

**GURUKUL INTERNATIONAL MULTIDISCIPLINARY
RESEARCH JOURNAL**

ISSN No. 2394-8426

With International Impact Factor 3.325

UGC Approved Journal Sr. No.48455

Published by

**Human Technology
of Commerce**

-: Guest Editor :-

Rajesh Sudhakar Dongare

Gurukul Arts, Commerce & Science College,

Nanda , Ta. Korpana, Dist. Chandrapur (MS)

Pin Code - 442917

Online Published On Dt.:08.01.2018

Available At-

<http://gurukuljournal.com/>

Index

Paper No.	Title	Author	Page No.
	Resume of Guest Editor		1-2
01	The Role Of Human Resource Development For The Successful Organization	Dr. Prashant M. Puranik	3-6
02	Management of work: Man- Machine organization	Rajesh Sudhakar Dongare	7-9
03	Banking system in India	Dr. V.V.Lade	10-14
04	Virtual Intelligent SoftLab Apps	Bhaskar Yadao Kathane	15-19
05	Advantages and Disadvantages of GST for Common Man	Dr. Mrunali Lilhare	20-23
06	Industrial psychology and human factor	Dr Prakash N. Somalkar	24-26
07	Skill Development – Knowledge Acquisition and up gradation	Dr.P.S.Vishwakarma	27-29
08	Role of Tourism in development of Service Management in Vidarbha Region	Prof. Rajat R. Mandal	30-35
09	नव्या युगातील भारताचे औद्योगिक तंत्रज्ञान आणि विकास : एक आढावा	Archana Kahale (Patki)	36-41
10	होमस्कूलिंग आणि शालेय शिक्षण एक सामाजिक संस्कृती	Dr. Pawan Ramesh Naik	42-46
11	Skill Development in India	Shri. F.P. Sahala	47-49

RESUME

Name: PROF. RAJESH. SUDHAKAR DONGARE
Date of Birth: 27/05/1986
Gender: MALE
Designation: ASSISTANT PROFESSOR
Gurukul Arts, Commerce & Science College,
Nanda, Ta. Korpana, Dist. Chandrapur (MS)
Pin Code - 442917
Department: Department of Commerce
Experience: 05years
Address: Gurukul Arts, Commerce & sci. college Nanda ,
Th. Korpana Dist. Chndrapur (M. S)
Country: India
State: Maharashtra
City: chandrapur
Email: prof.rsd1986@gmail.com
Mobile No.: 9021962848
Qualification: M.Com, SET, M.C.M., M.B.A., B.Ed., G.D.C&A., Ph.D.(In
process)

Published Books

1. Marketing Management – M.Com. Ist Sem. (Gondwana University)
2. Advertisement Marketing – B.Com. IIIRd Sem (Gondwana University)
3. Basic Marketing Management – B.Com. Ist Sem (Gondwana University)
4. Basic Marketing Management – B.Com. IInd Sem (Gondwana University)
5. Industrial Marketing B. Com. Vth Sem (Gondwana University)
6. Service Sector Management – M.Com. IIIrd Sem (Gondwana University)
7. Managerial Economics – M.Com. Ist Sem (Gondwana University)
8. Marketing Management – M.Com. Ist Sem. (Nagpur University)
9. Business Economics B.com Ist sem .(Rtmn university, Nagpur)
10. Business Economics B.com IInd sem .(Rtmn university, Nagpur)
11. Micro Economics Theory-I IInd Sem .(Rtmn university, Nagpur)
12. Micro Economics Theory-II Ist Sem .(Rtmn university, Nagpur)
13. Monetary Economics B.com IIIrd sem .(Rtmn university, Nagpur)
14. Macro Economics Theory-I IIIrd Sem .(Rtmn university, Nagpur)
15. Managerial Economics M. Com. Ist Sem. (SGBA University, Amravati)
16. Sales & Distribution Management M. Com. IIIrd Sem. (SGBA University, Amravati)
17. Business Economics B. Com. Ist Sem. (SGBA University, Amravati)
18. Sales & Distribution Management B. Com. IVth Sem.(Gondwana University,
Gadchiroli)
19. Monetary Economics B.com IVth sem .(Rtmn university, Nagpur)

20. Macro Economics Theory-II IVth Sem .(Rtmn university, Nagpur)

21. Fundamentals of Micro Economics –II IInd Sem .(Gondwana University Gadchiroli)

Paper Published:

1- International 03

2- National 03

3- International online journal 13

4- Workshops 04

Memberships of Various academic bodies (if any)

1. Member Board of Studies in Business Management & Administration, Gondwana University, Gadchiroli.

2. Member of Editorial Board, Gurukul International Multidisciplinary Research Journal,

ISSN. 2394-8426

3. Co- opt. in moderation committee.

4. Special Issue Guest Editors **Themes of Commerce**, Gurukul International Multidisciplinary Research Journal, ISSN. 2394-8426

4. Blood Donation Camp Organizer Coordinators.

Date:-

Place:-

Prof. Rajesh S. Dongare
Signature

THE ROLE OF HUMAN RESOURCE DEVELOPMENT FOR THE SUCCESSFUL ORGANIZATION

Dr. Prashant M. Puranik

Assistant Professor (Commerce)

Gurukul Arts, Commerce & Sci. College

Nanda, Tal :Korpana

Distt : CHANDRAPUR

ABSTRACT:

In 18th century the discovery of machines, have made the revolutionary changes in the production process. The Importance of production resources was also increased. The new departments like quality control, raw material, dispatch, maintenance were established. The organization setup was literally changed and the new challenges towards the organization were come forward. To fulfill these challenges, the need of skillful employees was increased. So, every entrepreneur has accepted the fact that, there should be one department who should fulfill the function of recruitment, selection of proper employee on proper job according to his qualifications, previous experience, age, gender, Training and placement. Then the concept of Human Resource Development department has come forward. Now a day it is commonly said as a 'key of successes of every organization.

KEYWORDS: Curricular, ruined, grievances, query, job specifications

INTRODUCTION:

Today's world is very competitive. There is an immense competition in every sphere of life. It may be education, employment, business, Industry, markets, Marketing Strategy, sales promotion schemes, production techniques, variety of products etc. As far as the competition of the Industries are concern, there must be a strategic planning of every industry without which it is not possible for them to stand strongly in the competitive markets. For the creation of such an excellent strategic planning they must have to take the help of skillful staff. By this way the selection of skillful employees is the major function of management in the organization process.

Selection of the employees is the function of human resource development department. It is a systematic effort to place a right person on the right job. It is a long term function. It includes the selection of the employees, Induction of the employees, on the job and classroom training, placement, development etc.

Making a proper selection of proper employees on proper job is a very important function. Because of this function, the development of the organization persists. So, while making the selection of the employees, human resource development has to make themselves very cautious about selection process.

There are many factors which are to be considered while making selection. Some of these factors are age, qualification, category, nationality, gender, confidence level of the employee, general awareness, decision making process, attitude towards society and nation, physical fitness, nature, honesty, faith etc. After considering these factors in reality the final selection of the employees should be effectively made by the department of Human Resource Development.

OBJECTIVES OF THE RESEARCH:

The main objective of the research is to know the importance of Human Resource Development department for the development of the organization.

SCOPE OF THE RESEARCH:

The Human Resource Development department is the key of success of every organization. Due to this department, organization can fulfill its predetermined goals through skilled staff.

This research will definitely helpful for the entrepreneurs to know the need of HRD department in the organization.

REVIEW OF LITERATURE:

This research paper is very helpful to understand the need of Human Resource Development Department for the selection of right person at right. The collected data and the references will definitely helpful in this regard.

HYPOTHESIS:

The Human Resource Development Department is playing a masters role to boost up the Industrialization in India.

RESEARCH METHODOLOGY:

For this research the secondary data is being used. It includes the authentic data and important references which will definitely helpful to make this research very clear.

LIMITATIONS OF THE RESEARCH:

This research is limited up to the study of the HRD departments in the Organization.

HISTORY OF HUMAN RESOURCE DEVELOPMENT DEPARTMENT IN INDIA:

India was under rules of British Government for about 350 years before Independence. In 1600 by establishing the ‘East India Company’, they ruined their feet’s strongly in India by assigning the various rules on small Indian organizations. Up to 1947 there were established the number of British Companies ruled under the ‘Company Act-1913’. But, most of the entrepreneurs was literally broken this act by breaking the rules. So, to suggest the proper guideline to Improve this act, there was established one suggestive committee. Mr. C. H. Bhabha was appointed as a chief of that committee. This committee was established in 1948. After a deep and thorough study of eight years, this committee has suggested many important suggestions to the government. Indian government made the necessary amendments in this act and reconstructed the Company Act in 1956. This act has made the revolutionary changes in the setting of new industries in India.

India has implemented first five years plan in 1952. Up to sixth plan India has kept more concentration on the agriculture development and less on those of Industrialization. Due to this policy it was not possible to make a progress of Indian economy. Most of the Indian economists were belongs the opinion that, without Industrialization only we can make progress of our country. That was a perfect time when Indian economy has ruined the roots of Industrialization.

In seventh five years plan, Indian government has given more emphasis on Industrial Development. For this the various credit societies, banks viz; IDBI, Trade Banks etc. are established. In two decades after this establishment, India has made tremendous growth in the fields of Industrialization. Then India was became the one of the country who was having the leading Industries. Naturally the competition in the various Industries was immensely increased. To stand confidently in this competition it was very necessary to select skillful employees to achieve the predetermined goals, to produce novelty of production, to chalk out various strategic policy of management, to prepare the flexible budget, to minimize the cost of production, to create the goodwill in the market, to make the profit maximization, to minimize the industrial grievances, to face the effect of deflation, to face the future hazards, to maintain the healthy Industrial relations etc. For the fulfillment of all these functions there was emerged the need of

such department by whom it would be possible to fulfill the above function. The perfect answer for this query was through department of ‘Human Resource Development’. The establishment of this department has made the revolutionary changes in the all over development of the organization.

ROLE OF HUMAN RESOURCE DEVELOPMENT DEPARTMENT FOR THE PROGRESS OF INDIAN ECONOMY:

India is a developing country. It is a country having its own economic policy. From few decades India is leading country In the field of Industrialization. It is possible only due to the proper work of Human Resource Development department. So, it is necessary to make a glance on how this department is helpful for the progress of Indian economy.

- The Human Resource Development department helps entrepreneurs to select the skilled employees. So, the selection process becomes easy. That’s why most of the Indian Industries are used to establish Human Resource Development department in their organization.
- India is a country having excellent facilities of higher education. The destiny is Indian youths always takes the higher education from India and prefer to go to foreign countries for employment.

The department of Human Resource Development helps the entrepreneurs who have yet not established this department should have to establish them. Due to this newly setup departments it should be possible to minimize the Brain Drain problem.

- India is now very well-known country for its industrialization process. By the help of Human Resource Development department it is possible for Indian Industries to achieve their predetermined goals.
- India’s G.D.P. rate is continuously maintained 5% to 8%. It is necessary that, if the government make compulsion to start a Human Resource Development department. In every Industry it’s possible to maintain the specialization of work, according to their caliber.
- After completing the selection process, the department of Human Resource Development arranges Training programs for the selected employees. If the Human Resource Development department of the Indian Industries have improved the techniques in their training programs it should be definitely beneficial for employees to develop the new skills. To develop the new training techniques, it should useful to study the latest training tactics of the foreign countries.
- The main function of the Human Resources Development department is to select the right person at the right job. As the selected employees get the job according to their proper qualification, they fulfill their given task within time. It creates a healthy mutual relationship between the employer and the employees. So, the creation of Industrial peace becomes possible. Many Indian industries are suffering from the problem of the grievances. Because they have not established the department of Human Resource Development.
- India is a country having lot of natural resources. Many entrepreneurs are making use of these resources for the production, viz; coal, dolomite, iron ore, manganese, Sulphur etc. But due to negligence of the production department, most of the times there were heavy wastage of these resources. It’s only due to improper selection of the employees. The establishment

and improvement of the Human Resource Development department it is possible to minimize the wastage of the natural resources.

- Most of the Indian Industries are suffering a heavy loss due to unnecessary use of production resources. By the help of newly modified Human Resources Department departments. It is possible to stop this wastage.
- Indian Industries are always suffering from the problem of work overload. Personal department was one of them. If the entrepreneurs have started establishing the Human Resource Development department it should be helpful to reduce the workload of personal department, by fulfilling the duty of job specification and job description.

The Human Resource Development department is a key of success to every industry. So, for the development of Indian Industrialization it plays a major part.

TESTING OF THE HYPOTHESIS:

“The Human Resource Development Department is playing a masters role to boost up the Industrialization in India”.

India is a country commonly known for its well established industrialization but unskilled population. The Human Resource Development department is making very important contribution by offering the job according to proper qualifications. Due to this department Indian Industries have made the revolutionary changes in Job Specification and Job Description. So by the analysis of this information, it is clear that the hypothesis taken in this research is quiet true.

CONCLUSION:

India is a country of mix economy. As far as the Indian Industrialization is concerned, In India the first company was established in 1600, i.e. East India Company. Then Britishers established more companies in our country. To control the illegal transactions, the first company Act was established in 1913 and amended in 1956.

India has implemented first five years plan in 1952. In seventh five years plan, Indian government has decided to give more emphasis on Industrial sector. Today India has made the tremendous growth in Industrialization. The Industrial competition has immensely increased. So every entrepreneur has accepted the fact that, there should be one department in the organization who should fulfill these challenges by fulfilling the function of recruitment and selection, job specification, job description, Training etc. So the concept of HRD department has come forward. Today it is said to be a key of success of every industry. There should be government contribution in setting of these departments in every Indian Organization. It should be definitely helpful to boost up the revolutionary changes in the success of every organization. Then only India should prove itself as a superpower of 21st century.

BIBLIOGRAPHY

1. www.wikipedia.com
2. Human Resource Management: Pillai, Kedar, DasganuPrakashan, Nagpur
3. SamajikSanshodhanPaddhati : Dehaliwal Prakash, SainathPrakashan, Nagpur
4. Personnel Management : Patil, Agrawal, AaratiPrakashan, Pune

Management of work: Man- Machine organization

Rajesh Sudhakar Dongare

Gurukul Arts, Commerce, Science College , Nanda
Taluka Korpana dist. Chandrapur

Abstract:

Change is the essence of life. Its means progress. We are living in a dynamic world. We have witness during few decades' phenomenal and unprecedented development in each and every branch of our economic, social and cultural environment. In a free market economy we have continuously new product, new methods, new ideas, new tools and machines being introduced and developed in our industries and commerce due to the development of science and technology. Innovative management is always in search of improvement in work performance and in evolving better and better man-machine system which gives equal emphasis to both these valuable resources.

Key words: Time management, industrial fatigue, work management, manpower and man- machine.

Introduction:

Study of work means fitting the job or the machine to the worker in management, Work study views management and organization of work or job primarily from the worker convenience. It uses knowledge of anatomy, physiology, psychology and social psychology to reduce the stress and strain on the workers in their work area. Work management is a team of specialists consisting of industrial engineers', designers of machines, anatomist, psychologists, physiologists and management representative in order to form of a work study group. This team of specialists formulates concrete plans and programs for work improvements in the enterprise to achieve optimum utilization of men, machine and material- the three fundamental inputs of any business system.

Fundamental of Input:

The inputs of organization i.e. men, machine and materials covers three areas

➤ Work place

The workers are present major part of their daily routing time at the work place. These areas include layout of equipment and machinery displays of information and controls.

