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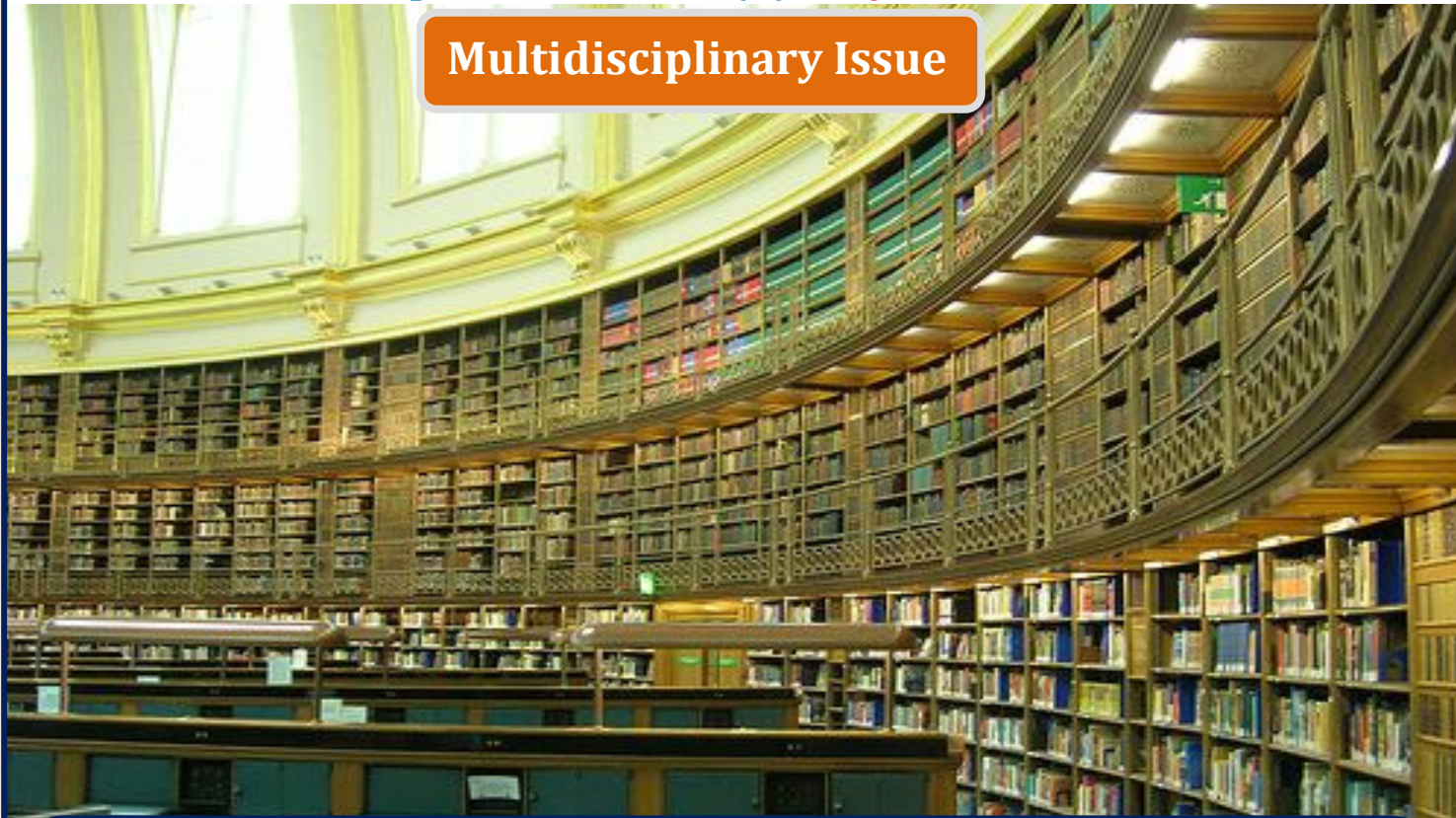
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RESEARCH JOURNEY

International E-Research Journal

PEER REFEREED & INDEXED JOURNAL

Special Issue 266 (D), May 2021

Multidisciplinary Issue



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Legal Issues Related to Information

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Abstract:

Today the quality of life, education, medical facilities, market, communication, agriculture, irrigation, industry, research and development, remote sensing, climate change etc all are mostly depends and controlled by the information. Thus information is a basic resource for all kind of development in this society. User uses information in a circular way such as: require, search, collect, practice, evaluate, use, disseminate and feedback. When user/s or author/s use this search-utilisation-feedback process of information, some legal issues arises. Some of the important legal or ethical issues related to information are Plagiarism, Copyright, Intellectual Property Rights, Citation issues etc. This paper discusses the Legal Issues related to Information basically concentrating on the Plagiarism and help to make awareness among our professionals to prevent plagiarism in future and help them to detect plagiarism and reduce the impact of plagiarism on education and educational institutions.

Keywords: Information, Plagiarism, Intellectual property Rights (IPR), Copyright, Legal and Academic issues.

Introduction:

With the advancement of computer, information and communication technology, internet, the role library is also changing to acquaintance with the changing society. The society is now popularly known as information society. Because in today's society the standard of life and its socio-economic development are not only depends on the natural resources but it is mostly depends on the information. In every step, irrespective of education, social or economic background, everyone needs information, which one applies to realize his/her goals. In today's world human interests are so intertwined that nobody can claim that he does not need information or he does not want to become information literate. Information literate persons can feel, search, collect, analyze, synthesize and use information effectively and efficiently. In the learning society information is an intellectual asset. But in present environment use of information is not so easy, because it is a resource and is protected by various laws with various restrictions on its use. Library and information science professionals should be aware of the academic and ethical issues related to use of information. As professionals if we are providing information services, we must be acquainted with the consequences of misuse of information in various contexts.

Core Issues Related to Information

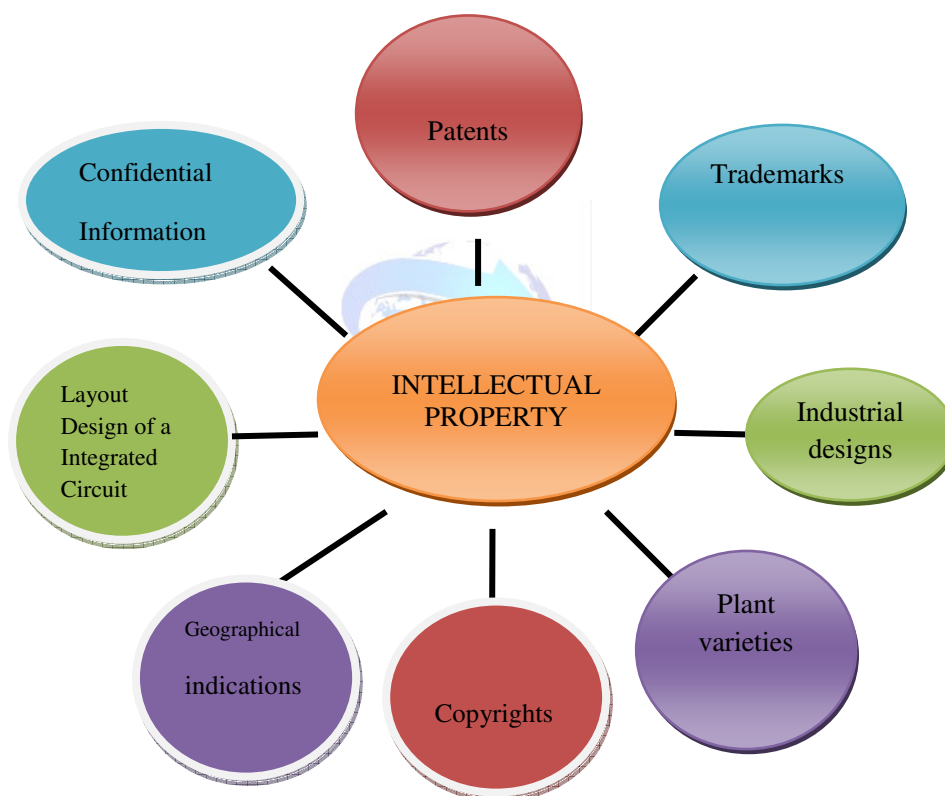
There are various legal issues related to the information. These are:

- Intellectual Property
- Copyright
- Citation Issues
- Plagiarism

Intellectual Property:

Intellectual property Rights (IPR) is a general term used for various legal entitlements which attach to certain types of information, ideas, or other intangibles in their expressed form. The holder of this legal entitlement is generally entitled to exercise various exclusive rights in relation to the subject matter of the Intellectual Property. The term intellectual property reflects the idea that this subject matter is the product of the mind or the intellect, and that Intellectual Property rights may be protected at law in the same way as any other form of property. Intellectual property laws vary from jurisdiction to jurisdiction, such that the acquisition, registration or enforcement of IP rights must be pursued or obtained separately in each territory of interest. Intellectual property rights (IPR) can be defined as the rights given to people over the creation of their minds. They usually give the creator an exclusive right over the use of his/her creations for a certain period of time.

Different types of Intellectual Property are:



Copyright:

Copyright is the set of exclusive rights granted to the author or creator of an original work, including the right to copy, distribute and adapt the work. Copyright lasts for a certain time period after which the work is said to enter the public domain. Copyright gives protection for the expression of an idea and not for the idea itself.

For example, many authors write textbooks on Library and Information Science covering various aspects like Library Management, Knowledge Organisation, Information Services etc. Even though these topics are covered in several books by different authors, each author will have a copyright on the book written by him/her, provided the book is not a copy of some other book published earlier. Copyright ensures certain minimum safeguards of the rights of authors over



their creations, thereby protecting and rewarding creativity. Creativity being the keystone of progress, no civilized society can afford to ignore the basic requirement of encouraging the same. Economic and social development of a society is dependent on creativity. The protection provided by copyright to the efforts of writers, artists, designers, dramatists, musicians, architects and producers of sound recordings, cinematograph films and computer software, creates an atmosphere conducive to creativity, which induces them to create more and motivates others to create.

<ul style="list-style-type: none"> • Literary • dramatic, • musical and • artistic works 	<p>Lifetime of the author + sixty years from the beginning of the calendar year next following the year in which the author dies.</p>
<ul style="list-style-type: none"> • Anonymous and pseudonymous works • Posthumous work • Cinematograph films • Sound records • Government work • Public undertakings • International Agencies • photographs 	<p>Until sixty years from the beginning of the calendar years next following the year in which the work is first published.</p>

Citation Issues:

Citation is a reference to a published or unpublished source (not always the original source). More precisely, a citation is an abbreviated alphanumeric expression embedded in the body of an intellectual work that denotes an entry in the bibliographic references section of the work for the purpose of acknowledging the relevance of the works of others to the topic of discussion at the spot where the citation appears.

Citation has several important purposes:

- to uphold Intellectual honesty (or avoiding Plagiarism)
- to attribute prior or unoriginal work and ideas to the correct sources,
- to allow the reader to determine independently whether the referenced material supports the author's argument in the claimed way, and to help the reader gauge the strength and validity of the material the author has used.

The forms of citations generally subscribe to one of the generally accepted citations systems, such as the Oxford, Harvard, MLA, American Sociological Association (ASA), American Psychological Association (APA), and other citations systems, as their syntactic conventions are widely known and easily interpreted by readers.

Plagiarism:

The word plagiarism is derived from the Latin word *plagium*, which means to kidnap or abduct. According to Chris Hart (2005) plagiarism is "the act of knowingly using another person's work and passing it off as your own." According to Harrod's glossary plagiarism is "using another person's work and publishing it as one's own without payment or acknowledgement." According to the Merriam-Webster Online Dictionary, "plagiarize" means: to steal and pass off (the ideas or words of another) as one's own, to use (another's production) without crediting the source, to commit literary theft and to present as new and original an idea or product derived from an existing source.

Thus plagiarism is a form of cheating or fraud; it occurs when someone misrepresents the work of another as his or her own. Plagiarism may consist of using the ideas, sentences, paragraphs, or the whole text of another without appropriate acknowledgment.

Types of Plagiarism:

Such academic dishonesty can take many different forms on the basis of information usage:

1. **Minimal plagiarism** occurs when there is no deliberate intention to represent borrowed material as one's own but where one is simply careless in presentation and use of footnoting conventions.
2. **Substantial plagiarism** occurs when the writer gives no recognition to sources from which substantial material such as phrases, sentences or even ideas are drawn that means widespread or considerable borrowing of material, passing off borrowed passages as original, failure to indicate quoted evidence or give bibliographical sources or other appropriate credit.
3. **Complete plagiarism** occurs when an entire essay or thesis is copied from an author or composed by another person and presented as original work.

We can also classify the different types of plagiarism as following:

I. Sources not cited

- **The Ghost Writer(clone):**

The writer turns in another's work, word-for-word, as his or her own.

- **The Photocopy(ctrl-c):**

The writer copies significant portions of text straight from a single source, without alteration.

- **The Potluck Paper(remix):**

The writer tries to disguise plagiarism by copying from several different sources, tweaking the sentences to make them fit together while retaining most of the original phrasing.

- **The Poor Disguise(find-replace):**

Although the writer has retained the essential content of the source, he or she has altered the paper's appearance slightly by changing key words and phrases.

- **The Labor of Laziness:**

The writer takes the time to paraphrase most of the paper from other sources and make it all fit together, instead of spending the same effort on original work.

- **The Self-Stealer (self plagiarism/ recycle):**

The writer "borrows" generously from his or her previous work, violating policies concerning the expectation of originality adopted by most academic institutions.

II. Sources cited (but still plagiarised)

- ❖ **The Forgotten Footnote:**

The writer mentions an author's name for a source, but neglects to include specific information on the location of the material referenced. This often masks other forms of plagiarism by obscuring source locations.

❖ **The Misinformer(404 error):**

The writer provides inaccurate information regarding the sources, making it impossible to find them.

❖ **The Too-Perfect Paraphrase:**

The writer properly cites a source, but neglects to put in quotation marks text that has been copied word-for-word, or close to it. Although attributing the basic ideas to the source, the writer is falsely claiming original presentation and interpretation of the information.

❖ **The Resourceful Citer (aggregator):**

The writer properly cites all sources, paraphrasing and using quotations appropriately. But the paper contains almost no original work. It is sometimes difficult to spot this form of plagiarism because it looks like any other well-researched document.

❖ **The Perfect Crime:**

In this case, the writer properly quotes and cites sources in some places, but goes on to paraphrase other arguments from those sources without citation. This way, the writer tries to pass off the paraphrased material as his or her own analysis of the cited material.

Why might plagiarism occur?

There are many reasons why writers' plagiaries, for example:

(The list below is not exhaustive but contains the most commonly encountered reasons)

On the whole unintentional:

- Misunderstanding about citation
- Over-reliance on the original source material
- Following practices encouraged or accepted in previous educational experience or culture
- Not fully understanding when group work ceases and individual work begins
- Compensating for poor English language skills
- Poor note-taking practice

On the whole intentional

- Leaving the work to the last minute and taking the easy option
- Needing to succeed
- Sheer panic
- Thinking that it is easy to get away with it
- Having problems with the workload
- Copying others is easier than original work

Punishment for plagiarism:

Academic Punishment

At many middle and high schools, students who plagiarise receive a verbal reprimand and a failing grade on the assignment. In some institutions force the student plagiarist to withdraw from the course. At the college and graduate level, the punishments for plagiarism are much stiffer.

Workplace Punishment:

At most jobs, plagiarism is highly frowned upon, particularly within journalism, freelance writing, academic and legal careers. Journalists such as Jayson Blair and Gerald Posner have lost

their jobs due to plagiarism. College professors who plagiarize are usually forced to resign, and lawyers who plagiarize are disciplined by their state bar associations. Even if plagiarists do not lose their jobs, human resources will usually note the instance within personnel files. This note may haunt the plagiarist when seeking a new job or promotion.

Legal Punishment:

Legally, it is a subject matter of copyright infringement law and unfair competition, and can attract legal and monetary penalties for the violators. The offender may be penalized to compensate for the loss of profit of the original writer. Sometimes, penalties can include criminal punishments and imprisonment.

Personal Punishment:

The personal punishments for plagiarizing can be much worse than the academic, workplace or legal punishment. It takes years to establish a reputation, and a single instance of plagiarism can tarnish a good name. Even if the plagiarist is not expelled, sued, jailed or fired, he may permanently lose the respect of his colleagues and friends.

How to avoid plagiarism:

Plagiarism must be avoided in academic setup. Academic community can minimize this problem by adopting and applying following points.

- An ethical writer always acknowledges the contributions of others and the source of his/her ideas.
- Any verbatim text taken from another author must be enclosed in quotation marks.
- We must always acknowledge every source that we use in our writing; whether we paraphrase it, summarize it, or enclose it quotations.
- When paraphrasing and/or summarizing others work we must reproduce the exact meaning of the other author's ideas or facts using our words and sentence structure.
- A responsible writer has an ethical responsibility to readers, and to the author/s from whom s/he is borrowing, to respect others' ideas and words, to credit those from whom we borrow, and whenever possible, to use one's own words when paraphrasing.
- When in doubt as to whether a concept or fact is common knowledge, provide a citation.
- Authors who submit a manuscript for publication containing data, reviews, conclusions, etc., that have already been disseminated in some significant manner (e.g., published as an article in another journal, presented at a conference, posted on the internet) must clearly indicate to the editors and readers the nature of the previous dissemination.
- If an author must rely on a secondary source (e.g., textbook) to describe the contents of a primary source (e.g., an empirical journal article), s/he should consult writing manuals used in her discipline to follow the proper convention to do so.
- When borrowing heavily from a source, authors should always craft their writing in a way that makes clear to readers which ideas are their own and which are derived from the source being consulted.
- There is no scope of plagiarism if researcher opts for a survey based study in social sciences. Survey based studies provide primary data. Researcher can collect primary data by using questionnaire, observation, interview etc. techniques. Experimental studies will

be very effective to avoid plagiarism in natural sciences. Researcher can expand the idea and apply knowledge in another situation also.

- There are various plagiarism detection software, available free of cost or on payment basis, such as: turnitin.com, www.copyspace.com, http://www.ithenticate.com/ etc. In India various academic organizations (JNU, MDI, etc.) are using these software to detect plagiarism. Students have to submit a certificate to this effect before submitting any academic work (dissertation, thesis or article). For Indian languages, this kind of plagiarism detection software should be developed to avoid plagiarism.

Free online plagiarism checker:

- Plagiarism Detect
- The Plagiarism Checker
- Plagium
- Duplic Checker
- Plagiarism Checker
- Article Checker
- eTBlast- Virginia Tech
- Chimpsky- University of Waterloo
- CopyTracker and Viper –privately developed
- eTBlast and Chimpsky are more credible but had limitations

Commercial softwares:

- iParadigm- customised packages for different applications
- Turnitin- Academic institutions
- iThenticate- Publishers
- WriteCheck- Students
- Checkforplagiarism.net
- Copyscape
- Plagiarism Detector
- Plagiarism Scanner
- Safe Assign
- Scanmyessay
- Urkund
- Copyscape
- Ephorus

Role of libraries in the context of plagiarism:

Plagiarism is one of the most serious issues in this era. Thus the role of academic libraries is very important to face this challenge. Librarian may help to prevent plagiarism by following ways:

- Instructional strategies used by librarians to promote academic integrity and deter plagiarism include modeling the ethical use of information.
- As information literacy experts, librarians have to play a strong lead in deterring plagiarism and promoting academic integrity on campus.



- Librarians can help teachers, professors and educate students to the proper use of the Internet.
- Librarians may be assigned the work to check proper references and match with full text in case of suspicious text.
- Librarians should work with the academic institution to curb plagiarism by incorporating instructions about it into library orientation programs.
- Librarians should also be knowledgeable about reference sources as well as familiarize themselves with standard citation and pass on this knowledge to the academics as well as the students who come to the library to do their research.
- Make available citation manuals and teaching materials in library and disseminate these largely to the library users.
- Discussion of plagiarism and academic integrity in library workshops or any discussion group/forum.
- Creating print and online citation style guides and tutorials.
- Wood (2004) suggests a “blended information literacy academic integrity” model for librarians based on a six point strategy that includes “balancing the use of detection software with preventative behaviors such as honest discussions during instructional sessions and reference interviews.

Example of plagiarism :

Phases of documentation work: *“Documentation work is always done before receipt of actual demands from the readers. Therefore, the first phase of documentation work is anticipation of demands. It is indeed an important phase, as inaccurate anticipation may lead to wastage of energy and money and inefficient service. On the basis of anticipated demand the relevant documents are procured and their retrieval aids are prepared. This is the second phase of documentation work.”*

Above mentioned paragraph has been taken from the book "Elements of Documentation by Amitabha Chaterjee". (Chaterjee, Amitabha. Elements of Documentation. Calcutta: World Press, 1983.p.15)

Some of the **acceptable** ways to use of this Amitabha Chaterjee’s work may be as follows :

- **Acceptable** : Amitabha Chaterjee in his book Elements of Documentation describe that the first phase is an important phase as inaccurate anticipation may lead to wastage of energy and money and inefficient service for documentation work.*
- **Acceptable**: A. Chaterjee said that there are two phases of documentation work, the first phase is anticipation of demands from the readers and the second phase is on the basis of anticipated demand the relevant documents are procured and their retrieval aids are prepared .†

There is need to give complete bibliographical detail in bibliography, footnote or /and in endnote like as follows:

* Chaterjee, Amitabha. Elements of Documentation. Calcutta: World Press, 1983.p.15

† Chaterjee, Amitabha. Elements of Documentation. Calcutta: World Press, 1983.p.15

Some of the **unacceptable** ways to use of Ranganathan’s work.



- **Unacceptable:** In this paper I want to describe that there are two phases of documentation work.
- **Unacceptable:** In this paper I want to say that the first phase is an important phase as inaccurate anticipation may lead to wastage of energy and money and inefficient service.

Conclusion:

Thus academic dishonesty (plagiarism) is a serious problem in this electronic or digital era. As we know that literary theft is a criminal offense, so academicians must be aware of this issue. It is very difficult to prevent plagiarism because the authors are not aware about the consequences of citation. So author must be aware of who said what before writing an article or any academic work. And it is the basic duty of any academic libraries to aware academicians, writer or author about plagiarism. As LIS professionals if we are providing information services, we must be acquainted with the consequences of misuse of information in various contexts. Proper review of literature must be done before writing any academic assignment. We should not use others words and ideas as our own. We should always acknowledge the authors. If we are taking others words, put quotation marks and give complete bibliographical detail.

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Intellectual Property Right : Fair Use and Plagiarism

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Introduction:

Research activities are very important for development of technology and knowledge, especially in academic field. With the invent of technology, many resources are freely available on internet. No doubt that these resources are very useful and source of knowledge, but some students and researchers are taking unethical advantage of it. There is no harm in taking clue, idea, way from others work, but it becomes unprofessional, unethical and even a crime under IPR Act if they completely steal the work of other and name it as of their own. This article is about various types of Intellectual Property, Plagiarism and Fair Use.

Key Words: Intellectual Property, Copyright, Patent, Trademark, Industrial Design, Geographical Indication, Plagiarism, Fair Use.

Intellectual Property (IP):

Intellectual property (IP) refers to creations of the mind, such as inventions; literary and artistic works; designs; and symbols, names and images used in commerce.

Intellectual property is something which is an outcome of someone's own knowledge, efforts and understanding. It is an innovative product. It is like how we protect our movable or immovable property which is acquired by our potential in the same way we protect the property which is generated by mind or intellect.

Intellectual property is a creation of intellect. It could be a research logo, invention, drawing, painting, musical compositions, etc. it is an intangible right exercisable in respect of a tangible work.

Intellectual Property Right (IPR):

The origin and recognition of intellectual property goes way back to the Paris Convention in the year 1883. This convention was signed by 140 states which agreed to implement its provisions. Then came the Berne Convention of 1886, and it was in fact first international convention covering the laws of copyright. The universal copyright convention came into effect in 1952, it was adopted in Geneva, Switzerland. This was developed by UNESCO.

Primary objective of IPR is to protect the rights of innovator. It ensures protecting and rewarding creativity. Under IPR the Intellectual Property, as explained above, is protected by laws. This objective led to the evolving of World intellectual Property Right Organization (WIPO). The WIPO came into picture at Stockholm to protect the IPR throughout the world. Later it became an agency of UN in 1974. The main objective of WIPO includes economic, social and sustainable cultural development with preservation of traditional knowledge through a balanced and effective international IP system.

Types of intellectual property:

1. Copyright:

Copyright is basically related to literary and artistic creations. It is a legal term which describes the rights that creators have over their literary and artistic creations.

Broadly speaking, creations commonly protected by copyright throughout the world include:

1. Literary works such as novels, poems, plays, reference works, newspaper articles;
2. Computer programs, databases;
3. Films, musical compositions, and choreography;
4. Artistic works such as paintings, drawings, photographs, and sculpture;
5. Architecture; and
6. Advertisements, maps, and technical drawings.

Copyright infringement is defined as "the unauthorized or unlicensed copying of a work subject to copyright." The word infringement is derived from the word infringe. It means to break a law or an agreement or to intrude on a right or privilege.

Copyright protection includes only the expressed creations, and the mental work which involves ideas, procedures, and methods of operation or mathematical concepts as such.

2. Patents:

A patent is a statutory right which is an exclusive right granted for an invention. Broadly speaking, a patent provides the patentee the right to decide whether his invention can be used by others, if yes then how. In exchange for this right, the patent owner makes technical information about the invention publicly available in the published patent document. It enables the patentee to gain industrial and commercial rights and advantages.

Here, the patentee has exclusive right to protect his invention from being used by others for commercial gain. It encourages scientific research, new technology and industrial progress. In other words, patent protection means that the invention cannot be commercially made, used, distributed, imported or sold by others without the patentee's consent. In India, the protection is granted for a limited period, generally 20 years from the filing date of the application.

3. Trademarks:

In common terminology, a trademark is a mark which distinguishes the goods and products of one person from another. The trade mark or symbol can be a combination of drawing, pictures, colors, words, letters, numbers, etc. it is a sign capable of distinguishing the goods or services of one enterprise from those of other enterprises. Trademarks date back to ancient times when artisans used to put their signature or "mark" on their products.

It provides a mark of origin to goods so as to enable the consumer to identify the source of goods and / or services provided by the service provider. A trademark registration confers an exclusive right to the use of the registered trademark. This implies that the trademark can be exclusively used by its owner, or licensed to another party for use in return for payment.

The term of trademark registration can vary, but is usually ten years. It can be renewed indefinitely on payment of additional fees. Trademark rights are private rights and protection is enforced through court orders.

4. Industrial designs:

An Industrial Design means only the features of shape, configuration, patterns, ornament or composition of lines or colors applied to any article whether in two dimensional or three dimensional or in both forms.

The owner of a registered industrial design or of a design patent has the right against third parties regarding making, selling or importing articles bearing or embodying a design which is a

copy, or substantially a copy, of the protected design, when such acts are undertaken for commercial purposes.

Industrial designs covers a wide range of products which includes, handicraft items: from packages and containers to furnishing and household goods, from lighting equipment to jewelry, and from electronic devices to textiles. Industrial designs may also be relevant to graphic symbols, graphical user interfaces (GUI), and logos.

Depending on the national law and the kind of design, industrial designs may also be protected as works of art under copyright law.

5. Geographical indications

Geographical indication in relation to goods means an indication which identifies such goods as agricultural goods, natural goods or manufactured goods as originating, or manufactured in the territory of a country, or a region or locality in that territory, where a given quality, reputation or other characteristics of such goods is essentially attributable to its geographical origin and in cases where such goods are manufactured goods one of the activities of either the production or of processing or preparation of the goods concerned takes place in such territory, region or locality, as the case be.

Any association of persons or producers or any organization or authority established by or under any law for the time being in force representing the interest of producers of the concerned goods, who are desirous of registering a geographical indication in relation to such goods may apply for this.

Geographical indications and appellations of origin are signs used on goods that have a specific geographical origin and possess qualities, a reputation or characteristics that are essentially attributable to that place of origin. Most commonly, a geographical indication includes the name of the place of origin of the goods.

A geographical indication right enables those who have the right to use the indication to prevent its use by a third party whose product does not conform to the applicable standards. For example, in the jurisdictions in which the Darjeeling geographical indication is protected, producers of Darjeeling tea can exclude use of the term "Darjeeling" for tea not grown in their tea gardens or not produced according to the standards set out in the code of practice for the geographical indication.

However, a protected geographical indication does not enable the holder to prevent someone from making a product using the same techniques as those set out in the standards for that indication. Protection for a geographical indication is usually obtained by acquiring a right over the sign that constitutes the indication.

Geographical indications are typically used for agricultural products, foodstuffs, wine and spirit drinks, handicrafts, and industrial products.

Broadly speaking geographical indications are protected in different countries and regional systems through a wide variety of approaches and often using a combination of two or more of the approaches outlined above. These approaches have been developed in accordance with different legal traditions and within a framework of individual historical and economic conditions.

Fair Use:

Fair dealing or fair use means the use of copyright of another by any person for specific purpose such as research, private use including research, criticism, reporting of current events, review, current affairs, lectures in public, etc.it simply means reasonable use.

Lawmakers have been striving to reach a balance between the interests of the two parties -- the creator and the public -- and from this effort was born the fair use doctrine.

The doctrine is worded fairly loosely, but allows for limited uses of material that is protected by IP laws, without obtaining the permission of the owner. Fair use attempts to establish certain uses that, in specified and limited ways, are justifiable in order to achieve a greater good.

The four factors of determining fair use are:

- 1. The purpose and character of the use:** Whether such use is for educational purpose and knowledge spreading purpose or it is being used for commercial purpose and material gain .
- 2. The nature of the copied work:** If you one has merely copied something, it is unlikely to be considered fair use. But if the material has been used for research purpose and knowledge sharing purpose using the methods of interpretation, analysis, etc., it is more likely to be considered "fair use."
- 3. The amount and substantiality of the portion used:** Copied material must be less so that the credit and fundamental purpose of use must get served.
- 4. The effect of the use upon the original work:** If the work created so is amounting to economic harm to the actual / original creator the copying will amount to unfair.

Reproducing and using copyrighted content is regarded as fair use if it is used for "criticism, comment, news reporting, teaching, scholarship, and research." Additionally, work cannot be used in its whole form; only limited portions and restricted numbers of copies or uses can be made.

PLAGUARISM:

Plagiarism Defined:

Plagiarism is defined as "any passing off of another's ideas, words, or work as one's own." It is a form of cheating and a violation of academic integrity, and is taken seriously by reputable universities such as Alliant. Most students are honest, ethical, and hard-working, but a few take shortcuts in their coursework and some commit plagiarism inadvertently because they do not understand what it is. This is unfair to those who exercise due diligence to avoid plagiarizing. Ignorance is not a legitimate excuse

According to the Merriam-Webster online dictionary, to "plagiarize" means:

- to steal and pass off (the ideas or words of another) as one's own
- to use (another's production) without crediting the source
- to commit literary theft
- to present as new and original an idea or product derived from an existing source

In simple words, plagiarism is an act of fraud and cheating. It involves both stealing someone else's work and lying about it afterwards.

What includes in plagiarism:

- purporting someone else's work as your own
- copying words or ideas from someone else without giving credit to the actual source
- not putting or failing to put a quotation in quotation marks
- giving false or incorrect or misleading information about the actual source of a quotation

- changing only sentence formation but copying the sentence structure of a source without giving credit
- copying so many words or ideas from a source that it makes up the majority of your work, whether you give credit or not

Plagiarism in Digital Environment:

- Using an image, video or piece of music in a work you have produced without receiving proper permission or providing appropriate citation is plagiarism.
- Copying media (especially images) from other websites to paste them into your own papers or websites.
- Making a video using footage from others' videos or using copyrighted music as part of the soundtrack.
- Performing another person's copyrighted music (i.e., playing a cover).
- Composing a piece of music that borrows heavily from another composition

Type of Plagiarism:

1. When source is not cited

- a. "The Ghost Writer" The writer presents another's work, word-for-word, as his or her own
- b. "The Photocopy" The writer copies significant portions of text directly from a single source, without any changes.
- c. "The Potluck Paper" The writer tries to disguise plagiarism by copying from several different sources, adjusting the sentences such that they fit together.
- d. "The Poor Disguise" The writer has retained the essential content of the source but he or she has altered the paper's appearance by changing key words and phrases.
- e. "The Labor of Laziness" The writer takes the time to paraphrase most of the paper from other sources and make it all fit together.
- f. "The Self-Stealer" The writer "borrows" generously from his or her previous work.

2. When the source is cited

- a. "The Forgotten Footnote" The writer mentions original author's name but fails or neglects to include specific information about the location of the material referenced.
- b. "The Mis-informer" The writer provides inaccurate information regarding the sources.
- c. "The Too-Perfect Paraphrase" The writer properly cites a source, but neglects to put in quotation marks text that has been copied.
- d. "The Resourceful Citer" The writer properly cites all sources, paraphrasing and using quotations appropriately but the paper contains almost no original work. Hence sometimes it becomes difficult to spot this form of plagiarism.
- e. "The Perfect Crime" The writer properly quotes and cites sources in some places, but goes on to paraphrase other arguments from those sources without citation. This way, the writer tries to pass off the paraphrased material as his or her own analysis of the cited material.

Strategies to avoid plagiarism

1. Remember that while you are at university you are expected to develop your own ideas and opinions about different issues, which you can then reinforce and support with the research of other scholars.

2. Know about the different ways in which you can correctly and appropriately use other writers' or researchers' voices in your assignments.
3. Learn how to reference your assignments correctly.
4. Practicing of writing in a way that will help your reader recognize the difference between your ideas and those from other sources.

Anti – Plagiarism Softwares:

There are several anti plagiarism softwares available in market. Some of them are paid and some are free. Now UGC has notified that every project report at graduate and post graduate level must be plagiarism checked before final assessment. Thus, the need of resource is in market. Students are using freely available softwares for generating plag – check report. Following are some well known and established anti plagiarism software list which are being used at college, institute and university level.

Table No. 1

Sr. No.	Name	Country of Origin	License
1	Turnitin	United States of America	Commercial
2	PlagScan	Germany	Commercial
3	Viper	England	Open Source
4	iThenticate	United States of America	Commercial
5	Plag Tracker	Ukraine	Commercial
6	Urkund	Sweden	Commercial
7	PlagAware	Germany	Commercial
8	CheckForPlagiarism.net	United States of America	Commercial
9	Check for Plag	India	Commercial

Conclusion:

We can conclude by saying that initiating a research is very important for development of society. We always have to take notes from the available information in the selected research area, but at the same time we should not forget to give full credit to the original researcher, by making his or her reference. As per various norms now every research work is being checked for plagiarism before publishing and there are many softwares available in market to check plagiarism and generate report accordingly. All this is only to give due credit to the original creator and newness.

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Corporate Social Responsibility : A Theoretical Perspective

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Abstract:

Business houses are playing an important role in the overall social development process of the country. Financial institutions are not an exception which is due to the policy adopted by themselves in the companies. Numerous Indian Companies have filled in size and capacities leading improvement strategy and inventive program in the field of wellbeing, occupation, instruction, miniature financing. These programs have made important contribution in the attempt to eradicate various social problems as these are necessary intertwined with the rapid inclusive growth of the country. Reports show the possibility of rapid inclusive growth with greater participation from the private sectors.

Key words: Customers, Employees, Corporate social responsibility, Banks, Definitions, Approaches etc.,

Introduction:

CSR-Introduction:

The Concept of Social duty among money managers, especially in India, isn't new and can be handily found as superb sanctuaries, high mosques, huge dharamshalas and incredible instructive organizations. Numerous Indian finance managers are known for remaining one stride in front of the Government, to the extent government assistance of representatives and society is anxious. All through the long haul, the possibility of the incorporation of business houses with social causes has gone through a change. Thus, the position and function of the business enterprise in contemporary society is changing. From one perspective, business is as yet centered on the client and the commercial center. Consequently, much attention needs to be paid to how emerging issues are internally organized to deliver added values to the customers.

Meaning of CSR:

Corporate social Responsibility (CSR), also known as Corporate Responsibility, Corporate citizenship responsible business, Sustainable responsible business, or corporate social performance is a form of corporate self regulation integrated into a business model. Total corporate social responsibility is equal to economic responsibilities plus legal responsibilities plus ethical responsibilities plus philanthropic responsibilities. The CSR definition used by social Responsibility is. : "Working a business in a way that meets or surpasses the moral, lawful, business and public assumptions that society has of business". On the other hand, the European commission offers two definitions wrapped into one: "A concept where by companies integrates social and environmental concerns in their business operations and in their interaction with their shareholders on a voluntary."

Operational Definitions:

Retail Banking Services

It is generally perceived to be mass-market banking where individual customers typically use banks for services such as savings and current accounts, mortgages, loans, debit cards, credit cards, depository services, fixed deposits, investment advisory services, etc.

Public Sector Bank:

A public sector bank whose ownership and control is vested with the government by virtue of holding the majority of shares.

Private Sector Bank:

A bank is one having majority of its shares held by private parties.

New Generation Banks:

New generation banks are not just banks which are involved in implementing a new strategy for the sake of survival. They are involved in the process of creating a paradigm shift to overcome the market requirements and customer preferences by the way they organize the internal and external process.

Customers:

A customer is an individual who has an account with a new generation private bank. Thus, the term "customers" for the purpose of the study includes savings bank account holders and current account holders.

Customers' Satisfaction:

In the present study, the term "satisfaction" means the feel of happiness of the customers of new generation private banks towards attributes of retail banking.

Service Quality:

Service quality is a measure of how well a delivered service matches customer expectations in the new generation private banks.

Scope of Corporate Social Responsibility:

The responsibilities for CSR are basically categorized into two areas: fundamental and voluntary. The fundamental responsibilities to society cover compliance with basic laws. The voluntary responsibilities are the goals that the company sets for itself. Thus, under fundamental responsibilities, the company respects and strictly follows all the rules and regulations of the land, ranging from rules regarding quality of the products, paying taxes, to rules regarding labour and fair work-environment. In deliberate duties, an organization can take both inside and outside jobs. In inside job, it can pursue improvement of its staff, giving them more rights and better offices, making the item offered to clients quality-wise unrivaled and cheap, being moral in the entirety of its dealings, and such like. In outside job, it can add to any friendly reason, as in the field of instruction, wellbeing, disinfection, and so on.

Significance of Csr:

In early times the motto of business was the single-minded pursuit of profits. This implies of making quick money, with utter disregard for the responsibility of business towards banks. With a view to business would prove to be counter-productive in the long run. But on the other

hand, looking at the larger picture, which would imply aiming at the long term gains rather than quick returns, would take into account the important dimension of social responsibility. In order to become visible this perspective needs to be translated into a business strategy and materialize into a subsequent business proposition. This perspective puts a strong emphasis on the changing role of the company as a social actor.

Different Approaches To Csr:

Community –Based Developmental Approach:

A methodology for CSR that is turning out to be all the more generally acknowledged is local area based improvement approach. In this methodology, Corporations work with nearby networks to better themselves. Most of these CSR projects are advanced in Africa.

Philanthropy Approach:

A more normal methodology of CSR is magnanimity .This incorporates money related gifts and help given to nearby associations and devastated networks in agricultural nations. A few associations don't care for this methodology as it doesn't assist with expanding on the abilities of the neighborhood individuals, while local area based improvement for the most part prompts more reasonable turn of events.

Business Centric Approach:

Another way to deal with CSR is to fuse the CSR Strategy straightforwardly into the business methodology of an association. For example, acquisition of reasonable exchange tea and espresso has been embraced by different organizations including KPMG. Its CSR administrator remarked, "Fair exchange fits firmly into our obligation to our networks".

Value Approach:

Another methodology is collecting expanding corporate obligation premium. This is called making shared worth, or CSV. A business needs a generously, instructed labor force, supportable assets and embrace government to contend viably. For society to flourish and be beneficial, serious organizations should be created and upheld to make pay, abundance, charge incomes and openings for altruism.

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A Study on the Growth of MICE Industry in India

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Abstract :

India's meeting and convention industry has developed dramatically over the last few decades. Interest in the industry has developed among everyone and competition has been intensified in the market place due to its significant contributions to the local and national economies. India has witnessed a rapid growth in MICE industry, especially after economic liberalization. World class convention centers and hotel have been developed to host the international meetings, conventions, conferences, and the like. This research paper identifies the growth of the convention industry and projects the various strategies that can help to improve the country's competitiveness

Keywords : Convention industry, Convention centre, MICE

I. Introduction:

The growth of information technology and liberalization of trade between countries has posed many challenges in different disciplines which warranted a common platform for experts in different parts of globe to discuss and decide an unified and improved measures to overcome such challenges. This lead to the development of a new industry, in different continents of the world, called Meetings, Incentives, Conventions, and Exhibitions [MICE] industry. The most lucrative and attractive segments of MICE are the meeting and conventions sectors. Many corporations and associations of various industries hold one or more events such as meetings, conventions, conferences, exhibitions and other related activities every year to project them as a leader in their respective industry. Over the past decades, the growth of the meeting and conventions sector has generated a significant contribution to the development and well being of local, national and global economies. More specifically, MICE industry also supports the faster growth of overall travel and tourism sector. Today, though entangled by COVID pandemic, these functions are being organized in all parts of the world exploiting the technology, environment, government policies and other attractions of respective places. This research paper based in desk research presents the concept of MICE, continent wise share of market, country wise number of conventions and number of participants and challenges of Indian MICE market.

II. MICE Industry:

MICE is a new kind of industry that provide every service relating to the conglomeration of skills, ideas and personalities to demonstrate, discuss, deliberate, decide and disseminate future course of action for the sustainable development of any sector like economy, culture, society and spiritual wellbeing. MICE stands for four different activities, namely, Meetings, Incentive travels, Conventions and Exhibitions.¹

¹ MICE report – Thailand Convention and Exhibition Bureau (TCEB)

Meetings refer to the coming together of different people to discuss or exchange information. A small scale conferences organized by individual company refers to Meetings. Leisure trips emphasizing relaxation, pleasure and excitement which appear to have little inducement to participate in convention is called **Incentive travel**. **Convention** denotes the primary activity of the attendees is to take part in technical sessions, discuss, suggests, declare and socialize through an organized sequence of events based on an agenda. **Exhibitions** embraces all activities relating to presentation, display and demonstration of products and services of different corporate bodies of an industry to an invited audience, made up of customers, officials, scientists and industrialists with the object of introducing a concept or idea or inducing a sale.

In general a 'Convention centre' is the venue specialized for MICE business which bring together a set of facilities like a main hall, an exhibition hall, small and medium meeting rooms, and a foyer. The convention organizers are attracted by such convention centre as it has under one umbrella all the requirements for the successful conduction of the conventions.

Thus the importance of MICE industry can be enumerated as: A person can get new ideas; In meeting with colleagues, customers, buyers and people matters of same interests are shared; Participants are learning new skills and furthering their education level; Attendees find new products that are available around world; Experts can transmit new concepts and ideas to every attendees; It enables collective brainstorming for the future. Communication, as the heart of MICE, facilitates a successful assembling and disbursing of information at local, regional, national and global levels.

III. MICE destination across the world

The number of ICCA (International Congress and Convention Association) members has grown more gradually than the number of meetings in the ICCA Association Database in the last 50 years. The ratio between members vs meetings, which was approximately 1 : 3 in the 70s, recorded a significant increase of more than 1 : 13 in 2012.² This is a clear evidence that there has been a growing potential for association meetings among the ICCA members throughout these years and there is no sign that the potential for suppliers in the association meeting market has continued to increase in the past few decades.

The analysis of data relating to the share of number of meetings held in various continents of the world disclosed that in case of Europe, the share has fallen from 72.3% in 1967 to 54.0% in 2012 and North America (from 13.0% to 12.0%). In all other continents the share increased from 8.2% in 1967 to 18.2% in 2012 in case of Asia and Middle East as per Table 1 given below.

TABLE 1

Continents	1967	1972	1977	1982	1987	1992	1997	2002	2007	2012
Europe	72.3 %	67.1%	63.2%	61.2%	59.4%	59.7%	56.4%	55.6%	54.8%	54.0%
Asia Middle East	8.2%	9.1%	10.1%	11.9%	12.8%	13.6%	15.5%	15.1%	17.2%	18.2%
North America	13.0 %	14.8%	15.7%	16.5%	16.7%	15.4%	15.4%	14.8%	13.1%	12.0%
Latin America	4.2%	5.4%	6.0%	5.5%	6.1%	6.2%	6.9%	7.9%	8.9%	10.0%
Africa	0.9%	1.6%	2.6%	2.6%	2.2%	2.1%	2.5%	2.9%	3.0%	3.3%
Oceania	1.4%	2.1%	2.4%	2.3%	2.8%	3.1%	3.4%	3.7%	3.0%	2.5%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

² ICCA (2013) : A Modern History of International Associations Meetings 1963 – 2012, Amsterdam: ICC

Share of Continents in Conducting Mice:

Source : ICCA (2013) : A Modern History of International Associations Meetings 1963 – 2012, Amsterdam: ICC.

Table 1 given above brings to limelight a significant fact that of the global market for MICE, while the share of Europe has significantly fallen by 25.31% (72.3-54/72.3x100), the share in Africa (266.67%), Latin America (138.09%) and Asia / Middle East (1211.95%) witness a commendable increase. This trend comes out with a clear inference that MICE industry is spreading to various continents of the world from Europe and North America to Latin America, Africa and Asia / Middle East.

IV India as a emerging MICE destination

Comparing the other countries of the world, India offers a unique amalgamation of culture, history, tradition, beauty, luxury and modern facilities like world class hotel that facilitate the fast development of all sorts of industries and businesses including MICE traveler.³

The world class-convention centres are one of the requisites for this form of MICE tourism. The Pragati Maidan, New Delhi, Hyderabad International Convention Centre, Hyderabad, Le.Meridian, Cochin, and the like are major forerunners in the Indian MICE tourism industry.⁴ The gradual increase in inbound traffic has encouraged The Ministry of Tourism to plan and invest more in convention centre in the country.⁵

The Ministry of tourism considers MICE as one of the initiatives of identifying, diversifying, developing and promoting niche products of the country. Medical and wellness tourism, eco-tourism, and sustainable tourism are also identified as niche tourism products. The tourism policy laid strong emphasis on MICE tourism by maximizing synergies between MICE tourism and leisure. This aims to pre and post leisure for MICE visitors motivating them to visit nearby locations.

With in significant economic contribution and overall positive impacts, the convention industry has focused on the factors that influence attendees' satisfaction and generate repeat attendance. MICE are considered to be key areas of growth for tourism industries around the world, with high yield. Over last decade there has been substantial development in convention and meeting industries by expanding the provision of facilities and infrastructure as a means to attract the lucrative share of tourism market.⁶ However, the COVID pandemic administered in India has geared the growth of MICE industry at a lower speed with the sophisticated tools of information communication technology.

V. Number of meetings

As per latest release by ICCA more than 12,000 large scale meeting have been organized in all countries across the world and 2546 meetings in Asia pacific and Middle East in 2015. Based on the reports for 2015 to 2019, shown in Table 2 given below, in terms of number of meetings, it is clear that US and Germany holds the first two positions in the world.

³ Dr. Aarti Mahendru (2015), MICE segment : Poised for growth in India. Biz and Bytes (P.No: 158- 164) E- ISSN : 0976 0458, Volume 6, Issue 2 -2015

⁴ Ibid.,

⁵ Ibid.,

⁶ Asifiya Banu (2016). 3 (2) (pg. No : 63 -66), MICE – “ Future for Business tourism”.

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Table 2

Number of Meetings Country Wise

S.No	COUNTRY	No. of Meetings				
		2019	2018	2017	2016	2015
1	United States	934	947	941	934	925
2	Germany	714	642	682	689	667
3	France	595	579	506	545	522
4	Spain	578	595	564	533	572
5	United Kingdom	567	574	592	582	582
6	Italy	550	522	515	468	504
7	China	539	449	376	410	333
8	Japan	527	492	414	410	355
9	Netherlands	356	355	307	368	333
10	Portugal	342	306	298	287	278
11	Canada	336	315	360	287	308
12	Australia	272	265	258	211	247
13	Republic of Korea	248	273	279	267	267
14	Belgium	237	252	208	194	216
15	Sweden	237	257	255	260	216
16	Austria	231	265	281	268	258
17	Switzerland	221	208	230	184	194
18	Argentina	214	232	199	188	181
19	Poland	213	211	216	195	193
20	Brazil	209	233	237	244	292
21	Denmark	202	192	203	180	204
22	Greece	202	166	144	168	152
23	Mexico	197	172	198	182	184
24	Czech Republic	171	162	187	156	154
25	Finland	168	140	156	178	141
26	Chinese Taipei	163	173	141	141	124
27	Thailand	162	193	163	174	151
28	India	158	158	175	143	132
29	Colombia	154	147	142	147	138
30	Norway	151	161	156	144	144

Source : ICCA (2015- 2019) : The International meetings market, Amsterdam: ICCA

It is heartening to note that as per the ICCA statistical reports above, in terms of number of meetings held, though India was in the last rank in yester years, in 2019 India advances to 28th position in the world.

VI. Number of participants

The data on the number of participants, as per ICCA documents, also revealed that USA and Spain and Germany held the first three places in all the years from 2016 to 2019 as shown in Table 3 given below. In terms of the number of participants attending conventions, India occupied 21st or 22nd position in the following table during the above period.

