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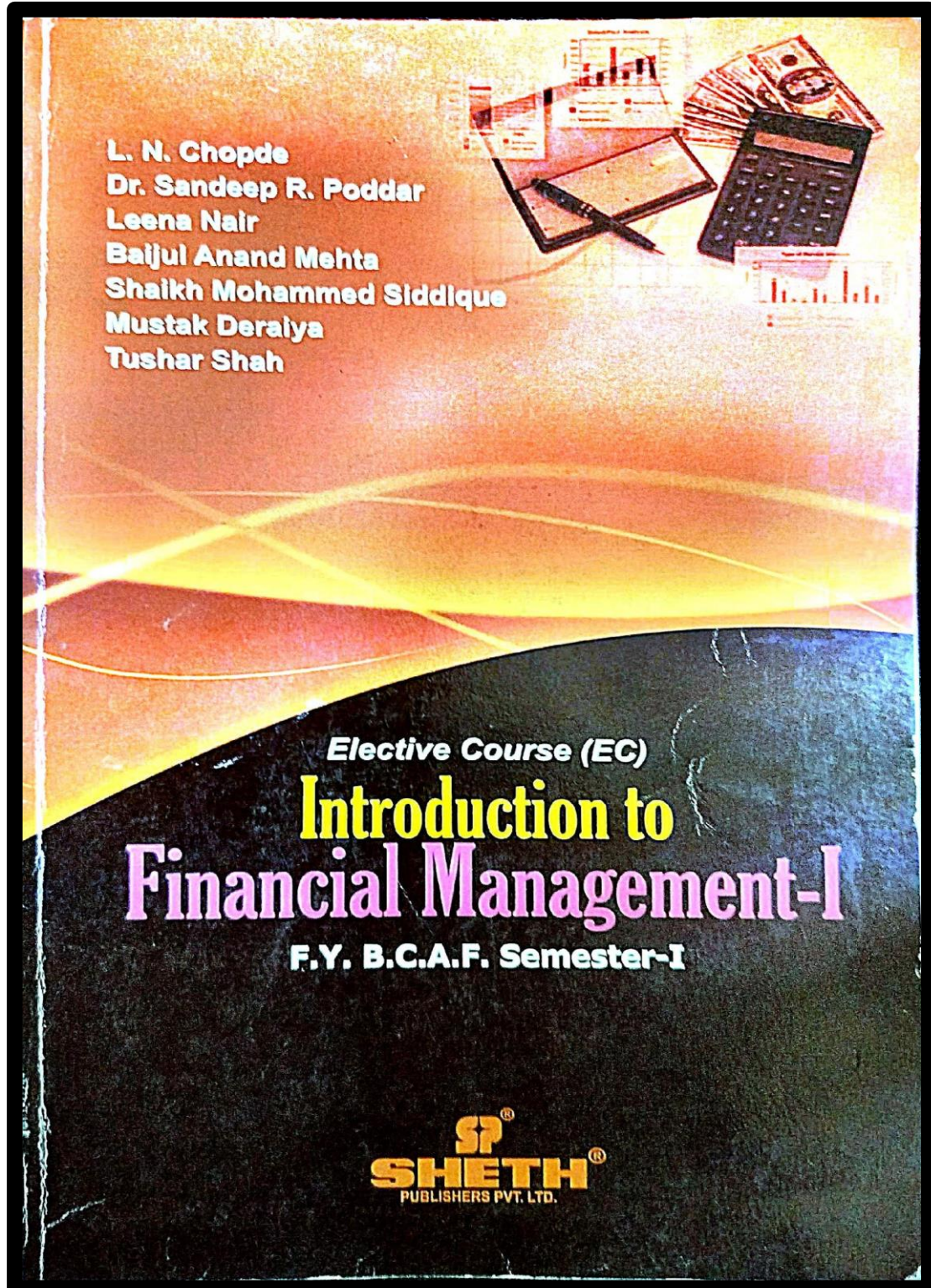
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Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year 2022-23

SR.NO	YEAR	BOOK NAME	NAME OF THE AUTHOR
1.	2022-23	Introduction to Financial Management-I	Tushar Shah



Prepared as per the new syllabus for 75:25 pattern Credit Based Semester and Grading System which is into effect from the academic year 2016-2017.

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F.Y. B.C.A.F. (Semester – I)

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1.	Dr. Pratima Singh	A COMPARATIVE STUDY OF DIGITAL GENDER GAP AMONG HIGHER EDUCATION STUDENTS	ISSN 2394 - 7780
2.	Dr. Anita Pandey	A COMPARATIVE STUDY OF DIGITAL GENDER GAP AMONG HIGHER EDUCATION STUDENTS	ISSN 2394 - 7780
3.	Mr. Umesh Kabadi	A STUDY ON DEPRESSION AMONG YOUTH	ISSN 2394 - 7780
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A COMPARATIVE STUDY OF DIGITAL GENDER GAP AMONG HIGHER EDUCATION STUDENTS

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ABSTRACT

The comparative study is going to explore the digital gender gap among the high educational institute's students studying in Ulhasnagar with 80 male and 80 female sample size of commerce stream. The descriptive study is going to focus on the digital gender gap in access to ICT devices (smartphones, laptops, Computers and Tablets) along with the ability to access this device it will also highlight challenges faced by both respondents while using this device. The study reveals interesting findings about the challenge faced by the respondents while using this device, especially for female respondents who are facing problems like cultural Taboos which restrict to access these devices had also mentioned that mentioned always burden house courses work which doesn't allow them to use this device. The next interesting hurdle is the lack of skills the among the female respondents to use this device.

Keywords: Ability, Access, Digital Divide, Digital literacy, Gender Gap.

INTRODUCTION

In general, the word 'literacy' alone refers to literacy skills, but when prepended with the word 'digital', the term encompasses much more. Indeed, reading and writing remain central to digital literacy. But given the new and ever-changing ways we use technology to receive and communicate information, digital literacy can range from reading on a Kindle to assessing the effectiveness of his website to creating YouTube videos and sharing a wide range of skills. The American Library Association's digital-literacy task force offers this definition: "Digital literacy is the ability to use information and communication technologies to find, evaluate, create, and communicate information, requiring both cognitive and technical skills."¹

Today, students are also encouraged to create, collaborate, and share digital content and to do so responsibly. For these reasons, principals, school librarians, and teachers understand the importance of digital literacy skills for students and teach digital literacy in the classroom. School leaders, media professionals and educators are increasingly focusing on the benefits of digital literacy skills in schools as today's students see the internet as an important source of information important. Literacy students know how to find and use digital content. In today's digital world, almost every career requires digital communication at some point in time. Therefore, equipping students with the skills to effectively and responsibly find, evaluate, communicate, and share content online is vital to their future. But the benefits of teaching your students digital literacy skills start right in the classroom.

The digital gap, or technology gap, is the difference between those who have access to technology and the Internet and those who don't. Girls and women generally have less access to technology and the Internet than boys and men. Especially in developing countries, girls and women struggle to afford access to technology and the internet. In addition, stereotypes that technology is "for boys" and fear of discrimination prevent girls from using digital tools. "The gender digital gap in internet access remains largest in the world's least developed countries, at 32.9%. The internet divide is the widest in Africa, while in terms of mobile phone ownership, the digital gender divide is most pronounced in South Asia, where women are the least likely to own a phone. 26% more mobile than men"².

OBJECTIVES OF THE STUDY

- To explore the digital gender gap in access to ICTs
- To assess the gap in ability to use ICTs among male and female
- To find out the challenge faced while using ICTs

RESEARCH METHODOLOGY

The exploratory qualitative research design was used to explore the digital gender gap among the higher educational institute students. The sample size of 160 students (80 male and 80 Female) was collected from the higher educational institute of Ulhasnagar. Simple random sampling and purposive sampling methods were used by powering on commerce students with different subject specification.

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DATA COLLECTION

The study includes the combination of primary and secondary data to understand and evaluate the digital gender gap in access to ICTs among males and females well-structured questionnaire was drafted focusing on the above objectives and was enlisted to collect the relevant data and satisfied the objective of the study. It also includes research journals, reports and web articles to support the primary survey.

DATA ANALYSIS

The data collected through the questionnaire are presented in tabular, pie charts, bar charts, Column charts and percentages. With the help of the questionnaire, an attempt has been made to awareness, perception, satisfaction level and loyalty of consumers towards shrinkflation.

STATISTICAL TOOLS

- Percentage Analysis
- Likert scales

Percentage Analysis

Section A

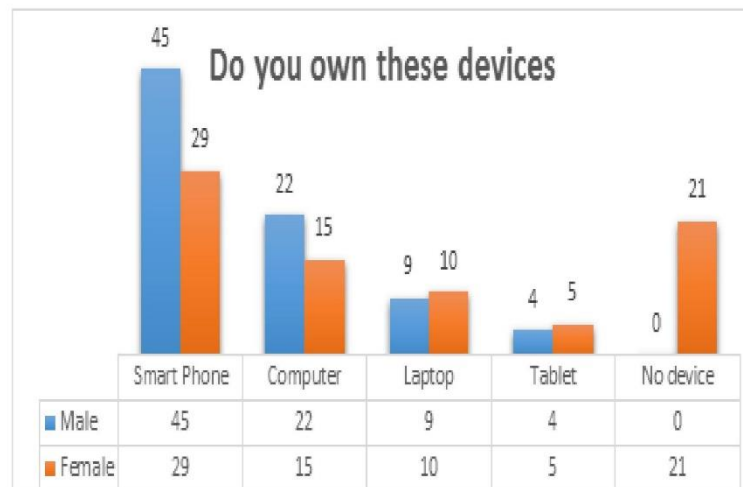
Table 1: Demographic information of Respondents

Gender	Male	%	Female	%
	80	50	80	50
Age				
17 – 19	40	25	36	22.5
20 – 22	30	18.75	36	22.5
23 – 25	10	6.25	8	5
TOTAL	80	50	80	50
Education				
FY	18	11.25	28	17.5
SY	16	10	24	15
TY	46	28.75	28	17.5
TOTAL	80	50	80	50

Source Primary Data

1. Do you Own these Devices?

Chart 1



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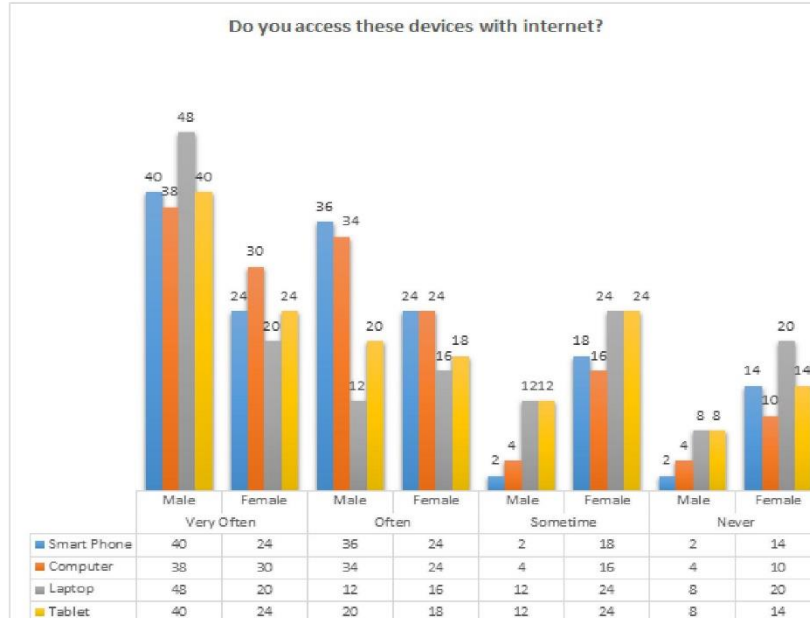
Source: Primary Data

ANALYSIS

- In the above diagram highlights the comparison of ICTs devices held by Male and females.
- The comparative difference between both is that 100% of male respondents own these ICTs devices whereas 73.75% of females own the above device.
- Still 26.25% of female respondents of the above device.

2. Do you Access these Devices with the Internet?

Chart 2



Source: Primary Data

ANALYSIS

- The given analysis talks about opportunities avail to male and female respondents while using ICTs devices.
- 93.12% of male students access the ITCs device very comfortable and 81.88% of female students can access the ITCs device easily.
- 6.88% of the male has never accessed these devices whereas 18.12% of female students have never accessed these devices.

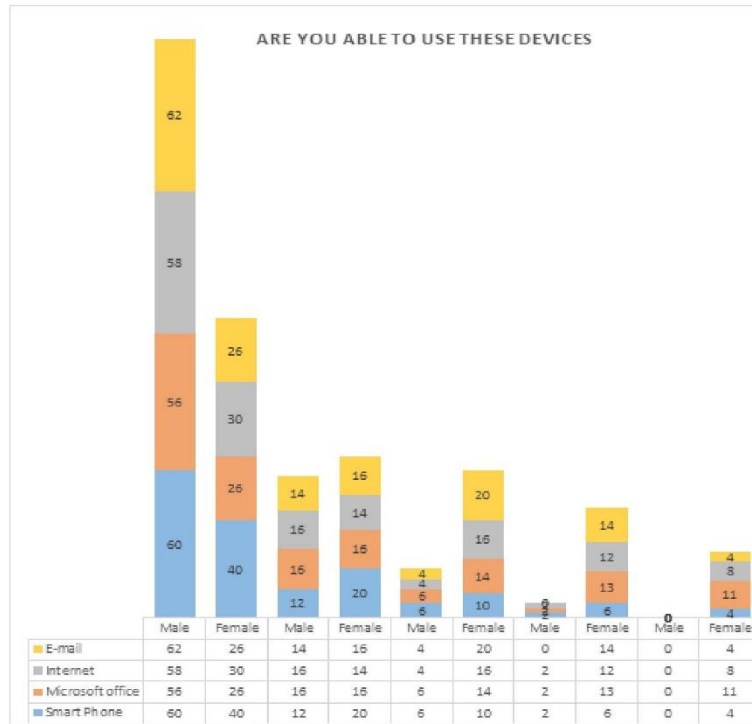
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Accessed you Able to Use These Devices?

Chart 3

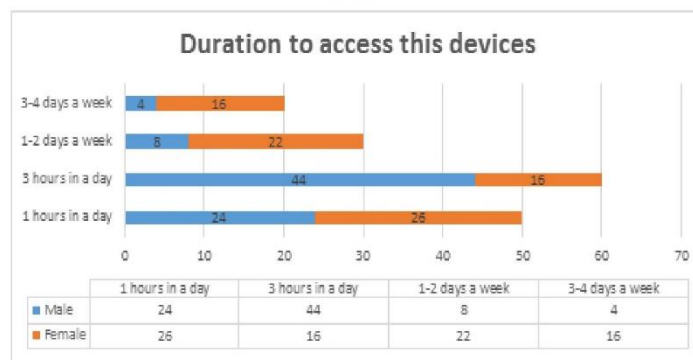


Source: Primary Data

ANALYSIS

- The graph depicts the ability to use ICTs devices.12% of male students can these devices, while 77.50% of female students are competent to use ICTs devices.
- Only 1.88% of male students are not competent enough to use these devices and 22.50% of females are unskilled to use these devices.
- **Duration to access these devices**

Chart 4



Source: Primary Data

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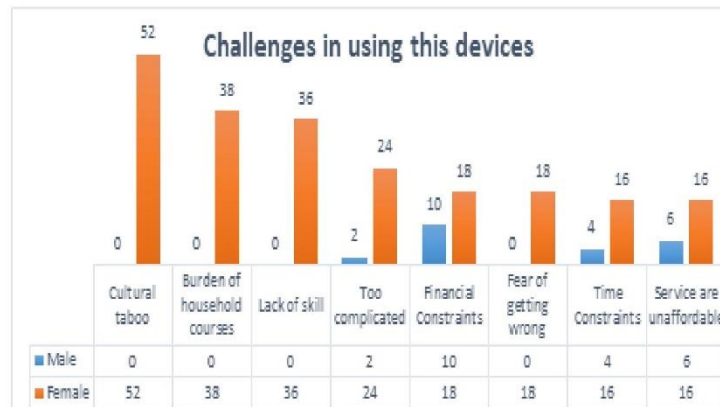
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ANALYSIS

- The study impulse the duration spent by respondents of the above ICTs device are as follows
- The highest time spend (3 hours a day) by the male students was 55% as compared to the 20% female students on the ICTs device.
- The least time spend (3-4 days a week) by the male students was 5% and female students was 20% on the ICTs device.

5. Challenges in Using These Devices

Chart 5



Source: Primary Data

ANALYSIS

- The further study explains the challenges faced by the respondents, most of the challenges are faced by the female respondents as compared to male respondents like
- 65% of female respondents express cultural taboo as hurdle to using ICTs devices whereas for males no such barrier.
- 47.5% of the female respondents stated that they are unable to use these devices due to the heavy burdens of household courses and 45% of female respondents admit lack of skill has blocked the way of using these devices.
- Among male respondents 12.5% acknowledged financial constraints as hurdles and unaffordable services are other obstacles for male respondents with 7.5%.

CONCLUSIONS

- A comparative study of the digital gender gap among higher educational institute students includes the blender of FY SY and TY students belonging to the age group 17 to 25 with an equal proportion of males and females.
- 26.25% of females still do not own ICTs devices as the females face many challenges in using this device.
- The study also highlights that 18.12% of female students are unable to access ICT devices while only 6.88% of males haven't accessed this device.
- The study also reflex 22.5% of female students are not skilled enough to use these devices in comparison with male respondents with only 1.88%.
- 55% of male respondents spend 3 as a day on ICT devices however only 20% of female students spend 3 hours a day on this device.
- For the study explain the challenges faced by the respondents among them female respondents face most of the challenges like cultural taboos mentioned by 65% of female respondents.

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- Burden of household course is the second leading challenge which acts as a hurdle for female respondents to use ICTs devices.
- Even 45% of females admit that due to lack of skill they are unable to use this device although such problems aren't faced by the male respondents only 12.5% of males respond in acknowledge financial constrain as hurdles for them while using ICT devices.

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A STUDY ON DEPRESSION AMONG YOUTH

Mr. Umesh Kabadi

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INTRODUCTION

Everyone occasionally feels blue or sad. But these feelings are usually short-lived and pass within a couple of days. When you have depression, it interferes with daily life and causes pain for both you and those who care about you. Depression is a common but serious illness.

According to a WHO report there are 350 million patients of depression in the world. Described as the most common disorder and the causes of disability. 2 times more common in women than men. Lifetime incidence - 11% in developing countries and 15% in developed countries.

Depression is a common illness worldwide, with an estimated 3.8% of the population affected, including 5.0% among adults and 5.7% among adults older than 60 years (1). Approximately 280 million people in the world have depression (1). Depression is different from usual mood fluctuations and short-lived emotional responses to challenges in everyday life. Especially when recurrent and with moderate or severe intensity, depression may become a serious health condition. It can cause the affected person to suffer greatly and function poorly at work, at school and in the family. At its worst, depression can lead to suicide. Over 700 000 people die due to suicide every year. Suicide is the fourth leading cause of death in 15-29-year-olds.

Although there are known, effective treatments for mental disorders, more than 75% of people in low- and middle-income countries receive no treatment (2). Barriers to effective care include a lack of resources, lack of trained health-care providers and social stigma associated with mental disorders. In countries of all income levels, people who experience depression are often not correctly diagnosed, and others who do not have the disorder are too often misdiagnosed and prescribed antidepressants.

OBJECTIVES

- To identify what are the factors of depression.
- To find out what are Signs and Symptoms of depression.

METHODOLOGY

- Collected primary data by survey method.
- Use secondary data from google, books, magazines.

INFORMATION ABOUT DEPRESSION

Definition

Depression is a mood disorder that means an incessant feeling of sadness and loss of interest. It is dissimilar from the mood change that people regularly experience as a part of life. Major life events, such as bereavement or the loss of a job, can lead to depression. Depression is an ongoing problem, not a passing one. It consists of episodes during which the symptoms last for at least 2 weeks. Depression can last for many weeks, months, or years.

Signs and Symptoms

- Feeling low and sad most of the time.
- Loss of interest and difficulty in completing daily activities
- An inability to enjoy activities that were enjoyable before.
- Tiring quickly and feeling a lack of energy throughout the day.
- Difficulty in concentration; thinking; or making decisions.
- Loss of self-confidence and self-esteem.
- Negative thoughts about self, life, and the future.
- Loss of appetite, or overeating.
- Feeling guilty and blaming yourself for past failures; feeling unworthy.
- Frequent absence from work; being unable to work.

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- Disrupted sleeping patterns where you end up sleeping excessively, or are unable to get adequate sleep.
- Lack of interest in sex/sexuy activity as compared to previous levels of interest.
- Experiencing frequent headaches or body aches like neck pain, or cramps.
- Thoughts about self-harm, suicide or death.

IN FEMALES

Depression is nearly twice as common among women as men, according to the Centers for Disease Control and Prevention (CDC).

Below are some symptoms of depression that tend to appear more often in females:

- irritability
- anxiety
- mood swings
- fatigue
- ruminating (dwelling on negative thoughts)

IN MALES

Around 9% of men in the United States have feelings of depression or anxiety, according to the American Psychological Association.

Males with depression are more likely than females to drink alcohol in excess, display anger, and engage in risk-taking as a result of the disorder.

Other symptoms of depression in males may include:

- avoiding families and social situations
- working without a work
- having difficulty keeping up with work and family responsibilities
- displaying abusive or controlling behaviour in relationships

In College Students

Time at college can be stressful, and a person may be dealing with other lifestyles, cultures, and experience for the first time.

Some students have difficulty coping with these changes, and they may develop depression, anxiety, or both as a result.

Symptoms of depression in college students may include:

- difficulty concentrating on schoolwork
- insomnia
- sleeping too much
- a decrease or increase in appetite
- avoiding social situation and activities that they used to enjoy

IN TEENS

Physical changes, peer pressure, and other factors can contribute to depression in teenagers.

They may experience some of the following symptoms.

