	17Y, 10m	B Com/III	37400-57000	18.10.04	Reg.	25.11.73	Muz. A-253 dt 10.2.25
7	Dr. Bujari Bhusan	Asst. Prof. Hindi	M.A. Ph.D.	16Y	BA/III	37400-57000	19.10.04	Reg.	22.02.71	Muz. A-270 dt 07.24.15
8	Dr. Raj Koyal Singh	Asst. Prof. English	M.A. M.Phil. Ph.D. NET	6Y	BA/III	37400-57000	24.05.12	Reg.	29.10.75	Muz. A-423 dt 07.20.12
9	Mrs. Gurnoor Jait Kaur	Asst. Prof. English	M.A. M.Phil. Ph.D. NET	4Y 9M	BA/III	37400-57000	10.06.2013	Reg.	04.04.1985	Muz. A-376 dt 15.4.2015
10	Mrs. Gauri Gada	Asst. Prof. English	M.A. B. Ed. UGC NET	1Y	BA	37400-57000	20.07.2017	Reg.	10.07.1983	Muz. A-410 dt 07.12.2017
11	Dr. (Mrs) Khushbala Grewal	Asst. Prof. English	M.A. M.Phil. Ph.D. NET, B. Ed. UGC NET	9Y 5M	BA	37400-57000	01.12.2017	Reg.	04.01.1975	
12	Mrs. Gurbinder Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
13	Mrs. Gurpreet Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
14	Dr. (Mrs) Preeti Singh	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
15	Mrs. Deepika	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
16	Mrs. Gurbinder Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
17	Mrs. Gurbinder Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
18	Mrs. Gurbinder Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
19	Mrs. Shweta Devi	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
20	Mrs. Anshu Bajwa	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
21	Mrs. S. Jagjit Singh	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
22	Mrs. Banoon Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
23	Mrs. Jagjit Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
24	Mrs. Manpreet Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
25	Mrs. Rajwinder Kaur	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	
26	Mrs. Harpreet Singh Bhatti	Asst. Prof. Hindi	M.A. M.Phil. Ph.D.	4Y	BA B Com	37400-57000	01.12.2017	Reg.	15.08.1987	

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Academic Year 2018-19
 Name of the College: GURU NANAK COLLEGE, KILLIANWALI (SRI MUKTSAR SAHIB)
 Performa for Annual Qualification Re/turn (Session 2018-19)

Sl. No.	Name of Employee	Father's Name	Description	Qualification	Teaching Experiences	Posts Held	Grade of pay	Last of Appointment	Nature of Appointment	Date of Appointment	Dr. Approval No. & Date