Table 2
Number of Participants Country Wise

S.No	COUNTRY	No. of Participants			
		2019	2018	2017	2016
1	USA	3,57,137	3,84,035	4,24,010	4,01,332
2	Spain	3,48,728	2,96,825	3,27,996	2,17,724
3	Germany	2,52,688	293,337	2,46,045	2,80,108
4	France	2,51,097	2,41,044	2,11,129	1,76,660
5	Italy	2,17,638	1,68,578	1,72,274	2,19,041
6	United kindom	2,15,929	1,81,149	1,92,544	2,28,642
7	Japan	1,75,955	1,68.248	1,33,025	2,05,537
8	China- P.R	1,70,066	1,46,982	1,26,541	1,67,114
9	Canada	1,68,102	2,03,429	1,68,223	1,39,379
10	Netherlands	1,52,010	1,49,513	1,34,510	1,56,039
11	Australia	1,62,957	1,16,000	1,11,589	98,917
12	Portugal	1,30,186	1,13,154	1,20,226	72,622
13	Austria	1,11,783	1,20,981	1,39,187	1,42,842
14	Republic of Korea	1,09,075	1,05,084	1,10,446	1,60,681
15	Sweden	84,455	83,796	60,330	90,395
16	Denmark	82,662	91,975	83,623	1,16,401
17	Argentina	81,748	95,632	70,902	72,265
18	Mexico	79,945	72,846	93,298	97,559
19	Thailand	74,603	70,892	65,711	74,390
20	Switzerland	74,522	75,640	98,903	75,478
21	Brazil	73,641	1,06,045	1,05,402	1,18,765
22	India	71,160	71,316	73,213	70,231
23	Poland	70,082	65,836	48,546	66,452
24	Greece	66,581	52,005	50,082	54,936
25	Singapore	61,359	69,261	83,762	61,294
26	Ireland	60,568	60,642	55,786	70,180
27	Belgium	58,310	72,846	53,350	44,622
28	Malaysia	53,771	62,271	49,306	45,721
29	Chinese Taipei	52,202	57,997	72,963	57,199
30	Finland	49,761	30,739	57,566	48,360

Source : ICCA (2016 - 2019) : The International meetings market, Amsterdam: ICCA

The scrutiny of table given above brings to light that during the periods from 2016 to 2019, in terms of number of participants, India holds 21st or 22nd position among the countries steadily. Planned and systematic efforts are to be undertaken to invite more and more participants to Indian MICE market.

VII Major Challenges

Presently, India lacks an integrated world class facility which can meet the requirement of global exhibition-cum-convention operators in terms of space, project facilities and logistics and so on only in few centers in the country. The lack of world-cum-convention centre coupled with other infrastructural challenges has been a major hurdle for the growth of MICE in India.

The global slowdown in countries such as UK, Germany, France, Belgium, and U.S.A and the like, is affecting incoming business to India. It is leading to decrease in the number of

international delegates participating in conventions organized in India.⁷ The increasing airfares by major airlines, and imposition of high taxes by the government are adversely affecting outbound travel.

The impact of recession and the drop in the national GDP has also resulted in the increase of travel fares reducing inbound business travel from domestic and international destinations.⁸

The MICE market in India is still at a nascent stage. However, lack of confidence in public transportation due to non standardization of rates and fares, maintenance of basic hygiene, poor maintenance of its heritage and the sense of insecurity for the tourist while on tour.

VIII Conclusion

The liberalization, awareness, changes in economic policies and spread of information technology has given a new boost to the MICE industry of India. During the recent times the failing rupee has added to the advantages of the MICE segment in India as the cost of holding a convention event in India becomes less. India is positively on the MICE path, with the expansion in the network of airlines operating on the various routes, enhancing tourist transport systems, numerous new convention centres, hotels, and resorts that adds the extra touch which goes a long way in winning the hearts of the both the inland and international travelers. In this COVID pandemic scenario also, keeping the security of attendees in mind, online meetings were organized under virtual environment. The multi cultured people, high tradition, increasing population, hills, forests and fauna, growth of micro, small and medium enterprises, startups and initiatives by central and state governments have now triggered the further growth of MICE industry in India in a safe and secured way.

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⁸ Dr. Aarti Mahendru (2015), MICE segment : Poised for growth in India. Biz and Bytes (P.No: 158- 164) E- ISSN : 0976 0458, Volume 6, Issue 2 -2015



Information Seeking Behavior among the Students in Selected Arts Commerce and Science Colleges in Ahmednagar District : A Survey

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Abstract:

The nature of information is not easy to describe. One definition from the literature defines information as recorded experience that is used in decision making. Today information technology has developed rapidly and has a huge impact on access to information and on information seeking behavior. Library staff must understand the criteria of information seeking and information used by users for providing information services. Information Seeking Behavior is one of the important areas in user studies. The motives of users give raise to information needs and requirements. They may obtain information through the research procedure, which is the procedure of finding ideas, facts, and new information by methodical study. It plays an important role by connecting the research scholars with current and timely information. If the library professionals understand that how the users are getting awareness about the library's traditional as well as electronic resources and services, the library could make further efforts to reach the users in an efficient way, In this aspect, the present study has been undertaken and various factors like information needs, information use and seeking behavior, visit to the library, productivity level, satisfaction on information sources, services and infrastructure facilities and staff attitude

Keywords: Information Seeking Behavior, Information use, Arts Commerce and Science Colleges, library, information need.

Introduction:

Information Seeking Behavior is one of the important areas in user studies. The motives of users give raise to information needs and requirements. To quench the force for information, users accept various ways and means to right to use to different channels of communication of information. Information explosion has paved the way to seek information, which is growing multiplicity at different levels, frequency, volume and use. In this situation it appears to be uncertain and varied in character, so that information needs and seeking behaviors of a particular group of users and flow of information from specific circumstances are different to conclude. Users require information for formation of decisions. They may obtain information through the research procedure, which is the procedure of finding ideas, facts, and new information by methodical and practical study. Establishment and perpetuation of a resource Well-to-do library with require based amenities and services are important prerequisites for colleges. It plays an important role by connecting the users with current and timely information.

Need for the Study:

Nowadays information seeking behavior of the students becomes an important area of research in library science, since the information providers and libraries not able to understand the users' information needs and the means of fulfilling their needs. Their exist number of studies that has examined the factors that are involved to find the information seeking behavior

of students of higher educational academic institutions. This study investigates the information seeking behavior of the students of the selected Arts, Commerce and Science in Ahmednagar District, Affiliated to Savitribai Phule Pune University Pune in Maharashtra.

Scope of the Study:

All research study has its limits and this study is no exemption. The limitations of the current study are given below. In this study is specific to Arts, Commerce and Science colleges located in Ahmednagar district only. Further, this study is based on data received from the undergraduate, postgraduate students in Arts, Commerce and Science colleges. Appropriately of the results has not be established to other categories. The study is relies on data attained from self-appraisal method only.

Review of Literature:

Yan Liao, Mary Finn and Jun Lu (2007) published article on information seeking behaviour of International graduate students vs. American graduate students. This user study is based on online survey at Virginia Tech. The purpose of this comparative study is to investigate how graduate students from all over world, select and use various information sources and to obtain information seeking behaviour, especially its similar and differences as compared with the information location patterns used by their American peers.

Hemminger Bradley, Lu Dihul and Vaughan K.T.L. (2007) carried out a research on information seeking behaviour of academic Scientist. In this research a census survey was conducted of academic science researchers at the University of North Carolina to capture their current information seeking behaviour. In this research significant changes in information seeking behaviour were found. This result can guide libraries and other information services organisations as they adapt meet the needs of today's information researchers.

Bansal S. and Singh N. (2013) conducted a case study on information seeking pattern of researchers of Guru Angad Dev Veterinary and Animal Science University, Ludhiyana. There are total 66 researchers pursuing doctorate degree in various department of college of veterinary science. Data was collected through questionnaire from 66 researchers on their visit to Library. Out of 66 researchers, 72.73% are male and 27.72% are female. The internet and library are major sources of information for 96.97% and 93.93% users respectively.

Anthony S Chow (2012) studied Information needs of virtual users. This study utilizing a mixed methods approach of interviews, focus groups and survey, represent one of the largest studies of virtual libraries. The design and implementation of virtual libraries services and the information needs of 366 participants were examined with both traditional and virtual libraries users. Findings suggest that the information needs of traditional and virtual library users differ significantly. Users need of virtual branches are typical low.

Ashwani Kumar and Pravesh Prakash (2010) carried out Information seeking Behaviour of Science Research Scalars on E-resources at Banaras Hindu University, Varanasi. This study observed that maximum scholars have good awareness with e-resources. 97% of respondents using electronic resources for their research work. Majority of Science Research Scholars faced problems of infrastructure facility.

Kaushik Kiran, Vichare Vishakha and Pothare D, (2011), studied Information seeking behaviour of users of cyber Library: a case study of Tata Institute of Social Science. For data collection, Questionnaire method was used. The respondents were the students and research scholars. Out of 182 questionnaires, 112 questionnaires received back. The study revealed that cyber Library was extensively used by male users as compared to female users. User preferred using particular database only.

Objectives:

This study has been framed with the following objectives.

1. To study the information seeking behavior of the students of the selected Arts, Commerce and Science Colleges in Ahmednagar District, affiliated to Savitribai Phule Pune University.
2. To identify the information need of the students Colleges in Ahmednagar District.
3. To identify various factors in collecting information relating to information seeking behavior as sources.
4. To find out the user satisfaction on information sources and services among the respondents.
5. To explore the reasons for seeking information from the library.
6. To identify the problems encountered by the students while seeking information.

Research Methodology:

There are three important Research Methods:-

1. Historical Research Method
2. Descriptive Research Method
3. Experimental Research Method

The research is an analytical study of information needs, so the data is collected by using Descriptive Research Method.

A. Descriptive Research Method-

It is a type of research method in which, by studying the present situation of any particular social issue, work, and program of project in deep, its merits and demerits are diagnosed objectively.

In descriptive research the researcher does a complete study of the problem or the subject chosen by him. He collects all the related information exactly. The related information and data is collected through a particular scientific method and it is diagnosed and explained after a technical analysis. So, the researcher can give some suggestions to improve the situation related to the research problem, after the conclusion. In this way descriptive research method is helpful to establish a conclusion objectively.

In descriptive type of research, the researcher has only to present the things which are happening. Thus it is based on surveys and fact finding enquiries of various types. For this purpose researcher has to arrange the enquiries for achieving the exact things that he has to determine. This method studies the description of the state of affairs as it exists at present. Descriptive method is a method of research or investigation which is based on survey. Young defines it, as the systematic method of discovering new facts or of verifying old through sequence, inter-relation, casual explanation, and the natural laws that cover them. (Young 1973)

Tool for Data Collection:

The questionnaire was the preferred tool of data collection to get the socio-demographic profile of the participants of the study and for the logistical reasons.

Limitations of The Study:

All research studies have the limits and this study is no exemption. The limitations of the current are given below. This study is specific with reference to the Arts, Commerce and Science Colleges located in Ahmednagar District only. Total 14 talukas are in Ahmednagar district. From each taluka one college is selected for this research. 10 questionnaires were circulated to each college. Total 140 questionnaires were distributed to all 14 colleges, in which 123 questionnaires were returned.

Further, this study is based on the data received from the Undergraduate and Postgraduate students of Arts, Commerce and Science Colleges. The study relies on the data obtained from self-appraisal method only. Followed by this, the next section provides the major findings of the study.

Analysis and Findings:

The 66.6% of the respondents are male and 33.3% of the respondents are female. This indicates that the majority of the respondents are male. Essentially this shows that boys might have opted professional covers and girls are advised to join arts stream due to preference for boys.

Table 1: Gender wise classification of students

Gender	Frequency	Percent
Male	82	66.66
Female	41	33.33
Total	123	100

65.85% of the respondents studied in Marathi medium, 13% of the respondents studied in English medium and 21.13% of the respondents studied in Semi English mediums at the School level. This indicates that the majority of the respondents studied in Tamil medium.

Table 2: Medium of study at School level wise classification of students

Medium of study	Frequency	Percent
Marathi	81	65.85
English	16	13.00
Semi English	26	21.13
Total	123	100

59.34% of the respondents are Undergraduates and 40.65% of the respondents are Postgraduates. This indicates that the majority of the respondents are Undergraduates.

Table 3: Educational qualification of students

Educational qualification	Frequency	Percent
Graduation	73	59.34
Post-Graduation	50	40.65
Total	123	100

49.59% of the respondents are studying in in Arts categories, 31.7% of the respondents are studying in Science categories and 18.69% of the respondents are studying in other categories. This indicates that the majority of the respondents are studying in Arts categories.

Table 4: Category wise classification of students

Category	Frequency	Percent
Arts	61	49.59
Science	39	31.70
Commerce	23	18.69
Total	123	100

17.07% of the respondents are 1st year, 32.52% of the respondents are in 2nd year and 50.40% of the respondents are 3rd year. This indicates that the majority of the respondent is in 3rd year.

Table 6: Year of study wise classification of students

Year of study	Frequency	Percent
1 st Year	21	17.07
2 nd Year	40	32.52
3 rd Year	62	50.40
Total	123	100

21.95% of the respondents are studying B.A., 17.88% of the respondents are studying B.Com., 14.63% of the respondents are studying B.Sc., 15.44% of the respondents are studying M.A., 13.82% of respondent are studying M.Com., and 16.26% of the respondents are studying M.Sc., This indicates that the majority of the respondents are studying B.A. degree.

Table 7: Degree wise classification of students

Degree	Frequency	Percent
B.A.	27	21.95
B.Com.	22	17.88
B.Sc.	18	14.63
M.A.	19	15.44
M.Com.	17	13.82
M.Sc.	20	16.26
Total	123	100

- Preparing notes according to syllabus” is the top ranked purpose factor with a mean value of 5.17
- General knowledge” is the second ranked purpose factor with a mean value of 5.31
- The analysis reveals that “Public speaking and communication” is the third ranked purpose factor with a mean value of 5.18
- “Preparing for Examination” is the fourth ranked purpose with a mean value of 5.06
- “It was resulted that preparing Assignments” is the fifth ranked purpose factor with a mean value of 5.26.
- “To Develop Competence” is the sixth ranked purpose factor with a mean value of 4.96
- “Undertaking projects and research” is the seventh ranked purpose factor with a mean value of 4.91.

Table 8: Ranking for Purpose Factor

Purpose	Mean	Std. Deviation	Skewness	Kurtosis
Preparing notes according to syllabus	5.17	0.858	-1.511	1.529
General knowledge	5.31	1.056	-1.331	1.225



Public speaking and communication	5.18	0.930	-1.557	0.992
Preparing for Examination	5.06	1.019	-1.134	0.782
To prepare assignments	5.26	1.022	-1.245	1.325
Develop Competence	4.96	1.248	-0.955	0.468
For undertaking projects and research	4.91	1.052	-0.951	0.249

Conclusion:

The study is about the information seeking behavior among the students, perception on information sources and services in the selected Arts, Commerce and Science Colleges in Ahmednagar District, Affiliated to the Savitribai Phule Pune University. While rendering their services, the librarians should keep the varying needs of each discipline in mind and should have a degree of elasticity to deal with the newly arising needs of students. They should go for an additional line of inquiry, which will be helpful to understand how the users who use the library as a place to develop more awareness of the library resources, both in print as well as e format. If the library professionals understand how the users are getting awareness about library's traditional as well as electronic resources and services, they could make further efforts to reach the users in an efficient way. In this aspect, the present study has been undertaken and various factors like information needs, seeking behavior, information use, visit to the college library, productivity level, satisfaction on information sources (print and e-format), services and infrastructure facilities and staff attitude are taken into account. This study is restricted to the selected Arts, Commerce and Science Colleges in Ahmednagar District, Affiliated to Savitribai Phule Pune University in Maharashtra

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Role of Digital Library and its impact on Library Professionals in Covid – 19

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Abstract:

Worldwide, government authorities have implemented public safety measures to prevent the spread of the COVID-19 virus in their respective countries. Universities quickly responded and modified operations, services and procedures, which included University and Scientific Libraries quickly closing and moving to providing library services virtually. It is the time to remind the society of the importance of libraries and the role of library professionals in organising and disseminating the information. Accurate information is the key to handle the chaotic situation. This paper emphasizes the Roles of Digital Library and its impact on Library professional in COVID- 19. It also identifies the advocacy role that Library Professionals have taken up. As a result, the role of Library Professionals defines the whole community a new way of doing work and gets the information remotely in the period of a lockdown/pandemic situation. This study helps the Library Professionals to improve their skill set as per the tough conditions & serve the information like a responsible citizen of the country.

Introduction :

As the world responds to the COVID-19 pandemic, most Governments have temporarily closed all educational institutions. These nationwide closures have impacted 90 per cent of the world's student population. Localized closures in other countries have affected millions of additional learners. Institutes are racing to shift their courses online; students are engaging in with e-books and e-learning; and researchers are drawing chiefly on electronic journals. Digital libraries and publishers have risen to the occasion, offering more and more free content and curating personalized collections so that people can continue to read and learn without disruption. Indeed, as the demand for credible e-resources surges, digital libraries have emerged as vital pathways to high-quality e-books, journals and educational content.

The library staff organised off campus access to library resources, access to physical books, safe study space, individual support by email, phone as well as online and started to deliver workshops online. To keep connected to users, the library staff arranged online meetings with student representatives, and the Associate Faculty Deans and kept the communications going through social media and the University website. The electronic library offered a print to e-copy service for books, on-demand digitization of books.

Review of Literature :

Bhati and Kumar (2020), define the whole community a new way of doing work and gets the information remotely in the period of a lockdown/pandemic situation. This study helps the Library Professionals to improve their skill set as per the tough conditions & serve the information like a responsible citizen of the country. Nagarkar (2020), defined the role of library

during COVID- 19. Mr Yu Huang(2020), E-resources Librarian and Head of Acquisitions and Collection Development at Shanghai University of Finance and Economics Library and Ms Louise Jones, University Librarian at the Chinese University of Hong Kong (CUHK) and member of Hong Kong's academic library consortium (JULAC) are discussing the impact of the pandemic on libraries, how has the library is supporting the University community and maintaining its academic research activity through remote and virtual teaching and learning activities. Ms Louise Jones (2020), University Librarian at the Chinese University of Hong Kong (CUHK) says that during the pandemic the library focused on safeguarding the health and well-being of CUHK staff and students and enabling library staff to work from home as necessary.

What is Digital Library?

Digital library is very useful platform for the library users and its playing dynamic role in the field of education and research development. Digital Library is depositing information and transforming data in different formats in online and off-line forms in the libraries' depositaries, central Servers and clouds, all the storages devices are connected with internet. A digital library, digital repository, or digital collection, is an online database of digital collection that can includes text, images, audio, video or other digital media formats

A definition of digital libraries is from Digital Library Federation (1999) "Digital Libraries are organizations that provide the resources, including the specialized staff to select, structure, offer intellectual access to interpret, distribute preserve the integrity of and ensure works so that they are readily and economically available for use by a defined community or set of communities."

According to Duguid, Paul, (1997) "The concept of a digital library is not merely equivalent to a digitized collection with information management tools. It is rather an environment to bring together collections, services and people in support of the full life cycle of creation, dissemination, use and preservation of data, information and knowledge."

Challenges for Library Professionals During COVID -19

- All over the world, Library Professionals are facing different challenges which services to offer and how to handle these situations of lockdown, ranging from minimal restrictions to full closure.
- Many reputed Libraries like the National Library of India, Delhi Public Library, and other reputed libraries all over the world are affected due to lockdown conditions and it is affecting the whole community of researchers, students, scholars, readers, etc. Shutting down libraries has a tremendous impact on the communities that we serve.
- University & college Libraries, school libraries are also closed and many competitive exams, as well as academic exams, are still pending, therefore in this crucial time Library Professionals can serve those students of our country, they need information through the digital platform.
- It is human nature to feel from normal to sad, stressed, confused, and scared/angry during a crisis. For Library Professionals the biggest challenge to cope up with these conditions during this lockdown & engage the whole community in a healthy environment.

How to Tackles the above -mentioned challenges by the Library Professionals Society During Covid -19

- By following the government guidelines Library Professionals can break the chain of coronavirus as well as provide the different services remotely.
- Collect the factual data & convert it into useful information that will help the whole community of different fields accurately.
- Engage the whole Community through Social media and organize the Reading Books challenge, Poster writing competitions, skill development program, etc..
- We are aware that Central & state governments themselves are making many decisions and applying different approaches to serve better. Library Professionals can publish all the information through Social Media Platforms.
- Library Professionals can provide Cloud-based Library Services, Authentication technologies: Remote Access, Electronic Resource Management System ERMs: CORAL, Discovery Services, Library Service Platform/ LibGuides /IRs, Advocating of OA resources, Marketing of Library Services through Blogs and other Social Networking tools.
- Library Professionals can provide Open sources, Open Course wares/OERs, Open Learning resources, Webinar, Virtual Classrooms, ORCID, Citation generation: Mendeley, Zotero.
- To provide information resources to users - "Different types of services, collections can be linked together and provide access on electronic platforms".
- Provide the libraries facilities for the users under the proper government guidelines & human interest.
- Library Professionals can play an important role to serve the entire community therefore to define the various roles of Library Professionals in this pandemic situation of COVID 19 is necessary

Various Online Digital Platform

➤ **National Digital Library of India (NDLI)**

- **National Digital Library of India (NDLI)** (<https://ndl.jitkep.ac.in>): It is the biggest digital library of India. It is developed as a project under the MHRD, India. The Library was initially started as a pilot project form in May 2016. It was officially started by HRD minister Mr. Prakash Javadekar to serve the nation on June 19, 2018.
- As of June 2020, NDLI has 48,582,080+ items in its repository. Items are available in more than 400 languages. 48 million items have been authored by 9 million authors. More than 100 types of eLearning resources are available.

● **Learning Resource types:**

- **Books:** 64+ lakhs books by 15+ lakhs authors in 250 languages.
- **Thesis:** 6+ lakhs thesis by researchers from different institutes.
- **Audio lectures:** More than 4116 lectures in English and Tamil.
- **Manuscript:** Manuscripts from Satyajit ray society, vidya prasarak Mandal, JAINpedia, and others.



- **Articles:** More than 30 million articles by more than 25 million authors from different fields.
 - **Video lectures:** More than 30 lakhs video lectures from 35 sources.
 - **Question Papers:** 64000+ question papers from 65+ sources.
 - **Web Courses:** Web courses from different domains like agriculture, physics, etc.
 - **Annual Reports:** Annual reports from 45 sources.
 - **Solutions:** Solution of question papers of different school boards.
 - **Data Set:** Data sets from OECD iLibrary, south Asia archive, and others.

 - **Reports:** 12+ lakhs report from 71 sources.
 - **Technical reports:** Technical reports from 38 sources.
 - **Manuals:** Manuals from 20 sources.
 - **Album:** Albums from 7 Sources.
 - **Monograph:** monographs from 22 sources.
 - **Technical manuals:** Technical manuals from 12 sources.
 - **Law judgments:** Law judgments from 8 sources.
- It is a single platform search engine to access digital contents available in India and any other country with some limitations.
 - In this Pandemic situation of COVID 19, NDLI works as a powerhouse of information for Indian Students/researchers/professors and others. For helping the student community in this pandemic situation where schools, libraries and colleges are closed and physical access in these institutions have been suspended because of COVID-19 lockdown, NDLI has come up with a user-oriented interface which is specially designed for digital collections of e-resources like e-books, e-journals etc. for specific groups of students & continuously enhancing its services. NDLI also hosts preparation materials for competitive examinations like Joint Entrance Examination or JEE, NEET, etc.
 - NDLI is constantly updating & upgrading these collections and services in this lockdown period. Updating & upgrading information of its services is periodically informed through its social networking platforms like Facebook, Twitter, etc. Stay tuned to NDLI & aware of the community.[7]

NDLI social Media outreach through:

- Facebook page: <https://www.facebook.com/NDLIndia>
- LinkedIn : <https://in.linkedin.com/company/ndlindia>
- Twitter : <https://twitter.com/NDLIndia>
- Instagram : <https://www.instagram.com/NDLIndia/>

➤ **Bharat Padhe Online:** Recently Government of India Launched 'Bharat Padhe Online'. It invited all the finest brains in India to share new thoughts, new ideas, suggestions, and solutions directly to the government. To eliminate the constraints of online education while promoting through digital education platforms. Professors/ teachers and Students are the main target audience under this program. Recently IGNOU started new online courses under this initiative.



- **YUKTI Portal:** Government of India launched another portal “YUKTI” (Young India Combating COVID with Knowledge, Technology, and Innovation). It is developed to record and watch the efforts and initiatives of MHRD. It will cover a wide range of initiatives and efforts of the academics, research institutions which are especially associated with Covid-19 situations. Social responsibilities and initiatives by the various institutions are the measures taken for the betterment of the whole community of the students/young brigade. It will facilitate various institutions to share their way of working and their strategies for various challenges they are facing due to the unprecedented pandemic situation of Covid-19 coronavirus and other future goals and their initiatives.

- **eP GPathshala:** A gateway to all Postgraduate Courses (<http://epgp.inflibnet.ac.in/index.php>): It is an initiative of the Ministry of Human resource development (MHRD) under its National Mission on Education through ICT (NME-I CT) which is executed by the University Grant Commission (UGC). A gateway which focuses on high quality education systems, curriculum-based teaching, interactive e-content in more than 70+ subjects across all disciplines of various subjects like social sciences, arts, fine arts and humanities, natural & mathematical sciences, etc.
As of June 2020, ePG Pathshala provides 22000+ modules, 20000+ e-Text, 19000+ video, 3200+ experts, 30000+ quizzes & 723+ papers.
Library Professionals can suggest the ePG Pathshala platform for postgraduate students, faculty members as well as researchers which can easily be accessed through mobile, laptop, or desktop systems.

- **ePathshala** (<http://epathshala.nic.in/>): It is a joint portal which was initiated by the MHRD and National Council of Educational Research and Training (NCERT) in November 2015. The students of school level can get easy access to all educational material, including textbooks, periodicals, audio, video etc. Also, print and non-print materials related to study are available through ePathshala. The useful study materials can be easily downloaded by the different types of user for offline use with no restriction on downloads. As of April 2020, ePathshala provides 504+ e-Textbooks, Total e-resources 3886+, and 2.6million downloaded apps.

- **DELNET (<http://www.delnet.in/>):** It was initially supported by the Department of Scientific and Industrial Research, Government of India (DSIR), National Information System for Science and Technology (NISSAT). It was fully supported by the National Informatics Centre (NIC), Ministry of Culture, Government of India, Department of Information Technology, Ministry of Communications and Information Technology.
It was registered as a society in 1992. It promotes the sharing of resources among the library and acts as a bridge by collecting, storing, disseminating information, and helps in scientific research, technical guidance, coordinate in collection development, and facilitates referral, delivery of documents & exchange of information to local, national and international level.

- **National Programme on Technology Enhanced Learning (NPTEL) (<http://nptel.ac.in/>):**



It is a joint initiative of the prestigious institution of India IITs and IISc. Under this initiative, various online courses of different fields are available on a single platform and certification in various topics starting from engineering to humanities.

Some highlights:

- Largest online repository for various engineering subjects, few management courses, few social sciences and humanities subjects.
- More than 471+ million views.
- More than 52000+ hours of video content transcribed with subtitles.
- It is the most subscribed educational channel on YouTube. There are more than 1.5+ million channel subscribers, 404+ million views, 56000+ Video Hours.
- It hosts more than 1 lakhs video lectures.
- It is the most accessed peer-reviewed educational content in the world.

➤ **Study Webs of Active-learning for Young Aspiring Minds (SWAYAM)**

(<https://storage.googleapis.com/uniquecourses/online.html>): It is the India's first Massive open online course platform which is initiated by the Indian Government and specially designed to achieve the basic objectives of Indian Education Policy.

In this Covid19 situation this type of platform is a very essential commodity for national knowledge growth and provides a backbone support for young learners.

The courses available on SWAYAM platform are classified into 4 parts –

1. Printed study/reading material in Text/image form which can be easily downloadable
2. Video lectures by well qualified faculty members.
3. In between Some tests and quizzes which are for self-assessment.
4. For clearing the doubt of the learners, an online discussion forum is available on this platform. Continuously updating takes place in terms of audio-video and multimedia and state of the art pedagogy/technology.

There are nine coordinators which is regularly working to make world class quality content for leanings:

1. All India Council for Technical Education (AICTE) for self-paced and national and international subject related courses.
2. University Grants Commission (UGC) for Non-technical postgraduate courses.
3. Consortium for Educational Communication (CEC) for under-graduate Courses.
4. Indira Gandhi National Open University (IGNOU) for out-of-school students.
5. National Programme on Technology Enhanced Learning (NPTEL) for Engineering, management and other students.
6. Indian Institute of Management, Bangalore (IIMB) for management education
7. National Institute of Technical Teachers Training and Research (NITTTR) for Teacher Training program for teachers.
8. National Council of Educational Research and Training (NCERT) for school level related courses.
9. National Institute of Open Schooling (NIOS) for school level related courses.

All the courses are available free to the learners & certificate given to those learners who appeared in exam & pass the examination criteria.

- **Khan Academy (<https://www.khanacademy.org/>)** : It is a private portal which is governed by a private organization that offers a well-defined curriculum-based learning platform and material with practice sets, practical based video lectures that impact learners to easily and grasp knowledge related to subjects and understand with their own pace. It deals with many school related subjects like computer science, mathematics, social science, computer programming, history, art, science, economics, and more subjects. It also partnered with many prestigious institutions like MIT, NASA.
- **Online Labs (<http://www.olabs.edu.in/>)**: The Online Labs launched by CDAC Mumbai and Amrita University. This project is funded by the Department of Electronics and Info using the Digital platform. It is more efficient and less expensive practice. In this meantime where everything is struck due to the covid19, there is a need for such type portals for providing a suitable platform for younger generations. It is available anytime, anywhere and can be accessed within a short time.
- **National repositories of open educational resources (NROER) (<http://nroer.gov.in/welcome>)**: It is a common platform for different types of users. It is developed by the MHRD, Department of School Education and Literacy, and managed by the NCERT, Central Institute of Educational Technology. The whole repository works on the Meta Studio platform, which is an initiative of the Homi Bhabha Centre for Science Education (Knowledge Labs).
- **Sakshat (<http://www.sakshat.ac.in/>)**: It is an initiative of the Department of higher education of the Ministry of Human resource development (MHRD) under its National Mission on Education through ICT (NME-ICT).
- **Shodhganga (<http://shodhganga.inflibnet.ac.in/>)**: It is a platform which is designed by Information and library network (INFLIBNET) for young researchers to deposit their theses. The theses available in open access to serve the whole scholarly community. The repository has some unique features to index, store, disseminate of information, and preserve the electronic Theses and Dissertation (ETDs) submitted by the Indian researchers. It hosts more than 2 lakhs thesis authored by researchers from different institutions of India.
- **Unacademy (<https://unacademy.in/>)**: It is a learning platform for different groups of students whether for competitive exams or curriculum-based study. This portal serves a large variety of students. Apps are also available. It is easy to access through electronic media devices. It was started by Mr. Roman Saini, who cleared IAS and left the job. There are many famous educators connected through this platform like Mr. Abhinay Sharma, Mr. Abhishek Srivastava and many more. The young generation can access the platform through an app, YouTube videos where lectures videos are uploaded for learners.
- **Krishikosh (<https://krishikosh.egranth.ac.in/aboutUs.html>)**: It is an initiative under National Agricultural Innovation Project (NAIP) and e-GRANTH at ICAR-IARI, New Delhi. It provides digital content of different agriculture & research institutions on a single platform for accessing the different library resources. It provides more than 1 lakhs agricultural books, journals, articles, and reports.

- **EBasta(<https://www.ebasta.in/>)**: It is another platform to access the school books in digital format like ebooks access through tablets and laptops. The main objective is to share a common platform for various publishers and schools together.
- **Avid learning(<https://www.avidlearner.com/podcast>)**: It is a platform for cultural philanthropy platforms to accelerate the leadership in various segments and entertain so many professionals to provide such platforms.
- **Digital Interactive Classrooms**: Library Professionals can set up a digital library by using various tools which are given below for faculty members or officers of the Institutions/organizations.
 - Library Professionals can provide the details of remotely accessed software for teaching purposes/official meetings/Conferences etc.
 - In this period of Lockdown most organizations prefer work from home, “at this stage the concept of these types of Software is really helpful”.
 - Delhi Public Library working professionals are using these software’s for official meetings.
 - Many Library associations (Madhya Pradesh library association, Orissa library association, Bengal library association, Madras library association etc.) are organizing the webinar services through these platforms.
 - Even the Governments are taking conferences through these platforms.
 - Helpful in organizing the webinars/conferences, official meetings, Virtual social interaction.
 - For opening the libraries for users under the government guidelines & human interest. Library services restriction or closing a library for the following social distancing principles is a difficult task.

Conclusion :

In this Covid19 pandemic situation, Library Professionals have to do all the things

- Easy access to information is an essential prerequisite.
- It is necessary for the enormous needs of all its potential users.
- Digital platforms for education is the futuristic demand of the user.
- Digital Library is in more demand in this kind of pandemic situation.
- Library professionals can act as stress busters in this situation.

Looking ahead, we are confident that the use of e-libraries will continue to grow exponentially. This growth will be driven by immediate exigencies and global trends such as the explosion in smartphone penetration, the increase in ownership of ICT-based reading devices, and the now entrenched habit of seeking information online.

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Digital Payment System : Problems and Prospects during Pre-Covid and Post-Covid Period with Special Reference to Mumbai

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Abstract:

The mutant corona virus diverted the end user's attention to use more of techno-based financial transfers so as to adhere to the norms of social distancing and to curb the risk of transmission of virus. The basic objective of the present research is to explore the perception and preference of end users towards using the digital payment system in their daily transactions especially during covid times. The trends of paper-based and Digital transactions in the pre covid scenario were also studied through the secondary data. To get into the insight of the present research, a survey of 135 residents of Mumbai city was conducted through the well-designed questionnaire distributed to them via emails. The demographic profile of the respondents reveals that female respondents (55%) have outnumbered the male respondents (45%) by 10%. Majority of the respondents belongs to the age group of 18 to 30 years. The hypotheses were tested using Mann- Whitney U Test, Mean Rank method, Kruskal Wallis Test and it was found that there is a significance of difference between the average score for convenience, less costly, privacy/anonymity and safe/secure when compared between cash and digital payment methods (Hypotheses no.1). There is no significance of difference between the perceptions about cash method and digital payment method across the gender and age. (Hypotheses no.2). It is suggested to increase the level of digital awareness of masses through the practical initiatives at the government as well as private sector level. Digital related security norms must be strictly adhered by the end users to authenticate and safe guard the digital transactions entered in to.

Keywords: Digital Payment System, Paper-based transactions, Social distancing

Introduction:

The deadly pandemic that started in 2020 completely immobilized all the economies over the world. As the economies changed, so did the normal lives. The old couple next door that used to withdraw money by cheque or through ATM machine, became forced to learn methods like Google Pay, Pay Tm, Phone Pe, IMPS, NEFT, RTGS, BHIM Pay, etc. To prevent the virus from spreading, it became necessary to use payment methods that ensured no physical contact. In the pre-pandemic time such methods were an option but now they have become a necessity.

Objectives of the study:

1. To study the perception of end users about Cash Payment System and Digital Payment System.
2. To study impact of demographic factors like gender and age on perception of cash and digital transactions.
3. To study the use of Digital Payment System of during pre and post covid-19 period.

Review of related literature:

1) Gurleen kaur and Bijay Prasad Kushwaha (2021) discussed the health-care benefits of using digital payment system as it is contactless mode and helps to curb the spread of deadly covid-19 infection. Paper currency and coins are one of the mediums for transmission of pandemic virus

and therefore more and more people must be motivated to adopt the digital payment system on regular basis.

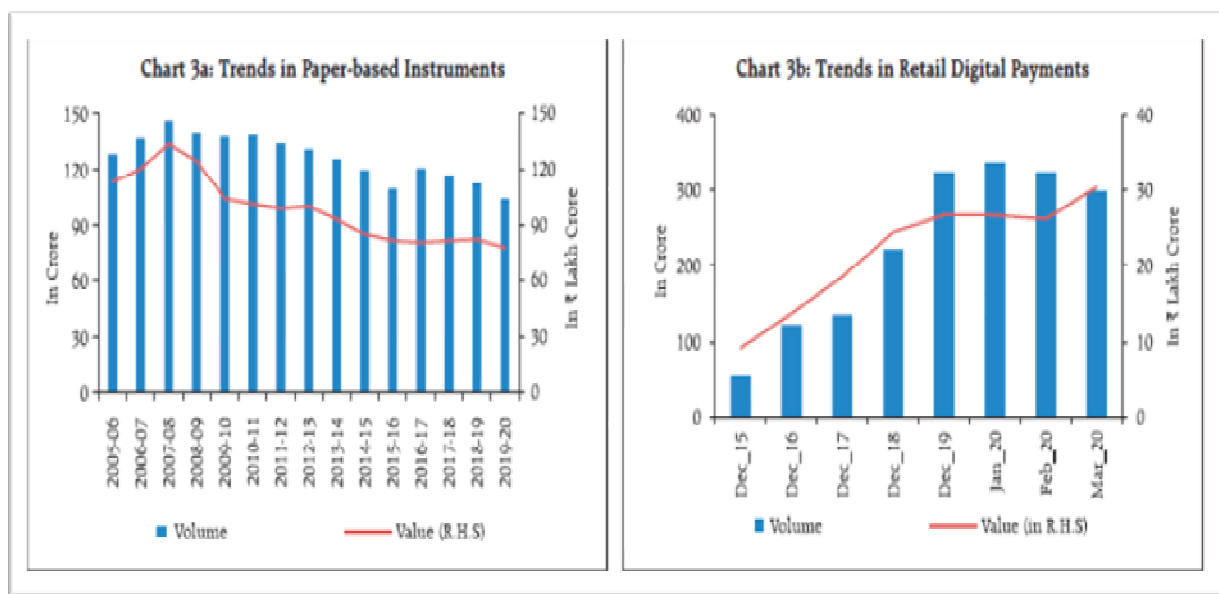
- 2) Dr. Sowmya Praveen K and Dr.C.K.Hebbar (2020) examined the various modes of digital payments as preferred by female respondents from Mangalore city especially during covid times. Poor network connection is the major trouble faced by them. Digital literacy campaigns for the customers must be conducted by banks to ensure better adoption of Digital Payment System.
- 3) Kiran Anandan and Sanjana Mouli (2020) found that pandemic situation accelerated the frequency of digital transactions. People preferred online transactions to avoid any physical interaction while making money transactions. High value payments were made using digital platform especially E-wallet.

Research Methodology:

Sampling Method used is convenience sampling and Primary data is collected through a well -structured questionnaire distributed online to 135 respondents from Mumbai city. Data analysis techniques include Simple percentage method, Mann Whitney U Test, Mean Rank method, Kruskal Wallis Test.

Results of the Secondary data:

Figure 1. Digital Payment Practices in India in Pre covid Period



source: Rbi Bulletin 2021

Figure 1. above reveals that there is an increasing pattern of consumers towards digital mode of payments and a steady decline in the value and volume of paper-based (cash) transactions.

Figure2. Quarterly trend of cash less payments from 2012 to 2020:

(Source: S & P Global Market Intelligence Report, 2020))

As depicted by figure2, there is an upward trend of card and mobile payments since 2012. Since 2016, there is a sharp increase in mobile transactions and card payments, especially due to the launch of demonetization policy of Government of India and in the last quarter of 2019 the card and mobile payments overtook the pace of ATM withdrawals and this increasing trend further continues in first quarter of 2020 as well.

Statistical Analysis:

Table 1. Demographic Profile of the respondents (Source: Primary data)

Variable	Characteristics	Frequency	%
Gender	Male	61	45%
	Female	74	55%
Total		135	100%
Age	18-30	78	58%
	31-45	33	25%
	46-60	23	17%
	61 & above	Nil	Nil
Total		135	100%
Education	SSC	04	03%
	HSC	13	10%
	Undergraduate	35	26%
	Graduate	16	12%
	Post graduate	38	28%
	Professional	29	22%
Total		135	100%
Status of the respondents	Home maker	25	19%
	Businessman	11	08%
	Professional	33	24%
	Service	51	38%
	Self-employed	14	10%
	Retired	01	01%
Total		135	100%

As shown Table 1, out of 135 total respondents, 61 are males and 74 are females. 58% of the respondents belong to the age group 18 to 30 years while 25% belongs to the age group 31 to 45 years. Looking at the educational background of the respondents, 28% are post graduates, 26% are undergraduates and 22% have professional qualification. The employment status of the respondents shows that 38% respondents belong to the service sector, 24% are Professionals, 19% are home makers, 10% are self-employed and 8% are businessmen.

Table 1. The most preferred mode of digital payment

Modes of Digital Payment System	Number of Respondents	Percentage
Gift card etc	57	42.22222
Google pay	104	77.03704
Internet Banking (NEFT/RTGS/IMPS)	65	48.14815
Master card	57	42.22222
Mobile banking (NEFT/RTGS/IMPS through mobile app)	66	48.88889
Pay Tm	66	48.88889
Phone Pe	52	38.51852
Prepaid cards-Visa card	57	42.22222
Travel card	57	42.22222
UPI- BHIM Pay	58	42.96296

As shown in the Table 1, Google Pay is the most preferred method of making digital payments as chosen by 104 respondents (77 % response)

Comparison of cash and digital payment method on the basis of perception

Table 2.		Method			
		Cash		Digital	
		Count	Column N %	Count	Column N %
convenience	Bad	10	7.4%	4	3.0%
	Okay	71	52.6%	48	35.6%
	Good	54	40.0%	83	61.5%
less costly	Bad	9	6.7%	12	8.9%
	Okay	69	51.1%	70	51.9%
	Good	57	42.2%	53	39.3%
privacy/anonymity	Bad	7	5.2%	17	12.6%
	Okay	67	49.6%	67	49.6%
	Good	61	45.2%	51	37.8%
safe/secure	Bad	8	5.9%	15	11.1%
	Okay	58	43.0%	66	48.9%
	Good	69	51.1%	54	40.0%

1) H0 Null Hypothesis: There is no significance of difference between the average score for convenience, less costly, privacy/anonymity and safe/secure when compared between cash and digital payment methods.

H1 Alternate Hypothesis: There is significance of difference between the average score for convenience, less costly, privacy/anonymity and safe/secure when compared between cash and digital payment methods.

Table 3. Mean Rank table

Parameters	Method	Mean Rank	Sum of Ranks
Convenience	Cash	120.27	16237
	Digital	150.73	20348
Less costly	Cash	138.23	18661.5
	Digital	132.77	17923.5
Privacy/anonymity	Cash	142.98	19302.5
	Digital	128.02	17282.5
Safe/secure	Cash	144.27	19476
	Digital	126.73	17109

Table 4. Mann-Whitney U test results:

	convenience	less costly	privacy/anonymity	safe/secure
Mann-Whitney U	7057.000	8743.500	8102.500	7929.000
Wilcoxon W	16237.000	17923.500	17282.500	17109.000
Z	-3.619	-.645	-1.754	-2.052
p-value	.000	.519	.079	.040

Interpretation: As p-value is less than that of 0.05 indicates that the respondents significantly has given score towards good (as Mean rank value is more) for digital for 'convenience' attribute than cash.

Conclusion: Reject null hypothesis (1) H0 for Convenience and Safe/Secure.

(2) H0 Null Hypothesis: There is no significance of difference between the average score for different aspects of cash and digital payment methods when compared between different demographic factors like Gender and Age.

H1 Alternate Hypothesis: There is a significance of difference between the average score for different aspects of cash and digital payment methods when compared between different demographic factors like Gender and Age.

Table 5. Association with Gender and Age: Mean Rank Table:

Parameters	Gender	Cash		Digital	
		Mean Rank	Sum of Ranks	Mean Rank	Sum of Ranks
Convenience	Male	69.32	4228.5	68.88	4201.5
	Female	66.91	4951.5	67.28	4978.5
Less costly	Male	72.03	4394	66.66	4066
	Female	64.68	4786	69.11	5114
Privacy/anonymity	Male	69.77	4256	71.05	4334
	Female	66.54	4924	65.49	4846
Safe/Secure	Male	71.81	4380.5	72.08	4397
	Female	64.86	4799.5	64.64	4783

Table 6. Mann-Whitney U test Results:

	Cash method				Digital method			
	convenience	less costly	privacy/anonymity	safe/secure	convenience	less costly	privacy/anonymity	safe/secure
Mann-Whitney U	2176 .500	2011 .000	2149 .000	2024 .500	2203 .500	2175 .000	2071.000	2008.000
Wilcoxon W	4951 .500	4786 .000	4924 .000	4799 .500	4978 .500	4066 .000	4846.000	4783.000
Z	-.400	- 1.22 3	-.539	- 1.15 9	-.278	-.405	-.907	-1.217
p-value	.689	.221	.590	.247	.781	.685	.364	.223

Interpretation: p-value greater than that of 0.05 indicates no significance of difference between the perceptions when compared between male and female.

Table 7. Comparison against Age: Mean Rank Table

Convenience	Age	Cash	Digital
		18-30	66.66
	31-45	66.27	80.11
	More than 45	75.09	64.39
	18-30	63.37	66.70

Less costly	31-45	70.27	73.59
	More than 45	80.65	64.43
Privacy/anonymity	18-30	67.82	67.03
	31-45	65.09	69.91
	More than 45	72.78	68.61
Safe/secure	18-30	68.75	66.67
	31-45	65.36	67.86
	More than 45	69.20	72.76

Higher mean rank score 80.65 shows that cash payment system is less costly than digital payment system according to the respondents in the age group above 45 years. With respect to digital payment system the high mean score 80.11 shows that it is more convenient than cash payment system according to the respondents in the age group between 31 to 45 years.

Kruskal Wallis test results:

	Cash method				Digital method			
	convenience	less costly	convenience	less costly	convenience	less costly	convenience	less costly
Chi-Square	1.155	4.584	.672	.255	5.792	1.191	.162	.529
Df	2	2	2	2	2	2	2	2
p-value	.561	.101	.715	.880	.055	.551	.922	.768

Interpretation: p-value greater than that of 0.05 indicates no significance of difference between the perceptions when compared between different age groups.

Conclusion: Accept the Null Hypothesis(H0) that there is no significance of difference between the average score for different aspects of cash and digital payment methods when compared between different demographic factors like Gender and Age.

Limitations of the study:

1. The scope of the study is limited up to Mumbai city only.
2. Due to limitations of time and cost, only few demographic factors have been studied.
3. Socio-cultural background of the respondents, income level, climatic conditions of the region under study etc. are not covered by the present study but there is a scope for further research towards these dimensions.
4. Bank draft/Demand draft as a Physical mode of money transfer is not studied.

Suggestions and Recommendations:

1. The topics like “Security norms to be observed while conducting the Banking transactions” must be included in the school syllabus right from Higher secondary level itself.
2. Bank Account details should not be shared by the Account holder unless and until asked from the Authorised source.
3. The URL Link from the unknown source should not be opened.
4. The end user should not share OTP/Bank Password with anyone.
The end user of Digital Platforms must memorize the concerned Password.

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Green Library : An Overview

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Introduction:

The green Library Movement has been in existence for over 20 years. The climate change issue became heavy on dependents specially people of around world.

Green design is an emerging trend defining the library of the 21 st century many view the library as having a unique role in the green building movement due to its altruistic mission public and pedagogical nature and the fact that new libraries are usually high profile community driven project.

The concept of green libraries

The green libraries are playing a unique role in the green building movement due to its altruistic mission public and pedagogical nature known as sustainable libraries and building all over the world bringing these projects into the main stream.

Definitions

Online dictionary of library and information science (ODLIS)

Define green library green sustainable libraries as a library designed to minimize negative impact on the natural environment and maximize indoor environment quality by means of careful site selection, use of natural construction materials and biodegradable products, conservation of resource like water, energy, paper and etc.

Need for Green Libraries.

All building uses resources such as land, energy, water and materials to fulfill the functional needs of a space. As such there can be no building without environmental impact. A building is green when it is resource efficient and fulfills the functional requirement impact.

International standards to access green libraries.

USGBC standard : The United State Green building Council (USGBC) a non profit organization from the united states developed LEED rating system in 2000. Its stands for leadership in energy and environmental design (LEED),an ecology oriented building certification program wich judge buildings sustainability and certify them as Silver, Gold or Platinum under LEED building can quality for four levels of certification

Points Certificate

40-49 Certificate

50- 59 Silver

60-79 Gold

80 + platinum

What is green building :

USGBC defined the five different categories to judge a building sustainability

1. Site location : building can start a site be chosen. The selection of the site has a larger impact on how ecologically friendly the library will be. The library should be located in a densely populated area, near a number of other services buildings.
2. Water conservation : There are many different ways for libraries to conserve water. A number of them rely on proper site selection. If a site is selected properly strategies can be used to capture rainwater runoff be used in irrigation.
3. Energy Efficiency: Energy efficiency is considered by many to be most important category in becoming sustainable in the LEED rating system it is the heaviest weighted of all the categories. Energy efficient design is in many ways a return to passive design principles that erolved over thousand of years.
4. Building materials : choose materials that can be produced without causing too much damage to the natural environment.
5. Indoor air quality : A long with energy inefficiency poor air quality has been another side design because most modern building are temperature controlled they are designed to be air tight.

Some tips from librarian Desk

All the materials and equipment used in the library should be selected keeping in mind the green library practice such as way that it reduces the overall consumption of energy and the following measures may be practiced to make the library green.

- Book circulation may be through software.
- Ban of readers card
- Give Membership only online mode
- Card Catalogue may be removed and OPAC be Provided.
- Use of ICT technology
- Natural light may be most used during day time
- LED bulbs and tubes may be used for lightning
- Laptops which use less electricity than desktop version may be used
- Solar panel may be placed on library building for creating solar energy and inturn for use in the library.
- Indoor air quality may be increased by growing indoor plants.
- Use of ecofriendly paints on the wall to reflect more light.

Some Green library building in India

1. Anna center library Channai
2. Perma karmo library ladhak
3. National Library of india Kolkatta
4. Karnataka University Library
5. NIT Library Silchar ,Assam,India
6. Delhi University Library
7. Culcutta University Library
8. Madras University Library
9. Mumbai University Library



Conclusion :

Therefor I conclude that there is no doubt in recent era we will adopt this concept for sustainability library and hope will accept the change which is necessary.

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Website Content Analysis of Central University Library Websites of Madhya Pradesh and Chhattisgarh State, India: A Study

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Abstract :

The present study is to investigate the status of content offered through library websites of central universities of Madhya Pradesh and Chhattisgarh state.

Keywords: Content Analysis, Content Evaluation, Library Website, University Library.

1. Introduction

The university library website is one of the best publishing information tool mainly functions as an academic services, published information about the university library, aim, objective, vision, library use timings, staff details, in-charge information, library collection and service, online public access catalogue and best practices adopted etc. A university library websites established to build a strong and long relationship between university and students. The analysis of the library website is an important practice so it has to be evaluated from time to time.