- withdrawing from friends and family
- difficulty concentrating on schoolwork
- feeling guilty, helpless, or worthless
- restlessness, such as an inability to sit still

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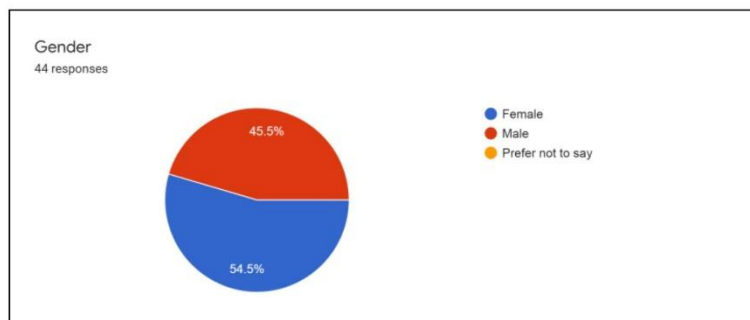
CAUSAL FACTORS

- Molecular genetic studies
- Genetic factors;
- Neurotransmitter disturbances; and
- Psychosocial factors:
 - adverse experiences in childhood;
 - chronic major difficulties;
 - undesirable life events;
 - limited social network; and
 - Low self-esteem.
- Social Factors
 1. Separation from loved ones
 2. Death
 3. Loss of money, status, health, materials, power, position, property.
 4. Failure in examination, in achieving the objectives or goals, failure to compete the work or task assigned.
 5. Comments, criticisms, ill-treatment, hostility from others.
 6. Poverty, unemployment of under-employment.
 7. Needs & expectations not fulfilled.
 8. Injustice, deprivation, being deceived by others.
 9. Stigmatizing, life-threatening, disabling illness
 10. Non-recognition.

Helping a Depressed Person

- Don't argue about how bad things are
- Don't insist that depression or sadness are the wrong feelings to the experiencing
- Don't become angry even though your efforts may be resisted or rejected
- Advocate for their recovery from depression
- Emphasize that depression is treatable
- Seek consultation
- Encourage them to seek help, go with them to the counseling centre
- Be supportive of counselor or doctor suggestion

Primary Data Information



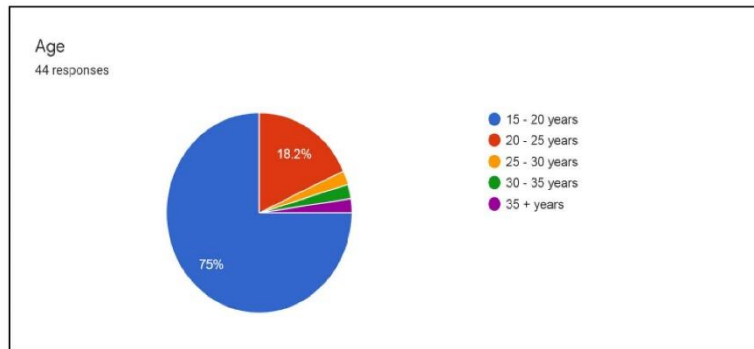
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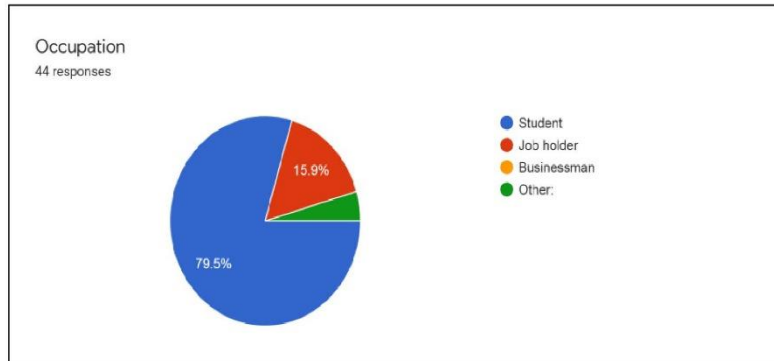
The Details of Survey is as Follows

- 54.5% female responded to the survey.
- 45.5% male responded to the survey.



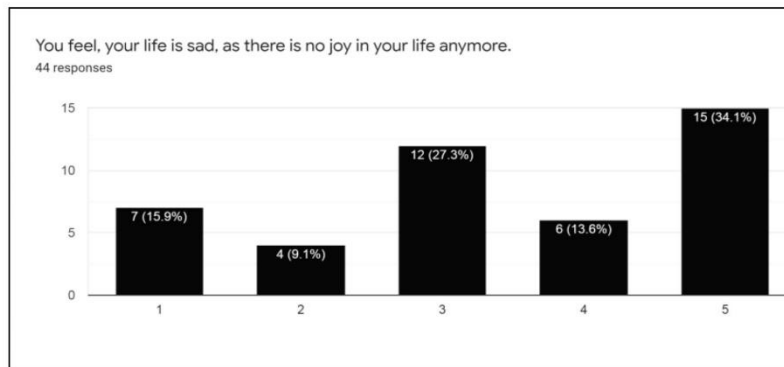
The Details of Survey is as Follows

- 75% of people were from 15-20 years of age.
- 18.2% of people were from 20-25 years of age.
- Others were above the 25 years of age.



The Details of Survey is as Follows

- 79.5% of people were students.
- 15.9% people were job holders.



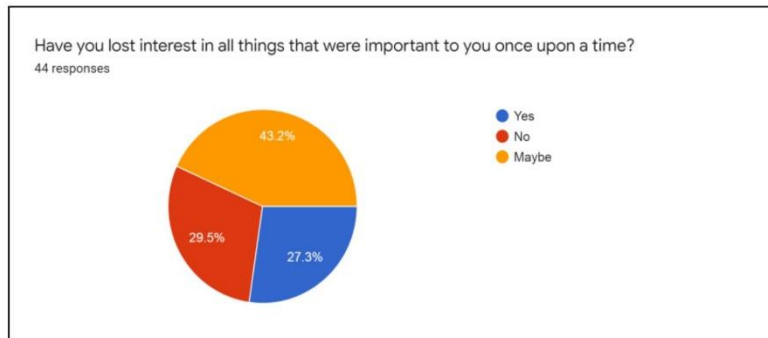
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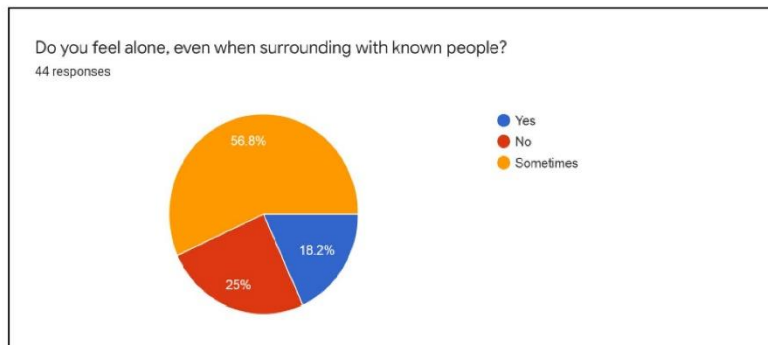
The Details of Survey is as Follows

- 15 people think that in their life, their is full of happiness.
- But on the other hand 7 people think that there is a lack of happiness.



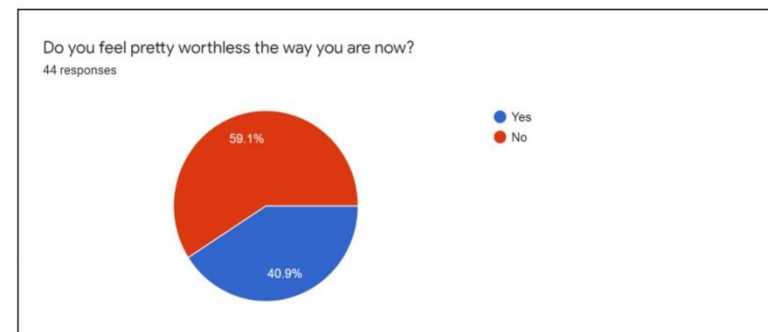
The Details of Survey is as Follows

- 27.3% of people lost their interest that was important to them once at a time.
- 29.5% people had interest in all things.
- 43.2% of people think that maybe they lost their interest that was important to them once at a time.



The Details of Survey is as Follows

- 18.2% of people felt alone even when surrounded with known people.
- 25% of people did not feel alone.
- 56.8% of people sometimes feel alone even when surrounded with known people.



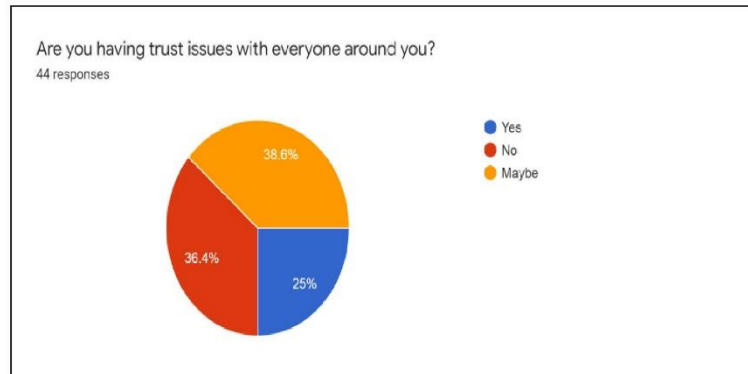
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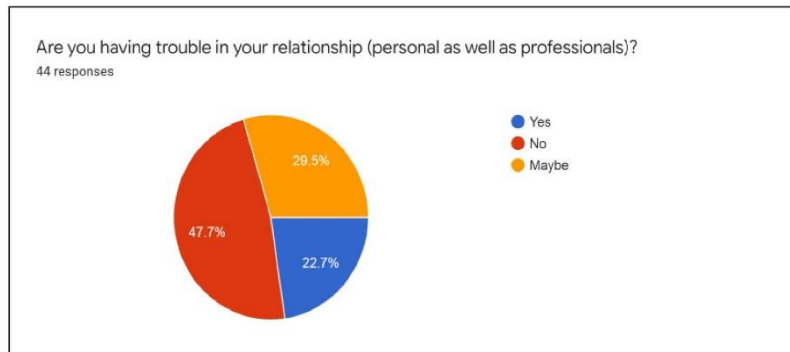
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- 40.9% of people feel pretty worthless the way they were now.
- 59.1% of people do not feel pretty worthless.



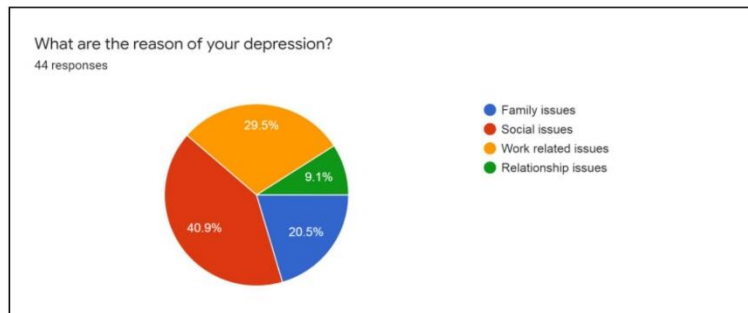
The Details of Survey is as Follows

- 25% of people have trust issues with everyone around them.
- 36.4% of people have no issues.
- 38.6% of people may have trust issues with everyone around them.



The Details of Survey is as Follows

- 22.7% of people having trouble in their relationship.
- 47.7% of people have no trouble in their relationship.
- 29.5% of people may have trouble in their relationship.



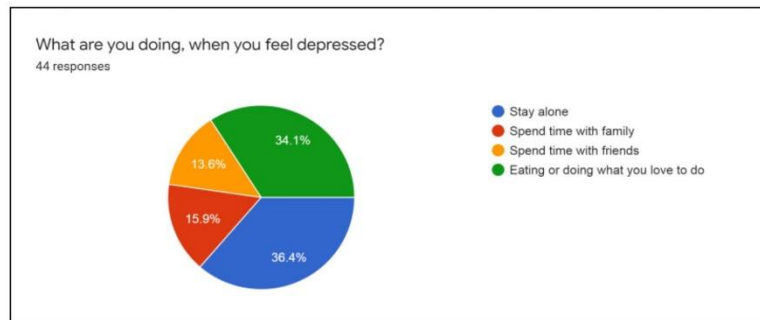
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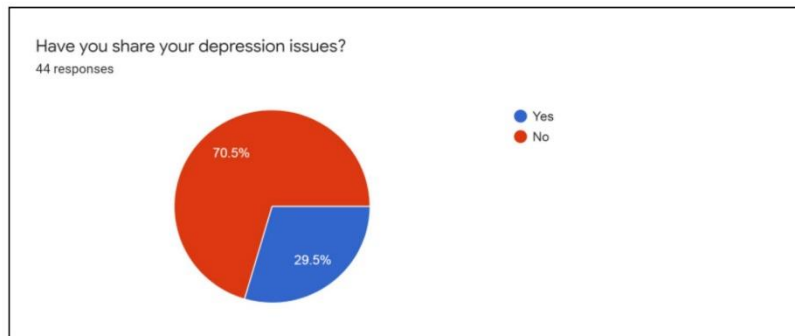
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- 20.5% people think the main reason behind their depression is their family issues.
- 40.9% people think the main reason behind their depression is their social issues.
- 29.5% people think the main reason behind their depression is their work related issues.
- 9.1% of people think the main reason behind their depression is their relationship issues.



The Details of Survey is as Follows

- 36.4% of people stay alone when they feel depressed.
- 15.9% of people spend time with their family when they feel depressed.
- 13.6% of people spend time with their friends when they feel depressed.
- 34.1% of people eat or do what they love to do when they feel depressed.



The Details of Survey is as Follows

- 29.5% of people share their depression issues.
- But 70.5% of people don't share their depression issues with anyone.

If No, What Is The Reason Behind Not Sharing Issues?

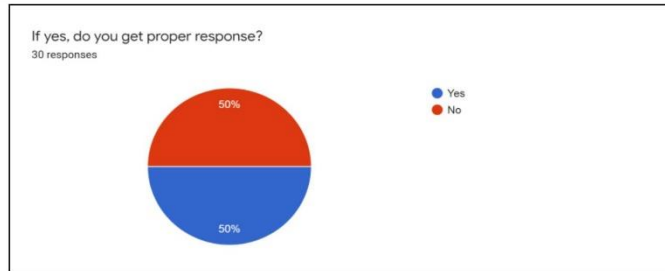
→ For this question, I receive 17 responses. Some people say that they don't have any closest person to whom they share their problem. Some say that they don't like to share their problems with anyone because they feel bad that time and they feel sober that's why they don't share. Some females say they don't share problems because she knows that no one understands her feelings and her emotions. They are only listening when they do not help her, that's why she is not sharing her problem to anyone.

One response I received was that he said he has never felt to share it with someone, there are many friends but you need that one person to be with you and he doesn't have one.

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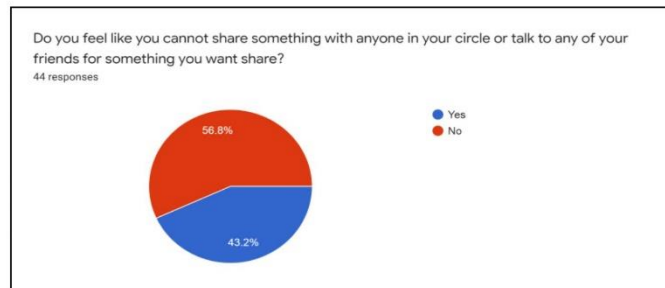
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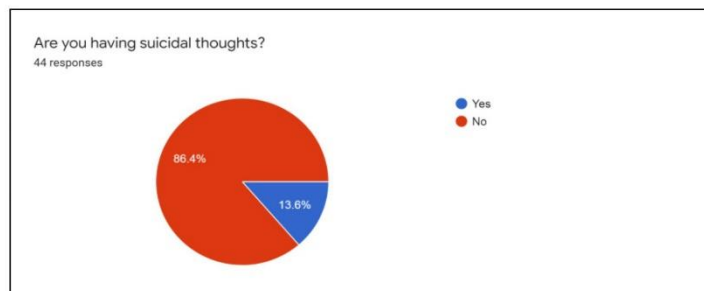
The Details of Survey is as Follows

- 50% of people get proper responses when they share their depression issues.
- But 50% of people did not get proper responses when they shared their depression issues.



The Details of Survey is as Follows

- 43.2% of people feel like they cannot share something with anyone in their circle or talk to any of their friends for something they want to share.
- 56.8% of people feel like they can share something with anyone in their circle or talk to any of their friends for something they want to share.



The Details of Survey is as Follows

- 86.4% of people have no suicidal thoughts.
- But 13.6% of people have suicidal thoughts.

SUGGESTION

Suicide is not a option for depression. We should share our problem with our closest person. But there are many people who don't have any closest person to whom they share their problems. After taking any decision like suicidal thoughts. We should think that life is full of struggle. Fight with these problems and defeat the problems. Never think about suicide because there are many person who are depends upon you so take enjoy and be a successful man. Keep a positive vibe in your life. Everything happens for a reason and situations are temporary, do not be attached with it.

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CONCLUSION

My conclusion after undertaking this project was that depression is a major problem of humans in the world. Many people are depressed because of family issues, relationship issues, separation from loved one, etc. many people think that only sad people were depressed but there are many people surrounding us who always smile but inside they are unhappy and cry alone. We want to behave politely and lovingly with everyone. Every person says that you have any problem and you don't have any person to whom to tell them, then any problem you can share with me but don't take any wrong path. But reality was when someone really wants to share their problem with anyone they tease them and they feel this was a joke and fake. That's why people don't share their problem.

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4. <http://www.ngopulse.org/article/2018/08/23/depression>
5. <https://www.google.com/url?sa=1&url=https%3A%2F%2Fwww.verywellmind.com%2Fwhat-to-say-when-someone-is-depressed-1067474&psig=AOvVaw1wziKoUJ7GyV3KtXemsn2y&ust=1607613832206000&source=images&cd=vfe&ved=0CAIQjRqFwoTCPD7jsKawe0CFQAAAAAdAAAAABAE>
6. <https://www.noelmcdermott.net/depression/>
7. News link:
http://timesofindia.indiatimes.com/articleshow/77220895.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst

APPENDIX

1. Name
2. E-mail id
3. Gender
4. Age
5. Occupation
6. You feel your life is sad, as there is no joy in your life anymore.
7. Have you lost interest in all things that were important to you once upon a time?
8. Do you feel alone, even when surrounded with known people?
9. Do you feel pretty worthless the way you are now?
10. Are you having trust issues with everyone around you?
11. Are you having trouble in your relationship (personal as well as professionals)?
12. What is the reason for your depression?
13. What are you doing, when you feel depressed?
14. Have you shared your depression issue?
15. If yes, do you get a proper response?
16. If no, what is the reason behind not sharing issues?
17. Do you feel like you cannot share something with anyone in your circle or talk to any of your friends for something you want to share?
18. Are you having suicidal thoughts?
19. Any suggestions?

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A STUDY ON ENTREPRENEURSHIP DEVELOPMENT OF IT GRADUATES UNDER UNIVERSITY OF MUMBAI

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Entrepreneurship is defined as the capacity and willingness to develop, organize and manage a business venture along with any of its risks in order to make a profit. The most obvious example of entrepreneurship is the starting of new businesses.

Mumbai University offers various professional IT and computer science courses through its departments and affiliated colleges in Mumbai, Thane and Raigarh district and Ratnagiri sub-center. The objective of these courses is to impart professional training to students in the field of Information Technology and computer science. The program is designed and developed with an aim to create a talent pool of IT professionals who can be readily employed. With the growing use of Computers and Information Technology in our day to day life, it is necessary that we have the trained man power to manufacture, maintain and use the Computers as well as write the software required for the effective and efficient use of the computers and IT. Mumbai has the advantage of being the financial hub of India. Here employment opportunities for IT graduates are far better than other part of the country. Those who have completed their education in this field can find a variety of entrepreneurial opportunities in the following sectors: Automobiles, Banking, Business, Communication, Defense, Education, Electronics, Entertainment, Finance, Information Technology, Manufacturing, Marketing, Police Product Manufacturing, Railways etc.

The scope for students of IT to become an entrepreneur is on the rise today. Opportunities that offer lucrative options are available to deserving candidates. Entrepreneurship opportunities are available for IT graduates both in India as well as abroad. Once students have completed their studies or even before, they can get try to setup their own enterprise in IT and IT enabled sectors. Because of the use of information technology in all most all fields today, the IT sector has seen a tremendous growth in the past few years. A few services and products types available for in IT are : Application Programming, game design, website development, Enterprise Information system, Graphic Designing, Hardware and Networking services, Information Security consultancy, Cyber law and IPR Specialist, Online Editor, Software Testing services, Strategic IT management, IT training institutes.

Key Objectives of the proposed Research Work are

1. To study the current entrepreneurship opportunities of IT graduates.
2. To study the improvement in employability provided by entrepreneurship.
3. To study the scope of integrating entrepreneurship in the academic ecosystem.

It will help to understand need, benefits, facilities, opportunities and challenges in developing entrepreneurship among IT graduates of Mumbai University.

I. Rationale and Relevance

An IT degree opens an ocean of opportunities in front of students. After doing an IT degree, there's no dearth of avenues for entrepreneurship and self-employment.

Despite of these highly lucrative job opportunities available to IT graduates, the statistics (as per NASSCOM survey) paint a grim picture especially with IT/ITES industry. The IT /ITES industry currently employs nearly 2.5 million people and with the pace the industry is growing, the demand for graduate talent is increasing at a rapid pace. IT graduates are absorbed in many different job profiles and sectors in the industry. However these job opportunities are still limited. The aim of this research project is to study various opportunities to set up own small and medium scale enterprise within the IT sector. The reasons cited for this study is to study the opportunities for entrepreneurship and self-employment. The study will also focus on integrating entrepreneurship development in college and university ecosystem.

As per National employability Report 2016 the key findings of the study are:

- No significant improvement in employability in the last four years.
- Only 3.84% folks employable for startup software engineering jobs.

The problem undertaken in this research project is to find out the reasons of low employability of IT graduates and formulate a comprehensive, implementable Entrepreneurship Development model.

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The Research Project will focus on formulating a model to develop the entrepreneurship in IT graduates to reap the benefit of paradigm shift in self-employment which offer more opportunities to an IT graduates through entrepreneurship. It will help to understand need, benefits, facilities, opportunities and challenges in developing entrepreneurship among IT graduates of Mumbai University.

HYPOTHESIS OF THE STUDY

Hypothesis 1

H0: Entrepreneurship is a key factor to employment for IT graduates of Mumbai University.

H1: Entrepreneurship is a key factor to employment for IT graduates of Mumbai University.

Hypothesis 2

H0: Integrating entrepreneurship in academic ecosystem improves employment opportunities for IT graduates.

H1: Integrating entrepreneurship in academic ecosystem does not improves employment opportunities for IT graduates.