1	Dr. Suresh Singh Thakur	Sh. Dharma Singh	Principal	M.A. Ph.D. (Ed), M.Phil. (Ed), NET (Ed), SET (Ph. Ed)	20Y	BA	31200-47000	14.05.2016	Regular	27.05.1970	MCA/44372/01/12/2018 (On Comp. MCA/44368 & 20/2018 Dr. C/S/ 115/14 Com 10/d 4/9/2018)
2	Dr. Kulwinder Singh Saroya	Sh. Raji Singh	Asst. Prof. Edu.	M.P. Ed, M.S. Ph.D.	27Y	BA, U.I.I.III	31200-57000	8.8.92	-0-	4.2.92	MCA/ 10436/02/ 11.96
3	Mrs. Sumera Kaur	Sh. Sarwan Singh Bawa	Asst. Prof. English	M.A. Ph.D., B. Ed	24Y	BA, U.I.III B Com	31200-67000	13.8.84	-0-	3.8.84	MCA/ 58114/ 01/15/94
4	Sh. Anil Bawa	Sh. Keshan Bawa	Asst. Prof. Pa. So.	M.A. (Ed), M.Phil. NET	27Y Em	BA, U.I.III	31200-67000	22.11.99	-0-	11.3.75	MCA/ A/32052/ 01/17/04/2020
5	Mrs. Usha Bawa	Sh. Anwar Kaur Jindal	Asst. Prof. Com.	M.Com., B. Ed, NET	21Y, 10m	B Com, U.I.III	31200-67000	4.10.2000	-0-	1.7.74	MCA/ 14234/45/ 01/05/01
6	Dr. Seema Bawa	Sh. Ram Saroo	Asst. Prof. Com.	M.Com., M.Ed. Ph.D., P.D.C.A. NET	19Y, 10m	B Com, U.I.III	35000-39100	19.10.04	-0-	25.11.73	MCA/ 24328/01/ 10/22/05
7	Dr. Swati Bawa	Sh. Haru Raj Sharma	Asst. Prof. Hindi	M.A. Ph.D.	17Y	BA, U.I.III	31200-67000	19.10.04	-0-	22.02.71	MCA/ A/27209/ 01/07/04/05
8	Dr. Raj Kaur Singh	Sh. Durg Singh	Asst. Prof. Punjabi	M.A. M.Phil. Ph.D. NET	7Y	M.A. I, M.A. II	35000-39100	24.05.12	-0-	29.10.75	MCA/ 24438/04/ 01/21/12
9	Mrs. Gaurdeep Kaur	S. Bawa Singh	Asst. Prof. Punjabi	M.A. M.Phil. NET, B. Ed	5Y 9M	M.A. I, III	35000-39100	10.06.2013	-0-	04-04-1985	MCA/ A/ 3176/ 01/ 19/05/15
10	M. Parveen Kaur	Sh. Bheem Singh	Asst. Prof. History	M.A. B. Ed, M.Phil. UGC, NET	24 Y	M.A.	35000-39100	26.04.2017	-0-	27.04.1999	MCA/ 24460/04/ 02/07/2018
11	Mrs. Sima Devi	Sh. Ved Prakash	Asst. Prof. History	M.A. B. Ed, M.Phil. NET	11 Y 11 M	M.A.	35000-39100	31.05.2017	-0-	05-07-1985	499 Y
12	M. Anshu Bhatia	Sh. Om Prakash Bhatia	Asst. Prof. Commerce	M.Com. UGC, JRF	2Y	M.Com.	35000-39100	14.01.2017	-0-	05-06-1994	MCA/ A/ 10044/ 01/ 04/2018
13	Mrs. Gauri Gupta	Sh. Atok Kaur	Asst. Prof. English	M.A. B. Ed, UGC, NET	2Y	BA	35000-39100	20.01.2017	-0-	30.07.1984	MCA/ A/ 44520/ 01/ 01/2017
14	M. Deepika	Sh. Harpreet Kaur	Asst. Prof. Commerce	M.Com. NET	1.5 Y	B Com	35000-39100	27.11.2017	-0-	15.12.1991	MCA/ 24460/02/ 02/07/2018
15	Dr. Mani Nourunisa Gurbachan Kaur	Sh. Karan Singh	Asst. Prof. Punjabi	M.A. M.Phil. Ph.D. NET, B. Ed, Com	10 Y 6	BA	35000-39100	01.12.2017	-0-	04.01.1975	MCA/ A/ 44344/ 01/ 10/05/2018