➤ General environment

This refers to work environment and working conditions i. e. lighting, noise, vibration, air circulation, and industrial hygiene and safety measures.

➤ Other factors

These cover industrial exertion degree of vigilance and control, typical problems of women, old person, disabled workers, etc. we have also to consider the extent to which employee can effectively participate with management in decision making process, particularly in the problems of the plant organization and management in which they are fully interested.

Works study enables a worker to work smarter- not harder. Work study leads to methods improvement. Itself three parts:-

- How the employee is performing his work – the motions he uses to execute his job. Here we have methods study which includes motion study.
- The time needed to perform the job. Here we have time study.
- The speed which he works.

Modern methods study is responsible for work improvement, for work Measurement and particularly useful to efficient production scheduling and loading and also for wage determination and incentive wages.

Branches of Man-Machine Organization:

Men, machine and organization are classified in five branches

The branches are as under:

➤ **Work study**

Work study is analytical and inquisitive approach to the use of man-power, materials and equipment coupled with a desire to apply facts from such scientific enquiry to improve existing methods and works performance by elimination of waste in every form.

Works study cover both time study as well as method study to asses' human effectiveness and to improve methods of production. Methods study provides evolution of ideal methods of doing the work. Time study provides the evolution of work measurement device, etc to establish time standards.

Work study is mainly interested in operations on the job and not with technical process.

➤ **Motion study**

Motion study is a study of the movements, whether of a machine or an operator in performing an operation for the purpose of eliminating useless motions and of arranging. Motion study is the science of eliminating ineffective, unwanted and wasteful motions. It has to do with the selection, invention and substitution of effective for nonproductive, wasteful motion. Its end objective is to find a simpler, easier and better way of performing a job.

Man, machine chart can demonstrate more effective use of the workers time by removing unwanted idleness of both man and machine. The objective of motion study is to device a method that will enable an employee to produce the same output by spending the same energy to increase the output.

Motion study is not a speed-up device. It is a conscious attempt to change wasted effort into productive output. By doing this, unit cost can be decreased, making for greater wages and profits and a better competitive position for the firm.

The motion study of work cycle should be undertaken only after the improvement based operation analysis has been achieved.

➤ **Time study**

Time study is the art of systematical recording, analyzing and synthesizing the time required to perform a series of motion. It is the Art of observing and recording the time required to do each detail element of an assigned work.

The time study naturally requires the help of time study board with the stop watch and observation sheet. A work is divided into a series of elements and timing of each element will be recorded.

Time study is used to measure work. In determining a fair and just time standard, allowances must be made for normal work interruption. On the basis of time study we can establish a standard time value for a work.

➤ **Fatigue study**

Industrial fatigue is reduced capacity for further work as a consequence of previews continues activity, where a worker was trying almost as hard as he could. It is a natural outcome of continues work-reaction on body, mind and nerves. It indicates negative appetite for work.

Remedies-The management must adopt concrete measures to eliminate or minimize the adverse effects of industrial fatigue on the business enterprise.

- Ideal working week is five days or 40 hours in a week. Two weekend holidays will enable employees to start the routine work with new vigor.
- Ideal length of working day is 8 hours per day. This is now universal.
- Favorable work environment and working condition also can prevent to a great extent industrial fatigue as we have mental as well as physical ease of work.
- Works study particularly motion study can also help the management to reduce undue stress strain in the performance of a work.
- Proper plant layout, material handling, designing of machine and equipment to suit the human needs also can reduce industrial fatigue.
- Work enlargement and work rotation also can reduce boredom.

Any measure to provide is of work – physical and mental-can ensure reduction or elimination of fatigue and boredom.

➤ **Methods study**

Methods study is a analysis of motions used in performing an operation and of tools, equipment and also the layout of the work station either used or proposed for use. Methods analysis aims to evolve the most effective method of accomplishing a given task or work. Methods analysis attempts to improve existing methods as well as develop efficient method for new task to be performed for first time. Methods analysis is made with the help of both motion study and time study.

The method study makes an operator process chart and begins his analysis of every activity performed by the left hand and the right hand of an operator. He can suggest ways and means to eliminate modify or simplify these hand movements.

Conclusion:

When workers operate machine, tools or equipment, it is absolutely necessary to ensure that man and machine form a good partnership on equal terms so that we have unity and we evolve a single working unit.

The machine, tools and instruments must be based on human consideration; offering is of physical and mental work to the man behind the machine. Any scheme of work improvement and work measurement is naturally expected to be human. The new work must be meaningful. It must develop and sustain workers interest. It must offer satisfaction and sense of achievement. A purposeful work becomes meaningful.

References:

- 1 S A Sherlekar , V. S. Sherlkar, Modern Business organization and Management, Himalaya publishing House.
- 2 Mayer, Production and operation Management.
- 3 Kulkarni P. V., Financial Management.
- 4 Niland , Production Planning and Control.
- 5 Ghosh And Ghorpade, Industrial Psychology.

Banking system in India

Dr. V.V.Lade
Associate Professor
Arts, Commerce & Science Collage
Tukuk, Chadrapur
Emai Id :- ladevishavnath@gmail.com
Mobile No :- 9405522916

Keywords :

Inter mediaries – accelerating - nationalization - Liberlisation – Associate – Morginal – rchabilitation – Mobilised – infrastructural – scatted – extensively – responsiveness vigorous – connotes – calalyst

Abstract :

The structure of banking varies widely from country. Often a country banking structure is a consequence of the regulatory regime to which it is subjected. The banking system in India works under the constraints that go with social control and public ownership. Nationalisation, for instance was a structural change in the functioning of commercial banks which was considered essential to better serve the needs of development of the economy in conformation with national policy and objectires. Similarly to meet the major objectives of banking sector reforms, government stake was reduced up to 51 per cent, in public sector banks. New prirate sector banks were allowed and foreign banks were permitted additional branches.

Introduction :

The sense in which we today use the terms banking has its origin in the western world. It was introduced in India by the British rules, was back in the 17th century. Since then, enough water has flow and today Indian banks are considered among the best banks in the developing world sand its attempts to emerge among the best in the world is going on.

Origin of Word 'Bank' :

There are various opinions regarding origin of the word 'bank'. According to first opinion, the word 'bank' original form Italion word 'Banco' It means, maney exchanged sitting on Bonches.

The second opinion says that 'bank' has orgined from Greek word 'Branch" But the era of modern bank has developed with the development of Bank of Geneva in 1407, Bank of Amsterdam in 1609, Bank of England in 1694 and Bank of Barcelona in 1701.

Importance and Role of Banking Sector in the Economy :

Banking sector is the most important part of financial system and its promotes economic development. Economic development is a continues process. Economic development is process whereby the real per capita income of the country increases.

The importance of banking sector in the economy can be summarized in following points.

- i) Bank function as important financial intermediaries.
- ii) Banking sector Mobilies saving and divert them to productive investment in the economy.
- iii) Bank are facilitators for economic development.
- iv) Help in capital formation and mobiliser of capital.
- v) Bank encourage Trade and Industrial development.
- vi) Bank help in equitable distribution of fund and development of backward regions.
- vii) Bank enhance productive capacity and the employment level of the economy.
- viii) Bank supply elastic money and credit money.

ix) Bank integrate your country with the country by this business.

Role of Banking Institutions in the economy :

Banking system in India, like many other developing countries, is performing a major role in accelerating the rate of economic growth in the Indian economy. Banking sector and capital market which are the two most sensitive pillars of an economy for and country because they have a direct relationship with creation of wealth for nation and hence their system, structure and size have a resultant impact on the development of an economy.

Overview of Banking system in India :

There are there important phases in the development of Banking system in India.

First Phase : Banking development between (1949 to 1969) before nationalization.

Second phases : (1969 to 1991) post nationalization

Third phase : (1991 – onwards) after acceptance of liberalization policy.

Structure of Banking system in India :

The organized Indian banking system can be classified as

i) Reserve Bank of India – Central Bank, ii) Commercial Banks iii) Co-operative banks iv) Development Banks.

The Reserve Bank of India is the apex bank and controls the whole banking system in india. As it keeps the reserve of commercial banks, it is known as the "Reserve Bank" it was established in 1935.

The commercial banking system in India is a classified into Nationalize bank / public sector banks and private sector banks.

Public sector banks include :

1) The state bank of India and associate Banks : in 1959, the state bank of India.

Associated Bank act was passed and this created the State bank Group.

The following state bank, constitute the State bBank Group.

	Year of Establishment
1. State Bank of Hyderabad	1942
2. State Bank of Bikaner and Jaipur	1943 and 1944
3. State Bank of Indore	1920
4. State Bank of Mysore	1913
5. State Bank of Patiala	1917
6. State Bank of Saurashtra	1902
7. State Bank of Tranvarcore	1946

Since then State Bank Group has acquired a very important role in the country's banking structure.

2) Natinalised Banks : Natinalised means process to transfer of ownership of a business organized and managed by any private individnal or institution to the government. Public sector bank are also called as nationalized banks. Accordingly, 14 commercial bank, were nationalized in 1969. Name these banks are.

1. Central Bank of India, 2. Bank of Inida, 3. Punjab National Bank, 4. Bank of Baroda, 5. United Commercial Bank, 6. Canara Bank, 7. United Bank of India, 8. Dena Bank, 9. Syndicate Bank,

10. Union Bank of India, 11. Allahabad Bank, 12. Indian Bank, 13. Bank of Maharashtra, 14. India Overseas Banks,

On 15th April, 1980, 6 more private sector banks were nationalised. They are:

(1) Andhra Bank, (2) Corporation Bank, (3) New Bank of India, (4) Oriental Bank of Commerce, (5) Punjab and Sindh Bank, (6) Vijaya Bank.

When nationalised, these banks had deposits of more than Rs. 200 Crores. Thus altogether we have 20 nationalised banks operating in India.

3) Regional Rural Bank : (RRB's) have been set up under Act of 1976. The basic objective was to meet the credit requirements of small and marginal farmers, agricultural labourers, artisans and small entrepreneurs. RRB's main function is development of rural areas.

Co – Operative Banking System in India :

Co-operative institution in India existed from pre-independence period. A Co-operative organization is a voluntary organization of persons who come together on certain terms to achieve certain common objectives.

The above definition highlights certain features of co-operative organization.

i) It is a voluntary organization ii) The basic principle is that of self-help. iii) There is a desire to achieve certain common goals.

Structure of Co-Operative banking System in India :

- Primary Agricultural Credit Societies (PACS)
- District Central Co-operative Bank (DCB)
- State Co-operative Bank (SCB)
- Urban Co-operative Bank (UCB)
- National Bank for Agricultural and Rural Development (NABARD)
- Central Land Development Bank (CLDB)
- State Land Development Bank (SLDB)
- Primary Land Development Bank (PLDB)

Development Banks in India :

William Diamond : Development Bank is a financial institution to promote finance, enterprise in private sector.

Thus this definition points out that.

- 1) Development banks are financial institutions, 2) Their main function is to promote private enterprises.

There are different types of development banks catering to different needs of economy and sectors .

1) Industry Related development banks :

a) IDBI : Industrial development bank of India was established on 1st July 1964. It is the apex institution for industrial finance in India. It devises and regulates the policy of financing and promoting industrial development.

b) IFCI : Industrial finance corporation of India was established in 1998 through the provision of IFCI Act. The main function of this development bank is to provide medium and long term loans to industry.

c) **ICICI** : Industrial credit and Investment corporation of India Ltd. was set up in 1955. The main objective of ICICI is to promote, develop modernized and expand industrial sector in India.

d) **HBI** : Industrial Investment bank of India was established in 1985. It help to rehabilitation sick industries in India.

e) **SIDBI** : Small Industries Development Bank India was established in 1990 as a subsidiary of IDBI. The focus area of operation of this bank is small scale industry.

f) **SFCS** : State Financial Corporation were sets up in various states after the enactment of state financial corporation act in 1951. It mobilized deposit from general publics and other financial Institution.

2) Agriculture related Development Banks :

a) **NABARD** : National Bank for Agriculture and Rural Development was set up in 1982. It is apex agency co- ordination agricultural finance in India.

b) **KVIB** : Khadi and village Industries Board. Like land mortgage Banks, Rural co-operative Bank, These financial institution finance agriculture, agro based industries and small scale agro industries.

3) Investment and Insurance related Development Bank :

a) **DICGC** : Deposit Insurance and credit Guarantee Corporation provide deposit insurance and guarantee service to financial Institution and borrower.

b) **LIC** : Insurance corporation of India formed under the LIC act 1956. The main function of first is to mobilize saving and channelize them in productive areas of investment.

c) **GIC** : General Insurance corporation of India was formed in 1971. It provide insurance service other than life. Most of the funds of GIC are invested in central, state Government recreations and social and infrastructural sectors.

d) **UTI** : Unit trust of India was established in 1964. It is first government owned mutud fund it has collected resources from lorge number of small investors and invested in the securities in the stock exchange.

Export – Import related Development Bank :

a) **EXIM Bank** : Export- Import Bank of India was established in 1982. It provides all types of services and finance for promoting international trade.

b) **ECGC** : Export credit and Guarantee corporation of India become operational in 1964. Prior to this it was working as Export Risk Insurance Corporation since 1956. It provides insurance cover to exporters and performs as guarantee giving institution in international trade.

5) Capital Market related development banks/Institution :-

a) **DFHI** : Discount and finance House of India is an agency providing discounting and financing services in the capital market. It was established by RBI, IDBI and other financial institution in 1987.

b) **OTCI and NSE** (National stock Exchange) became operational in 1992. UTI, IDBI, ICICI took lead in establishing these organization to develop India Capital Market after economic liberalization.

c) **SEBI** : Securities and Exchange Board of India was established in 1988. It is a regulatory institutions for capital market.

d) **CRISIL and CARE** are credit rating institution in the capital market.

6) Housing related Development Bank :

a) **NHB** : Natinal Housing Bank was formed in 1988. It is provides refinance facility for commercial and co-operative bank.

b) **HDFC** : Housing Development and Finance Corporation was established in 1977.

Conclusion :

The Indian financial system comprises a large number of commercial and co-operative banks, revitalized development banks for industry, agriculture, external trade and housing, social securities institutions, collective investment institutions, etc. The banking system is at the heart of the financial system. The Indian Financial System has the RBI at the apex. It is the central bank bank of the country under which there are the commercial banks including public sector and private sector banks, foreign bank and local area banks. It also includes regional rural banks as well as co-operation banks. In India only those banks are called commercial. Banks which have been established in accordance with India companies Act. 1913. Important commercial bank in India. Punjab National Bank, Bank of Borada, Indian Bank, Centrica Bank of India, etc. State Bank of India and its 7 subsidiaries are not included in the category of commercial banks because these were established under a separate act.

References :

1. Banking and finance : Indian Banking System, by prof. Dr. Athawale Sanhita & Prof. Kurtkotii Manasi, Diamod Publication. Pune. 30
2. Indian Economy : By Ramesh Singh, Mc graw Hill Education (India) Private Limited New Delhi.
3. Indian Financial System : by varshney P.N. & Mittal D.K. Sultan Chand & Sons Publication.
4. Financial market and Institutions : by Ramesh Babu, concept publishing company.
5. Financial Service : Tripathi Prava Nalini, Prentice Hall of India, Publication, 2008.