II. Review of Research and Development in the Field

Many factors have been identified as being associated with entrepreneurship. For, example, entrepreneurial individuals combine many personality traits - innovativeness, risk taking, proactive in the sense of doing what is necessary to realize their ideas combined with shouldering responsibility for success or failure (Covin and Slavin, 1989; Morris and Sexton, 1996). Second, Gardner (1994) emphasizes the central nature of innovativeness in the successful realization and marketing of an idea into a viable product. Stearns and Hill (1996) conclude that innovativeness required varies greatly from one business situation to another (Table 1). Third, as pointed out by Carland et al. (1988) assuming risk is central to entrepreneurial action. However, these authors also state that it is moderated by the ability of many entrepreneurs to take calculated risks. Fourth, the introduction of new goods or services is essential to entrepreneurship. By creating and marketing new goods and services the entrepreneur adds value for the ultimate customers. Fifth, the design and implementation of new methods of production is often indicated by the nature of the new products and services. The novelty of new products or services implies that they have never before been produced and, hence, it is likely that no existing production method exists for production. Sixth, the introduction of new products, new methods of production, and marketing often necessitates new organizational forms. Seven, the realization of unmet customer needs motivates the entrepreneur to action. However, the success of the new product or services critically depends on convincing customers that the need is real. This in turn implies the need for creating and subsequently exploiting new markets (Gardner, 1994). Finally, IT systems affects a firm's products and services, markets, product cost, and product differentiation. Thus, the success of innovative firms critically depends on the implementation and creative use of IT (Deans and Kane, 1992). In conclusion, entrepreneurship is defined as the process of creating value by combining a unique mix of the aforementioned concepts in order to take advantage of an opportunity (Morris and Sexton, 1996). Morris and Sexton (1996) use the aforementioned dimensions to formulate frequency and degree of entrepreneurship which are then combined into entrepreneurial intensity. Entrepreneurial frequency reflects the number of new products or services introduced by the firm, the number of new production processes it started, or the number of new markets which it entered. Degree of entrepreneurship reflects the extent to which the entrepreneurial behavior is innovative, risky, or proactive. Frequency and degree of entrepreneurial behavior lie along a continuum ranging from "low" through ? medium? to "high". Of particular interest are three combinations of frequency and degree of entrepreneurial behavior which form the measures of entrepreneurial intensities. An infrequent introduction of a new process, product, or service combined with a low exposure to risk exemplifies the traditional organization which is engaged in entrepreneurial behavior of low intensity. An organization engages in entrepreneurial activities of high intensity when it introduces many new processes, products, or services which are extremely innovative, or risky, and when their introduction represents proactive behavior. Such organizations are termed revolutionary. An organization engages in entrepreneurial activities of medium intensity when it introduces new processes, products, or services which are innovative, risky, but their introduction represents proactive behavior of a moderate sort. Such organizations are termed dynamic. Morris and Sexton's (1996) research suggests that entrepreneurial intensity, i.e., the combined effect of frequency and degree of entrepreneurship, is positively associated with organizational performance measures such as change in sales, profits, customer base size, and employment.

Parthajet Das of Utkal University, Odisha suggests in his research work [4] that Micro, Small and Medium Enterprises constitute the backbone of an economy in maintaining an appreciable growth rate and in generating employment opportunities. This sector has been regarded as engine of economic growth and social development

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in many developed and developing countries. Contribution of MSMEs to the Indian economy in terms of employment generation, containing regional disparities, fostering equitable economic growth and enhancing export potential of the country has been quite phenomenal. To be self-employed means finding and retaining work so you don't go broke. It means keeping clients happy. It means you have to deliver. It means you have to use time effectively. There are tax considerations, health insurance costs and other things that complicate the romantic notion of being your own boss. But, even with these risks, I can't help but see it as a worthwhile endeavor [6]. If you see yourself as a product that you need to sell, freelancing is a great way to learn the ropes of entrepreneurship. I need to sell myself, deliver what was promised, run the back-office and essentially do all the parts that a business consists of. Hopefully this will ease the transition to operate a growing business [7].

Data Collection

1) Primary Data will be collected from students of IT and computer science program of Mumbai University and its affiliated colleges, both male and females, recruiters and Government agencies by the extensive use of following data gathering techniques and tools.

- Questionnaire.
- Personal interviews
- Observation through personal visits.
- Telephonic and e-mail interviews.

2) Secondary Data will be collected from various references which already exist such as NASSCOM Report on Employability; IT Industry Surveys conducted by independent agencies, on line Portals, MCA, MSME Portals, books, articles in newspapers like Hindustan times, DNA and Times of India, Indian Express etc. from time to time. The articles in magazines as well as Web and Internet support will also be considered for the purpose of secondary data collection.

Expected Results, Conclusion and future plans

The research will significantly provide a model to improve the employability of IT graduates of university of Mumbai through entrepreneurship and self-employment. The final outcome of this Research Project will be a booster for readers, students, recruiters and the University authorities for planning for entrepreneurship development projects and design and setting up of business incubation center. The benefits of this project can be extended to other programs and other universities of Maharashtra and other states.

The Researcher is conducting study IT graduates of University of Mumbai and its affiliated colleges only.

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UTILITY OF SHRIMAD BHAGAVAD GITA IN TEACHING SKILLS DEVELOPMENT

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ABSTRACT

Our academics are familiar with the academic principles and life skills ideas developed within the West. However, we have insufficient facts about our individual historical and cultural minds in terms of survival talent and training, regardless of their importance and prevalence. In the Bhagavad Gita, I observed that some existential potentialities exist in the Directive Philosophy. This paper presents with interpretation of Bhagavad Gita completely based on lifestyle skills and education. It provides some basis for the visions of the West and the East. From a methodological point of view, this paper is an interpretation of a historical treatise that has established exciting hyperlinks to cultural practice and private reports. India has the biggest contribution in Bhagavad Gita Akhara. In the current research paper, the researcher has tried to find the effect and implication of Gita in the state of giftedness.

Keywords: Utility, Shrimad Bhagavad Gita, Teaching skill, Development

INTRODUCTION

The Bhagavad Gita, the philosophical discourse of Lord Krishna to inspire the reluctant Arjuna to fight. The subject of the war caught Arjuna when he saw his relatives as fighters. In order to inspire them, Lord Krishna preached the Bhagavad Gita as a counsel to fulfill his obligation, while a large number of men with the help of the prepared Krishna dressed as a prince, as a warrior, as a Taught to perform one's duty as a righteous to fight against evil. and restore peace and order. The important teaching of the Gita can be summed up hypothetically on this sentence of Annie Besant: 'It is supposed to promote the aspirant of a lower degree of renunciation. Where the gadgets are left on the heights of the mother in which dreams die and where the walk remains in calm and constant contemplation, even as her frame and mind actively discharge those responsibilities It is applied to those who come a lot in their life.' The Gita is the holy grail of survival skills and schooling as it is the essence of all theories and philosophies. It is providing the purest expertise of self-cognition.

Bhagavad Gita and Life skills in Education

The Gita says that the real means of education is to acquire virtual knowledge but the question that arises is 'What is virtual understanding?' Every time we see or feel that the universe is in diversity and God is present anywhere. True knowledge is that which teaches us to see God in every soul. The Lord says that all is transcendent in the purest understanding and its essence is a precisely understood understanding of the one-of-a-kind styles of the Vedas and Upanishads. The Gita particularly emphasizes the importance of the soul and this is a special part of Miles' expertise: knowing for certain that the pure soul is not the same as the frame that is to be fulfilled. The soul remains the same and becomes immortal. It keeps us active. The Divine Instructor no longer provided his expertise in the form of mere dictation to his scholar to formulate the ideas of education. The Gita answers the 'why' of such schooling. In International the human child is not an empty being. He inherits certain temperament, tendency, tendency of the person, mental inclination etc. from his previous lifestyle. The Gita encapsulates metaphysics and physics, and propensity, the mental entity; and the principles of genetics and peer environment and training faithfully demonstrate that schooling is a non-secular-social necessity. It is a value and its building cannot be constructed on sand.

The teacher is so belligerent that he can protect his scholar as well as his collective soul and body. According to the Gita, the disciple is not a disciple but a learner. Here comes the consideration of lifestyle abilities to determine the importance of the study. First of all, as a way of development in life we need to pursue the string of practical and down to earth approach. To achieve fulfillment, we seek to discern positive precise tendencies – fighters, problem solvers, information seekers and primarily risk takers. Gita says one needs to be a true communicator, everyone has heard of Krishna's mischief, yet doing smart. He knew what it took to persuade people and sell his ideas. The Gita has well meditated on mediation and its importance. Mediation is regarded as inner peace. The thoughts of the students who constantly revolve around getting the desirable marks all the time cannot clearly be noticed in the mediation. When a college students mind is not strong at all and thinks of fulfillment. Again this is a failed mediation attempt. According to the Gita the scholar needs to remove the three top doshas in his personality - lust, anger and greed.

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TEACHING SKILLS

Teaching is said to be both an art and a science when teachers are studying their subject properly at the appropriate time in the classroom. Reach students effectively. In the same way we are teaching skills. Various definitions are given in this regard. Teaching skills is a specific instructional process that a teacher uses in his classroom teaching. In this instruction it is related to the various activities that the teacher can take in his class. Uses frequently in conversation. The term teacher skill refers to the teaching activities or practices that they perform. Due to which it becomes easy for the students to study. done with the intention of doing.

Develop Skills for Skill in Action: (Physical Knowledge)

In the present scientific age it is necessary to be proficient in every business, it is described in Shrimad Bhagavad Gita that if a person performs unshakti deeds while offering to God, then he can attain proficiency in his work.

देवद्विजगुरुप्राज्ञपूजनं शौचमार्जवम्।

ब्रह्मचर्यमहिंसा च शारीरं तप उच्यते।

Worship of God, Brahman Guru and the wise, Purity, Simplicity, Brahmacharya and non-violence - this is called physical penance.

Speaking Skills: (Communication Knowledge)

Boys and Girls of Your Own Society learns but sometimes our speech hurts someone's mind reaches. Language plays an important role in life so In the Gita, it has been called austerity of speech.

अनुद्वेगकरं वाक्यं सत्यं प्रियहितं च यत् ।

स्वाध्यायाभ्यसनं चैव वाङ्मयं तप उच्यते ॥ (Chapter 17 – Sloka 15)

The practice of speechless, loving, beneficial and truthful speech and contemplation of scriptures is called asceticism. Hearing whose voice a person becomes distraught, the sentence with which he generates excitement is called a sentence. Speech is true, it should be dear, the truth which does not stir, dear and welfare sentence related to speech is called penance. Udvig will follow the contemplation of daily life, dear, interest factor and truthfulness.

Conceptual Skills: (Mind Knowledge)

Many types of thoughts keep coming in our mind, any person the full development of a person's personality always comes from his thoughts. Because our personality will become like our thoughts. So In the Gita, the teaching of mental austerity has been given-

मनः प्रसादः सौम्यत्वं मौनमात्मविनिग्रहः ।

भावसंशुद्धिरित्येतत्तपो मानसमुच्यते ॥ (Chapter 17 – Sloka16)

Pleasure of mind, peace of mind, nature of contemplating God, restraint of mind and purity of mind as well as the senses of inner reason - thus this mind is austerity. If every person wants to achieve proficiency in his work, then it is necessary to constantly bring thoughts of superiority of work in his mind. Only then can you get success.

CONCLUSION

From the primary level to every teacher in higher education institutions, the teacher has to play his role only as a professional. Not only to build a perfect society, for which they should build scientific, philosophical and social skills, honest patient, character even in adversity and conscientious citizens who follow the customs set by the society.

The synergy of the Shrimad Bhagavad Gita and the development of technical skills teaching in the classroom by a teacher based on spiritual and psychological facts. The purpose of implicit guidance and counseling is universal. The development of boys and girls should always be given through education with positivity, tolerance, purity, fearlessness, zeal, enthusiasm, knowledge, devotion, superiority of action. can do. An attempt has been made to bring all the above facts to light.

Every teacher should assess their professional skills as well as the need to learn social skills like speaking, writing and learning the way of thinking. Then there will be full development of human qualities in them.

For a skilled teacher you should have complete knowledge of your subject. Along with this, the students have to be made aware of the society, culture and modern and ancient values through their conduct by making them

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efficient citizens through mind, word, deed. Take inspiration from the motivational questions present in Shrimad Bhagavad Gita.

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A STUDY ON THE IMPACT OF ONLINE AND DIGITAL EDUCATION IN INDIA; ITS EFFECTIVENESS, PERCEPTION & PREFERENCE BY STUDENTS

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ABSTRACT

In a developing country like India Internet reached in every household and dint just became a thing for the privileged, with the cheapest mobile data rate in the world it gave access to the world of internet to every citizen in the country, with flexible and easy finance option almost every household in India has a smartphone with an 4G speed internet plan. While Facebook now meta was trying to introduce webpages without internet for the rural India network companies like Jio introduced internet to every Indian for almost free, with this everything became digital in India and covid 19 pushed it, In fact we were the few countries in the world to have a QR scanner for everything from paying bills to reading digital food menu, to circulation invites and of course the content we created/posted on our social networks where all are families and friends were active like never before, Education sector tried very hard to go digital, from lectures, to exams to declaring results to admissions process everything went digital, while some liked it some dint some said its effective while other pointed the loop holes. With this research paper we strive to see the effectiveness, Impact of online and digital education in India, the perception around it and its preference by students.

Keywords: Online Education, Digital India, Ed-tech, Digital Classroom.

Aim: To study the impact of Online and Digital Education in India; its effectiveness, perception & preference by students.

OBJECTIVE

1. To understand do students really prefer learning their classroom lessons online
2. To understand if offline learning helps in deep understanding
3. To understand what people around us think of online courses and do they help in building good CV's.

HYPOTHESIS

Like everything around us has pros and cons this digital and online education system also has these, while some think its made education and knowledge about anything or everything available to anyone, others still think the traditional way of learning imparted deep understanding or concepts, build discipline and develop social skills. While in India peoples lives are busy so to study when you want and from where you want shines as an advantage of digital and online education in India.

INTRODUCTION

With the global spread of COVID-19, the novel coronavirus disease, many countries have ordered the closure of all educational institutions. Educational institutions have come to an outage as they needed to protect students from exposure to the virus that could occur in a highly social student community. In early February 2020, schools were closed only in China and a handful of other affected countries due to widespread contamination. However, as of mid-March, nearly 75 countries have implemented or announced the closure of educational institutions. As of March 10, one in five of her students has dropped out of school due to the global school and university closures due to COVID-19. According to UNESCO, as of the end of April 2020, 186 countries have implemented nationwide shutdowns, affecting approximately 73.8% of all registered learners (UNESCO, 2020). Lockdowns and social distancing are the only way to break the chain of transmission and slow the spread of COVID-19, but the closure of educational institutions has affected many students.

With schools and colleges closed indefinitely, both institutions and students are experimenting with ways to complete prescribed syllabi within the timeframes set according to the academic calendar. inconvenience, but also led to new examples of educational innovation using digital interventions. Given the slow pace of academic reform, this is a silver lining in the dark clouds. Nonetheless, COVID-19 has prompted educational institutions around the world to pursue creative approaches in a relatively short period of time. During this time, most universities have switched to online mode using Blackboard, Microsoft Teams, Zoom, or other online platforms.

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Educational institutions in affected areas are looking for bridging solutions to continue education, but it's important to note that the quality of learning depends on the level and efficiency of digital access. Online learning environments differ significantly from traditional classroom situations in terms of learner motivation, satisfaction, and interaction (Bignoux & Sund, 2018). The Community of Inquiry (COI) framework provides a suitable foundation for online teaching and learning interventions (Garrison et al., 2001). According to the COI Framework, the success of web-based instruction is determined by the formation of groups of learners. In this group (similar to the traditional classroom situation), learning takes place through three interdependent components: (1) social presence, (2) cognitive presence, and (3) educational presence. A study by Adam et al. (2012) argued that there was no significant difference between online learning and face-to-face classes in terms of satisfaction, and also supported the fact that online classes are as effective as traditional classes when properly designed. These facts clearly show that online learning, if properly designed, is a perfect alternative to traditional face-to-face learning.

Educational institutions in India also switched to an online teaching environment shortly after the federal government's decision to impose a nationwide lockdown of 21 days from 25 March 2020. This lockdown was later extended for another 19 days. But the primary concern is the quality of learning, which is closely related to how well the content is designed and executed. Learning effectiveness also depends on how content is curated for the online environment and how limitations faced by students are understood and addressed. The study is all the more important given that India's online education system has never been tested at this scale and this is something of a large-scale social experiment. In addition, in the field of agricultural education, the agricultural curriculum emphasises practical aspects, and the adoption of online platforms determines its effectiveness. This line explored Indian agricultural students' perceptions of online education and various attributes that make online learning more effective and successful.

In this context, students' experiences and what they have learned can be incorporated to make online learning easy, efficient and productive. Life will not be the same post-pandemic, and online learning will remain, even when combined with regular offline classes. Due to the uncertainty surrounding the duration of the pandemic and the possibility of reinfection, social distancing could become the new normal. Therefore, all institutions should be prepared to migrate the bulk of their course content to e-learning platforms and adjust course structures and curricula accordingly. Our findings may provide important information in determining learning environments for online platforms to promote effective learning. The next section provides a brief review of the literature, followed by the Data and Methods section, which describes the methodology used in the study. We then discuss the results and implications, and then state our conclusions about the study.

While in today's time as we return to our normal days leaving the fear of covid and covid behind and the way we see around the big Ed-tech companies like byjus and vendantu hard to stand by, we might slightly conclude that offline education is there to stay while online is also not yet to leave but its more over in the self-learning domain and self help area, lets compare it to the self help desk kiosk machine that you see in the nearest departmental store where cash counters for billing are there with long queues and people still prefer them over the self help machines which has almost no cues, may be they are afraid to try the new thing may be they think they will make more mistakes may be they think they are not equipped with the digital transaction a lot of that is still yet to be achieved to build that confidence to make that transaction.

REVIEW OF LITERATURE

Today's technological advances have enabled a variety of options for designing online content. To make learning effective and productive, it is very important to consider learner preferences and perceptions when designing online courses. Learner preferences relate to a learner's readiness and willingness to participate in collaborative learning and the factors that influence readiness for online learning. The following section summarizes insights gained from a review of relevant literature.

To improve the effectiveness of online learning, you need to understand user perceptions. Surveys document students' positive and negative perceptions of online learning. Several studies have shown that teacher-student interactions have a significant impact on students' perceptions of online learning.

The literature highlights various models that provide a basic framework for understanding student perceptions of online education. The paper also highlights potential bottlenecks to the success of online learning. However, not many articles attempt to understand students' perceptions and preferences in the Indian context. It is understandable that before the Covid-19 pandemic hit, only a limited number of distance learning platforms used online teaching modes. Moreover, to our knowledge, research in this direction has not been attempted in the field of agricultural education, and there are even fewer online learning initiatives due to the high proportion

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of hands-on learning in the curriculum. Research seeks to fill this gap by drawing insights from the literature when conceptualizing problems and focusing exclusively on online learning.

RESEARCH METHODOLOGY

We conducted a survey among students aged 12 - 18 years through quantitative and qualitative methods, A digital questionnaire consisting of questions relating on how much students enjoy, learn and prefer online and digital classes, do they learn better offline and what do they think of it as an permanent idea, We also sampled students in Mumbai suburban vicinity and interviewed them regarding the same, all data collected was put together to derive a final conclusion and result.

DISCUSSION AND CONCLUSION

From the survey we found out that many students its their first time exposure to online learning as the digital wave in India is still very new, so it took time for many to make proper adjustments and arrangements to gather the right gadgets and services to avail online education. Many students also pin pointed the structure of online classes or courses conducted were a bit different then how they were used to some liked it while others struggled to keep an index, another topic discussed was the frequency and time of online classes the challenges of attending the live classes and how viewing recorded ones later if you miss it were advantage, for some it was hard to sit in front of their digital devices for very long while others would browse and spend time on other sites to funnel focus back on the class, one of the popular things was having doubts and getting them solved while technically it was a hurdle in beginning but many said they figured out and some still wanted to solve them in a physical meeting on a book with simple relevant examples. For some communicating with instructor in digital environment was easy then in classroom environment, for some their technical skills like email surfing and internet habits became easy and they got their confidence boosted that they were technically more skilled

RESULTS

Hypothesis has been proved right as the survey results ranked flexible schedules and convenience as the main benefits of online learning. Online education gives students the opportunity to study at their own pace and in their own time. Flexibility and convenience are therefore the main factors behind the demand for online education. While lack of connectivity was the ranked as the major hindrance in online learning. The situation is even worse for those from remote areas. The findings highlight the India's digital divide and lack of equity in access to uninterrupted internet proving to be a hassle to many students. The second and third limits were data limits and data speeds, which were Internet infrastructure limits. These provide a glimpse of the need to focus on internet facilities as a requirement if countries want to move to online education. It is a big concern when doing education.

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NEP 2020- GLOBAL KNOWLEDGE ECONOMY AND EDUCATION AS A MARKET

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ABSTRACT

Indian Constitution provides for the educational functions of the government at all levels. It gives equal rights to the citizens. Given the 21st century requirements and an aspiration to be part of knowledge economy, quality higher education must aim to develop good, thoughtful, well-rounded, and creative individuals.

While 2020 became the global year of the epidemic; in India, it also became the year when the country got a new National Education Policy (NEP) after a gap of more than three decades. It is important to understand the policy implications and ensure that the policy is implemented in right spirit and with right timelines across the nation.

This paper will focus on the key changes, initiatives as envisaged for higher education and its impact from privatization and globalisation perspective.

Keywords: NEP 2020, Higher Education, PPP, Globalisation, Privatization, Social Welfare Economics.

The views and opinions expressed in this paper are those of the author and do not necessarily reflect the official policy or position of the Organisation to which the author is associated.

INTRODUCTION AND CONTEXT

The union cabinet had on July 29 approved the National Education Policy 2020 replacing the 34-year-old National Policy on Education, 1986. This is a significant change in decades and brings about a renewed focus on the education sector. The National Education Policy, 2020 envisages to provide an overarching vision and comprehensive framework for both school and higher education across the country. The new NEP, approved by the Cabinet, has not been presented in Parliament. It is only a policy, not a law; implementation of its proposals depends on further regulations by both States and the Centre as education is a concurrent subject.²

Graphic Representation of the Key Proposals³:

MINISTRY OF HUMAN RESOURCES IS NOW MINISTRY OF EDUCATION

<p>FOR SCHOOLS From 10+2 to 5+3+3+4: Current 10+2 structure in which policy covered schooling from Class 1 to 10 (age 6-16) and then Class 11-12 (age 16-18) gives way to 5 years of foundational education, 3 of preparatory, 3 of middle & 4 years of secondary schooling</p> <p>Multi-Stream: Flexibility to choose subjects across streams; all subjects to be offered at two levels of proficiency</p> <p>Diluted Board: Board exams to test only core competencies; could become modular (object and subjective) and will be offered twice a year</p> <p>Multilingual: 3-language policy to continue with preference for local language medium of instruction till class 8</p> <p>Bag-Less Days: School students to have 10 bag-less days in a year during which they are exposed to a vocation of choice (i.e. informal internship)</p>	<p>FOR COLLEGES SAT-Like College Test: National Testing Agency to conduct common college entrance exam twice a year</p> <p>4-Year Bachelor: 4-year multi-disciplinary bachelor's programme to be preferred; mid-term dropouts to be given credit with option to complete degree after a break</p> <p>No Affiliation: Over next 15 years colleges will be given graded autonomy to give degrees, affiliation with universities to end, so would deemed university status</p> <p>Fee Cap: Proposal to cap fee charged by private institutions of higher learning</p> <p>Going Global: Top-rated global universities to be facilitated to come to India, top Indian institutions to be encouraged to go global</p>
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What are the Changes and why are they Significant?