2. Overview of Central University in Madhya Pradesh & Chhattisgarh

Central universities in Madhya Pradesh and Chhattisgarh state are established by an Act of Parliament of India approved by the university grants commission (UGC) and are the purview of the Department of Higher Education in MHRD (GoI). As on 20.05.2021, there are 3 central universities in Madhya Pradesh and Chhattisgarh state. The list of central universities along with library webpage/website links is shown in Table – 1.

Table – 1

List of Central Universities of Madhya Pradesh & Chhattisgarh State

S. No.	State Name	Name of The University	University URL	Library URL
1.	Madhya Pradesh	Dr. Harisingh Gour Vishwavidyalaya, (DHSGSU)	http://www.dhsgsu.ac.in	http://dhsgsu.ac.in/departmentdepar/110
2.		Indira Gandhi National Tribal University, Amarkantak (IGNTU)	http://www.igntu.ac.in	http://www.igntu.ac.in/clib.aspx
3.	Chhattisgarh	Guru Ghasidas Vishwavidyalaya, Bilaspur (GGV)	http://ggu.ac.in	http://www.ggu.ac.in/central_library.html

3. Review of Literature

Konnur, and Madhudhan (2010). Study and evaluate academic library websites in Bangalore city this study related to five selected academic library websites in Bangalore city. **Tella, A., and Oladapo, O. J. (2016).** The study was carried out use of the Web 2.0 tools in the selected universities is encouraging. **Chikkamanju (2017).** Study related to website analysis of university of agriculture sciences library in Karnataka state, India. Author investigates the content offered via library Web sites. **Ramesh Kuri and Maranna (2018).** Studies and evaluate the status of the library websites of central universities of south India. Author evaluated 6 Central Universities website.

4. Significance of the study:

The study focus to evaluate the contents of library websites/webpage of central universities in Madhya Pradesh and Chhattisgarh state. The result of this study will help to illustrate the overall content, features and coverage of university library website/webpage.

5. Scope of the study:

The study is limited to three central university libraries website/webpage of Madhya Pradesh and Chhattisgarh state viz. DHSGSU, IGNTU and GGU, have been considered.

6. Objectives:

The objectives of present study are to:

- 6.1 To analyze the library websites of the central university in Madhya Pradesh and Chhattisgarh state.
- 6.2 To analyze the contents of central university library website in Madhya Pradesh and Chhattisgarh state.
- 6.3 To find out the services provided on the university library websites.
- 6.4 To find out the collection facilities on the university library website.
- 6.5 To know the e-resources provided the university library.

7. Research Methodology

The data have been collected via observation from the respective central university library websites/webpage three central universities in Madhya Pradesh and Chhattisgarh state. The selected libraries website/webpage was analyzed at various times and the data were presented in table form and for analysis in the data Microsoft Excel is used.

8. Data Analysis

8.1 Basic Information about the University

Table – 2 : (Basic information about the University)

S. No.	Particulars	DHSGSU	IGNTU	GGV
1	History	Yes	Yes	Yes
2	Objectives	Yes	Yes	Yes
3	English Language Website	Yes	Yes	Yes
4	About the Library	Yes	Yes	Yes
5	Library Staff	Yes	Yes	Yes
6	Library Timing	Yes	Yes	Yes
7	Contact	Yes	Yes	Yes
8	All rights received/ Disclaimer	Yes	Yes	Yes

Table - 2 reveals that, the basic information about history (100%), objectives (100%), english language website (100%), about the library (100%), library staff (100%), library timing (100%), contact (100%) and all rights received/disclaimer (100%) were common features of all library website/webpage.

8.2 General information about Library Organization Section

Table – 3 (General information about Library Organization Section)

S. No.	Particulars	DHSGSU	IGNTU	GGV
1	Circulation Section	Yes	Yes	Yes
2	Computer Section	Yes	Yes	Yes
3	Reference Section	Yes	Yes	Yes
4	Technical Section	Yes	Yes	Yes
5	Reading Section	Yes	Yes	Yes
6	Periodical Section	Yes	Yes	Yes
7	Back Volume	Yes	Yes	Yes
8	Digital-Automation Section	Yes	Yes	Yes

Table - 3 found that, the information about circulation section, computer section, reference section, technical section, reading section, periodical section, back volume and digital automation section (100%) were common features of all library website/webpage.

8.3 Information about Library Collection

Table – 4 : (Information about library collection)

S. No.	University Name Abbreviations	Books/ Journals	Online Database	CD-DVD	Consortia Resources
1	DHSGSU	Yes	Yes	Yes	Yes
2	IGNTU	Yes	Yes	Yes	Yes
3	GGV	Yes	Yes	Yes	Yes

Table - 4 found that, the information about books/journals, online database, CD-Rom and consortia resources (100%) were common features of all library website/webpage.

8.4 Information about Library Service

Table – 5 : (Information about library service)

S. No.	University Name Abbreviations	OPAC/Web-OPAC	Ask Librarian	Digital-Remote Access	Traditional Ref. Service
1	DHSGSU	No	No	No	Yes
2	IGNTU	Yes	No	Yes	Yes
3	GGV	Yes	No	No	Yes

Table – 5 provides the information of library service on websites/webpage of the central university in Madhya Pradesh and Chhattisgarh state. IGNTU and GGV mention OPAC/Web OPAC service expect DSHGSU. The DSHGSU, IGNTU and GGV not give information about



“Ask a Librarian” service. The IGNTU mention digital/remote access service expects DSHGSU and GGV. The DSHGSU, IGNTU and GGV mention information about traditional information service.

7. Conclusion:

It is observed from the present study that the central university in Madhya Pradesh and Chhattisgarh state libraries website/webpage is different in them in much respect. The library website/webpage must provide in information about the collection of the library and they must provide all the services and further inform status of library collections in their respective library website/webpage.

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Impact on Recruitment in India during Covid 19 Pandemic in Information Technology (I.T) Industry

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Abstract:

On 17th November 2019, according to the information from the reliable sources, the first COVID-19 patient was noticed in Wuhan, China. The World Health Organization (WHO) declared the spread of COVID-19 as a pandemic on 11th March 2020, the whole world was shaken because of this unforeseen disaster, the economy of most of the countries was declining, there were too much of unemployment and some businesses had to be shut down because of this unavoidable circumstance, initially there was a situation of just “Wait and Watch”, all were new to this, moreover there was a major impact on the corporates/industries as well. The main aim of this research paper is to find out the recruitment process gap between the online and offline (face-to-face screening of the candidates.) in the organization especially in the Information Technology sector. What is the criticality of the impact, whether it was a high/medium/low impact? Or should there be any change management recruitment process?

Keywords: Change Management, Covid 19, Recruitment, Information Technology.

Introduction:

With new concept of ‘Work from Home’ now becoming a new trend, hiring process has changed beyond the geographical boundaries. Recruiting the right talent has no physical or metaphorical boundaries like before. Due to this pandemic, in an other way round lot of opportunities opened up in the IT industry, such as growing need for the 5th generation (5G) technology, more robust technology in the Artificial Intelligence and many more, there were many online shopping portals developed and designed, there were quite a few of the video calling applications (apps) been developed as well, this helped the growth of the IT industry to some extent, it was not at all a so called “Dying Industry”, initially this industry was struggling, but with time and space it gather momentum but still as of today, this industry is still struggling as we say “Every cloud has a silver lining” this sector definitely will be in a boom. During this pandemic there was a major impact on the recruitment process, as there were no new projects coming in from the western countries, more over some of the projects were completed or the projects had to be “Ramp Down” because of clients requirements, even the process of new recruit or can be said as “Ramp Up” project, there was a big challenge for the HR department, the system of recruitment process had to be completely changed/revamped, only telephone or video conferencing interviews were in the process, in this total recruitment cycle it was very difficult to get the correct and right candidates. Recruitment process is undergoing a major change or can be called as revolution change it can may be for any levels in the organization. There are four big opportunities and a good scope in the field of IT sector, i) Artificial Intelligence ii) Robotic Automation and iii) Machine learning iv) Data mining.

Current scenario in the IT sector due to Covid 19: With respect to recruitment process and exit interviews, many IT industry have shifted to their virtual platforms like WebEx, Zoom,

Skype to avoid personal contacts with the candidates. There are many challenges faced by the employers in this recruitment process, in some parts of the country even if the candidate is very good in his/her technical or soft skills it is very difficult to interview such candidates because lack of infrastructure e.g power supply, internet connectivity and external environment. It is very difficult to get in touch with these creams of candidates and hence we miss very valuable human resources. Screening of these candidates it's a very challenging task in its self, the process itself is very tedious in the online syste,. But still this industry is taking tremendous efforts to get the right candidates in the organization.

Review of Literature

G. Kalwani , N. Surange (2020), There are two main objectives in this research paper been performed by the researchers i) "To Study about COVID-19" ii) "To Study the Impact of COVID-19 on Indian IT sector". The research in done on the secondary data rather than the primary one. There is a tremendous impact on the IT sector whether it is from the positive or negative angle. There are some IT corporates which have shown an upward trend in the growth in human resources but some showed a down fall on these. There was a huge amount of success growth in many of the platforms naming a few are E-commerce, online meeting platforms, digital marketing, telecommunication and many more. But as there is an impact on the down trend, this is only for the short-term basis, as and when the situation improves it will definitely turn the graph on growing trends and the industry will be back in action.

K. Ramasamy and Dr L. Sudershan Reddy (2020), The authors of this paper mainly focus on the impact of Corona virus in the Information Technology Industry and its challenges, most of the IT companies have been shifted from the traditional working environment (Work from Office) to the new concept of Work from home. The recruitment process has also been transferred to online process, this is to avoid face-to-face interviews and avoid risk of getting infected. In this paper the researchers have analyzed the data on primary and secondary basis. There were certain points which were highlighted in the paper regarding the outcomes of the study, e.g "Employees are not genuine and honest when they are working from home hence the Productivity is less", infrastructure is not capable of handling the network in the non-metro regions of India. To conclude the review of this paper, there should be a collective efforts taken from the stakeholders i.e the employers, employees, central and state government to fight against this deadly virus.

M. R. Seth, P. Bhoot, A. Verma, H. Belani, K. Khandelwal, K. Dhoot (2020), This paper is purely done on the secondary data. This pandemic has almost completely closed for the "Work from Office" concept with respect to Information Technology Sector only. There was no other alternative but work from home only, and this new concept of change has to be adopted with no other options. The authors of this paper could have researched with the help of primary data, this could have added an extra flavor to the research paper.

Objectives:

The objectives of this research study are as follows –

1. Impact on the online recruitment process in the IT sector.
2. To compare between the online recruitment and off line recruitment process
3. Major drawbacks in the online recruitment process.



Limitations of the Study:

This research has been limited to the Information Technology sector only, this sector is very large and the business of this sector is globally distributed, hence because of time constraints the study has been drawn within the IT bracket only, more over this study is on secondary data only this data has been gathered and analyzed from the web sites, journals, magazines etc.

Methodology:

Research is based purely on the secondary data; this data has been collected from various relevant research papers for which the research has been done. Moreover, several web-sites, magazines and new paper journals have been taken into consideration. This paper is very descriptive in nature, hence primary data is not been considered.

Findings :

While working on this research topic, the researcher has found out certain gaps in the recruitment and selections process between online and offline. In this pandemic situation Human Resource department has also seen the massive change from the traditional face-to-face interview to the online video conferencing interviews. While in the traditional face-to-face interview the candidates were very well screened, their behavior, body language , communication skills, attitude etc can be very well seen and captured , but the virtual screening of these candidates, it is a very challenging task to the HR manager, the interviewer is not able to judge the actual performance in the interview process, there are many technical hurdles e.g network issues, mobile cameras, desktop or laptop cameras are not functioning well, this creates a problem while selecting the right candidates, sometimes the interviewer might select the wrong candidates as well, this creates a problem in the long run to the employer.

Suggestions:

With the help of secondary data, the impact on the recruitment process, it has been observed that the online process is not that effective to screen the candidates. The interviewer himself/herself is not comfortable with the new technology of the recruitment process, more over they are not at all fully compliant with the online recruitment process.

The researcher would like to suggest the following

- a) A new concept of “Strength-base interview” process should be implemented in the organization, this concept is only for the freshers. This is where the interviewer is interested what the candidate enjoys doing rather than what he/she would like to do. It is identifying your strengths and matching with the job profile in the organization. These types of interviews are more personal and allow the employers to gain a genuine insight into the personalities of candidates
- b) The interviewers should be trained in a very systematic/professional manner, the body language, the online meeting etiquettes i.e the background of the place from which the interview has to be taken, the external noise control system to be proper and many more challenges that needs to be taken into consideration.
- c) There should be a proper mechanism or a proper online interview process in place where in the organization can get good candidates.
- d) Proper audio/video software to be installed in the system to get a better output at the time of the interview process.



- e) As some of the IT companies have lost their clients, there should be proper marketing strategies to get new clients and in turn the on-boarding process can get a boost.
- f) New recruitment life cycle process to be implemented to get the better candidates in place.

Conclusion:

The conclusion can be made that, as this COVID 19 pandemic is not going to be normalized very soon we need to be very careful and be safe in this situation. There should be a proper strategic plan or a mechanism to reduce the gap between the two entities i.e the online and offline recruitment process. Proper training and development programs should be planned by the organization to the staff of the HR department to get a worthy candidate in the online recruitment process. The most important concept of "Work From Home" has made the IT industry survive in this unforeseen crises.

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Cash Flow Statements Analysis of Selected Indian Companies of Medical Equipment Manufacturing Industry

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Abstract:

In prevailing research an attempt has been made to scrutinize pivotal determinants of Cash Flow statement of selected four Indian Companies of Medical Equipment Manufacturing Industry taking into account market capitalization. Analysis is been carried out from 2016 to 2020, in order to justify main objective of the research statistical test ANOVA - Single Factor is been applied which divulge that Null Hypothesis was not accepted and i.e., during the period of the research there were significant difference in selected determinants of Cash Flow statement.

Key Words: Cash Flow statement, Medical Equipment Manufacturing Industry, ANOVA

1.1 Introduction:

The Medical Equipment Manufacturing Industry has grown notably in the last decade. In recent time, there are lots of growth opportunities for manufacturing medical devices in India; Indian medical manufacturing market is one of the top 20 markets in world, which is expected to reach 50 billion US\$ around 37% CAGR increase from 10.36 billion US\$ in the year 2020.

The cash flow statement considers all type of transections made in cash like cash inflows means the amount cash received by company from its enduring operations, investments, financing and the cash outflow means the amount payment made in cash during the financial year. Pivotal determinants of Cash Flow statement are cash flows from operating activities, cash flows from financing and investing (CFI) activities.

1.2 Literature Review:

(Nandhu & S, 2020) have conducted a research entitled "Effectiveness Of Cash flow Ratios To Measure The Performance Divergences Of Selected Steel Companies In India". Here researchers had selected 3 steel companies in India of which Cash Flow statement was analyzed through different eleven ratios of cash flow during the five years of study for which t Test was applied at end researchers concluded that adequate amount of cash flow leads companies to have smooth functioning of its business.

(Modi , 2019) had carried out study on "Cash Flow Statements of Hindustan Unilever Ltd. And I T C Ltd.: A Comparative Study". Selected two companies' cash flow statement is been analyzed during 2014-15 to 2018-19 using secondary source of data regarding Cash flow from operating activities, investment activities and financial activities. Statistical tools like mean, SD, Co - efficient of Variation, Rank and t test were applied that depicted that performance of ITC is best in generating cash flow from operating activities and HUL is best in generating cash flow from investment and financial activities.

(Gelda & Dodiya , 2014) had conveyed "A Comparative Study on Cash Flow Statements of Tata Chemicals Ltd. and Pidilite Chemicals Ltd". Study was purely based on

secondary data collected from 2008–09 to 2012–13 further mean, SD, Co – efficient of Variation - Statistical tools were used for analysis of cash flow statement, that showed that comparatively Pildite performance is better than TATA.

1.3 Rational Of The Study:

From the above Literature reviews, it's clear that no research is been conducted on Indian Medical Equipment Manufacturing Industry moreover no researches is been carried out considering study period from 2017 to 2021. Most importantly objective of the present research is also different. These entire factors supported to the prevailing research entitled “Cash Flow Statements Analysis of Selected Indian Companies of Medical Equipment Manufacturing Industry”

1.4 Objectives:

- To examine Cash Flow Statements of selected Indian Companies of Medical Equipment Manufacturing Industry during the period of study.

1.5 Hypothesis:

Ho: There is no significant difference in Net CF from OA during the period of study.

Ho: There is no significant difference in Net CF from FA during the period of study.

Ho: There is no significant difference in Net CF from IA during the period of study.

Ho: There is no significant difference in Closing balance CF during the period of study.

1.6 Methodology:

1.6.1 Universe of the Study:

All Medical Equipment Manufacturing Companies listed in BSE.

1.6.2 Nature of the Study:

The research is descriptive in nature. Here researcher tried to analyze Cash Flow statement using statistical test hence research is analytical in nature too.

1.6.3 Sampling Technique:

In order to carry out analysis four Medical Equipment Manufacturing companies in India is been selected taking into account market capitalization. Convenient sampling technique is used in Research.

1.6.4 Sample of the study:

In this research researcher has selected Four Medical Equipment Manufacturing Companies.

Company Name	Market Cap (Rs. Crore.)
Poly Medicare Ltd. (PML)	9,531.97
Opto Circuits India Ltd. (OCIL)	137.39
GKB Ophthalmics Ltd. (GOL)	33.7
Ideal Texbuild Ltd. (ITL)	8.67

Source: Money Control

1.6.5 Collection of Data:

Secondary method for collection of data is used in Research.

1.6.6 Period of the Study:

Research is done on the five years data from **2016 to 2020.**

1.6.7 Tools and Techniques:

Analysis of cash flow statement of selected Medical Equipment Manufacturing companies in India is carried out using ANOVA – Single factor test.

1.6.8 Variables of the study:

- Net Cash Flow from Operating Activity = NCF From OA
- Net Cash Flow from Financial Activity = NCF From FA
- Net Cash Flow from Investing Activity = NCF From IA
- Closing balance of Cash Flow = Closing balance CF

1.7 Data Analysis:

Table 2: Variables of Cash Flow Statement analysis

Variables	Sample	Year				
		2016	2017	2018	2019	2020
NCF From OA	PML	62.07	55.02	75.5	112.28	126.91
	OCIL	334.73	57.36	17.31	33.4	21.3
	GOL	-11.9	-4.2	-3.71	5.21	6.11
	ITL	4.48	3.1	-1.17	-0.08	-0.32
NCF From FA	PML	-30.25	-54.18	-87.07	-103.89	-105.67
	OCIL	-48.8	-55.65	-5.77	-11.42	18.96
	GOL	14.74	5.5	2.28	-8.63	-5.66
	ITL	-4.05	-2.17	1.45	-0.03	0
NCF From IA	PML	-30.86	-0.77	14.48	-9.16	-22.25
	OCIL	-284.93	-3.69	-11.36	-21.73	-41.17
	GOL	-2.81	-1.29	1.41	9.31	3.31
	ITL	-0.48	-0.83	0	0	0.02
Closing Balance CF	PML	12.66	0.77	3.68	2.91	1.89
	OCIL	2.76	0.78	0.97	1.21	0.31
	GOL	0.03	0.03	0.01	5.89	9.65
	ITL	0.06	0.16	0.44	0.32	0.03

Source: Money Control

Table 1: Variables of Cash Flow Statement analysis demonstrations that in case of NCF FROM OA; PML & GOL shows increasing trend, OCIL shows decreasing trend while ITL shows negative trend. In Case of NCF FROM FA; PML shows negative & decreasing trend. While in OCIL, GOL, and ITL it shows mix trend. I case of NCF FROM IA; PML & OCIL shows mix, GOL shows increasing trend while ITL shows decreasing trend. In case of Closing Balance CF; PML & OCIL shows decreasing trend. GOL shows increasing trend and ITL shows mix trend.

Table 2: Anova: Single Factor

	SOV	SS	DF	MS	F	P-Value	F Crit
NCF From OA	Between Groups	14639.67	4	3659.92	0.53	0.72	3.06
	Within Groups	104217.1	15	6947.81			
	Total	118856.8	19				
NCF From FA	Between Groups	429.29	4	107.32	0.06	0.10	3.06
	Within Groups	27810.82	15	1854.06			
	Total	28240.11	19				
NCF From IA	Between Groups	18375.7	4	4593.93	1.17	0.36	3.06
	Within Groups	58858.51	15	3923.90			
	Total	77234.21	19				
Closing balance CF	Between Groups	30.08057	4	7.52	0.58	0.68	3.06
	Within Groups	195.9606	15	13.06			
	Total	226.0411	19				

Source: Calculated using MS Excel

Table 2: Anova: Single Factor depicts that NCF FROM OA: P-Value = 0.717825 > 0.05, NCF FROM FA: P-Value = 0.993104 > 0.05, NCF FROM IA: P-Value = 0.362853 > 0.05, and Closing balance CF: P-Value = 0.684651 > 0.05 which means in all case Null Hypothesis is not accepted i.e., there is significant difference in NCF FROM OA, NCF FROM FA, NCF FROM IA and Closing balance CF during the study period.

1.8 Findings:**Table: 3 Overall Yearly Rank of Variables**

Variables	2016	2017	2018	2019	2020
NCF from OA	1	4	5	3	2
NCF from FA	1	4	2	5	3
NCF from IA	5	2	1	3	4
Closing balance of CF	1	5	4	3	2

1.9 Conclusion & Suggestions:

Analytically, overall aggregate cash flow from operating activities were higher in OCIL, cash flow from investing & financing activities were higher in GOIL, cash flow at the end of the year were higher in PML. Those who are generating cash flow inadequately must develop some strategic team in the organization who can look upon all this cash recipes as well as can suggest for betterment. As well as company must find different ways for increasing its cash inflows as much as possible by either adopting new techniques in its business operation, investing in profitable venture or financing only those in which its have 100 percent assurance of cash back within limited period.

1.10 Limitation of the Study:

- ✚ Research is limited to selected Indian Companies of Medical Equipment Manufacturing Industry
- ✚ Research is based on secondary data which has its limitation
- ✚ More over study is limited to selected key determinants of cash flow statement.
- ✚ Research is limited four year from 2017 to 2020.

1.11 Significance of the study:

- ✚ Research will be beneficial to the prospective investor who wants to know about the cash flow trend in selected companies.
- ✚ Prospective researcher may take present research as a base and expand area of research.
- ✚ This is one of the new ways of analyzing performance of any company.

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Impact of Educational Institute is Depending Upon the Development and Growth of Collection of the Library

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Abstract:

The paper highlight on the library how to develop the library growth and the library collection books are the finest and authentic source of knowledge for information and the best place to find it is in the library. It is a house of knowledge with well stocked books which are available for diversified group of gain information for all aspects. The major object of the library is to impart knowledge without any restriction or compulsion library create on atmosphere as per the reader choice it makes the individual to word of his own.

Key-words: Development, Library collection, growth of library user service, library materials, Superseded, patron, Annotated.

Introduction:

A library is collection of organised information and sources which is made accessible to a well defined community for borrowing or reference sake. The collection of the resources and information are provided in digital or physical format in either a building/room or in a virtual space or even both, library resources and collection may include newspapers, books, films, prints, maps, CDs, tapes, videotapes, microfilms, database etc. The main aim of this system is to develop new programmed system that will conveying ever lasting solution of the manual base operation and to make available a channel through which staff can maintain the record easily and customer can access the information the library at whatever place they might find themselves.

Academic Library:

The library are located on the campus of college and university and serve primarily the student and faculty of that other academic institution some academic libraries especially those at public institution, are accessible to members of the general public in whole or in part.

Definition of Information:

Information as a source [Braman 1989] "Information its creator's processors and users are viewed as discrete and isolate entities. Information comes in pieces unrelated to bodies of knowledge or information flow into which in might be organised."

Information as a constitute force in society. Information has a role in shaping context. "Information is not just affected by is itself on actor affecting other elements is the environment."

Collection of library:

The special library acquires, organise and maintain information materials in field pertinent to the work of the organisation use by or on behalf of its clientele. The collection include all basic frequently used and potentially useful materials to meet both current and antipated need of users depending upon the nature of supporting organisation the collection may contain a variety of forms, books, pamphlets, Translation, Dissertation, reports, Archival

materials, yearbook, Directories, Research and Laboratories notebook, attends, Trademark, specification and standards, Audio-visual materials, maps, Tables, photocopies, Micro chiefs, computer hardware and software. The size of the collection is determine by the purpose of the library and the availability of materials in its special area, it may contain work of permanent or historical value or literature which is only currently useful.

Collection Development policy:

*Material publish on an cumulative basis and wholly superseded by a later cumulating that is when a work is published monthly and updated cumulatively during the year cumulating in an annual volume.

*printed information bibliographies used to be kept as a reference tool. However for many countries these have now been supported by online catalogue provided by national library in such cases recent issues of the national bibliography were have been discarded.

*Supershaded pages of loos leaf publication which is updated in the main library.

*Duplicate copies of material in cases where more than one copy is needed for short term use.

*Original hard copy of material which has been replaced by a microfilm if the retention of the hard copy present particular storage this is storage , this is a more occurrence and normally applies only on news papers.

*In very exceptional circumstances material which proves impossible to storage or to preserve may be discarded even though a microfilm is not held.

User Services:

Library user services have traditionally focused on collection support or educational activities to help patron use their library more effectively. Their activity have largely been distinct, for example reference services r5espond to individual with specific question and instructional programme target classes with general education needs. The analysis that follows provide example of more distributed approaches to user services that reflect the development of complex and integrating system of support. Evidence of changing user behaviour has been documented but it is not fully understood academic libraries have attendance and declining one of the library service s such as reference and circulation although some are experiencing increases in instructional activity.

Library include the following:

- Statement of policy concern loan of bound periodicals, stack use etc.
- New periodicals and continuity.
- Annotation list of important addition to be reference collection.
- Gift and acknowledge of gift.
- Faculty publication of the months.
- Description of important exhibit.
- Circulation statistics interpreted.
- Notes on title-know sources of information in the college library.
- Notes on instruction in the use of the library.

Conclusion:

The paper high light on the library how to develop the library growth and collection, library create an atmosphere as per the reader's choice it makes the individual to be words of his



own. In this time improving demand are changed users are changed to information sources, function of library is to acquire, organise and preserve the available material. Library are specially important now when the whole idea of education is tracing more and more independent learning and acting. In order to maintain this achievement the library must continue to provide good service to the students. A library has change itself time to time to cater different kind of need of information seekers.

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Emerging Technologies and Their Applications in the Digital Libraries

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Abstract:

The present paper focuses on the emerging trends and technologies that libraries should adapt with time to enhance their services. The technologies will bring a sea change in the architecture, infrastructure, and working of libraries. The concept of libraries without walls will come true, patrons will have access to the library resources on their smart mobile devices 24x7 using the Internet, without any geographical barriers.

Keywords: Mobile Technology, Internet of Things(IoT), Artificial Intelligence, Bigdata, Digital Libraries.

Introduction:

The traditional libraries have paved the way to digital libraries. Now the libraries are accommodating both print and nonprint material optimally. It is moving towards digitization where the information resources are available to the patrons 24 x 7, irrespective of their geographical constraints.

Information and communication technology (ICT) is playing a crucial role in the remodelling of libraries. The libraries have moved on from Libraries 1.0 to Libraries 2.0 and from Libraries 2.0 to 3.0 and even more beyond that. Now the days are gone when libraries were the storekeeper of the information resources. With time libraries have adapted the technologies like website development, instant messaging, social networking, wikis, blogs, mailing lists, RSS, Podcasting, social bookmarking to give services more, better than the conventional libraries. These technologies had reduced the gap between users and the libraries up to some extent.

New technologies are popping up now and then and have encompassed almost every sector on the globe. These days no one can imagine his/her life without the Internet and mobile phones. Librarians are also facing the challenges to implement the new technologies in the libraries. For the last two decades, libraries are witnessing dramatic changes in their collection development and working. Some of the latest trends and technologies that libraries can adopt to enhance their services are as follows:

1. Mobile Technology
2. QR Codes Technology
3. IoT Technology
4. Bigdata Technology
5. Blockchain Technology
6. Augmented Reality
7. Artificial Intelligence, Expert System and Robotics

1. Mobile Device Technology:

With the advancement in ICT, increased use of the Internet, low cost of broadband connectivity, wi-fi and, the proliferation of mobile device market like smartphones, tablets,

libraries can serve their patrons much better. According to a study conducted by Sharma and Madhusudan (2017) on the use of mobile devices by LIS students in Central Universities of UP, it was found that central universities are frequent users of mobile devices and they extensively use it for their daily information needs, entertainment, and communication purpose. They access the library website for any news or event and seldom use mobile devices for reading or accessing the library resources. The libraries can enhance their services using phones

- through the development of the mobile-friendly library website, where users can access the library website on his/her mobile device anywhere and anytime.
- Library OPAC facility can be given on the mobile phone.
- Libraries can create their mobile applications which will serve the patrons in terms of book reservation, reminders, dues payment, and so on.
- Libraries can showcase their e-collection,
- can give access to their institutional repository and other databases subscribed through their mobile application using the Internet.
- Virtual Tours to the library can be given using mobile devices.
- Libraries can use various applications, like WhatsApp, Facebook, Telegram to connect to the users by giving SMS services, audio-video service, reference service, current content service, and much more.

One can say mobile devices are boon to the library professionals to bridge the gap between the library and the patrons.

2. QR code Technology:

QR stands for Quick Response Code. It is also known as 2D Barcode invented in 1994 by the Japanese automotive company Denso Wave. Unlike a barcode, QR codes can store 7089 numeric characters only, 4296 alphanumeric characters, whereas a barcode can store numbers with a maximum capacity of 20 digits only. QR codes can be scanned from any direction using a mobile camera, or a QR code scanner. Whereas a barcode needs a barcode reader. There are many QR code generators available eg. QR code Monkey, QR code generator, goqr.me , and so on. Many of the famous applications like google pay, Paytm, amazon are using QR codes for payment purposes. Many industries, book publishers nowadays are using QR codes to promote their products, Libraries can use the QR code technology and mobile technology together to enhance their services hand in hand.

Libraries can create both static and dynamic QR codes to promote their services.

- They can create QR code for Library Tour, library Website, Reference service, Events and URL's, OPAC
- Promoting audio-video content, Annual reports, Question Papers
- Guides to the library sources
- Ask a librarian-contact, email, phone number
- link to e-resources subscribed and so on.

3. Internet of Things (IoT):

The term was first used by Kevin Ashton in 1999 in his presentation at Proctor and Gamble, where he was explaining how to improve the supply chain management of the

company. IoT means where devices/things are connected and communicate with each other without human intervention using the Internet.

According to Wojcik (2016) "The Internet of things, or IoT is a system of interrelated computed devices mechanical and digital machines, objects, animals, or people that are provided with unique identifiers (UIDs) and the ability to transfer data over a network without requiring human to human or human to computer interaction"

Today IoT is used by many business organizations, the health sector, research and development sector, agriculture sector, and so on. The concepts like smart homes, smart cities, smart hospitals are some of the examples of IoT. Say for example, when you are far away from your home and sometime later you remember that you have forgotten to switch off the fan and lights of your room. That time we wish if it could be done remotely here IoT technology helps. One can switch on/off the lights using your mobile phones communicating with the sensors at your place using the Internet. Here things can be a person, animal or any object like a book, clock, air conditioner, etc.

Libraries can explore the IoT in their workflow to provide better services to the users. They can use IoT to manage:

- power consumption, security systems, firefighting systems.
- In the maintenance of temperature, humidity in the stack room, ventilation and air monitoring, etc.
- Perform inventory Control, book reservation, book monitoring tasks automatically as well as efficiently.
- Libraries can use IoT to provide a virtual tour to the patrons on their smart phones, can generate book due messages/reminders, online payment of late fees that improve work quality, and efficiency of libraries.

4. Big Data Technology:

Big data is a huge amount of digital data or information both structured and unstructured that is difficult to process using a conventional database system and software. It does not fit in database architecture (Sonawane,2018) e.g., Facebook, Google, LinkedIn, government websites, private companies store a massive amount of data. Big data can be characterized by five V's i.e., Volume, Velocity, Value, Variety, and Veracity.

- Like other organization libraries can also use big data technology to:
- Optimize their collection for superior search results
- To forecast demand for new titles/information resources
- To collect more online data and analyze them for adding value to their services
- To make better decisions regarding collection development, updating public spaces, and tracking the use of library materials.
- To create metadata schemas and taxonomies
- Can be used to support research activities, management of libraries, and text/data mining.

5. Blockchain Technology:

According to Wikipedia (2019) "a blockchain is a growing list of records, called blocks that are linked using cryptography". Each block contains a cryptographic hash of the previous

block and a timestamp and transaction data generally. It can be regarded as a public ledger, in which all transactions are stored in a chain of blocks (Zheng; Xie; Dai; Chan and Wang,2018). Consists of six components i.e, node, transaction, block, chain, minor, and consensus. Blockchain technology is cost-saving, immutable, secure, and resilient for the settlement of transactions in real-time.

'Bitcoin' a cryptocurrency which was first used as a digital token for online transactions used blockchain technology. Today blockchain technology is widely used in academics, science and technology, medicine, healthcare, and so on (Chen; Xu; Lu and Chen 2018).

The libraries have also started to adopt this technology though it is still in the nascent stage. Libraries can apply it to:

- Build an enhanced metadata system for libraries
- Create data centres in digital-first sale rights.
- Peer to peer sharing
- Facilitate partnerships across the libraries to support community-based collection as a consortium.

6. Augmented Reality (AR):

According to Stephen (2019), it is a technology available on mobile devices that allows users to experience a layered, computer generated enhancement to their real-world perception. AR is an interactive experience where objects (such as text, image, audio, videos) using computer-generated perpetual information can be superimposed in the real-world environment ,as if they are the part of it. Eg. Pokemon Go App, Google Sky Map, Disney Coloring Book etc.

Libraries can use the augmented reality technology

- As a learning tool
- Can present information more naturally and intuitively to students by providing a more realistic environment to the students
- It facilitates the statistical analysis of library data
- Merge various types of contents, such as text, audio, and video, and three-dimensional (3D) media to reduce the opacity of information
- A book can be supplemented digitally in the form of videos and animations on the related concepts.

7. Artificial Intelligence (AI), Expert System and Robotics:

Investopedia defines "Artificial intelligence as the simulation of human intelligence in machines that are programmed to think like human beings and mimic their actions." The term may also be applied to any machine that exhibits traits associated with a human mind such as learning and problem-solving.

Artificial intelligence mainly focuses on understanding and performing intelligent tasks like reasoning, learning new skills, and adapting to new situations and problems.

Expert System: These are the knowledge-based computer programs that provide expert advice. Decisions or solutions for a given situation (Wikipedia, 2014).

Robotics: It is also defined as a subfield of Artificial intelligence, that is concerned with perpetual tasks. It is a device that performs tasks according to human supervision or predefined program using artificial intelligence.

Mogali (2014) has elaborated different applications of artificial intelligence and expert system in libraries

- Libraries can give a virtual tour to their patrons using AI
- AI and the expert system can be used to give reference service, e.g. REFSEARCH, POINTER, Online Reference Assistance (ORA), AMSWERMEN and PLEXUS are some of the expert system used by many libraries
- to arrange the catalogue
- Coal SORT, EP-X, BIOSIS are some of the tools used to organize the knowledge, i.e. classification of information sources.
- Robotics can be used in library management or as a helping hand to library staff for shelving, circulation, etc.

Conclusion:

Libraries should adapt these technologies to enhance their services. These technologies can reduce the reluctance of users towards the libraries.

Library services through mobile devices are the most convenient, 24x7, remotely accessible option for the librarian to connect with the users. The other technologies like QR code, artificial intelligence, expert system, Internet of Things, blockchain technology are the tools that can be applied using mobile devices and a strong Internet connection for providing better services to the users and overall development of the library.

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Library Consortium in 21st Century India : An Overview of INFLIBNET, e-shodhsindhu and N-list Programme

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Abstract:

The 21st century has seen huge an explosion of information. In today's times the Library Consortium plays a very vital role as it helps libraries all over the world in providing the information to their users. Similarly in India as well, various library consortium are available at local, regional and national level. Due to advancement of Information and Communication (ICT) and emergence of internet and World Wide Web it has become easy to access the information available in any part of the world. Library consortium is a basic tool for resource sharing for libraries and its users. This paper discussed about the concept of Library Consortium, its need and overview of various library consortium available and their development. The special reference is given to INFLIBNET, e-shodhsindhu and Nlist which discussed in detail as they play an important role in resource sharing in India.

Introduction:

In the present age, access to information resources is more important than the collection building. It is impossible for a single library to monitor all the explosion of knowledge collected for the users. Due to advancement in Information and Communication Technology (ICT) and its application to the library, digital information can be retrieved by every library by using Library consortia. The emergence of Internet, particularly, the World Wide Web (WWW) as a new media of information delivery has triggered proliferation of Web-based full-text online resources as accessing information has become easier. The number of publishers using the Internet as a global way to offer their publications to the international community is increasing. In this situation Library Consortium plays a vital role. "Library consortia" refers to co-operation, co-ordination and collaboration between, and among, libraries for the purpose of sharing information resources

Library Consortium:

Library consortium is an information inter-change association formed by libraries for co-operatives, networks, alignment, coalition, concomitant or partnership. Consortium can be national, international, regional or inter-institutional level.

Library consortia provide a connection of common goals of libraries for the help of its user needs. In consortium, group libraries can easily exchange their resources to other group's libraries and use other library resource to help its institutions user requirements. In library consortium, library's members share different types of resources i.e. e-content (e-books, e-journals, and other e-media), catalogue, OPAC (Online Public Access Catalogue), and other library services. Library consortium covers much larger ground than a simple inter-library loan agreement.

Definitions:

There are various definitions of library consortium as follows:

According to Harrod's librarians' glossary 10th ed. "Resource sharing organizations formed by libraries; also termed co-operatives, network, collectives, alliances, or partnership. Services covered may vary, but often comprise co-operative collection development, education and training, preservation, centralized services, systems support, consultation, and administrative support need for cataloguing, inter-library lending, union listing, retrospective conversion, and co-operative purchasing."(Prytherch, Ray.,2005).

According to ANE's encyclopedic dictionary of library and information science, "An association of independent libraries or library systems established by formal agreement usually for the purpose of resource sharing, Membership may be restricted to a specific geographic region, type of library (public, academic and special), or subject specialization."(Ali. Amjad, 2006)

Need of Library Consortia

1. To co-up with Information Explosion
2. To overcome Budget constraints
3. To satisfy Diversity of User Needs
4. To get quick access of information by providing 24/7 library access facility.
5. To give virtual access to the shared resources
6. To provide 24/7 Remote Access to its users
7. To give Address/ Password based Security System.
8. To Avoids duplication of work in academics, Research.
9. To save the time of the user
10. To provide OPAC Service to members

Library Consortia in India

In India, various initiatives have taken place at local, regional and national level to built the library consortia. The INLIBNET Centre maintains a web site especially for the Consortium for the benefit of its member institutions. The Web site provides details of e-resources, member institutions and resources subscribed by each one of them. The Consortium acts as a bridge between members, publishers and funding agencies

As stated on its web site the Information and Library Network (INFLIBNET) Centre is an autonomous centre involved in creating the infrastructure for sharing library and information resources and services among academic and research institutions. INFLIBNET functions as a resource centre with an aim to cater for the needs of its members for resources not accessible to them either in electronic media or in print media.

About Inflibnet Centre:

As stated on the website (www.inflibnet.ac.in/) Information and Library Network (INFLIBNET) Centre, Gandhinagar is an Autonomous Inter-University Centre (IUC) of [University Grants Commission, New Delhi \(Ministry of Education, Govt. of India\)](#). It is a major National Programme initiated by the UGC in March 1991 as a project under the IUCAA, it became an independent Inter-University Centre in June 1996. INFLIBNET is involved in modernizing university libraries in India using the state-of-art technologies for the optimum utilisation of information. INFLIBNET is set out to be a major player in promoting scholarly



communication among academicians and researchers in India. (*N-List: National Library and Information Services Infrastructure for Scholarly Content, n.d.*)

INFLIBNET is designed to improve library resource sharing by avoiding duplication in acquisition of library materials to the extent possible. Resource sharing is the backbone activity of INFLIBNET. The functions and services of INFLIBNET are focused on 'Resource Sharing' and promotion of scholarly communication among the academics and researchers in India. Hence, INFLIBNET promotes creation of conducive environment for library resource sharing through activities such as identifying existing information sources, creating bibliographic databases, updating and maintaining the databases, making them accessible by providing interconnection and communication facilities, etc. (*Unit-14 Library Networks and Consortia, 2017*)

.Objective and Functions

The primary objectives of INFLIBNET as envisaged in Memorandum of Association are: To promote and establish communication facilities to improve capability in information transfer and access that provide support to scholarship learning, research and academic pursuit through cooperation and involvement of agencies concerned.

To establish INFLIBNET: Information and Library Network a computer communication network for linking libraries and information centres in universities, deemed to be universities, colleges, UGC information centres, institutions of national importance and R & D institutions, etc. avoiding duplication of efforts.

Other objectives

- I. to promote and implement computerization of operations and services in the libraries and information centres of the country, following a uniform standard;
- II. to evolve standards and uniform guidelines in techniques, methods, procedures, computer hardware and software, services and promote their adoption in actual practice by all libraries, in order to facilitate pooling, sharing and exchange of information towards optimal use of resources and facilities:
- III. to evolve a national network interconnecting various libraries and information centres in the country and to improve capability in information handling and service;
- IV. to provide reliable access to document collection of libraries by creating on-line union catalogue of serials, theses/ dissertations, books, monographs and non-book materials (manuscripts, audio-visuals, computer data, multimedia, etc.) in various libraries in India:
- V. to provide access to bibliographic information sources with citations, abstracts, etc. through indigenously created databases of the Sectoral Information Centres of NISSAT, UGC Information Centres, City Networks and such others and by establishing gateways for on-line accessing of national and international databases held by national and international information networks and centres respectively;
- VI. to develop new methods and techniques for archival of valuable information available as manuscripts and information documents in different Indian languages, in the form of digital images using high density storage media;
- VII. to optimize information resource utilization through shared cataloguing, inter-library loan service, catalogue production, collection development and thus avoiding duplication in acquisition to the extent possible;

- VIII. to enable the users dispersed all over the country, irrespective of location and distance, to have access to information regarding serials, theses/dissertation, books, monographic and non-book materials by locating the sources wherefrom available and to obtain it through the facilities of INFLIBNET and union catalogue of documents;
- IX. to create databases of projects, institutions, specialists, etc. for providing on-line information service;
- X. to encourage co-operation among libraries, documentation centres and information centres in the country, so that the resources can be pooled for the benefit of helping the weaker resource centres by stronger ones; and
- XI. to train and develop human resources in the field of computerized library operations and networking to establish, manage and sustain INFLIBNET.

To do all other such things as may be necessary, incidental or conducive to the attainment of all or any of the above objectives. (*N-List: National Library and Information Services Infrastructure for Scholarly Content, n.d.*)

The Following figure explains the various ICT Based Projects and Programmes of INFLIBNET

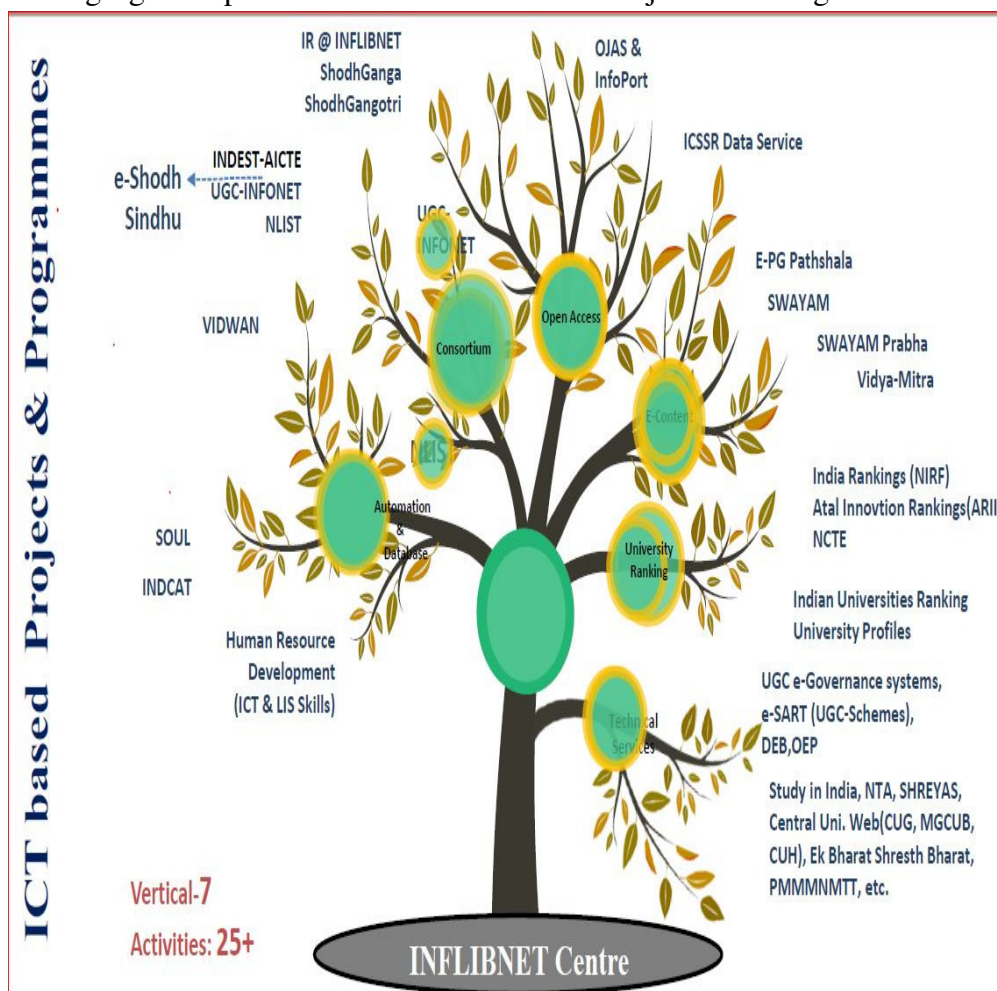


FIGURE 1 ICT BASED PROJECTS & PROGRAMMES ([WEEK 11-MODULE 3 PPT- ENHANCING QUALITY OF HIGHER EDUCATION, N.D.](#))

E-Shodhsindhu: Consortium For Higher Education Electronic Resources

As stated in the website <https://ess.inflibnet.ac.in/>) A demand for journals by the academic and research community has increased over the years. UGC initiated the e-

ShodhSindhu e-journals Consortium in 2016, based on the recommendation of an Expert Committee, the MHRD formed e-ShodhSindhu merging three consortia initiatives, namely UGC-INFONET Digital Library Consortium, NLIST and INDEST-AICTE Consortium.

- e shodhsindhu consortium enables academic libraries to access a large number of scholarly journals from reputed publishers, aggregators and society publications.
- e e-ShodhSindhu will provide access to current as well as archives of more than 15,000 core and peer-reviewed journals and a number of bibliographic, citation and factual databases in different disciplines from a large number of publishers
- e consortium enables academic libraries to access a large number of scholarly journals from reputed publishers, aggregators and society publications.
- In India, e-ShodhSindhu is the biggest Consortium of University Libraries and 157 universities in India are covered under the e-ShodhSindhu E-journal Consortium

([E-Shodhsindhu: Consortium for Higher Education Electronics, n.d.](#))

e-ShodhSindhu was formed with merger of three consortia, namely

- UGC-INFONET Digital Library Consortium,
- NLIST and
- INDEST-AICTE Consortium in December 2015.

e-ShodhSindhu continues to provide current as well as archival access and peer-reviewed journals (including journals available through NLIST) and a number of bibliographic, citation and factual databases in different disciplines from a large number of publishers and aggregators to its member institutions including centrally-funded technical institutions, universities and colleges that are covered under 12(B) and 2(f) Sections of the UGC Act. ([E-Shodhsindhu: Consortium for Higher Education Electronics, n.d.](#))

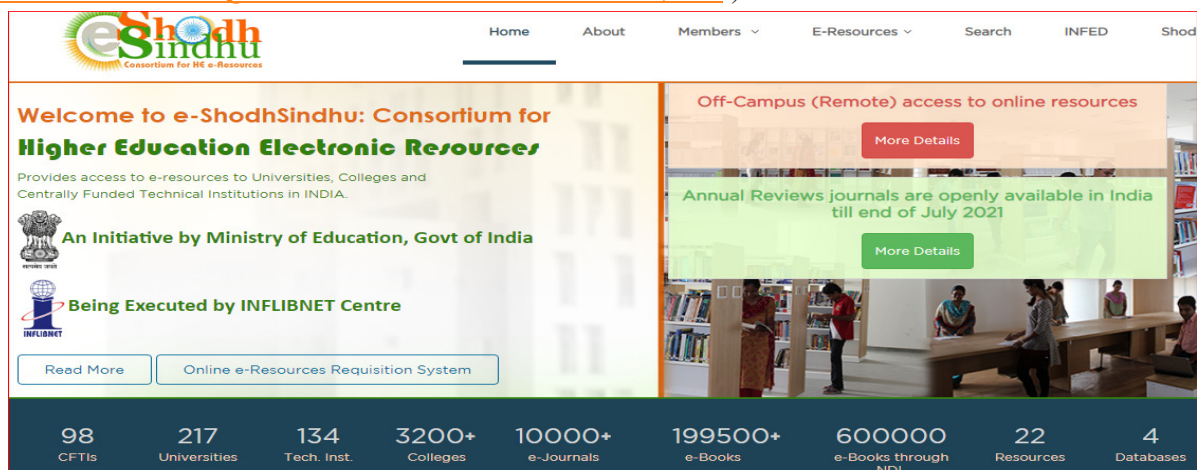
Access to Scholarly Resources in e-Shodhsindhu

Access to Highly Priced E-Resources to Universities and Colleges

Access to Scholarly Resources

- **e-ShodhSindhu(UGC-Infonet / Indest/NLIST)**
 - InfiStats
 - INFED
 - Document Delivery Services

FIGURE 2 ACCESS TO SCHOLARLY RESOURCES IN E-SHODHSINDHU([WEEK 11-MODULE 3 PPT- ENHANCING QUALITY OF HIGHER EDUCATION, N.D.](#))



The screenshot shows the e-ShodhSindhu website interface. At the top, there is a navigation bar with links for Home, About, Members, E-Resources, Search, INFED, and Shodh. The main content area features a large banner with the text: "Welcome to e-ShodhSindhu: Consortium for Higher Education Electronic Resources". Below this, it states "Provides access to e-resources to Universities, Colleges and Centrally Funded Technical Institutions in INDIA." and "An Initiative by Ministry of Education, Govt of India". It also mentions "Being Executed by INFLIBNET Centre". There are buttons for "Read More" and "Online e-Resources Requisition System". To the right, there is a section for "Off-Campus (Remote) access to online resources" with a "More Details" button. Below that, a green banner announces "Annual Reviews journals are openly available in India till end of July 2021" with another "More Details" button. At the bottom, a dark blue bar displays statistics: 98 CFTIs, 217 Universities, 134 Tech. Inst., 3200+ Colleges, 10000+ e-Journals, 199500+ e-Books, 600000 e-Books through NDL, 22 Resources, and 4 Databases.