Virtual Intelligent SoftLab Apps

Bhaskar Yadao Kathane

Bhawabhuti Mahavidyalaya Amgaon, Distt-Gondia (M.S.) India

bykathane@rediffmail.com

Abstract - *The scope of this paper includes development and implementation of virtual lab on mobile. Virtual Lab basically designs for Electronics, Computer Science and Engineering students, faculties or researchers. Virtual laboratories are becoming popular in the education. The screen shows the Characteristics of devices shows related outputs. There is a facility for change of Input values using virtual instruments and observed the outputs with virtual Instrument. The virtual experiment described here will help students to perform it any time anywhere. Mobile phones are used as a front end for GUI. By using java API's application developers are able to create virtual laboratories for android phones.*

Keywords – **Virtual, VIS Model, Mobile, Experiments, Mobile Applications.**

I. INTRODUCTION

Origin of the research problem:

Science subjects always have a component of practical. In subject like Physics and Electronics students have to perform a large number of experiments in an academic year. Many times students do not get time to repeat experiments which they have performed during the session. Also many of the laboratories lack in resources to perform experiments in which sophisticated instruments are required. Therefore to provide access to laboratory experiments, anytime anywhere, concept of virtual laboratory is being developed. This virtual laboratory can cater to students at under graduate (UG) and post graduate (PG) levels. Some software's like MatLab and LabView are available for simulation of experiments and for other purposes. However, these software's are generally available only in Institutes Laboratories and student can use them only during college hours. It is therefore decided to develop software for performing individual experiments virtually on mobile screen. In this laboratory an attempt has been made to develop software for electronics experiments from basic to advance level.

Plan of Work

For students, Experiments of Physics and Electronics with devices is very difficult subject to understand. The demonstration of practical gives little idea to student about the subject. The teaching and learning of experiments has to be done during the practical session. Actual devices are costly and require a storage area and maintains. Students cannot repeat the work due to lack of devices. In this model we construct the SoftLab by simulation technique. The simulation implemented using computer programming language. This model gives live experiment using virtual SoftLab. The role of virtual laboratories in education is helping researcher/student to improve their quality and capability. The Virtual Laboratory is a platform where user performs their experiment using scientific devices. SoftLab can use in many sophisticated laboratories and reduce the use of physical devices. It provides experiments facility with scientific devices. SoftLab is based on the simulations with application programs. The practical and theoretically concept easily executed. SoftLab fully visualized so that we can easily compute the desire outputs. Virtual laboratory create virtual interface and virtual experiments on SoftLab platform.

The Virtual Lab is an application program providing virtual access to a variety of sophisticated scientific instruments. Animations Help Students to design system, observed reading and construct new concepts with SoftLab. Students can interact with different electronics

devices, and are also able to do experimental observations through animation and simulation technology. Discussions in this model will involve descriptions on the theoretical framework and modeling of the system, of which the developmental process can be divided into four parts: analysis, design, development and evaluation.

SoftLab is a Virtual Laboratory that provides

1. A visual Aid for your lectures
2. Student homework that is fun, motivating and building.
3. A supplement to laboratory exercises
4. Opportunities for independent exploration for highly motivated students.
5. Evaluate their experiments without any risk.

Traditional physical laboratories require purchasing high cost equipments. Reconfiguration and maintenance of these physical laboratories are very difficult and time consuming. Therefore our traditional physical laboratories are not suitable for doing such experiments.

Problems of Physical Laboratories

1. This is our traditional laboratories in which organization or institutions spend high amount on purchasing costly devices.
2. In Physical lab students and researchers can perform their experiments on these laboratories.
3. Cost of the physical Laboratories is more also reconfiguration and reconstruction is more difficult.
4. Maintenance cost is high.
5. Lab assistant and teacher are required for every setup.
6. Not flexible and scalable.

Advantages of Virtual Laboratories

1. Using Simulation Software’s students and researchers can create their own experiments as per requirements.
2. Simulators are purely based on the software and independent to actual hardware devices.
3. Cost of Virtual Laboratories is less as compared to other laboratories.
4. Virtual Laboratories do not provide actual interface and physical devices.
5. These types of laboratories are built on concept of virtualization.
6. These types of laboratories are restricted by already defined algorithms in software.
7. Problem solving and simulation is done using predefined algorithms.

II. WORKING FLOW OF VIS

VIS Management systems basically design for the students or researcher. There are four courses available for user such as Characteristic of Solid state devices, Application of solid state devices, Digital Electronics and Communication Electronics. All courses have the Virtual Classroom (experimental methodology) and the Virtual Laboratory. In virtual classroom we explain the purpose of experiment, experimental procedure and connection help with virtual instruments, possible observation and its application. In Virtual Laboratory we provide virtual Instruments for circuit connection and observed the results on the screen.

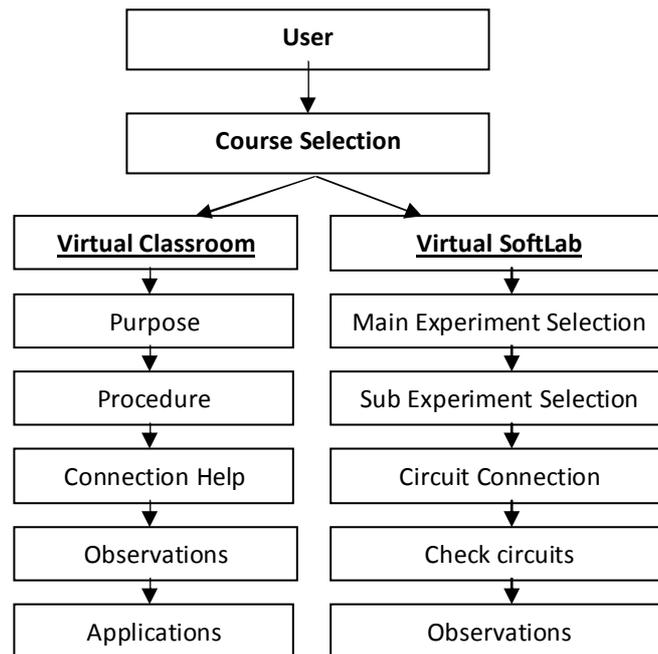


Fig 2: The Main working flow of VIS

System Architecture

The Virtual Intelligent SoftLab (VIS) model use three-tier system architecture: User, VIS Management System and Database. User Tier is mainly for the user. In this Tier the Students, researcher and Teacher can access the virtual experimental facility from the VIS Management System. VIS Management System Tier is complete software developed in VB/VB.Net for performing electronics experiments. Even instruments such as signal generator, Oscilloscope, Power Supply and components like potentiometer are brought visually on the screen of the computer. Data Tier mainly is the Database. In this tier we have stored data necessary for performing experiments, their result are analysis. The three tier system work as a simulator for experiments.

A facility is also provided in the VIS Management System software whereby an administrator or teacher in the lab first logs in and then other system can be used by students.

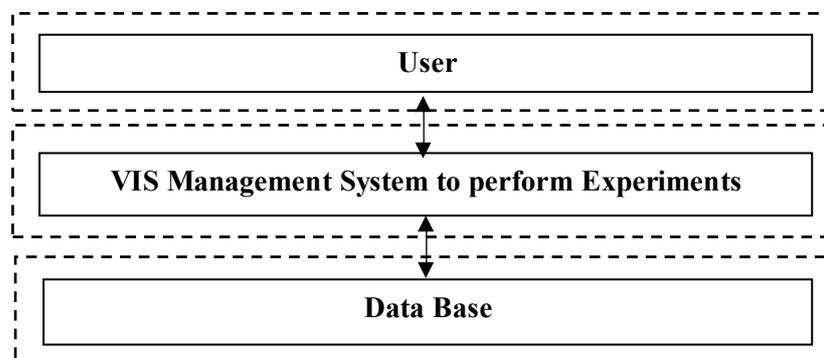


Fig 2.2: 3-Tier Architecture of VIS

Objectives

The important objective of the research is to provide a computer base solution to perform experiments in a Basic Electronics any where any time. This is achieved through developing a

SoftLab Platform. Using this platform the user can run simulations and view results. This software tool will allow the students to make a circuit, check its correctness and perform the experiment and analyze results. It supports the laboratory course in Basic Electronics.

- Evaluate the basic characteristics of scientific devices
- Evaluate and identify the best quality SoftLab that makes information available for researcher to implement experiments.
- Develop new methods of SoftLab quality to improve the working of scientific devices.

Mobile Applications

Mobiles are no longer a luxury; it has become a necessity of life. Most of us have mobile phone whether it is an Android or iOS does not really matters. Mobiles does not have any boundaries and mobile applications have equally grown becoming equally important since mobile apps are used not only for utility but for each and every aspect of our life. We design and develop custom apps for Android devices for smart phones, tabs etc. Android SDK includes tools and Application Programming Interfaces (APIs)

Mobile application development for custom made apps builds a strong development area for added functionality and improved performance of Smartphone’s. The most popular Smartphone’s are the iPhone, Blackberry and Android, possessing different strengths that suits individual business and personal needs. We at Softlab Technologies appreciate that business requirements vary significantly which yields a need for customized mobile applications development to create value-added applications tailored exactly to your specific business requirements for enhanced efficiency, functionality and value addition.



Mobile technology

Mobile phone or cell phone as it is often called is equally important to the network in the operation of the complete cellular telecommunications network. Despite the huge numbers that are made, they still cost a significant amount to manufacture, discounts being offered to users as incentives to use a particular network. Their cost is a reflection of the complexity of the mobile phone electronics. They comprise several different areas of electronics, from radio frequency (RF) to signal processing, and general processing.

The design of a cell phone is particularly challenging. They need to offer high levels of performance, while being able to fit into a very small space, and in addition tot the electronics circuitry needs to consume very little power so that the life between charges can be maintained.

Methodology

Android is a software stack for mobile devices that includes an operating system, middleware and key applications. Android is a software platform and operating system for mobile devices based on the Linux operating system and developed by Google and the Open Handset Alliance. It allows developers to write managed code in a Java-like language that utilizes Google-developed

Java libraries, but does not support programs developed in native code. Basic features of androids are Application Framework, Integrated Browser, Optimized Graphics, SQLite, Data Storage, Connectivity, Messaging, Media Support, Web Browser, Linux Kernel etc.

III. EXPECTED CONCLUSIONS

SoftLab will help students of various departments to perform and practice experiments to improve their understanding of the subject. This research paper proposed architecture of virtual laboratory design using VIS Model for smart phones. Android applications provide very attractive GUI with mobility makes these types of laboratories flexible. As compared to physical laboratories our mobile virtual laboratory is re-configurable, flexible, scalable, isolated, cost efficient and secure. Researchers and students can make use of these laboratories using mobile phones so no restrictions on location and time.

ACKNOWLEDGMENT

We are very much thankful to Dr. S. M. Bhuskute, Principal, Bhawabhuti Mahavidyalaya Amgaon, for his valuable inputs, constant guidance and his extensive support and encouragement for this work.

REFERENCES

- [1] Tiwari, R. & Singh, K. (2011), Virtualization of engineering discipline experiments for an Internet-based remote laboratory. *Australasian Journal of Educational Technology*, 27(4), 671-692. <http://www.ascilite.org.au/ajet/ajet27/tiwari.html>
- [2] Malvino Electronic Principles, Tata McGraw-Hill, Sixth Edition 1999.
- [3] SoftLab- A Virtual Laboratory for Computational Science 1 (1980), By CM Hoffman
- [4] B.Y. Kathane, P. B. Dahikar (Sept 2011), “Virtual Intelligent SoftLab for p-n junction Experiment”, “*Journal of the Instrument Society of India*”, ISSN 0970-9983, Vol.41 No.3, pp161-162.
- [5] CMR Institute of Technology, Kundalahalli, Bangalore, A Lab Manual on Advance Communication Lab, www.venkat0089.weebly.com.
- [6] Yugesh S.Bhosale and Dr.Jenila Livingstone L.M. “Mobile Cloud Computing for m-Learning applications” in *International Journal of Engineering Research and Technology* Vol. 3 Issue 2 in Feb. 2014.
- [7] L. Xu, D. Huang, and W. T. Tsai, “V-Lab: A Cloud-based Virtual Laboratory Platform for Hands-on Networking Courses,” in *Proc. 17th Annu. ACM ITiCSE*, 2012.
- [8] V-Lab: A Mobile Virtual Lab for Network Security Studies by Yugesh Suresh Bhosale *Volume 93 – No.20, May 2014 IJCATM* : www.ijcaonline.org

Advantages and Disadvantages of GST for Common Man

Dr. Mrunali Lilhare

Asst.Professor

Department of Commerce

Bhawabhuti Mahavidyalaya, Amgaon

Dist-Gondia(MS)

Mob-9764346757

Id-imcool_lilhare@rediffmail.com

Abstract:-

This paper is an analysis of what the impact and features of GST(goods service Tax) will be on today Indian Tax Scenario. we pay various tax just like Direct and Indirect Tax. GST is a single tax on the supply of goods and services., right from the manufacturer to the consumer. Credit of input taxes paid as each stage will be available in the subsequent stage.

GST is now accepted all over the world and countries are using it for sales tax system.

This paper will focus on, how the GST is important and benefited for the growth of India and will also contribute for the further study. The data are collected with using secondary data.

Keyword:- GST, Central and state, consumer.

Introduction

GST is one indirect tax for the whole nation, which will make India one unified common market. The GST intends to subsume most indirect taxes under a single taxation regime. GST is a single tax on the supply of goods and services, right from the manufacturer to the consumer. Credits of input taxes paid at each stage will be available in the subsequent stages of value addition, which makes GST essentially a tax only on value addition at each stage. The final consumer will thus bear only the GST charged by the last dealer in the supply chain, with set-off benefits at all the previous stages. This is expected to help broaden the tax base, increase tax compliance, and reduce economic distortions caused by inter-state variations in taxes.

Why GST has been proposed?

Our Constitution empowers the Central Government to levy excise duty on manufacturing and service tax on the supply of services. Further, it empowers the State Governments to levy sales tax or value added tax (VAT) on the sale of goods. This exclusive division of fiscal powers has led to a multiplicity of indirect taxes in the country. In addition, central sales tax (CST) is levied on inter-State sale of goods by the Central Government, but collected and retained by the exporting States. Further, many States levy an entry tax on the entry of goods in local areas.