16	Dr. Iqbal Prajal Singh	Sh. Ram Saroo Singh	Asst. Prof. Math	M.A. M.Phil. Ph.D.	5 Y	BA, B Com	35000-39100	01.12.2017	-0-	02.09.1986	MCA/ A/ 10144/ 01/ 01/12/2018
17	Mrs. Deepreet Kaur	Sh. Harman Singh	Asst. Prof. Economics	M.A. M.Phil. NET, B. Ed	5 Y	BA, B Com	35000-39100	01.12.2017	-0-	15.04.1987	MCA/ A/ 4045/ 01/ 10/05/2018
18	M. Gurbinder Kaur	S. Gurdal Singh	Asst. Prof. Computer Science	MCA, NET	1.4 Y	BA	35000-39100	19.12.2017	-0-	07.07.1997	MCA/ A/ 4315/ 01/ 21/05/2018
19	M. Romant Kaur	Sh. Bheem Dass	Asst. Prof. History	M.A.	2Y	BA, U.I.I.III	800	01.04.2018	Contract	21.02.1993	
20	Mrs. Jasraj Kaur	S. Loo Singh	Asst. Prof. Hindi	M.A. M.Phil. NET, B. Ed	2Y	BA	1000	01.04.2018	Contract	11.02.1986	
21	M. Harpreet Kaur	S. Harpal Singh	Asst. Prof. Punjabi	M.A. B. Ed	1Y	BA	600	14.04.2018	Contract	17.04.1992	
22	M. Disha	Sh. Rajdeep Kaur	Asst. Prof. Commerce	M.Com. NET		B Com, M.Com	1000	04.04.2018	Contract	07.05.1995	
23	M. Harpreet Kaur	S. Sukhinder Singh	Asst. Prof. Commerce	M.Com. NET	3.5m	B Com, M.Com	1000	21.04.2018	Contract	21.03.1994	
24	M. Jaspreet Singh	Sh. Hardev Singh	Asst. Prof. Hindi	M.A. NET	4y	BA	1000	04.09.2018	Contract	12.07.1985	
25	M. Anshu Singh	Sh. Hardev Singh	Udyan	M.A.			8000	21.09.2018	Contract	07.05.1984	

Principal
 Guru Nanak College
 Killianwali (Sri Muktsar Sahib)



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For the Academic Year 2019-20
Performa for Annual Qualification Return (Session 2019-20)
Name of the College : GURU NANAK COLLEGE, KILLIANWALI, SRI MUKTSAR SAHIB

Sr No	Name of Employee	Father's Name	Designation	Qualification	Teaching experiences	Periods Absent (B/A/B Com I/III)	Grade of pay	Date of Appointment	Nature of Appointment	Date of Birth	Un-Approval No. & Date
1	Dr. Sunder Singh	Sh. Deewan Singh	Principal	M.A. (Ed), Ph.D. (Ed), M.Phil (So. Edu), NET (Ed), SET (Ed, So)	21Y	B.A-I	37400-67000 *10000Gp	5/14/2016	Regular	5/27/1970	MSc-4/17/2011 at 11/12/2012 On Comp-MSc-4/18/2016 & 24/7/2016 On Comp-11/5-B Com-I/3 at 18/02/2018
2	Dr. Kulwinder Singh Sarow	Sh. Ranjit Singh	Asst. Prof. Phy. Edu	M.P.Ed. NIS, Ph.D	28Y	B.A/III	37400-67000	8.8.90	->	4.2.82	Msc. 19/35 Dt. 27.11.90
3	Mrs. Sunder Kaur	Sh. Sarda Singh Bata	Asst. Prof. English	M.A. M.Phil, B.Ed	25Y	B.A/III B Com I	37400-67000	13.8.94	->	3.9.64	Msc. 5/14 Dt. 15.6.04
4	Dr. Amr Behal	Sh. Karam Bader	Asst. Prof. P.G. So	M.A. (Gold Medal), NET	22Y em	B.A/III	37400-67000	22.11.99	->	11.3.76	Msc. A-2/2/2015 dt. 7/10/2020