FIGURE 3 SHODHSINDHU LATEST STATISTICS OF SUBSCRIBERS ([E-SHODHSINDHU: CONSORTIUM FOR HIGHER EDUCATION ELECTRONICS, N.D.](#))

Aims and Objectives:

The main objective of the e-ShodhSindhu: Consortia for Higher Education E-Resources is to provide access to qualitative electronic resources including full-text, bibliographic and factual databases to academic institutions at a lower rates of subscription. The major aims and objectives of the e-Shodh Sindhu are as follows:

- Setting-up e-ShodhSindhu: Consortia for Higher Education E-Resources by augmenting and strengthening activities and services offered by three MHRD-funded Consortia;
- Develop a formidable collection of e-journals, e-journal archives and e-books on perpetual access basis;
- Monitor and promote usage of e-resources in member universities, colleges and technical institutions in India through awareness and training programmes;
- Provide access to subscription-based scholarly information (e-books and e-journals) to all educational institutions;
- Provide access to scholarly content available in open access through subject portals and subject gateways;
- Bridge digital divide and move towards an information-rich society;
- Provide access to selected e-resources to additional institutions including open universities and MHRD-funded institutions that are not covered under existing consortia;
- Take-up additional activities and services that require collaborative platform and are not being performed by existing Consortia; and
- Moving towards developing a National Electronic Library with electronic journals and electronic books as its major building blocks. (*E-Shodhsindhu: Consortium for Higher Education Electronics, n.d.*)

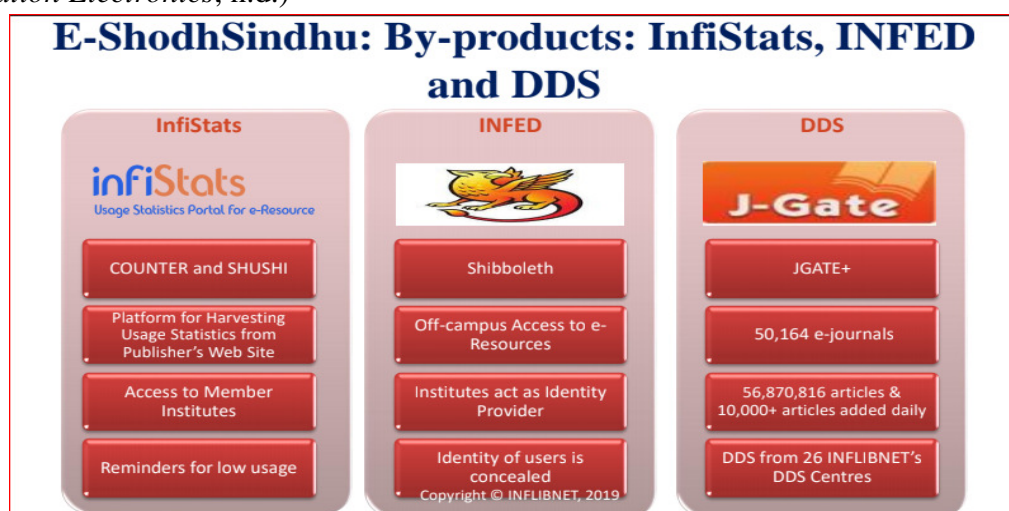


FIGURE 4 E-SHODHASINDHU: BU-PRODUCT; INFIStats, INFED AND DOCUMENT DELIVERY SERVICE ([WEEK 11-MODULE 3 PPT- ENHANCING QUALITY OF HIGHER EDUCATION, N.D.](#))

Nlist:

National Library and Information Services Infrastructure for Scholarly Content (N-LIST) is the college component of e- Shodh Sindhu. It provides access to e-resources to students, researchers and faculty from colleges and other beneficiary institutions through server(s)



installed at the INFLIBNET Centre. (*N-List: National Library and Information Services Infrastructure for Scholarly Content, n.d.*)

About N-List:

Background:

National Library and Information Services Infrastructure for Scholarly Content (N-LIST) is the college component of eShodh Sindhu. It provides access to e-resources to students, researchers and faculty from colleges and other beneficiary institutions through server(s) installed at the INFLIBNET Centre.

The Project entitled "National Library and Information Services Infrastructure for Scholarly Content (N-LIST)", being jointly executed by the e-ShodhSindhu Consortium, INFLIBNET Centre and the INDEST-AICTE Consortium, IIT Delhi provides for

- i. Cross-subscription to e-resources subscribed by the two Consortia, i.e. subscription to INDEST-AICTE resources for universities and e-ShodhSindhu resources for technical institutions; and
- ii. Access to selected e-resources to colleges.

The N-LIST project provides access to e-resources to students, researchers and faculty from colleges and other beneficiary institutions through server(s) installed at the INFLIBNET Centre. The authorized users from colleges can now access e-resources and download articles required by them directly from the publisher's website once they are duly authenticated as authorized users through servers deployed at the INFLIBNET Centre. (*N-List: National Library and Information Services Infrastructure for Scholarly Content, n.d.*)

N-List: Four Components:

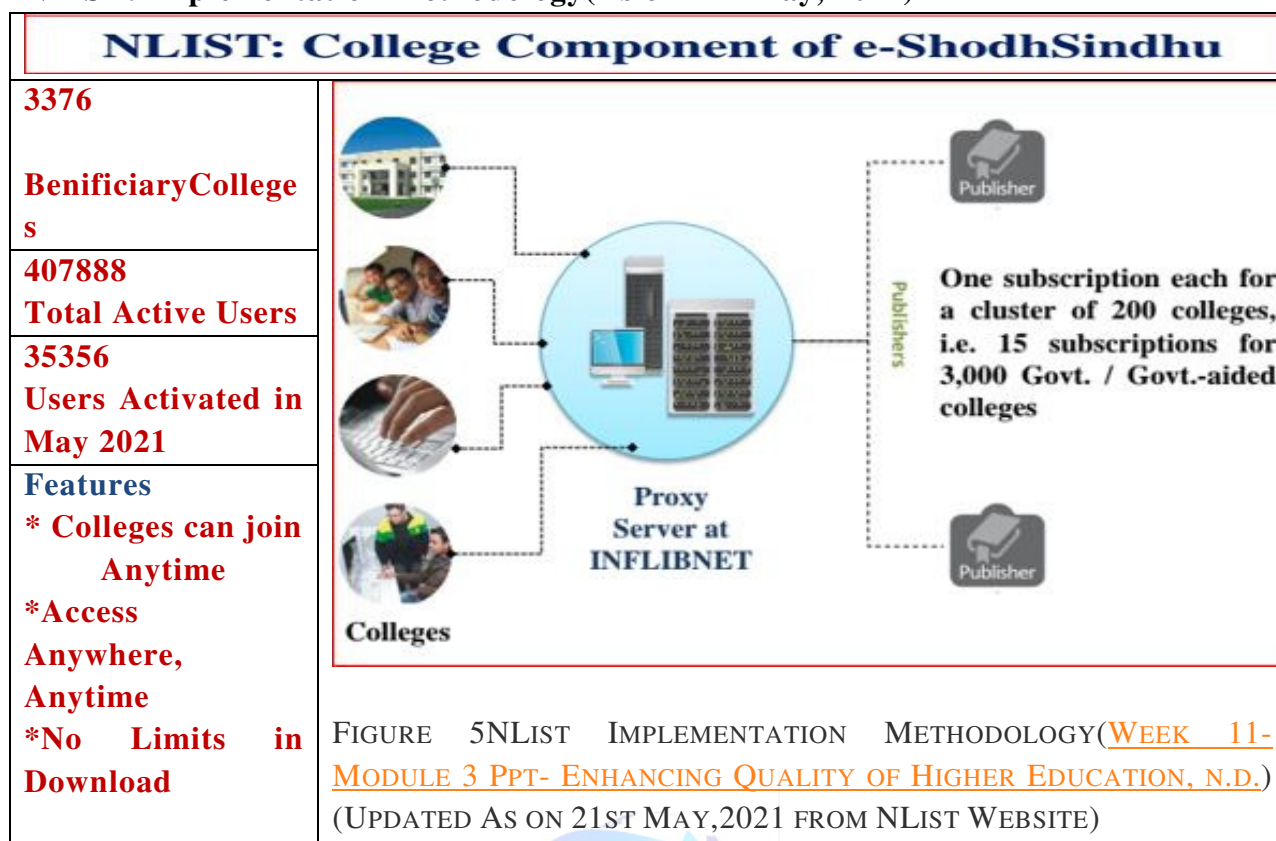
The project has four distinct components, i.e.

- i. To subscribe and provide access to selected e-ShodhSindhu e-resources to technical institutions (IITs, IISc, IISERs and NITs) and monitor its usage;
- ii. To subscribe and provide access to selected INDEST e-resources to selected universities and monitor its usage;
- iii. To subscribe and provide access of selected e-resources to Govt./ Govt.-aided colleges and monitor its usage; and
- iv. To act as a Monitoring Agency for colleges and evaluate, promote, impart training and monitor all activities involved in the process of providing effective and efficient access to e-resources to colleges.

The INDEST and UGC-INFONET are jointly responsible for activity listed at i) and ii) above. The INFLIBNET Centre, Gandhinagar is responsible for activities listed at iii) and iv) above. The INFLIBNET Centre is also responsible for developing and deploying appropriate software tools and techniques for authenticating authorized users.

Note: From Year 2014, N-LIST programme is subsumed under e-ShodhSindhu Consortium as college component. The colleges (except Agriculture, Engineering, Management, Medical, Pharmacy, Dentistry and Nursing) in India are eligible to get access e-resources under N-LIST programme. (*N-List: National Library and Information Services Infrastructure for Scholarly Content, n.d.*)

NLIST: Implementation Methodology(As on 21st May, 2021)



The above figures explain the actual Implementation Methodology of N-List as on 21st May, 2021. Presently the various Academic institutions are the subscribers of N-list programme and availing the various facilities provided by them. With the help of Nlist Programme, the students, researchers and faculty members are getting the exchange of idea, resources, and the required information.

Conclusion:

Library consortium helps in providing virtual access and Electronic Delivery of Materials to Students, Researchers and Academicians as per their needs. With the unique User Id and Password assigned to him, with all security precautions, the user can access the information anytime 24/7 irrespective of local, regional and international boundaries. Thus Library consortium is a major step to bridge the gap between scholarly information divide in higher education system of the 21st Century which satisfy the user needs instantly.

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Dividend Decisions And Firm Value: A Literature Review On Dividend Theories and Select Empirical Studies

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Abstract:

The paper aims at identifying and studying the theoretical and few select empirical works that have been done so far in the area of corporate finance related to dividend decisions. The review indicates that the concept of dividends are carved mainly out of irrelevance and relevance theories of dividends they are; Modigliani and Miller Approach, Residual theory of dividends, Walter's model and Gordon Approach of relevance theory and other theories. This theories helps us to understand the evolution of dividend policy in corporate finance and its impact on firm value. It also comprehends the present status of dividends and its impact on firm performance. It is also found that the dividend decision plays a crucial role and it has a significant impact on share holders wealth and performance of firm.

Key words: Modigliani Miller Approach, Residual theory, firm value, Walter model, Gordon model, shareholders wealth.

Introduction:

The prime objective of any firm is to maximize the wealth of shareholders. The cash inflows are generated from the successful operations of business firm which are used for payments to its shareholders. The dividend decision is regarded as a major decision of the firm since any cash paid to the shareholders will reduce the cash available for investment by the firm dividend paid represents cash outflows which leads to reduction in financial resources of the firm. A dividend is a share of profit of the company divided among its shareholders. A firm in its general meeting may declare dividends. Dividend policy is contemporary to retention policy. Retained profits are used to finance major capital projects and redemption of shares and debentures and also plough back into firm future undertakings. Dividend constitutes the cash flows that accumulate to shareholders.

Objectives:

- To review the works related to relevance and irrelevance theories of dividend policy.
- To study the works belonging to theories and empirical works on dividend decisions and Firm value.

Statement of the problem:

Corporate firms are in dilemma of whether to pay dividends to the shareholders or to retain the income. The payout of dividends should have an impact on firm value several theories have been developed so far to explain the relevance of dividend policy and its impact on firm value, but there is no consensus arrived at. The present study continued to come up with findings of previous studies.

Sources of data:

Information presented in the current study are collected from various research journals of repute, JSTOR digital library and science direct, text books and other sources were used. Authors

have used inclusion and criteria for selection of articles. **Inclusion criteria:** All the theories related to dividends and select empirical works were included, Articles available in English language were used. **Exclusion criteria:** research articles available in other languages are excluded from the present studies.

Dividend decisions and firm value:

The value of firm is maximized if its shareholders wealth is increased. There are conflicting views with regards to impact of dividend decision and the valuation of firm hence the topic of dividend decision remains as an unsolved puzzle in the area of corporate finance. According to one school of thought, dividend decision does not affect shareholder's wealth and hence the valuation of firm. On the other hand, another school of thought, dividend decisions materially affect's the shareholders wealth and also the valuation of firm. The views of two schools of thought are discussed below the theory of irrelevance and theory of relevance.

Residual Approach:

According to this theory, dividend decision has no effect on shareholders wealth or upon the market prices of the shares and hence it is irrelevance so far as valuation of the firm is considered and this theory regards dividend decision merely as a part of financing decision the earnings available to the firm will be re-invested in the future projects and if the funds that are not required for business purpose may be distributed as dividends. Thus, the decision to pay dividends or to retain the earnings may considered as residual decision. This theory assumes that the investors do not differentiate between dividends and retentions by the firm their basic desire is to earn higher rate of return on the capital employed. In case the firm has profitable investment opportunity giving a higher rate of return than the cost of earnings, the investors would be satisfied with the firm retention policy to finance the same and vice-versa. Thus, a firm should retain the earnings if it has profitable investment opportunities otherwise it should pay them as dividends.

Modigliani and Miller Approach:

Modigliani and Miller have expressed in the most comprehensive manner in support of the theory of irrelevance they maintain that dividend policy has no effect on the market prices of the shares and value of the firm is determined by the earning capacity of firm or its investment policy. As observed by MM "under conditions of perfect capital markets, rational investors, absence of tax discrimination between dividend income and capital appreciation, given the firm investment policy, its dividend policy may have no influence on the market prices of the shares" The MM hypothesis of irrelevance of dividends is based on following assumptions:

- There are perfect capital markets
- Investors behave rationally
- Information about the firm is available to all without any costs
- There are no flotation or transaction costs
- No investor is large enough to affect the market price of shares
- There are no taxes
- The firm has a rigid investment policies
- There is no risk or uncertainty with regards to the future of firm

The two theories of relevance are discussed below.

1. Walter's Approach
2. Gordon's Approach

Walter's Approach:

Walter's approach supports that dividend decisions are relevant and affects the value of firm. The relationship between internal rate of return earned by the firm and its cost of capital is significant in determining the dividend policy to sub serve the ultimate objective of maximizing the shareholders wealth.

Walter's model is based on the relationship between the firms Return on investment (r) and the required rate of returns (K).

According to Walter, if $r > k$ i.e if the firm earns a higher rate of return on investment than the required rate of return , the firm should retain the earnings. Such firms are considered as growth firms and the optimum pay-out would be zero in their case. This would maximize value of the shareholders.

In case of declining firms which doesn't have profitable investments i.e where $r < k$, the shareholders would stand to gain if the firm distributes its earnings for such firms, the optimum payout would be 100% and such firms should distribute the earnings as dividends.

In case of normal firms where $r = k$, the dividend policy will not affect the market value of shares as the shareholders will get the same return from the firm as expected by them.

For such firms, there is no optimum dividend payout and the value of firm would not change with the change in dividend rate.

Assumptions of Walter model:

- The investments of the firm are financed through retained earnings and firms should not use external sources of finance.
- The internal rate of return 'r' and the cost of capital 'k' of the firm remains constant.
- Earnings and dividend's doesnot change while determining the firm value
- The firm has perpetual life

Walter has given the formula to calculate market price of the share;

$$P = D + \frac{r(E-D)}{k_e}$$

where P= Market price per share

D= Dividend per share

r= Internal rate of return

E = Earnings per share

k_e = cost of equity capital

Gordon Approach:

Myron Gordon has also developed on the lines of Prof. Walter suggested that dividends are relevant and dividend decisions affects the value of firm with supporting assumptions.

- The firm should be equity financed
- Retained earnings are the only source of finance and no external sources of finance will be available for firms.
- The rate of return on firm's investment 'r' remains constant

- Corporate taxes doesn't exist
- The firm has perpetual life
- The cost of capital of firm remains constant and it is greater than the growth rate i.e $K > br$

According to Gordon, the market value of a share is equal to the present value of future stream of dividends thus,

$$P = \frac{D}{(1+K)} + \frac{D}{(1+K)^2} + \dots$$

Gordon basic valuation formula as simplified as stated under:

$$P = \frac{E(1-b)}{K_e - br}$$

Where p = price of the shares, E = Earnings per share, b = retention ratio, K_e = cost of equity capital, $b_r = g$ = growth rate in r i.e rate of return on all equity firm

D_0 = dividend per share

D_1 = expected dividend at the end of year 1

The implications of Gordon 's basic valuation model may be summarized as follows;

- When $r > k$, the price per share increases as the dividend payout ratio decreases. Thus the growth firms should distribute smaller portion of earnings as dividends and should retain maximum earnings.
- When $r = k$, the price of share remains unchanged and it is not affected by dividend policy. Thus for the normal firms there is no optimum dividend payout.
- When $r < k$, the price per share increases as the dividend payout ratio increases. Thus the shareholders of declining firms stand to gain if the firm distributes its earnings. For such firms, the optimum payout would be 100%.

Other underlying theories of Dividend Policy:

Gordon's and Linter's Bird in Hand theory:

Gordon and Linter argues that dividends are preferred to capital gains due to their certainty the theory is based on the assumption that investor will prefer to receive a certain dividend payout now rather than leaving the equivalent amount in an investment whose future value is uncertain.

Tax differential theory:

According to this theory dividends are effectively taxed at higher rates than capital gains, investors need higher rate of returns on stocks with high dividend yields. According to this theory firm should pay low or zero dividends in order to minimize its cost of capital and maximize the value of share.

Prior to the publication of Modigliani and Millers seminal works on dividend policy 1961 a common faith was that higher payouts results in enhanced firm value. The faith was mainly based on Linter's bird in hand theory argument.

Graham and Dodd(1934) argues that the prime objective of firm is to pay dividends to their shareholders and reason for being existence and the firm which aims higher payments must sell their shares at higher prices in the market opined by Frank furter et.al (2002)

Modigliani and Miller (1960's) had demonstrated under certain suppositions about perfect capital markets dividend policy remains to be irrelevant. Under perfect capital markets dividend payouts have no impact on stock prices of the firm's, cost of capital or on shareholders wealth has no effect with dividend decision hence, there would be indifferent with dividend payouts and capital gains. The major reason for the indifference is due to shareholder wealth gets affected due to investment decisions made by firm's not based on distribution of income. The firm payout decisions are independent of its firm value (Bishop et.al 2000.)

Gordon (1953, 1963) Linter 1962 and Walter Modigliani and Miller (1961) argues firm risk is defined by its riskiness of operating cash flows, not by its distribution of earnings.

Bhattacharya (1979) propose that the underlying the Bird in Hand theory is erroneous. Moreover, he put forward that the firm risk affects the level of dividend not the other way i.e, the risk of cash flows influences dividend payouts but increases in dividends will not reduces firm risk. The belief that firms facing higher uncertainty of future cash flows tends to adopt lower payout ratios seems theoretically reasonable. Rozeff (1982) found a negative relationship between dividends and firm's risk because the risk of firm increases the payout ratios will decreases (Jensen, Solberg and Zorn 1992). Berran (1970) developed an after tax version of capital asset pricing model to examine the relationship between tax risk -adjusted returns and dividend yields. Brennan's model maintain a stock pre-returns should positively and linearly related to dividend yield and its systematic risks. Higher pre-tax risk adjusted returns have association with higher dividend yield stocks to compensate investors for tax disadvantage of these returns and also a stock with higher dividend yields will results in selling at lower prices because of higher tax disadvantages associated with dividend income.

Allen, Bernado and Welch (2000) proposed that clientele's such as institutional investors tends to attract to invest in dividend paying stocks because investors have relative tax advantages over individual investors and finally authors arrived at a conclusion the clientele effect is the major consideration for payment of dividends, Han, Lee and Suk 1999, Dhaliwal, Erickson and Trezevant, 1999, short zhang and keasey 2002) opines investors fall under high tax brackets might be advantageous or being equal some clientele are indifferent between dividend and capital gains such as tax exemption and deferred tax entities (Elton and Gruber 1970). Healy and palepu (1988) found a positive relationship between unexpected changes and subsequent unexpected earnings. Jensen (1986) explained the reason for paying dividends with respect to agency cost theory Jensen contented that firms with free cash flows helps the managers to use funds in more flexible manner that benefits themselves but not shareholders interests. Bajaj and vijh (1990) found that high yield stocks are more sensitive to changes in dividend than those of lower dividend paying firms, which indicates level of dividend is one of the major factor that determines how certain stocks will respond to changes in market and leads to change in firm value. Goyal and Santa Clara (2003) opines there is a financial life cycle for a firm as the firm grows becomes more mature and larger which results in smaller risk factor associated with dividend payments and firm value. Brockman and Unlu (2009) found that the decision to pay firm value the authors opine that dividend decision promotes reputation of firm and referring to the signaling effect of dividend and they found some impact on decision making regarding dividend policies. Von Eije, Goyal and Muckley (2013) had done quantitative study on firms in the united states to examine the impact of dividend policies on firm risks. The data contained cash dividend initiations, duration of the policies and amount of dividend payouts and the

authors assessed the total risks and systematic market risks. The results of the study revealed that dividend initiations and omissions had relatively small effect on systematic risks.

Findings of the study:

From the empirical studies it was found that dividend policy of firm have significant impact on stock prices than retained incomes and also found that the required rate of return on share price increases with the fragments of retained incomes because of uncertainty associated with business and with future earnings. Higher dividend payout ratios will results in decreased cost of equity or required rate of return. Empirical works stands with bird in hand theory as an explanation for paying dividends very less by the firms. Modigliani and Miller (1961) argue that cost of capital or rate of return is independent of dividend decisions. Usually investors are indifferent between dividend policies and capital gains.

Conclusion:

The existing literature on dividend policy gives rise to a large volume of theoretical and empirical research works specially the seminal work of Modigliani and Miller (1961) of irrelevance hypothesis. So far there is no consensus opinion arrived at. Many research works have done by academicians and scholars, financial managers, industry people often disagree with results gained from empirical studies. In perfect capital markets Modigliani and Miller contend that value of firm is independent of its dividend decisions. However in reality various market imperfections exists and these market imperfections lead to development of new theories and motivate the researchers to work on the dividend decisions. The dividend decision is trade of between dividend payouts and income retention hence there exists the different views on its effect on firm value i.e dividend policy is irrelevant, dividend policy is relevant, high dividend payouts increase the value of firm and low dividend payouts results in decreases the value of firm.

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Ganaptheesvaram Temple Sculpture: An Overview

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Abstract:

An overview account of the artistic representations present in the Ganaptheesvaram. This paper is focused on temple document the experiments executed by the Cholas in the field of art in Cholamandalam. More than ten temples in and around this place are celebrated as Tevaram Temples (Saivism) and Divya Desams (Vaishnavism), like Thirumarugal, Saaththamangai, Thiruppugalur, Thirumeeyachchur, Thirukkannapuram etc., They reflect the heterogeneous ethnic composition of Tamil Nadu and created many individualistic trends in different regions. They are considered as the forerunners for all the later religious, philosophic and cult propensities of the Epic and Puranic times. The sculptural depictions in the Ganaptheesvaram temple enhance the concept of Siva as a supreme deity and His nature of inseparable unity with the absolute Atman in the cosmos. They also stand for the testimony of all the phases of Chola Art in Cholamandalam

Keywords: Thiruchchengattankudi Ganaptheesvaram, Linga, Utthirapasupatheesvarar, Umainangai, Vathapi Ganapathi, Bhujanga Lingamurti, Gajasamharamurti, Urdhuvatandavamurti, Kalasamharamurti, Kankalamurti, Tharukavana Bhikshadanamurti , Bhairavamurti and Tripurasamharamurti

Introduction:

In the religious history of Tamil Nadu, legends are again and again told and modified in both oral and literary customs. In Saivism, Sivamani gestations are intervened with the regional variations of the *Epic* and *Puranic* myths. Sculptures and paintings are commonly used in myths. visual medium to distinguish between the illusions of everyday life and the ultimate reality (Brahman).Thiruchchengattankudi is one such place where the glory of almighty (God) is praised in this manner. An overview account of the artistic representations present in the Ganaptheesvaram Temple is focused in this paper to document the experiments executed by the Cholas in the field of art in Cholamandalam.

Location and Etymology:

Ganaptheesvaram temple at Thiruchchengattankudi is referred as the 79th Tevaram temple on the southern bank of the Cauvery River. Its Geo co-ordination is 10 51'48" N and 7943"20' E. It is 13Km from Nannilam in the west and 15 km from Karaikkal in the east.

According to a legend Ganapathi killed Gajamukasura by using his right tusk. As the result, of the former was profusely spilled over in this C.E, Hence the term Sengadu (red forest) was coined for this place. When it was habituated the Suffix Kudimight have been added to the word Sengadu and thus it became Sengattankudi. In the 7th Century CE, this myth was glorified by ThirugnanaSambandar and Thirunavukkarasar (Saivate savants) in their Tevaram hymns. At that time as a matter of reverence the prefix Thiru was added to the main word Sengattankudi. Accordingly, the present name was derived as Thiruchchengattankudi. In Sanskrit, it is mentioned as Raktharanyam.

Antiquity of Thiruchchengattankudi:

ThiruveezhiMizhalai and Thirumeeyachur are the two notable iron-age sites (Urn burials) which are located within a 10km radius from Thiruchchenkattankudi. During the Early Historical Period, this province was densely populated due to its high fertile environment. In the religious history of Tamil Nadu, this place is cherished as one of the Navathandava Purams (UbhayaPadaNarththanam)'. Skanda Puranam states that Uththirapathiyar resides in this place where Vedic chants are recited.

It is sanctified as the birthplace of Sirutthondar, one of the sixty-three Nayanmars. He obtained his spirituality and attained salvation along with his family members in this place. The terms like Sengattankudiyar, Ganapathisvarathar, and Sengattankudi are repeatedly mentioned in the Tevaram hymns of Thirumarugal, Thiruveezhimizhalai, and Thiruvathigai. Those literary sources evince the fact that this place is flourished since 7th Century CE. Both the Gamapatheesvaram and Uththirapatheesvarar Shrines are governed by the Velakurricchi Adheenam (Matha) which is functioning from Thinuppugalur. Generally, Mathas maintained their external contacts belonged to various schools of Saivism thoughts like Pasupatham, Kapalika and soon'. In Pasupatham sect of Vira Saivism is reflected in the sculptural representations in the temple premises of Ganapathesvaram.

Main Shrines:**Ganapatheesvaram Sculpturessquare:**

The square *EkatalaVimanas* Bhadra projections containing Dakshinamurthi in the south, Lingodbhava in the west and Brahma in the north of Sanctum *DevKoshtas*. Durga and Ganapathi are enshrined in the north and south of the *ArdhamandapaDevakoshtas* respectively. A bow is attributed in one of the right hands of Durga is an interesting feature. Two modern-day bright colour paintings are drawn on the sidewalls of the *Mandapa* in front of the Ganapatheesvaram shrine. It depicts the scenes of Ganapathi worshipping a Linga in this place after killing of the Gajamukasura (an elephant-faced demon) to overcome hissin (*Dhosha*). Four Nandhis are placed in the corners below the octagonal *Griva* and *Sikhara*'.

In one of the northern wall sculptural panel Sirutthondar's journey to Kailasa is depicted. He is preceded by Siva and Parvathi riding on a bull mount. In this panel along with him, his wife the Airuvenkatu Nangai, son Seeralan and the maid Santhana Nangai are precisely depicted. Miniature carvings are present in the pilasters and the *Devakoshta Toranas* are noted for their plastic art of the medieval Cholas. For instance, as hallow carving in the northern side pilaster depicts the terrific mode of Tripurantaka Siva who is targeting his arrow towards the west in Alidha pose. Interestingly it is juxtaposed the Ashtamurthi *Mandapa* of the first Prakara where the life-size sculpture of Tripurantakamurti with consort Uma is housed. In one of the *Toranainsetimage*, Murugan is depicted under a Kadamba tree in a seated posture. Three of His faces are seen in the front profile. He is attributed with four hands. The objects in them are unclear to identify.

Uththirapasupatheesvarar Icon:

The *Utsavametal* icon of Siva in the name of Uththirapasupatheesvarar is enshrined parallelly in the southern side of the main sanctum. He is very popular and adored by the devotees. The earliest inscription present in the front Mandapa of this shrine mentions its construction. It is datable to the 45 r.y. of Kulothunga Chola I (1115-CE). According to the

Sthalapurana, on one occasion Siva appeared in the disguise of Uththirapatheesvarar (a kind of Bhairava form) for his staunch devotee Sirutthondar. In this connection, yet another myth also prevails in the making of this icon. The image of Uththirapatheesvarar didn't come properly when the Sculptors attempted to create the same. At that time, a Saivite devotee came for alms. The frustrated artist suffered him the molten metal mixture. After drinking the same. Just like a miracle that man was transformed into perfect idol of the present day Uththirapasupatheesvarar. In this icon, the excess metal is seen as a projection on the head.

In one of the inscriptions of King Raja Raja I, two words are sidents of the nearby Thirumarugal village endow for the celebration of the ChiththiraiBharani land gift Pillaikkari festival". This myth which included Sirutthondar, Thiruvengaattunangai and Seeralan are exercised a profound influence and fascination over the minds and hearts of Kings, nobles and the Common people. In this connection, it should be remembered a group of metallic icons of the above-said legend was installed in the Rajarajesvaramudaiyar Temple at Thanjavur by an official AdiththanSuryan in the 3 r.y. of the Imperial I Chola King Raja Raja. Interestingly it is noted that the present temple structure at Thiruchchenkattankudi belonged to the 3r.y. of the above said King. Hence this icon can be dated to the early 11th Century CE.

Parivara Shrines :

Sculptures in the Prakara:

During the medieval period, construction of many *Mandapas* in a temple complex was in vogue. They acted as a hub not only to the religious activities but also for the social, economic and other temporal accomplishments of the community which always centered on that temple. The shrines namely the Ganapatheesvaram and Uththirapatheesvaram are surrounded by a storied Thiruchchurrumalikai (first Prakara) running around inside the temple complex has more than thirty sculptures. The prominent ones are listed below.

East: Sirutthondar, Seeralar, ThiruvengkattuNangai, SanthanaNangaiUlakanathaRudrapathi, Sathyashada Maharishi, twin Bhairavas and Navagrihasin a Small Mandapa. Sun God alone placed on a high base.

South: Ardhanarisvaramurthi, Brahma, Tevaram Saints (Nalvar), Sanganiidhi, Padmanidhi, SixtyThree Nayanmars, Sathiyashada Maharishi, ThirugnanaSambandar, Ganapathy etc,

West: Brahma worshipped Linga, Murugan with two consorts

North: Gajalakshmi, Ashtamurthis (Nava BhairavaMurtis) and KadavarKon *Moksham*.

One fine early Chola miniature art piece Bhikshatanamurthi is carved aesthetically in a Torana it preserved in the eastern Thiruchchurrumalikai three Makara head encircled the group images BhikshatanaMurthi. In this panel, a Bihudhaian holds an umbrella over the head of the naked Siva who is feeding a deer. To His left, another Gana is holding a food bowl on its head. KankalaTanda and Jatamandala are attributed to Siva. A Rhishi-Pathni is standing adjacent to this Gana and placed her right hand in that food bowl. More or less similar depiction is present in the ThiruvaiyaruVadakailayam Siva temple. Based on the style and concept the earlier specimen can be assigned to the early 9th Century CE (AdithyaChola1).

Vatapiganapathi:

A similar image with slight variation is found at the Alappakkam near Pondicherry (5 Century CE) Pillaiyarpatti KarpagaVinayaka temple near Karaikudi, and Thiruvarur (9th Century CE) in Tamil Nadu. For instance, the KarpagaVinayaka bas-relief image is present in the

Ardhamandapa south Wall of the Thiruveesar (Pandya Rock Cut) Siva temple Sanctumat Pillyarpatti dated to 550 C.E". But it has the associated images of Siva and attendants. In addition, the trunk turns right side. An inscription found near the Linghodbhava image in the northern wall of the main sanctum mentions about the excavator (EdukkatturPerunthachchan) of this temple. Thus the VatapiGanapathi can be considered as one of the earliest specimens of Tamil Nadu.

Two standing stone sculptures of ThirugnanaSambandar and a Ganapathi are enshrined side by side in the southern corridor of the Prakara behind the VatapiGanapati sub-shrine. In its front faced, an image of Siruththondar worshipping a Ganapathy is depicted. But both can be ascribed to the art of 12th Century C.E. The trunk shows the straight angularity in turning left and touching the *Modhaka* in the left hand. The inscriptions in the outer walls of this sub-shrine are dated to Kulothunga III. In his reign, a land grant was made to the temple architect RajendraChola Aachaariyan. (22nd r.y, 130th day) are related to the acquisition of lands for constructing the Thiudprakara for this temple with a street around it. A road was also laid to carry out the procession of the SirapapPillaiyar from the Sirutthondar *Mandapa* to the Ganapatheesvaram temple.

Amman Shrine Sculptures:

Chuli-Ambal shrine is located in the southern side of the second *prakara*. The Goddesses is attributed with four hands. The upper first pair of right and left hands are attributed with Pass and a Nilothama flower respectively. Correspondingly the second pair is in the poses of *abhaya* and *Varadha*

Murugan with Two Consorts :

Murugan with one face and four hands is associated with two consorts namely Valli and Deivanaiare in standing posture. His shrine is in the north western corner of the temple complex. This shrine faces east. Arunagiri praised this Lord in one of His Thiruppugazh songs. He mentioned this place as Sengadu.

Siruthondar:

Siruthondar son Seeralan was cooked for the meals to Siva on demand and resuscitated by Siva. Siruthondar along his wife Thiruvengkattu Mangai, Son Seeralan and the maid Santhanamangai are in the standing posture. They are facing the main sanctum from the inner eastern wall of the first Prakara. All are keeping their hands above their heads in Anjali pose. Thirugnana Sambandar in the hymns of Ganapatheesvaram distinctly uttered that it was composed at the special request of Siruththondar. By this, it is assumed that both of them are contemporaries (7th Century CE).

Ashtamurthimandapa:

The concept of Nritta Murthis has its wider dimensions related to different dance forms including the Lasya (feminine) and Thandava (masculine) types. The Thandavas by Siva established their impact in the sculptures of the Ganapatheesvaram temple at Thiruchchengattankudi. The development of Iconographic concepts in Tamil Country is largely related to the rich mythological lore provided by the Vedic, Epic, Puranic and Classical Tamil literature, and local traditions. In visual media, the philosophical thought behind those myths uncovers the following two persistent themes.

- i) The approach to power in all its manifestations
- ii) The attempt to reconcile contact with the power and the desire.

For instance, the Pinayaka Puranam and Skanda Puranam publicized the synthetic image Upanishad Idealism. The Tevaram saints were familiar with the identifications of Siva in Puranic versions, From this, they made a derivative set of Atavirattams. It's a popular classification about the major eight heroic deeds of Siva in terms of their localization in TamilNadu. But in Thiruchchengattankudi the presence of Nava Thandava Murtis can be ascribed to the experimental performance of the medieval Cholas in 10th and 11th Centuries CE. It evidences the fact that the local variations in the concepts and forms. Mutual influences of different schools of Saivism, which flourished in this region, is reflected. However, they didn't replicate the concept of Ashtamurthi as mentioned in the Sanskrit sources. Yet they are focusing on victory and the nature of protectiveness granted by Siva in dance forms. They are BhujangaLingamurti, Gajasamharamurti, Urdhuvatandavamurti, Kalasamharamurti, Kankalamurti, Tharukavana Bhikshadanamurti , Bhairavamurt and Tripurasamharamurti An ephemeral iconographic description of them is given below:

1. Bhujangalingamurthi

It is a misnomer for the Bhujanga Trasitakarana or Bhujangamurthi or Bhujanga Lalitha Murthi form". In both these words, the first word "Bhujanga" means serpent. The second word Trasita means frightened and the word Ancita means contracted. These two actions are taken place due to the presence of a serpent. The image is in SaduraThandava posture. The left leg is firmly placed on the ground. The right leg *padadharshan* is well showed for the devotees. It is attributed with four hands. The right side upper hand holds a *Damaru* and its corresponding lower hand is in *AbhayaHastha*. On the left side, the first-hand carries the *Agni* and the second-hand is in the *Gajahastha* pose. *KarandaMakuta* adorned the head. From it, two thick strands of hair are streaked inside ways. Simple ornamentation and the lower garment are present. The popular nomenclature of this form is later developed into the concept of Nataraja pose.

2. Gajasamharamurthi

Just like a halo *Jatam* and alias encircling the head. Both the ornaments and dress are aptly sculptures according to the movement of the dance. The first pair of upper hands stretched the elephant's skin out wardly as a backdrop. Other attributions are not very clear.

3. Urdhuva Thandava Murthi

This icon is attributed with four hands. It is characterized by the raised right leg up to the head level. The first left hand encircled the head and try to touch that leg. The right leg exhibited the *PadhaDharshan*. The second left-hand displays the *AbhayaHastha*. Its corresponding right is unidentified. Usually, it is holding a snake by its tail .To its left, a dancing Bhairava is carved. The *JuwalaMakuda*, right hand *VismayaMudra* and the left-hand *Gajahastha* are further enhanced by the SadhuraThandava pose. To its right side, a small image is engaged in beating a drum. This kind of dance is revered in the Thruvalangadu Siva temple in Thondaimandalam. By this, the cultural diffusion is evidenced.

4. KalasamharaMurthi

Fate is a factor to be reckoned within the Hindu way of life. Markandeya was destined to die at the age of sixteen. Accepting his prayers, Siva the great master of Time and destruction bestowed him within mortality. But in this sculpture, only trembling main human form (God of

death) is seen under the right feet of Siva. Akin to Sadura Thandavam, the legs re-positioned but not in a crossed manner. The left leg *Padadharshan* is offered to the viewer. Among the four in as, the upper right and left are holding a small dent (which is pointing towards Yama) and *Agni*. Attributions of the other two hands are not clear. In the popular kicking pose, this form symbolically depicted the Kalasamhara episode.

5. KankalaMurthi:

Literally, it means one with the skeleton lion, Siva is also known as KankalaBhairava. A deer receiving its food from him. A Bhudhaguna is holding a food bowl on its head. The front right hand holds a drumstick in the pose of beating a drum which is carried by the front left hand. The upper right-hand holds a KankalaThanda which runs across behind his left shoulder. From this, a bundle of bones of Vishvaksena is hanging down. The entire icon is sophisticatedly ornamented. This evinces the sectarian rivalry which prevailed in the 11th Century CE.

6. Tharukavanabikshatana

This TharukavanaBikshatana is attributed with four hands. The upper front right hand is feeding a deer in his right side. The corresponding left hand is holding a feeding bowl. The upper left-hand carries the KankalaThanda like the above said Bikshatanamurthi. Attribution in the rear right hand is not known. To his left, a Gana is seen with Anjali Hastha. This naked image is well ornamented like the other forms of Siva in the Ashtamurthi group. A well designed Jatabhara adorned his head.

7. Tripurantakamurti

Siva is exhibited under the guise of Tripurantaka who caused an end to the three towns or fortresses (Tripuras) of Tripurasuras. Siva MahaPuranamentions Sakthi as Uma who is a close constant companion of Siva. Her right-hand holds a Nilothama flower and her left hand is casually hanging down. The upper right and the left hands are attributed with an axe and a deer. The lower right hand in the SimhakarnaMudra to hold an arrow. The arrow is missing now. This is the only image which is represented with consort.

8. Bhairava

The most fearful form is Siva. It is positioned in the eastern side of the group and faces the west. It is also attributed with four hands. JwalaMakuta is present in the head.

Conclusion:

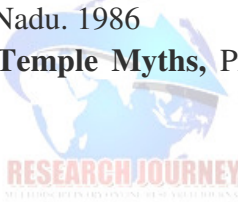
More than ten temples in and around this place are celebrated as Tevaram Temples (Saivism) and DivyaDesams (Vaishnavism centre), like Thirumarugal, Saaththamangai, Thiruppugalur, Thirumeeyachchur, Thirukkannapuram etc., They reflect the heterogeneous ethnic composition of Tamil Nadu and created many individualistic trends in different regions. They are considered as the forerunners for all the later religious, philosophic and cult propensities of the Epic and Puranic times. The sculptural depictions in the Ganapatheesvaram temple enhance the concept of Siva as a supreme deity and His nature of inseparable unity with the absolute Atman in the cosmos. They also stand for the testimony of all the phases of Chola Art in Cholamandalam.

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Contribution of Women in Economic Growth of India

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Abstract:

Women play multidimensional role in their lives. So, in this context they become the spine of the economy. In the development of an economy of India, they play crucial role. In various ages they play different role. But in the current era, they have left those ages very far and come much forward. They have created places for them in the heart of everyone. They have given their contribution for the development of a nation and boost the Indian economy. This paper is an attempt to know the contribution of women for the development of Indian economy.

Key words: Women, development, contribution, economy “Women are less likely to secure favourable outcomes for them in household decision making process. Socio-economic development is not possible without participation and empowerment of rural downtrodden women.”

Introduction:

Women play a vital role not only in social development but also in economic development of any country. Women constitute almost half of the total population of the world. Then even their social, economical and political status is not equal to that of men. They are treated cruelly and oppressively for centuries and till today. Their role has been decided. They have to play passive role as housewives, daughters, mothers, daughter-in-law, sisters and wives. They are believed as weaker group of the society. Due to all such beliefs they are not getting enough and proper opportunities for their own development.

In most of rural areas women are treated as discriminated and exploited. They are having lower status in society, economic and political parties than men. In rural areas reasons for women dependence on men increases, as they are not enough educated, having less skill, lower social status, lack of leadership, lack of decision making power etc. They have accepted their lives and duties as typical housewives. In India, the role of women changes periodically.

Various Periods and Women:

In Vedic Period, women were worshipped as goddesses. They were having status of dignity and respect. They were enjoying equal status like men.

During Mughal Period, women lost their respect and dignity. Their conditions became much worse. They were not safe. Social and religious evils grew in the status of Hindu women. During this period both Hindu and Muslim women were dependent on men totally. In Indian history, this period is also known as the 'darkest period for women.

Almost for 2000 years the position of women was deteriorated. Women empowerment is the significant movement in India for the development of women. During the British period, women got equal opportunities as men. British rulers established schools, colleges etc. educational institutions to encourage women education.

In freedom struggle of India, women played a vital role in various freedom movements. A number of movements related to women began in India and social reformers continuously work for women have made a marvelous development in the stage and status of women. All practices started with equality. Girls' schools, publications related to women's issues, women's associations, and demand for political participation etc. activities are carried out for women and by women.

Objectives of the Study:

- To examine the socio-economic status of the women
- To examine the role of women in economic development of India

Methodology:

The study contains secondary data only. Secondary data was collected from books, journals, articles, internet and various reports published by government as well as non-government agencies.

Status of Women at the Global Level:

It has been found that in developed as well as in developing countries, women earns more than that of men in agricultural sector. Women work more than that of men. In developing countries women make up almost 31% work force and 46.7% worldwide. Among all food grown in developing countries, women contributes 55%. It has also found that the health status of women is much better than men. That's why life expectancy of women is more.

Worldwide, there is inequality seen in the opportunity for girls' education. In the world, among one billion illiterate adults, 2/3 is women. But now a days, in developing countries enrolment ratio for girls increased from 38% to 78%.

Women get political, economical and social status around the world at present scenario. In 1893, New Zealand was the first country where women got the right to vote. In the world's parliaments, women hold 10.5% of the seats. The world's first cabinet was formed in Sweden in early 1995, which have equal number of men and women. In the United Nations, among 185 highest-ranking diplomats, seven are women.

Status of Women in Development:

In the past, women were excluded from the development process. But afterwards it had been found that women are part of development and without their contribution, development of the country is not possible. So, legislatively, they become the part of the development process. They were promoted to take part in education system, political system and employment. Due to involvement of women in development, it has seem that their contribution is productive and income generating.

From researches, it has been found that the country having gender discrimination have experience of slow economic growth and poverty reduction than that of having gender equality. Women can have their participation in work. If they are paid, then they can be motivated, empowered to work with courage. Women play a major role as buyers and sellers and push the economic growth upward. So, any product related to women, always get success. Women purchase not only food iteams, but also clothes, accessories, and many more day to day used items. Beauty products like Shahnaz Hussain's are directed towards women getting vast market.

Advertisements are also directed towards women like soaps, shampoos, washing powders, drinking powders etc. with perspective of being a good wife, caring mother.

Saving rate in India is 33% of the GDP, of which 70% comes from household savings, 10% from public sector and 20% from the private sector. 8th March is celebrated as 'International Women's Day'. If women in India take a leave for one day, then the entire economy of the country would suffer from a lot. In primary schools mostly there are female teachers.

Savitribai Phule, Sunita Williams, Arundhati Bhattacharya, Chanda Kochhar, Ila Bhatt, Sushma Swaraj etc. are some examples of some leading women at national, as well as at international level, who have boost the economic growth.

Conclusion:

Women play a crucial role in the development and advancement of any society and nation around the world. At present, there is not any single sphere where women have no contribution. They have more efficiency to do work. They play their role at home, as well as outside very well. Literate, as well as illiterate women have added their contribution to the economic development of the country by working of various fields such as agricultural, business, education, finance, management, medicine, technology, space, handicrafts, small and medium scale industries etc.

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The Kinship System of Tribals in Tamil Nadu

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Abstract:

This article mainly focused on kingship system of Tribals in Tamil Nadu, special reference to Tribals. This study has to reveal the two major tribals of Toda and Irula tribes in Tamil Nadu. India is a multi-cultural country which posses numerous clan and society. Each society have unique pattern of livelihood. Their system of livings admires the other society ever. On the consequences, Tribal living system was stupendous in India, especially Tamil Nadu. Indeed, tribals have followed the traditional system of marriage, festivals, ceremonies, agriculture, trade and other things. Their lives and livelihood has magnetized system of the world. The political system of tribals has been followed over the years without any change. Still the tribals from the villages have obey their leaders even they have the political leaders on the village. The system of kingship controlled the tribal village and theri region even today. The ultimatum of kingship and its system is remarkable system in the modern world.

Keywords: kingship, Irula tribe, Toda Tribe, festivals, ceremonies, marriage, patrimonial

Introduction:

India is a multi-cultural country which posses numerous clan and society. Each society have unique pattern of livelihood. Their system of livings admires the other society ever. On the consequences, Tribal living system was stupendous in India, especially Tamil Nadu. In patrimonial society, a male at some time in his life, plays the roles of a husband, a father and a son and a brother in some family; and a female plays the roles of a wife, a mother and a daughter and a sister. But due to the incest taboo, a man cannot play the roles of a father and a husband in the same nuclear family in which he is a son and a brother. Similarly, a woman cannot play the roles of a mother and a wife in the same nuclear family in which she is a daughter and a sister. Hence, every adult individual belongs to two nuclear families the family of orientation in which he was born and reared, and the family of which he establishes by marriage. It is this fact of individual membership in two nuclear families that gives rise to kinship system. By the virtue of the fact that individuals belong to two nuclear families, per son forms a link between the members of his family of orientation and those of his family of procreation. Such links bind individuals to one another through kinship ties. This article mainly focused on kingship system of Tribals in Tamil Nadu, special reference to Tribals.

Nature of kingship:

Kinship as such, may be defined as "a social relationship based upon family relatedness. The nature of relationship which may be consanguine or affine determines the rights and obligations of related persons. A kin group may be explained as "a group united by ties of blood or marriage". Most kin groups, other than the family, are consanguine. Kinship system may be considered as "the customary system of statuses and roles that governs the behaviour of people

who are related to each other through marriage or descent from a common ancestor". It may also be described as "a structured system of relationship in which kin are bound to one another by complex inter-locking ties" –Murdock

Types of Kinship :

There are mainly four kinship categories: primary kin, secondary kin, tertiary kin, and distant kin. The primary kin are kin who belong to the Ego's nuclear families of orientation and procreation. Thus, father, mother, sister, and brother in one's family of orientation, and husband, wife, son, and daughter in one's family of procreation, are one's primary kin. Each of Ego's primary kin will have his/her own primary kin, who will not be primary kin of Ego. These will be called Ego's secondary kin. There are 33 types of secondary kin. The primary kin of the secondary kin are called tertiary kin. There are 151 types of tertiary kin. Lastly, the primary kin of tertiary kin are called distant kin. Their number is very large. Kinship relationship is functional in two ways: (i) it characterizes every relationship between kin, and (ii) it determines reciprocal behaviour.