New Education Policy 2020 Key Differences ⁴		
Factors	Existing Educational Structure	New Educational Structure
Streams	3 Major Streams – Science – Arts – Commerce	No Hard Separation of Stream
Pedagogical Structure	10+2+3	5+3+3+4
Board Exams	Based on Memorizing Facts & Used to Held Once a Year	Based on Core Competencies & will be Held Twice a Year
Degree Completion	A Degree will be Provided After 3 or 4 Years	Multiple Exit Options with 1 Year of Training & 2 Years of Diploma
Vocational Studies	Nil	From Class 6 with Internship
Scores	Based on Obtained Marks	Based on 360 Degree Performance Evaluation
Entrance Test	Multiple	Single

It is a laudable document and many things to agree which are praiseworthy and should be appreciated. Choosing mother tongue as the medium of instruction in primary school, doing away with rigid and early specialization in arts and sciences in high schools, making the education system sensitive to the local context, knowledge, resources and needs, making the undergraduate curriculum flexible, along with multiple entry and exit points for students, replacing higher education institutions offering single or a narrow set of programs by multi-department, multi-disciplinary institutions offering the full range of education and setting up of Special Education Zones (SEZs) in regions with large populations of socially and economically disadvantaged groups (SEDGs) are all welcome initiatives.⁵

This paper will focus on the key changes, initiatives as envisaged for higher education and its impact from privatization and globalisation perspective.

Current State of Higher Education

Indian Constitution provides for the educational functions of the government at all levels. It gives equal rights to the citizens.

- Higher education plays an extremely important role in promoting human as well as societal wellbeing and in developing India as envisioned in its Constitution. It contributes towards sustainable livelihoods and economic well-being.
- Given the 21st century requirements and an aspiration to be part of knowledge economy, quality higher education must aim to develop good, thoughtful, well-rounded, and creative individuals.⁶

Education Infrastructure Universities By Type

There are a total of 1,043 universities across the country, with state public universities constituting the highest share (37 percent). A summary is tabled below for institutions providing higher education⁷:

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College and institution indicators

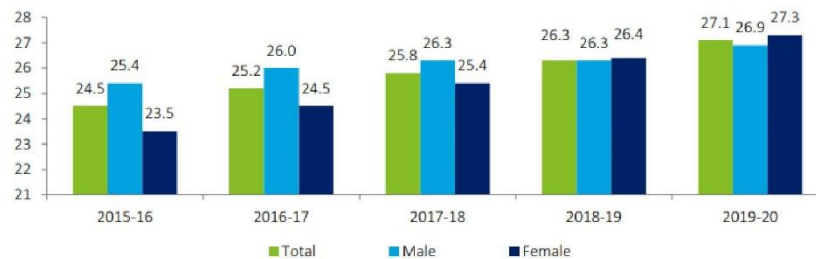
Indicator	Universities	Colleges	Standalone
Total number of institutions	1,043	42,343	11,779
Average enrolment per institution	7,803	641	216
Total estimated enrolment (in lakh)	81.38	271.54	20.74

Source: All India Survey of Higher Education, MoE 2019-20

GROSS ENROLMENT RATIO

Gross Enrolment Ratio (GER) is a statistical tool to measure the student enrolment in higher education. GER is calculated by dividing the number of students enrolled in higher education out of the total population in the relevant age group of 18- 23 years. The GER has been widely accepted tool for measuring access to higher education. The current ratio (< 30%) does not augur well for a young and vibrant nation like India. It is also significantly behind China's 51 % and much of Europe and North America, where 80 % or more of young people enrol in higher education, according to Philip Altbach, a research professor at Boston College and founding director of the Center for International Higher Education.⁸

GER during the last five years



Source: All India Survey of Higher Education, MoE 2019-20

KEY INITIATIVES

Some key initiatives as envisaged by NEP 2020 are⁹:

- Spending around 6 percent of GDP on education
- Increase GER to 50% by 2030.
- For higher education, a new umbrella regulator - National Higher Education Regulatory Council (NHERC) has been proposed with separate verticals for regulation, standard setting, accreditation and funding.
- Setting up a National Higher Education Commission and National Research Foundation
- Introducing four-year degree programmes in science, commerce, and arts, which are presently three-year programmes, with multiple entry and exit points
- Transforming Higher Education Institutions (HEIs) into large multidisciplinary universities, higher education clusters, and autonomous degree awarding colleges
- Discontinuing affiliation and standalone single discipline colleges in a phased manner
- Operationalising the National Testing Agency to conduct a single test for admission to universities
- Adopting a conscious focus on research, Indian knowledge systems, vocational skills, 21st century skills, entrepreneurship, technology application, and internationalisation.

Increased Role of Privatization

In 2000, the World Trade Organisation (WTO) brought education into the ambit of the General Agreement on Trade in Services (GATS), which meant that education could now be bought and sold.

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At the outset, we need to be clear that there is a clear focus towards privatization both at school and at a higher education level. NEP 2020 is the result of a set of documents produced locally and globally aimed at making education a commodity of exchange.

In NEP 2020, the term "Public Philanthropic Partnership" (PPP) is a nice term that veils the privatization efforts. The term "philanthropic" is a short-hand for "private". The World Bank's strategy since 1994 has been based on the promotion of: i) a model of knowledge adjusted to the requirements of corporate job markets; and ii) a market model of education delivery that involves the privatization, commercialisation and corporatisation of education.¹⁰

The market model places the entire burden of education on the individual family and fee-paying parents or students. They are the "consumers" who make it profitable for the investor to enter the education market. PPP strategies encourage the transition to a "market" where edu-businesses strengthen their hold over public assets through government reimbursement and voucher schemes.¹¹

The NEP 2020 also shares the main features of the World Bank approach to the model of knowledge. It approves of and promotes a perspective that is detrimental to establishing an equitable system of quality education in India. The contemporary "merchandisation" of education makes it a purely saleable commodity in a lucrative emerging 'knowledge economy'.¹²

Knowledge as a resource for value system, critical thinking, logical reasoning and seeking answers is now treated as being "too heavy" for current teaching-learning methodologies and curricula to handle. The "skills approach", a functional assembly of performance-oriented qualities that signal their own desired level of achievement, now defines the basic unit, module, topic of learning.¹³

Critical thinking, creativity and social justice concepts have been reduced to empty words. Further, it cultivates conformism in thought and produces persons fit only for being cogs in the economic and technological machine.¹⁴

We must discuss a notable omission from the NEP 2020, the Higher Education Financing Agency (HEFA), a joint venture company, approved by the Union Cabinet in 2016, once again, with no discussion in parliament. HEFA is not mentioned even once in the NEP, but it is up and running since 2017. **All funding for infrastructure for HEI will henceforth not be given as grants from the government, but be taken as loans from HEFA**, and the HEIs will then have to repay the loans by raising their own resources, which is basically an implementation of the "user pays" principle – or simply put, the loan will be repaid to the government by raising student fees.¹⁵

This is a fundamental change in the public university system, in which the government will no longer give grants for infrastructure but will become a money-lender and the interest on the loan will be repaid by its citizens, students, through fee hikes.¹⁶ The concept of return on investment will take a front-seat and will be a major driver while dismantling education as a social good concept

NEP 2020 talks about setting up the Higher Education Grants Council (HEGC), to carry out funding and financing of higher education "based on transparent criteria" (P 47/ 18.5). These grants would be for other than infrastructural needs.

Implications of the Policy on Higher Education

The NEP's higher education proposals imply¹⁷:

- Starving government degree colleges and State universities of funds, forcing them to become indebted to the market, eventually leading to their closure. It can be best described in political economic term as a benign neglect policy.
- Incrementally handing over HEIs to private capital under the pretext of promoting philanthropy.
- Exacerbation of the present rate of exclusion of the majority of underprivileged classes and the disabled (even higher rate for girls in each of these sections) from higher education by not just giving freedom to the HEI to hike up their fees but also by essentially withdrawing the social justice agenda.
- Reducing knowledge to mere skills and viewing critical thinking, creativity and scientific temper as mere skills; distorting knowledge-related parameters to those of Skill India's notions (Section 18.6).
- Demolishing the research-based knowledge production in HEIs by over-centralisation of the research agenda through the National Research Foundation, that is, taking away the excitement of research; and

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f) Establishing the hegemony of online education to homogenise knowledge as per market requirements; reducing knowledge to mere skills and dehumanising education by eliminating human interaction both between teacher and students and among students themselves, thereby also depoliticising the education system.

The Economics Challenge

Ever since the Kothari Commission (1968) recommended 6 per cent of the GDP for the education sector which was later reemphasized by the subsequent committees, commissions, and policy documents it never crossed 4.15 per cent (in 1999) of the GDP which is now almost stagnant at 3.1 for the last couple of years. The National Education Policy 2020 reaffirmed the commitment of the Government that efforts will be made to reach 6 per cent of the GDP but didn't mention the year by which the government intends to achieve this goal which would have far-reaching implications for the education sector. As against the 6 per cent expenditure on education to GDP, the Economic Survey presented in the Parliament on 31st January 2022 indicate that it was 2.8 per cent in 2019-20 as against 3.1 per cent in 2020-21 (revised) and 3.1 per cent in 2021-22 (budgeted).¹⁸

The process of converting affiliated colleges into degree granting autonomous institutions and then further into fully fledged universities is estimated to take at least 15 years, as the Centre will have to provide financial assistance for this purpose.¹⁹

Further, points to ponder upon more specifically on financing are as under:

- The trend towards centralization appears more problematic, when we look at the financing of education in India. While the total expenditure by central and state governments on education hovered around the lowly figure of 3 % of GDP in recent years, the centre's historically meagre expenditure has declined further from over 0.5% in 2014-15 to less than 0.5 % of its GDP in 2018-19.²⁰
- The overwhelming share (more than 90%) of the total expenditure by central and state governments on education is currently borne by state governments.²¹
- This is particularly critical in the current Indian context, with inter-state economic disparities rapidly increasing in the last few decades with consequent divergence in states' financial and administrative capacities to follow particular models and standards of education set by the centre.²²
- The spend on the education ministry, as a percentage of GDP, has remained in the 0.4-0.5% range during FY18-FY22. This is disheartening and virtually negligible for a developing country like India.²³

At just over 3% of the GDP, public expenditure on education (the Centre + the states) lags the 6% goal significantly; bear in mind, the 6% aspiration is of 1968 vintage, adopted in the National Education Policy that year. That this had to be reiterated again, in the National Education Policy, shows how little movement has happened over the decades. And the trend in central spending perhaps indicates that the burden of realising the goal will largely fall to the states even though education, as a governance subject, features in the concurrent list. Contrast this with China, where the public education spending has averaged above 4% since 2012, with a stated aspiration to improve this further; the OECD average, meanwhile, stands at 11%, ranging from 7% to 17%.²⁴

Just two decades back, India and China were at a similar level of public expenditure on education (as percentages of their respective GDP) and, indeed, China lagged India before that. Needless to say, to be an education (and, consequently, R&D) superpower, India needs considerable stepping up of central and state government spending on education rather than going for a full throttle privatization and hands-off approach by the Government.²⁵

CONCLUSION AND TAKE AWAY

The recognition of education as a public good has important implications for public policy in planning, providing, and financing education. It also has important implications for the state's approach towards private education. In fact, benevolent private players and private philanthropists draw inspiration from the nature of education as a public good. It is public education that contributes to the building of nations, their growth — socially, economically, politically, culturally, and technologically — and the building of a humane society.²⁶

Policymakers and administrators have been struggling unsuccessfully with some of these issues for years. A major challenge policymakers will continue to face is how to differentiate the benevolent philanthropic private sector from undesirable but powerful market forces in the education sector and regulate the entry and growth of the latter.²⁷

The new National Education Policy (NEP) 2020, is a good policy as it aims at making the education system holistic, flexible, multidisciplinary, aligned to the needs of the 21st century and the **2030 Sustainable**

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Development Goals. The intent of policy seems to be ideal in many ways but it is the implementation where lies the key to success. ²⁸Just as the 1986 policy was accompanied by a Programme of Action (PoA) 1992, it may be worth preparing a PoA for NEP 2020 to ensure implementation in right spirit with social justice and education as a public good as envisaged in the NEP 2020.

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A STUDY ON CHALLENGES OF HUMAN RESOURCE MANAGEMENT POLICIES AFTER PANDAMIC 2021

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ABSTRACT

The overall study is all about the Human Recourse Management in framing Human Recourse policies in various areas like Employees Development, Employees relations, Employee voice, Health and Safety, Grievance policies, in this fast moving Technology and competitive world.

The rapid occurrences of change in the social, political, and economic environment that creates a significant on the organization, leading to multiple challenges and threats for Human Recourses management function and for HR manager .Human Resource –Policies, is essential in every organizations profit and non-profit organizations. A policy is a plan and predetermined course of action. It is framed to guide the employees in every path and various areas in the organizations

Keywords: Human Resource, Policies, Need and Purpose etc.

INTRODUCTION

An organization may have huge funds and most advance technology, but if it does not have capable, motivated, knowledgeable and excellent performing employees, the organizations is not likely to demonstrate sustained levels of high performance. As it is said that Best employees are the real assets of the company and we can pay good remunerations to the employees, but we cannot buy knowledge and Talent of an employee. Since all physical and capital resource depend on employees for their efficient use. So, every organization needs proper policies to run smoothly without any issues. It has become essential for the organization to frame policies as per the employee's acceptance.

Human Resource policies are the guidelines on the approach the organization intends to adopt in managing its people systematically and smoothly without any problems. The HR policies set in advance the targets as well as guidelines. It is a statement of Human Resource objectives and provides a broad framework within which decisions on matters can be taken. They cover all the overall functions of Human Recourse management.

OBJECTIVES OF THE STUDY

1. To identify the present status of Human Recourse Management in the organization.
2. To examine the Human Recourse Management strategies in framing HR policies.
3. To study the various challenges faced by HR in framing policies in the organizations.

REVIEW OF LITERATURE

RESEARCH PAPERS: ARTICLES.

1. **Mylene Lagarde & Duane Blauw** – The purpose of this study is to review of the application and contribution of discrete choice experiments to inform human resource policy intervention in 2009.Human Resources for Health –this literature review of studies using discrete choice experiments to investigate human resources issues related to health workers, both in developed and developing countries. Several economic and health systems bibliographic databases were used, and contacts were made with practitioners in the field to identify published and grey literature.
2. **Arun Aggarwal, Priyanka Sadhana Sahil Gupta, Amit Mittal, Sanjay Rastogi- 2020** - The purpose of this study is to understand the new Generation i.e. Gen Z who is entering the workforce. Restructuring the new HR policies and practices for fostering the task performance and organizational commitment. The youngest generations (Gen Z) is entering into the workforce with an entirely unique perspective on careers and workplace norms. Employees need to embrace this generation and use their strength while providing meaningful work.

In this regard, the paper aims is to examine the influence of HR policies and practices on Generation Z, toward Job satisfaction using Attraction-Selection-Attrition (ASA) theory and self Determination Theory (SDT).This paper also reveals that job satisfaction mediates the relationship between HR practices, task performance and affective organizations commitment. This paper is a novel attempts to sensitize the employers to look beyond the surface by Orchestrating a new model for meeting Gen –Z expectations.

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RESEARCH PAPERS: JOURNALS

1. **Sue Bond Martin Mc Cracken -2005-** In this journal the main purpose of study is that the importance of training in operationalizing HR policy. This article says that to understand how line managers make decisions about employee requests for time off at short notice and to consider the consequences for management training. This paper illustrates a model of line manager decision making in relation to employee requests for time off at short notice.
2. **Adella Bish-** The purpose of this study to understand the Organizational change management, leader vision and diffusion of HR policy during change. This paper utilizes diffusion of innovation theory in order to investigate and understand the relationships between Human Recourse policies on employee change-related outcomes. The purpose of this paper is to explore the role of leader vision at different hierarchical levels in the organization in terms of the relationship of HR policy with employee change related outcomes.

The quantitative study was conducted in one large Australian government department undergoing major restructuring and cultural change. Data for 624 employees were analyzed in relation to knowledge of HR policies, leader vision and change related outcomes.

Scope of Study

1. The policy must be based on long-term view, it means forward looking and must clearly define the outcomes
2. It must be formulated by HR department, in consultation with line manager and approval of top management.
3. The policies must be Flexible in nature, encouraging new and creative ideas, the process is open comments and suggestions of others.
4. The HR policies are standing plan that can be used as solution all the time to recurring problems.

Need and Purpose of Study

1. To achieve the goals and objectives of the organizations in an effective manner.
2. To prevent misunderstanding of the employees about their rights and obligations. Even it develops mutual confidence between employer and employees.
3. To provide clear communication between the organization and their employees, it facilitate better employer - employees relations.
4. To develop a sincere sense of unity, provide job security, mutual confidence, and employee development in order to improve their future prospects.
5. To maintain pleasant and friendly relationship between management and employees.
6. To ensure equity and justice are given to employees not to be partial with them.
7. HR policies must ensure better use of human resources, good control; build morale, teamwork and loyalty of an employee's towards organizations.

Methodology of the Study

The study is based on secondary source of data collected through Journals, Articles, working papers and research papers published in various national, international journals and websites.

Table for Policies

Sr No:	Areas of Policies	Framed by An Organization for Employees
1.	Employment	Employment policies provide clear guidelines on reservation of seats for SC, ST, OBC etc.
2.	Recruitment and selection	To maintain consistency, to meet business requirement, to ensure legality and credibility, to maintain transparency, respect diversity etc.
3.	Training and development	Opportunities for career development, to consider workforce as asset not cost, Potential to grow, the requirement of business, staff development, Professional and academic development, Health and safety training etc.
4.	Performance Appraisal	To improve effectiveness , to review progress, Must be

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		two way communications, Scope for future development based on past, to identify the individual needs and support, provide valuable data to assist succession planning to be fair and equitable process, etc.
5.	Promotion and Transfer	Maintain proper service records, Assessment of performance, Promotion routes must be clearly mentioned, Policy statement clearly specify the basis on which the promotion would be made, Periodicity of transfer, Seniority rights, Relatives weightage to seniority and merit in promotion.
6.	Compensation	Job evaluation system, Executive stock option plan, incentives and profit sharing plans, Rewards to an employees, paid in the form of wages, salaries, other benefits such as paid vacations, insurance, maternity leave, transport facility, retirement benefits etc.
7.	Working condition	Working hours, Durations of rest intervals, Overtime work, Shift work, safety rules and regulations, leaves rules.
8.	Outsourcing	Outsourced to be fully or partially, pay structure and various overheads, Flexibility for employees etc.
9.	Industrial relations	Handling of grievances, Recognition of trade unions, suggestion schemes, discipline and conduct rules, workers participations in management etc.
10.	Employee welfare	Medical facilities, housing, transportations, education for children, credit facility, Social security, etc.

The Major Challenges Faced by the Hr in Framing Policies for the Employees Are

1. The HR manager functions as a consultant to all sections, he is a prime mover of policy inputs and recommendations in the organizations. It has become difficult to frame according to new employees and seniors employees in the organizations.
2. The HR manager faces a problem due to lack of proper communication, or guiding post, many times policies are formulated without clearly mentioning the procedures for their implementation. It becomes difficult to tackle the critical situation in the organizations.
3. Sometime in the organizations, there was a conflict is created between implied policy and expressed policy. When this policy comes under arguments by some managers by promoting then conflicts may be created between them. It seems difficult to HR manager to face them.
4. HR manager find difficult in creativity and innovation in the organization, policies lead to rigidity in management. They curb individual initiative and creating thinking. Many time policies are loosely observed. So as to give opportunity to executive to do something creative and innovative in the organization.
5. In an organizations, the HR manager find problem due to lack of review and revision of policies, in many cases the policies are outdated, ineffective and redundant. Thus many policies are not kept up-to-date, and tend to remain obsolete. To overcome such problems appropriate decisions must be taken by the HR manager.
6. Lack of proper procedure, communication and lack of proper guiding post, the conflict may arise. The HR manager find difficult to cope with that kind of situation. There must be proper planning, coordination and implementation of policy and immediate update to the employee in an organization.

To Overcome With Challenges

1. The HR manager must properly communicate to all those who are expected to implement them and also to those who shall be affected by them, so that all concerned people know their rights, duties and obligations in advance and could behave in intended manner in the organization.
2. The HR manager must always do review and Revision of personnel policies essential to keep them in line with complex and changing environment, and to avoid organizational complacency.

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3. The HR manager must take various cares while reviewing the policies such as when employees offer suggestions, express grievance, unsatisfactory reports of employees regarding performance etc.
4. While evaluating the impact of HR policies, at most care must be taken, such as cost and benefits to employees, turnover, absenteeism, commitment, attainment of goals, nature and frequency of conflicts and grievances. The tasks may be difficult but, not impossible to the HR manager.

SUGGESTIONS

In this Global environment, it has become challenge to cope with new technology and new generations especially with Gen-Z in this new environment. In Every organization it has become essential to update the new rules and plan for Human Recourses. Human Resource policies provide broad framework within which quick and correct decisions can be taken on time. The HR policies set in advance the targets as well as guidelines to the employees working in the organization with full commitment and dedication. It is a statement of Human Resource objectives and provides a broad framework within which decisions on matters can be taken. They cover all the overall functions of Human Recourse management.

The HR manager must always update and upgrade them. So that they can bring changes in the organizations by fulfilling the objectives and goals, and success in every areas of the department in the organizations.

CONCLUSION

The HR policies are framed keeping in mind various factors, it has to be constantly reviewed and updated. The HR policies are framed to improve performance of the employees, to make it suitable changes in the business environment, to improve organizational culture, to develop a committed workforce, to ensure workplace harmony, reduces business related risks, to gives right directions to old and new employees, to motivate employees, encourages creativity and innovation ideas and thoughts, to help in decision making, to maintain labour-management relations, etc.

HR policies are formulated in the light of given situation, as the situational variations are not static but they are dynamic and changes with the time, to integrate these changes, there should be periodic review of HR policies and suitable policies must be corporate. So the importance of HR policies is to maintain work place harmony, ensure that there are common goals between management and staff, be result oriented, Build an effective team in the organizations, reward properly and encourage the employee's suggestions.