The salient features of the Bill are as follows:

1. Conferring simultaneous power upon Parliament and the State Legislatures to make laws governing goods and services tax;
2. Subsuming of various Central indirect taxes and levies such as Central Excise Duty, Additional Excise Duties, Service Tax, Additional Customs Duty commonly known as Countervailing Duty, and Special Additional Duty of Customs;
3. Subsuming of State Value Added Tax/Sales Tax, Entertainment Tax (other than the tax levied by the local bodies), Central Sales Tax (levied by the Centre and collected by the States), Octroi and Entry tax, Purchase Tax, Luxury tax, and Taxes on lottery, betting and gambling;

4. Dispensing with the concept of 'declared goods of special importance' under the Constitution;
5. Levy of Integrated Goods and Services Tax on inter-State transactions of goods and services;
6. GST to be levied on all goods and services, except alcoholic liquor for human consumption. Petroleum and petroleum products shall be subject to the levy of GST on a later date notified on the recommendation of the Goods and Services Tax Council;

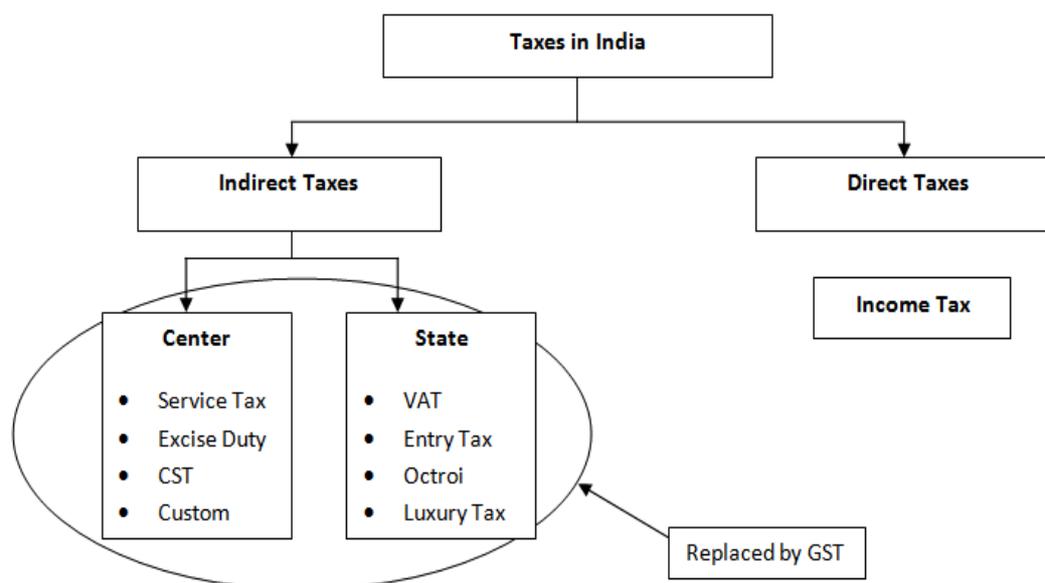
Taxes Going to Subsumed Under GST

At the Central level, the following taxes are being subsumed:

1. Central Excise Duty,
2. Additional Excise Duty,
3. Service Tax,
4. Additional Customs Duty commonly known as Countervailing Duty, and
5. Special Additional Duty of Customs.

At the State level, the following taxes are being subsumed:

1. Subsuming of State Value Added Tax/Sales Tax,
2. Entertainment Tax (other than the tax levied by the local bodies), Central Sales Tax (levied by the Centre and collected by the States),
3. Octroi and Entry tax,
4. Purchase Tax,
5. Luxury tax, and
6. Taxes on lottery, betting and gambling.



Benefits of Goods Service Tax

Elimination of Multiple Taxes

The biggest benefit of GST is an elimination of multiple indirect taxes. All taxes that currently exist will not be in picture. This means current taxes like excise, octroi, sales tax, CENVAT,

Service tax, turnover tax etc will not be applicable and all that will fall under common tax called as GST.

Saving more Money

For a common man, GST applicability means the elimination of double charging in the system. This will reduce the price of goods and services & help common man for saving more money.

It is expected that price of FMCG products, small cars, cinema tickets, electrical wires etc is expected to reduce.

Ease of business

GST will bring one country one tax concept. This will prevent unhealthy competition among states. It will be beneficial to do interstate business.

Easy Tax Filing and Documentation

For a businessman, GST will be a boon. No multiple taxes means compliance and documentation will be easy. Return filing, tax payment, and refund process will easy and hassle free.

Cascading Effect reduction

GST will be applicable at all stages from manufacturing to consumption. GST will provide tax credit benefit at every stage in chain. Today at every stage margin is added and tax is paid on whole amount, in GST you will have tax credit benefit and tax will be paid on margin amount only. It will reduce cascading effect of tax thereby reducing cost of product.

More Employment

As GST will reduce cost of product it is expected that demand of product will increase and to meet the demand, supply has to go up. The requirement of more supply will be addressed by only increasing employment.

Increase in GDP

As demand will grow naturally production will grow and hence it will increase gross domestic product. It is estimated that GDP will grow by 1-2% due to GST.

Reduction in Tax Evasion

GST is a single tax which will include various taxes, making the system efficient with very little chances of corruption and Tax Evasion.

More Competitive Product

As GST will address cascading effect of tax, inter-state tax, high logistics cost it will make manufacturing more competitive. This will bring advantage to businessman and consumer.

Increase in Revenue

GST will replace all 17 indirect taxes with single tax. Increase in product demand will ultimately increase tax revenue for state and central government.

Goods and service tax is a boon for the Indian economy and the common man. It is a welcome step taken by the government.

Business and Industries

Disadvantage

1) Buying bags, shoes, electronics goods online will be getting more expensive as the ecommerce industry comes into a tax net and will have to pay tax deducted at source for every purchase from its sellers. So ecommerce companies which will see shrinking of profit margins and increase tax compliance net could slash discounts and freebies that they offer.

- 2) Some essential items in a household (textiles, books, cooking oil, etc.) are actually subject to about 5-8 per cent tax because of exemptions. If the rate hits 18 per cent, then goods go up in pricing, wobbling the entire
- 3) Health insurance and diagnostic centres, which are mainly service-oriented, may fall under higher tax rates, thereby making such services more expensive for consumers.
- 4) There is no direct monetary tax benefit by GST. GST is nothing new, Just a new name for various old taxes collected as one.

Conclusion

Implementation of GST is one of the best decision taken by the Indian government. For the same reason, July 1 was celebrated as Financial Independence day in India when all the Members of Parliament attended the function in Parliament House. Confusions and complexities were expected and will happen. India, at some point, had to comply with such regime. Though the structure might not be a perfect one but once in place, such a tax structure will make India a better economy favorable for foreign investments. It is a much accepted and appreciated regime because it does away with multiple tax rates by Centre and States.

References

- 1) <https://blog.hrblock.in/goods-and-services-tax/brief-introduction-gst/>
- 2) Girish Garg, (2014) " Basic Concepts and Features of Goods and Service Tax in India".
- 3) What is GST (Goods and Services tax)? (2013) available at <http://www.moneycontrol.com/smentor/mentorade/budget-2013/what-is-gst-goods-and-services-tax-827592.html>
- 4) Goods and Services Tax (GST) - A step forward (2013) available at http://articles.economictimes.indiatimes.com/2013-08-13/news/41374977_1_services-tax-state-gst-goods-and-services

Industrial psychology and human factor

Dr Prakash N. Somalkar

Principal

Gurukul arts commerce, science college Nanda,

Tah korpana dist: Chandrapur

Abstract

Every enterprise depends upon human beings. Sooner or later every relationship, every problem and every decision involves the human element. The potential of human resources is incredibly high and most people do not use their full potential. Human being at work may be inspired to work together and increase their output to an amazing extent. Human power is not subject to the laws of mechanics which govern machine power. Industrial psychology is responsible for changing the view-point with respect to the relative importance of man and machine in the industrial world.

Key words: industrial psychology, human relation, welfare, industrial hygiene and personnel management.

Introduction:

Industrial psychology is the study of behavior and attitude of manual workers in order to remove the causes of industrial inefficiency and to ensure cordial and harmonious industrial relations.

Application of principles of psychology to industries is primarily interested in human happiness and welfare and only secondary in human efficiency. It recognizes the intimate association between the two, human happiness and human efficiency. It seeks to make industries more efficient but it firmly believes that industrial efficiency can be achieved only by considering maximum well – being of human element in industries and never by sacrifice of these human values of industries. It is closely concerned with human factors throughout industry. It deals with the worker as a living mental organism having flesh and blood and not as a blind lifeless machine.

Scope of industrial psychology

The scope of industrial psychology is same as the scope of personnel management that is the entire process of managements dealing with people at work. In fact the personnel manager is a practitioner of industrial psychology and must have full faith in human relations approach in management with employee- oriented managerial style.

Objective of industrial psychology:

Ultimate objective of industrial psychology is higher productivity or industrial efficiency. But unlike efficiency engineers, the primary aim of industrial psychology are not merely to obtain greater output but to give the worker greater ease or comfort at work. Ease does not mean merely physical ease but also mental ease, comfort or happiness that is job satisfaction. Hence, it is said that “ease of work gives speed of work” it wants to make the work more meaningful, interesting and inspiring. So that every employee can give up best.

Kinds of inter-personal relationships:

The application of psychology in industry involves four kinds of inter-personal relationships.

- Relation between the worker and his work
- Relation between the worker and his boss
- Relation between the worker and his fellow workers

➤ Relation between the worker and management

Industrial psychology wants to acquire better understanding of individual and group behavior at work and better control of the four above mentioned relationships. If these relations are good, workers are satisfied and we have high employee morale.

Area of industrial psychology

Industrial psychology covers three areas to secure the best possible human condition in occupational work.

➤ **Knowledge of individual differences**

The existence of physical and mental differences among individual each one of the basic assumption of industrial psychology.

Individual differences are:

- Physical
- Intellectual
- Temperamental
- Character
- Interest

Knowledge of these individual differences can be used in:

- The study of the requirements of occupation
- The best choice of vocation guidance
- Development and use of psychology test and employment tests in the selection and placement of workers.

➤ **Man machine system**

It deals with man -machine organization giving best co- ordination of man and machine.

- Influence of work environment on worker efficiency i. e. lighting, ventilation, noise, temperature, working hours etc.
- Industrial fatigue and rest pauses. Fatigue study is the specialty of industrial psychology.
- A best method of work to reduce needless efforts and strain due to bad movements and to achieve is of work and to conserve energy.
- Vocational trainings to ensure development of workers.
- Incentive wages, to ensure maximum productivity. We give attention to work evaluation and merit rating techniques under wage incentive plans.

➤ **Industrial relations**

Industrial psychology specially study's causes of human behavior for securing –

- Proper Motivation of worker.
- Better industrial relation.
- Best possible human relations in industry.

Industrial relations depend essentially on interests, impulses, sentiments and passions of human being.

The realization of the important of human factors that is psychology aspects such as emotions and feelings as well as attitude and behavior of employees governing the labour-management relations is a brightest and most promising feature of the present industrial situation.

Industrial psychology firmly established the psychology foundations of a business enterprise and the study of motivation and employee morale assumed unique importance due to industrial psychology.

The entire edifice of modern personnel management is based on human relations and industrial psychology.

Conclusion:

Industrial psychology uses the techniques of time study, motion study, work study and fatigue study primarily to ensure good working condition and ease work of work it gives attention to routing of production and material handling, plant layout etc. primarily secure maximum human welfare. It is interested in industrial hygiene and accident prevention or safety measures particularly to conserve human resources.

References:

- 1 mamoria C. B, Personnel management.
- 2 mamoria and mamoria Dynamic of industrial relations in India.
- 3 sharma A. M. understanding wage system.
- 4 sherlekar S. A. , modern business organization and management.
- 5 sharma A. M. Aspects of labour welfare and social security.

Skill Development – Knowledge Acquisition and up gradation

Dr.P.S.Vishwakarma

Asst. Prof. in Commerce

Nehru Mahavidyalaya, Nerparsopant, Distt. Yavatmal

Abstract :-

As we know that education develops the overall growth of the human beings and ultimately build the nation. Every country having its own system of education taking into consideration of its promotions of its unique social and cultural image and along with that facing the challenges time to time.

As the country's population enhancing day by day, it is estimated that by 2025, India will have 25% of the world's total workforce. In order to survive in future prospects', it need to plan from today.

India need to develop high quality education system, which will be affordable, flexible, relevant. The economy needs the skilled workforce.

For that it is required to incorporate the requirements of various industries in its curriculum, produced well groomed graduates, post-graduates.

Regarding the above consent, we can use the schemes provided by the UGC known as Community Colleges and B.Voc.Degree Programme in universities and colleges during the XII the Plan.

Make in India is the skill development project of the present government for building the nation.

Keywords :- ICT, education, skill

Introduction :-

Today, the country faces a demand –supply mismatch as the economy needs more ‘Skilled’ workforce as also the managers and entrepreneurs than produced annually. Education institutes need to produce well groomed graduates.

Today the government of India, stressing towards the development of skill of an employee, worker, etc. Also regarding this present government has taken initiative in the way towards the developing employability and job opportunity.

The UGC in its XIIth Plan Guidelines proposal will be invited named “Deen Dayal Upadhyay Centres for knowledge Acquisition and Upgradation of skilled human abilities and livelihood (Kaushal) in Universities and Colleges (DEEN DAYAL UPADHAYA KAUSHAL KENDRAS)”

Objectives of the study:-

- 1) To create skilled manpower as per the requirement of the industry at different levels.
- 2) Courses formulation (as per the demand of the industry)
- 3) Co-ordination between HE system and industry
- 4) To provide the vocational education
- 5) R & D in the areas related skill education and development
- 6) To provide modular training programme
- 7) To develop and aggregate curriculum, content and learning material.

In the following diagram, we will get detail information about available resources, requirement, goal, etc.

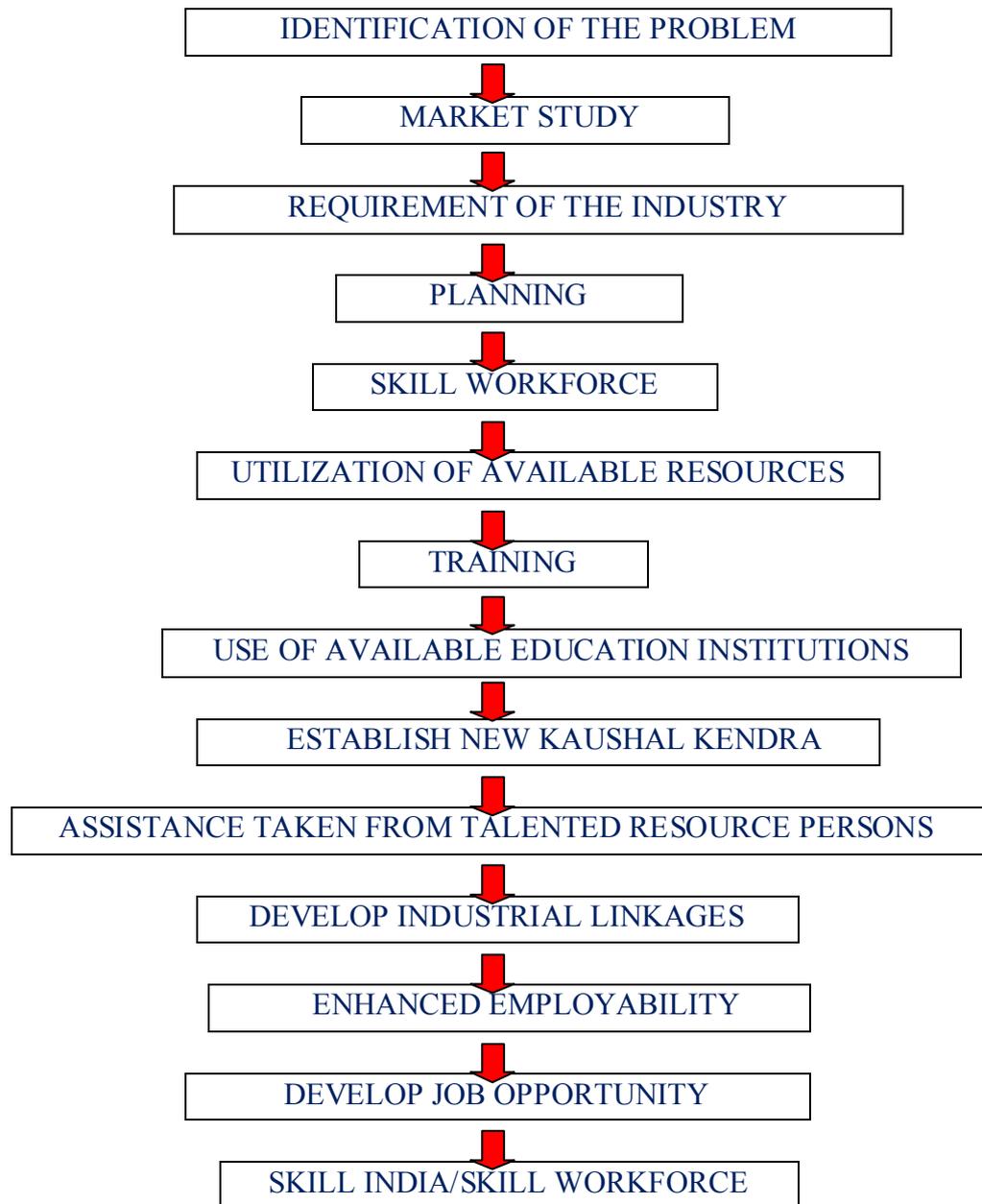


Fig. Showing Growth towards the Skill Workforce

Fro the development of the above strategic plan following things are required -s

Requirements:-

- 1) Proper Market Research
- 2) Identification of Problem
- 3) Difficult areas
- 4) Proper Planning
- 5) Finding institutions
- 6) Provide proper training to employees
- 7) Equipping existing institutions
- 8) Creating a pool of talented resource persons
- 9) Enhancing institutions – industry linkages

Findings and conclusions:-

- a) Vocational courses started to help the employability.
- b) Computer literacy enhances
- c) The use of ICT helps for up-gradation of the knowledge
- d) Financial literacy among the job seekers enhances
- e) Trained and industrial trained youth develops.