Significance of Kinship:

After the family, kinship group plays a very crucial role in the daily life, rituals and social ceremonies of Hindus. People turn to their kin not only for help in exigencies of life but even on regular occasions too. The kinship group may consist of four to five families or as many as twenty-five to thirty families. The important kinship groups after the family are vansh (lineage) and gotra (clan). Lineage is an extension of family. It is a consanguineous unilateral descent group whose members trace themselves from a known common ancestor. A lineage is based on more precise and specific genealogy. It may be either patrilineal or matrilineal. It is an exogamous unit.

The lineage members are treated as brothers and have fraternal allegiance to each other. Lineage ties lapse after several generations but the number of obligated generations is not usually specified clearly. The lineage fellows who live in the same neighbourhood or same village exchange economic aid, pool labour at harvest, help in dispute settlements, and co-operate with each other almost on all important occasions. A main link among the families of a lineage is common participation in ritual functions. They participate together in each other's lifecycle observances like birth, death, etc. They worship the same deities and follow the same restrictions. Lineage fellows also co-operate for economic purposes. When the British came to power in the 18th Century, they too made the headman of the lineage responsible for revenue and maintenance of the order. In the 19th Century, the system of land tenure changed which impaired the power of the ruling lineages. Today, the lineage relations continue to be important and powerful.

Kinship Structure in Tamil Nadu:

The Tamil Nadu has a complicated pattern of kinship system. Though patrilineal and patrilocal family is the dominant family type for the greater number of castes and communities, there are important sections of population which are matrilineal and matrilineal and also a quite number whose systems possess features of both patrilineal and matrilineal organizations (for example, Todas). Similarly, there are some castes and tribes who practise only polygamy and there are others who practise only polyandry and yet others, who practise both polygamy and

polyandry (for example, Todas). All this shows varied patterns in kinship organization in Tamil Nadu.

Kinship system of Irula Tribes:

The Irula clan forms an endogamous caste along with twelve other exogamous patricians or gotras, kulams in Tamil. They are as follows, Devanan (or Thevanan or Devala), Kalkatti, Koduvan (or Kodugar), Kuppan (or Koppilingam), Kurunagan, Ollaga, Peratha, Porigan, Pungan (or Poongkaru), Samban (or Chamban), Uppigan (or Uppali), and Vellagai (or Vellai) along with a clan represented by the Thudai tree whose scientific name is *Ilex denticulate*. However, intra-gotra marriages are not allowed, a patrician is not allowed to marry a member from a neighbouring or brother gotra. Hence, there are exogamous units among Irulas. The size of the units varies for each of these units. One also observes that the kinship system of this clan is very similar to the practices of those of Southern India. In addition to this, each patrician or gotra maintains friendly and cordial relations with another patrician. The other Patricians are meant to help members when an event occurs, such as the rite of passage, an event that requires collective and cooperative effort.

Kinship system of Toda tribes:

The word 'Toda' derived from the name Tundra - the sacred tree of Todas. The Toda people are a small pastoral community who live on the isolated Nilgiri plateau of Southern India. The Toda traditionally live in settlements consisting of three to seven small thatched houses, constructed in the shape of half-barrels and spread across the slopes of the pasture. They traditionally trade dairy products with their Nilgiri neighbour people. Toda religion centres on the buffalo consequently; rituals are performed for all dairy activities as well as for the ordination of dairymen-priests. Todas are strictly endogamous marriage alliances occur exclusively within a tribe. The tribe is divided into two societies - Tartharol and Teivaliol. The member of Tartharol considers them superior. Therefore, former remains in charge of the sacred buffaloes, whereas the worker comes from the Teivaliol. Each moiety is sub-divided into a number of clans. Tartharol possesses 12 clans and Teivaliol possesses 6 clans. Each clan is exogamous, patrilineal and territorial in nature. Each clan further divides into two sub-clans: Kudr and polm. A sub-clan is divided into a number of families. Toda exhibit Polyandrous type of families. A woman having with her multiple husbands and children's usually formed this type of family. If the husbands are brothers, the family is called fraternal polyandrous family'. In this family sociological fatherhood is more important than biological fatherhood.

The kinship system of Toda is emphasized on classificatory terms each term of designation denotes a number of relatives in the same rank, belonging to particular sex. Marriage proposals for girls came at the age of five or six. Due to female infanticide there is a very large difference in sex ratio between male and female so polyandry gets sanction in the society. Both types of cross-cousin marriage are in vogue in Toda society. In all cases, Bride price is compulsory. Descent is Patrilineal. Property passes from father to legal sons, Female have no right on property.

Malaiyalis Tribals The chief is called Periyapattakaran, whose office is hereditary. Each nadu is sub-divided into *urs* [village] which are governed by *Ur-goundan*. The office of the *Ur-goundan* is elective. He is helped by *Karakkaran* in settling disputes among the tribes. *Karaikkaran* are elected from different clans in an *Ur*, on appeal, disputes are settled by *Periya*



pattakarans. Hence decisions of the Ur-goundars and Karaikarans are renewed by Periya pattakarar. The Malaiyalis normally conform to the norms and traditions of their society. There are no written norms only they followed the ancestor's way. There are fourteen nadu in the region of hills. It has jurisdiction over all the settlement in the divisions of the hills. They discuss important function, Panchayat and festivals, the head man of the tribal council is referred to as Pattakkarar and he is superior authority of all villages and he is dealing authority of the entire hills.

The village council is headed by the Ur-gounder (village headman) to whom the other member like Karakkarar, Tharmakarta, Thahdalkarar and Poojari. The entire member do assist him in solving inter and intra-village disputes, every village meeting is conducted in presence of the members of both the traditional village Panchayat. The Ur-goundar and Karakkarar take the leading rules both of them equally respected by the village. They followed traditional norms and customs. The tribal women not recognized to participated Panchayat council. The Malaiyali tribal for head. Each village has a headman called on the Muppan and on the Ur-gourdan or Kuttimaniyan, all the appointment are hereditary the tribal council. Divorce as reported in earlier contexts is not as pronounced as the women folk of the hills enjoy considerable freedom. However, one cannot deny the fact that it is in practice. Both men folk and women folk are hand to apply for divorce before the tribal council. At the first phase, the council tries their level best to compromise the pains and it only it ends in vein they sanction divorce for remarriage.

The second husband should return the bride price to the first husband which was given to the women by the latter at their first marriage. If it is the man who wants the divorce just for his second marriage he is not repaid the bride price. If the couple wants the divorce just for separation and not for remarriage then no give and take is observed and the separation is sanctioned just by formal declaration of office-bearers of the council. In such case if the man wants his off springs to be with him, and then he is asked to give a sum of rupees so to his spouse as compensation for her breast-feeding the off springs in their infancy. This amount is referred to as paalmadi panom. When case of extra-marital adultery is brought before the tribal council and if ample proof is produced the tribal council takes action such as granting divorce. Pre-marital adultery, on the other hand, is penalized with fine of cash and grain. The note worry point in this context is that fine is collected both from man and the girl.

The thevasom (grain) collected is utilized to prepare ceremonial feast and the cash is spent either for getting country liquor or pig. If the adultery is found in the girl's residence then she is penalized with a low amount than her partner. On the country, if it took place at the man's residence, then he is penalized less than his partner in the case of extra-marital adultery. The fine of woman should be remitted by her husband and in the case of pre-marital adultery her parents or her brother, if she has lost parents, remits the fine, such a practice of collecting fine from both the man and woman, that too from the kin of their household has minimized the offences, on the one hand and hinting them, on the other hand. In the village panchayat system Muppan was head, his assistant Kangani or Karaikaran. In social matters, polygamy, remarriage, divorce cases are brought before the panchayat the day and time fixed. The kumpal was held in the under the tree now a days the meeting is held in a Temple and discussed as a matter of public concern. Usually punishments are given in the formed Kutham. Malaiyali is a tribe in transition. Like other institutions of Malaiyali, follow to the norms and traditions of their society through

the influences of three agencies they solved their problem in their village panchayat. They have a well organized and tradition bound system of tribal administration and others communities.

Conclusion:

Indeed, tribals have followed the traditional system of marriage, festivals, ceremonies, agriculture, trade and other things. Their lives and livelihood has magnetize system of the world. The political system of tribals has been followed over the years without any change. Still the tribals from the villages have obey their leaders even they have the political leaders on the village. The system of kingship controlled the tribal village and theri region even today. This study has to reveal the two major tribals of Toda and Irula tribes in Tamil Nadu. The ultimatum of kingship and its system is remarkable system in the modern world.

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Library Science Education in India

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Introduction -

Education is the process of facilitating learning or the acquisition of knowledge skills values morals believes and habits educational methods include teaching training storytelling discussion and directed research. Education frequently takes place under the guidance of educator's however learners can also educate themselves. Education can take place in formal or informal settings and any experience that has a formative effect on the way one things feels our acts may be considered educational.

The first training course in Library Science in India was established at the Central Library, Baroda in 1911/12 by W. A. Borden and at Punjab University in 1915 by A. D. Dickinson. Gradually other universities and library associations started setting up library schools. Madras Library Association and Bengal Library Association started certificate courses in 1929 and 1935 respectively. Postgraduate courses also started in other universities subsequently, such as Andhra University (1935), Banaras Hindu University (1941) and University of Delhi (1947). The University of Delhi started providing facilities for research leading to doctorate degrees. It was the first institution to start the M.Phil courses in 1977.

In addition to formal teaching courses, many universities have introduced correspondence courses at various levels of education. This provides facilities to library personnel working at the lower level to improve their qualifications and update their limited knowledge and skills and also to those who could not get admission to formal courses earlier. In India, Library Science has almost been recognised as an established discipline now at par with other social sciences courses in the university education system. In spite of this, LIS education is currently facing a turning point. Various factors have contributed to bring about the change from the conventional to an automated library operation. Today only computerised libraries can participate in networking at the national and international levels. Most of the computerised libraries suffer from paucity of competent personnel at top and middle level managerial positions. Presently in India, Library and Information Science (LIS) education is imparted through more than 118 universities and institutions. A total of 105 universities provide Bachelor of Library and Information Science (BLIS) courses, 78 universities provide the Master of Library and Information Science (MLIS) courses, 21 are offering two-year integrated courses, 16 universities provide M.Phil in Library and Information Science, 46 universities provide Ph.D in Library and Information Science and 2 Universities provide D.Litt Degree. Besides this, the National Institute of Science Communication and Information Resources (NISCAIR) which was earlier known as the Indian National Scientific Documentation Centre (INSDOC), New Delhi, and Documentation Research and Training Centre (DRTC), Bangalore, provide Associateship courses in Information Science, which are equivalent to the MLIS degree. Presently the following LIS courses are available in India: - Certificate course in Library and Information Science (C.Lib.Sc) - Diploma in Library and Information Science - B.Lib.Sc. /BLIS (Bachelor Degree in Library and Information Science) - M.Lib.Sc. /MLIS (Master Degree in Library and Information Science) - PGDLAN



(Post Graduate Diploma in Library Automation and Networking) - M.Phil (Master of Philosophy) in Library and Information Science - Ph.D (Doctor of Philosophy) in Library and Information Science - D.Litt in Library and Information Science.

Until the year 2000, most of the library schools in India have adopted the curriculum recommendation of the Report of University Grants Commission Review Committee 1965 (Chairman: Dr S R Ranganathan). In 2001, a Committee was appointed by the University Grants Commission (UGC), Government of India under the Chairmanship of Prof. C R Karisiddappa. This committee included experts, practitioners, teachers and scientists who made an outstanding effort in designing the National Curriculum for LIS Education. The committee, while keeping a practical and feasible approach, framed a modular curriculum keeping in view the contemporary developments in the job market in India suiting the different levels of LIS education. The special features of UGC model curriculum has clearly stated the learning objectives for each module, unitized syllabi, special instructions to emphasize the theoretical and practical aspects, and it also indicates the implied concepts of information literacy in LIS curriculum. The Committee also suggested a 60:40 approach for practical and theoretical sessions respectively. The practical sessions include hands-on experience, assignments, seminar presentation and demonstrations by LIS students during the course of study (UGC Model Curriculum: Library and Information Science 2001 (Chairman: C R Karisiddappa)). With the growth of information technology, LIS Schools have understood the need of periodic examination and analysis leading to necessary changes and improvements in curriculum for the interpolation of new and fast developing areas of information technology and computer science. The objective for training of LIS professionals is to promote library, to educate, to articulate and provide for the need of the clientele to increase productivity and economy. Curriculum is the core of the reform. Most of the library schools and departments have revised or in the process of re-designing their curricula. In their curricula, courses relating to traditional library science with names such as "History of books" and "Libraries" disappeared. Instead, many computer-related courses were added. Examples of some of the topics included are: a) An Introduction to Computers; b) Programming Design; c) Database Management; d) Computerized Information Networks; e) Design and Analysis of Computer Application Systems; and f) Computerized Information Retrieval.

4. Required Skills for LIS Professionals

In the Indian context, the scope of the subjects taught varies from university to university and the students who come out of these universities with degrees mostly fail to perform in a technical or a research library. The electronic environment of the 21st century demands a range of skills from library and information science (LIS) professionals, which include technical skills, IT skills and managerial skills. Library users are turning towards the LIS Professionals for help and advice on search techniques, database development, quality of online databases, and choice of databases that are available. As a result, LIS professionals need organized training programs, which can be in the form of workshops, conferences, seminars, symposia, and so forth.

Information and Communication Technology (ICT) in Libraries

LIS professionals are at present at the crossroads. Information professionals have started facing the challenges, which are accompanied with the new information resources. The librarians, who are using computers and those who are not using computers but intend to use computers; both require rigorous training on new use of the information technology. The



libraries have started using library automation for perform their functions. Computers are now being extensively used in many of the libraries for automating a number of library operations. Automation activities in special, research, university and academic libraries have been increased. Most LIS professionals are beginning to use e-mails, CD-ROMs, LAN, and Machine Readable Catalogue for resource sharing. But in the colleges, schools and libraries in the rural areas, the librarians lack of computer knowledge and they are not using computers in the libraries. In the present scenario application of information and communication technologies has revolutionized the whole concept of libraries, the system of information storage and retrieval and ways to access the information. Therefore, the objectives of LIS education have been revolutionized with the E Concept. LIS students are presently given more practical oriented computer knowledge equipped with intensive and extensive use of IT in libraries. Application of technology has opened up new vistas and thus, all LIS schools should think seriously in terms of the changing context. Students are given adequate knowledge of computers (including the hardware), computer and communication technologies, networks and networking, operating systems, Internet concepts, database management systems, along with with adequate practical exposure to handle these technological devices. Online resources, online databases, library management software, e-books/journals practical exposure is given to the students. In India most of the libraries are switching themselves from the traditional type of services such as documentation services, reference services, inter-library loan, catalogue based services, current awareness services (CAS) and selective dissemination of information (SDI) to online services and E-generated library services. The situation is changing rapidly with the application of IT in the libraries. Networking of computers at the local, national and international level has made this possible. Collection development pose to be another challenge for the information professionals. The main job of the LIS professionals is to provide relevant information to users as fast as possible. Speedy retrieval of information is very important for information professionals. Presently, LIS professionals talk of computer-based information retrieval, use of computer networks for accessing databases and organising library services on networks. The LIS professionals are concerned with the speed, cost and the reliability of information transfer.

Accreditation of Courses :

There is no accreditation agency in India like the American Library Association (ALA) Committee on Accreditation in USA and Canada to ensure reasonable standards and quality of educational programme. The report of the Committee on National Policy on Library and Information System (NAPLIS) stressed the need for such a body (Agarwal, 1997). The University Grants Commission, India appointed a Committee "UGC Review Committee on Library Science in Indian Universities" under the Chairmanship of Dr. S.R.Ranganathan in the year 1961 and the report published in 1965. So far departments of LIS in the universities have broadly adopted the schemes of papers recommended by UGC Review Committee on Library Science in Indian Universities, 1965. But its other recommendations regarding staff requirement, physical facilities required and maintenance of department libraries have not been faithfully followed. The Review Committee considered a minimum staff of one reader and two lecturers for the BLIS course. Few universities, who have introduced these courses, have provided the recommended staff standard. The accreditation agency should be responsible for recommending minimum standards in terms of faculty strength, intake criteria, teacher student ratio, evaluation



methods, library and laboratory facilities, availability of teaching materials, finance and physical facilities. It should also take care of regular revision of LIS syllabi for uniformity and standardization in the overall LIS education system. 7. Role of the Government, UGC, Professional Bodies and LIS Professionals India's LIS education system requires a strategic planning, in order to develop a comprehensive LIS curriculum at the national level. The Government of India has encouraged the application of computers and use of telecommunication through various policy decisions. But the role of the Government in LIS education is not satisfactory. The Government should play a leading role in promoting LIS education in India, in creating more job opportunities for LIS professionals and removing disparity in pay scales among LIS professionals. LIS professionals' pay are low in India and they should be paid more in the present scenario. The role of University Grants Commission (UGC) is very important in designing the curricula and in providing guidelines for developing LIS education in the country. The role of UGC is becoming more challenging in the context of growing information society and fast growing information technology. The professional bodies like Indian Library Association (ILA) and State Library Associations should organize useful courses, seminars and conferences so that the library professionals may increase their knowledge and efficiency in the application of ICT in their work. The library professionals should also put pressure on the Government of India to form a National Commission on Libraries and Information Science. In this context, the role of LIS schools and faculties is extremely important to improve LIS education. Similarly, University Grants Commission (UGC), the National Information System for Science and Technology (NISSAT) (www.dsir.nic.in/vsdsir/division/nissat/nissat.html), the National Social Science Documentation Centre (NASSDOC), NISCAIR (National Institute of Science communication and Information Resources) earlier known as Indian National Scientific Documentation Centre (INSDOC) (www.insdoc.org), the Defence Scientific Information & Documentation Centre (DESIDOC) (www.drdo.org/labs/compsci/desidoc/index.shtml), university libraries, library associations, library and information science departments should play a pivotal role in this direction. 8. Significant Features of Indian LIS Courses Academic institutions act independently in such activities as admission, tenure, curriculum development, and educational grading. Organizations such as the University General Allocation Commission (UGC) merely serve an advisory role. Although in general all educational departments suffer from inadequate or inappropriate levels of faculty memberships, financial assets, equipment, special library and even accommodation, a handful of universities are in a relatively better position. Student graduates from these universities fare better in the job market. There is a lack of a national accreditation centre. Although UGC sets the academic criteria and standards and makes proposals, no national body is charged with their enforcement. There is no control mechanism in place. There is also an absence of a national policy for LIS education. One of the problems plaguing LIS instruction in India is the absence of any body responsible for making manpower projections for the market at different levels, as well as making policies and educational programming. Thus LIS graduates numbers in excess of market need. This has led to unemployment or underemployment. In the past decade alone Indian universities have made an unwarranted push towards establishing and developing LIS courses. Without proper groundwork, they started to establish new courses and increase enrolment. Thus the number of MLS programmes has inflated from 38 to 67 by the end of the last decade. The followings are some suggestions for improving LIS education in India: LIS schools/departments may be provided



with IT laboratories fully equipped with the latest hardware and software including Internet connectivity, networking and library management software. National centre for education and research should be established to plan and coordinate cooperative programmes, like exchange of personnel, curriculum planning, extension lectures, continuing education programmes and so forth. LIS departments provide training programmes with ICT specialisation for teacher librarians. Seminars, tutorials, assignments and field tours should be effectively integrated with curricula involving outside experts and agencies. Syllabus should be revised from time to time with the advent of the information technology changes. The syllabi in the LIS departments should view the developments taking place in information technology, information resources, information access and their impact on libraries and library profession. It is necessary for the University Grant Commission (UGC) to see how these LIS departments could come up to international standards and the students coming out of these Departments excelled in their work. There are many standards and protocols such as Z39.50 standard, Inter library loan Standards, Circulation Interchange Protocol, and the teaching of them in classrooms is necessary. Continuing education/in-service training facilities should be recognized as an essential part of manpower development programmes and sufficient financial resources may be allocated for this. All the present librarians, who completed their LIS education ten year before, should be provided with computer/information technology training through these new LIS schools or through some refresher courses. There is a great necessity of funds for the acquisition of new technology in order to enhance the services in the library. There is a need for strong networking of libraries for resource sharing. The library professionals need more recognition and they are responsible for planning new information system. More orientation courses and refresher courses should be conducted for the LIS professionals and teachers. The LIS students may have training in libraries, which should have IT environment for gaining practical experience. ICT environment may be created in all types of libraries and information centres in the country. Short term and long-term programmes such as seminars, conferences, and workshops be organized at regular intervals by library schools and library associations. National centre for education and research should be established to plan and coordinate cooperative programmes, like exchange of personnel, curriculum planning, extension lectures, and continuing education programmes and so forth. To improve quality of research, talented scholars should be provided financial assistance by research organizations.

Conclusion:

Library and Information Science students in India have to compete with other professionals to survive in the information business; they have to be equipped with a curriculum, which can make them function as competent information professionals. In the networked environment there is a strong need for continuing professional education and training. Library professionals requires training and retraining to use IT-based resources and services, such as e-mail, FTP, telnet, www, browsers, search engines, databases, system software, application software, electronic journals, computer conferences, scholarly discussion lists, mailing lists, Usenet newsgroups, websites, CDs and DVDs. The ground reality of the present LIS education system in India indicates that the quality improvement is essential and unavoidable, not only for its survival but also for facing the major changes and challenges of today and tomorrow. Library schools in India need to look forward and take full advantage of the opportunities lying ahead of



us. The use of information technology for training LIS students and professionals has become crucial for meeting the challenges of twenty first century. It has been predicted that a country that leads information revolution will prove to be more powerful than any other country. The significance of the role of library schools to train manpower for coming decades can contribute to the progress of the nation.

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Agriculture Marketing in India : Problem & Remedies

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Introduction:

Agriculture is one of important sector which generate more income to Indian economy. Agriculture has always been celebrated as the primary sector in India. Agriculture is backbone of Indian economy. True to this even to this day, in spite of the Indian economy opening out to the world and globalization, close to 70% of the population still depends on agriculture for its livelihood. Agriculture sector face some problem in finding markets for increased production and generate more income. In some rural area farmers have not get market to sell their produce. The issue of agriculture and agriculture marketing is dealt with state and central government in the India. In India , there are some central organizations working in agriculture marketing such as Cotton corporation of India, food corporation of India, Jute corporation of India, Commission for Agriculture cost and prices etc. APMC system and some special marketing bodies working for various agriculture produce.

Now a days India has change some sections of agriculture act for betterment of farmers. Farmers have facing the some problem and challenges due to change of act. Farmers are not agreed for some changes in agriculture act. They cross to government through agitation of farmer movement on changes of agriculture act. Due to some inappropriate fact, Indian agriculture marketing system facing some problems. This paper tries to understand problems of agriculture marketing in India and suggest remedies on problems of agriculture marketing.

Objectives:

1. To study the Indian agriculture marketing system.
2. To study the problems of agriculture marketing in India.
3. To suggest the remedies on the problems of agriculture marketing in India.

Indian agriculture marketing system:

Indian Agriculture marketing systems includes all the operations involved in the movement of agriculture produce from farmers to ultimate customer. Thus agriculture marketing includes operation such as collection, grading, processing, preserving, transportation, and financing. APMC system is working in Indian agriculture market. Farmers selling the goods in APMC markets. Agriculture market is regulated by state governments. Traders purchase the goods from farmers in APMC. Commission agents are participates in the process of sales of agriculture produce. They have received permission for transaction in markets. Cost of agriculture price fix by minimum support price and pride discovery method.

Problems of agriculture marketing in India:

1. Lack of financial resources –

Most of the Indian farmers have not good financial position at sufficient level. Most of the farmers have not available institutional finance at time. They always taken non institutional loan from moneylenders, relatives and other ways.

2. Numbers of Intermediates –

Indian agriculture system includes most numbers of mediators in the process of agriculture marketing. Mediators play the important role for providing agriculture goods to customers. But this chain increases the cost of goods which pay the customer. And farmers have not received appropriate value of agriculture produce.

3. Illiteracy and Lack of Unity among farmers –

Indian farmers are engaged always in producing goods. They are not organized. Most of the farmers are illiterate about production with new technology and new market policies. They have not receive real value of agriculture produce.

4. Lack of transportation-

Transportation of agriculture produce is important in marketing. But good transportation is not available in appropriate time. Due to lack of transportation facilities, perishable agriculture produce damages some time. Farmers have facing the problem of transportation of goods.

5. Lack of market intelligence –

Marketing intelligence is the practice gathering and analyzing the data about various factors of markets. It is useable for in decision making process for future. Government agriculture departments provide only update information about the rate and cost of agriculture produce to farmers and mediators. They cannot provide information trading, import and export policies about agriculture produce.

6. Poor quality of products –

Most of the Indian farmers are adopting traditional methods in producing of agriculture produce. Most of the farmers produce poor quality agriculture produce. They have not sell their produce at good price in the markets.

7. Corrupts policies of the markets –

Political interfere and number of mediators are increased in agriculture market. Political leaders and their peoples create corruption in transaction of sell and purchase of agriculture produce. Corruption creates the injustice on the farmers and customers.

8. Defective weights and scales -

Many time traders or mediators cheating to farmers in various ways. They are using the defective weight and scales in agriculture markets.

9. Lack of store houses –

Good storage system protects perishable and nonperishable agriculture produce. Indian agriculture production such as food grains, vegetable, milk and other some crop are perishable. Some crops are taken in special period i.e. Rabbi and Kharip period. But need of these agriculture produce in whole year. Most of agriculture produce storage facility runs under the government and it not sufficient to all farmers and traders. Some agriculture produce damages only lack of sufficient store houses.

10. Price policy

Farmers have no right to determine the cost of agriculture produce. Mediators or traders were determining the value of agriculture produce in Indian agriculture market. Government

creates the policy of minimum support price to some crops. Majority of crops are not included under this policy. Hence customers have pay the more prices but farmers have not got appropriate price for their agriculture produce. Most of the profit earn by the mediators.

11. Lack E-commerce system –

E commerce system provides efficiency in transaction and smoothly run the process of distribution of agriculture produce. Farmers can reduce the number of mediators and wastage of produce. Agri e-commerce system provide resulting good income and provide the fresh produce to customers. Most of the Indian farmers adopt the traditional system for sale of agriculture produce. They have not use e –commerce system in agriculture produce.

Remedies on problems of agriculture marketing in India:

1. Indian farmers have available the institutional and non-institutional resources. Farmers can use the institutional resources such as finance from co-operative societies, banks including NABARD, Reserve Bank of India and SBI groups and others. Government provides some subsidies on loan or crops loan on minimum rate to farmers.
2. Government and APMC management should reduce the mediators and maximize the profit of farmers and agriculture produce received at reasonable rate to customers.
3. Government and non-government organizations should create awareness about agriculture marketing in farmers and mediators.
4. Co-operative societies and government should provide the transportation facility for agriculture produce from farmers to market and customers.
5. Agriculture departments should provide information about markets, available agriculture produce, daily import & export information and other strategic data about market. They can use social media for this purpose. Farmers should use this information in decision making.
6. Indian farmers should adopt new methods and technology in production of agriculture produce which give good experience to customers and maintain the standard quality produce.
7. Government should reduce political interfere and corrupt policies in agriculture marketing. Government should change some policies which create the problems in agriculture marketing.
8. Government & APMC should concentrate on corruption in weight and scales using in agricultural market. They should punish to traders who use defective weight & scale in agriculture market and cheat to farmers.
9. Government should increase the common, cold and hot store houses through agriculture co-operative societies. They can also provide some store houses at individual level to farmers through some government grand and subsidies.
10. Government should implements the policy of Minimum support price for all agriculture produce for balancing the price of agriculture produce.
11. Indian farmers should adopt e-commerce system through the internet. It can increase their income and fresh goods got to customers.
12. Government should motivate the public for establishing Agriculture marketing co-operative societies for sustainable development of agricultural marketing.
13. Government, NGOs and Agricultural marketing co-operative societies provide training about marketing to customers, traders, mediators.

14. Farmers and traders should adopt the grading and standardization in the process of agriculture marketing.

Conclusion:

In India agriculture produce sale in local village, Sale in weakly mandi, sale in APMC market and co-operative markets. Indian agriculture marketing system facing some problems like as financial problem, maximum mediators, illiteracy about agriculture marketing, lack of transportation, lack of market intelligence, corrupt market policies, defectives weights & scales, lack of warehouses, price policy and adoption of tradition method etc. Availability of sufficient funding to farmers and traders, market information , training facility, crop insurance, establishment of ware house, establishment of co-operative agriculture marketing societies, use of e-commerce, implementation of Minimum supports policies should increase improvement in agriculture marketing in India. Government and APMC should concentrate on improvement of agriculture marketing.

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Author Productivity and Application of Lotka's Law on Fossil Fuels Research Publications

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Abstract:

This paper has attempted to identify the characteristic features of scholarly publications in the field of fossil fuels at a global level using scientometric analysis. For analysis, the data was gathered through the Web of Science (WoS) database from Clarivate Analytics. This paper is based on the analysis of 13441 research publications retrieved from the Web of Science database during the period 1989 to 2019. Data is collected and analyzed using Histcite software. The study focuses on the various aspects of quantitative research such as the growth of papers (year wise), Collaborative Index (CI), Degree of Collaboration (DC), Co-authorship Index (CAI), Collaborative Coefficient (CC), Lotka's Exponent value, Kolmogorov-Smirnov test (K-S test). This study targets the authorship pattern and applicability of Lotka's Law by counting the number of publications by each author also applies the Chi-square test to test the hypothesis and to find whether the law applies to this research study.

Keywords: Lotka's Law, Author productivity, Straight Counting Method, Chi-Square test, Kolmogorov-Smirnov (K-S) test, Scientometrics.

Keywords: Scientific publications, Scientometrics, Periyar University, Authorship pattern, Research trend, Lotka law, WOS.

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Introduction:

Scientometrics is the broad area of study in which the quantitative parameters of scientific research are determined from various sources and considered for the study. It reveals important information to all researchers in various research institutes, industries, and professional bodies. In Scientometrics, statistical methods are more often used to strengthen the data collected by way of systematic organization and analysis of the findings for correlation. The statistical methods are important in exhibiting the results of a study because it gives a clear picture of the significance of the domain of study; the reputation of the individual or team through the number of the research output in terms of publications and so on. Scientometrics plays a vital role in explicating to research institutions, industries, and scientific organizations, the field or domain which needs to be focused more, or the domain that seeks more immediate attention. As a result of scientometric analysis, the performance of many countries in research has increased substantially. The impact of scientometric analysis is most obvious from the quality and quantity of publications by the international research community.

The Lotka's law on authorship productivity of fossil fuels literature has been tested to confirm the applicability of the law to the present data set. K-S test was applied to measure the

degree of agreement between the distribution of the observed set of data against the inverse general power relationship and the theoretical value of $\alpha = 2$.

Review of Literature

Lotka's Law has been applied to the literature of various disciplines by various authors since its publication. The applicability of Lotka's law for the productivity patterns of entomological research in Nigeria was tested by D. K. Gupta (1987). The author had four sets of data, first for the publications of all the authors, second for the publications by first authors, third for single authors, and fourth for coauthors. When Lotka's law was applied to the four data sets, it is not applicable as inverse square law. But it was found to be valid in its usual form with the calculated values of characteristic exponent α . The values of α were found to be 1.9, 1.8, 2.2, and 2.4 for the four different data sets. K-S statistical test was used to check the validity of the normal form of Lotka's law. The highest difference in the experimental and expected values of the part of authors was found to be highly insignificant at 0.01 level of significance in each of the four cases. B. Mini Devi (2013) applied Lotka's law to Toxicology literature collected from the international database, Toxicology Information Online (TOXLINE), and its validity on that data was tested. The data was found unfit for the law.

Ifeanyi Adigwe (2016) tested the applicability of Lotka's Law for the productivity patterns of authors in biomedical science in Nigeria on HIV/AIDS. From the findings of the study, it is clear that in the productivity distribution for authors on the subject of HIV/AIDS, only the co-authors' category fit in the Lotka's Law, whereas the category of all authors and first author categories differ from the distribution of Lotka's inverse square law.

R. Senthilkumar & Satish Kumar (2019) tested the applicability of Lotka's law to the literature of Astronomy & Astrophysics in India. Examining the Lotka's Inverse-square ($n=2$) method, as well as the general power method ($n \neq 2$), (calculating the value of 'n' with observed data), was used to test the applicability of Lotka's law. The goodness of fit test - Chi-Square test and Kolmogorov-Smirnov (KS) test were also used to measure the viability of Lotka's law in the field of Astronomy & Astrophysics research in India. The authors found that the productivity distribution didn't fit when Lotka's law was applied in generalized form as well as in its original form on the data set.

S.Thanuskodi et al.(2020) tested the applicability of Lotka's law for the Pattern of Scientific Productivity in the Marine Pollution Research. The validity of Lotka's law for the Literature on Marine Pollution was checked with the Chi-Square test to assess the observed values with the expected values. The calculated Chi-Square value (1787.57) was higher than the table Chi-Square value i.e. 47.40 at a degree of freedom of 33 and level of significance at 0.05. From the results, it was found that Lotka's law did not fit the literature on Marine pollution.

This study targets the authorship pattern and applicability of Lotka's Law by counting the number of publications by each author also applies the Chi-square test to test the hypothesis

The study carried out by N. Amsaveni & M. Sadik Batcha (2019) targets the authorship pattern and its applicability of Lotka's law by counting the number of publications by each author, also used the Chi-Square test to test the hypothesis and finds that Lotka's law is still applicable to their research study. M. Sadik Batcha and S.B. Chaturbhuj (2020) studied the applicability of Lotka's law for the author's productivity in the field of Thermodynamics. The Goodness of fit test Kolmogorov – Smirnov (K-S) test was applied to the data of thermodynamics research. It

was identified that the applicability of Lotka's law is found with a 0.003 level of significance in the field of Thermodynamics. But the Lotka's inverse square law does not fit this study.

Objectives of the Study

The main objective of this study was to use Mapping of Fossil Fuels Research output: A Scientometric analysis with special reference to research activities at the global level: (i.e)

- To identify and analyze the rate of growth of research productivity on Fossil Fuels Research output;
- To examine the Year-wise distribution of publications on Fossil Fuels Research output
- To note the Document wise distribution of publications on Fossil Fuels Research output;
- To analyze the authorship pattern and examine the extent of research collaboration
- To identify journal wise distribution of publications on Fossil Fuels Research output;
- To assess the Institution wise research contribution on Fossil Fuels Research output;
- To identify Country-wise Collaborative Distribution of Publications;
- To identify the word-wise distribution of publications.
- To test the Applicability of Lotka's law on Fossil Fuels Research output.

Methodology

For the present study, the Fossil Fuels Research output literature encompassing records obtained from the web of science database which is a scientific and indexing service maintained by Clarivate Analytics is used. The present study aims at analyzing the research output of researchers in the field of Fossil Fuels Research. It brings into focus the distribution of research output by following categories such as related growth of output and doubling time, authorship pattern, and language of publications, forms of publications, country affiliations, core journals, and so on. Quick, easy, and comprehensive, web of science provides superior support of the literature research process. In addition, statistical tools like trend analysis, correlation analysis, and time series analysis were used to predict the future in Fossil Fuels Research output. The data was downloaded from the web of science database. A total of 13441 records were downloaded and analyzed by using the Histcite software application and tabulated for making observations as per the objectives of the study. The study explores the research concentration in Fossil Fuels Research output and journal priority in publishing Fossil Fuels Research output articles.

For collecting the publication metadata, the renowned Web of Science (WoS) database was used which covers the entire set of journals, conferences, and other sources. The data was collected for the period 1989-2019. The 31 years period is a good period for detailed analytical study purposes.

In this study, the following bibliometric/scientometric indicators and statistical techniques/tools were employed while analyzing the data on Fossil Fuels Research output collected from the Web of Science.

- Relative Growth Rate (RGR)
- Doubling Time (Dt)
- Collaborative Coefficient (CC)
- Co-authorship Index(CAI)
- Author Productivity
- Degree of Collaboration

- Lotka's Law

Analysis And Interpretation of Results

In the present study, the research output on Fossil Fuels Research is taken as a tool to evaluate the performance at various levels.

Table 1 Fossil Fuels Research output during 1989-2019

S.No	Particular	Data
1	Records	13441
2	Period	1989-2019
3	Contributed authors	36561
4	Number of Journals	2277
5	Document type	19
6	Contributing Country	140
7	Language	23
8	Institutions	8219
9	Institutions with subdivisions	2000
10	Global citations	475797
11	Local citations	18429
12	Words	12406
13	All cited references	706518

Table 1 reveals a brief description of the Fossil Fuels research output during the sample period from the web of science database. The total period is 31 years, and 13441 records were downloaded. A total of 13,441 records earned 475797 global citation scores, 18429 local citation scores, 12406 words used, and 112073 cited reference scores for the publications. Overall the Fossil Fuels Research output was in only three different languages, published via 19 different types of documents, for which 36561 authors contributed through 2277 journals. The contributions were from 140 countries and published through 1365 different types of institutions.

Year-Wise Distribution of Publications

To analyze the year-wise publication of research output on Fossil Fuels Research the data has been presented in Table 2. The table depicts the research output at the global level. From the table below, it could be seen that during the period 1989 – 2019 a total of 13441 publications were published.

Table 2: Year-wise distribution of the publications

#	Publication Year	Records	Percent	TLCS	TGCS	ACPP
1	1989	13	0.1	36	241	18.54
2	1990	25	0.2	18	191	7.64
3	1991	70	0.5	95	2074	29.63
4	1992	84	0.6	67	1601	19.06
5	1993	111	0.8	150	2108	18.99
6	1994	111	0.8	176	2326	20.95
7	1995	105	0.8	196	3581	34.10
8	1996	135	1.0	273	4008	29.69
9	1997	117	0.9	292	8367	71.51
10	1998	128	1.0	244	5272	41.19
11	1999	117	0.9	218	5337	45.62

12	2000	132	1.0	224	6756	51.18
13	2001	118	0.9	239	7379	62.53
14	2002	127	0.9	215	8640	68.03
15	2003	141	1.0	225	6242	44.27
16	2004	165	1.2	390	11705	70.94
17	2005	200	1.5	577	17620	88.10
18	2006	231	1.7	769	20174	87.33
19	2007	336	2.5	888	22372	66.58
20	2008	383	2.8	1377	34274	89.49
21	2009	500	3.7	1368	29487	58.97
22	2010	540	4.0	1551	37699	69.81
23	2011	646	4.8	1429	33479	51.83
24	2012	714	5.3	1298	31167	43.65
25	2013	780	5.8	1200	34939	44.79
26	2014	860	6.4	1243	30728	35.73
27	2015	976	7.3	1262	30368	31.11
28	2016	1175	8.7	1085	29827	25.38
29	2017	1241	9.2	758	23871	19.24
30	2018	1491	11.1	467	17499	11.74
31	2019	1669	12.1	99	6465	3.87
		13441			475797	35.40

***TLCS – Total Local Citation Score ** TGCS – Total Global Citation Score**

The highest number of publication is 1669 in 2019, followed by 1491 papers in 2018, 1241 papers in 2017, 1175 papers in 2016, 976 publication papers in 2015, 860 publication papers in the year 2014, 780 publication papers in 2013, 714 publication papers in the year 2012 and 646 records of the publication in the year 2011. The least number of publications was in the year 1989 with only thirteen publications, which is followed by the year 1990 with 25 records of the publications.

relative growth rate:

To identify the relative growth rate, a model developed by Mahapatra was adopted. The relative growth rate is the increase in the number of publications per unit of time. The mean relative growth rate R (1-2) over a specified period of the interval can be calculated from the following equation.

$$R(1-2) = \frac{W2-W1}{T2-T1}$$

Where,

R (1-2) = Mean relative growth rate over the specified period interval;

W1 = log w1 (Natural log of the initial number of publications)

W2 = log w2 (Natural log of the final number of publications)

T2-T1 = the unit difference between the initial time and final time.

The relative growth rate for publications can be calculated separately. Therefore,

R(a) = Relative growth rate per unit of publication per unit of time (year)

Doubling Time:

It is also calculated that there is a direct equivalence existing between the relative growth rates and doubling time. If the number of publications of a subject doubles during a given

period, then the difference between the logarithms of the numbers at the beginning and the end of the period must be the logarithms of the number 2. If one uses natural logarithms, this difference has a value of 0.693. Thus, the corresponding doubling time for publications can be calculated by the following formula:

$$\text{Doubling time (Dt)} = 0.693/R(a)$$

Table 3 Doubling Time In Number of Publications Observed During 1989 to 2019

S.No.	Years	Records	Log w1	Log w2	R(a)	Mean R(a) 1-2	DT	Mean Dt R(a) 1-2
1	1989	13		2.56	2.56		0.27	
2	1990	25	2.56	3.22	0.66		1.05	
3	1991	70	3.22	4.25	1.03		0.67	
4	1992	84	4.25	4.43	0.18		3.83	
5	1993	111	4.43	4.71	0.28		2.48	
6	1994	111	4.71	4.71	0.00		0.00	
7	1995	105	4.71	4.65	-0.06		-12.37	
8	1996	135	4.65	4.91	0.26		2.71	
9	1997	117	4.91	4.76	-0.15		-4.69	
10	1998	128	4.76	4.85	0.09		7.71	
11	1999	117	4.85	4.76	-0.09		-7.71	
12	2000	132	4.76	4.88	0.12		5.74	
13	2001	118	4.88	4.77	-0.11		-6.18	
14	2002	127	4.77	4.84	0.07		9.43	
15	2003	141	4.84	4.95	0.10		6.63	
16	2004	165	4.95	5.11	0.16	0.32	4.41	0.87
17	2005	200	5.11	5.30	0.19		3.60	
18	2006	231	5.30	5.44	0.14		4.81	
19	2007	336	5.44	5.82	0.37		1.85	
20	2008	383	5.82	5.95	0.13		5.29	
21	2009	500	5.95	6.21	0.27		2.60	
22	2010	540	6.21	6.29	0.08		9.00	
23	2011	646	6.29	6.47	0.18		3.87	
24	2012	714	6.47	6.57	0.10		6.92	
25	2013	780	6.57	6.66	0.09		7.84	
26	2014	860	6.66	6.76	0.10		7.10	
27	2015	976	6.76	6.88	0.13		5.48	
28	2016	1175	6.88	7.07	0.19		3.73	
29	2017	1241	7.07	7.12	0.05		12.68	
30	2018	1491	7.12	7.31	0.18		3.78	
31	2019	1669	7.31	7.42	0.11	0.15	6.14	5.65
		13441					98.69	

Table 3 clearly shows the doubling time in the number of publications observed during the period 1989- 2019. A total of 13441 publications, were published at the global level. The growth pattern of global Fossil Fuels Research output is calculated using the standard methods and formulae described in the methodology of this study.

The highest number of publication 1669 in 2019, is followed by 1491 papers in 2018, 1241 papers in 2017, 1175 papers in 2016, 976 publication papers in 2015, 860 publication papers in the year 2014, 780 publication papers in 2013, 714 publication papers in the year 2012 and 646 records of publications in the year 2011 and the doubling time in the number of publications was calculated. The Mean R(a) is 5.65 in 98.69 years. It denotes that the Doubling time in the research output of Fossil Fuels is 98.69 years for the study period.

Collaborative Coefficient (Cc)

The pattern of co-authorship among different countries has been examined by making use of the Collaborative Coefficient (CC) suggested by Ajiferuke et al. (1988). The formula used for calculating CC is as follows. Where

$$CC = 1 - \left[\sum_{j=1}^k (1/j) F_j / N \right]$$

F_j=the number of authored papers

N=total number of research published; and

k=the greatest number of authors per paper

According to Ajiferuke, CC tends to zero as single-authored papers dominate and to 1-1/j as j-authored papers dominate. This implies that the higher the value of CC, the higher the probability of multi-authored papers.

Co-Authorship Index (Cai):

To study how the patterns of co-authorship have changed during a period use of the Co-authorship index has been applied in this study. For calculating CAI the entire data set was divided into four blocks.

$$CAI = \{ (N_{ij} / N_{io}) / (N_{oj} / N_{oo}) \} * 100$$

N_{ij}: Number of papers having j authors in block I

N_{io}: Total Output of Block I

N_{oj} : Number of papers having j authors for all blocks;

N_{oo}: Total number of papers for all authors and all blocks

J=1, 2, 3, > 4

CAI = 100 implies that co-authorship in a particular block for a particular type of authorship corresponds to the world average, CAI>100 reflects higher than average co-authorship effort, and CAI<100 lower than average co-authorship effort in a particular block for a particular type of authorship.

Table 4 Pattern of Co-Authorship index

Year	Single Authors		Multiple Authors		Total
	No. of Output	CAI	No. of Output	CAI	
1989	5	2.62	8	0.72	13
1990	13	3.54	12	0.56	25
1991	35	3.40	35	0.59	70



1992	37	3.00	47	0.66	84
1993	49	3.01	62	0.65	111
1994	48	2.94	63	0.67	111
1995	44	2.85	61	0.68	105
1996	51	2.57	84	0.73	135
1997	39	2.27	78	0.78	117
1998	43	2.29	85	0.78	128
1999	43	2.50	74	0.74	117
2000	46	2.37	86	0.76	132
2001	32	1.85	86	0.85	118
2002	35	1.88	92	0.85	127
2003	39	1.88	102	0.85	141
2004	43	1.77	122	0.87	165
2005	57	1.94	143	0.84	200
2006	52	1.53	179	0.91	231
2007	72	1.46	264	0.92	336
2008	93	1.65	290	0.89	383
2009	95	1.29	405	0.95	500
2010	82	1.03	458	0.99	540
2011	96	1.01	550	1.00	646
2012	84	0.80	630	1.03	714
2013	84	0.73	696	1.05	780
2014	81	0.64	779	1.06	860
2015	101	0.70	875	1.05	976
2016	107	0.62	1068	1.07	1175
2017	128	0.70	1113	1.05	1241
2018	135	0.62	1356	1.07	1491
2019	105	0.43	1564	1.10	1669
	1974	55.93	11467	26.71	13441

It is observed from Table 4, the CAI for single authors is declined from 35 percent in the year 1990, 34 percent in the year 1991, 30 percentage of Co-author index in the year 1992 and 1993, and 29 percentage of CAI in the year 1994. On the other hand, the CAI for Multiple authors is enhanced from 11 percentage in the years 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, and 2011 which indicates the pattern of co-authorship is on an increasing trend among the research contributions.

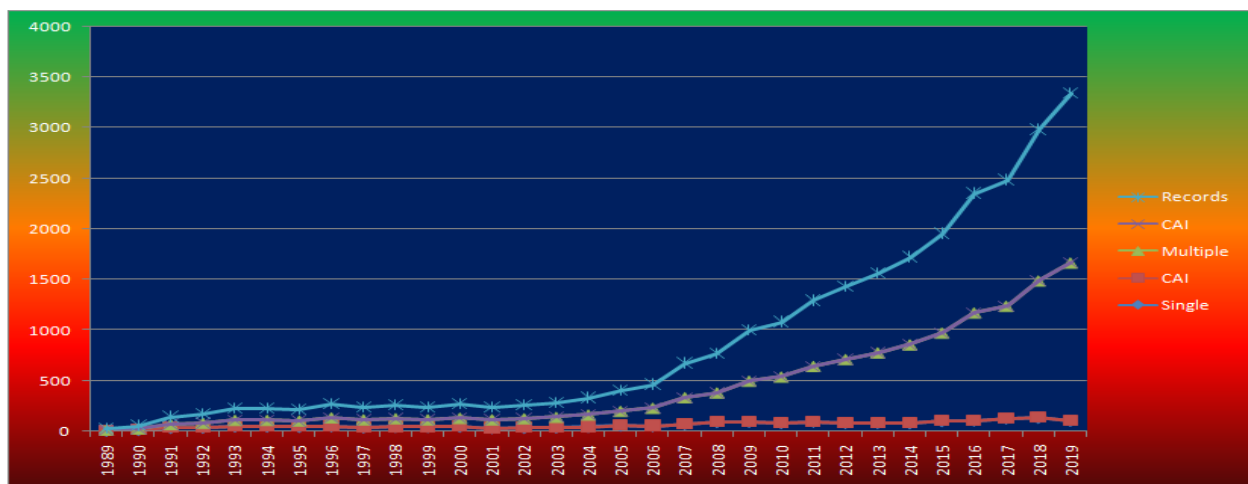


Figure 1 shows that the Pattern of Co-Authorship index

This spider figure shows the pattern of the Co-authorship Index. The blue colour thread indicates the total number of publications, the red mark shows a single author's output, violet colour thread defines the multiple authors' number of output. Both single and multiple author productivities in comparison with the CAI are shown in the figure in green colour.

Degree of Collaboration

To identify the degree of collaboration, the researcher has adopted K. Subramanyam's formula³.

The formula is $C = Nm/(Nm+Ns)$

Where C = Degree of collaboration in a discipline

Nm = Number of multiple-authored papers

Ns = Number of the single authored papers

Table 5: Year-wise Distribution of Degree of Collaboration

Year	Single Authors		Multiple Authors		Total	Degree of Collaboration
	No. of Output	%	No. of Output	%		
1989	5	0.04	8	0.06	4	0.62
1990	13	0.10	12	0.09	9	0.48
1991	35	0.26	35	0.26	7	0.50
1992	37	0.28	47	0.35	12	0.56
1993	49	0.36	62	0.46	24	0.56
1994	48	0.36	63	0.47	30	0.57
1995	44	0.33	61	0.45	27	0.58
1996	51	0.38	84	0.62	39	0.62
1997	39	0.29	78	0.58	44	0.67
1998	43	0.32	85	0.63	35	0.66
1999	43	0.32	74	0.55	25	0.63
2000	46	0.34	86	0.64	19	0.65
2001	32	0.24	86	0.64	18	0.73
2002	35	0.26	92	0.68	27	0.72
2003	39	0.29	102	0.76	25	0.72
2004	43	0.32	122	0.91	19	0.74
2005	57	0.42	143	1.06	42	0.72
2006	52	0.39	179	1.33	36	0.77
2007	72	0.54	264	1.96	57	0.79
2008	93	0.69	290	2.16	29	0.76
2009	95	0.71	405	3.01	58	0.81
2010	82	0.61	458	3.41	51	0.85
2011	96	0.71	550	4.09	51	0.85
2012	84	0.62	630	4.69	81	0.88
2013	84	0.62	696	5.18	96	0.89
2014	81	0.60	779	5.80	82	0.91
2015	101	0.75	875	6.51	76	0.90
2016	107	0.80	1068	7.95	96	0.91
2017	128	0.95	1113	8.28	96	0.90
2018	135	1.00	1356	10.09	96	0.91
2019	105	0.78	1564	11.64	135	0.94
	1974	14.69	11467	85.31	146	0.85

It is inferred from table 5 that at the aggregate level, the degree of collaboration is 0.85 during the study period 1989 to 2019 i.e. out of total 13441 literature published, 98% of them are published as joint author publications in "Fossil Fuels Research output". This brings out the high level of prevalence of collaborative research in Fossil Fuels Research Output.