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TITLE: ROLE OF EMPLOYABILITY IN NEW EDUCATION POLICY AND EFFECT OF SMARTPHONE ON WORKPLACE PRODUCTIVITY

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ABSTRACT

The New Education Policy (NEP) 2020 is the first step towards education taken by the government since 1986, replacing the National Policy on Education (NPE). It is safe to assume that over the past few decades, education has seen a growing need, and more importantly, demand, across the country. The NEP 2020 aims to revolutionise education, but will this mean guaranteed employment for the educated? In connection with Employability, Smartphones have been developed and increasingly integrated with people's lives not only for social use, but for professional use as well. Many researchers claim that Smartphones can have negative consequences in the workplace such as lowering productivity, separating people from their realities, bringing stress from personal issues to work, and creating bad manners. Companies, however, have a difficult time mandating a policy in regards to prohibiting the use of Smartphones. Therefore, CEOs and corporate leaders should encourage their employees to use their Smartphones as tools for increasing their company's efficiency. This research aims to examine the results of the use of Smartphones in the workplace as integrated internal connection tools. Using Smartphones in the workplace can be valuable in three ways: promoting autonomy, strengthening relationships with peers as well as superiors, and improving knowledge-sharing. Moreover, these three main factors can increase employee job satisfaction, which leads to better efficiency in the workplace. Organizations will be better able to successfully adapt with changes that are occurring every day by integrating the use of Smartphones in the workplace.

Keywords: Employability, New Education Policy, Smartphones, Workplace productivity, Decreased Work-pressure.

INTRODUCTION

Mobile devices are an essential part of our daily lives. You can do pretty much anything on your mobile – from seeing and talking to families and friends, to making all sorts of payments – online and mobile, shopping, buying food, and so much more. Aside from personal use, mobile devices are more and more essential business tool.

Using smartphones in workplace has always been a topic of debate. With some being liberal about its usage, some companies believe that smartphones can become a reason of distractions, slacking at work, thus decreasing both the pace of completion of things and the productivity of work. But according to statistics, it is agreed that using smartphones have, on the average, saved one hour of time extra for employees and decreased work pressure. But a 2017 survey from staffing firm Office Team found the average office employee spends 56 minutes per day using their cell phone during work hours for non-work activity, adding up to just under five hours a week of lost productivity, per employee.

With the latest innovations in mobile tech, various new mobile applications and services have emerged in order to address every employee's (and company's) needs. As a result, mobile technology has boomed and statistics now show that it significantly improves productivity in the workplace. A study by the Evolving Workforce Project found that "83% of global workers believe that technology advances have enabled them to be more productive and see this increasing in the future."

With smartphones bearing both pros and cons to a workplace environment, with this research paper, it could be proved that the pros of smartphone usage outweigh the cons.

LITERATURE REVIEW

➤ By reviewing the related literature covering various contexts, the major effects of smartphone use at work include improvements in productivity, the speed of communication, flexible working opportunities, and the quality of collaboration with colleagues and partners (Kossek & Lautsch, 2012; Kreiner, Hollensbe, & Sheep, 2009; Lanaj et al., 2014). For instance, Middleton (2007) found that smartphones can assist employees in completing their allotted tasks more efficiently by allowing them to carry out their duties irrespective of the time or their location. Frost and Sullivan (2016) reported that smartphones deliver significant value to workers as the devices allow them to stay up-to-date with the ongoing progress and to keep the business moving forward, while offering better time management. Pitichat (2013) found that

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smartphone use can greatly facilitate organizational communications and collaboration so as to indirectly enhance colleague-to-colleague relationships.

Based on the aforementioned discussion, we expect that dependence on smartphones at work may lead to better job performance and strengthened workplace social capital. Specifically, job performance is defined as individuals' perception of whether they perform their work well, which is closely related to productivity and efficiency (Winter, 1980). Workplace social capital is a resource that represents the social relationships existing within a company, and is revealed by the employees' levels of collective goals, as well as a sense of shared trust (Leana & Van Buren, 1999).

- In the field of mobile media research, extant research supported this argument by showing that people's mobile phone usage and dependency were associated with their psychological attributes (e.g., Butt & Phillips, 2008; Chittaranjan, Blom, & Gatica-Perez, 2011; Delevi & Weisskirch, 2013; Lane & Manner, 2011; Takao, 2014; Tosun & Lajunen, 2010). For instance, Bianchi and Phillips (2005) found that extroverts, disagreeable, and unconscientious people spent more time calling and sending text messages. Butt and Phillips (2008) found that extroverts reported spending more time making mobile phone calls. N. Park, Kim, Shon, and Shim (2013) observed that highly innovative individuals were more likely to depend on their smartphones than those with low levels of innovativeness. Lin, Chiang, and Jiang (2015) identified that the level of sociability of smartphone users was positively associated with their smartphone dependency. These results imply that personality traits of users would affect their dependence on smartphones.
- Based on the review of existing literature, we expect that individuals' smartphone self-efficacy and the personality trait of conscientiousness are potential antecedents affecting their work-related smartphone dependency. Smartphone self-efficacy refers to people's judgments of their capabilities to use a smartphone to perform various actions (Eastin & LaRose, 2000). If one employee perceived himself or herself as capable of using and controlling smartphone technology, he or she will be more willing to adopt it at work, and therefore develop an intensifying dependency on it at work. Conscientiousness, which is characterized by competence, achievement, self-discipline, and dutifulness, is one of the Big Five personality traits proposed by Goldberg (1990). Conscientious individuals can control their impulses and strive to achieve goals (John, Laura, & Christopher, 2008). Extant scholarship shows that in fact, conscientiousness is the most valid and important personality trait of the Big Five in workplace settings because it represents personal characteristics such as responsibility, care, persistence, and diligence, which are important attributes for completing work tasks in all jobs

OBJECTIVES OF THE STUDY

1. To Study the Role of Employability in New Education Policy
2. To analyze the co-relation between smartphones and workplace productivity.
3. How positive impact of smartphones on employees could revolutionize the productivity and the efficiency of work.

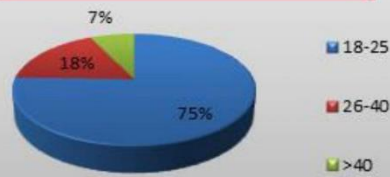
RESEARCH METHODOLOGY

- 1) Primary Data Collection Method
- 2) Secondary Data Collection Method

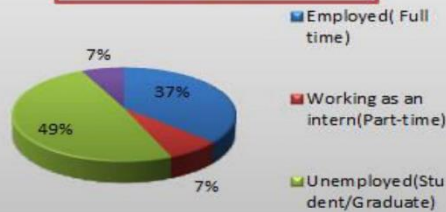
■ PRIMARY DATA

- ♦ I collected primary data using Survey Heart forms as a survey form and by circulating it on social media to my friends and acquaintances. That way I collected 100 responses from them which was really helpful in increasing my knowledge about how much the pandemic has affected the way of shopping and change of the consumer behavior in India.
- ♦ The sample size that I chose was my family, friends and my colleagues. After collecting those responses, I made pie charts on the 10 questions that I asked them in the Research Survey questionnaire. It is as follows:-

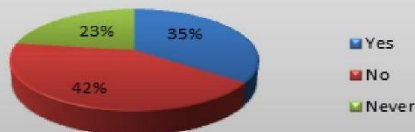
1) Please Select Your age Group



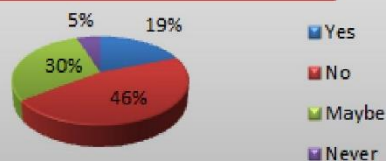
2) Your employment status?



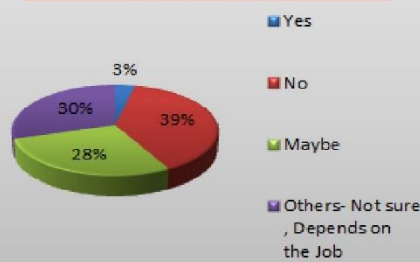
3) Have you ever worked in a "NO-PHONE" workplace environment?



4) Even if you haven't worked, would you recommend...



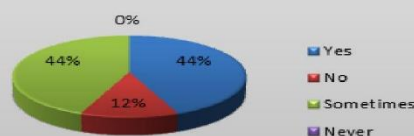
5) Do you think such an (No phone) environment would increase workplace productivity?



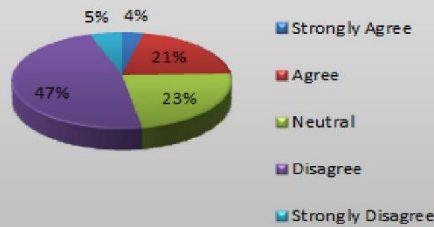
6) Tick below the options, which you think would be productivity-drivers to employees in a workplace.



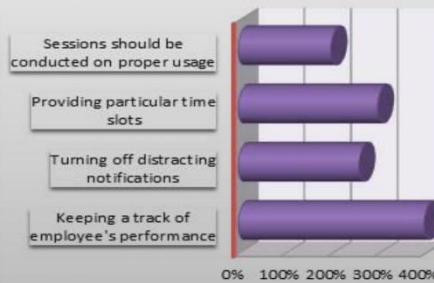
7) Should a meeting be conducted exclusively for the CEOs of the company to educate them about smartphones usage in a productive way in the workplace?



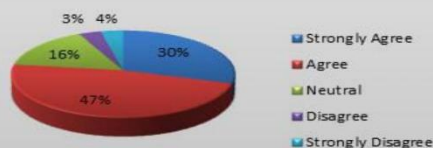
8) Do you personally believe that smartphones must be strictly prohibited while working?



9) Tick below the measures that you think, can curb the misuse of smartphones.



10) Smartphones are not entirely time-eaters in a workplace environment. Each to his own, whether he wants to be productive with it or not.



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■ Secondary Data Collection Method

I collected secondary data from various study resources that I found online, regarding the role of Employability in NEP and impacts of smartphones on workplace productivity, which helped me in gaining further exposure to my research topic.

• Role of Employability in New Education Policy

HOLISTIC EDUCATION

The goal of NEP 2020 to reform curriculum and pedagogy on all levels of education is to drive education towards understanding learning by replacing rote learning which has been the method of learning for decades. It aims to imbibe specific sets of skills across all domains. The emphasis is to shift the focus of education from sole cognitive to a holistic whole-round development. This shift in focus will enable to create skilled and well-equipped employable youths. **Reduction of curriculum content:** The curriculum content in each subject will be reduced to its core essentials, to make space for critical thinking and more holistic, inquiry-based, discovery-based, discussion-based, and analysis based learning. Creativity, collaboration, questioning, experiential and exploratory activities will be emphasis in teaching and learning of these mandated contents. (Section 4.5)

Experiential Learning: Experiential learning will be adopted in all stages, including hands-on learning, arts integrated and sports-integrated education, story-telling based pedagogy, among others, as standard pedagogy within each subject, and with explorations of relations among different subjects. (Section 4.5)

Flexibility in Course Choice: Students will be given increased flexibility and choice of subjects to study, particularly in secondary school - including subjects in physical education, the arts and crafts, and vocational skills – so that they can design their own paths of study and life plans. There will be no hard separation among 'curricular', 'extracurricular', or 'co-curricular', among 'arts', 'humanities', and 'sciences', or between 'vocational' or 'academic' streams. (Section 4.9)

Teaching of Language: The teaching of all languages will be enhanced through innovative and experiential methods, including through gamification and apps, by weaving in the cultural aspects of the languages - such as films, theatre, storytelling, poetry, and music - and by drawing connections with various relevant subjects and with real-life experiences. Thus, the teaching of languages will also be based on experiential-learning pedagogy. (Section 4.21)

Integration of Essential Subjects, Skills and Capacities: While students will be provided with flexibility in the choice of subjects, certain subjects, skills and capacities such as scientific temper and evidence-based thinking; creativity and innovativeness; sense of aesthetics and art; oral and written communication; physical education, fitness, wellness, and sports; collaboration and teamwork; problem solving and logical reasoning; vocational exposure and skills; digital literacy, coding, and computational thinking; ethical and moral reasoning; knowledge and practice of human and Constitutional values; gender sensitivity; Fundamental Duties etc. should be learned by all the students to make them successful, innovative, adaptive and productive human beings to meet the challenges of the rapidly changing world. (Section 4.23)

Concerted curricular and pedagogical initiatives, including the introduction of contemporary subjects such as Artificial Intelligence, Design Thinking, Holistic Health, Organic Living, Environmental Education, Global Citizenship Education (GCED), etc. at relevant stages will be undertaken to develop these various important skills in students at all levels. (Section 4.24)

Mathematics and computational thinking will be given increased emphasis throughout the school years, starting with the foundational stage, through a variety of innovative methods, including the regular use of puzzles and games that make mathematical thinking more enjoyable and engaging. Activities involving coding will be introduced in Middle Stage. (Section 4.25)

The policy envisages that every student from grade 6-8 should get hands-on experience on important vocational crafts, such as carpentry, electric work, metal work, gardening, pottery making, etc., as decided by States and local communities and as mapped by local skilling needs. All students will participate in a 10-day bag-less period sometime during Grades 6-8 where they intern with local vocational experts such as carpenters, gardeners, potters, artists, etc. Similar internship opportunities to learn vocational subjects may be made available to students throughout Grades 6-12, including holiday periods. Vocational courses through online mode will also be made available. (Section 4.26)

• Assessment: The culture of assessment in school education will shift from summative to formative assessment which is more competency-based, promotes learning and development, and tests higher-order skills, such as

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analysis, critical thinking, and conceptual clarity. The school-based assessment report cards will be completely redesigned by States/UTs under guidance from the proposed National Assessment Centre, NCERT, and SCERTs. The progress card will be a holistic, 360-degree, multidimensional report that reflects in great detail the progress as well as the uniqueness of learner in the cognitive, affective, and psychomotor domains. (Section 4.34)

Emphasis on special innate talents: The policy lays special emphasis on developing innate talents on every child. These talents may express themselves in the form of varying interests, dispositions, and capacities. Those students that show particularly strong interests and capacities in a given realm must be encouraged to pursue that realm beyond the general school curriculum. Schools will develop smart classrooms, in a phased manner, for using digital pedagogy and thereby enriching the teaching-learning process with online resources and collaborations. (Section 4.43)

Integration of technology Use and integration of technology to improve multiple aspects of education will be supported and adopted, provided these interventions are rigorously and transparently evaluated in relevant contexts before they are scaled up. An autonomous body, the National Educational Technology Forum (NETF), will be created to provide a platform for the free exchange of ideas on the use of technology to enhance learning, assessment, planning, administration, and so on, both for school and higher education. (Section 23.3)

ADVANTAGES OF SMARTPHONES ON WORKPLACE PRODUCTIVITY:

✓ Increased Productivity

Just last year, Samsung joined forces with Frost & Sullivan to survey 500 business leaders at various U.S. firms and learned that they believe smartphones lead to better productivity in the workplace. Specifically, the research indicate that, as a result of using smartphones, respondents gained 58 minutes of work time each day, on average. They also saw productivity increase by an estimated 34 percent.

A number of unique factors are likely in play, but at least part of the reputed productivity boost has to do with the use of apps. Today, 51 percent of employees use apps that are mandated by their employer, which is up from just 27 percent six years ago.

To give you an idea of which kinds of apps are getting used, here are a couple popular ones:

- Quire- One app that's quickly become popular throughout corporate America is Quire. It's essentially a modern task-management application that helps teams of people capture ideas – via text, camera and even Siri – anytime, anywhere and break them down into action steps that can be tracked easily.
- Slack-You've probably heard of Slack, but it's impossible to pass over. Slack is a communication app that's far more efficient than email or phone. It empowers teams of people to communicate quickly and effortlessly without wasting energy on tasks that don't add value.

Clearly, apps like these improve workplace efficiency. When used appropriately, businesses have cost-effective options for handling pain points that previously demanded expensive tools and software platforms.

✓ **Bring Your Own Device (BYOD) strategies** have become massively popular in the past few years ... and it's probably inevitable that they'll become the norm in the near future. But for all the arguments over whether BYOD strategies make sense or not, it's hard to deny the cost savings when you allow employees to bring their own smartphones into the workplace. When you let employees carry their own mobiles into the office, the organization is no longer responsible for supplying that expensive hardware. Instead, your firm gets the benefit of state-of-the-art technology without the financial investment. Granted, you still have to manage these devices and keep them secure, but this can be done cost effectively.

✓ **Benefits Across the Board:** Smartphones are providing a variety of benefits: 42 percent of respondents say they help increase the speed of innovation; many also tout greater flexibility (41 percent), an improvement in the quality of collaboration and the ability to boost productivity (each at 39 percent), and an improvement in the quality of their work (35 percent). More than one-third of respondents see a positive effect on work-life balance.

✓ **Quicker response times:** In today's digital world, everything is moving at a quick pace. Everyone wants instant access to information and immediate responses to questions. Your customers are no different. They want their queries and issues to be answered and resolved swiftly and seamlessly. Mobile devices can improve customer response times by empowering employees to easily connect with customers. And with access to real-time data, employees can also make informed decisions quickly.

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Disadvantages of Smartphones on Workplace Productivity

If you caught yourself raising your eyebrows and shaking your head as you read through the last half dozen paragraphs, then you're probably one of the company owners who hasn't entirely benefitted from seeing smartphones all over your workplace.

Perhaps you Resonate More with the Following Two Concerns

- ✓ **Increased Distractions:** In contrast to the research from Samsung and Frost & Sullivan, available data also suggests that smartphones can also be productivity sappers. According to a 2016 CareerBuilder survey of more than 2,000 hiring managers and 3,000 full-time employees, 19 percent of employers believe employees are productive for less than five hours per day. When asked what was to blame for this, 55 percent cited texting and smartphone usage as the primary culprit. "Interestingly, the survey reported that only 10% of respondents with smartphones said it's decreasing their productivity while at the office, but 66% said they use their smartphones several times a day while working," explains Madeline Farber of Fortune. "82% of employees said they keep their smartphone within eye contact."
- ✓ **Higher Vulnerability to Outside Security Threats:** Perhaps the biggest disadvantage to allowing personal smartphones and mobile devices in the workplace is that they increase company vulnerability to outside security threats. Each individual device represents a new portal through which a hacker could gain access to essential company files, servers, and programs. In an age when cyber security is one of the chief concerns of IT departments, smartphones are often regarded as irresponsible. Most individuals don't take the initiative to secure their devices properly and/or don't want their employer having access to their personal property to install security measures. The result is higher risk and more potential for disaster. The more time passes under such conditions, the greater the threat becomes.
- ✓ **Reduced Socializing:** People are so involved in their smart phones that they have stopped socializing with people. Whether it's a party or a work place. This irritates people on the other side who are trying to communicate.
- ✓ **Work-Life Balance Disturbed:** They fail to maintain work-life balance which hampers both their professional and personal lives.

HYPOTHESES

H0: There is no Significance Relationship Between Smartphone and Workplace Productivity?

H1: There is Significance Relationship Between Smartphone and Workplace Productivity

H0: There is No Significance Relationship Between Employability and Productivity

H1: There is Significance Relationship Between Employability and Productivity

FINDINGS

From my primary and my secondary data collection methods, I could find out that though

Smartphones bear both pros and cons when it is used in workplace environment, the workplace productivity can be strengthened and be made efficient when employees realize it's up to them, whether to misuse smartphones or use it in a positive way, which can 1) Increase the boss's trust in your work , 2) Doesn't hinders your paycheck 3)Increases your focus on work and last but not the least 4) Will never make you lose your impression among your peers and your boss.

RECOMMENDATIONS

- * According to the University of Kansas study "Smartphone Micro-breaks During Work Day are Productive," employees should be given a few short breaks throughout the day. This has proven an increase in productivity and more deadlines being met before or on time. These mini-breaks throughout the day allow employees to take their minds off any potential work stress and "refresh" his or her mind.
- * The University of Kansas study says "workers who use their phones for short breaks throughout the day tend to be happier and have a more positive attitude." According to this study, employees spend an average of 22 minutes per eight-hour work day on his or her personal phone. This statistic is approximately three minutes each hour.
- * There are certain policies and procedures that can be issued based on the usage of smartphones and other similar devices in the workplace. Some options are: a zero-tolerance policy, case-by-case, break-time only, or a reasonable use policy. In an article written by Rebecca Mazin from AllBusiness.com, she believes that

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the best way to go about "electronics communications policy" is to structure it around the organization's corporate culture.

CONCLUSIONS

"We are here in the world to change the world", it can also be said that Smartphones, like Other technology, are here in the world to also change the world, especially in the organizational area. There are many research, which have been illustrating both good and bad sides of Smartphones. However, as human beings, we are the one who have control over this technology.

The Smartphone is device that can potentially help people in the business world. Corporate Leaders will get benefits from their employees who use Smartphones for the purpose of work, and employees will benefit from Smartphones in terms of developing their satisfaction and "We are here in the world to change the world", it can also be said that Smartphones, like Other technology, are here in the world to also change the world, especially in the organizational Area. There are many research, which have been illustrating both good and bad sides of Smartphones. However, as human beings, we are the one who have control over this technology.

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My analysis of this research leads me to conclude that Smartphones have much potential for businesses in terms of promoting autonomy, relationships, and knowledge-sharing, which leads to improved job satisfaction and work engagement. Therefore, it can boost up work efficiency. Every business leader should consider integrating Smartphone usage into the workflow.

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TRUSTED SYSTEM IN CLOUD ENVIRONMENT

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ABSTRACT

Cloud security becomes topic of interest and development in the research community, with more focus on how to secure the operation system, server and virtual machine on which cloud system running. Trust management is popular in implementing information security specifically access control policies.. In this paper, a new method is proposed to build a secure and trusted computing system for cloud environment. It includes some important security services, including authentication, confidentiality and integrity.

Keywords- Cloud Computing, Secured network, secured system, IAAS, Trusted System, Trusted Computing Group, Trusted Computing platform.

I: INTRODUCTION

With the advancement of network technology and the increasing need for computing resources, many companies have been prompted to outsource their storage and computing needs. This new economic computing model is commonly regarded as cloud computing. Cloud computing provides a facility that enable large scale control sharing and inter operation among resources that are dispersedly owned and managed. The opportunities afforded by cloud computing are too attractive for the consumers to ignore in today's highly competitive service environments. The way to realizing these opportunities, however, is not free of obstacles. In cloud computing, with a large amount of various computing resources, users can easily solve their problems with the resources provided by a cloud.