Arrange Programmes like

- 1) Focus on small and micro enterprises
- 2) Arrange workshops
- 3) Arrange seminars/conferences
- 4) Career counseling
- 5) Group discussions
- 6) Arrange interviews

Future Prospective :-

- 1) Better environment regarding employability,
- 2) Developing the employee skills in future prospects
- 3) Continuous need identification and need anticipation
- 4) Development of personality.

This concluded that the skill development is the most important in today for developing the nation.

- a) Build the skilled youth
- b) Develop the cycle of trained people
- c) Develop the institutions
- d) Arrival of new institutions
- e) Growth of “Kaushal Centres”
- f) Skill Workforce develop
- g) Groomed graduates and post-graduates
- h) Remove unemployment
- i) Develop industrial linkages
- j) Develop the opportunity of the employment, Career advancement, course development, etc.

References :-

www.google.com
www.ugc.ac.in
www.wikipedia.com

Role of Tourism in development of Service Management in Vidarbha Region

Prof. Rajat R. Mandal

Assistant Professor in Commerce
Mahatma Jotiba Fule Mahavidyalaya,
Ballarpur, Dist: Chandrapur.

Abstract

Tourism stimulates the rate of growth of the overall economy because of its immense growth potential. Under certain situation can also be rightly regarded as an important industry for the diversification of the industrial structure, as well as regional development of backward areas. Tourism has existed in one form or other since societies have been in existence and its roots can be traced back to ancient times. The latter half of the twentieth century saw a spectacular development and expansion of modern tourism in all corners of the globe. Facilitated by remarkable technological advances, especially in transport, as well as increases in leisure time and disposable wealth, tourism has become one of the largest and most important industries of the world.

1.1 Introduction

Tourism is the study of travel and tourism, as an industry and as a social and cultural activity. Tourism geography covers a wide range of interests including the environmental impact of tourism. The approaches to study will differ according to the varying concerns. Much tourism management literature remains quantitative in methodology and considers tourism as consisting of the places of tourist origin (or tourist generating areas), tourist destinations (or places of tourism supply) and the relationship (connections) between origin and destination places, which includes transportation routes, business relationships and traveler motivations. Travel has been an integral part of human life through ages. Before the civilization, nomadic man's main function was to make a living by gathering food and other essential commodities for which he was travelling and also had pleasure of seeing the wonderful nature. When the civilizations established, the civilized man's motivations for travelling had changed. Travel was undertaken primarily for the purpose of business and communication. The growth in leisure travel has matched the number of countries, regions and destinations opening up for tourism. As a result, today there is hardly any part of the globe that is not invaded by tourism. The main reason that growing numbers of countries are getting involved in tourism activities is the economic gains promised by the industry. Due to the industry's vast opportunities for employment and income generation, less-developed countries see tourism as their “passport” to development. Indeed, The Manila Declaration on World Tourism (United Nations World Tourism Organization, 1980) recommended tourism as a gateway for “a steady acceleration of economic and social development” particularly for developing countries.

1.2 Meaning and Importance of Tourism

As we have entered in the new millennium, tourism has emerged as the biggest industry of the future. Often ranked as the world's largest industry, tourism plays a major role in the economies of 17 nations in the world. For many countries, it is their biggest economic activity. World tourism organization has estimated that there were more than 693 million international travelers in 2001. Spending by these tourists was estimated at more than 462 billion. Tourist arrivals are predicted to grow by an average of 4.1 percent a year over the next two decades, surprisingly a total of over billion international travelers by the year 2019 and reaching 1.6 billion by the year 2020. Importantly, tourism is the world's largest employer, generating, directly and indirectly, nearly 200 million jobs or some 10 percent of the jobs globally. However, in 2001 the industry

has suffered because of the September 11 terrorist attacks in USA. For the first time since 1982, the world wide number of international tourist arrivals showed a slight decrease (-0.6 percent or billion down from 2000). The impact of the events of 11th September, 2001 has been very severe on travel and trade. Thus, tourism crises posted a severe on travel and trade. Thus, tourism crises posed a serious challenge to the tour and travel management. The fastest growing segment in tourism is eco-tourism. WTO has estimated that eco-tourism generated 7 percent of all international travel expenditure and 20 percent of all international travel. Today, nature tourism is the largest foreign exchange earner for South Africa, Kenya, Ecuador and Costa Rica. Moreover, tourism industry has an estimated annual growth rate of 4 percent, nature tourism boasts of a growth rate between 10 percent and 30 percent. Even a fraction of these revenues can go a long way help the local economy and ecology. However, India’s position globally both in terms of tourist inflow and tourism earnings have moved even faster. Average annual growth rate of tourism has been reported 4.13 percent in India against the average growth of 4.56 percent at global level during 1980-1997. The future growth rates of tourism in India are projected to be 6.5 percent during 2000-2010 and 5.8 percent during 2010-2020. India will remain in the pre-dominant position within south Asia with the concept of tourism as a phenomenon involves the movement of people within their own country or accesses to the national borders, 8.9 million tourist arrivals out of a total 18.75 million (47.47 percent) by 2010.

Tourism involves basically three elements, namely man (human element as the creator of the act of tourism), space (the physical element which is compared by the act itself), and time (the temporal element which is compared by the trip itself and the stay at the destination). Conceptually, tourism is defined as the sum of the phenomenon and relationships arising from the travel and stay of non-residents in so far as they do not lead to permanent residents and are not connected with an earning activity (Burkart & Medlik, 1984). The concept of tourism is characterized by:

1.3 Objectives of the study

- To study the movement of people and their stay at various destinations.
- To developing social and physical infrastructure and amenities to facilitate visitors.
- To giving rise to recreational and other cultural events to attract tourists.
- To developing pleasure activities and professional service providers and
- To giving rise to various service demands which are provided by commercial sense of tourism and service industry.

1.4 Tourism Demand

Tourism Demand has increased significantly in the recent past. There has been a dramatic expansion of domestic tourism also in many developed countries (Christopher & Holloway, 1998). There are many factors which have contributed to the increase in the demand for tourism. Population growth, rising standards of living, more leisure time and greater discretionary spending have boosted the numbers of travelers. Both the public and private sectors of economy have fostered this demand and encouraged the expansion of the tourist industry. The technological development in transport, telecommunication and media have brought down the relative cost of travel and encouraged travel. However, tourism demand is characterized by three important factors viz. i) elasticity, ii) sensitivity, iii) seasonality. Tourism is also affected by

internal and external environment. Terrorism, violence, political instability, insecurity, poor health and physical infrastructure, etc. severely affects the tourism growth. However, tourism demand is highly dynamic in nature.

1.5 Statement of the Problem

Tourism seems to be very attractive for both tourists and hosts. Tourists spend a great time in an exotic place with reasonable costs, and the hosts earn so much money. However, tourism also has a lot of negative aspects which have to be solved. Tourism is a huge industry which is larger than the arms trade and in the present situation the profit is definitely considered as the first priority. And tourists usually want to spend their time comfortably without any effort of arrangement or negotiation. For these comforts of tourists proper management, development and conservation is needed.

My research paper begins with the analysis of service management, development and conservation, strategies of tourism in Vidarbha Region. The poor countries are always defeated by short-term perspectives, or their hunger for money. As a result, the governments of developing countries tend to "keep quiet" about the disadvantages of tourism. For example, resort hotels are usually built on the outskirts of villages of the tourist spots where local people are living. They are forced to move out to slums and they lose their jobs. In resort hotels, tourists spend or waste too much water, electricity and generate too much of solid wastes. This may cause environmental problems for local people and the pollution of the natural environment.

The consumption of tourists not only results in increasing the income of the local population but also causes higher prices. The other major problem faced in my study area is transportation which is the connecting circuit for plenty of beautiful and historical places and also there is improper management of natural resources which have to be conserved. Social infrastructure is highly improved by tourism. It brings airports, better roads, hotels, transport, and power supplies which directly relate to development. The original arts and crafts become more streamlined to entertain tourists, but on the other hand there are more tourist demands for the preservation of their original culture and wildlife as a valuable commodity. More and more people are becoming familiar with the local culture and know the advantages and problems of that culture. Developing the tourist industry is a good way for the local culture to be preserved and to survive. In the study area I find all categories of tourist attractions receiving large amount of tourists throughout the year, but the transportation will be a major problem in it. Hotels, basic infrastructure, boarding and lodging facilities and qualities should improve to meet the requirement of the tourist. The environmental concerns with the tourism people and awareness should be created about the ecological balance and its impacts.

1.6 Significance of Study

Tourism is widely known that it is one of the most enterprising branches of the tertiary sector of economy in many countries. Nevertheless, tourism is characterized by an increasing number of negative environmental and social impacts. This combination of both social problems and environmental pollution, makes the need for further study and investigation of this phenomenon imperative, especially in a prime tourist country. Tourism especially in forests, wild life sanctuaries, waterfalls etc., are growing areas within the world's largest tourism industry. Yet

despite increased awareness of the economic and environmental significance of tourism, it is only in recent years, scientific researchers have emerged.

The tourism industry generally overuses water resources for hotels, swimming pools, and personal use of water by tourists. This can result in water shortages and degradation of water supplies, as well as generating a greater volume of waste water. In areas with high concentrations of tourist activities, waste disposal is a serious problem. Vidarbha Region has many tourist centers specially eco, religious and recreational types which have been undergone the positive and negative impact of economy, social and environmental. The proper conservation, management and development of these tourism places are of concern of the day.

1.7 Methodology

Methodology of a research should be sound so that the objectives will be achieved. The study involves both collection of data and review of literature. The review of International, National and local literature gives insight in to the study. The spatial and non-spatial data consisting of primary, secondary data and maps makes the presentation of the work more meaningful.

1.8 Collection of Data

Primary data is collected from survey and questionnaire. The questionnaire has been structured to include the conservation where needed, whether properly managed or not, where management is required and the question related to development. Economic, social and environmental impact has been assessed by getting information from the local people. Secondary data regarding tourist's visits, infrastructural facility etc are collected from various offices such as Statistical department, Tourism department, Forest department, Tourism and travels agency, hotels, and resorts.

1.9 Findings

The present study is on Conservation, Service Management and Development Strategies of Tourism Places in Vidarbha Region consists of various natural resources. This deals with the introduction, statement of the problem, objectives and methodology. It gives a brief introduction about the study area. A type of tourism, tourist flow and infrastructure available in the region has been explained with Tourism scenario. This makes easy to conservation, Services management and development of tourism in Vidarbha Region. The positive and negative impact of tourism on economy, social and cultural and on environment has been also studied. Suggestion and conclusion are as follows:

1.10 Suggestion

- The tourism department has to encourage more number of travel agencies of both private and government to operate from all the tourism centers of the Vidarbha Region.
- Auxiliary services such as Petrol bunks, gasoline stations, roadside eating facilities, motels, roadside parks, roadside picnic facilities, rest parks that have Wash Rooms facilities, and auto repair and service facilities should be extended to all the tourist centers for successful development of tourism.
- In the places of recreation waste papers, food foils, wrappers of packed foods and various kinds of beverage bottles are the major source of solid wastes in different places. The waste management should be given first priority and it can also be privatized for better maintenance.

- The river pollution in recreational tourist centers avoided from providing public toilets, bathrooms and washing wastes.
- The facility of drinking water should be given top priority in tourist places.
- The telecommunication service should be improved in all the places.

1.11 Conclusion

Tourism industry in Vidarbha Region is growing and it has vast potential for generating employment and earning large amount of foreign exchange besides giving a fillip to the country's overall economic and social development. But much more remains to be done. Eco-tourism needs to be promoted so that tourism in the Vidarbha Region helps in preserving and sustaining the diversity of the natural and cultural environment. Tourism in the Vidarbha Region should be developed in such a way that it accommodates and entertains visitors in a way to sustain and support the native cultures in the locations it is operating in. Moreover, since tourism is a multi-dimensional activity, and basically a service industry, it would be necessary that all wings of the governments, private sector and voluntary organizations become active partners in the endeavor to attain sustainable growth in tourism of the Vidarbha Region.

1.12 References and Bibliography

1. Ahmed and Krohn. (1992), Current Issues In Hospitality And Tourism.
2. Alegre, J. and Garau, J. (2010), Tourist Satisfaction And Dissatisfaction Annals Of Tourism Research, Volume 37, Pages 52-73.
3. Ali Khaksari Timothy Jeonglyeol Lee, And Choong-Ki Lee. (2014), Religious Receptions And Hegemony On Tourism Development: The Case of the “Islamic Republic of Iran”, International Journal of Tourism, Research Volume 16, Pages 97–103.
4. Anna Blackman. (2004), “Factors Contributing To Successful Tourism development In Peripheral Regions”, The Journal of Tourism Studies, Volume 15, Page no 59.
5. Anna Torres-Delgado, Francesc Lopez Palomeque. (2012), “The Growth And Spread Of The Concept Of Sustainable Tourism: The Contribution Of Institutional Initiatives To Tourism Policy” Tourism Management Perspectives, Volume 4, Pages 1–10.
6. Archer.B. and Cooper. (1994), The Positive And Negative Impact Of Tourism In W. Theobald, Globe Tourism: The Next Decade, Pages 73-91. Oxford Butterworth.
7. Aulia Safrianty. (2011), Dynamic Modelling Of Tourism Attraction And Environmental Carrying Capacity Case Study: Taman Bunga Cihideung Area–West Bandung Regency, Asean Journal On Hospitality And Tourism, Volume 11, Pages 82-86.
8. Baggio, R. and Scott, N. And Cooper, C. (2010), A Review focused On Tourism Annals Of Tourism Research, Volume 37, Pages 802-827.
9. Baoren Su. (2013), Developing Rural Tourism: The PAT Program And ‘Nong jia le’ Tourism In China International Journal of Tourism Research, Volume15, Pages, 611–619.
10. Barros, C.P. And Machado, L.P. (2010), The Length Of Stay In Tourism Annals Of Tourism Research, Volume 37, Pages 692-706.
11. Belisle and Hoy. (1980), Tourism Destination Marketing And management: Collaborative Strategies.
12. Benxiang Zeng Chris Ryan. (2012), Assisting The Poor In China Through Tourism Development: A review of research Tourism Management, Volume 33, Pages 239–248.