Lotka’s Law of Author’s Productivity

Application of Lotka’s Law, Lotka was the first to observe and analyze the productivity patterns of authors in a sample data from Chemistry and Physics. He came out with a general formula, known as Lotka’s law and it can be written as

$$X^n Y = K \text{-----(1)}$$

where, Y is the frequency of authors making n contributions each and K is a constant.

$$g(x) = (6/p)(1/x^2), \quad x = 1, 2, 3 \dots (2)$$

Where, g(x) is the proportion of authors making x contributions.

A generalized form of Lotka’s law was presented by Bookstein as

$$g(x) = kx^{-n}, \quad x = 1,2,3,4 \dots X_{max}, \quad k > 0 \quad (3)$$

Where g(x) represents the fraction of authors publishing x articles; k and n are parameters to be estimated from the data; X_{max} represents the maximum size or value of productivity variable x; and n is usually ≥ 1 .

According to Pao, the following procedure should be followed in studying the application of fit of Lotka’s law to a given citation data sample.

(a) Estimation of parameter ‘n’ The first step in the application of Lotka’s law is to determine the value of n, which is to be determined either by using the Linear Least Square (LLS) regression method or one of its an equivalent form given by the following formula:

$$n = \frac{[N \sum (\ln x \cdot \ln g(x)) - \sum \ln g(x) \sum \ln x]}{[N \sum (\ln x)^2 - (\sum \ln x)^2]} \quad (4)$$

where N is the number of pairs of data considered x = 1,2,3.... X_{max}

(b) Estimation of parameter ‘k’ The value of k, which is the theoretical number of authors with a single article is determined from the following formula:

$$k = \frac{1}{\sum_{x=1}^{p-1} \frac{1}{x^n} + \frac{1}{(n-1)(p^{n-1})} + \frac{1}{2}pn + \frac{n}{24 \times (p-1)^{n+1}}} \quad (5)$$

here, p is assumed to be 20 and n is the experimentally computed value of the exponent from the observed distribution.

Once the value of n and k is determined, then using Eqn. 3, determine the number of authors writing 1, 2, 3,...x articles.

Goodness-of-Fit Tests

There are several statistics tools available for goodness-of-fit tests. Among those tests, the Chi-square test and Kolmogrov-Smirnov (K-S) test are commonly used as goodness-of-fit tools.

(a) Chi-square Test

Lotka’s law of author productivity explains the number of authors who have contributed ‘n’ number of papers. Potter identified the Lotka’s fraction 1/an – 4.65 on the basis of Euler – Maclaurin formula of summation. This model is applied in the present study.

The sum was used as deviser for $1/n$ 4.65 to determine the proportion of the total number of authors expected to produce 'n' paper (in the case of the present study $n=1,2,3,4,\dots 10$), the following formula was used to find the proportions.

$$S = \sum 1/n \ 4.65$$

For the present study, S is the sum of Lotka's modified ratios for the value $a= 4.65$.

The formula

$$A_n = 1/n \ 4.65 \ T/S \ (n = 1,2,3, \dots\dots\dots 10)$$

Where T is the total number of authors in the sampling and 'An' is the total number of expected authors producing 'n' papers.

Lotka's law is also tested with the application of scientific productivity using the chi-square model with the number of authors who contributed 'n' number of the publication.

It can be expressed by the equation $a_n = a_1/n^2, n = 1,2,3$

Where 'an' is the numbers of authors contributing 'n' papers each, and a_1 is the number of authors contributing each one paper.

The chi-square can be computed as $(F-P)^2/P$.

F = observed number of authors with 'n' publications

P = expected number of authors.

If the observations in a sample fall into certain specified categories or classes it may be of interest to know whether the observed frequencies differ significantly from those which could be expected in these categories based on certain hypotheses or theoretical considerations. The χ^2 -test is useful in finding out where a theoretical distribution like Lotka's Law or any other, fits the given observations satisfactorily or not.

(b) K-S Test

The test is accomplished by finding the theoretical cumulative frequency distribution which would be expected under the null hypothesis [F(x)] and comparing it with the observed cumulative frequency distribution [Sn(x)]. The point at which these two distributions, theoretical and observed show the maximum deviation is determined. Let $D = \text{Maximum } |F(x) - S_n(x)|$. The value of D is calculated and compared with the critical value. The null hypothesis is rejected if the calculated value of D is greater than the critical value; otherwise not.

Lotka's Law of Author Productivity

Generally, author productivity is determined based on the number of papers contributed by the Research output literature in a specific field. It is quite relevant to study the impact of Lotka's Law in examining the author's productivity in Fossil Fuels Research output. Table 6 presents the results of author productivity based on Lotka's Law.

Table 6 Authorship pattern productivity of the publications

x	g(x)	lnx	lng(x)	ln(x).lng(x)	ln(x).ln(x)
1	1974	0.00	7.59	0.00	0.00
2	2697	0.69	7.90	5.48	0.48
3	2684	1.10	7.90	8.67	1.21
4	2235	1.39	7.71	10.69	1.92
5	1501	1.61	7.31	11.77	2.59
6	979	1.79	6.89	12.34	3.21

7	519	1.95	6.25	12.17	3.79
8	325	2.08	5.78	12.03	4.32
9	198	2.20	5.29	11.62	4.83
10	108	2.30	4.68	10.78	5.30
11	63	2.40	4.14	9.93	5.75
12	50	2.48	3.91	9.72	6.17
13	19	2.56	2.94	7.55	6.58
14	16	2.64	2.77	7.32	6.96
15	9	2.71	2.20	5.95	7.33
16	8	2.77	2.08	5.77	7.69
17	13	2.83	2.56	7.27	8.03
18	8	2.89	2.08	6.01	8.35
19	3	2.94	1.10	3.23	8.67
20	4	3.00	1.39	4.15	8.97
21	6	3.04	1.79	5.46	9.27
22	1	3.09	0.00	0.00	9.55
23	4	3.14	1.39	4.35	9.83
24	4	3.18	1.39	4.41	10.10
26	1	3.26	0.00	0.00	10.62
28	1	3.33	0.00	0.00	11.10
29	1	3.37	0.00	0.00	11.34
31	2	3.43	0.69	2.38	11.79
34	1	3.53	0.00	0.00	12.44
36	1	3.58	0.00	0.00	12.84
42	1	3.74	0.00	0.00	13.97
60	1	4.09	0.00	0.00	16.76
67	1	4.20	0.00	0.00	17.68
71	1	4.26	0.00	0.00	18.17
77	1	4.34	0.00	0.00	18.87
78	1	4.36	0.00	0.00	18.98
		100.29	97.74	179.04	315.48

Lotka's Law reveals the productivity frequency distribution of authors in a given subject/discipline. In this paper, an attempt has been made to study the applicability of the Lotka's Law to the publications of Fossil Fuels research output. For investigation, it is applied that the value of 'n', 'C', and 'Critical value' of the data set, has been determined with the help of calculations made in the table shown below.

Table 7 Calculation of N and C

x	y	cf	logx	logy	XY	X ²
1	1974	1974	0.000	3.295	0.000	0.000
2	2697	4671	0.301	3.431	1.033	0.091
3	2684	7355	0.477	3.429	1.636	0.228



4	2235	9590	0.602	3.349	2.016	0.362
5	1501	11091	0.699	3.176	2.220	0.489
6	979	12070	0.778	2.991	2.327	0.606
7	519	12589	0.845	2.715	2.295	0.714
8	325	12914	0.903	2.512	2.268	0.816
9	198	13112	0.954	2.297	2.192	0.911
10	108	13220	1.000	2.033	2.033	1.000
11	63	13283	1.041	1.799	1.874	1.084
12	50	13333	1.079	1.699	1.833	1.165
13	19	13352	1.114	1.279	1.424	1.241
14	16	13368	1.146	1.204	1.380	1.314
15	9	13377	1.176	0.954	1.122	1.383
16	8	13385	1.204	0.903	1.087	1.450
17	13	13398	1.230	1.114	1.371	1.514
18	8	13406	1.255	0.903	1.134	1.576
19	3	13409	1.279	0.477	0.610	1.635
20	4	13413	1.301	0.602	0.783	1.693
21	6	13419	1.322	0.778	1.029	1.748
22	1	13420	1.342	0.000	0.000	1.802
23	4	13424	1.362	0.602	0.820	1.854
24	4	13428	1.380	0.602	0.831	1.905
26	1	13429	1.415	0.000	0.000	2.002
28	1	13430	1.447	0.000	0.000	2.094
29	1	13431	1.462	0.000	0.000	2.139
31	2	13433	1.491	0.301	0.449	2.224
34	1	13434	1.531	0.000	0.000	2.345
36	1	13435	1.556	0.000	0.000	2.422
42	1	13436	1.623	0.000	0.000	2.635
60	1	13437	1.778	0.000	0.000	3.162
67	1	13438	1.826	0.000	0.000	3.335
71	1	13439	1.851	0.000	0.000	3.427
77	1	13440	1.886	0.000	0.000	3.559
78	1	13441	1.892	0.000	0.000	3.580
			43.554	42.447	33.769	59.503

$$n = \frac{N \sum XY - \sum X \sum Y}{N \sum X^2 - (\sum X)^2}$$

$$n = (((36 * 33.769) - (43.554 * 42.447)) / ((36 * 59.503) - (43.554^2)))$$

$$n = - 2.58$$

$$c = \frac{1}{\sum_{i=1}^{p-1} \frac{1}{x^n} + 1 / ((n-1)(p^{n-1}) + 1/2 * p^n + n/24 * (p-1)^{n+1}}$$

$$C = ((1 / ((0.005568 + 0.00022 + 0.000003))))$$

C=172.68

Where p is equal to the number of an observed or fixed value. Pao (1985) checked that the residual mistake is no significant if P is equal to 20. In the verification of the law using the K-S test formulae, the fitness of one dataset to another data i.e observed and expected authors combine for the test.

Table 8 K-S test on Observed and Expected Distribution of authors

x	g(x)	fof	cf	fef	cf	Dmax
1	1974	0.15	0.15	172.68	172.68	-172.53
2	2697	0.20	0.35	28.88	201.56	-28.68
3	2684	0.20	0.55	10.15	211.70	-9.95
4	2235	0.17	0.72	4.83	216.53	-4.66
5	1501	0.11	0.83	2.72	219.25	-2.60
6	979	0.07	0.90	1.70	220.95	-1.62
7	519	0.04	0.94	1.14	222.09	-1.10
8	325	0.02	0.96	0.81	222.89	-0.78
9	198	0.01	0.98	0.60	223.49	-0.58
10	108	0.01	0.99	0.45	223.94	-0.45
11	63	0.00	0.99	0.36	224.30	-0.35
12	50	0.00	1.00	0.28	224.58	-0.28
13	19	0.00	1.00	0.23	224.81	-0.23
14	16	0.00	1.00	0.19	225.01	-0.19
15	9	0.00	1.00	0.16	225.16	-0.16
16	8	0.00	1.00	0.14	225.30	-0.13
17	13	0.00	1.00	0.12	225.42	-0.11
18	8	0.00	1.00	0.10	225.52	-0.10
19	3	0.00	1.00	0.09	225.60	-0.09
20	4	0.00	1.00	0.08	225.68	-0.08
21	6	0.00	1.00	0.07	225.74	-0.07
22	1	0.00	1.00	0.06	225.80	-0.06
23	4	0.00	1.00	0.05	225.86	-0.05
24	4	0.00	1.00	0.05	225.90	-0.05
26	1	0.00	1.00	0.04	225.94	-0.04
28	1	0.00	1.00	0.03	225.98	-0.03
29	1	0.00	1.00	0.03	226.00	-0.03
31	2	0.00	1.00	0.02	226.03	-0.02
34	1	0.00	1.00	0.02	226.05	-0.02
36	1	0.00	1.00	0.02	226.06	-0.02
42	1	0.00	1.00	0.01	226.08	-0.01
60	1	0.00	1.00	0.00	226.08	0.00
67	1	0.00	1.00	0.00	226.08	0.00
71	1	0.00	1.00	0.00	226.09	0.00
77	1	0.00	1.00	0.00	226.09	0.00
78	1	0.00	1.00	0.00	226.09	0.00
879	13441	1.00	33.39	226.09	8002.35	-225.09

The maximum deviation between the cumulative distributions was found as Dmax = 23 which is more than the critical value observed i.e. C.V. = 23.269. Hence, it can be declared, that the K-S

test reveals that the present data set doesn't confirm the applicability of Lotka's Law in the field of Fossil Fuels Research output publications.

Chi-square test

To prove whether the author's productivity frequency is according to Lotka's law or not, the Chi-square-goodness-of-fit test is applied to the data set. It is shown in Table 9.

Table 9 Lotka's Law of Author Productivity-Chi-Square Test

No. of authors	Observed No. of authors with 'n' or (an) or (f)	Expected No. (an=an/n ²)	Expected No. of authors or (p)	(F-P) ² /P
1	1974	1974.00	8307.38	4828.44
2	2697	674.25	2837.51	6.96
3	2684	298.22	1255.04	1626.99
4	2235	139.69	587.86	4615.15
5	1501	60.04	252.67	6167.36
6	979	27.19	114.45	6531.12
7	519	10.59	44.57	5049.49
8	325	5.08	21.37	4313.87
9	198	2.44	10.29	3425.24
10	108	1.08	4.55	2354.84
11	63	0.52	2.19	1687.57
12	50	0.35	1.46	1612.33
13	19	0.11	0.47	725.47
14	16	0.08	0.34	713.52
15	9	0.04	0.17	463.35
16	8	0.03	0.13	470.78
17	13	0.04	0.19	866.93
18	8	0.02	0.10	600.01
19	3	0.01	0.03	251.38
20	4	0.01	0.04	372.23
21	6	0.01	0.06	616.80
22	1	0.00	0.01	113.02
23	4	0.01	0.03	494.84
24	4	0.01	0.03	539.51
26	1	0.00	0.01	158.64
28	1	0.00	0.01	184.30
29	1	0.00	0.01	197.84
31	2	0.00	0.01	452.71
34	1	0.00	0.00	272.69
36	1	0.00	0.00	305.96
42	1	0.00	0.00	417.16
60	1	0.00	0.00	853.43
67	1	0.00	0.00	1064.68
71	1	0.00	0.00	1195.84
77	1	0.00	0.00	1406.85
78	1	0.00	0.00	1443.68
879	13441	3193.85	13441.00	56400.97

Further, Lotka's Law was also tested with the application of the Chi-square model with the number of authors who contributed n number of publications. It is observed from Table 9 that the calculated chi-square value (56400.97) is lesser than the table value at 0.05 growth level of significance. Therefore the growth of 'Fossil Fuels research output' does fit with the lower pattern and the analysis of quantum of productivity theoretically validated Lotka's findings. From the above analysis, it is inferred that Lotka's Inverse Square Law does not apply to the 'Fossil Fuels research output' studied. However, it is to be mentioned that Lotka's Law to be treated as a general and theoretical estimate of productivity not as precise statistical distribution.

Conclusion:

The present study could review that there are 13441 numbers of publications indexed by the web of science databases under the subject category of Fossil Fuels Research output for the study period 1989-2019. There are 940 journals which has published the research output on Fossil Fuels, by 50262 authors from 8219 institutions, located in 140 countries. It is also found that the publications on Fossil Fuels Research output have got 475797 numbers of Global Citations.

Bibliometric and /or scientometric analysis is a reliable tool to evaluate the development and quality of scientific publications. The study quantitatively identified the Fossil Fuels Research output pattern and trends. The data suggests that there was a significant amount of research output in the field of Fossil Fuels during the study period. The analysis shows that there is a common set/nucleus zone of journals publishing Fossil Fuels Research output, which is scattered among many sources of publishing.

The preference of the academicians seems to be the journals with a broader scientific scope, that attract wider readership and high impact factors, rather than the journals with focused fields of specialization. The journal distributions in Fossil Fuels Research output conform to Bradford's Law of Scattering. In the case of Lotka's law validation, the chi-square method is closer to the observed values of Fossil Fuels Research output as compared with Maximum likelihood.

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Marketing of University Library Services in 21st Century

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Abstract:

The re-evaluation of digital technology in the new age is a challenge for library information science not only in India but also abroad. Satisfying the user in the field of the library is a very important and challenging task today. The library should show the trend of the various services the patrons need. This is the vision for the 21st Century Library. The quality of LIS professionals for the output of new dimensions has also improved. Increase use and access through information and communication technology (ICT). This paper discusses the Marketing definition and library Marketing in university library services. It also describes Marketing mediums, Tools and Techniques.

Keywords- Marketing, Library Marketing services, Marketing Tools-Techniques.

Introduction:

Marketing of library and information products and services marketing is a growing development in our country. Libraries and information centers are facing new changes and challenges. The Marketing of information has been a popular topic in the library in recent years. But sometimes there has been much controversy regarding the concept of Marketing in University library services. A great deal has been and is being written about 'Marketing library services' and changing information services. Information products and services are in many cases the same as consumer products and services. But libraries do have a part to apply to market principles in libraries. The Marketing approach is useful for university libraries to improve their image and attract more users. There is no doubt that Marketing helps libraries improve their reputation as a business in their organization and society. The libraries in the University libraries can play a significant role in catering to the needs of different groups of the academic community –students, teachers and research scholars for furthering their educational research.

Definition: Marketing :

What is Marketing? This is the definition that many marketers learn when starting in the industry: putting the right product in the right place at the right time. Kotler (1996) said that "Marketing means working with markets to actualize potential exchanges to satisfy human needs and want .it is the process of planning and executing and ideas to create an exchange with the target group that satisfies the customer and organizational objects". Stanton (1981) states that "Marketing is a complete system for interacting with businesses to plan, price, advertise and distribute the satisfying products and services that potential customers want."

Library Marketing :

According to folk and Lancaster, Marketing is a systematic process that combines planning with a focus on customer needs and satisfaction. Libraries and information centers are

beginning to see the need to market information products and services to encourage the use of services by current and potential users and improve user satisfaction.

Marketing in University Libraries:

Marketing means that university libraries have found that control of carefully crafted programs designed to implement analysis planning and exchange of voluntary values with targeted Marketing is at the same time unsatisfactory in their collection of users who are unaware of library programs. Marketing is useful for university libraries to improve their image and attract more users. Marketing works as an important part of improving the library's reputation as a business within its organization and society. Marketing in libraries can be lead to a better understanding of users and their requirement .effective Marketing can increase the use of services can help train users and non –user can change users perception, ideas of the promote the reputation of the library and its staff. In such environments, libraries must identify the requirement of their users. This puts the users at the center of library activities.

Need of new Technologies in University Libraries:

- To save the time of users and staff
- To fulfill information needs of the university library users
- To improve services of university libraries
- To except the challenges posed by technology and information explosion

Marketing Mix 7ps:

Simply put, a Marketing mix is a tool that helps businesses and marketers decide on a product or brand offer. These 4Ps have been associated with the Marketing mix since they were made by E. Jerome McCarthy in 1960.

Marketers have widely acknowledged that the Marketing mix should be updated in the late 70's. In 1981, Booms & Bitner created an expanded Marketing mix that added 3 new elements to the 4P's principle. This has now allowed the expanded Marketing mix to include not only the material but also the products in service.



Figure No.1, Marketing Mix 7ps

1. **Products:** -A product is anything that can be offered to the market to satisfy for their need or want. The products which can be marketed include Quality, Design, Reputation, Credibility, and Authority of library product or service to meet the need of the users. Product means that the satisfaction of users is rather than a physical good.
2. **Prices:** - The Product should always be seen as representing good value for money. That doesn't mean it should be the cheapest available; one of the main formulas in the Marketing concept is that customers are usually happy to pay a little extra for something that works well for them.
3. **Promotions:** - If the product is designed with the customer's needs in mind, then it is given the right price and made available to a convenient outlet but if the customer is not aware of its cost, features, availability, etc. then its Marketing efforts will not succeed. Advertising is, therefore, an important component of the Marketing mix because it refers to the process of selecting, confirming, and influencing a customer to buy a product. Advertising is done through personal sales, advertising, publicity, and sales advertising.
4. **Place:** - The product should be available to your target customers wherever they find it most convenient to purchase. This could be a more current option via high-street, mail order or e-commerce or online shop.
5. **People:** - All companies rely on people who drive them from front line sales staff to managing directors. Having the right people is important because the products/services you offer are just as much a part of your business offering.
6. **Process:** - Delivery of your service is usually done by the existing customers so the customer is re-calculating how the service is redistributed.
7. **Physics Evidence:**-The Environment in which the reference and information services are delivered that facilities the performance and communication of the services.

The Medium of Library Marketing

1. **Library Brochure** - Library Brochure is to guide library Brochure is a way to highlight information like the resource, books, eBooks, journal services, etc.
2. **Personal skill** - professionals and use quality procedures smile and establish a personal relationship with many of your users for students, using B+ thinking.
3. **Notice board** - This facility provide currents news of skill developments, display to the library at a Glance.
4. **Newsletters and leaflets** - Newsletters and leaflets are both are an excellent way of marking the library. Newsletters can be used to list interesting new website new Journal and online services, eBooks, e-Journals with short and snappy newsletter Librarian can take users attraction.
5. **New arrivals display** - New arrivals books in separated display boards every user notices it and aware of the new books library efficiently Marketing product.
6. **Current awareness services** - The main objective of these services to keep the user up to date with the literature in his field.
7. **Library orientation** -Library orientation is the main part of library Marketing. The librarian can introduce available resources and services he aware of user uses.
8. **Day's celebration** - All international days library can display celebrations such as Vachan Prerna Din, Marathi Bhasha Din, Teachers Day, Geographical days, Woman days, etc.

9. **Poster and banner**-Library information display like rules available resources and services.
10. **Authors speak**-we are calling to new invention author to our library and communicate with the user. A librarian can host author a speech on his books.
11. **Bookfair** -A book fair is a great way to pick up a wide assortment of books at reasonable prices sometimes book fairs provides opportunities to meet authors with similar interests and publishers. Through this content, readers know about the unknown book. This is the best way to Marketing the library.
12. **Social Networking**-In today's knowledge society is becoming increasingly important for people to have diversified and supportive social connections. Social networking is a way to communicate in a group. Librarians can use social networking to advertise his library services.
13. **Newspaper clipping**-This service is use full to users, researchers, and students.
14. **Web OPAC**-Online public access Catalogue is an online bibliography of a library collection that is available to the users; library users can search all the library resources through the internet.
15. **Library Website**-library can achieve their goals better by library website. The website is a good guide on the internet for users .library website is the best platform to reach the people and aware of the library services.

Tools and Techniques for University library Marketing

1. Library Information Brochures
2. Newsletters
3. New arrivals
4. Organizing book fairs
5. Interlibrary Loan
6. SDI/CAS Services
7. Essay Writing, Book Searching
8. Workshop, Seminars, and Conference
9. Internet
10. Library Websites
11. Library Portal
12. Library blogs



Conclusion:

The library can be called an information market and library users a consumer of information. Marketing approaches are provided to be effective in assisting University libraries to adjust to changes in their user base and will ensure that services delivered continue to fit the needs. The product and services provided by libraries. Libraries have the provision of information access and research assistance, from print services and information assistance, and to help with one's help and advice. The most important factor at the university library services in the increase of users.



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Reading Habit of Doctors, General People, Lawyers and Students analyzed by M.Lib Student of MGMs college of Library Science of Nanded City: A Literature Review

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Abstract:

One of the most important parts of any research is nothing but review of the literature. It involves identifying the relevant literature, and the most relevant literature is reading and analyzing the previous works done by the scholars. The literature review also helps to know and understand various concepts in relation to the phenomenon of interest. Here the author has undertaken a research study entitled Reading Habit of Senior College Students of Nanded City As a part of the literature survey, the present study has been conducted. This study aims to identify, collect, and review the literature related to the present study. The study makes to ascertain the reading interest of all students, staff, doctors, lawyers and general people of the society. There are 27 dissertation have been reviewed, and those are classified under five major headings viz., Use of Library and Information Resources, Use of Library and Information Services, User's awareness and use of electronic information resources, Satisfaction of Users about information resources and services, Information Seeking behaviour. All articles are thoroughly examined and main observations are summarized.

Key Words: Literature Review, Reading Habit, Library Services, Information seeking behavior

Introduction:

Review of the literature play an important role for any research. It also forms an integral part of any research report. A literature review help to find out what is already known and what is still known and untested. It involves identifying relevant sources of relevant information physically accessing the most relevant literature by reading and analyzing the previous research works. Many studies have been conducted on the 'Reading habits of the students', and 'Doctors', 'Lawyers', '. Here Author has undertaken a research study entitled Reading Habit of Doctors, General People, Lawyers and Students analyzed by M.Lib Student of MGMs college of Library Science of Nanded City: A Literature Review as a part of the literature survey, the present study has been conducted. There are 28 dissertation of MLISC related to Reading habit have been reviewed, and classified under following broad headings. Reading Habits of all readers.

1. Use of reference books by lecturers.
2. General public reading habit in public library.
3. The satisfaction of Readers about information resources and services.

1. Reading Habits of all readers:

Many studies have been conducted on the reading habits. Deshmukh, B.G. (2001-2002) Findings revealed that reading habit of readers in Amravati nager wachnaliya for their studies and research. It also revealed that many readers are coming to wachnaliya and having good



reading habits. Whereas Bulbule, M.M. (2002-2003) conducted a study that revealed, almost ladies student of MGMs college of engineering visit the library, for reading the syllabus books. It means that girls student of MGMs College of engineering having good reading habit. The study suggested that reading habit is the good habit among the all readers. Kalyankar, R.S. (2002-2003) study revealed that 60.00% woman doctors visit the library for reading the general news papers, magazines. Favorite magazine of woman doctors of Nanded city is "India Today" weekly. Laturkar, M.A. (2002-2003) found from their study that girls student of swami ramanand teerth marathwada university campus having good reading habit. Numbers of girl's student spend their time in the library for reading the syllabus books. Parbhu, D.P. (2002-2003) study investigates the reading habit of Art's students of Dnyuanopask College, Jintur. The Art's student of the college having good reading habit. More, A.V. (2003-2004) and Gawalwad, A.G. (2004-2005) suggested that the Reading habit of students in MGM's college of Library & Information Science and college of Journalism & Media Science Nanded. All students of these two different subject having good reading habit. As compare to library science student journalism student also having good reading habit. Gavhane, M.B. (2004-2005) has been undertaken a study that Reading habit of Art's students of Abhinav College of Education, Latur is also near about 75.00% .as the researcher distribute 100 questionnaire to the student in which 90 questionnaire are collected, which shows the answer of question regarding the reading habit of the students is more positive. Lahu, K.D. (2004-2005) conducted a study on Reading habit of P.G students of Science College, Nanded." P.G student of Science college have excellent reading habit. Number of student of M.sc analytical, inorganic and organic chemistry having good reading habits as compare to arts student. Sawate, V.V. (2005-2006) in their dissertation entitled Reading habit of B.C.S students of MGM's college of CS & IT College, Nanded. It was seen that the Majority of the student having good reading habit. Sarode, V.S. (2006-2007) have done his MLISC research work entitled Reading habit of Marathi & Hindi P.G Language students in people's college, Nanded. Both language student having different reading habit, as compare to Marathi language P.G student Hindi language student having more percent of reading habit. Chatse, D.V. (2008-2009) has done work on Reading habit of Art's faculty in Shankar Rao Chavan College Ardhapur, District Nanded. These studies show that the reading habit of arts faculty student is excellent. Phoars, P.S. (2008-2009) work on Reading habit of Degree student's late Dr.Shankar Rao Chavan Government Medical College library Nanded. This study also shows the good reading habit of the medical college student. Student of medical college are always spend their leisure time in the library for reading the different books. Kawale, V.Y. (2009-2010) work on Reading habit of B.ED student in S.V.M College Kinwat District Nanded. This study shows the reading habit of education student. Many students of education prefer reading for simplifying their lessons. Shinde, S.M. (2009-2010) work done on Reading habit of Lecturers of MGM's College of Computer Science and IT, Nanded. This study revealed that IT student having more reading habit among other faculty students. Gawalwad, S.G. (2009-2010) research works on Reading habit of MGM's College of Fine Art's, Nanded. This study of reading habit of the Fine Arts students shows the loving nature of the student with reading the books. Gujre, S.M. (2009-2010) works entitled Reading habit of Government B.ED College Student, Nanded. This study also shows the good reading habit of the B.Ed student. Ramgade, A.K. (2009-2010) works on Reading habit of Non-Teaching staff of MGM's College of Engineering Nanded. This study also shows the highest percent of the reading habit of the

student. Without reading the related books no one can understand the logic of engineering. Rathod, J.B. (2010-2011) works on Reading habit of B.C.A 3rd year students in MGM's College of Computer Science & I.T Nanded. This study of reading habit of BCA student also shows the good nature of the student and their good reading habit. Tammalwar, S.G.(2010-2011) research work entitled Reading habit of Advocates Practicing in Newspapers in Nanded judiciary. This study also explains the reading habit of the advocates of Nanded city. Reading having more importance for the practicing advocate. Bhimanwar, R.R. (2011-2012) work done on Reading habit of Mechanical Engineering students in MGM's College of Engineering, Nanded. This study shows the good reading habit of the student. Shinde, R.S. (2011-2012) works on Reading habit of students of M.Sc (Software Engg.) in MGM's College of Computer Science & I.T Nanded. This study shows the loving nature of the student with the books and their good reading habit. Waghmare, U.G. (2011-2012) research work on Reading habit of B.Lib & M.Lib students of MGM's College of Library & information Science, Nanded. This research work is very important as compare to other fields. B.Lib and M.Lib student spent their more time for reading. Pinjari, Amjad Khadarkhan (2012-2013) research work on Reading habit of M. E students of MGM's College of Engineering, Nanded. This study explains the reading habit of post graduate student of engineering. Post graduate student are also having good reading habit. Ragde, Dattaram Ramji (2012-2013) special research work on Reading habit of Lecturers working in MGM's college of Engineering Nanded. This study shows the reading habit of the staff of engineering college. With the student staff also read the more books for explaining the different topics of engineering. Sumner, Shilpa Jayparkash (2012-2013) works on Reading habit of users of Narhar Kurundkar Public Library, Nanded. This study shows the reading habit of the public who are coming daily to read the newspapers and other books available in the library. After reviewing above studies, it is clear that almost student, lecturers, Doctors, Advocate, general public visit the library frequently, and purpose of the visit is to study and research, majority of readers visit the library to consult textbooks and frequency of readers who comes daily to the library was very good. Many studies suggested that readers need to attend seminars and conferences knowing the different books name and upgrade their knowledge. Every library need to participate in library consortia and create awareness among the readers about increasing their reading habit. Books, Daily news papers, journals and e-resources, monthly magazines, are major resources for the students and faculty members, Doctors, Advocates and general public.

2. Use of reference books by teaching Staff:

Many reading habit studies have conducted on reading habit of the staff of the particular colleges on which the research work is choose. The main question is that for the staff i.e lecturers of the college they always use the reference books. In this literature review only those research work are chooses which are on the topic of reading habit of the lectures or teaching staff of particular college. Chatse, D.V. (2008-2009) Shinde, S.M. (2009-2010) Ramgade, A.K. (2009-2010) and Ragde, Dattaram Ramji (2012-2013) work done on reading habit of the staff of particular college. Teaching staff must have to read the different books for increasing their knowledge more as per the need to explain in front of the students. Many lecturers have read the reference books for getting the ideas regarding the different problems which are given in the syllabus. With the help of these reference books more knowledge will get to satisfy the student. Reference books are very essential to the staff and these books are also very helpful for them.

The study of research work of Shinde, S.M. (2009-2010) Reading habit of Lecturers of MGM's College of Computer Science and IT, Nanded and Ragde, Dattaram Ramji (2012-2013) Reading habit of Lecturers working in MGM's college of Engineering Nanded revealed that teaching staff also spend their off hours in reading room of the library. They always ask to the librarian for syllabus related books for reading. After reading the books lecturers also move the student toward reading the different as they known from the different books. Teaching staff is satisfied by reading different reference books in the library.

3. Reading habit of General public in public library:

Library and information centers or public libraries for public or any institution offer variety of services to their user community. Various studies have conducted on the Reading habit of general public in public library services. Deshmukh, B.G. (2001-2002), Shilpa Jayparkash (2012-2013) study shows that more number of people comes to public library as they have leisure time. Many other people come just to read the magazines only or to see the photos printed in the magazines. Kalyankar, R.S. (2002-2003), S.G. (2010-2011) study suggested that doctors of Nanded city are also love to read different newspapers magazines in their leisure time to fresh the mood as they are board to observe the different patient. Lawyers are also comes to the public library to read the different types of news magazines and competitive books. After analyzing above studies, it is observed that many studies have pointed out on various aspects of library services such as the need of double copies of each newspapers, magazines and proper lighting and ventilation, in public library. Government has to provide needy things public library as mentioned above. The present study also going to investigate the reading habit of general public in public libraries.

4. The satisfaction of Users about information resources and Services:

Deshmukh, B.G. (2001-2002), Shilpa Jayparkash (2012-2013) conducted a study to examine the user's satisfaction about Public library facilities, resources and services. The findings of the study showed that 80% of respondents have the habit to visit the library on daily basis, majorities (65.00%) of respondents are highly satisfied with the facility available in the public library, and 35.00% are not satisfied with the facilities available in the public library. The study suggested that the Public library should fulfill with the all facilities which is necessary for a good public library. Chatse, D.V. (2008-2009) Shinde, S.M. (2009-2010) Ramgade, A.K. (2009-2010) and Ragde, Dattaram Ramji (2012-2013) study investigates about the use of library resources, user satisfaction on library resources and services. Findings revealed that 60.00 % teaching staff were highly satisfied with the collection of reference books, online journals, while 40.00% (60) respondents were less satisfied with the collection of reference books.

Above studies have been addressed on the satisfaction level of library users about information resources, services and facilities provided by the library. In some studies, readers are less satisfied with resources and services and in many studies, readers showed satisfaction about the library resources, services, and facilities. In the present study, an attempt has been made to know the satisfaction level of readers about their reading habit in the library.

Conclusion:

After reviewing the above studies, it is very clear that the literature search is an important step of research. Before starting a research work one should go through the existing literature

related to the selected topic. It gives a clear direction to the researcher to know what have already done and the scope for further research is. It is observed that number of Research work done on Reading habits of all students doctors lawyers general peoples of Nanded City by MLISC student of MGMs College Library and information Science Nanded. All of the above research studies conducted in their own direction with their own area, scope and limitation and got different findings and results. Hence on the light of above studies, the present study also covers various aspects i.e. reading habit of the readers, library resources and services, readers satisfaction about services, infrastructure and facility. This study also intends to suggest some creative measures to the betterment of library resources and services in libraries.

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Basic Provisions of Factory Act for Social Welfare

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Abstract :

Factories using power and employing 10 or more workers on any working day of the preceding twelve months ;factories not using power and employing 20 or more workers on any working day of the preceding twelve months; and thefactories specially notified under Section 85 of the Factories Act by the State Govts./Union Territories.

Introduction :

Some of the provisions relating to the Labour Welfare as mentioned in the Factories Act, 1948 are: (1) Washing Facilities (2) Facilities for storing and drying clothing (3) Facilities for sitting (4) First aid appliances (5) Canteens (6) Shelters, rest rooms and lunch rooms (7) Creches and (8) Welfare officers

Basic Provisions of Factory Act for Social Welfare

The Factories Act, 1948 contains the following provisions relating to labor welfare:

(1) Washing facilities:

Advertisement:

In each factory (a) adequate and suitable facilities for the use of workers shall be provided and maintained; (B) separate and adequate screen facilities shall be provided for the use of male and female workers; (C) Such facilities shall be easily accessible and kept clean.

(2) Facilities for storing and drying clothes:

Every factory should have provision for proper placement of clothes not to be worn during working hours and drying of wet clothes.

(3)Seating facility:

In each factory, proper seating arrangements will be provided and maintained for all workers bound to work in a standing position so that workers can take advantage of any opportunity for rest that may come during work. If the workers in any factory can do it efficiently in a seating position, then the chief inspector may be practical in providing such seating arrangement to the occupant of the factory.

(4) First Aid Devices:

Under the Act, provisions for first aid devices are mandatory. A cupboard with at least one first-aid box or prescribed contents should be maintained for every 150 workers. It should be easily accessible during all working hours.

Each first-aid box or cupboard will be handed over to a separate responsible person, who has a certificate in first aid recognized by the state government and which will always be readily available during the working hours of the factory.

Each factory, which normally employs more than 50,000 workers, will be provided and maintained in a fixed size ambulance room with prescribed equipment. The ambulance room will

be under the care of properly qualified medical and nursing staff. These facilities will always be readily available during the working hours of the factory.

(5) Canteens:

In each factory employing more than 250 workers, the state government may make rules to provide canteens or canteens for the use of workers. Such rules shall (a) provide for the canteen supply date, (b) the standards of the constitution, accommodation, furniture and other equipment of the canteen; (C) charges for the food served in it and for what can be paid; (D) the formation of the managing committee for the canteen and the representation of workers in the management of the canteen; (E) Items of cost in running the canteen which are not taken into account in determining the price of foodstuffs and which will be borne by the employer; (F) the power of making rules under section (c) to the Chief Inspector of the House of Representatives.

(6)Shelters, rest rooms and lunch rooms:

Each factory, which normally employs more than 1,150 workers, will have shelters, restrooms and a proper lunch room where workers can take their meals along with drinking water.

Where a lunch room exists, no worker will take any food in the work room. Such shelters or the rest of the rooms or lunch rooms will be sufficiently light and well ventilated and will be maintained in a cool and clean condition.

(7) Crisis:

In every factory in which more than 30 women workers are normally employed, suitable rooms or rooms will be provided for the use of children of such women under the age of six years.

Such rooms will provide adequate accommodation, be adequately light and ventilated, maintained in clean and proper sanitary conditions and will be under the care of trained women in the care of children and infants.

The State Government may make rules for the provision of additional facilities for the proper provision of facilities for the care of children attached to women workers: -

Advertisement:

- (A) To wash and change their clothes
- (B) free milk or fresh or both for children, and
- (C) The mother of the children to feed them at necessary intervals.

(8)Welfare Officers:

In each factory in which 100 or more workers are normally employed, the occupying factory will handle the number of welfare officers indicated under the second. 49 (1). The State Government may prescribe the duties, qualifications and terms of service of such officers.

Conclusion:

The Factories Act is a beneficial law enacted in 1948 and provides for the health, safety, welfare and other aspects of workers' lives in factories. (Ravishankar Sharma v. State of Rajasthan (1993)). The act is aimed at providing protection to exploited workers and improving working conditions in industries and factories. The Act provides further instructions and their strict adherence and instruction to the owners and the machinery built into the machinery.



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Re-Engineering in Library Services

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Abstract:

Re- engineering is the concurrent redesign of processes, organizations, and their supporting information systems to achieve radical improvement in time, cost, quality, and customers regard for the library and its services. Re-engineering is very popular modern management techniques. Application of re-engineering is present day need. This article discusses the changing libraries and discusses the areas of library re-engineering.

Keywords : Re-engineering, Collection development, library services, Human Resource.

Introduction :

Re-engineering is the need of hour in college library to reduce the gap between user's expectations and actual service provided. Considering the importance of re-engineering in library and information services, it is necessary to rethink on this serious issue and how it will apply to the library for providing better services to fulfill multidimensional needs of the present patrons. It is important to remember that re-engineering is not just a question of adding technology. It is primarily a function of human resource management. If one group feels left out, then its negative reaction may endanger the success of the entire project. It is important that communications between various levels of staff, therefore, should be of the outmost concern to library management during the re-engineering period. Libraries have adopted the net as they do most new technologies, as a means to providing better service to their users. As the computerization is the need of hours for re-engineering of library information system and services, therefore the authority of the college library should give proper importance in library computerization as well as the recruitment and training of professional staff for their libraries.

Re-engineering:

Re-engineering is a fundamental rethinking and radical redesign in working methods, practices and process. In another words re-engineering is change at two important stages. One is thinking. Reengineering involves rethinking about whatever is carried out in organization. Chnges in thinking are prerequisites to changes in the design. One the organization rethink, then that rethinking could be implemented by way of redesign. For example, decision to acquire e-Journals instead of print journals is a fundamental rethinking. Automatically the library has to make many changes in the acquisition, and payment modes of the periodical acquisition Library could also design new service based on the e-journals. The purpose of reengineering is to achieve dramatic improvement in the activities carried out by the libraries. Reengineering can increase speed of the activity. It could enhance accuracy of the work carried out.; it could save cost involved in processing work.

Need of Re-engineering for Academic Library :

Library is a growing organism and every library grows in terms of collection, equipment, technology and users etc. in course of time. Presently there is change in the specialized needs and



interest of the users, kinds of computerized services being expected and the speed at which the reading material and the information are being produced and circulated. Ranganathan has very correctly stated in his first law that the advent of this law had the most vital on the library staff. The first law also dealt with library location, library hours, library furniture etc. but it is the library staff according according to Ranganathan that ultimately make or mar a library even the best plan and most efficient organization may fail to achieve the objectives of the persons for to carry them out are not well suited to the task as such all these have contributed to a change in the nature of the library fees becoming more and more complex and required rethinking re planning and reorganization in order to meet all these pressures and to organize and manage a modern library in manner that it comes up to expectations of users and continues to be effective efficient and meaningful it needs a competent subordinate human resources in the library and therefore the in engineering of human resources is essential for improving services.

Areas of Academic Library Re-engineering :

1. Collection Development :

More and more resources shall be acquired this will help in cost savings and will also help to save space online book vendors provide many value added features such as competitive prices book reviews customer rating of the book it is such feature shall be made use of so as to have maximum quality in our acquisition make use of can sorathiya this will editor depth and breadth of the collection

2. Services and information products

Libraries need to engineering their services to this could be done by changing their manual reference service into digital reference manual document delivery services into electronic document delivery services help should be provided in searching information from the database and internet traditional services such as bibliographies and reading list on demand should be augmented with portals a portal shall provide links to the relevant validated web resources on a particular topic in the library shall also develop institutional repositories of their unique collection. This shall be value adding component of library services in order to enhance the library and information users use skills of the users library shall regular organise the information literacy program it is useful to develop information products such as bibliographies guides to information sources etc.

3. Reengineering of Library Services :

In addition to the reading room facilities library should develop multimedia centers. This will be used by students to access the multimedia resources. Our OPAC shall be converted into the web OPACs so that user could search the availability any book without visiting the physical library.

4. Reengineering of professional image :

College librarians shall adopt faculty researcher's model. As per this model a college librarian should play the role of faculty by providing instruction in the use of library and reading material. Also they should carried out research on the different aspects of librarianship and publish research articles. Librarians shall play the role of information navigator, consortia navigator. This will help to enhance their professional image further.

5. Human Resources :

The vision for re-engineering HR in the Academic Library is that, all human resources services should be available instantaneously, on demand with radical redesign of workflow processes. Following steps may be conducted for re-engineering of human resources-

- a) To inform the library staff about the re-engineering process, its need & impact.
- b) To inform the library staff about their roles & responsibilities in Re-engineering process.
- c) Organization of motivation/study tours for the library staff.
- d) Organization of in-service training programmes for library staff in the computer laboratory of academics.

Conclusion:

The reengineering has its origin in industrial organization where profit making is the ultimate objective, but library is not a profit making organization have the reengineering is required in the mind and behaviour of the staff. Considering the importance of re-engineering in library and information services it is necessary to rethink on his serious issue and how it will apply to the library of providing better services to fulfill multidimensional needs of the present patrons. As the computerization is the need of hours for reengineering of library information system and services, therefore the authority of the academic libraries.

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Covid- 19 Changing the Buyer Behavior towards Online Shopping

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Abstract :

Definitely the Corona virus Covid 19 has badly impacted the human life around the world. It's affected the life of millions and also the global economy. During the lockdown period people were forced to stay home and allowed to work from home. This situation changes the way of living and the life style of the people. There are some major sectors of the economy undergoing consumer behaviour changes like entertainment, travel tourism, newspaper, food industry, personal hygiene, small business, education, pharmacy, agriculture, and e-commerce have resulted in upbeat the buying behaviour, adaptability to new technologies, reactive health management, pantry preparation, quarantined living preparation, restricted living and living a life with basic requirements and under the threat of infection.

Key word- Covid 19, Buying behaviour, Online shopping.

Introduction :

Covid 19-

The COVID-19 pandemic is one of the most serious challenges faced by the human being in nearly a century. The rising threat of this virus continues increasing as everyday new cases are coming out. However, countries affected with corona virus are now taking major steps to address. The ongoing spread of COVID-19 has become one of the biggest threats to the global economy and financial markets. To break the chain of the corona virus outbreak India and many other countries crosswise the world, is taking several measures like nationwide lockdown, limiting movement of the entire population, shutting down public places and transport, and urging the public to stay indoors, maintain social distance, and work from home. The World Health Organization has advised people to maintain social distancing, which inspired consumers to do contactless activities but on the other side, this pandemic has increased in online shopping. As per current situation it is noticed that covid-19 has changed work life, shopping habits, communication changes, social gatherings, travelling and many more changes occurred in a very short time. People started working from home and with high risk of spread of this virus all the shopping mall were also closed hence people had to stick only to the basic essential needs. This all shift in buying behaviour of consumers came in a very short time. Now only local kirana stores are opened for the consumers to get their essentials that too only for limited hours as per the time allotted in each city by the govt. this led to out of 10 consumers 9 have changed their traditional buying behaviour. The situation of the COVID-19 outbreak, made people think dynamically how families have adjusted their spending and online shopping. The corona virus outbreak has forced companies to think that how to retain customer, how to increase the customer, how to fulfil the need of the customer, and how digital channels can be used to support business continuity through the crisis and beyond. The global COVID-19 pandemic has forever changed our experiences as customers, employees, citizens, humans and our attitudes. The crisis is fundamentally changing how and what consumers buy and is accelerating massive structural changes in the consumer goods industry. These emergent new behaviours, organizations have an

opportunity to accelerate the pivot to digital commerce, by expanding existing offerings and creating new lines of service, like the retailers rallying to provide “contactless” delivery and curb-side pick-up services for consumers.

Consumer Behaviour-

The consumer behaviour is the study of why, when, where and how people prefer or prefer not to buy a particular product. Consumer Behaviour towards online shopping in this pandemic period of COVID - 19 is grow rapidly. People are living differently, buying differently and, in many ways, thinking differently. Retailers are closing doors and big malls are closed. Consumers across the globe change their way of shopping. As per Abraham Maslow's Need Hierarchy Theory stat that humans are fulfil their need as per hierarchical order that is first, he focussed on psychological needs then safety need, social needs, esteem needs and self-actualisation needs. In the India, lot of people consumed food from restaurants under normal circumstances. However, during the pandemic; groceries are one of the basic human necessities. In fact, consumer expenditure on groceries and related items increased in every aspect. There are many factors affecting on consumer buying behaviour during normal condition. Necessity of the goods, Economic condition, Brand and product profile, Personality of the consumer, Organizational culture, Social status, Availability of the product, Retailer's behaviour and After sales services these are the main factors which affects the consumer behaviour. But now a days total phenomenon is changed in this pandemic situation lockdown restrictions are there and that's why the behaviour of the consumer is change. Proper sanitization, hygiene, social distancing these issues are to be taken into consideration while purchasing. The very first case was traced in china on 17th November 2019 and from there it got spread among half of the country and cases kept on increasing. Whereas in India the first case was reported on 30th Jan 2020 in southern state of Kerala. India was the 1st country to enforce lockdown at very early stage only. This all lead to the 1st lockdown in India from 24th March 2020 to 14th April 2020. Due to which panic buying begun and people were stocking daily necessary items. It was announced that all essential services will be provided including daily groceries, hospitals, banks, ATM's, dairy products till limited hours Covid-19 have changed work life, shopping habits, communication changes, social gatherings, travelling and many more changes occurred in a very short time. People started working from home and with high risk of spread of this virus all the shopping mall were also closed hence people had to stick only to the basic essential needs. This all shift in buying behaviour of consumers came in a very short time. This virus which leads to an extreme change in buying behaviour in Indian market.

Online Shopping-

Online shopping means buying and selling the products with the help of computer and internet. E-commerce is one of the fastest growing industries in the global economy. As per one estimate, it grows nearly 23% every year. And it is projected to be a \$27 trillion industry by the end of this decade. India is 3rd largest e-commerce economy in the world after China and U.S.A. According to TRAI (Telecom Regulatory Authority of India) by the end of 2021 82 crore population will be use internet and 40% usage of internet usage made for online purchase. Online shopping ensures consumers' advantages by conveniently providing different types of products. Online shopping is easier and more facilitated than offline shopping where online shopping took less time and effort. Besides online shopping permits consumers to access more information

related with product and services that help consumers to compare both price and product quality with other producers. It is also available 24/7, time saving, detail information of the product, more convenient, options are there, easy to choose and compare many products, and delivery in time these are the main features of online shopping. And now a days the most important feature of the online shopping is it maintains the social distancing and avoid the crowd which is very important as a precautionary measure in this pandemic period. Apart from the lockdown restrictions govt. appeal to the public to follow some changes in their lifestyle to avoid the spread of coronavirus. The appeal to the public is

1. Wear a mask to cover mouth and nose.
2. Maintain Social Distancing.
3. Wash the hands regularly.
4. Avoid the crowd.

When the customer chooses the online mode for shopping it is not necessary to go outside the home. He can get everything on his one click. Automatically customer follow the govt. regulation. So, it will definitely help to programme of break the chain of coronavirus. Customer not become the cause of spreading the coronavirus and he can also keep safe himself. So, the online shopping is the safest way of purchasing now a days.