Cloud computing has many new characteristics compared with traditional computing mode. Cloud security Alliance (CSA) describes these characteristics as: abstraction of infrastructure, resource democratization, services oriented architecture, elasticity/dynamism of resources and utility model of consumption & allocation; NIST summarizes these characteristics as: on demand self-service, ubiquitous network access, resource pooling, rapid elasticity and pay per use. Since these cloud facilities are shared resources and generally located in the data center of Cloud Security Provider (CSP), they are under the full control of CSP. Security devices in cloud are also owned and controlled by CSP. On the other hand, customers have no control over the facilities on which their businesses run. They should be security duty separation in cloud computing between CSP and customers. The mechanism of security duty separation must be based on what services the security provides the customers.

Cloud services are currently marketed on their different categories namely Infrastructure as a Service (IAAS), Platform as a Service (PAAS), and Software as a Service (SAAS).The interrelationship and logical boundaries between these three cloud services delivery models where depicted in the cloud reference model. CSP must be responsible for the security of computing platforms and applications they provide. Trust the measure concern of the consumers and provider of services that participate in cloud computing environment. In this paper, we proposed a new method to build a secure and trusted computing system for cloud environment.

Cloud computing developed from the grid computing technology and paid attention to provide distributed service to different users. Ultimately, the cloud service infrastructure must provide end-to-end service assurance to meet both service creation and service delivery platform user requirement. A current means for establishing trust in computing platforms is the Trusted Platform Module (TPM), a core component of the root of trust for the platform. A root of trust is a component of a computing platform that is implicitly trusted to provide a specified set of controlled functions to measure and pass control to other platform component.

Web Based Service	Software as a Service
	Application component as a service
	Software platform as a service
	Virtual infrastructure as a service
	Physical infrastructure as a service

Cloud Computing Model

II. Related Work on Trusted Cloud

The issue of establishing trust in the Cloud has been discussed by many authors. Much of the discussion has been centered on reasons to —trust the Cloudl or not to. Paper discusses factors that affect consumer's trust in

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the Cloud and some of the emerging technologies that could be used to establish trust in the Cloud including enabling more jurisdiction over the consumers' data through provision of remote access control, transparency in the security capabilities of the providers, independent certification of Cloud services for security properties and capabilities and the use of private enclaves. The issue with jurisdiction is echoed, who further suggest some technical mechanisms including encrypted communication channels and computation on encrypted data as ways of addressing some of the trust challenges. The use of hardware based attestation mechanisms to improve transparency into the enforcement of critical security properties. Trusted cloud computing platform (TCCP) which enables IaaS providers to serve a closed box execution environment that guarantees confidential execution of guest VMs. This system allows a customer to verify if its computation will run securely, before requesting the service to launch a VM. TCCP assumes that there is a trusted coordinator hosted in a trustworthy external entity, however, it is impossible to make the backend of the cloud visible to the third part. Moreover, TCCP lacks the mechanism to protect cloud user's data, once the cloud backend nodes are compromised. Our mechanism is different. TSSC allows the cloud users to indirectly measure the cloud backend, which relies on a remote attestation delegation service (RDS) provided by the cloud provider. So, TSSC can seamlessly cooperate with the current cloud architecture. Further, TSSC provide sealed storage to reduce the leakage risk of cloud user's sensitive data. Krauthem provides a Private Virtual Infrastructure (PVI) that shares the responsibility of security in cloud computing between the service provider and client, decreasing the risk exposure of both. The challenge of PVI is similar to TCCP, which need exposure of every implementation detail to the cloud user and lacks sealed storage ability.

iii. Trusted Cloud Computing

3.1. TRUSTED COMPUTING

Trust in cloud computing is more complex than in a traditional IT scenario where the information owner owns his own computers. Before the user uses the cloud, the user of the cloud may want to verify the trusted status of the platform which actually carries out the computing task in the cloud. Trust is the major concern of the consumer and provider of services that participate in a cloud computing environment. The remote attestation mechanism in Trusted Computing is suited for the cloud user's verification need. Since cloud computing share heterogeneous distributed resources via the network through in the open Internet Technology environment, thus it makes security problems necessary for us, trusted computing environment including some important security services, authentication, confidentiality and integrity for cloud computing system. Trust is the basis of secure interaction between human society and cyberspace. Cloud computing is a model for enabling convenient, on-demand network access to a shared pool of configurable computing resources (e.g., networks, servers, storage, applications, and services) that can be rapidly provisioned and released with minimal management effort or service provider interaction.

3.2. TRUSTED COMPUTING GROUP

The Trusted computing Group (TCG) proposed a set hardware and software technologies to enable the construction of trusted platforms. Trusted Computing Group (TCG) is a not-for-profit organization formed to develop, define and promote open, vendor-neutral, industry standards for trusted computing building blocks and software interfaces across multiple platforms. The main idea of TCG is to assure computing platform trusted based on hardware protected cryptograph module named Trusted Platform Module (TPM) and related software stacks.

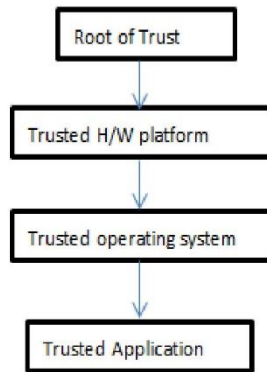
IV. TRUSTED COMPUTING PLATFORM

In particular the hardware extension, called Trusted Platform Module (TPM) acts as a hardware trust anchor and enables the integrity measurement of the platform's software stack at boot-load-time and the secure reporting of these measurements to a remote party. A platform is regarded as trusted if it always behaves as expected. This expectation can be assured by a transitive trust mechanism: a computing platform can only boot from Core Root of Trust Measurement (CRTM), and CRTM is supposed to be trusted. After that, CRTM conveys system control to next executable only when it believes the code is trusted, and the trust boundary is extended. Another important mechanism of trusted computing platform technology is platform attestation. Attestation is a mechanism by which a computing platform proves to a third party that it is trusted. To provide stronger computer security than software alone we will require 2 platforms.

1. Strongly identify themselves using public key cryptography, involving a secret key strongly tied to the platform itself, and
2. Strongly identify their current configuration and running software using cryptographic hashes of object code, and other mechanisms.

V. ARCHITECTURE OF TRUST NETWORK COMPUTING

The TNC architecture is part of the larger Trusted Computing Architecture promoted by the Trusted Security Group with the purpose of creating more secure computing environments. The stated goal of the trusted platform approach is to prevent all software-based attacks — that is, there should be no way that the trusted platform can be compromised simply through participating in network protocols.



Trusted System

TRUSTED SYSTEM

For us, trusted systems are those upon whose correct (or predictable) operation we rely. If they fail to live up to our expectations, we may expect bad consequences. In a strong sense, this idea of trust is somewhat orthogonal to that of security: we may use trusted components to build secure systems. Trust on its own does not entail security: merely, predictable behavior. We would not generally try to build secure systems from untrustworthy components, but the author can think of a handful of examples where this may work.

Establishing trust in the Cloud is a fundamental requirement especially for Cloud's potential future as an Internet scale critical infrastructure. Cloud users coming from different backgrounds and have different requirements. For example, users could be non-technical end-users, or organizations that could have a well-established enterprise infrastructure and might be interested in outsourcing part of its complex infrastructure. Establishing trusting the Cloud should consider the requirement of all these users, by providing them with different models. Each model should provide different levels of transparency in context of technical complexities and trust establishment. In addition, trust models are not only beneficial to Cloud's users, but also to Cloud providers, collaborating Cloud-of-Cloud, and external auditors. For example, trust assessment helps in exposing components that must be trusted or are assumed to be trusted in a Cloud; can be used in computation of a trust value for a given Cloud and thus enable comparison between alternative Cloud providers; a Cloud provider can assess its own resources' trustworthiness, which enables the Cloud to realize its trust level; and when Cloud providers collaborate then they can define certain levels of trust for resources involved in the collaboration.

VI. TRUSTED STORAGE

Trusted storage is segmented into publisher-specific areas, each identified by a Trusted ID. Cloud storage enables users to remotely store their data and enjoy the on-demand high quality cloud applications without the burden of local hardware and software management. Though the benefits are clear, such a service is also relinquishing users' physical possession of their outsourced data, which inevitably poses new security risks toward the correctness of the data in cloud. In order to address this new problem and further achieve a secure and dependable cloud storage service, we propose in this paper a flexible distributed storage integrity auditing mechanism, utilizing the holomorphic token and distributed erasure-coded data. The proposed design allows users to audit the cloud storage with very lightweight communication and computation cost. The auditing result not only ensures strong cloud storage correctness guarantee, but also simultaneously achieves fast data error localization, i.e., the identification of misbehaving server. Considering the cloud data are dynamic in nature, the proposed design further supports secure and efficient dynamic operations on outsourced data, including block modification, deletion, and append. Analysis shows the proposed scheme is highly efficient and resilient against Byzantine failure, malicious data modification attack, and even server colluding attacks.

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VII. CONCLUSION

Cloud providers should provide the way to safeguard the privacy and security of personal data that they hold on behalf of organizations and users. I have studied the trusted computing in the cloud computing environment and the function of trusted computing platform in cloud computing. My proposed technique is to add the trusted computing technology into the cloud computing environment to achieve the trusted computing requirements for the cloud computing and then fulfill the trusted cloud computing.

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UNDER-EMPLOYMENT AND ITS EFFECTS ON THE ECONOMY

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ABSTRACT

India in 2022 has the second largest population in the world and the largest active population. This attributes to the fact that, subject to adequate utilization of skills and resources, India can accelerate itself into a technological and economic superpower. However, it has been noticed that the rate of growth of the Indian industry isn't at par with its ever-growing active population. Hence, the large part of the active population isn't working to its full potential or are not able to dedicate their entire energy towards nation building.

This paper by Ravi Shankar Vishwakarma discusses the elusive concept of under-employment, its different forms, its affects on the nation's economy and possible ways to counter this ever-growing problem.

INTRODUCTION

According to data by United Nations, the present population of India stands at about 1.41 billion individuals, slotting us at the second spot on the list of countries with highest population, only behind China. However, unlike our Northern neighbour, which has seen a gradual decline in active population, India has seen a steady escalation in the number of employable people. With an ever-population, a growing economy and a government-backed business development and initiation programme, it would not be a wild guess to predict India to be a global economic and technological superpower in the coming years.

However, the reality is far from appeasing. The issues of unemployment, the widening gap between the rich and the poor, and the dysfunctional economy are well-known issues, which are being addressed upon and shall be tackled in the near future. However, the biggest constriction of the growth of the Indian economy is an issue which is seldom addressed, and while this is a temporary issue for many, in the present times of post-pandemic market instability, there is a fear that this temporary inconvenience may evolve into a real-time roadblock, which can hinder the free development of the nation. This hinderance is known as **under-employment**.

WHAT IS UNDER-EMPLOYMENT?

Under-employment is an evolving inconvenience, and though several attempts have been made to establish an all-encompassing definition of the issue, it has always been a challenge to put the diverse concepts into one basket. However, many scholars agree upon the fact that irrespective of the extensive diversification of the concepts of under-employment, one thing which stands out is the concept of **under-utilization of skills** of a resource. Thus, a simple definition of under-employment can be as follows:

"Under-employment is a situation where skills acquired by resources are under-utilized."

Though this is an extremely vague statement, it does highlight the key point in under-employment. Unlike unemployment, where skilled and unskilled personnel are unable to find work, under-employment is where personnel with the most sought-after skills and abilities are unable to utilize their skills. Under-employment is generally segregated into two major sub-divisions on the lines of the nature of under-employment.

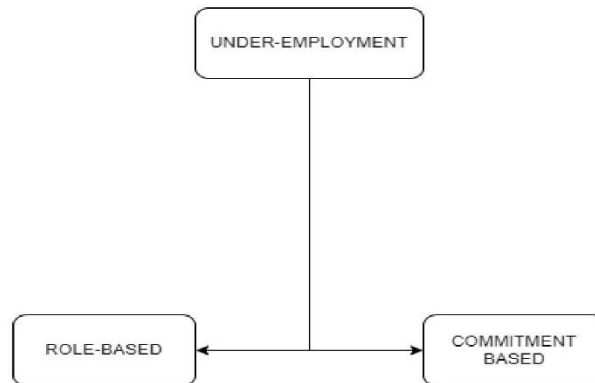


Figure 1: Types of under-employment

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- **Commitment-Based Under-Employment:** Commitment-based under-employment is the concept where the commitment of the resource to a company is limited. What this means to say is that organizations hire qualified resources in a restricted fashion, such as part-time, contractual or as NUR (Not Under Payroll) employees. Often the face of under-employment, commitment-based under-employment, also known as **active under-employment** is severely harmful for the continued health of the economy.
- **Role-Based Under-Employment:** The other side of the under-employment issue is role-based under-employment, where qualified resources are hired into organizations to perform roles which undermines their qualification. A major issue in developing economies with large populations, role-based under-employment which is also known as **passive under-employment**, is a silent killer, and has created massive issues at multiple levels of the international job markets.

Why Does Under-Employment Occur?

The biggest hinderance to unravelling and dismantling under-employment is the fact that this concept isn't as well documented and understood as other socio-economic issues such as unemployment. This happens due to the following reasons:

- **Mis-information:** The biggest factor which masks under-employment is mis-information. Employers and market analysts chart out a scenario wherein resources are mis-guided into believing that the role being offered to them is the launchpad from where they can grow up the corporate ladder to find roles where their full capabilities would be utilized. In many such cases, the illusion of growth is covered under the demands of overwork, long hours and work-life imbalance.
- **Under-Estimation:** Under-estimation is a major reason of under-employment. Resources tend to overlook the educational worth of their technical qualifications, which further leads to then under-appreciating their capabilities. This leads to the resources accepting offers which undermine their capabilities.
- **Responsibility and Dependency:** In India, where the concept of nuclear family, single life and independence from family responsibilities is a much newer concept, it is understandable that people who originate from joint families give in to family pressure to take responsibility at a very young age. This hinders the resources' ability to pick and choose, and hence may take up offers which grossly undermines their capabilities.

But this raises the question as to whether it is the employee themselves who propagate under-employment. Though in many situations, the aforementioned factors do play a role in the final acceptance and execution of responsibilities of a role, employers also hold a notorious reputation of under-utilizing and under-paying resources. This originates from multiple inherent issues in the evolving Indian economy.

1. **Taxations:** Every corporation operating out of the Republic of India are bound by strict taxation laws. As India shares a lot of socialist ideologies with its former ideological and strategic ally, the Soviet Union (USSR), the establishment and operation of corporations have always been a challenging task for businesses. In India, we execute a multi-tier taxation system, which first taxes our wealth and income, then our utilities like food, clothes, houses and transportation, and finally our liabilities like loans. This multi-tier taxation system, though feeds our economy with immense amounts of revenue, leads businesses to do major cost-cuttings towards the investments they do into their human resource. Thus, companies tend to float part-time or contractual jobs so as to meet seasonal or one-off demands.
2. **Abundance of Resources:** Just as demand can manipulate supply chains, change in supply patterns can also manipulate demands. In India, for example, there is no dearth of engineering graduates who are ready to work extensively at bare minimum wages. This makes every engineer working in a given corporation less valuable, as there are 10 others waiting in line to replace them. Hence, companies exploit this supply-demand disparity to under-utilize resources and introduce redundancy in their work processes.

Thus, it can be well understood that under-employment isn't a one-off issue. It's a vicious cycle, which has been haunting the Indian labour and jobs market for years. There is a large group of Indian students who blindly pursue the same courses without adequate market research to understand where they shall stand in a market at the time of graduation and not at the time of course admission. Inversely, the growth of operations of corporations in the domicile of India hasn't changed in years, which thus creates a stagnant job market, denying deserving candidates a shot at success. Hence, graduated resources work at over-estimated establishments which underpay them and put them in a loop of redundant KPI fulfilment. This redundancy and stagnancy of the job market hinders the overall growth of the economy.

How Under-Employment Stalls The Economy?

Before we understand the intricacies of how under-employment is stalling the economy, let us understand how economies work in the first place.

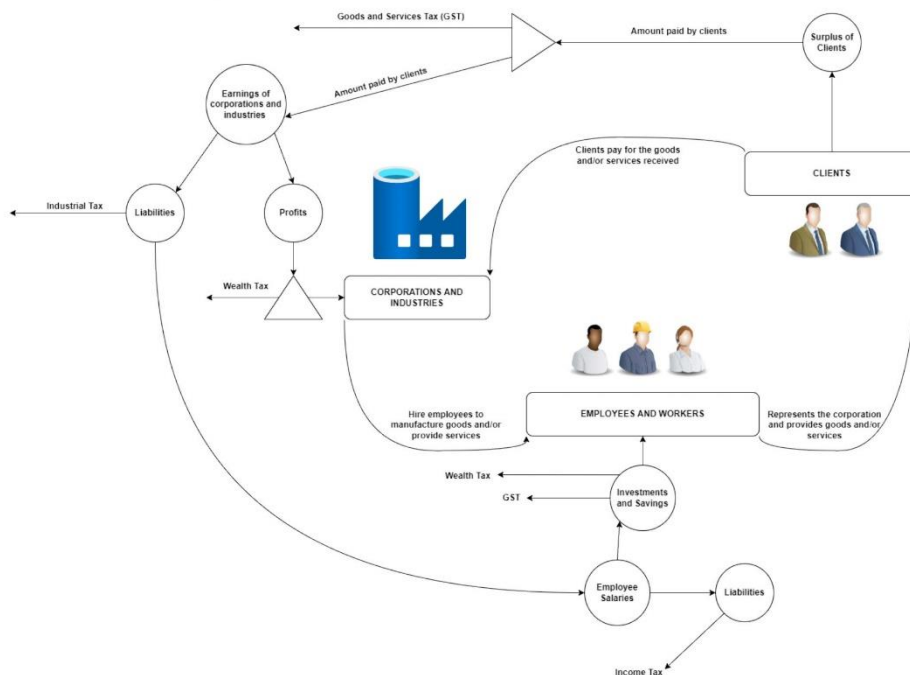


Figure 2: Model of the economy

As evident in the image above, the economy runs primarily on taxes levied on citizens. It is a known fact that though the nation may extract decent tax amounts from large industries and corporations, it's the common citizens which fuel the economy.

Now, under-employment surely increases the profits of corporations, these profits do not massively change the amount levied from them as taxes. However, the under-employment of resources severely hits effect the purchase power of the common man, as well the net tax which can be levied from them. This cascades into a so-called domino-effect where the rich industrialists keep increasing their wealth, while the nation and its common residents keep suffering with low income, lower purchase power and a pathetic standard of living. This situation can be understood by conducting a hypothetical case study.

Hypothetical Case Study

This case study divides the population into three sections – Employers, Employees and Unemployed. The section of unemployed contains family members who cannot earn, such as dependable parents, offspring(s) and sibling(s), as well as the unemployed population of the nation to whom the government caters to via the taxes paid by the taxable group.

In the first scenario, the corporations earn regular profits, and hence provide the nation with taxes amounting to 10,000 crores, while the employees are adequately, and are able to collectively pay 20,000 crores in taxes. This makes the collective economy of 30,000 crores, which when divided equally, provides every group of the population benefits worth 10,000 crores.

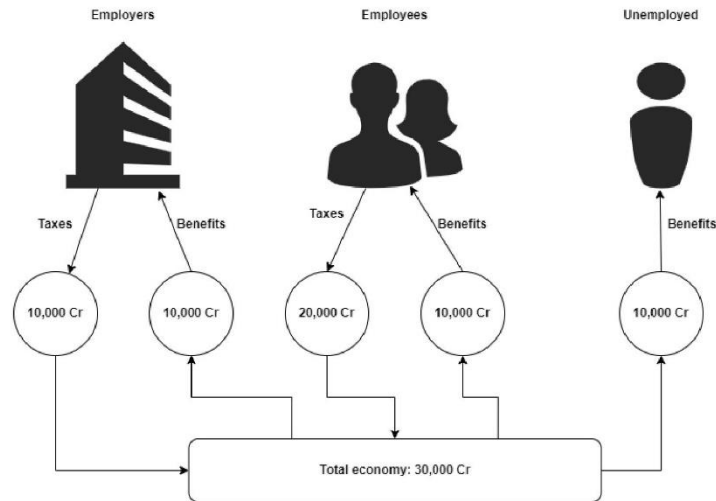


Figure 3: Diagram of Case-1

However, in the next scenario, there is rampant under-employment, which reduces the taxes paid by the employees by half, i.e., to 10,000 crores, but only increasing the net tax paid by the corporations by 4,000 crores. This makes the economy drop to 24,000 crores, and the benefits received reduces to 8,000 crores.

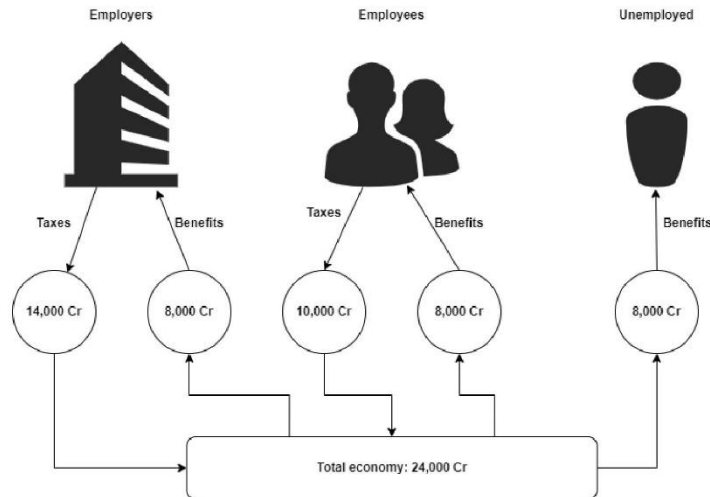


Figure 4: Diagram of Case-2

Thus, it can clearly be seen that under-employment does affect the total economy, and thus it is necessary to understand these effects and address them to ensure continued development of the economy.

How Do We Tackle Under-Employment?

When a problem is encountered, it is essential that some solutions evolve with them. However, under-employment is a silent issue, with very little documentation. Additionally, many companies and corporations even celebrate under-employment as a stepping stone to success. However, the fact stands that under-employment is a major issue which severely stalls the economy.