5	Mrs. Usha Rani	Sh. Amar Nath Jindal	Asst. Prof. Comm.	M.Com., B.Ed. NET	22Y, 10m	B Com I/III	37400-67000	4.10.2000	->	1.7.74	Msc. A-2/4/5 Dt. 06/01
6	Dr. Seema Rani	Sh. Ram Saroop	Asst. Prof. Comm.	M.Com., M.Ed. Ph.D. P.G.D.C.A. NET	19Y, 10m	B Com I/III	15600-39100	18.10.04	->	25.11.73	Msc. A-2/6/3 Dt. 10/02/05
7	Dr. Bawal Bhushan	Sh. Hans Raj Sharma	Asst. Prof. Hindi	M.A. Ph.D	18Y	B.A/III, M.A/III	37400-67000	19.10.04	->	22.02.71	Msc. A-2/2/2019 dt. 07.04.05
8	Dr. Raj Kirpal Singh	Sh. Deep Singh	Asst. Prof. Punjabi	M.A. M.Phil, Ph.D., NET	8Y	M.A/III	15600-39100	24.05.12	->	29.10.76	Msc. A-4/8/14 dt. 23.07.12
9	Mrs. Guninder Jeet Kaur	S. Balbir Singh	Asst. Prof. Punjabi	M.A. M.Phil, NET, B.Ed	6 Y 9M	M.A/III	15600-39100	6/10/2013	->	4/4/1965	MSc-4/ 3/05 dt. 18/4/2015
10	Mt. Parveen Kaur	Sh. Bhandar Singh	Asst. Prof. History	M.A. B.Ed. M.Phil, UGC NET	4Y	M.A/II, B Com I	15600-39100	4/25/2017	->	5/27/1990	Msc. A-4/5/4 dt. 02/07/2018
11	Mt. Ashish Bagha	Sh. Om Parkash Bagha	Asst. Prof. Commerce	M.Com. UGC JRF	3Y	M.Com/II	15600-39100	7/1/2017	->	6/9/1994	MSc-4/10/24 dt. 11/02/2018
12	Mrs. Gauri Guda	Sh. Atok Kumar	Asst. Prof. English	M.A. B.Ed. UGC NET	3Y	B.A/III	15600-39100	7/20/2017	->	7/20/1988	MSc-4/4/20 dt. 8/12/2017
13	Dr. Mani Khushab Gulabshah Kaur	Sh. Kandeep Singh	Asst. Prof. Punjabi	M.A. M.Phil, Ph.D., NET, B.Ed. Gan	11Y5	B.A/III	15600-39100	12/1/2017	->	1/4/1975	MSc-4/4/65 dt. 10/08/2018
14	Dr. (Mrs.) Pooja Singla	Sh. Ram Saroop Singla	Asst. Prof. Math	M.A. M.Phil, Ph.D	6 Y	B.A-I/III B Com I	15600-39100	12/1/2017	->	9/2/1966	MSc-4/4/17/4 dt. 9/10/2018
15	Mrs. Manpreet Kaur	Sh. Harbans Singh	Asst. Prof. Economics	M.A. M.Phil, NET, B.Ed	6Y	B.A-I/III B Com I	15600-39100	12/1/2017	->	9/16/1997	MSc-4/4/8/61 dt. 10/09/2018
16	Mt. Guninder Kaur	S. Gurjit Singh	Asst. Prof. Computer Application	MCA NET	2.4 Y	B.A-I/III, PGDCAI	15600-39100	12/19/2017	->	7/7/1991	MSc-4/4/8/15 dt. 27/08/2018
17	Mrs. Jasjail Kaur	S. Labh Singh	Asst. Prof. Hindi	M.A. M.Phil, NET, B.Ed	3Y	M.A/II	15600-39100	1/15/2019	->	3/11/1966	MSc-4/19/15/20 dt. 12/12/2019
18	Mt. Guninder Singh	Sh. Gursewak Singh	Asst. Prof. Hindi	M.A. NET/M.Phil, B.Ed. PGDCA	4Y	M.A/II	15600-39100	1/15/2019	->	11/11/1984	MSc-4/19/15/20 dt. 12/12/2019
19	Mt. Pooze Singla	Sh. Gursi Ram	Asst. Prof. Commerce	M.Com. NET	8m	M.COM/II	15600-39100	1/15/2019	->	5/11/1995	MSc-4/19/15/20 dt. 12/12/2019