Conclusion-

The global corona (COVID-19) pandemic is primarily changing the system we live our lives. It is giving us a chance to priorities and consider the behaviours and habits we want to retain into the future. Governments have taken some measurements to protect the people from this pandemic like Lockdown, Maintain Social Distancing, wear mask and Wash the hands. Online shopping proves a safety tools which helpful for the buyer to fulfil their shopping need and also maintain the rules and regulations of the govt. as a precautionary measure to break the chain of novel corona virus. Online shopping avoids direct contact of the people. Purchasing, Selling and Payment are made virtually. Now it is become habitual for the society of purchase the goods and services by online mode. During covid Pandemic the consumer behaviour changes a lot due to security and convenience is main consideration So the frequency of online shopping is increased in a very high rate in the last few months and the expectation is that the same trend will be continuing hereafter.

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New Trends in Knowledge Organization: Global Role of Knowledge Centers

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Abstract :

Traditional libraries in future "will be managed mostly by paraprofessionals. E-libraries are going to procure multimedia and hyper extend resources with interactive access facilities and publishers will control content and access to content. On a parallel course the establishment of knowledge centers and institutional repositories are growing around the world. Results show that the knowledge center services, which are becoming important for institutions, cannot be offered by traditional or E-libraries. The author explains the functions of knowledge centers and the advantages of converting libraries into knowledge centers. The networking of knowledge centers and institutional repositories will promote the rationalisation of global resources; the creation of quality content; access to resources free of charge or at a relatively low cost and reduce duplication in the creation of content globally. DELNET — Developing Library Network is establishing the International Network of Knowledge Centers (INOKC) to let the resources of knowledge centers and institutional repositories by disseminated globally.

1. Introduction

The web has transformed the old methods of information collection, storage and dissemination in the last two decades. This transformation has affected every individual associated with the organization and use of information and knowledge resources. The web is not only a source of information but also a medium for manipulating information. The new technologies that manage and manipulate information and knowledge outside or on the web have not only connected databases and networks but also all those individuals who are the creators or consumers of data, information and knowledge. As a result, the web has become a dynamic resource of data, information and knowledge, which is changing constantly. The libraries, therefore have begun to be affected owing to this ever-growing alternative source of knowledge.

2. Libraries and Knowledge Organization :

2.1 Traditional Libraries:

The digital resources and Internet have impacted every aspect of traditional libraries including collection development, technical processing, archiving and access. The fixed and permanent collections are being replaced by digital and multimedia resources. The concept of static library facilities is vanishing. Service to users previously based on the resources available in a library or a group of selected libraries, are being replaced by services based on national and global resources. The libraries without network and consortia facilities are now at a greater disadvantage. Managements are trying to find alternatives to managing big library infrastructures. The survey conducted by Joanne Gard Marshal et al. reveals that in future. Libraries will rely more on paraprofessionals for daily operations (86 percent); Libraries will hire more staff without LIS degrees(70 percent); and Libraries will not replace all the librarians who retire

(75 percent).

2.2 Modern Libraries

2.2.1 E-Libraries

Archiving of digital resources will be a major issue with **E-libraries**. What? How much? And how? The best practices need to evolve. The work done at a large number of institutions and at the **Koninklijke bibliotheek** (KB), the national library of the Netherlands since 1994 reveals that there is a need to study and tackle the problem of digital preservation. Liberal funding is needed by institutions including national libraries to handle such issues. Much has been done in this regard, but the issue remains that what digital resources should get archived, of what magnitude and which technology is the best for doing so.

2.3. Knowledge Centre Option for Libraries:

Knowledge is power and we know that every country would wish to have access to all knowledge. In fact, every institution and every individual would like to get their share of access to knowledge. In this process the efforts of institutions and individuals are getting extensively multiplied for collecting, processing, archiving and disseminating information on the same subjects all over the world. This model sustains the publishers well who produce quality publications both electronic and printed. The main issues still remain:

1. How do we reduce multiplication of efforts in collection, accessing, processing, archiving and disseminating information resources?
2. How do we pay to authors and publishers the royalties that they deserve to receive as a result of their creative and financial investments?
3. How do we use electronic and communication technologies to serve the users better and yet achieve the first two objectives?

3. Publishers' Approach to Knowledge Organization

Publishers of scholarly journals in different disciplines have made major contributions to the world of knowledge. Authors have benefited and so have the professors, teachers, students and other users. The **ICT** has added new dimensions to their work. As their content can be used and reused by millions of users around the globe simultaneously, publishers prefer to impose controls. This is not only done in terms of adhering to copyright regulations, wherever possible but also by replacing sale of **E-content** by leasing of **E-content**. Publishers will have to appreciate that copyright fees will have to be commensurate with the paying capacities of content users. Walter G. Park argues that "the standards of copyright protection in developing economies should be appropriate for their level of economic development in order to account for the different weighing of the costs and benefits of copyright protection." In other words the same **E-content** should not be leased/sold at the same rate in all the countries.

3.1. Technological Fragmentation:

Another factor which has been emerging recently is the impact of inbuilt technological controls and license agreements of **E-books-device-manufacturers** like Apple. For instance, you cannot load books on Kindles which are published by other publishers. Stephen **Abram** remarks." I doubt many of you have read the approval rules and guidelines for Apple **apps**. They contain what I perceive as **draconian** restrictions on my rights as a reader and thinker, change with time and make access expensive.

3.2 Knowledge Centre Impact of Publishers:

There has been a regular growth of knowledge centres during the last decade, I feel that they are bound to grow in number. The growth of knowledge centres will not affect the business of publishers but can ensure quality service to users. The use of E-content could be re-patterned. How? Knowledge centers should be allowed to download selected full-text content from copyrighted E- resources at a reasonable payment and permitted to archive it for reuse. Any additional use of that content beyond the confines of the knowledge centre could attract royalty from users/institutions and that royalty could go to the publishers. This needs to be standardized.

4 . Users Approach to Access:

The users want to get the best resources or exact documents that they are interested in, especially if they do not have access to those documents. They use several options. Less professional users access the web and somehow complete their assignments. Somewhat more serious users visit such libraries where they are sure that they will get more resources to access without hassles. The perfect users are never satisfied. They use all resources, including experts or seek the help of private -professional services. Users would prefer to contact a single centre to acquire all resources, but such Centes are rare. The concept of a knowledge centre goes well with the needs to users provided each knowledge centre functions as a one-window access point on a subject and their coverage of content would be comprehensive and selective at the same time. Users would prefer such centres to become a reality.

5 . Future of Networked Digital Resources:

We notice that the content is becoming available through various sources including the institutional repositories, E-journals, E-books and the hidden Web. The libraries will have to collect specialised content from decentralized sources in future and these sources are naturally going to be in the commercial sector, and some freely available. The selection process by knowledge experts will have to have focus. The networked information economy propounded by Benkler¹⁰ reveals that "this economy is radically more decentralised, characterized by non-market peer production, increased individuals autonomy, and loose collaborations among individuals.. the success of any service or product will in large part be driven by how that service or product fits into this new economy's commons-like structure".¹¹. The economic interests are becoming paramount in individuals' priorities and if access to networked information leads to economic gains, directly or indirectly, the relevance of specialized content through knowledge centres and networks will become more relevant in future.

6 . The Global Role of Knowledge Centers:

The knowledge centers are accessible through the Web, they assume global roles. The concepts and subjects on which knowledge centers exist are varied. So far, very limited work has been done in this field. In order to have a knowledge center on every concept we need to invite more and more institutions to establish knowledge centers and ensure that each knowledge centre is a unique one in the world. In other words, there is no need to have two or more knowledge centers on the same topic, if the knowledge center on the topic is selective, comprehensive and accessible to everyone in the world. Once that happens, we are able to rationalize the efforts and resources being made on establishing knowledge centers. We all agree that the information and knowledge resources available globally need to be identified on every subject, irrespective of

linguistic, proprietary, geographic and other constraints. An institution that specializes in a subject has an obligation to collect or access all resources available on that subject. Once the institution develops this knowledge resource and makes it available through the Web, users anywhere in the world should be able to access it.

7. Role of DELNET

Keeping these issues in mind, **DELNET Developing Librry Network** is establishing the International Network of Knowledge Centers (**INOKC**) which would include institutional repositories as well. DELNET- Developing Library **Netork** (<http://delnet.nic.in>) hopes that special, research and public libraries and institutions developing institutional repositories will participate in the network. The above benefits of knowledge centres can be accrued on **ly** if they are networked at the global level. As a result, the users **willhave** access to large knowledge resources which are available around the world. DELNET already gives access to about 10 million records of books, articles, periodicals, theses and dissertations, CD-ROMs, etc. based on the resources available with more than 2,000 of its Member-Libraries. DELNET is concerned about the exponential information and knowledge revolution that is taking place and is therefore making efforts to see how INOKC can be of help to researchers and the public around the world. We seek the support of all concerned knowledge centres and institutions to be members of INOKC.

Conclusion:

1. Each library /Information Centre should do in-depth specialization in at least one subject.
2. A Knowledge Centre should be established in that subject with resources available in as many parts of the world as possible and in as many languages as possible.
3. Each Knowledge Centre should share resources with institutions and users from all parts of the world, directly or through networks at a reasonably low charge or no charge.
4. Each institution developing institutional repositories and knowledge Centres should be a part of global networks for rationalization o financial, printed and digital resources and for archiving and maximizing use of such resources. As a result, the resources will be well-spent and all participating institutions will have access to much more new content.
5. Each knowledge centre should function as a one-window access point on a subject and the coverage of content should be comprehensive and selective at the same time. Users would prefer such centers to become a reality.
6. The economic interests are becoming paramount in individuals' Information provided by the knowledge centers, especially through public libraries should help users to gain economically. For example, information on skills, small enterprises, vocations, etc. would attract the public to such knowledge centers.

Libraries should become knowledge centers and adopt at least the following functions :

International Network of Knowledge Resources (INOKC) is an effort being made by DELNET to let all participating member-libraries and their users legitimately use full-text and multimedia resources on their chosen subjects.

1. Each knowledge centre should enter into agreements with publishers of **E-books** and **E-journals** directly or through **consortia** for getting permissions to download/archive such

- materials which they consider necessary for use by their members/users **in-house** or online or by those who are members of the INOKC or networks of which they are members.
2. Published resources should reach as many users in the world who necessarily need such resources. Therefore, where payments are to be made to publishers on the basis of the use of downloaded texts, such fees should be calculated by publishers on a three-tier pattern; ie. Institutions in Developed Countries; Institutions in Developing Countries and Institutions in Underdeveloped Countries.
 3. DELNET- Developing Library Network (www.delnet.nic.in) hopes that more and more libraries will begin to grow as knowledge centres, become members of the International Network of Knowledge Centres (INOKC) and thus benefit from the extensive availability of specialized content through the network.

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Use of N-LIST in Shri Shahaji Chh. Mahavidyalaya, Kolhapur: A case study

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Abstract:

This paper is a case study regarding use of N-List in Shri Shahaji Chh. Mahavidyalaya, Kolhapur. It discusses about the importance of N-List e-resources, types of membership, components and benefits of N-LIST e-resources. The study reveals the usage of N – List and resources of N –List and user’s satisfaction .

1. Introduction:

N-LIST is the National Library and Information Services-Infrastructure for Scholarly Content.

The UGC- infonet Digital Library consortium was formally launched in Dec.2003 by Hon. A P J Abdul Kalam, the president of India. The selected universities got the internet connectivity under UGC-infonet program. In 2000-2003 university libraries were facing 'serials crisis' and have been discounting subscription of scholarly journals. That time the consortium came into existence. Access to e-resources was given in phasewise manner. N-LIST is the project executed by e-Shodhsindhu, INFLIBNET, INDEST-AICTE CONSORTIUM, IIT Delhi. The server is installed at INFLIBNET centre. It gives access to e-resources, required articles can be downloaded directly from the publisher's website.

2.1: e- resources of N-LIST :

It gives access to 6000⁺ journals, 1,64,000⁺ e-books under N-LIST and 6,00,000 e-books through NDL. The homepage also gives the "top 10 college users list". Here they have given the publisher's site and when we access the publisher's site, we are eligible to access all the available journals. For example Oxford University press. under this section there are 262⁺ titles are there.

2.2:Types of membership:

There are two types of membership for N-LIST consortium.

- All government aided colleges covered under section 12B of UGC Act. Rs.5900/-
- Non-aided colleges. Rs.35,400/- (except Agriculture, Engineering, Medical, Management)

This is annual membership from April to March.

2.3: N-LIST components:

- Subscribe and provide access to e-shodhsindhu e-resources(IITs, IISc, IISERs, NITs)
- Subscribe and provide access to INDEST e-resources (Universities)

- c) Subscribe and provide access to Government/Government aided colleges
- d) To act as monitoring agency, imparts training

2.4: Statewise list of beneficiary colleges:

It displays statewise list of beneficiary colleges. Top 5 beneficiary colleges as on 19-05-2021 are

Sl.No.	State	No. of colleges
01	Maharashtra	741
02	Karnataka	428
03	Tamil Nadu	281
04	West Bengal	260
05	Kerala	216

2.5: Current Status: As on 19-05-2021

Beneficiary colleges	3364
Total active users	400230
Users activated in May 2021	18433

One of the study conducted in Mysore district college by Puttamadappa K B reveals the benefits(1) of N-LIST as

- Time saving
- Better source of information
- Access to upto date information
- Improvement in the professional work
- Information available in various formats as per the need
- Ability to download
- Easy backup availability
- Easy portability of e-resources
- All time access to e-resources



One more study conducted in Mumbai Law college by Dr. Subhash Dhule (2) throws light on common purposes as for assignment, for professional development, for preparing journal articles, preparation for seminars/workshops etc.

3. Objectives of study

- 1 To know N-List resources
2. To understand the usage of N-List e- resources
3. To study user satisfaction

4. Scope and limitation of study

The present study is limited to only Shri Shahaji Chh. Mahavidyalaya, Kolhapur, in the state of Maharashtra, India. For this study the data collected is from the years 2014 to 2020.

5. Methodology

The survey method was adapted by using questionnaire as tool for data collection and data was also taken from the N-List website .The random sampling method was adapted for

collection of information from N-List users. The prepared questionnaire was distributed among 30 users randomly out of which 25 questionnaire are duly filled and returned.

6. Analysis and interpretation of data

Data related to the following aspects are analysed for the study.

6.1 Usages of N-List from 2014-2020

Table No.1

Sl.no.	Year	Pages viewed
1	2014	298
2	2015	1284
3	2016	231
4	2017	308
5	2018	28
6	2019	552
7	2020	2737

From the above table it is found that in the year 2020 maximum pages have been viewed by N-List users and minimum pages have been viewed in the year 2018.

6.2 Details of monthwise viewers

Table No.2

Year	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
2014	0	0	0	0	0	0	0	0	0	0	0	7	7
2015	1	0	0	0	0	0	1	1	1	1	1	2	8
2016	1	0	1	1	0	0	0	0	0	1	0	1	5
2017	2	1	0	2	0	0	0	0	0	0	0	0	5
2018	0	0	0	0	0	0	0	0	0	3	0	0	3
2019	2	2	0	1	0	0	0	0	0	0	0	3	8
2020	18	1	0	1	1	0	0	0	0	0	0	1	22

From the above table it is found that most of N-LIST users viewed maximum pages during the year 2020 in the month January.

6.3 To know users satisfaction

Sl. No.	Satisfied	Partially satisfied	Fully satisfied	Not satisfied	total
No.	09	10	05	01	25
%	36 %	40 %	20 %	04 %	%

From the above table it is found that most of the users are partially satisfied (40 %) and (20%) users are fully satisfied , and 36% users are satisfied, and only 4% users are not satisfied with N-List e-resources.

7. Conclusion

N-LIST is providing the valuable e-resources in affordable price.

It is concluded that most of the users are satisfied with N-List e-resources and only few users are not satisfied with N-List e-resources because information is not available as per their requirement, some times network problem, some may not restrict their searches.



8.Suggestion

1. To organize more training program for awareness of e-resources available in the N-List
2. Access to high speed internet connectivity

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Morality and Law : A Mystification

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Law and morals often overlap each other and both are closely related too. The law continues to look upon its function as the enforcement of morals, the reinforcement of moral standards in society and the punishment of moral depravity. The Constitution contains a number of provisions embodying moral aspects such as to due process clauses and number of rights based on moral principles that are the part of rule of law and right to life.

Webster's Dictionary: The word 'moral' means -

1. Pertaining to, or concerned with the principles or rules of right conduct or the distinction between right and wrong; ethical: moral attitudes.
2. Expressing or conveying truths or counsel as to right conduct
3. Founded on the fundamental principles of right conduct rather than on legalities actment, or custom: moral obligations.
4. Conforming to the rules of right conduct;
5. Pertaining to or acting on the mind, will, or character,
6. Resting upon convincing grounds of probability; virtual; a moral certainty,
7. Principles or habits with respect to right or wrong conduct.

Black's Law Dictionary: It defines 'Moral Turpitude' as the act of baseness vileness or the depravity in private and social duties which man owes to his fellowmen or to society in general, contrary to accepted and customary rule of right and duty between man and man.

Morality and Law: Roscoe Pound⁹ had also emphasized that the morals are very crucial objects for the law makers. Morals deal with thought and feelings, while law is related to acts. No doubt law operates through sanctions, but moral principles have to be given legal recognition and how far law can includes morality that has to be considered. The jurisprudential object is to find out the nature of law. The Natural Law School philosophy is centralized at morality to explain their theory and it always conforms and supports idea that moral ideas brings social justice. In India also, right from the Vedic period, the natural law philosophy has become an integral part of legal, social and political system. Dharma having a root meaning from the word 'dhri' which means the thing which upholds and unifies and thereby provides a harmonious social idea by making a contingent situation of leaving to all persons concerned including the soul became a guiding factor and such ideas on the jurisprudential concept ultimately crystallized in our legal system by different enactments. Every law should be interpreted keeping in mind the ultimate social objects i.e. protection, preservation and development of humanity, ethics, morality along with the ancient civilization of the nation. Laws should be a sine qua non to the morality and ethics.

⁹ Nathan Roscoe Pound was an American legal scholar, jurist and educator. He served as Dean of the University of Nebraska College of Law from 1903 to 1911 and Dean of Harvard Law School from 1916 to 1936.

Morals and Turpitude: The court observed that¹⁰ word 'morals' as used in statute proscribing publication of obscene matter manifestly tending to corrupt morals of youth, means the code of conduct adopted and used by particular people at a particular time and encompasses more than sexual conduct but relates as well to common decency, cleanliness of mind and body, honesty, truthfulness and proper respect for established ideals and institutions. The term 'turpitude' is defined as inherent baseness or vileness of principle, words or actions, or shameful wickedness or depravity, whereas 'moral' describes conduct that conforms to the generally accepted rules which society recognizes should govern everyone in his social and commercial relations with others, regardless of whether those rules constitute legal obligations, so that 'moral turpitude' implies something in itself whether punishable by law or not, the word 'moral' serving only to emphasize the nature of the wrong committed.

Moral turpitude is not involved in every criminal act and is not shown by every known and intentional violation of statute, but whether any particular conviction involves moral turpitude maybe a question of fact, and frequently depends on all the surrounding circumstances. It is therefore difficult to determine just what crimes do involve moral turpitude, and the courts are not in complete agreement with respect to the particular offenses to which this concept attaches. One reason for this difficulty and lack of agreement may be the fact that the concept of moral turpitude may vary according to the community or the times. Another reason is that some crimes are of such a nature by definition that they involve moral turpitude as a matter of law. Other crimes, of which the punishment is quite as severe, do not involve moral turpitude as a matter of law.

In between these two classes is the class of crimes where the determination as to whether moral turpitude is involved becomes a question of fact in the particular case. As to this last class, the circumstances must be regarded to determine whether moral turpitude was shown, and the circumstances attendant on the commission of the offense usually furnish the best guide. It cannot be measured by the nature or character of the offense unless it be an offense inherently criminal, the very commission of which implies a base and depraved nature. The severity of punishment imposed is not controlling on the issue whether the offense involves moral turpitude, for there are various shades and degrees of moral turpitude, varying from the vilest and basest acts of moral degeneracy, punishable by the severest punishment to death, to other acts which involve a very slight degree of moral turpitude and on which society does not frown with such severity.

Judicial views:

- a) **Bhanubhai M. Raval v. Union of India reported in AIR 1991 BOMBAY 91:** A crime or misdemeanor involving moral turpitude will be determined solely upon the element of the crime or misdemeanor which includes the aspects of baseness, vileness or depravity. Court observed that the law givers are like the law expounders and the law interpreters should be above suspicion. The Police is a law enforcing agency. They should bear true, faith and allegiance to the Constitution of India and uphold the rights of the citizens as guaranteed by it. It is not out of place to mention that their primary duty is to prevent crime and disorder. Members of the disciplined force are enjoined with public, moral and

¹⁰ State ex. Rel. Conklin v. Buckingham, 84 P.2d 49, 51, 59 Nev. 36

legal duties to maintain social order and moral law. In that context also, the conviction for offence under Section 302 IPC, 1860, would certainly lead to moral turpitude, warranting serious punishment of dismissal.

- b) The Punjab High Court¹¹ dealt with the term moral turpitude as - the term moral turpitude is rather vague one and it may have different meanings in different contexts. The term has generally been taken to mean to be a conduct contrary to justice, honesty, modesty or good morals and contrary to what a man owes to a fellowman or to society in general. It has never been held that gravity of punishment is to be considered in determining whether the misconduct involves moral turpitude or not.
- c) It was observed that Section 182¹² I.P.C. 1860 involve moral turpitude¹³. The court viewed that the expression 'moral turpitude' is not defined anywhere. But it means anything done contrary to justice, honesty, modesty or good morals. It implies depravity and wickedness of character or disposition of the person charged with the particular conduct. Every false statement made by a person may not be moral turpitude, but it would be so if it discloses vileness or depravity in the doing of any private and social duty which a person owes to his fellowmen or to the society in general. Therefore if the individual charged with a certain conduct owes a duty, either to another individual or to the society in general, to act in a specific manner or not to so act and he still sets contrary to it and does it knowingly, his conduct must be held to be due to vileness and depravity. It will be contrary to accepted customary rule and duty between man and man.
- d) **The Court laid down the test by for the offences involving moral turpitude**¹⁴:

Ideas of morals often undergo changes in different periods of a country's history. It is also true that different peoples of the world sometimes differ as to whether a particular act is moral or immoral. Whenever a question has to be considered as to whether a certain act is moral or immoral, one has to consider as to how that act is viewed by the society or the community, as the case may be, and if the society or the community views such act as involving moral turpitude, then even though some particular individual may not consider it so will not make the act a moral one or a praiseworthy act.

Therefore, whether an act involves moral turpitude or does not, has to be determined not necessarily on abstract notions of the rights and wrongs involved or the harm or good coming out of the act but how that act is looked upon (by) the society where the act has been committed.

Offences involving Moral Turpitude: The offences leading to 'Moral Turpitude' can be broadly categorised as follows:

- i. False statements disclosing vileness or depravity in the doing of any private and social duty which a person owes to his fellowmen or to the society in general.
- ii. Conduct to be determined on abstract notion of rights and wrongs, not on the basis of harm or good coming out of the act, but how that act is looked down by society where the act has been committed.

¹¹ Durga Singh v. State of Punjab reported in AIR 1957 Punj 97

¹² False Information, with intent to cause public servant to use his lawful power to the injury of another person

¹³ Baleshwar Singh v. District Magistrate and Collector, Banaras, reported in AIR 1959 All. 71

¹⁴ Shiv Anand v. Sub-Divisional Officer, Chunar reported in 1961 RD 186 (All)

- iii. The act having been committed, the perpetrator could be considered to be a depraved character and looked down upon by the society.
- iv. Conduct leading to a conviction was such as it could shock the moral conscience or society in general.
- v. Conduct or offence which disqualifies a person from holding a public office or civil post, which enjoins public duty, retention of such person brings disrupute and scandalous to the office or post.
- vi. Any act involving a breach of any rule of good conduct or dereliction from principles of honesty, integrity and fairness in business-matter would involve in moral turpitude.

Instances of Offences involving moral turpitude:

1. Crime against persons such as murder, attempt to murder, child abuse, domestic violence, repeated harassment or bodily injury, sexual offences like rape, adultery, prostitution, sodomy, gross indecency, child pornography, etc.
2. Crime against the Government like, counterfeiting, wilfully attempting to evade tax, harbouring offender, conspiring to commit offences against the Government, possession of arms, gambling, etc.
3. Crime involving fraud, making false statement to obtain driving licence, firearms, money laundering, conspiracy to affect public market.

Crime Vs. Morality:

The difference between the legal and moral meaning of the word 'crime' is that whereas the definite meaning which a lawyer can attach to the word crime is that of an act or omission punished by law, the moral conception adds to this the notion of moral guilt of a specially deep and degrading kind. By a criminal, people in general understand not only a person who is liable to be punished, but a person who ought to be punished because one has done something at once wicked and obviously injurious in a high degree to the commonest interests of society. The line that divides the criminal law from the moral is not determinable by the application of any clear-cut principle. It is like a line that divides land and sea, a coastline of irregularities and indentations. The Criminal law deals with the minimum standards of human conduct and the moral law with the maximum. The instrument of the criminal law is punishment whereas instrument of the moral law are teaching, training, and exhortation.

Conclusion:

Morality cannot be separated from Law. Law protects morality. As the society is never static it is constantly changing. Hence our court applies the meaning and scope of morality as per the needs and expectations of society at large that may differ from place to place and time to time.

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Design and Development of an Institutional Repository in National Council of Educational Research and Training (NCERT): A Study

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Abstract:

Institutional Repository (IR) has become an essential component for all the educational institutes those who involved in the process of research of any subject of the universe of knowledge. National Council of Educational Research and Training (NCERT) is an institute which works in the field of school education system for and in India. It is universally accepted notion that development of any country depends upon the strength of its school education system at the roots level and how much dynamic is School education system. India being a developing country with diverse cultural regional practices, languages, and religion, it's really challenging to have the uniform school education curriculum and guidelines that should be applicable and acceptable among all states of India. Till now NCERT has developed the textbooks as per the different NCF 1975, 1988, 2000, 2005 along with the revised edition as per the need of the hour. This article attempts to presents the steps followed in developing the institutional repository at NCERT and suggestions to implement this process in fruitful way. The NCERT institutional repository is prepared on the DSpace open source software. This paper explained the steps of setting up an IR with least cost and accessible in more effective way to preserve rare material for future use by users. This article can provide the insight to the person who is totally new to the practical applicability of creation of institutional repository in their respective organization.

Keywords: Institutional repository, NCERT, Digital Library, DSpace

Introduction:

Dr. S.R. Ranganathan, the Father of Library Science of India gave the Five Laws of Library Science. Among those five laws, the fifth law of library science is "Library is a growing organism" and creation of Institutional Repository satisfied this fifth law. As in the present ICT era, the role of libraries is same as earlier to bring the user to the right information at the right time in the right format. But the format of storing, organization and dissemination of information have been changed to minimize the gap between the resources and the users, institutional repositories are being developed. Now the important role of librarians is to educate the users about the concept of institutional repository, its usage and importance for future preservation without deterioration as in the case of print resources Institutional repository (IR) is a platform which is created to offer new and exciting way of readership with the collection in digital format which is published by the institute itself or the scholarly output of an academic community of the institution such as thesis and dissertations, project reports and other materials which should not violate the copyright laws.

In other words, Institutional Repository provides new method of collection, organization, storage of the institutional publications and provides the access to the resources with some restrictions or with some user authentication process to access full text resources or abstracts



only. This repository access may be given on intranet or internet depends on the kind of material, policy of the respective institution, requirements of the user and the sensitivity of the information.

About NCERT:

National Council of Educational Research and Training (NCERT) is an autonomous institution of India that has been established in 1961 with an objective to suggest the central and state governments on policies and programmes for quality improvement in school education. This is only a national organization working in the field of school education in India. NCERT mandate is to work for school education and teacher education by conduction research on individual, group, region, states, national and international level, developing the material (text books, supplementary books, workbooks, educational kits, audio-visual material, journals in the subject education, magazines, story books, learning outcomes for different stages of education, resource material for teacher training etc.) as per the guidelines provided in the National Curriculum Framework-2005.

There are total eight constituent units under the umbrella of NCERT. The first is the National Institute of Education (NIE) which is headquarter at Delhi and five Regional Institute of Education (RIEs) at different locations to cover the all kinds of requirements east, west, south and north region situated at Ajmer, Bhopal, Bhubaneswar, Mysuru, Shillong (Northeast). These institutes catering to the needs of conducting training programmes for pre-service and in-service teachers or specific need based activities on demand from the respective state. The rest of two institutions dedicated to other two different dimensions of education i.e. Central Institute of Educational Technology (CIET), Delhi for Educational Technology and Pandit Sunderlal Sharma Central Institute of Vocational Education (PSSCIVE) situated at Bhopal dedicatedly working for the areas covered Vocational Education specifically.

NCERT has developed the textbooks according to the different NCF 1975, 1988, 2000, 2005 developed by NCERT from time to time and as per the application of ICT and need of the hour all the latest textbooks of NCERT are available through different platforms such as e-Pathshala, and through NCERT website on homepage under publication Class I to XII PDF textbooks accessible with the link <https://ncert.nic.in/textbook.php>. The availability of all textbooks in full text serves the purpose of distribution of the information with equity and facilitates to access the books anywhere, anytime with ease at remote places also.

What is Institutional Repository:

An Institutional Repository is a collection of the rare, old publications or research output of an institution which has been stored, organized and accessible in the digitized format to access anytime, anywhere for use institutionally, nationally and worldwide. In other words it is an electronic archive of the scientific and scholarly outputs of an institution, which has been stored in a searchable digital format and able to be retrieved for later use worldwide. A repository supports mechanisms to import, identify, store, preserve, retrieve, and export an institution's digital assets, usually in the form of web pages. Some institutional repository along with their website links are as follows:

- IIT Delhi (<http://eprint.iitd.ac.in/>)
- IIM, Ahmedabad (<http://vsilir.iima.ac.in:8080/jspui/>)
- Raman Research Institute Digital Repository (<http://dspace.rii.res.in/>)

Advantages of Institutional Repository

- One-stop-source of Institutional output
- Widens exposure to access the academic contribution
- Universal access and easier information discovery
- Extended preservation
- Covered a wide range of content
- Prestige symbol of an institute
- Facilitates teaching/learning

Basic Requirements to create or setting up of digital library are:

- Material need to be digitized/ born digitized
- Managerial planning
- Hardware/software requirements
- Staff requirements
- Financial requirements
- Targeted community of users for whom digital library is created
- Step by step procedure from initiating setting up of digital library to the dissemination of digital resources to the target group.

Some of the examples of institutional repositories are

asis	T Delhi	M Ahmedabad
oftware	Space (earlier e print)	Space
ommunities under D Space	onvocations, Electronic theses and dissertations, aculty research publications, students publication	Annual Reports, Conference Proceedings, Faculty Publications (Bibliographic), Question Papers, PGP's Student Question Papers, Student Projects, Student Projects Thesis and Dissertations, Video Library, Working Papers
ccess to IRs	ternet	ternet
aculty publications	ccessible through internet (full text)	only bibliographic details through Internet

Components of Institutional Repository (IR) :

The following are the components which can be taken into consideration for initializing the development of institutional repository.

Copyrighted material of the Institution/theses/dissertation:

This is the first and most essential component before initiating any IR because copyright is the main issue while creation and development of IR. Generally an author not clearly knew about the authors' rights and publishers rights. Only the material developed by the institute themselves or the research projects/theses/dissertation etc with some restriction to access so that violation of copyright should not be there. So before creating an IR, an institute should clear

about the source material which should be available on the IR with the access restriction or access after authentication user ID/ Password or on request based access.

The closed access system to most of the scholarly literature both published and unpublished paved the way for institutional repositories. The essence of IR is to make research and development publications to be freely available on the internet. This initiative was directed to have an increased visibility of the research outcomes; further this will generate good deal of enthusiasm in advanced studies. Thus the Institutional Repositories were experimented by the Indian educational institutions and R & D institutes to disseminate their scholarly articles. In India there are number of reputed R & D institutes, which produce scholarly rich research documents every year, now adopt this IR service in their homepage. With the mandate to bring together and preserve the intellectual properties of individual departments many institutes came forward to experiment this new service. Some of these institutions provide access to their research documents and learning materials initially to the Indian scholars in other institutions as well as to external scholars in institutions across the globe. The sharing of knowledge may lead to further development in the same discipline or related disciplines. Institutional repository is now becoming a platform for the sharing of knowledge.



Identification of Infrastructure (Hardware/ Software): Application of ICT in libraries can be found every section in the present era like library automation, web-OPAC, and digital reference services etc. But for IR the identification of hardware and software requirements well in advance is must for effective actualization of the project of IR. One thing is depends upon the other and incomplete without one. For example in case of NCERT, the survey was conducted to reach on the decision that the work should be in-house or outsourced and the decision was taken on the basis of volume of work, availability of expertise, staff capacity, open source software, cost of hardware and salary of project fellow and time bound output.

Technical Expertise/Manpower: This is a very crucial component as it linked with other components such as open source/ proprietary software, knowledge of programming language for customization if opt for open source software, available capacity of staff along with willingness to do the extra new work and convincing power of seniors to available in-house staff and more importantly knowledge of the librarian themselves for all work of digitization.



Finance/Budget: All decisions regarding other components are depend on the available budget/finance for the project of IR. If budget is not a constraint then the decision will be taken accordingly regarding in-house infrastructure development for digitization of material and OCR conversion but in practical implications there is always a short budget in libraries due to accelerated cost of periodicals, other regular infrastructural requirements, library automation etc. So the decision of in-house and outsourcing of the work majorly depends on the available finance and volume of work in the institution for the IR project.

Users: For any product or service in the market, firstly the target group or the user needs to be identified. If there is no user who will consume the products/ services developed by commercial or non-commercial organization. In the case of library the user is among the three basic component of the trinity of library. When any organization is planning to develop the IR, there should be user of that particular collection or digitized material. For e.g. In NCERT, the old textbooks will be used by the faculty members of NCERT themselves, the researchers doing study on the topics related with textbooks, students preparing for Public services examination.

Objectives of NCERT Institutional Repository:

- **To preserve the NCERT material:** The primary objective of every library is to preserve the material of its specific subject/target groups for the present and future/expected users. The creation of IR fulfilled this objective and due to application of information and communication technologies, the method of preservation has been changed from paper form to digitized form. The first and foremost reason is to preserve the archival material of NCERT as being very old edition of books, the physical condition of those books getting deteriorated day by day and this material is of national importance and highly demanded need to be preserved so that it can be accessed at any time in future even after centuries of year.
- **To promote the research:** Being in its name NCERT prime objective is to do and promote research in the areas of school education. This kind of institutional repository helps in promoting and accelerating the research related with the text book development, analysis, evaluation and other interrelated topics and supports by providing the material that will stimulate interest and growth in factual knowledge, in literary appreciation, aesthetic values and ethical standards in the institution. This will help in easy access to all the textbooks of NCERT and supplementary material in digitized form.

Material to be included in NCERT Institutional Repository:

- Textbooks as per NCF 1975
- Textbooks as per NCF 1988
- Textbooks as per NCF 2000
- Textbooks as per NCF 2005
- Supplementary Material
- Annual Reports
- Reports of PAC (approved by Programme Advisory Committee)programmes of NCERT

Steps followed in developing the Institutional Repository of NCERT:

1. Creation of separate section of all NCERT material which includes Textbooks/Supplementary material/Annual Reports/ Reports of PAC programmes of NCERT

2. Preparation of list of material available in this section
3. Prepare the detailed proposal along with objectives, methodology, output, feedback and utilization and approval from competent authority
4. After getting approval from authority, the committee was constituted to take all decisions related with institutional repository.
5. Survey was conducted of some libraries to research and decide upon in-house/outsource of the work.
6. After Survey, the committee decided to the work through outsourcing on the basis of experiences of other libraries, hardware/software requirements, technical expertise, available manpower in NCERT library with consideration of budget and as per the volume of work in the initial phase.
7. Prepared the draft of the detailed tender document for financial and technical bids. (all the GFR rules were kept in mind while preparing the tender document)
8. Reviewed the draft of the tender document with the approved committee including all members from technical, infrastructural and financial decisions.
9. Final tender notice issued for inviting the technical and financial bids with the time limit of 21 days as per rule of GFR. (The permission to check the material to be digitized was given to the representative from the firm to evaluate the task and the condition of the books).
10. Both the bids were received. Firstly technical bids were opened and the firms those who technically qualified were called for the opening of financial bid informed through e-mail.
11. The lowest bidder was assigned the job work after acceptance the job order, the work of digitization of NCERT material was initiated.
12. In the first phase the oldest available textbooks have been completed as per NCF 1975, 1988 and 2000.
13. As per the terms and conditions of the tender document the work flow was implemented and the work of first phase of textbooks of nearly 500 books has been completed.

Procedure for conversion of book from print to digitized form

1. The whole book is scanned with the scanner (Fujitsu overhead scanner)
2. Each page was thoroughly checked and cropped as per requirement.
3. Then the completed books need to be converted in the pdf format.
4. Then the watermark was added to each page like © NCERT not to be republished for securing the copyright and avoiding the mis-publication.
5. The books are converted into Optical Character Recognition (OCR) format with the help of customized software by the vendor for quick search by every word or letter
6. After that complete ready files of whole books have been uploaded in the Dspace software.

Dspace software (open source software) has been used to create institutional repository of NCERT. It supports "Open Archives Initiative's Protocol for Metadata Harvesting" (OAI-PMH) and uses a qualified version of the Dublin Core schema for its metadata. This software has been used by maximum institution to create IR which helps in interoperability in future.

Institutional Repository of NCERT is ready with its initial framework with nearly 650 old textbooks and the screenshot of main page is as follows:



Conclusion:

Institutional repository is very important source to judge the research productivity of any institution. NCERT institutional repository has a very great source of information for the researchers in the field of curriculum, textbook writing and development. It will be an important development for the nation and promote research also and helps in preservation of archival material. Initially it will be available on the intranet for trial access. Then as per the decision of authority this material will be accessible through NCERT website. This project will be ongoing project for the rest of the rare material of NCERT for the preservation purpose.

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New Labour Law and It's Implementation Challenges in India

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Abstract :

India, the world's most labor-intensive country, is finally making a leap of faith and has codified 29 national labor laws into 4 codes. This is a bold and progressive step considering that most of the labor laws in the industrial age were about 70-80 years old and were framed. The Indian economy has changed significantly since then and it is finally time to change our labor laws. Efforts to recognize our labor law originally began in the early 2000s and have finally seen the light of day.

The government banned payroll on 2019, 20191. Please see our legal warning here. The remaining 3 codes, the Code of Industrial Industrial Relations, 2020, Social Security, 2020 and the Code of Occupational Safety, Health and Working Conditions, 2020 were enacted on September 29, 2020. Notify them that the effective date of this code is yet to be implemented. The codification exercise focused primarily on the unification of labor laws relating to employment conditions, social security, wages and occupational health and safety and working conditions.

1. The field of ambition and the application of certain laws
2. Remove multiple definitions and officials
3. Changes in obsolete laws
4. Ease of compliance

Fine. Rationalize penalties and focus on law enforcement.

A closer look at the codes makes it clear that while consolidating national level laws, many new changes have been made, which have an impact on employers in India.

Introduction

- India has created three new codes on employment status, social security and occupational health, safety and working conditions.
- The code on wages was earlier implemented in 2019
- National This Code unifies, submits and changes 29 national-level labor laws.
- Codes These laws introduce many changes to labor law and affect both employers and employees.
- Codes Codes are still effective
- The Ministry of Labor and Employment has issued draft rules corresponding to each of the codes codes for public comments.

A. Industrial Relations Code, 2020³

The Industrial Industrial Relations Code, 2020 (IR Code) seeks to unify and amend the laws relating to the settlement, investigation and settlement of employment disputes or aking industrial disputes in trade associations, industrial establishments.

It replies and replaces the following three national labor laws:

1. The Industrial Disputes Act, 1947
2. Trade Union Act, 1926

The. The Industrial Employment (Standing Orders) Act, 1946

The draft of the Central Rules of the IR Code, the Industrial Relations (Central) Rules, has been released for public comment on October 29, 2020

B. Code on Social Security, 2020⁴

The Social Security Code, 2020 (SS Code) seeks to amend and strengthen social security legislation with the goal of bringing social security to all employees and workers, in the organized or unorganized sector.

1. It repeals and replaces the following nine national labor laws:
2. Employee Provident Fund and Miscellaneous Provisions Act, 1952
3. Employee State Insurance Act, 1948
4. The. Employee Compensation Act, 1923
5. Maternity Benefit Act, 1961
6. The. Employment Exchange (Mandatory Notification of Vacancies) Act, 1959
7. Cine Workers Welfare Fund Act, 1981
8. Payment of Gratuity Act, 1972
9. The Social Security of Unorganized Workers Act, 2008
10. Building and Other Construction Workers Welfare Cess Act, 1996

The draft of the Central Rules of the SS Code, being the Social Security (Central) Rules on the Code, 2020, has been released for public comment on November 13, 2020.

C. Occupational Safety, Health And Working Conditions Code, 2020⁵

The Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code) seeks to unify and improve legislation governing occupational safety, health and working conditions of individuals employed in the establishment.

It repeats and replaces thirteen national labor laws, as follows:

1. Factories Act, 1948
2. Plantations Labor Act, 1951
- The. Mines Act, 1952
- The. Working Journalists and Other Newspaper Employees (Terms of Service) and Miscellaneous Provisions Act, 1, 5
- The. The Working Journalists (Determining Wage Rates) Act, 1958
6. Motor Transport Workers Act, 1961
7. BD and Cigar Workers (Terms of Employment Act) 1966
8. Contract Labor (Regulation and Abolition) Act, 1970
9. Sales Promotion Employees (Terms of Service) Act, 1976
10. Inter-State Migration Working (Regulation of Employment) Act, 1981
11. Cine-Workers and Cinema Theater-Workers (Regulation of Employment) Act, 1981
12. Dock-Workers (Safety, Health and Welfare) Act, 1986
13. The Building and Other Construction Workers (Regulation of Employment and Terms of Service) Act, 1996

The draft rule of the OSH Code, Occupational Safety, Health and Working Conditions (Central) Rules, being 2020, has been made public for public comments on November 19, 2020.

While the government intends to implement all four labor codes by April 2021, each code must have corresponding rules, which will need to be finalized and notified based on the public

comments received. In addition, state governments are also likely to suggest separate rules for the implementation of the code, possibly excluding the SS code.

Because change is varied in nature, it is possible that the Companies Act, 201. As seen in the case of No, the Government shall implement the Code and / or the provisions under it in a phased manner.

Analysis:

The look and feel of the codes may appear more as an act of consolidation rather than reform. However, the codes introduce several changes that employers in almost all industry sectors, location and size will need to closely understand and implement.

1. The labour codes introduce employer-centric aspects such as:

single registration and licensing provision

legality of engaging contract workers in core activities in certain cases

increasing threshold for applicability of certain laws for factories and for engaging contract workers

increasing worker threshold for applicability of standing orders and government approval for retrenchment (termination) of workers

disqualification for receiving statutory bonus in case of dismissal from service for conviction for sexual harassment

allowing maintenance of registers in electronic form etc.

removal of imprisonment (decriminalization) as penalty in certain offences

providing limitation period for provident fund non-compliances

transferring labour courts into industrial tribunals and introducing inspector-cum-facilitator concept

These should certainly have a long-term positive impact on the industry and should contribute towards ease of doing business, an important focus of the current government.

2. The labour codes also contain some employee-centric aspects such as:

revised definition of wages leading to higher minimum wages, statutory bonus, provident fund, retrenchment compensation and gratuity

reduction in daily working hour limit in certain cases

grant of general permission for engaging women with employee consent between 7 pm - 6 am

need for consent for overtime work

provision for leave encashment on an annual basis

mandatory provision of same employee benefits and pro-rata gratuity payments to fixed-term employees

payment of wages by the end of the next day in case of employee resignation

This situation is likely to continue for months, and so the central government must use it for further discussion on the issue that the central trade unions are agitating for.

A joint platform of 10 central trade unions, including INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, LPF, and UTUC, has found numerous provisions in each code that they fear may go against it. The interests of the working class and therefore the demand for their full withdrawal. They believe that fair rules cannot be framed under the four labor codes in their current form. They also expressed their concern against the rules framed by the Center which



were to be implemented on April 1, 2021, and so they burned copies of them all over India on the same day as part of their agitation.

The central government, on the other hand, claimed that the four new Labor Codes - Wages Code, 2019; the Industrial Relations Code, 2020; Occupational Safety, Health and Working Conditions Code, 2020; And the Social Security Code, 2020 - 'in the interest of the nation'. Under the new scheme, 44 central laws are finally to be submitted to these codes. The most contentious issues under the new rules are – companies employing up to 300 workers need not require government approval of hire and fire (service condition and job security), workers need to give 60-day notice for strike (trade unionism), working hour may be extended to 12 hours (safety of health), and exclusion of many workers from social security net in bigger enterprises through contract or muster roll systems, and in smaller enterprises by making social security rules not applicable at all.

The Union Ministry of Labor, 29 is ready with the rules for the four codes of the Union Labor Act, however, no major industrial state in the country is ready with the rules applicable in their field. Only the Union Territory of Jammu and Kashmir has notified the rules. Uttar Pradesh, Bihar, Uttarakhand and Madhya Pradesh have drafted rules for only two codes and Karnataka has drafted rules for only one code. Big industrial states like Maharashtra, Delhi, Tamil Nadu, Punjab have done nothing in this regard.

If the Center had enforced the Labor Code, there would have been "legal annulment" across the country.

It takes many months to formulate the rules as it needs to go through the process. It took about three and a half months for the rules to be formulated at the central level by the Union Ministry of Labor, which started the process in mid-November 2020. Although the Modi government has been keen on implementing this from the beginning, a long time has passed. Fiscal 2021-22.

If the big industrial states start the process immediately, they will take at least that much time. If the Modi government respects the requirement of a uniform list in the federal constitution of India and the constitution of India, the implementation of the new code will be possible only after four months. Without proper procedure the date of making rules may be hastened, but the quality will be affected.

Moreover, almost the entire country is busy fighting the second COVID-19 wave as it is the most affected state in Maharashtra. States like Punjab, Delhi, Haryana, Karnataka, Kerala, Chhattisgarh, Chandigarh, Gujarat, Madhya Pradesh, Uttar Pradesh and Rajasthan are also deteriorating rapidly. It is not wise to ask these states to divert their attention from the Corona War at this time to create new labor rules.

States like West Bengal, Assam, Kerala, Tamil Nadu and UT in Puducherry are under assembly election process, and so they do not have time to make labor rules.

Uttar Pradesh has made the working class more anxious about their future by blocking the implementation of old labor rules on the logic that it needed to address the losses incurred by businesses and industries. The new state order has given uninterrupted power to the employer against employees who have already resorted to indiscriminate rent and fire.

The resurgence of COVID-19 has further worsened the condition of the workers, and although many have now quit their jobs, the government is not talking about harming them. Everyone is interested in harming businesses and industries.

The new rules also require employers to improve their system, including employee pay structures. Given the fragile economic recovery and the resurgence of the second COVID-19 wave, India sought more time to implement the company codes.

Employees are paid more than 50 per cent of the allowance on the Code of Wages, so all companies will make significant changes to the pay structure, for which only a few companies are ready at the moment.

This is not the best time to implement the codes, the CIA said in a statement. However, how can they change their existing rules or standard operating procedures when rules are not enacted by states? One should also note that companies never wanted to rush into implementation of the codes, and central trade unions are demanding their withdrawal. It shows that Modi government has not even followed the basic philosophy of tripartism during making the rules no one seem to be happy with.

Now that the government has got its hands on it, it should be used to speak with an open mind to all interests, to change the code properly for the benefit of all. Even if the rules were ready, and all parties agreed to them, they should not be enforced in the middle of the financial year, as it would cause more problems to the implementing companies.

Conclusion:

The government seems to have made a conscious effort towards balancing the rights of employees' vis a vis those of employers.

3. Certain new and interesting concepts have been introduced including provisions in relation to fixed term employees, worker reskilling fund, social security for gig workers and platform workers, definition of core activity for engaging contract labour, recognition of trade union, notice period for strikes, compounding of certain offences, etc.
4. The social welfare measures such as worker reskilling fund and social security for gig workers, platform workers and unorganized workers proposed in the codes are innovative and commendable - if implemented pragmatically, it can have scope to immensely benefit India's working-class demographic.
5. Practical functionality and implementation of certain provisions such as toll-free helpline, electronic database for migrant workers and related compliance measures may however, remain subject to the proactivity of the policy makers in directing the information received through such avenues to proper channels.

While the effective date of implementation of the new labour codes is not yet certain, employers are advised to assess the impact of the changes and be ready to implement the codes once they are made effective, including legal, financial, accounting, human resources, workforce management, compensation & benefits, policies & processes and compliance requirements.

We take this opportunity to congratulate the Indian government for their stupendous efforts towards codification of Indian labour laws. We sincerely hope the codes fulfil the promise of ease doing business in India and at the same time ensure benefits and protection for the workers, thereby ensuring that the Indian economy succeeds and thrives in a post-Covid world.

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- 4) The Code on Social Security, 2020 was passed by Lok Sabha on September 22, 2020. It was subsequently passed by the Rajya Sabha on September 23, 2020, thereafter received Presidential assent on September 28, 2020. It was published in the government official gazette on September 29, 2020.
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Information Seeking Behavior among undergraduate Students in Selected Colleges of Anantnag – A Survey

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Abstract:

The paper is based on data analysis and aims to investigate the information seeking behaviour, information needs and preferred sources to get information needs fulfilled by undergraduate students of Government Boys degree college Anantnag and Government women's college Anantnag.