There is no clear strategy using which we can completely tackle under-employment, as it is practical to say that as long employment remains a career enhancer in our civilization, the concept of under-employment shall remain. However, to prevent involuntary over-exploitation by under-employment can be checked by the following methods:

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1. **Moonlighting:** Moonlighting has been a major national issue, with leaders from various walks of life, major employers and even affected employees voicing their opinions. Defined simply, moonlighting is the process via which a person employed with a corporation, can work with another corporation after completion of word hours of the former employer. Moonlighting is an effective way to ensure the regular employee receives adequate compensation for the acquired skills and abilities. Moonlighting can provide a secure secondary income stream, does propelling the regular employee to contribute wholly to the economy. However, established corporations are strictly against moonlighting, as it uplifts the living conditions of the general employee, which in their eyes, is a process of rapid growth, which is not the template for growth for them. Hence, government intervention is mandatory to ensure that the right to livelihood is ensured, and that large, established corporations do not take advantage of the factors mentioned in previous sections of the paper to stall personal development and enhancements for petty industrial gains.
2. **Self-Development:** To ensure that they aren't undermined, it remains in the scope of the employees to keep themselves updated with latest processes and technology so as to ensure that when requests and claims are raised for fair employment opportunities, there remains no scope for the employers to reject such claims on the basis of technological competency.
3. **Sensible Investments and Savings:** Every employee must make it a habit to start investments at a young age. It can be investments in the equity markets, in Mutual Funds, SGBs T-Bills, etc. This provides employees with a corpus which they can fall back on if their employability is at stake.
4. **Self-employment:** The goal of every prospective individual should be to try and be self-employed. This is important, as it needs to be understood that howsoever excellent a particular position is in a company, the tenure of the employee solely depends on the management and their perception of the employee. Thus, to eradicate the issue of under-employment from the society for good, it is essential for all to focus on self-employment and try and be job-providers rather than job-seekers.

CONCLUSION

Under-employment is as old as the concept of employability, jobs and making other work to make a living. In many ways, under-employment is necessary to provide a short boost to company revenues, as well as create a corpus. However, extended periods of under-employment affect the employability of a job seeker, as well as tarnish the image of a particular corporation in the eyes of the industry. Hence, it needs to be understood that under-employment is as damaging to the country's economy as tobacco is to the health of a smoker – traceless in the short run, but destructive and possibly terminal in the long run.

As India steps into a new decade of development and growth, it is essential for all stakeholders of the industry – employees, employers and the government – to come to a common ground, such that the efforts being invested to elevate the Indian economy into a full-blown superpower, isn't wasted. Afterall, we are just the 5th largest economy of the world, and we are rejoicing the fact that we overtook the economy of a nation which would safely fit within the bounds of Uttar Pradesh or Maharashtra. We are a major population and workforce provider, and if we can all our efforts to eradicate or even minimize under-employment, we can surely reach the podium in a handful of years.

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WORKLIFE BALANCE AND FLEXIBLE WORKING – THE NEED OF THE HOUR

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ABSTRACT

Ensuring proper work-life balance (WLB) is a major challenge for contemporary and modern organizations. WLB is a topic of interest for both practitioners and researchers with regards to promoting employee welfare. For many an employee, achieving perfect harmony and a rewarding balance between work and personal life is far from easy. Dividing ones time and energy between the two can be a daily challenge, along with many more difficulties when battling hurdles such as long hours of commute, family commitments, or working different hours to your partner. The issue of work life balance is quite complex as it is different for every employee. Also, with the millennial generation (born between the early 1980s and the late 1990s) of workers projected to take up 75% of the workforce by 2025, many leaders think it's time to redefine work-life balance. In this research paper, an analysis of the relation between flexible working hours and work life balance is undertaken.

Keywords: COVID-19, Work Life balance, Harmony, Flexible working hours.

STATEMENT OF THE PROBLEM

The current review aims to throw a realistic light on the research in this field by critically examining the impact of flexible working and work life balance in India. To analyse whether work life imbalance may lead to lower job satisfaction, stress and burnout. In modern world, technological developments and work arrangements have created a major obstruction on people's wellbeing and relationship between flexibility of work arrangements and there is need for work-life balance to be made possible.

SCOPE OF THE STUDY

The scope of this research is to examine the impact of flexible working and work life balance in India.

OBJECTIVES OF THE STUDY

The aims of this study are:

1. To explore the impact of flexible working and work life balance.
2. To determine the impact of flexible working on employees and work enhancement.

HYPOTHESIS

1. **Ho:** Flexible working does not promote employee morale and higher job satisfaction.
2. **Hi:** Flexible working promotes employee morale and higher job satisfaction.

RESEARCH METHODOLOGY

The study is carried out with secondary data. Secondary data collected from articles, journals, websites etc. has been used in this research paper.

SIGNIFICANCE OF THE STUDY

It is an important study as work life balance issues are the main reasons because of which employees quit their jobs. So this study is important to improve employee's quality of life. This study would be beneficial to organisations and institutions to know the vital role flexible working hours has on work-life balance in order to maintain good employer employee relationships.

INTRODUCTION

Flexible working hours have gained a lot of attention recently from organizations and scholars as family-friendly policy. Current trends in the working world such as globalization, digitalization, and changing values and corporate culture have resulted in the need for employees and organizations to become more flexible. Recently, organizations are trying to bring about a culture of trust by offering employees flexibility in the workplace. In this paper, relationship between flexible working hours and work- life balance is examined. This paper tries to scrutinize whether flexible working hours support and enhance work-life balance or on the contrary create difficulties in balancing work and life roles. Flexible working hours are measured from employee and employer's point of view in order to prove that flexibility in the workplace is beneficial not only for the employees, but for the employer also. Stress and employee wellbeing are also discussed as they are the two key outcomes of work-life balance, one is pessimistic and the other one is optimistic rework supposed to be offered by employer.

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LITERATURE REVIEW

Work-life balance is maintained when a person has the same level of priorities in relation to the requirements of his/her career and the requirements of personal life. The most common reasons for imbalance between the personal life and work life are increased responsibility for work commitments; working longer hours; increased responsibility for housework as well as for employees with children. In turn, a positive work-life balance reduces employee stress, reduces the risk of burnout and creates greater wellbeing. This positively affects not only an employee him/herself but also the employer (Sanfilippo, 2020).

At the beginning of this century, remote working was evaluated as an important tool for promoting work-life balance. Remote working enables an individual to undertake a variety of family responsibilities and can be particularly useful for employees with small children, as it allows them to breastfeed, take care of a sick child or look after young children who may be on a school holiday. Regular remote working offers additional advantages, as it reduces work-related expenses (such as travel costs) and saves time spent on the way to work (Hein, 2005).

FLEXIBLE WORKING HOURS

Researchers have discussed three broad categories of FWA-flexi-time (flexibility in scheduling), tele home working (flexibility in location), and part-time (flexibility in length of the work). While each of the arrangement can be individual, they are frequently combined to complement each other. It should be noted that work flexibility offers the employees convenience in planning their work and life, not reducing the working time. Thus, flexibility in work might be summarized as the ability of employee to control his/her working time duration as well as location of work.

WORK LIFE BALANCE

Work Life Balance is defined as - The amount of time you spend doing your job as compared to the amount of time you spend with your family in doing things you enjoy. It can be difficult to get the right kind of work-life balance. Experts suggest success lies not only in defining how you want to spend your time, but also in making sure you adjust your life and work as your needs change. Sometimes even small changes can make a difference. A stressed schedule and out-of-control home life can lead to depression, poor performance at work, and conflict with family and a feeling of burnout. WLB is a comfortable state of equilibrium that is achieved between an employee's basic priorities of their employment position and their private lifestyle.

EMPLOYEE MORALE

Employee morale is the attitude, satisfaction, and overall outlook of employees during their association with an organization or a business. If the organization has a poor culture or poor work life balance then there will be adverse effects like low productivity, low employee satisfaction, etc. It can certainly lead to greater employee attrition.

JOB SATISFACTION

Job satisfaction is defined as the level of satisfaction that employees feel with their job. This goes beyond their daily duties to cover satisfaction with team members/managers, satisfaction with organizational policies, and the impact of their job on employees' personal lives and work life balance.

STRESS AND WORK LIFE BALANCE

Each person defines stress in a different way. For some, stress occurs because of working overtime, from pressure to meet targets or deadlines, or from fear of failure. In general, stress occurs when person has no control over when, where, and how he/she does the work. High level of stress might result in mental issues and disorders and physical health problems, such as headache, depression, heart attack, and cancer; stress is also an antecedent of unhappy and disharmonious relationships that causes work-life conflict. The evidence suggests that those employees who have work-life balance difficulties experience higher stress than those who find balance between work and life responsibilities.

BENEFITS FOR EMPLOYERS

Employers have introduced flexible work-life policies in order to attract, recruit, and retain highly qualified staff into their organizations. With the ability to schedule the work himself/herself, employee feels that employer cares about the wellbeing of the employee. That leads to increased job satisfaction, resulting in higher work commitment. According to some previous findings, flexible working results in employee loyalty and engagement, increased organizational commitment, and higher job satisfaction. Also flexible work helps to recruit and retain talented employees within the organization. Increased productivity, reduced employee turnover and absenteeism have been identified as advantages of flexible working for the employers.

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BENEFITS FOR EMPLOYEES

As per research, some employees think that such practices result in lower income and higher employment insecurity. According to the findings, men see flexible working practices as a way to develop their organizational commitment, while women associate flexibility with the work-life balance improvement. The evidence suggests that flexible working practices fit women more than men and are more likely to be employed by women due to the ideology beliefs of motherhood. The findings from previous research also emphasize that women ask for and access the flexible working hours more frequently than men. However, due to the changing family patterns and gender norms, as well as rise of women workforce, flexible employment is slowly started utilizing by men these days. Flexible working practices help to fulfil work-life responsibilities and might result in work-life balance. The literature suggests that there is a positive relationship between flexible working practices and health issues-employees' better mental health and stress reduction.

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Types of Flexible Work

Nowadays, organizations are following different forms of flexible working methods. Some of them are as follows:

- a. Flexitime
- b. Shift work
- c. Part time
- d. Fully remote teams
- e. Annualized hours
- f. Compressed hours
- g. Job Sharing
- h. Hot – desking
- i. Mobile Working
- j. Home working

Advantages of Flexible Working hours:

1. Boosts Productivity

It can also contribute to an employee being more productive, allowing him to work when he is at his best. If you're a morning person that might mean getting to your desk super early but allowing you to finish early too.

2. Reduction in Overheads

Working from home or even in a co-working space can massively reduce commuting time and costs. A reduced commute can also have a very positive effect, for example by reducing stress and lateness. For the employer, flexible working can mean reduced costs and overheads as less office space and equipment is required and the employee travel costs are also reduced.

3. Improved Employee Morale

Flexible working arrangements can enhance employee well being by reducing stress and strengthen loyalty. A boost to employee morale helps with levels of absence and can improve productivity. Different working hours and the extended use of the right technology can also lead to the employer offering extended hours, services or a greater range to clients or customers.

4. Helps Recruitment

Recruitment is mostly a key area for employers. Building a reputation as an understanding employer who is flexible and who both trusts and accommodates their employees can enhance an employer's reputation in the labour market. By making flexible working a success you can assist your employer in strengthening its credentials.

5. Improves Employee Engagement

Engaged employees are those who understand what their role is and how what they do contributes to the company's success. One of the ways companies create a culture of engagement is by creating a workplace that empowers and respects employees.

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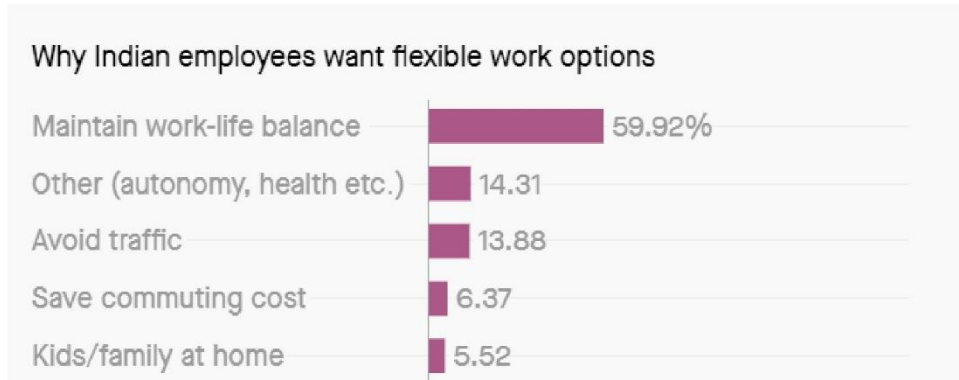
6. Better Work-Life Balance and Reduces Stress

The study of Hayman (2009) explores the relationship between flexible work schedules and work-life balance among 710 office-based employees. Direct linkages between worklife balances and stress, especially, between integration of work, family, and personal life and flexible working schedules have been established. The employees who used flexible working schedules, had positive experiences and better work-life balance than the employees who did not use them and underwent a lot of stress to manage their work life.

7. Adaptability

Flexible work schedule allows the employees to meet the family needs, personal obligations and life responsibilities efficiently. If an employee has a flexible work schedule, he/she can be able to meet the day to day responsibilities and take care of family members without any interference in work.

Given below is a generic graph citing the reasons for Indian employees preferring flexible work options.



Disadvantages of Flexible Working Hours

1. Procrastination

Working from home requires a high degree of self-motivation. Working from home makes it too easy to procrastinate and avoid getting down to work. With no one watching over your shoulder, before you know it, half a day has gone. This can then lead to additional hours of work in the evening and catching up on missed work hours, when the employee should be enjoying time with his/her family.

2. Communication Difficulties

Ease in communication with other colleagues who work from home themselves or in the office will depend on the circumstances and the employer. However, technological difficulties shouldn't be underestimated.

It may be unexpectedly difficult to work with colleagues who are working differently than you or at different times and you may find you have to be highly organised to co-ordinate communications, collaboration, planning and delivery.

3. Employee Isolation

While working alone from home may mean you an employee can be at his desk by 7 am, distraction free and still in his pyjamas, employees also lose out on the energy and creativity of working with others. Missing out on the encouragement, companionship and general buzz of working as part of a team can leave the employee feeling uninspired and isolated. That in turn can have a knock-on effect on motivation and even the quality of work. Studies in the USA have shown that an employee who works at home is at a higher risk of developing depression.

4. Reduced Benefits

Flexible working can take an almost infinite variety of forms. Changing the work timings does not affect the salary, but if the employee is working for reduced hours, then the salary will obviously be less. As a result, the employer's pension contributions will also reduce, and any bonus is likely to be prorated. Also, less paid holidays will accrue.

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Part-time employees are protected against discrimination so that their terms and conditions must not be less favourable than a comparable full-time employee. However, working flexibly may lead to missing out on workplace events such as training which may happen when you are not at work.

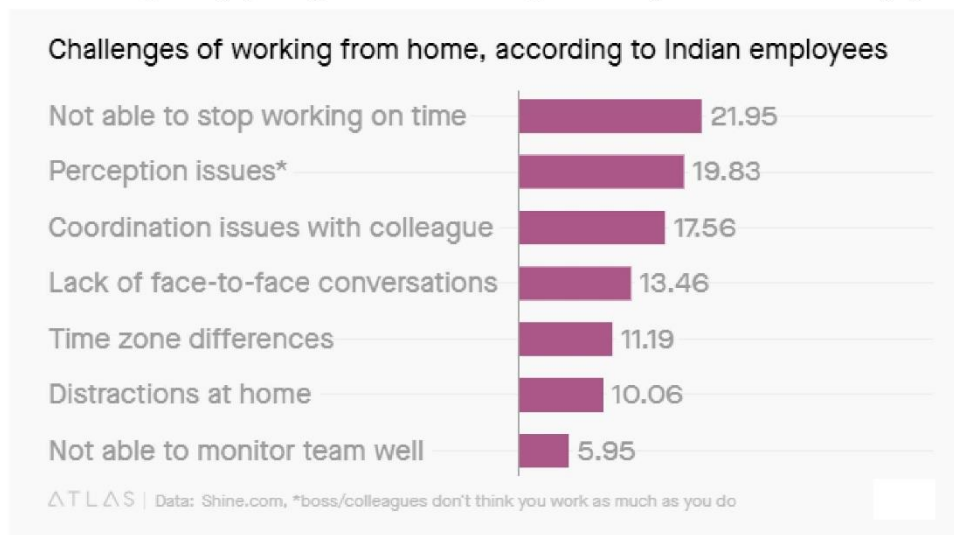
5. Lack of Career Progression

Part-time working is responsible for a significant element of organisations' gender pay gaps. Women who go part-time or choose flexibility in work hours tend not to progress so far or fast in their careers (either willingly or unconsciously) and so earn significantly less over their careers than men in full-time roles.

6. Being Sidelined

It's a sad fact of life that attitudes towards flexible working in some organisations are still less than positive. Anecdotal evidence suggests it is even more frowned on when it is a male employee making a request. While it may manifest itself in subtle ways, an employee who makes a successful application for flexible working may find themselves sidelined from effective decision making and career progression because their commitment may be questioned.

Given below is a generic graph citing the reasons for challenges of working from home to Indian employees.



Ways To Improve Work Life Balance

1. Set Boundaries for Overtime

Employees working for 60-70 hour a week shouldn't be confused with commitment or dedication. Working beyond the daily standard working hours should be limited to time-sensitive activities or projects. Otherwise, employees will check out and burn out. Also, it will completely throw their work life balance haywire.

2. Introduce Flexible Paid Time off

A handful of US companies have introduced "unlimited paid time off" (PTO). Interestingly, not all employees took advantage of the benefit when it was introduced in their companies because some of them felt guilty about taking time off. For something less essential, a "flexible" paid time off plan might be worth considering. Flexible paid time off gives employees more choice in choosing the type of time off they need, and allows companies to cater to the needs of increasingly diverse work force. This might not work for seasonal businesses though.

3. Set Work life Balance Models

Managers and leaders should lead the team by example. Their actions during time off –such as responding to emails or calling for meetings –will affect their employees' choices about work life balance, and what they feel is expected of them.

Employees that restrict calls and email replies or completely switch off their mobile while they're on leave or at weekends shouldn't be faulted. Instead, they should be asked to create thorough handovers while they're away. This can help employees to relax and enjoy a well-earned break.

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4. Create a Family-Friendly Workplace

Childcare responsibilities don't neatly stop the employees when they get to the office, so creating a family-friendly work environment can be a huge help for working parents. Consider offering an on-site childcare facility to take the stress, frustrations and travel time involved in other professional childminding services. If this isn't a practical option, there are other ways you can offer flexibility to working parents, such as allowing them to take time off to pick up their children from school when they are sick, or flexible start/finish times for parents doing the school run.

5. Offer Health and wellbeing benefits

Besides health insurance, offering onsite wellness programmes like discounted gym memberships and employee assistance programmes that provide counselling for mental or emotional health issues send the message that the company is looking after the right balance for their staff. Investing in the employees 'wellness doesn't need to cost the earth, and can include organising sports events, or providing free healthy food.

CONCLUSION

This paper has examined flexible working hours from a positive point of view. The investigation showed that introduction of flexible working hours is beneficial for both employee and employer. Also, flexibility in the workplace gives employees enough of time to perform outside work roles and helps employees to balance their work and life. Also, the trust factor between the employer and employee is an important issue when it comes to flexible working hours. If not monitored by manager or if the employee is not self motivated, flexible working hours might create some difficulties in the workplace. Only after a thorough investigation of flexible working practices from both positive and negative sides, organizations might consider applying flexibility to the workplace.

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ONLINE AND DIGITAL EDUCATION

Prof. Krishnakant Pandey

ABSTRACT

Education is very valuable equipment in everyone's life. Education has made us the smartest living beings on Earth. Education is a very powerful weapon.

Everyone has a aim, and education is the wings that helps us in Achieving aims and goals in one's life. Now-a-days in the changing world the technology has taken a vital role in

our lives. Presently, everything is based on technology from communication to visual and audio devices. Hence, the learning system has also changed all around the world.

Technology is helping us learn 24x7. Even before global pandemic Covid-19 there was growth of digital education, but Covid-19 gave a boost to online education. During Lockdown the education system totally changed. Earlier, a class was characterized by children

sitting in a 1-hour long lecture. But, when the lockdown began it drifted digital

learning. The online education system has given various advantages and disadvantages to the teaching sector. This research paper aims to focus on upcoming trends in education, advantages and disadvantages of digital learning because the future of our upcoming generations hinge on it

Keywords; - Technology, Education System, Covid-19, Digital learning, Advantages and Disadvantages of digital learning etc.

OBJECTIVE

- 1) To Know About Components of Digital Learning
- 2) To Find Various Digital Platforms Useful For Students
- 3) To Know Adverse Effect Of Digital Learning On Students

RESEARCH METHODOLOGY

The study is based upon secondary data which I have collected through different Websites, Journals, books, magazines which I have mentioned in the ending of the paper, very clearly.

INTRODUCTION

It's said 'Knowledge is Power'. Life's a race if you don't run fast, you will be left behind. If you have knowledge then only you will be able to survive in this world. A person who has less knowledge is considered to be weak. If you don't

Want to be called weak you should have knowledge for which education is necessary.

Presently, Education is dynamically changing all around world. Education basically is the base for generating knowledge. Education never misguides us, it only leads us towards a better future and lifestyle. As India is developing in the field of science and technology

rapidly Indian education system is also changing. Now, standing in 22nd century if we look back in the ancient times we can imagine the Gurukul system which contained teaching under trees in a natural environment. At that time there was a strict control and observation of gurus, the students used to be very disciplined. Indeed after globalization in 1991 the teaching system changed from black-boards to Smart boards connected with LCD lights. It is a huge change in the Indian education system. Nowadays students are not only taught by chalk and talk but they are taught using digital sources such as Powerpoint

Presentation, Videos and Photos. During pandemic Covid-19, the teaching system changed

a lot. Students were taught using online apps like Zoom, Goggle meet, Skype etc. Not only that, even the exams were taken online using google forms, projects and workbooks

were checked in pdf format. The digitalization of education has really made it easier for searching much more information in a fraction of second within a one click. There is no boundary of learning in online education.

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Components of digital Education

• **Personal Laptops/ Computers**

Computers nowadays are very necessary for almost all the fields. Students must know how to use computers. Computers are used to make submit assignments, projects and home work. In computers the notes of subject can be stored and retrieved when needed. Because of this feature the students don't need to take tension of completing books.



• **Interactive Whiteboards**

Interactive whiteboards or smart boards are very effective for powerful learning. It is a touch screen computer.



• **Projector**

It is a very fundamental device used for convenience of students and teachers. It is used for displaying the videos, photos or the textbooks stored in the computer, Laptop or educomp.



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● Learning Based on Videos

Earlier there were no modern means of education. The teachers used to read the lessons and students used to look in textbook. But in present times with the help of projector videos are displayed, which makes lessons easier and interesting to understand.

DIGITAL PLATFORMS USEFUL FOR STUDENTS:

● Google Classroom

Google classroom is an online software which has emerged during Covid-19. It is a free web which helps in producing assignments, question papers, tests, correction of notes and grading which helped a lot during the pandemic. The student can check the assignment whenever he/she is free. The files can be shared quickly and easily between teachers and students. It is a very effective and easy to use software.



Google Classroom

● E-pathshala

E-pathshala is an online software developed by Ncert. For showing the online resources such as notes, assignments, textbooks, audio and videos etc.