20	Mt. Ronan Kumar	Sh. Bhagwan Dass	Asst. Prof. History	MA	3Y	B.A/III, M.A/II	8000	8/1/2019	Contract	12/11/1993	-NA-
21	Mt. Disha	Sh. Rajender Kumar	Asst. Prof. Commerce	M.Com. NET	1Y	M.COM/II	10000	8/1/2019	Contract	5/7/1996	-NA-
22	Mt. Jagdeep Singh	Sh. Mahesh Singh	Asst. Prof. Punjabi	MA	3Y	B.A-I/III B.COM I, M.A/II	7000	8/1/2019	Contract	3/10/1989	-NA-
23	Mt. Mani Jindal	Sh. Saur Kumar	Asst. Prof. Commerce	M.COM, NET	NIL	B.COM/II M.COM/III	10000	8/1/2019	Contract	7/15/1996	-NA-
24	Mt. Anandpreet Singh	Sh. Madhira Singh	Librarian	M.LD	1Y 9M	M.COM/II	6600	8/1/2019	Contract	5/7/1994	-NA-

Principal
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Academic Year 2020-21

Name of the College : GURU NANAK COLLEGE, KILLIANWALI (SRI MUKTSAR SAHIB)

Performa for Annual Qualification Return (Session 2020-21)

No	Name of Employee	Father's Name	Designation	Qualification	Teaching experience	Passing Board/Con III	Grade of Pay	Date of Appointment	Nature of Appointment	Date of Appointment	U/G Approval No. & Date	Remarks
1	Dr. Sunder Singh	Sh. Dharam Singh	Principal	M.A.M.Ed. (P.D.Ed), M.Phil (Ed., Edu), NET (Ed), SLET (PA 30)	21Y	B.A.I	31400-0100	01/02/19	Regular	20/11/19	M.A.S.A/17/15/11/2021 P.D. Order No. 44/1999 dt. 20/11/2015 P.D. Ch. 115/14 G.O. 10/18 19/02/2016	5
2	Dr. Kawadeer Singh Sandhu	Sh. Ranjit Singh	Asst. Prof. Phy. Edu	M.P.Ed. M.S. Ph.D	28Y	B.A.II.III	31400-0100	08/10	-	4/2/82	M.A.S.A/20/21-11-20	31
3	Mrs. Sunder Kaur	Sh. Suresh Singh Bhatia	Asst. Prof. English	M.A.M.Phil., B.Ed	25Y	B.A.III B.Com.I	31400-0100	13/3/84	-	13/3/84	M.A.S.A/14/01/15/84	27
4	Sh. Anil Dhall	Sh. Kiran Bhatia	Asst. Prof. Pg. Sci	M.A (Gen. Med.), NET	22Y 6m	B.A.II.III	31400-0100	22/11/90	-	11/3/78	M.A.S.A/20/02 dt. 17/04/2020	22
5	Mrs. Usha Rani	Sh. Anwar Naim Jindal	Asst. Prof. Comm.	M.Com., B.Ed. NET	22Y 10m	B.Com.II.III	31400-0100	4/10/2000	-	1/7/74	M.A.S.A/20/04/01/99/01	21
6	Dr. Seema Rani	Sh. Ram Sarop	Asst. Prof. Comm.	M.Com., M.Ed (P.D.), P.D.C.A. NET, PG. Dip. Edu	19Y 10m	B.Com.II.III	15000-3100	18/10/04	-	25/11/73	M.A.S.A/20/03 dt. 10/02/2015	17
7	Dr. Dhawal Bhushan	Sh. Hans Raj Sharma	Asst. Prof. Hindi	M.A. Ph.D.	18Y	B.A.II.III, M.A.II	31400-0100	13/10/04	-	22/02/71	M.A.S.A/20/01 dt. 01/04/05	17
8	Mrs. Gurminder Jett Kaur	S. Babar Singh	Asst. Prof. Punjabi	M.A. M.Phil., NET, B.Ed	6Y 9M	M.A.II	15000-3100	07/02/2013	-	4/4/1953	M.A.S.A/01/31/05 dt. 15/04/2015	8