Key words: Undergraduate Students, Information needs, Information seeking, College library, ICT tools

1. Introduction:

In this technology era, it has been information explosion in present information society. Now a day's information is available in variety of formats and through many sources. Need for information is our basic need to perform our day to- day activity and information seeking is a conscious effort to acquire information in response to a need or gap in knowledge. Now a day's information is available in variety of formats and through many sources .It is available in print and electronic format. (Thilagavathi & Thirunavukkarasu, 2015). Information seeking is an action to gather the information needed to satisfy or fill the gap created by the missing of information to make sense making decisions. Information behaviour involves people using various resources for information various forms, formats for information seeking, information foraging, sense making, information use and information organizing (Sahu, Sing & Nath, 2013). Understanding the information seeking behaviors of undergraduate students may better equip librarians, faculty, doctoral supervisors and administration to help shape those behaviors by offering appropriate and needed services and instruction (Ajiboye, 2007).

1.1 Statement of problem:

The undergraduate students are much more involved in academic activities, assignments, lab work and to fulfill their own interest. Explosion of information and its availability through various sources and in different formats lead to the diverse information seeking gathering activities among them. Thus the present study is an attempt to assess the information seeking behaviour, information needs and information activities of undergraduate students Government Boys degree college Anantnag and Government women's college Anantnag.

1.2 Objectives of the study:

The objectives of the study is to attain the following objectives:

- To know the purpose of seeking of information;
- To examine the use of college library by undergraduate students;
- To access the level of awareness and use of e-resources provided by the library;
- To know the satisfaction level among undergraduate students;

1.3 Scope of the study.:

Government Boys Degree College Anantnag and Government women's college

Anantnag located in the main town of Anantnag were selected for the study.

1.4 Research Methodology:

In order to persuade the above laid objectives Survey method was used and questionnaire was used as data gathering. The data collected was analysed using Microsoft Excel.

2. Literature Review :

Mahammad & Kanwal (2009) revealed that information seeking behaviour deals with the psychological behaviour of the seeker. It involves the searching, locating, retrieving and using of information. **Balaji & Ragavan (2016)** analysed Information seeking behaviour is the human activity with respect to searching various sources, channels including use of that information. **Kumar & Tholkappian (2013)** say that the online information systems has to be improved, online journal, books and databases should be subscribed and provided for the use.

Relevant to this finding (**Osiobe, 1988**) found that browsing was the most important source of finding references for undergraduate students. **Majid and Ali (2002)** studied the use of information resources by computer engineering students in Singapore and found that the top five information resources in order of preference were books,(94%), Lecturers (84%), the internet(86%), and friends (84%). They relied heavily on printed sources of information and their use of electronic journals and databases was very low. While **Hartmann (2001)** concluded that undergraduate students experienced difficulty in locating items from the library collection and did not understand the processes for retrieving journal articles. **Yan, Mary & JunLu (2005)** found that internet has been used as the primary source of information by many users and that issues of accessibility and convenience of access, as well as issues of time and constraints or level of difficulty are of concern to students.

3. Data analysis and Interpretation :

Questionnaires were distributed personally to Five Hundred Sixty (560) students at Government Boys degree college Anantnag and Government women's college Anantnag and all the respondents returned their questionnaires making response rate 100 %. The data gathered and analysed is presented in the form of tables below along with necessary interpretation for drawing inferences.

Table 3.1: Purpose of information seeking

S.No	Purpose	Male (% age)*	Female (% age)*	Total (% age)*
01	Academic Information	214 (76.42)*	206 (73.57)*	420 (75.00)*
02	General awareness	30 (10.71)*	26 (9.28)*	56 (10.00)*
03	Own interest	22 (7.85)*	24(10.00)*	50 (8.92)*
04	Preparing assignments	18 (6.42)*	14 (5.00)*	34(6.07)*

Table 3.1 indicates that majority of respondents **420 (75.00)***are seeking information for academic information, and least number **34(6.07)***seek information for preparing assignments.

Table 3.2: Library visit by undergraduate students

S.No	Frequency	Male (% age)*	Female (% age)*	Total(% age)*
01	Everyday	38 (13.57)*	50 (17.86)*	88 (15.71)*
02	Several times a week	142 (50.71)*	118 (42.14)*	260 (46.42)*
03	Frequently	30 (10.71)*	38(13.57)*	68 (12.14)*
04	Rarely	54 (19.29)*	46(16.43)*	100 (17.85)*
05	Never	14 (5.00)*	30 (10.71)*	44 (7.85)*

Table 3.2 depicts that majority of students **260 (46.42)***several times a week visit library and least number of students **44 (7.85)***never visit library.

Table 3.3: Sources Mostly Used In Library

S.No	Sources	Male (% age)	Female (% age)	Total (% age)
01	Textbooks	142 (50.71)*	102 (36.42)*	144 (43.57)*
02	Reference books	100 (35.71)*	136 (48.51)*	236 (42.14)*
03	Journals/ magazines	18 (6.43)*	12 (4.29)*	30 (5.35)*
04	E-resources	12 (4.29)*	02 (0.71)*	14 (2.50)*

Table 3.3 indicates that majority of students **144 (43.57)***mostly use text books and least students **14 (2.50)***of the respondent use e-resources.

Table 3.4: Awareness about E-resources provided by College Library

S.No	Awareness of e resources	Male (% age)*	Female (% age)*	Total(% age)*
01	Yes	132 (47.14)*	146 (52.14)*	278 (49.64)*
02	No	148 (52.86)*	134 (47.86) *	282 (50.35)*

Table 3.4 indicates that near half students **282 (50.35)***are unaware about the e-resources provided by library and good number of students **278 (49.64)***are aware about e-resources.

Table 3.5: Satisfaction level with overall services and resources of College Library

S.No	Satisfaction Level	Male (% age)*	Female (% age)*	Total(% age)*
01	Fully satisfied	72 (25.71)*	90 (32.14)*	162 (28.92)*
02	Somewhat satisfied	124 (44.28)*	110 (39.29)*	234 (88.57)*
03	Less satisfied	60 (21.42)*	30 (10.71)*	90 (16.07)*
04	Dissatisfied	34 (12.14)*	40 (14.28)*	74 (13.21)*

Table 3.5 reveals that majority of students **234 (88.57)***are somewhat satisfied and least number of students **74 (13.21)***are dissatisfied with overall services and resources provided by college library.

4. Findings :

It was revealed that majority of students **420 (75.00%)** are seeking information for academic information. It was found that majority of students **260 (46.42 %)** several times a week visit library and least number of students **44 (7.85 %)** never visit library. The study showed that **282 (50.35 %)** are unaware about the e-resources provided by library and least students **14 (2.50)***of the respondent use e-resources. It was found that **234 (88.57)***are somewhat satisfied and least number of students **74 (13.21)***are dissatisfied with overall services and resources provided by college library.

5. Conclusion:

Seeking of information in a need of every student mostly for academic purpose and for this student are interested in textbooks. Students visit the library in several times a week and as very few students are who never visit the library reveals that almost majority of students are related to library in one way or other. In this technology era still most of the students are unaware about the e-resources of college library and least aware students are making use of them. It is necessary to take steps in order to engage the students with e resource of the library.

6. Suggestion:

Students mostly use textbooks for information seeking and very few take the advantage of the e-resources, so libraries should take appropriate steps to engage students with other

services of the library such as references, magazines and journals and e-resources of the college library. Library should cooperate with students and make them aware about the library resources in other to fulfill their information demands.

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Library Services Through Distance Education in private universities: with Special Reference to Chhattisgarh

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Abstract :

This paper will examine the issues related to role of Distance education Libraries, and library user services Library professionals in distance education system. The exceptional expansion of distance-learning programs at colleges and universities have remarkable implications for providing library services to distance students. The Distance education of the UGC in its norms and guidelines clearly states that all distance education courses that are recognized for the purpose of employment to posts and services under the distance education course the central Government of India. Students should therefore make the sure that the distance education course the intend to pursue is duly recognized and approved by UGC. This article reviews the literature and presents an overview of distance-learning services offered by academic libraries. The focus is on examining additional responsibilities, opportunities, and challenges encountered by academic librarians in serving distance learners. Also detailed are a number of new paradigms that distance librarianship has introduced into the profession of librarianship. The results revealed that a greater proportion of the respondents were not aware of the library services. Distance learners had no remote access to library services and SLM related to subject and electronic resources and other databases and therefore did not strongly agree to the provision of information needs through social media services.

Keywords: distance education, distance university, Academic library services, distance learners, information needs, distance education library, distance education technology, accessibility, awareness of library services

Distance Learning and Indian Students:

From time immemorial, faculty lecturing in a classroom setting, students listening, taking notes, asking questions, and getting those questions answered have been the backbone of traditional academic education . With advancements in communication technology such as the telephone, radio, television and most recently the Internet, new methods of learning, including distance learning, have emerged . Through the Internet, students can now obtain instruction and learn with ease at home by simply clicking a few buttons on the computer to listen live or asynchronously to a professor thousands of miles away, interact with the professor, and solve problems without having to physically be in a classroom . While a more expensive option for education in terms of set up, distance education has progressed in concept and practice from an “anywhere” to an “anytime” education delivery method .

Distance learning, also known by various names such as distance education, e-learning, mobile learning, or online learning, is a form of education where there is physical separation of teachers from students during the instruction and learning process . It is also an instructional practice that effectively utilizes a wide range of tools and technology to enrich the student

learning experience and to facilitate student-faculty and student-student communication . The minimum technological requirements for successful distance learning include the acquisition of hardware such as a computer, mobile device (cellular phones), or webcam, some form of listening device, video conferencing applications such as WebEx or Zoom, Microsoft Windows or Apple operating systems, and a stable internet connection with a speed of about 56K (56,000) or greater . The distance learning is a Council on Education in Public Health (CEPH) accredited school, located in the heart of downtown Atlanta, an area often referred to as the public health capital of the United States. Given the school's close proximity to leading national, state and local public health institutions, our school attracts many students interested in public health education.

Provid the Library Services in Distance Education System

Services recommended for Distance Education Learners by a Library General Information

- Distance Learning Guide Services
- Interlibrary Loan
- Ask-a-Librarian
- Subject Specialists
- Course Reserves Tools
- Lib Guides Subject Guides
- Libraries' Catalogue
- Databases
- E-Journal Search
- E-Book Collections
- Reference Works
- Technical Help
- Login Problem Report
- Online Course Help
- Help Desk
- Networking and Computer support
- E Learning Student Tutorials



1. Student Online Teaching Style Preference

- e) *Student Academic Workload*
- f) *Faculty Activities*
- g) *Student Motivation to Learn*
- h) *Behavioral and Economic Impact on Students*
- i) *Student Reports of Positive Outcomes of Distance Learning Experience*

While the transition to distance learning was abrupt and unnerving to many students, they reported some positive outcomes. Not having to commute to school and subsequently saving money was reported by more than a third of students ($n= 144$). They said:

“I do not have to commute to campus, which would take at least 2 hours out of my day everyday”

“I don't have to spend an hour and \$61 to commute to Atlanta campus via MARTA”

“I don't have to commute and pay for gas.”

Other positive outcomes listed included the fact that students had more time to work on assignments and to be with family and friends (21 responses) - *“Because courses have switched*

to online I now have more time to complete assignments and make sure the assignments submitted are done well." Some students learned to manage their time (three responses), others had faculty support (19 responses)- "I think that some teachers have really shown flexibility and a strong desire to continue to help our class connect and keep things as normal as possible," and a few had flexibility and thus, could manage course schedules at their own pace (27 responses). Only a small percentage of students reported that there were no positive outcomes (10 responses).

1. Student Recommendations

In response to what Distance learning SPH leadership and faculty can do to make the distance-learning experience a better one, students provided 141 qualitative responses, which have been clustered into eight broad recommendations;

- (i) improve faculty accessibility, communication, teaching (more engaging), and care for students during this time (41 responses),
- (ii) acknowledge the situation, understand students, and be lenient with grading (30 responses),
- (iii) reduce course assessments and workload (20 responses),
- (iv) nothing needs to be done, good job (18 responses),
- (v) work on technology, provide students with access to devices, internet and academic software (11 responses),
- (vi) train and provide faculty with resources (seven responses),
- (vii) conduct graduation ceremony (three responses) and
- (viii) reduce tuition fees (two responses).

Discussion:

The study was conducted to identify challenges Distance learning students experienced as a result of the transitioning of all courses online in response to COVID-19, what faculty need to do to address the challenges that students faced, and also to identify the positive efforts that faculty made during the transition. Findings from the study provide information on the challenges and potential benefits Distance learning students experienced as a result of the transition of all courses to an online format owing to COVID-19 for the rest of the fall 2020 semester. The results also provide information on the strategies employed by Distance learning faculty that positively impacted student motivation during the pandemic, those that need to be improved upon, and those which can be replicated going forward.

ii. Student Technology and Connectivity:

Prior to the study, Distance learning faculty were concerned that students would have difficulty accessing and participating in courses online due to challenges associated with access to technology off campus. There was also a concern that this challenge along with other factors would affect student motivation to learn, academic performance, and success in classes during the spring 2020 semester. Faculty concerns are well documented in the literature. confirmed that lack of access to technology by college students has the tendency to negatively impact their learning outcomes . Study results however showed the contrary, only one of the 184 students surveyed did not have access to a technological device. Nonetheless, access to a technological device does not guarantee access to internet services.



Although Distance learning provided students with access to the Schools hotspot, study results found that many could not use those hotspots to access the internet. Students who were unable to access internet services had to find alternative means. Given that distance learning will continue for the foreseeable future, it is imperative for Distance learning leadership to further examine this matter and seek viable solutions to assisting students with gaining reliable internet access. This is a matter for the success of our students, which is inexplicably tied to the future of higher education overall.

iii. Student Online Teaching Style Preference:

The majority of students indicated a preference for the asynchronous approach to online teaching. Their choice was primarily based on the fact that it gave them the ability to learn at their own pace, and to do course work when they were ready. Additionally, having access to pre-recorded course lectures and other resources was convenient and enhanced their ability to manage their schedule from wherever and at whatever time. This finding is consistent with what Trach noted and what Distance learning faculty found based on evidence from a small unpublished student survey that was conducted when the Distance learning the Bachelor of Science in Public Health (BSPH) program was initially established in 2017. When asked to rank their preferred course offering modality, the majority (46%) of pre-public health students, opted for the 100% online (asynchronous) offering. According to Trach, asynchronous learning gives students the ability to access course information, demonstrate what they have learned, and to communicate with classmates and instructors on their own time without having to be in the same classroom or same time zone. To Trach, asynchronous learning not only provides flexibility for non-traditional students, but also accommodates different learning styles, as students can choose the order they wish to cover material and how much time they want to dedicate to delving into a particular class (15). On the other hand, some students said the synchronous approach was the better option in that, it gave them the opportunity to participate in live streamed lectures, allowed for high faculty-student interaction, and the receipt of immediate feedback on course material. It also gave them some structure and caused them not to be lazy with their schoolwork. In their study, Lobel et al. found that one frequently mentioned advantage of the synchronous learning method, was the spontaneous and dynamic nature of interactions that the asynchronous method does not support. Other students preferred a blend of the synchronous and asynchronous style of teaching.

iv. Student Academic Workload:

Although students indicated that their academic workload significantly increased as a result of the transition to distance learning, it did not affect their motivation to learn or to complete their assignments on time. This shows that irrespective of the challenges, students were determined to complete the semester with good grades. It also suggests that the best way forward with distance learning will be to adjust expectations, and to reduce assessments that overly test online participation and content assimilation. The best way forward will also require faculty to check on students from time to time and to talk with them about their academic challenges to strike the right balance and not overburden students. Some students indicated that faculty engagement in such activities will be very helpful.

Faculty Activities:

In preparation for the transition to a full distance learning format, Distance learning faculty engaged in a series of preparatory activities to make the transition a smooth one. Results from the study show that the attention that was given to preparing faculty for meeting student



needs in the online format was communicating course expectations to students, making available recorded class lectures and being accessible for office hours. Investigations from demonstrate that students show a high probability of assigning an excellent overall rating for faculty who in their view, facilitate learning, effectively communicate course materials and information, organize courses effectively, assesses student progress accurately, show interest in students' learning, and show respect for their students. Student Motivation to Learn Over 50% of students surveyed indicated that they were motivated to learn regardless of the learning environment. Thus, it was not surprising that they completed their assignments and turned them in on time and also remembered to log in to take quizzes. Some aspects of student motivation can be attributed to their access to faculty during the semester, their ability to access course materials and recorded lectures asynchronously, and the flexibility of schedules. define motivation as the process whereby goal-directed activity is instigated and sustained. They indicate that one's motivation can influence what they learn, how they learn, and when they choose to learn. According to available literature, motivated learners are more likely to engage in challenging activities, be actively engaged, adopt an approach to learning, and exhibit enhanced performance and persistence even under challenging circumstances.

v. Behavioral and Economic Impact on Students:

Not as many students were worried about contracting COVID-19 (24.7%). Financially, the majority of students (66.1%) had their economic activities disrupted by the pandemic. As was predicted by economists, the implementation of mitigation efforts around the world to counteract the tightening grip of COVID-19 will accelerate job losses and create new schedules. This is exactly what happened to indian students who work. Consistent with what indian faculty presumed, a little under 37% of students said that overall, their daily lives had been affected by the pandemic a lot. With unimaginable national response measures in place to contain the pandemic, families have been separated, public spaces have been closed, and economic activity has drastically slowed down, creating a new normal, and rearranging the lives of indian students to fit into the shifting land scape indian international students who have no home in the US except campus, had to cope not only with the closure, but also with the fear that inflation arising from global economic inactivity, could potentially affect their scholarships.

vi. Student Positive Outcomes of Distance Learning:

As students were still processing the shock of campus closure and adjusting to the new world of predominantly online classes, the general consensus was that they would miss out on face-to-face interaction with faculty and their peers. This is because, in any given semester, students do not usually enroll in only online courses- they usually go for a combination. After analyzing the data collected, it became apparent that many students were okay with not having to be in the physical presence of faculty - in so far as faculty communicated course expectations, were available, and made course materials and assessments available. Less commuting, saving on gas, having more time to do assignments, time management, and spending time with family were some of the positive outcomes proffered for the closure of campus. Additional positive outcomes stated included having more time to rest, increased communication with faculty, and obtaining leniency with assignment submission dates. The responses associated with time management were unforeseen.

vii. Student Recommendations

Students provided a number of recommendations in response to the question related to what Indian students' leadership and faculty can do to improve the distance learning experience. After analysis of the qualitative statements made by the students regarding recommendations, the following six themes emerged; (i) Need for reliable technology;

(ii) more flexibility in assessments and grading;

(iii) improve faculty access and response times to student correspondence; (iv) adjustment to student course workload;

(v) faculty preparation for online teaching; and

(vi) facilitate engaging content for synchronous classes.

Practices that did not enhance their experience will be addressed and those that were positive will be documented and replicated in the future. Research shows that educational experiences that are active, engaging, and student-owned lead to deeper learning.

Study Limitations:

Limitations to this study include the fact that <25% of the Indian student population participated in the study. While the data is supportive of the efforts that SPH faculty and leadership have exerted in facilitating effective, relevant pedagogy during this crisis, it would have been preferable to have at least one-third of the student body respond. Additionally, the study is limited in that, it was conducted in unprecedented times, where there was a high likelihood that students' emotional levels could have affected their perceptions of the impact of the online transition.

Conclusion:

Despite the unprecedented events that led to the need for Indian students to conclude the spring 2020 semester via distance learning approaches, this study found that students were still motivated to learn and to complete their assessments and assignments on time. Considering that the abrupt and unforeseen changes also had an impact on faculty teaching, motivation and preparation, student recommendations for SPH leadership and faculty to take certain measures to make their distance learning better going forward, were documented and will provide evidence for changes in the future. This study is specific to student outcomes only at Indian, however, some of the recommendations provided by students may be pertinent to other institutions of higher learning.

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Online Information Resources Availability and Accessibility: A Research Scenario

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Abstract:

The explosion of information has become a global problem right now. The flow of information is increasing in the age of technology. Information consumers, who rely on traditional library systems, are now embracing technology. For this, library organizations from all over the world are coming together, joining this stream using technology and adopting new methods. The information that researchers wanted was not available anywhere except in the past. For this, researchers had to sit in the library for hours. But through computer, internet and networking, any information in the world reaches the researcher at any time. Specific sources of vital information were available in the library, used by researchers. But in this age of technology, with all these resources available online, it has become a boon for researchers. Hopefully some of the main sources of information are from the research article congregation. This article also reviews how libraries have come together globally and published online resources with the help of some organizations.

Key Words: Online Information Resources, Research tools, Information Technology, Traditional Library, Digital Information, Digital Libraries.

Introduction:

A library is generally a place where all kinds of printed and handwritten information is kept together. In the past, rare books were preserved in libraries, such as Religious Texts, Books, Manuscripts, Maps, etc. The father of library science, Dr. S. R. Rangnathan says, libraries are public institutions that uphold democratic values. Libraries have made significant contributions to public education in the past. Maharaj Sayajirao Gaikwad has promoted and disseminated universal education through the library movement. The basic purpose of libraries is to know and collect information and the distribution of information was done through the library. But in modern times, the concept of libraries has changed and it has become an institution for exchanging information. Now readers come to ask for digital information without reading a book. School-college research students, teachers and specialized researchers are now demanding digital information. Currently, the concept of digital library is gaining ground. Traditional libraries have also started offering digital services. The nature of new libraries is becoming computerized. As information can be found through the internet and by subscribing to libraries, one can search for the desired information from their website. With the help of digital libraries, many valuable books, sources, information from all over the world can be found, expressed and collected at any time. Libraries have also made changes in their services due to major changes in information dissemination today. Libraries or information creators have to work hard to provide information in the shortest possible time while providing service. The increased scope of

knowledge tools is due to the huge increase in publications, the explosion of information and the financial condition of libraries. The biggest problem facing researchers is to get accurate and truthful information and to get the help of sources to get this information. Some of the main sources are given in this research paper.

Problem Statement:

Given the availability and status of traditional sources, researchers are reluctant to reach out. For this, libraries need to take initiative and some libraries and information institutes have started making digital information available to their readers online through internet. Many resources for this are available in the market today in the form of free or purchased. These resources are widely used in research work. So hopefully this is an attempt to convey information from some sources to the readers.

Purpose of Study :

Libraries provide traditional services but also provide online digital services. The Internet has become a web of information through the internet, readers can get the information they need at home in an instant. But this information cannot be guaranteed to be true. This information has no value in research work. At the time of true information can be obtained through libraries. Some global organizations are helping libraries in this work. Online resources are being created globally and are being made available digitally through libraries, and many information organizations have started distributing information by creating their own webpages, websites, blogs. Statistical, geographical, characteristic, inventory, etc. information sources that are useful for research are available online. This article gives you a brief overview on fraud.

Objectives of the study:

1. Review the changes in services between traditional and digital libraries.
2. Reviewing online resources from a research perspective.
3. Provide information on important sources for the reader.

Significance of the study:

Researchers are find related information for his research. They are given first preference to library. Every library should fulfil the need of our user so they are try to collect unique information and can be collect the information about latest resources. May resources are available on internet but all is not free for use. Those libraries are able to purchase this resources and provide from one roof. So we are see the details of some resources are given below.

1. Directories as an Information Sources:

This kind of information are available in some specialize information sources. You want to find out the details of which is the nearby Roads, Streets, Shops and offices. You want to reach their kind of instructions or information. This kind of information also are available and that is specialize information source that is called directory. Here we are see how directories help as information source.

A Directory is a book listing names and addresses of peoples and organizations. Directories are also very important tool in the library locate organization, persons, contacts or business. Directories are many types. In this telephone directories are most common. Directories are available in printed and online format also. Tata yellow page and MTNL is printed and yellowpage.com, yahoo.com, msn.com are available in online format.

Types of Directories:

- **Telephone Directories-** Every city in a country has a telephone directory giving information about telephone numbers of the subscribers. It provides subscribers details in individual and companies also. These are compiled by private publishers or post and telegraph department with location specific. e.g.
 1. MTNL Telephone Directory (<http://mtnlideldirectory.com/>),
 2. India Telephone Directory (<http://bsnl.co.in/onlinedirectory>).
- **Topographical Directories-** Topographical Directories are directories of town, cities and regions of a country. Under each state the directory provides alphabetical list of cities information given under each town or city is its population, longitude, latitude, elevation and location of the map. e.g. (<http://www.fallingrain.com>). Topographical is a basically graphical presentation of any specific area. e.g. (Connaught Place India Directory).
- **Organizational Directory-** Every organization is published its own directory these directories list are located academic institutions of higher education and learning. Such as University and Colleges. You can find in the directory such kind of institute information, courses, facilities, eligibility criteria, Staff member's name, address and phone numbers also. e.g. 1. Directory of Indian Environmental NGOs in India. Thousands of NGOs details available in this directory. 2. The Europa World of Learning 2010 (64th ED) is an international directory listing over 30000 academic institutions in higher education through the world. (<http://www.worldlearning.com>). 3. USDA international directory made by United States of America is a famous directory.
- **Professional Directory-** There are thousands of learned societies and associations in the world. Almost every significant field of knowledge members of this association are scholars they compile members' directories. e.g. 1. ATAs directory of professional translators and interpreters. Published by American Translation Association (ATA), 2. All professional Pilots directory, 3. Church directory etc.
- **Trade and Business directory-** These directories provide information about trade, business and industries information. You can find in this tool industry profile, name, phone numbers, website, emails etc. It is available online also. e.g. Kothari industrial directory of India (40th ED) 1996. Published by Kothari Industries Ltd., 2. Trade directory is a famous international business directory. Otherwise some specific and special directories are available in printed and online format, like a Subject directories, Jewellery directory, India Mart directory, SME Bizz directory etc.

2. Dictionaries as an Information Sources:

The dictionary since our childhood is a unique source of information in terms of any kind of resource for English language. A modern dictionary is a book containing words of a language arranged alphabetically with meaning. Most dictionaries cover much more than the meaning of the words like a pronunciation, grammatical labels, illustrative quotation, synonyms, antonyms, usage notes, etymology and other information, derivation and history of the words. Features of the dictionaries are ordinary words of everyday life, technical words used in scholarly writing, idioms, words and phrases from other languages, scientific and technical discoveries and important proper names and geographical names are covered in dictionaries.

Every dictionary has a limitations but dictionary basically is a dynamic book where coined words are always added from writings, form of ongoing research process. There are four types of dictionaries are categorised based on the number of words, scope and coverage of other items of information.

Types of Dictionaries:

- **General Language Dictionaries-** General language dictionaries are the words of a language and give meaning, definition etc. These dictionaries are mono-lingual dictionaries and division according to size, volume and the target user group like a comprehensive/unabridged dictionaries, Abridged/college dictionaries, Desk and children dictionaries. Publishers of unabridged editions also. e.g. The Merriam Webster dictionary, Oxford dictionary of current English, Oxford Italian Mini dictionary and Concise Oxford English dictionary is a familiar dictionary. Wiktionary is a much more useful and available on internet. Wiktionary in English has 2490834 entries with definition s (As on 2nd June 2011). It is multilingual Web-Based project to create a free content dictionary available in 158 language, updated every day. ([http://www. En.wikipedia.org/wiki/ Wiktionary](http://www.En.wikipedia.org/wiki/Wiktionary))
- **Subject Dictionaries-** Subject Dictionary concentrate on the definition of the words in a given subjects. Treatment of words are primarily encyclopaedia type. It is available in different subjects like an Arts, Humanities, Social Science and Science and Technologies. Example is McGraw Hill Dictionary of Science and Technical terms, 6th ed. Covering over 115000 terms and 125000 definitions in 104 arias, Many dictionaries are available like a Oxford dictionary of Chemistry, Biology, Oncology, Mathematics and Students Science dictionary.
- **Special Purpose Dictionary-** the Dictionary which are compiled for special purpose and contain words with linguistic aspects (Pronunciations, Synonym and antonyms etc.). Literary aspect (Quotation, Idioms, Proverbs etc.). Example is Cambridge English pronouncing dictionary 17th ed. Published by Cambridge University Press on CD-ROM, Cambridge idioms dictionary 2nd Ed. It is explain 7000 idioms in British and Australia English, Dictionary of scientific biography, New York subscribers 1970-1989.
- **Bilingual and Multilingual Dictionaries-** the Bilingual dictionaries give meaning of a words from one language to another language like a two or more language. It normally do not define the words, but translate the words from one language to another use by translators. Example is Merriam French-English Dictionary, Merriam Arabic-English Dictionary, Oxford English-Hindi Dictionary etc.

3. Statistical Information Sources:

Statistical sources are work that collect classify and organized numerical facts or data provide compilations of numerical data often present data in charts, graphs, Tables etc. generally organize by subject, type, issuing agencies of years like an official statistics are published by government agencies or other public bodies. Such an international organizations major areas of citizens living conditions, health, such as economic and social development, living conditions, health, education and the environment. So statistics is the study of the collection of data in applying statistics to e.g. a scientific, industrial or societal problems. It is conventional to begin with a statistical population or a statistical model process to be studied.

Statistical Sources: Statistical sources provide a wide array of print and non-print, published and unpublished and electronic and other forms. International statistical sources are published in economic, business, financial, industrial, cultural, social, educational and other topics. This is an easy-to-use resource that serves as a guide to current sources of factual information on more than 25000 specific subjects covering data sources from more than 180 countries. Statistical sources will help to find primary data, numerical facts about your topic, identify trends over time and make comparison.

There are several data management tools available. These tools are extremely important to manage this fast amount of data which you get. Few examples are given below.

- **DMP Tools-** This is an online tool that supports the creation of data management plans for numerous funding agencies, including national science foundation, National Institutes of Health, Institute of Museum and Library Services and others.
- **Data Management Guide-** A guide to help researchers understand the components of good data management and write a data management plan.
- **Data Repositories-** Databib tool helps identify and locate online research data, Inter University Consortium for Political and Social Research (ICPSR), is also a data repository. Another is Figshare allows users to upload any file format to be made visible in the browser, so that figures, datasets, media papers, posters, presentations and file sets.
- **Aid Data-** The core of the AidData database currently encompasses multilateral and bilateral donor projects spanning the years 1945 – present.
- **Europa World Plus-** This is the online version of the Europa World Yearbook and the nine-volume Europa Regional Series of the World Series. It covers more than 250 countries and territories with a statistical section for each country.
- **United Nations-** More than 60 million records in 33 databases covering economic and socio-demographic topics. Includes sources such as UN, FAO, ILO, IMF, ITU, OECD, UNESCO, UNWTO, WHO, WIPO and World Tourism Organization.
- **World Bank: Open Data-** The data catalogue provides download of over 7000 indicators from World Bank data sets.
- **Data.gov.in-** This is the most useful website of the Government of India. This site is given much more useful data for our users and researchers. This is an open access site. Given information to any kind of sector, subject and field.
- **Open Government Data- (GOD)** is another site of the Government of India. Researchers use this site for current statistical information organized by GOD.
- **Mopsi.nic.in-** This site is given a lot of data to users. Compiled by the Ministry of Statistical Programme and Implementation. All types of ready reports are available on this source.

4. Encyclopaedia as an Information Source:

Researchers are looking for a particular kind of information. They want proper and authentic information from an authentic resource. Encyclopaedia is the most popular resource for unique data. This source is available in libraries because it is costly to purchase everywhere. Encyclopaedia helps you find information quickly, true information, well organized information. It may not be completely current but is authentic and only accessible in the library.

Encyclopaedia provide general background information, they are good place to start researching a topic and may include a bibliography that leads you to more subject specific. General Encyclopaedia arrange article alphabetically by topic accompanying index which may list-cross references to other topics. In this category are encyclopaedia Britannica 29 volumes, The Cambridge Encyclopaedia, Encyclopaedia of Americana and the Colombia Encyclopaedia. Subject Encyclopaedia are available for almost every academic discipline. They provide more in depth and technical information than general Encyclopaedia. This is generally assume some prior knowledge of the subjects. Few examples of this category is. McGraw Hill Encyclopaedia of Science and Technology, International Encyclopaedia of the Social Science, Encyclopaedia of World Art, Encyclopaedia of Philosophy and the Encyclopaedia of Archaeology.

Another source is Encyclopaedia of Business information sources 32nd Ed., Published by Gale. It is a design for individual. Internet Encyclopaedia is a popular source and Encyclopaedia of information systems a complete compilation of information system. Some websites are provide data like Encyclopaedia like a Science Direct. Science Direct provide alphabetically information. Few examples are here.

- Encyclopaedia Britannica- is important information tool in whole world. It is available in print, online and mobile version also.
- Encyclopaedia of the Nations- You are find in this source specific nation information.
- Encyclopaedia of Arkansas History and Culture- Actually this is a web site work as a Encyclopaedia. In this source you are find digitize documents of old History and Culture.
- Sushienyclopedia.com- Anything related to Sushi.
- encyclopaedia.com- You will find that featured topic of different topics. E.g. Country, Globe Warming, French Revaluation etc. You can find the information by the topic.
- britannica.com- This is the most popular site of Encyclopaedia
- Wikipedia- This is the online version of Encyclopaedia. Everyone is use this source of tool for preparation, study and research work also.

Conclusion:

Today the library involves the fast changing e-environment of publishing. The library environment is currently undergoing a rapid and dynamic revaluation leading to new generation of libraries of libraries with the emphasis on e-resource. In this demanding time and environment, a breed of managers and technologist who understand information communication technologies will be greatly required. All library professionals will have to gear up and keep pace with the change in information communication technology. E-resources to get the desired and relevant information. But practical use of e-resources is not up-to the worth in comparison to investments made in acquiring these resources; secondly infrastructure and training programs should also be revised as per requirements. It is observed that the availability of e-resources on the internet and library also is almost sufficient for all, but use these resources is not adequate and can hinder the ability to meet the requirements of users.

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Rekhta : The E-Book Library of Urdu Literature

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Abstract:

Now a day each library of the every institution gets converted into the digital form. For the formation of E-book library different types of activities, methods and various technological instruments are used. The main purpose of creating the e-book Libraries is being created today for the benefit of the communities in the various fields of education. With the help of this digitization of the libraries it is easy to share different types of information and all collection available on e-book library to the professionals present in all around the world. The Urdu language collection is also digitized for the benefit of all research scholars and professional who performing research activities in the Urdu literature.

Key Words: e-library, Urdu collection, digitization, research scholars.

Introduction:

Today's world goes to words new invention. These inventions affect the different fields with societies. Modern technology influence on each filed of the world and the application of modern technology change the working style of life. Information technology tools help to convert the manual work in the digital form. Different types of written material in the form of book available in the library also converted in the digital form to make the e-book libraries. As per the needs of students, research scholars and professionals of each field it's very essential to convert the manual form of libraries into the digital form. By the use of computer, digital devices and related techniques all books of libraries get converted in to the digital form and the library so called a digital library or e-book library. In the recent period technology help to the students ,research scholars and professional to collecting their needy information in short period of time without any hesitation. E-book library plays an important role in educational fields. E-book library is nothing but a library without document in the form of hard copy; it is in the form of soft copies. In the world different types of languages are used as per the area or as per the country. Urdu language is mostly used in different state of our country before the independence and after the period of Mughal emperors. Most of Urdu literature is available in the different old University libraries of the country. Maximum hard copies of Urdu literature available in respective university libraries. In these university educations facility is available in the Urdu Medium for the student. These available data of Urdu literature of different University libraries should be transfer in the form of digital mode for the research scholars, professionals, and Urdu students it's very helpful for them. This digitization work of the Urdu literature is started by the Rekhta Urdu e-book library website, i.e. Rekhta.org.

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Rekhta it is also an Urdu word which means Scattered. As per the need of the Urdu research scholars and Urdu professional the team of Rekhta foundation of Urdu lovers made this



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Judiciary on Factories Act, 1948

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Abstract:

The Factories Act is a beneficial legislation enacted in 1948 and provides for the health, safety, welfare and other aspects of the lives of workers in the factories. (Ravi Shankar Sharma v. State of Rajasthan (1993)).The act is to provide protection to the exploited workers and improve the working conditions in the industries and factories. The act further provides a machinery of instructions and their strict observance and direction for the owners, and the machinery created in the act.

Introduction :

This Act applies to all factories, including the State and Central Governments, where:
10 or more workers are employed with the use of force and engaged in manufacturing activities
20 or more workers are employed without using power and engaged in manufacturing activities
Less than 10 workers if activity is notified by the State Government

The Factories Act, 1948 is a social law enacted for occupational safety, health and the welfare of workers in the workplace. The purpose of the Act is to regulate the working conditions in manufacturing establishments which fall within the definition of the word 'factory' used in the Act.

Objects of the study

1. To study judiciary on factory act.
2. To study observation of judiciary on factory act

judiciary on factory act.

- If a person is found guilty of violating the provisions of the factory rules, but is acquitted on appeal, he should not be ordered to retry.
- Uttar Pradesh State Vs. Shivprasad, 1990 LLR 398 (all HC).
- A Employees working in addition to working hours in a factory-attached dispensary will have the right to get overtime under the Factories Act.
- H.H. Donor (Dr. AMO) v P.S. Shivram, General Manager, India Security Press, Nashik, (1991)
- 2 Curr TR 238 1997 LLR 725: 1991 (63) FLR 519 (Bom HC).
- Maharashtra Factories Rules, 1963 - Rule - - - To0000 employees00 Employees Respond No. 1 - Running the canteen - Employees hired by the contractor for the canteen - Termination of the contract - Consequences of terminating the services of the canteen employees - Yes.
- Chandran Nair Vs. Indo French Times Industries Ltd., 1994 III LLJ (SP) 346: 1992 LLR 354: 1994 1 LLN 489 (Bom HC).

- Register Responsibility for maintaining the register - Proceedings against Kupier for not maintaining the register - The name of the occupier is not notified as a manager - Legal action if permanent? No.
- Maharashtra State Vs. Sampatlal Mansukh Bothara, 1992 LLR 151: (1992) I LLJ, 107 (Bom HC).
- 'Workers' - Staff engaged in clerical work in the factory premises - Are there 'workers' in the sense of Section 2 (1) of the Act? Yes.
- State (by Factory Inspector, Goodlore) Vs. A.K. Kanguli, 1993 LLR 701: 1993 (67) FLR 627: 1993 I LLN 791 (Med HC).
- Appointed by the appellant as a responsible No. 1 employee officer - to act as an employee officer was required to oversee the welfare work of the factory workers - even if he is considered to be a labor welfare officer under Section 49 of the Act and his service to the Labor Commissioner. Couldn't finish without consent? No.
- Shyam Vinyls Ltd. Vs. T. Prasad, AIR 1993 SC 2170: 1993 S (P (3) SSC 552: 1993 LLR 504: 1993 (67) FLR 128: 1993 II LLJ 650: 1993 LIC 1536: 1993 II CLR 174 (SC).
- The sentence and punishment of the defendant on the application of his offense under section under which the minimum sentence is not less than 25000, the trial court awarded Rs. Only 200 - Is the order illegal and distorted? Yes.
- Gujarat State Vs. B.S. Thakkar, Manager, Digvijay Cement Company Ltd., (1993) II LLJ 1018: 1993 LLR 843: 1993 (67) FLR 1134 (Guj HC). Employees engaged by a contractor to run a canteen in the factory as per Factories Act, will not be deemed to be the employees of the principal employer.

Workmen employed in the canteen run by S.R.F. Ltd, Madras v. Government of Tamil Nadu, 1995 LLR 784 (Mad HC) The appointment of safety officers in factories with chemical plants and blast furnaces is a legal obligation on the part of the employer.

Tata Iron and Steel Company Ltd. V. Inspector of Factories Jamshedpur Circle No. 1, Jamshedpur 1995 LLR 684: 1995 II LLN 474 (Pet HC).

House rent allowance will be excluded for calculating overtime payment if a worker is given accommodation.

Union India v India v. Suresh C. Baski, (2006) 11 SCC 701: AIR 1996 SC 849: 1996 LLR 1 (SC).

The worker will only be entitled to pay on time when he works more than the prescribed hours of work.

National Textile Corporation (D. P. & R) Ltd., (Unit Mahalakshmi Mills) Beaver Vs. Judge, Labor Court, Jaipur, (1998) II LLJ (Sup) 700: 1996 LLR 31 (Raj HC).

Employees of the administrative accounts department of a factory will be eligible for overtime.

Chief General Manager Telecom Factory, Bombay v. All India Telecom Engg. Employees Union, 1996 LLR 333 (Bom HC).

A When a factory is owned by a company, only one of the directors who has final control over the affairs of the factory can be the occupier. No other employee or officer may be nominated as occupant.

JK Industries Ltd. Vs. Chief Inspector of Factories and Boilers, (1996) 6 SSC 655: (1996) 74 FLR 2608: (1996) 2 LLN 937: 1996 (74) FLR 2608: 1996 LLR 961 (SC).



Failure to provide safety electrical appliances as a result of the death of a casual worker will make the employer liable for legal action and Rs. 50,000.

Karnataka State Vs. like this. Siddappa, 1997 LLR 411 (KAR HC).

Workers Tell workers to work overtime which will attract wages for longer if it is less than allowed by law.

National Textile Corporation (DP & R) Ltd. (Unit Mahalakshmi Mills), Beaver Vs. Labor Court, Jaipur, (1998) III LLJ Support 700: 1997 LLR 518 (Raj HC).

Workers without the consent of the director of the factory, the chief welfare officer is replaced as the welfare officer of the factory, even if the number of workers has fallen below 2000, it will not be appropriate.

R. Vidyadhar Vs. National Textile Corporation, Bangalore, (1996) 4 Blind LT 962: (1996) 4 and LD 1101: 1997 Lab IC 2938 (AP HC).

Under the Decreased Factories Act the employer will be prosecuted when the declining employee suffered a severe headache and insisted on going to his home instead of the hospital and died on the way.

K.C. Sinha Vs. State of Bihar, (1998) 3 LLN 492: (1998) 79 FLR 662 (Pet HC).

Exception In exceptional circumstances, the factory manager may change the weekly closure by giving advance notice.

Hartex Tubes Pvt. Ltd. V. Assistant Commissioner of Labor, (1998) 78 FLR 893: (1998) LLN 466: 1998 LLR 742 (Bom HC).

A 'occupier' of a factory owned by a government company needs to be made a director.

Indian Oil Corporation Ltd. Vs. Chief Inspector of Factories, (1998) 5 SCC 738: AIR 1998 SC 2456: 1998 LLR 769 (SC).

The 'spaces' created in Section 2 (m) of the Prem Factories Act also cover open land.

Lal Mohammed Vs. Indian Railway Construction Company Ltd., 1999 LLR 100 (SC).

- The Factories Act will apply to the fixing of retail outlet technicians during their working hours.

Petroleum Employees Union v. Bharat Petroleum Corporation Ltd., 1999 LLR 879 (BOM HC): 1999 (82) FLR 978.

Employees employed by the contractor in the factory canteen will only be the employer's employees for the Factories Act.

Indian Petrochemicals Corporation Ltd. Vs. Labor Force, AIR 1999 SC 2577: 1999 LIC 3078: 1999 LLR 961 (SC): 1999 (83) FLR 75.

Work proceedings of the CMD for non-maintenance of the register under the Factories Act for the duration of the work will be canceled as the manager and the occupier are equally liable.

Shyam Madanmohan Raiya Vs. State of Maharashtra, (2000) 84 FLR 451: (1999) 4 LLN 820: 2000 LLR 387 (Bom HC).

The workers working in the canteen are employees of the establishment for the purpose of the Factories Act, not for any other purpose.

Steel Plant Canteen Employees Union, Visakhapatnam Vs. Chairman-cum-Managing Director, Visakhapatnam Steel Project, Visakhapatnam, (2001) 1 LLJ 1270: 2001 LLR 394 (AP HC).

Employees working in the canteen operated in the factory under stat legal liability will be considered regular employees.

V.S.T. Industry Vs. V.S.T. Industry Labor Union, 2001 LLR 101 (SC).

Neither the High Court nor the Supreme Court will quash an FIR registered by a factory inspector.

S.M. Datta Vs. State of Gujarat, (2001) 7 SCC 659: AIR 2001 SC 3253: 2001 LLR 1076 (SC).

Termination of Workers Welfare Officer will not violate factory rules when the total number of workers is less than 500.

Arunkumar Bali Vs. Government of Delhi or National Capital Territory, (2002) 4 LLN 157: (2002) II LLJ 475: 2002 LLR 359: 2002 LIC 1904: 2002 (93) FLR 625: 2002 (96) DLT 699 (Dell) HC).

The occupant of a government-owned factory does not need a company director. Container Corporation of F India Ltd. Vs. Lieutenant Governor, Delhi & Or. (2002) III LLJ 447: (2003) 103 FJR 50: 2002 LLR 1068: 2002 LIC 2649: 2002-III LLN 1135: 2002 (98) DLT 764 (Dell HC).

When an employer is obliged to provide canteens to workers under the Factories Act, workers employed by a canteen contractor or by a labor club, the association will be treated as employees of the main employer, especially when control and supervision of such canteen workers is done by and on behalf of the main employer. Has been.

Gopalakrishna Vs. Cochin Port Trust, (2003) 3 KLT 981: (2004) II LLJ 227: 2004 LLR 79 (Care HC).

The laundry division of the hotel employing 24 employees for the benefit of 2 guests, linen cleaning used in restaurants, will not attract the provisions of the Factory Act, as the hotel designated under Section 2 is excluded from the 'factory' preview. (M) of the Act.

Welcome Group Windsor Manor Sheraton & Towers, Bangalore Vs. State of Karnataka. (Rep. His Secretary, Department of Social Welfare and Labor, Bangalore 2004 LLR 529 Kern HC).

The purpose of the Factories Act is to ensure that workers are not stressed for long hours and to promote safe, healthy and sanitary conditions in the workplace.

Green Vs. State of Kerala, (2004) 102 KLT 207: (2004) III 106: 2004 LLR 664 (Care HC) (DB).

The provision of the Factories Act that "No woman shall be employed in any factory except in the morning and evening except every hour" is not a violation of Articles 1, 1 and 1 of the Constitution of India. (Note- Amendment of Section 66 of the Act likely)

Green Vs. State of Kerala, (2004) 102 KLT 207: (2004) III 106: 2004 LLR 664 (Care HC) (DB).

Punishment Rs. 275 For breach of the provisions of the Factories Act without statutory reasons only, a minimum of Rs. 10,000, would be contrary to the provisions of the Penal Code.

Gujarat State Vs. Manubhai Mangaldas Shah, (2004) 103 FLR 74: 2004 LLR 1082 (Guj HC).

The complaint under the Factories Act will not be dismissed as the petitioner said that he could not be considered as 'occupier' only of a low paid Munshi Amad.

Bansal M.P. V. State of Jharkhand, 2004 LLR 1113 (Jhar HC)

A When a canteen contractor is prevented from operating a legal canteen under section a a of the Factories Act, the contractor's workers cannot claim to be employees of the main employer.

Haldia Refinery Canteen Employees Union Vs. May. Indian Oil Corporation Ltd., (2005) 5 SSC 51: AIR 2005 SC 2412: (2005) 105 FLR 1051. (2005) 5 SLR 317: 2005 LLR 529 (SC).

Proceedings against the employer under the St Factories Act, when appropriate costs are incurred. The factory inspector was not allowed to prosecute by a competent authority.

Assistant Inspector of Factories, v. Chittoor. Sitharami Reddy, 2005 LLR (SN) 1070 (AP HC).

A Supervisors working beyond hours of duty in a factory will not be entitled to pay overtime.

Secretary to the Government of India, Ministry of Finance, Department of Economic Affairs v. Biswas, 2006 LLR 639 (Bom HC).

Hospital as the main function of a hospital is to provide medical treatment, as is not covered by the Factories Act or the Payment W w Act.

Indraprastha Medical Corporation Ltd. Vs. National Capital Territory of Delhi, 2006 LLR 628 (Dell HC).

6 will not be eligible to take legal action against the employer for violation of the Factories Act filed after 6 months.

T. Mukherjee Vs. State of Jharkhand, 2007 LLR 41 (Zar HC).

Gene Cinema will not only be covered under the Factories Act by the installation of generators.

Jain Movie Palace Vs. State of Bihar, 2007 LLR 269 (Tsar HC).

Hotel A hotel or restaurant is not a factory as defined by Section 2 (m) of the Factories Act.

Lal Bawta Hotel Bakr Bakery Workers Union Vs. Ritz Pvt. Ltd., 2007 LLR 637 (Bom HC).

Violations of the Factories Act cannot be prosecuted under the Indian Penal Code.

Ashwini Kumar Singh Vs. State of Jharkhand, 2007 LLR 866 (Zar HC).

The complaint under the 90 Factories Act is to be dismissed, after 90 days.

B. Mr. Kumar Vs. State of Jharkhand, 2008 LLR 480 (Zar HC).

Act does not empower the Chief Inspector of Factories to exempt factory / industrial establishments from overtime pay.

State Tripura Vs. Pramod Debarma, 2008 LLR 262 (Gau HC).

Delays in filing a complaint under the Gov Factories Act are not allowed when there is no permission for the government. Is required.

B. Mr. Kumar Vs. State of Jharkhand, 2008 LLR 480 (Zar HC).

Worker should continue to prosecute the employer under the Factories Act for the death of the worker, for lack of complaint.

Conclusion:

S.K. Interest vs. State of Bihar, 2008 LLR 545 (Pet HC).

The knowledge is not taken by the inspector under the Factories Act when the employer employed the trainees as per the complaint of the union.

S.R.F. And S.R.F. Polymer Employees Union (Reg. No. 821 / MDS), Rep. Its President V. Prakash, Chennai v. State of Tamil Nadu, Rep. By its Secretary, Department of Labor and Employment, Chennai, 2008 LLR 216 (SN) (Med HC).

A small explosion in a factory shall not be made as a cognizable offense under the Factories Act.

H. That. Art Vs. State of MP, 2008 LLR 1039 (MP HC).

The factory inspector is empowered to enter any factory with its local limits.

H. That. Art Vs. State of MP, 2008 LLR 1039 (MP HC).



Sale Developing land for construction of houses for sale will be covered under the Factories Act. M.P. Housing Board Vs. Jyoti Chitnis, 2008 LLR 1036 (MP HC).
A Factories Act does not apply to schools where only generators were installed.
Bishop School, Ranchi Vs. State of Bihar (now Jharkhand), 2009 LLR 96 (Zar HC)

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