● BYJU'S

It is a multinational Indian company. It is a global edu-tech company

,providing highly adaptive and engaging learning solutions for 150+million students around world.

● DIKSHA

E-pathshala is a very useful online software for state board students from 1-10. For showing the online resources such as notes, assignments, textbooks, audio and videos etc.

● PHYSICS WALLAH

Physics wallah is India's top teaching platform that provides affordable and comprehensive learning experience for students of class 6-12 and you can also prepare for NEET, IIT JEE, IIT ADVANCE on this platform.

● CONCLUSION

Education is one of the most important needs of a human being. In the modern times, the methodology of teaching has changed a lot.

Nowadays, there are Projectors, Computers, videos and photos making

E-learning more effective and interesting for students as well as teachers. Various e-platforms such as e-pathshala, byju's, diksha, physics wallah, YouTube and many more platforms are making education more understandable for students. There are both advantages and

Disadvantages of e-learning. In future, E-learning may become an important means of education.

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ANALYZING THE SENTIMENTS OF STRESSFUL TWEETS DURING COVID-19 PANDEMIC

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INTRODUCTION

People are adjusting their daily routines as they try to get back to their regular lives as a result of the COVID-19 pandemic, which has caused considerable uncertainty and panic in our lives. Along with adhering to government regulations, people are still improving their personal hygiene and public hygiene. There has been a "significant rise in the time average time spent by users on social media throughout this pandemic," according to a classification of the unique Coronavirus outbreak as a pandemic that has claimed many lives over the previous three years.

The pandemic has also caused an increase in the number of people who suffer mental health issues. In times of lockdown or seclusion at home, people frequently spend their time on social media. One of the sites that has experienced a large boost is Twitter, where users spend an average of 32 minutes daily—more than they did in the years before to COVID—and it is anticipated that this increased time will persist in the years following COVID.

Additionally, the pandemic has led to an upsurge in stress-related and mental health problems. I chose Twitter as the platform for my research because users there openly share information and express themselves by tweeting about how they are feeling, what they have been up to, their mental health, physical challenges, stress, and other topics.

In this study, I use unsupervised sentimental analysis and emotion analysis to determine the sentiments and feelings behind the tweets about stress.

LITERATURE REVIEW

Studies on sentimental analysis and Twitter tweets have been done in a variety of fields, such as health care (Gohil, Vuik, & Darzi, 2018), politics (Wang et al., 2012), finance (Smailovi, Grar, Lavra, & Nidari, 2013), and film reviews (Jain, 2013). These three domains have undergone sentimental analysis, demonstrating the effectiveness of this technique for predicting the sentiment of textual data. Gohil et al. examine and better comprehend the capability of future research conducted in this sector using sentimental analysis on twitter health care research.

Smailovic et al. "applied a Support Vector Machine classification process" to Twitter data in order to divide tweets into three groups, which increased the accuracy of their stock market forecasts.

Similar to this, emotional analysis has also been employed in politics to forecast the results of particular elections. In their study, Tumasjan et al. concentrated on the 2009 German federal election. Their examination revealed that Twitter had developed into a platform for both sentiment analysis and election outcome prediction. They looked at about a lakh tweets about politics that mentioned either a politician or a political party. They came to the conclusion that the quantity of tweets directly relates to the likelihood of winning the election. A real-time sentiment application system for the US was presented by Wang et al. Based on political tweets taken from Twitter, the 2012 presidential election. Because sentimental analysis is so widely used, Jain looks into tweets to anticipate several facets of a movie's appeal. This approach would be excellent to gauge the sentiment behind tweets about stress due to sentimental analysis's widespread usage.

Emotional analysis, which includes many emotion types, is another method that has been identified. Anger, anticipation, disgust, fear, and joy are just a few examples of the emotions that have been identified through emotional analysis of Twitter data in previous studies.

Another example is the work of Mathur et al., who examined a large volume of Twitter data and classified these tweets into these same categories. This study contributes to our understanding of Twitter users' mental health (Mathur, Kubde, & Vaidya, 2020). Cabezas et al. study, which observes the emotional evolution of tweets during the COVID-19 epidemic, is another study that validates the use of emotional analysis. The study examined Twitter data gathered from Spanish-speaking nations and examined how emotion changed in textual data throughout the COVID-19 outbreak.

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Accordingly, previous research on Twitter data has been done using sentimental and emotional analysis on general tweets over the COVID-19 pandemic period; however, this paper proposes to extend this research and carry out sentimental and emotional analysis on Twitter data specifically related to stress and sampled during the COVID-19 period in order to identify future Tweets related to stress.

RESEARCH QUESTION

This objective poses two important research questions: Can the sentiments behind tweets about stress be analyzed using sentimental analysis? Can distinct emotions behind tweets about stress be investigated using emotional analysis? In order to comprehend the thoughts and emotions underlying tweets about stress, the article suggests using sentimental and emotional analysis. This will make it easier to distinguish between those who may be experiencing stress as a result of the COVID-19 epidemic and others who are merely discussing the subject. Data for this study will be gathered from the pandemic's start in late 2019 through October 2021. Understanding the sentiments and emotions behind tweets about stress will be crucial as a result of this research in order to support users of tweets that exhibit a negative

sentiment and a depressing feeling. This will make it easier for social media platforms like Twitter to support its users during pandemics in the future.

METHODOLOGY

The goal was to primarily scrape data from Twitter during the peak COVID period. Tweets from November 17, 2019 to October 20, 2021 are included in the data. The data was scraped using the Twitter API, emotion analysis, and the intended time using modules and packages like snsrape, pandas, intertools CSV, and datetime. The term "stress" was used to search for tweets that were specifically about stress. To comprehend the sentiments and emotions behind the tweets, sentimental analysis and emotional analysis have been applied.

We can assess the level of negativity from a tweet using sentiment analysis and emotional analysis, such as how serious the issue must be in relation to that message. These elements working together will give a thorough knowledge of the sentiments, emotions, and subjects that were mentioned in the tweets that were gathered.

DATA CRAWLING

Within the peak COVID timeframe, the successful scrapping of 30,000 tweets was completed. All the information was formulated in a data frame and included the URL, date, the tweet's content, the user, the number of replies and retweets, the number of likes, and any users who were specifically mentioned. In order to acquire a formed and desired data frame with the required information, data cleaning was later performed by deleting the undesired columns from the data frame output. This approach left us with the 30,000 tweets and the 14 needed columns after eliminating a total of 15 columns.

It is crucial to note that the developer version of the snsrape library was utilized because it enabled for the retrieval of more columns for this project. The 11 columns from the original 27 columns that were generated are shown in the figure below. Place, Cashtag, Hashtag, Coordinates, and other columns that weren't particularly pertinent to the study topic under consideration were among those that were eliminated.

	url	date	content	renderedContent	id	user	replyCount	retweetCount	likeCount	conversationId	lang	sourceLabel	coordinates	place
0	https://twitter.com/Ananab/status/126619884...	2020-05-29 23:58:58-00:00	cover letters stress	cover letters stress me out :)	126619884895989792	{username: 'Ananab', 'id': '74791479282794...	1	1	5	126619884895989792	en	Twitter for iPhone	NaN	NaN
1	https://twitter.com/bsprnt/status/12661987...	2020-05-29 23:58:56-00:00	@Shubhag LPD Thanks and prayers to you and F-	@Shubhag LPD Thanks and prayers to you and F-	126619878789344512	{username: 'bsprnt', 'id': '31551973_8a...	0	0	1	126619878789344512	en	Twitter for iPhone	NaN	NaN
2	https://twitter.com/Usandary777/status/126...	2020-05-29 23:59:53-00:00	@JoyceWhitance @ShahJ27525853 Let's sear...	@JoyceWhitance @ShahJ27525853 Let's sear...	12661985903095840	{username: 'Usandary777', 'id': '91679958...	0	1	2	12661985903095840	en	Twitter for Android	NaN	NaN
3	https://twitter.com/utirng/status/12661985...	2020-05-29 23:59:51-00:00	@ackwith in trying like in really stressed is	@ackwith in trying like in really stressed is	126619856841588258	{username: 'utirng', 'id': '129225729485...	1	0	1	126619856841588258	en	Twitter for iPhone	NaN	NaN
4	https://twitter.com/schurte/status/12661985...	2020-05-29 23:59:51-00:00	@WytteStorm24 take care of yourself this st...	@WytteStorm24 take care of yourself this st...	126619854773776384	{username: 'schurte', 'id': '198227236053...	0	0	0	126619854773776384	en	Twitter Web App	NaN	NaN

Preliminary Data Description

The word and character counts of the tweets were examined as part of data visualization. The histogram depicting the word length and character length of the tweet was created using the matplotlib software. The waveform representing the word length of the tweet is retrieved, and a pie plot of the source label is created. The collected tweets will be subjected to sentimental and emotional analysis, as well as additional explanatory data analysis to visualize the word kinds and most frequently used words in each tweet.

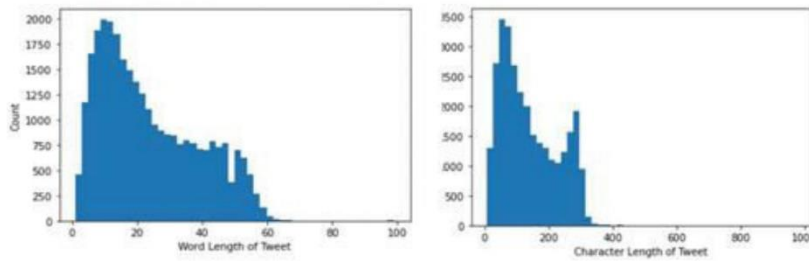
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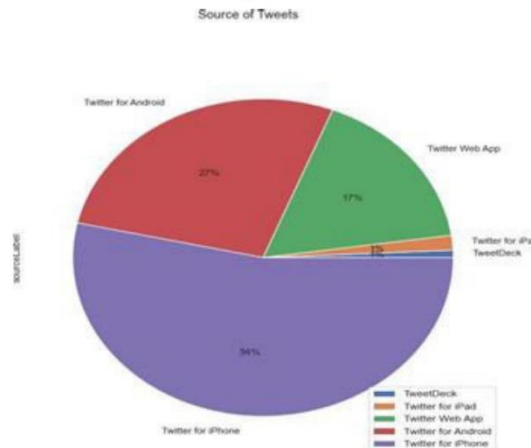
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The date is a crucial piece of information that has not been removed from the dataset since it may be used later to analyze the trend of when specific tweets have been tweeted. It is also vital to draw attention to other variables that are maintained inside the data set. Important factors include the content, id, user, word, and character length since they can be used to track tweets back to their original sources and to determine how frequently a person tweets. The variables replyCount, retweetCount, and likeCount are useful for determining how popular a certain tweet is.

The graph figure below shows histograms made to gauge the range of word lengths and character lengths found in the tweets gathered. This demonstrates that many of the tweets that were gathered had word lengths between 0 and 20 words and 0 and 150 characters. If a correlation is to be drawn between the sentiment or other factors and the project's future progress, this can be useful.



The top five sources used by tweeter users are represented in the pie chart below. A pie chart was made after the sources column was aggregated, sorted into ascending order, and the tail of the data frame was retained. Around 1885 tweets out of the 30000 total tweets collected came from sources not depicted in the pie chart. Mobile devices, divided into iPhones and Android devices, were the primary sources for tweets. This information is helpful because it allows users to distinguish between tweets from different sources and determine whether a tweet was written by a human, a bot, or another entity.



ANALYTICAL STRATEGY

Unsupervised Sentimental Analysis

Sentimental Analysis is the collection of people's perspectives on any real-life occurrence. It's a branch of NLP that looks at how people's opinions are expressed in unstructured text. I have

done some more pre-processing on these extracted tweets and converted them in a structured manner. There are two ways to sentiment analysis: rule-based and machine learning-based. I've concentrated on the Rule-based Sentiment Analysis method. This is a practical method for analyzing text that does not require any training or the use of machine learning models. This method yields a set of principles based on which the text is classified as positive, negative, or neutral. Lexicons are another name for these rules. As a result, the Rule-based approach is also known as the Lexicon-based approach. Cleaning the text, tokenization, enrichment – POS tagging, stop words removal, and obtaining the stem words are all conducted in data pre- processing.

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First, I deleted the text's special letters and numerals, "clean" is a function that accepts a string as input and returns it without any punctuation or digits. It was applied to the 'content' column, and a new column called 'Cleaned content' was created with the cleaned text. Then, the columns which were not useful were excluded. The content column and the source label column were kept unchanged as they were crucial for the further process. I used the nltk tokenize function `word_tokenize()` to tokenize the text at the word level to divide it into smaller pieces. With this, I introduced a column called Tokenized Content, which tokenized all the tweets. I removed the words in English which carried little useful information such as 'I', 'me', 'myself', etc. The nltk library has a list of stop words of every language. Furthermore, I used POS tagging to turn each token into a tuple of the form (word, tag) and created a column named 'POS tagged'. POS tagging is required for Lemmatization and to maintain the context of the word. The `nltk pos_tag` function can be used to accomplish this.

Further, there are two prominent ways for obtaining all the stem words: lemmatization and stemming. The issue with stemming is that it produces nonsensical root words because it just removes certain characters at the end. For example, if we use Stemming on Studies, it becomes studi, and if we use it on Computer, it becomes comput. Lemmatization, on the other hand, provides meaningful root words, which is why we utilized it. Lemmatize is a function that takes

pos tag tuples and returns the Lemma for each word in the tag-based on its pos. We used it on the 'POS tagged' column and generated the 'Lemma' column to hold the results.

For sentimental analysis, I used the TextBlob Python library. I could have gone with VADAR or SentiWordNet, but study shows that TextBlob outperforms VADAR and SentiWordNet when it comes to textual data. TextBlob offers a unified API for common natural language processing (NLP) operations like part-of-speech tagging, noun phrase extraction, sentiment analysis, and more. Polarity and Subjectivity were the two measures I utilized to analyze sentiments. Polarity is measured on a scale of -1 to 1. If it's close to 1, the tweet is positive; if it's close to -1, the tweet is negative. Subjectivity is rated on a scale of 0 to 1. If it's close to 1, the tweet is subjective, implying that it has an opinion. If it's close to 0, it's objective, or factual. I performed polarity on column 'Lemma' and produced a new column named 'Polarity.' I also performed Subjectivity on column 'Lemma' and established a new column titled 'Subjectivity.' to measure the opinionated tweets.

Finally, using the `en_core_sci_md` package, I extracted biomedical words from all the tweet's text. This is a spaCy pipeline with 50k word vectors for biological data. However, I did not conduct sentimental analysis on these words to concentrate on public opinion.

Emotional Analysis

In some cases, the sentiment analysis might not enough understand what the user feels. A lot of industry experts regard emotional analysis as a sort of higher, evolved form of sentiment analysis. Sentiment analysis is limited by only dividing data points by whether they reflect a negative or positive feeling, but that is it. This is far from being the whole picture. Emotional analytics, on the other hand, is a more involved, deeper analysis of consumer emotions that tries to drill down into the psychology of different user behaviors. Emotion analysis is the process of identifying and analyzing the underlying emotions expressed in textual data.

It can be easily done based on the types of feelings expressed in the text such as fear, anger, happiness, sadness, love, inspiring, or neutral. Emotion analytics can extract text data from multiple sources to analyze subjective information and understand the emotions behind it. Various organizations can benefit from Emotion analysis as it improves user experience and monitors reputation.

Text2Emotion is the python package that will assist to pull out the emotions from the content. It processes any textual data, recognizes the emotion embedded in it, and provides the output in the form of a dictionary. Well suited with 5 basic emotion categories such as Happy, Angry, Sad, Surprise, and Fear.

Following are the features of the library I have used:

1. Text Pre-Processing

At first, I have the major goal to perform data cleaning and make the content suitable for emotion analysis.

- Remove the unwanted textual part from the message.
- Perform the natural language processing techniques.
- Bring out the well-pre-processed text from the text pre-processing.

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2. Emotion Investigation

Detect emotion from every word that I got from pre-processed text and take a count of it for further analytical process.

- Find the appropriate words that express emotions or feelings.
- Check the emotion category of each word.
- Store the count of emotions relevant to the words found.

3. Emotion Analysis

After emotion investigation, there is the time of getting the significant output for the textual message we input earlier.

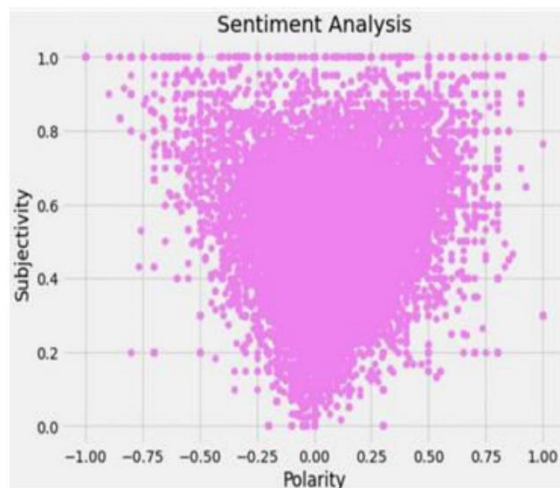
- The output will be in the form of a dictionary.
- There will be keys as emotion categories and values as emotion scores.
- Higher the score of a particular emotion category, we can conclude that the message belongs to that category.

After installing this library, import it into the work environment which will be required to build your model. Now, call the get_emotion() function using the defined column parameter. Here, I got the output in terms of the dictionary where I have emotion categories along with the respective score. Further, I find the dominant emotion category for each tweet entry.

RESULTS

Unsupervised Sentimental Analysis

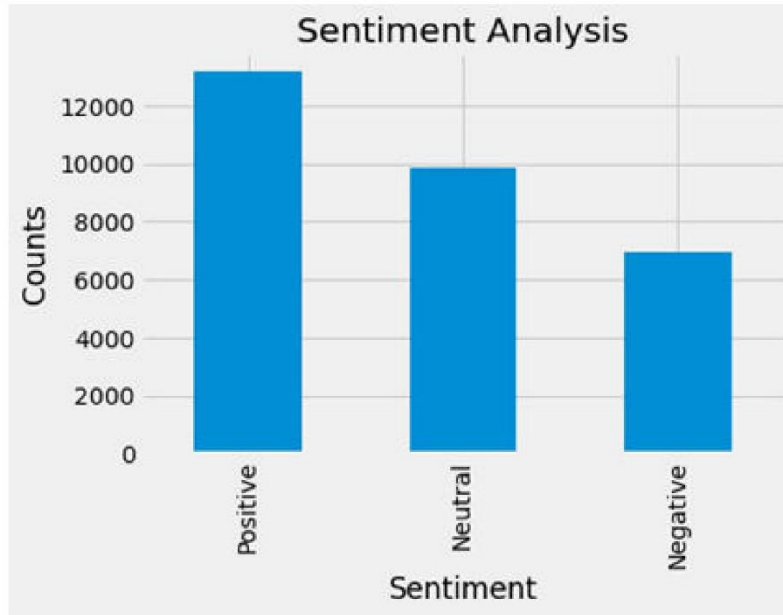
Subjectivity results were zero or negative, whereas polarity scores were positive, neutral, or negative. A tweet is positive in terms of polarity if it has a value greater than zero. If the polarity is 0, the tweet is neutral; if it is less than zero, it is negative. If the subjectivity of the tweet is closer to zero, it is considered to be objective or factual; on the other hand, if it is closer to one, it is considered to be subjective, which denotes that it expresses an opinion. The graph below depicts the subjectivity and polarity distribution, with 59.04 percent objective tweets and 40.06 percent subjective tweets. This shows that the majority of the tweets were objectives.



The bar graph shown below was used to demonstrate the sentiment analysis of the tweets. As can be observed from it, we have nearly 10000 neutral tweets, over 12000 positive tweets, and 7000 bad tweets. More specifically, there were

43.09 percent positive tweets, 32.09 percent neutral tweets, and 23.02 percent negative tweets.

This result surprised me because I anticipated that the majority of tweets would be negative due to the word "stress," but it turned out to be the opposite.

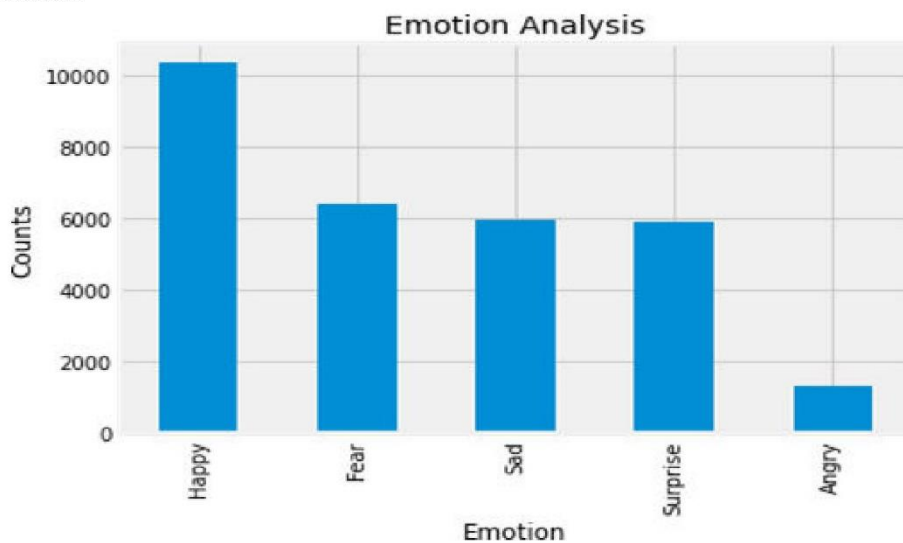


Emotional Analysis

Here, I examine the frequency of several prevailing emotions in relation to the overall number of tweets. In order to comprehend the most often used words that characterize each emotion, I

have also created word clouds for each emotion. Given that stress has a negative connotation, it is surprising that the majority of tweets in these results have an emotion. However, if we closely examine these results, the combination of two strongly negative emotions, such as fear and sadness, demonstrates that the majority of tweets have negative emotions, which provides the answer to our research question.

Through this study, we can see how many tweets contain sad and fearful undertones, which can aid social media firms in deciding how best to assist users who may be dealing with stress-related mental health issues. A crucial first step in the decision-making process for social media businesses to adjust their policy is this visualization.



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A STUDY ON THE IMPACT OF ONLINE AND DIGITAL EDUCATION IN INDIA; ITS EFFECTIVENESS, PERCEPTION & PREFERENCE BY STUDENTS.



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Conference Date
24th September, 2022


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Conference Convenor
Chandrabhan Sharma College of Arts,
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Dr. (Mrs.) Pratima Singh
Conference Chairperson
I/c Principal, Chandrabhan Sharma College of
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He / She has presented the paper titled
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