9	M. Asha Begha	Sh. Om Prakash Begha	Asst. Prof. Commerce	M.Com. UGC JRF	3Y	M.Com.II B.COM.III	15000-3100	7/10/2017	-	03/11/94	M.A.S.A/10/04/01 dt. 01/02/2018	4
10	Mrs. Gauri Gupta	Sh. Anoop Kumar	Asst. Prof. English	M.A. B.Ed. UGC NET	3Y	B.A.II.III	15000-3100	7/02/2017	-	7/02/1988	M.A.S.A/44/02 dt. 01/02/2017	4
11	Dr. (Mrs) Kusumaa Gurbachan Kaur	Sh. Kantara Singh	Asst. Prof. Punjabi	M.A. M.Phil., Ph.D., NET, B.Ed. Gen. Edu	11Y 6m	B.A.II.III	15000-3100	12/10/2017	-	18/4/1975	M.A.S.A/48/53 dt. 15/02/2018	4
12	Dr. (Mrs) Pooja Singh	Sh. Ram Saroop Singh	Asst. Prof. Math	M.A. M.Phil., Ph.D.	6Y	B.A.-II.III	15000-3100	12/10/2017	-	5/01/1988	M.A.S.A/41/10/14 dt. 24/10/2018	4
13	Mrs. Manpreet Kaur	Sh. Harbans Singh	Asst. Prof. Economics	M.A. M.Phil., NET, B.Ed	5Y	B.A.-II.III	15000-3100	12/10/2017	-	3/15/1987	M.A.S.A/48/51 dt. 10/02/2018	4
14	Mrs. Gurbinder Kaur	S. Gulraj Singh	Asst. Prof. Computer Application	MCA NET	24Y	B.A.-II.III	15000-3100	12/10/2017	-	7/01/1981	M.A.S.A/40/31/01 dt. 27/02/2018	4
15	Mrs. Jaspreet Kaur	S. Labh Singh	Asst. Prof. Hindi	M.A. M.Phil., NET, B.Ed	3Y	M.A.II	15000-3100	11/02/2018	-	3/11/1996	M.A.S.A/41/10/14 dt. 12/02/2018	2
16	Mr. Gaurinder Singh	Sh. Gursawa Singh	Asst. Prof. Hindi	M.A. NET/M.Phil., B.Ed. PGDCA	4Y	M.A.II	15000-3100	11/02/2018	-	11/11/1984	M.A.S.A/41/10/14 dt. 12/02/2018	2
17	Mr. Praveer Singh	Sh. Gauri Ram	Asst. Prof. Commerce	M.Com. NET	6m	M.COM.II	15000-3100	11/02/2018	-	5/11/1995	M.A.S.A/41/10/14 dt. 12/02/2018	2
18	Mrs. Tarzan Singh	Sh. Sandeep Singh	Asst. Prof. History	M.A.		B.A.II.III	10000	16/02/2020	Contract	3/5/1982	.....N.A.....	1
19	Mrs. Simran Singh	Sh. Kirpal Singh	Asst. Prof. History	M.A. NET		B.A.II.III	10000	17/02/2020	Contract	25/10/1996	.....N.A.....	1
20	Mrs. Meera Thakur	Sh. Surjit Verma	Asst. Prof. Commerce	M.COM.UGC NET		B.A.II.III	10000	7/02/2020	Contract	3/8/1993	.....N.A.....	1
21	Mrs. Jagpreet Singh	Sh. Manmeet Singh	Asst. Prof. Punjabi	M.A.	3Y	B.A.II.III	7000	7/02/2020	Contract	3/10/1993	.....N.A.....	1
22	Mrs. Manu Jindal	Sh. Suresh Kumar	Asst. Prof. Commerce	M.COM. NET		B.COM.I	10000	7/02/2020	Contract	7/15/1996	.....N.A.....	1
23	Mrs. Anandeep Singh	Sh. Nandhara Singh	Librarian	M.Lib	1Y 9M	B.COM.II	8000		Contract	5/7/1984N.A.....	183Y

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