13. Bhatia.A.K. (2009), “Tourism Development Principles And Practices”, Third Edition.
14. Bhattacharya. (2003), Mass Tourism As A Potential Noise Pollution Threat- A Case Study of Bhojpur. Tourism Destination In Madhya Pradesh, India. International Journal Of Environment Science, Volume 5.
15. Bilge Daldeniz, Mark P., Hampton. (2013), Dive Tourism And Local Communities: Active Participation Or Subject To Impacts? Case Studies from Malaysia International Journal of Tourism Research, Volume 15, Pages 507–520.
16. Bower. (2003), A Cross- National Analyses Of International Tourist Flows In China. Tourism Geographies, Pages 257-279.
17. Bruce Prideaux, Karen Elizabeth McNamaraTurning. (2013), Global Crisis Into A Tourism Opportunity: The Perspective From Tuvalu International Journal Of Tourism Research, Volume 15, Pages 583–594.
18. Thesis of Nagendraswamy .R.B. “Conservation management and development strategies of tourism places in Chamarajanagara district”, University of Mysore,2016.

नव्या युगातील भारताचे औद्योगिक तंत्रज्ञान आणि विकास : एक आढावा

Archana Kahale (Patki)

Professor, (Commerce Department)

Ramkrishna Wagh Arts And Commerce
Collage.Koradi Road,Bokhara.

Nagpur-

madhavpatki@gmail.com

Mobile No. 9226921663

प्रस्तावना :-

या मोबाईल वरून एखादे ऑप डाऊनलोड करण्याचे प्रशिक्षण आपल्या नातवाने आजोबांना दिले तर आपल्याला तंत्रज्ञान अवगत झाले, इतपत नव्या युगाचे तंत्रज्ञान मर्यादित असू शकत नाही. आज भारतात स्मार्टफोनच्या रूपातून तंत्रज्ञानाचा प्रसार झपाट्याने झाला हे खरे असले, तरी तंत्रज्ञानाच्या क्षेत्रात आपल्याला स्वयंपूर्ण व्हायचे असेल, तर हे तंत्रज्ञान आर्थिक-सामाजिक व नागरी व्यवहारांच्या नसानसातून वाहण्याची गरज आहे. आपल्या देशाच्या स्वातंत्र्याचा विचार करता तंत्रज्ञानदृष्ट्या मागासलेपण राहिले, तर जगाच्या नकाशावरून आपण नाकारले जाण्याची आणि आपले स्वातंत्र्य, स्वायत्तता यांच्यावर गदा येण्याची शक्यताच अधिक तंत्रज्ञानाच्या क्षेत्रात भारत हा एक ब्रँड म्हणून आकारास येण्याची गरज आहे. नेमक्या याच सूत्रावर टेक्नॉलॉजी व्हिजन २०३५ हा आराखडा बेतलेला आहे.

हा आराखडा केवळ २०३५ मधील भारताच्या तंत्रज्ञान गरजा किंवा त्यावेळी तंत्रज्ञान कुठे पोहोचलेले असेल, एवढे सांगून थांबत नाही, तर त्या उद्दिष्टापर्यंत पोहोचण्याचे एक पथदर्शी दिशादर्शन आपल्याला करतो. माजी राष्ट्रपती डॉ. ए.पी.जे अब्दुल कलाम यांच्या नेतृत्वाखाली २०२० चे असेल व्हिजन डॉक्युमेन्ट तयार करण्यात आले होते. विकसितभारताच्या आकांक्षांवर त्यात भर होता, तर २०३५ च्या डॉक्युमेन्टमध्ये या आकांक्षा प्रत्यक्षात उतरविण्याची जाणीव अधोरेखित होत आहे. २०२० चे डॉक्युमेन्ट हे १९९६ मधील परिस्थिती आकलनावर बेतलेले होते, तर आताचे डॉक्युमेन्ट हे २०१४ च्या आकलनावर १९९६ आणि १९९६ आणि २०१४ या सुमारे दोन दशकांत भारतामध्ये किंवा जगातही जेवढा बदल झाला आहे, तेवढा वेग यापूर्वी कधीही नव्हता, असे म्हटल्यास वावगे ठरणार नाही. भारताचे ठोकळ राष्ट्रीय उत्पादनच या काळात सहा पटींहून अधिक वाढले आहे. या परिस्थितीचे भान बाळगून देशात २००० सालापासून दूरसंचार रस्ते वाहतून, अन्न व कृषि, आरोग्यसेवा, नागरी हवाई क्षेत्र, ऊर्जा आदी महत्वाच्या क्षेत्रात कोणत्या गतीने बदल झाले, याचे समर्पक विवेचन घोड्याच्या गतीचे उदाहरण देऊन या अहवालात प्रथम मांडण्यात आले आहे.

प्रगत देशांचे चित्र आज डोळ्यापुढे आणल्यास नित्याच्या व्यवहारातील काही सेवांमध्ये सुलभता, आधुनिकता किती आली आहे व त्याने लोकांचे आयुष्य किती सुरळीत बनले, हा निकश असतो. २०३५ मध्ये भारतालाही अशाच क्षेत्रांमध्ये लोकांना सेवा देताना काही उद्दिष्टे डोळ्यापुढे ठेवावी लागतील. कदाचित लोकसंख्येच्या समूहांनुसार ही उद्दिष्टे बदलतील. जसे स्वच्छ हवा हे उद्दिष्ट शहरांसाठी प्राधान्यवार असेल, तर पिण्यायोग्य पाणी हे उद्दिष्ट गावांमध्येमोठे असेल. ही उद्दिष्टे अधोरेखित करण्याचे महत्वाचे कार्य या डॉक्युमेन्टमध्ये आहे.

गृहितके :-

अ) तंत्रज्ञानाच्या क्षेत्रात भारत हा एक ब्रँड म्हणून अभ्यासणे.

ब) २०३५ मधील भारताच्या तंत्रज्ञानाच्या गरजा उद्दिष्टांपर्यंत पोहोचण्याचे एक पथदर्शी दिशादर्शन अभ्यासणे.

संशोधन पद्धती :-

प्रस्तुत शोधनिबंधाचे प्राथमिक व द्वितीयक स्रोताद्वारे महिती संकलित केली आहे व विश्लेषणात्मक पद्धतीचा वापर केला आहे.

मर्यादा :-

अ) अभ्यास क्षेत्र हे भविष्यातील देशातील औद्योगिक तंत्रज्ञाना पुरतेच मर्यादित राहिल.

स्वच्छ हवा व साठवण्यायोग्य पाणी

- कोळशाच्या वापरातील स्वच्छ तंत्रज्ञान
- वाहतुकीसाठी पर्यायी इंधनाचा वापर
- बांधकामक्षेत्रात कमीत कमी धुळीचे उत्सर्जन
- अहोरात्र स्तरावर वायूप्रदूषण मोजण्याचे तंत्रज्ञान
- निरक्षारीकरणाच्या परवडण्यायोग्य पद्धती
- जलाशयांमधील गाळ मोकळा करण्याचे तंत्रज्ञान
- दवाचे सवर्धन करण्याचे तंत्रज्ञान
- गळती स्वतःच रोखणाऱ्या जलवाहिन्या ?

अन्न व आहार सुरक्षा

- शेतीच्या पद्धतीमध्ये सुधारणा
- हवामानास जुळवून घेणाऱ्या पद्धतींचा विकास
- अन्नधान्याचे श्रीडी प्रिन्टिंग
- कडधान्यांच्या नव्या वणांचा विकास
- खाद्ययोग्य नसलेल्या वनस्पतींचे खाद्ययोग्य प्रजातींमध्ये रूपांतर
- वनस्पती, जीवांवरील रोगांचे जलद निदान
- अन्नधान्य सुरक्षेतील विकिरणासाठी इलेक्ट्रॉन बीम्सचा वापर
- नाशिवंत पदार्थांचा टिकाऊपणा वाढविणारे तंत्रज्ञान
- जंतुनाशके, खते यांची नॅनो फॉर्म्युलेशन्स
- जागतिक बाजारात कृषि उत्पादनांना मान्यता मिळविण्यासाठी सुरक्षित अग्रोकेमिकल्सचा विकास
- जमीन व पाणी यांचा सुयोग्य वापर

वैद्यकसेवा व सार्वजनिक आरोग्य

- प्रत्येक ग्रामपंचायतीत स्पेशालिस्ट व सरस्पेशालिस्ट्सशी संपर्क साधू शकणारे टेलिमेडिसीन केंद्र
- प्रत्येक जिल्हात मल्टिस्पेशालिटी रूग्णालय व हवाई रूग्णवाहिका आणि ट्रॉमा सेन्टर
- मल्टिड्रग रेझिस्टन्ट व नव्या प्रकारच्या रोगांसाठी. लर्सीचा शोध
- अवयव व प्रोस्थेटिक्स यांचे श्रीडी प्रिन्टिंग
- टेलिमेडिसीन आणि टेलिसर्जरी
- वैद्यकीय वस्त्रप्रवारणे (मेडिकल टेक्स्टईल)
- पर्सनलाईज्ड मेडिसीन
- सिंथेटिक जीवशास्त्र
- नॅनो रोबोचा वापर
- भारतीय वैद्यकशास्त्राचा आधुनिक विज्ञानाशी मेळ
- नव्या जीवनशैलीच्या व्याधींची पूर्वसूचना देणारे बॉडी फ्लुईट मार्कर्स
- वैद्यकीय आपत्कालीन परिस्थितीचा इशारा देणारी स्वयंचलित यंत्रणा
- स्वयंचलित निर्जंतुकीकरण करणारी गृहउपकरणे
- आरोग्य सुविधांचे विकेंद्रीकरण

- सध्याची आयुर्मर्यादा ६९ आहे, ती जन्माच्या वेळीच ८० पर्यंत नेणे.

२४ बाय ७ अखंडित ऊर्जा

ऊर्जेच्या नव्या स्रोतांचा शोध

- सर्वांना अखंडित ऊर्जा पुरवठा व त्यासाठी १००० गिंगावॉटची क्षमता राष्ट्रीय पातळीवर तयार करणे, त्यापैकी ५० टक्के ऊर्जा अपरारंपारिक स्रोतांतून. वहन व वितरणातील गळती ३ टक्क्यांहून कमी करणे, ऊर्जेचे विकेंद्रीकरण
- सौरऊर्जा
- अणुऊर्जा
- फायुजन फिजन हाब्रीड रिअॅक्टर
- थोरिअमसाठी फास्ट ब्रीडर रिअॅक्टर
- बयोरिफायनरीज
- सुपरक्रिटिकल कोळसा
- हायड्रोजन ऊर्जा फ्युएल सेल
- डीसी ग्री
- महिती तंत्रज्ञानावर आधारित निगराणी यंत्रणा
- स्मार्ट विन्डोज
- मायक्रो गॅसिफायर कुकस्टोव्ह
- हरित आणि नेट झिरो ऊर्जाउत्सर्जनल इमारती
- झिरो एनर्जी आर्टिफिशिअनल लायटिंग

सुयोग्य निवारे

- पूर्णपणे झोपडीनिर्मूलन अधिक वेगाने व कार्यक्षमतेने गृहबांधणी
- नैसर्गिक आपत्ती व हवामान प्रतिकूलतांचा सामना करण्यास सक्षम घरे
- ग्रामीण भागातही नागरी सुविधा असलेली घरे, ज्यायोगे स्थलांतर रोखण्यात यश
- शाश्वत शहरांचे निर्माण
- घरांचे श्रीडी प्रिंटिंग
- बंधकाम क्षेत्रात बचतीसाठी ४डी कॅड प्रणाली
- पर्यावरणस्नेही फिलर सामग्रीचा वापर
- सिमेन्टफ्री, वॉटरफ्री कॉक्रीट
- लिक्विड ग्रॅनाइट, पारदर्शक अल्युमिना व सुपर अलॉयची नवी रचनात्मक सामग्री
- ऊर्जाग्रहण करणारे आर्टिफिशिअन लायटिंग
- टचपॅनेल वॉल व स्मार्ट विन्डोज
- बंधकामासाठी कमी खर्चातील निरक्षारीकरण तंत्र

शिक्षण तसेच रोजगाराच्या उच्च दर्जाच्या संधी

- सध्याच्या शाळा, कॉलेज, विद्यापीठांच्या व्यवस्था २०३५ मध्ये संदर्भहीन ठरतील
- १०० टक्के साक्षरता व त्या जोडीला उपकरणे, यंत्रे चालविण्याचे ज्ञान
- पूर्वनियोजित अभ्यासक्रम इतिहासजमा होईल व त्याऐवजी प्रत्येक विद्यार्थ्यास त्याचा चमू, अभ्यासक्रम, अभ्यासाचा वेग हे ठरविण्याची मुभा राहिल.
- शिक्षणक्रम रिअल टाइम करण्यासा तंत्रज्ञानाची मदत

- क्रीडाशिक्षणातही आयसीटी माध्यमे, सिम्युलेटर यांचा वापर इतिहास, सैद्धांतिक व प्रायोगिक या सर्व शाखांमध्ये देवाणघेवाण
- विद्यार्थ्यांना आंतरशाखीय अभ्यास निवडण्याची लवचिकता, मुभा
- सध्याच्यासारखी परीक्षापद्धती बादहोईल, विद्यार्थ्यांची गुणवत्ता, कौशल्य व ज्ञान यांचा कस पाहण्यासाठी तंत्रज्ञानाद्वारे छाननी, प्रशिक्षणार्थीना त्यांचा स्तर सुधारण्यासाठी अनेक संधी
- इंटरअॅक्टिव्ह रिमोट कंट्रोल प्रयोगशाळा
- ४जी व ५जी कम्युनिकेशन
- श्रीडी प्रिन्टींग
- भारतीय भाषांमध्ये रिअलटाइम अनुवाद सुविधा

सुरक्षित व वेगाचा संचार

- प्रत्येक लोकवस्तीला बारमाही हेलिपॅड
- वाहतूक कोंडीमुक्तीसाठी माहिती तंत्रज्ञान
- इंटेलिजन्ट ट्रान्सपोर्टेशन व रस्ते
- सेल्फ हिलिंग रस्ते
- पर्यायी इंधनावर वाहतूक
- फॉग व्हिजन यंत्रणा रेल्वे व रस्त्यांसाठी
- रस्ते सुरक्षा तंत्रज्ञान
- ऑम्पिबिअन (रस्ते पाण्यावर चालणारी) व उघडणारी वाहने

सार्वजनिक सुरक्षितता व राष्ट्रीय सुरक्षा

- राष्ट्रीय सायबरस्पेस टेहळणी यंत्रणा,
- सामग्री सुरक्षा
- आग व धूर ओळखणारी यंत्रणा
- गर्दीचे व्यवस्थापन करणारी सक्षम यंत्रणा
- झिरो एनर्जी स्ट्रीट लायटिंग
- वयोवृद्ध व अपंगासाठी सेन्सर्स
- पादचारी सुरक्षा यंत्रणा
- रेल्वे अपघात व टक्कर यांच्यासाठी एअरबॅग सुरक्षा
- रोगप्रसार प्रतिबंध सेन्सर्स

सांस्कृतिक विविधता

- आकर्षक व्हर्चुअल रिअॅलिटी
- भाशांचे इंटरप्रीटेशन करणारी यंत्रणा
- पुरातत्वशास्त्रासाठी जीआय अॅप्लिकेशन
- स्मारकांच्या धातूपृष्ठभागांची लेझरद्वारे सफाई
- पोर्टेबल इंटरप्रीटेशन उपकरणे
- मौखिक व लेखी सामग्रीचे डिजिटायजेशन व रिअलटाइम अनुवाद

पारदर्शक व प्रभावी प्रशासन

- नागरी सेवा अधिकाधिक ऑनलाईन पुरविण्याची मागणी वाढेल.

- झटपट न्यायदान व सर्व फौजदारी खटले सहा महिन्यात आणि दिवाणी प्रकरणे चार महिन्यात निकाली निघावी, ही अपेक्षा राहिल
- गुन्ह्यांच्या बाबतीत नागरिकांची सहनशक्ती शून्य असेल.
- त्यासाठी माहिती तंत्रज्ञान आधारित न्यायालये, डिजिटल आयडेंटिटी डेटाबेस असेल
- सुशिक्षित व विश्वासार्ह राष्ट्रीय डेटाबेस व्हॉल्ट्स
- वैयक्तिक व सार्वजनिक नोंदीचे डिजिटायजेशन व स्टोरेज ओपन स्टॅंडर्ड फॉर्मॅटमध्ये
- अद्ययावत न्यायवैद्यक (फोरेन्सिक) प्रणाली
- एकात्मिक आपत्कालीन प्रतिसाद व साह्य सेवा
- डिजिटल ओळख पटविण्यासाठी प्रगत बायोमेट्रिक्स
- माणसाचा हस्तक्षेप नसलेल्या निर्णयप्रणाली.

आपत्ती निवारण व नैसर्गिक संकट मुकाबला

- नैसर्गिक व मानवनिर्मित आपत्तीची तातडीची पुर्वसूचना
- भूकंप इशारा प्रणाली
- आपत्तीप्रतिबंधात्मक बांधकामे
- सेन्सर नेटवर्कआधारित बचाव, सुटका व पुनर्वसन
- मायक्रो पातळीवर अचूक हवामान भाकित
- डम्पिंग, ढिगाऱ्यातील वायू बाहेर काढण्यासाठी तंत्रज्ञान हवामान सुधारणांचे तंत्रज्ञान

नैसर्गिक साधनसंपत्तीचे पर्यावरणस्नेही संवर्धन

- माहिती तंत्रज्ञान आधारित निसर्गसंपत्तीची राष्ट्रीय रजिस्ट्री
- त्याद्वारेच साधनस्रोतांचे परीक्षण जलमार्गांचा विकास
- वृक्षांच्या नव्या सक्षम प्रजातींवर संशोधन
- सेन्सरद्वारे वणवा प्रतिबंध
- जैवविविधतेसाठी अस्तंगत होत चाललेल्या वनस्पतींना नवसंजीवनी
- माणूस आणि प्राण्यांमधील संघर्ष थोपविण्यासाठी तंत्रज्ञानाचे उपाय
- परिसंस्था रक्षणासाठी देशी ज्ञानाची मदत
- ग्रीन मायनिंग

ग्रॅन्ड चॅलेंजेस : या विभागात १० महत्वपूर्ण आव्हाने देण्यात आली आहे.

- महिला व बालकुपोषण समाप्ती
- सर्व नद्या व जलस्रोतांमधील पाण्याचा दर्जा व साठा वाढविणे
- देशाच्या आकारानुसार साधनस्रोतांचा विकास व उपयोग
- विद्यार्थीकेंद्री अभ्यासक्रम विकसित करणे, ज्यात भाषेचा अडसर नसेल. सामाजिक अभ्यासक्रमापेक्षा प्रत्येकाला परिपूर्ण शिक्षण देशातील हवामानातील बदल अभ्यासून त्याच्याशी जुळवून घेणे
- भारताला जीवाश्म इंधनापासून मुक्ती
- लेह व तवांगमध्ये रेल्वेमार्ग नेणे
- मुक्त वातावरणातील निवडणुकांसाठी मतदार याषा, व्यक्ती कोणत्याही ठिकाणी असो, त्यांना मत देता येणे व त्याच धर्तीवर त्यांना आर्थिक शक्तीही मिळवून देणे. सर्वांसाठी व्यावसायिक दृष्ट्या किफायतशीर व विकेंद्रीत रूपात अखंडित वीजपुरवठा

➤ पर्यावरणस्नेही कचरा व्यवस्थापन, शून्य अर्थव्यवस्था.

निष्कर्ष :-

सकल राष्ट्रीय उत्पादनपैकी जेमतेम एक टक्काच रक्कम संशोधन व विकासासाठी खर्च केली गेल्याने संशोधनाचा व्यापारी वापर करण्यात अडसर येत असल्याचे जेष्ठ शास्त्रज्ञ डॉ. अनिल काकोडकर यांच्या अध्यक्षतेखालील राष्ट्रीय शिखर समितीने टेक्नोलॉजी व्हिजन २०३५ या आलेखात म्हटले आहे.

टेक्नोलॉजी इन्फर्मेशन, फोरकास्टिंग अँड असेसमेंट कौन्सिल (तंत्रज्ञान माहिती, भाकित व विश्लेषण परिषद सरकारच्या विज्ञान व तंत्रज्ञान विभागातर्फे १९८८ मध्ये स्थापन करण्यात आला. देशात पूर्णवेळ शास्त्रज्ञांची संख्या वाढविणे, तांनाच्या वापराने आर्थिक फायदा व कार्यक्षमता वाढविणे आणि संशोधन क्षेत्रात खासगी क्षेत्राची गुंतवणूक वाढविणे हे भारतापुढील आव्हान आहे. देशात क्षमता असूनही आपण आजही आयात प्रगत तंत्रज्ञानावर अधिक विसंबून असतो. देशातील संशोधन व विकास संस्थांची कामगिरीही त्यास काही अशी जबाबदार असून, त्याने शास्त्रज्ञ समुदायाचा हतोत्साह होतो.सकल राष्ट्रीय उत्पादनपैकी जेमतेम एक टक्काच रक्कम संशोधन व विकासासाठी खर्च केली गेल्याने संशोधनाचा व्यापारी वापर करण्यात अडसर येतो. कौशल्य विकासही आपल्याकडे दुर्लक्षित आहे. याबाबत विचार करावा लागेल.

संदर्भ ग्रंथ :-

1. Archibugi, D. and Michie (1995), “The Globalisation of Technology – 121 – 140
2. Freeman C (1987) “Technology Policy and Economic Performance”
3. Lundvall B. (1992) National system of Innovation.
4. Misfiled E. (1995) Innovation, Technology and Economy.
5. OECD (1991) Technology in a changing world.
6. OECD (1992) Technology and the Economy :- The Key Relationship

होमस्कूलिंग आणि शालेय शिक्षण एक सामाजिक संस्कृती

Dr. Pawan Ramesh Naik

H.O.D (Commerece Department)
Kewalramji Harde, Mahavidyalaya,
Chmorshi

Dist. – Gadchiroli

Email : cpspawannaik1977@gmail.com

Mob No. 9422808008

प्रस्तावना :

आम्ही होमस्कूलिंग करतो हे समजताच समोरच्या व्यक्तीकडून प्रश्नांची सरबत्ती सुरू होते. हा दिवसभर घर नक्की काय करतो? हा परीक्षा कशी देतो? सर्टिफिकेटचे काय? हा समाजात मिसळू शकतो का? आणि सगळ्यात महत्वाचे म्हणजे ह्याच्या करिअरचे काय? समोरची व्यक्ती जरी बदलली तरी साधारण प्रश्न तेच असतात.

होमस्कूलिंग मधील 'होम' शब्दामुळे बऱ्याच जणांची फसगत होते. ज्या प्रमाणे शाळेत मुले वेळापत्रकाला बांधलेली असल्यामुळे दिवसभर साधारण एकाच जागी बसू असतात, तशीच ही मुले घरात बसून राहतात की काय, असा समज होऊ शकतो. मात्र होमस्कूलिंगचा मूळ उद्देश हा मुलांना शिकत असताना पुस्तकाच्या आणि वेळापत्रकाच्या मर्यादा ओलांडता याव्यात हा आहे. मुलांची मानसिक तयारी नसताना त्यांना कोणता तरी विषय कवेळ वेळापत्रकात आहे म्हणून शिकवला, तर मुलाची त्या विषयातील गोडी कमी होऊ शकते व हे वारंवार होत राहिले तर, मुले शाळेचा आणि अभ्यासाचा कंटाळा करू शकतात.

कोणताही विषय शिकत असताना तो केवळ परीक्षेसाठी न शिकता त्या विषयातील संकल्पना व्यवस्थित समजून घेणे, त्यांना दैनंदिन जीवनाशी स्वतःहून संबंध लावण्याचा प्रयत्न करणे हा शिक्षणाचा मूळ हेतू आहे. ज्याप्रमाणे मुलांना शिक्षण देण्याची शाळा ही एक व्यवस्था आहे, त्याचप्रमाणे होमस्कूलिंग सुद्धा मुलांना शिक्षण देणारी एक व्यवस्था आहे. होमस्कूलिंगमध्ये मुलांच्या कुवतीनुसार, आवडीनुसार आणि वेळेनुसार स्व अध्ययनाची संधी दिली जाते. त्यामुळे या शिक्षण पद्धतीला होमस्कूलिंग म्हणण्याऐवजी 'स्वअध्यन' म्हणणे अधिक समर्पक ठरेल असे मला वाटते.

अन्न, वस्त्र, निवारा या मूलभूत गरजांच्या जोडीने शिक्षण ही सुद्धा आज प्रत्येकाची गरज आहे. २०१२ सालच्या कायदानुसार शिक्षण हा प्रत्येकाचा हक्क असून ६ ते १४ वर्षे वयोगटातील एकही मूल शाळेबाहेर राहणार नाही, ही सरकारची जबाबदारी आहे. मूल शाळेत येणं, शिकणं व टिकणं हे आज शिक्षणापुढील महत्वाचं उद्दिष्ट आहे.

जगभरामध्ये शिक्षणाची परंपरा हजारो वर्षांपासून चालत आली आहे. काळानुसार शिक्षणशास्त्र विकसित होत गेले. अभ्यासक्रम, पाठ्यपुस्तके, अध्यापन पद्धती यामध्ये स्थित्यंतरे होत गेली. मुलांच्या भावनिक, मानसिक, बौद्धिक विकासाच्या अनुषंगाने तसेच त्यासाठी पोषक बाबींचा, तंत्राचा विचार आणि विस्तार होत गेला. हळूहळू शाळा ही संकल्पना अधिक दृढ होत गेली. मुलांना काय यायला हवं त्यानुसार त्यांनी काय काय शिकावं याचा प्रामुख्याने विचार शिक्षणात केला गेला.

गृहितक :

“होमस्कूलिंग आणि शालेय शिक्षणाच्या आधारावर सामाजिक संस्कृति अभ्यासणे.”

संशोधन पद्धती :

प्रस्तुत शोध निबंधाचे प्राथमिक व द्वितीयक स्रोताद्वारे माहिती संकलित केली आहे व विश्लेषणात्मक पद्धतीचा वापर केला आहे.

मर्यादा :

अभ्यास क्षेत्र हे नागपूर शहरापुरतेच मर्यादित आहे.

जीवन हेच शिक्षण :

प्रत्येक मुलामध्ये असलेले नैसर्गिक कुतूहल आणि प्रश्न विचारण्याची प्रवृत्ती आयुष्यभर जिवंत ठेवण्यासाठी होमस्कूलिंगमध्ये विशेष काळजी घेतली जाते. प्रचलित शिक्षण पद्धतीच्या बाहेर राहून जी मुले शिक्षण घेत आहेत त्यामध्ये क्रमिक पुस्तके आणि अभ्यासक्रमाच्या मदतीने शिक्षणाच्या संधी देणारी ‘होमस्कूलिंग’ आणि कोणत्याही अभ्यासक्रमामध्ये न अडकता जीवन हेच शिक्षण आणि जगताना येणाऱ्या अनुभवांना आत्मविश्वासाने सामोरे जाणे म्हणजे शिकणे असे मानणारा ‘अन्-स्कूलिंग’ असे दोन प्रवाह आहेत.

होमस्कूलिंग मध्ये सुरुवातीला मुलाला क्रमिक पुस्तकाच्या मदतीने शिकवणे आणि प्रश्न सोडवायला देणे एवढेच काम करत होतो. मात्र हे करत असताना आमच्या लक्षात आले की, मुले जेव्हा ताणविरहित वातावरणात शिकत असतात, त्यावेळी त्यांचा नवीन गोष्टी शिकण्यात उत्साह आपोआप वाढायला लागतो.

विषयांचा सहसंबंध :

गणितातील गुणाकार-भागाकार ही संकल्पना शिकत असताना आमच्या मुलाला गणितातील संख्या, गुणाकार, भागाकार हे नक्की कुठून आले, असा प्रश्न पडला. ह्या प्रश्नाचे उत्तर ‘गणिती’ पुस्तकाच्या मदतीने सोडविले. गणिताचा रंजक प्रवास पाहून त्याला गणित ह्या विषयात प्रचंड गोडी निर्माण झाली. परिसर अभ्यास शिकताना वाचलेल्या गोष्टी आम्ही प्रत्यक्ष जाऊन बघितल्या तर विज्ञानाच्या मूळ संकल्पना राजीव तांबे यांच्या ‘गंमतशाळा’ पुस्तकाच्या मदतीने शिकलो. क्रमिक पुस्तकातील अभ्यासक्रम लवकर पूर्ण होत असल्यामुळे मुलाला इतिहास, भूगोल हे विषय घरात नाही तर प्रत्यक्ष त्या-त्या ठिकाणांना भेटी देऊन समजावून सांगू लागलो. ज्या-ज्या ठिकाणी जाऊन आलो तेथील माहिती गोळा करून मुलाने त्या भागाचे नकाशे तयार केले, इतिहासातील गोष्टी स्वतःच्या भाषेत लिहायला सुरुवात केली.

इंग्रजी भाषा शिकण्यासाठी यू-ट्यूब आमच्या मदतीला धावून आले. वेगवेगळे व्हिडीओ बघून मुलाचे संवाद कौशल्य वाढल्याचे आम्हाला दिसले, तसेच इंग्रजी बोलणाऱ्या लोकांची संस्कृती व त्या भाषेचा संबंध समजावा म्हणून अमेरिकेत राहणाऱ्या काही मित्रांशी स्काइप वरून नियमित संपर्क करण्यास सुरुवात केली.

मूल्यमापन :

शिकण्याचा मूळ हेतू हा आपल्या आजूबाजूला पसरलेले अमर्याद जग समजून घेणे, आपल्याला हवी असणारी माहिती कुठून मिळवता येईल हे समजणे व मिळवलेल्या माहितीच्या आधारे योग्य पर्याय निवडता येणे हा आहे. होमस्कूलिंग मुळे हा हेतू साध्य होतो.

होमस्कूलिंग करणाऱ्या मुलांच्या परीक्षांचे काय? परीक्षा. ही खरेतर मूल्यमापनाच्या अनेक पद्धतींपैकी फक्त एक पद्धत आहे. होमस्कूलिंग मध्ये मूल्यमापन करण्यासाठी मुलाला तो विषय खरंच समाजाला आहे का

हे त्याच्याशी बोलून ठरवले जाते. तरीसुद्धा प्रचलित पद्धतीमुळे मूल्यमापन करायचे असेल तर NIOS किंवा बाहेरून परीक्षा देणे हा पर्याय उपलब्ध आहेत!

होमस्कूलिंग करणारी मुले तणाव विरहित वातावरणात राहत असल्यामुळे समाजात वावरताना सुद्धा ही मुले सगळ्यांशी मोकळेपणाने संवाद साधू शकतात, नवीन मित्र लवकर जोडू शकतात तसेच आत्मविश्वासाने प्रश्न विचारून आपल्या शंकांचे निरसन करून घेतात. होमस्कूलिंग केवळ शहरात राहणारे आणि श्रीमंत लोकच करू शकतात हा मोठा गैरसमज आहे. होमस्कूलिंग करण्यासाठी कोणताही विशेष खर्च येत नाही, ग्रामीण मुलांचा निसर्गात सहजपणे असणारा वावर स्वअध्ययनासाठी नक्कीच मदत करतो.

शिक्षण हे प्रवाही आणि परिवर्तनशील :

एके काळी शाळा म्हणजे मुलांना डांबून ठेवणारे कोंडवाडे असत. कोमल बालमनाला भीती, धाक, शिक्षा या गोष्टी शिस्तीच्या नावाखाली सर्रासपणे केल्या जात. गुरुजी म्हणतील जी पूर्वदिशा. मुलांनी गप्प बसणे, प्रश्न न विचारणे, समजले असो किंवा नसो घोकंपट्टी करून पुस्तकातील उत्तरे जशीच्या तशी लिहिता येणं आणि त्यासाठी गुणांची कमाई करून हुशार ठरणं अशीच परिस्थिती होती. शाळा नावाच्या बंदिस्त चौकटीमध्ये सब घोडे बारा टक्के अशा सरधोपट पद्धतीने शिकवले जाई. मुलांचा कल, आवड, कुवत लक्षात घेऊन घडवणारे शिक्षक फार मोठ्या संख्येने नव्हते. अशाच पारंपारिक शाळांतून विद्यार्थ्यांची होणारी घुसमट लक्षात घेऊन कविवर्य टागोरांनी १९०१ मध्ये पाच मुलांना घेऊन शांतीनिकेतन ही मुक्तांगणरूपी शाळा सुरू केली.

शिक्षण हे प्रवाही आणि परिवर्तनशील आहे. काळानुसार बदलणाऱ्या राजकीय, सामाजिक, आर्थिक गरजांच्या अनुषंगाने शिक्षणात अखंडपणे बदल होत आहेत. शिक्षणात चालणारे प्रयोग, संशोधन आणि बदलत्या काळाचे भान ठेवून नवीन कल्पना प्रत्यक्षात येत आहे. आता शाळांतून विद्यार्थी केंद्रबिंदू मानून त्याचे शिकणे आनंददायी व्हावे यासाठी कृतिशील शिक्षणावर भर दिला जात आहे. मुलांना झेपेल आणि शिक्षकांना शिकविता येईल असा अभ्यासक्रम, पाठ्यपुस्तके बनवली जात आहेत. घोकंपट्टी करण्याऐवजी मुलांना शिकलेलं ज्ञान हे प्रत्यक्ष जीवनाशी जोडता येईल. या गोष्टींना महत्त्व देण्यात येत आहे. विद्यार्थ्यांमध्ये क्षमता निर्माण करणारा, कौशल्ये संपादन करण्यास प्रवृत्त करणारा पाठ्यक्रम आता मुलं शिकत आहेत. आता परीक्षा घोकंपट्टी व गुणांच्या स्पर्धेऐवजी मुलांच्या क्षमतांच्या आकलनावर व त्याच्या विविध कौशल्यांची चाचणी करणारी श्रेणी निश्चित करणारी आहे.

संस्कारिक शैक्षणिक दृष्टिकोन :

शाळा व्यवस्थेला काही मर्यादा नक्कीच आहेत. भिन्न कुटुंबातील, भिन्न वातावरणातील वेगवेगळ्या कुवती, आवडनिवड असणारे अनेक मुलांना एकत्रितपणे एक समान अभ्यासक्रम, सर्व विषय ठरावीक स्तरापर्यंत शिकविणे, ठरावीक वेळेत वेळापत्रकाच्या चौकटीत पाठ्यक्रम पूर्ण करणे, अशा बाबींमुळे मुलांमधील उपजत विविध प्रेरणा, सुप्त कलागुण, सर्जनशीलता यांना वाव मिळू शकत नाही. एखादा आवडलेला विषय अधिक सखोल शिकण्यावर मर्यादा येतात. मुलांना एखादी गोष्ट मनमुरादपणे मुक्तपणे करायची असली तरी ते शक्य होत नाही. कारण शाळेचे काम एका विशिष्ट चौकटीमध्ये चालते. प्रत्येक व्यवस्थेलाच एक चौकट असते. शाळेच्या बातीत बराचसा लवचीकपणा त्यामध्ये आणणे शक्य असते. शाळेच्या व्यवस्थेमध्ये मुलांना एकीकडे औपचारिक पुस्तकी शिक्षण दिले जात असले तरी जीवनामध्ये हरघडी लागणाऱ्या कितीतरी गोष्टी शिकता

येतात. शाळांमध्ये होणारे अनेकविध शालेय, सहशालेय उपक्रम हे मुळातच मुलांच्या अंगी असणाऱ्या कलागुण, प्रतिभे यांना प्रोत्साहन मिळावे या दृष्टीने घेण्यात येतात. नृत्य, नाट्य, संगीत, क्रीडास्पर्धा, चित्रकला, निबंध—काव्यलेखन, शिबिरे, सहली, यांच्या अयोजनांमार्फत मुलांचे कौतुक करणे, त्यांना उत्तेजक देण्याचा दृष्टिकोन, राष्ट्रीय दिन साजरे करणे, छात्रसेना, स्काऊट—गाइड, विज्ञान प्रदर्शने यातूनही देशप्रेम, राष्ट्रभावना, स्वावलंबन, श्रमाचे महत्व, वैज्ञानिक विचार — चिकित्सक दृष्टिकोन यांसारखे संस्कार प्रत्यक्ष — अप्रत्यक्षपणे केले जातात. इतरांकडून शिकण्याची संधी मिळते.

सामाजिक प्रतिकृती :

आपण नेमके कोठे आहोत. आपण कुठे कमी पडतो याचं भान घेण्यासाठी अवतीभवती आपल्यासारखीच इतर मुल असणं एक प्रकारे गरजेचं असत. इतरांबरोबर मिळून—मिसळून काम करताना या वयातच संघभावना, सहकार्य, सामाजिक बांधिलकी, निर्णयक्षमता अशा कितीतरी क्षमतांची रूजवण होत असते... . संस्करक्षम वयात हे अनुभव घेणं महत्वाचं असतं. शाळा ही एक प्रकारे बाहेरच्या समाजाची छोटी प्रतिकृती असते असे म्हटले तर वावगे ठरणार नाही. भिन्न स्वभाववैशिष्ट्यांच्या सवंगड्यांबरोबर मैत्री, करणे, दंगामस्ती खोड्या करतानाच सहजीवनाचे संस्कार मुलांनी भावी जीवनासाठी सज्ज करित असते. एकीकडे शाळेकडून विद्यार्थ्यांना इतक्या अंगाने मिळणाऱ्या गोष्टी ही जमेची बाजू विचारात घेत असताना 'होम स्कूलिंग'चे यशस्वी प्रयोग समोर येत आहेत. अलीकडे त्याबद्दल चर्चा होत असताना त्याच्याशी निगडित काही बाबींकडे दुर्लक्ष करून चालणार नाही.

पूर्वीच्या काळात राजे, रजवाडे, जमीनदार अशी प्रतिष्ठित व अतिश्रीमंत मंडळी आपल्या मुलांची घरी शिक्षणाची व्यवस्था करित. आपल्या मुलांची घरी शिक्षणाची व्यवस्था करित. आपली मुले इतर सामान्य मुलांबरोबर शिकणे प्रतिष्ठेला धरून नाही असाही त्यामागे विचार असावा. हाही होमस्कूलिंगचाच प्रकर होता. रवींद्रनाथ टागोरना घरीच सकाळी ७ वाजल्यापासून सायंकाळी ८ वाजेपर्यंत ठरावीक वेळेवर वेगवेगळे शिक्षण शिकवणी देत असत. सर्वच विषयांचा त्यामध्ये समावेश असे. होमस्कूलिंगमध्ये शाळाव्यवस्थेच्या मर्यादा नाहीत. मुलाला त्याच्या कलाने, गतीने, तणावमुक्त वातावरणात, आवडीने शिकता येते. एरवी शाळा, शिकवण्या, छंदवर्ग यामुळे अपुरा पडणारा वेळ आणि त्यामुळे न मिळणारे निवांतपण हे कारण त्याकरिता पुढे केले जाते. आता घरीच शिकायचे असल्याने आवडीचा विषय अधिक शिकायचे असल्याने आवडीचा विषय आधिक सखोल शिकता येतो. छंदासाठी जादा वेळ देता येतो असे फायदे काही आहेत. परंतु सहजीवनाला मुकणारी दोस्त सवंगड्यांबरोबरचा आनंद घेऊ शकणारी, थोडीफार आत्मकेंद्री बनणाऱ्या मुलांबद्दल विचार व्हायला हवा.

निष्कर्ष :

होमस्कूलिंग करण्याचा निर्णय घेण्याआधी आई आणि बाबा म्हणजेच पालकांचे एकमत होणे अतिशय महत्वाचे आहे. तसेच दोघांपैकी किमान एकाची मुलाला पूर्णवेळ देण्याची तयारी असली पाहिजे. तसेच वेळ देणे म्हणजे नक्की काय करणे हे स्पष्ट असले पाहिजे. सध्या आमच्या दोघांपैकी त्याच्या आईने, प्रीतीने ही जबाबदारी घेतली आहे. शाळेमध्ये शिकवणाऱ्या शिक्षकांना सरकारकडून प्रशिक्षण देण्याची सोय केली जाते. होमस्कूलिंग करणाऱ्या मुलांचे शिक्षक आई—वडीलच असतात. म्हणून प्रीती, त्याची आई वेगवेगळ्या क्षेत्रातल्या तज्ज्ञ व्यक्तींशी सतत संवाद ठेऊन आपले ज्ञान अद्ययावत ठेवत असते.

होमस्कूलिंगचा प्रवास तसा अवघड असला तरी अशक्य नक्कीच नाही. आपल्या पोटी आलेले मूल हे एक स्वतंत्र व्यक्तित्व घेऊन जन्माला आले आहे. आपल्या अपेक्षांचे ओझे त्याच्यावर लादण्यापेक्षा, त्याच्या कलाने जगण्याची संधी मिळवून देणे आणि जीवनाशी सुसंगत आणि परिपूर्ण शिक्षण मिळावे म्हणून आम्ही होमस्कूलिंगचा पर्याय निवडला आहे.

खरेतर शाळा घरात आणि घर शाळेत यायला हवं. विविध क्षेत्रातील जाणकार पालकांना शिक्षणाच्या परिघाममध्ये आणून त्यांच्या ज्ञानाचा, कौशल्याचा लाभ विद्यार्थ्यांना मिळेल असे उपक्रम शाळेने घेतल्यास शाळेत अधिकाधिक परिणामकारक, समृद्ध शिक्षण विद्यार्थ्यांना देता येईल. या दृष्टिने आगामी काळात पालक सहभागाचा विचार शाळांनी करण्यास हरकत नाही!

संदर्भ ग्रंथ :

- 1- <http://india.angloinfo.com/family/schooling-education/school-system/>
- 2- <http://indiahomeschoolers.ning.com/>
- 3- David and Micki Colfax, Home schooling for Excellence 1987
- 4- John Taylor Gatto, A School teacher's Journey Through the Dark work of compulsory schooling, 2009
- 5- M. Larry and Susan D. Taking charge Through Home Schooling : Personal and Political Empowerment 1990.

**GURUKUL INTERNATIONAL MULTIDISCIPLINARY RESEARCH
JOURNAL**

ISSN No. 2394-8426
International Impact Factor 3.325
UGC Approved Journal Sr. No.48455



Chief Editor

Mr. Mohan Hanumantrao Gitte
At. Dattapur, Post. Ghatnandur,
Tah. Ambajogai, Dist. Beed.
Pin - 431519

Website

<http://gurukuljournal.com/>

Email us

**info@gurukuljournal.com
mohan.gitte@gmail.com**

Contact us

+91 92 73 75 9904

"Skill Development in India"

- Shri. F.P. Sahala

Nehru Mahavidyalaya, Nerparsopant, Distt. Yavatmal

Abstract :-

Taking into consideration of the population of the country, employability and job opportunity is a major issue. For achieving handsome job one should have the knowledge or we can say that the person required the skill.

Skill is the major factor here. Without having good skill one can't survive in the said competitive atmosphere.

Human Resource Development has taken steps in this regards.

Make in India is one of the project launched by the present government in this area, to develop the skill of the individual/employees, etc.

Types of Skills:-

There are three types of skills which are as follows:-

- A) Technical Skills*
- B) Conceptual Skills*
- C) Soft Skills*

Keywords :- ICT, skill

Introduction :-

Today, the country required the well skilled youth for building the nations.

Today the government of India, stressing towards the development of skill development, regarding this present government has taken initiative in the way towards the developing employability and job opportunity.

Types of Skills:-

There are three types of skills which are as follows:-

- a) Technical Skills

This skill required some technical aspects from the user. It is the most important skill.

b) Conceptual Skills

This is also the important skill from the point of view of the user. Once the skill develops well, it creates the number individual on the other end.

c) Soft Skills

This is also one of the important skills.

Also, it is required that,

- 1) Proper Market Research
- 2) Identification of Problem
- 3) Difficult areas
- 4) Proper Planning
- 5) Finding institutions
- 6) Provide proper training to employees
- 7) Equipping existing institutions
- 8) Creating a pool of talented resource persons
- 9) Enhancing institutions – industry linkages

Also,

- a) To start Vocational courses
- b) To provide Computer literacy
- c) Use of ICT
- d) Financial literacy
- e) Training programs

Also it is required to arrange some programmes like

- 1) Focus on small and micro enterprises
- 2) Arrange workshops
- 3) Arrange seminars/conferences
- 4) Carrier counseling
- 5) Group discussions

6) Arrange interviews

Skill Development :-

- 1) Surplus of untrained and under-educated people.
- 2) Scarcity of real talent
- 3) Surplus that we do not need a deficit that we can not fulfill
- 4) Mismatch between jobs available and skill shortage.

Skill needed in addition to technical:-

- 1) Creativity/ innovation.
- 2) Good communication skill
- 3) A team player with multi-task capabilities.
- 4) Financial/commercial knowledge
- 5) Global outlook
- 6) Cultural/religious/social sensitivity.

Future Prospective :-

- 1) Better environment regarding employability,
- 2) Developing the employee skills in future prospects
- 3) Continuous need identification and need anticipation
- 4) Development of personality.

This concluded that the skill development is the most important in today for developing the nation.

For the betterment of the nation, skill development is important. Also, we can say that for increase the employability skill development is important.

It is the important factor for the development of the society.

References :-

- 1) www.google.com
- 2) www.wikipedia.com
- 3) www.ugc.ac.in