



# SARASWATI



## One Day National Seminar on Contemporary Issues in Humanities



Editor -  
**Dr. P. R. Shewale**

Principal, D. D. Shinde Sarkar College, Kolhapur

Executive Editor -

**Dr. R. G. Korabu**

Principal, D. D. Shinde Sarkar College, Kolhapur

Coordinator -

**Dr. A. S. Kanegaonkar**

Convener -

**Prof. A. B. Kawade**

Organized by

**D. D. Shinde Sarkar College**

Shri. Mandap, Near Mahalaxmi Temple, Kolhapur

PRINCIPAL

**M. H. Shinde Mahavidyalaya, Tisangi**  
Tal. Gaganbawada, Dist. Kolhapur



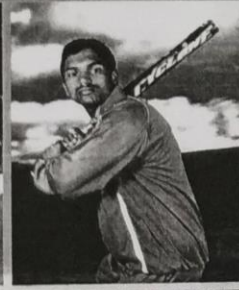
Walwa Taluka Education Society's

## **YASHWANTRAO CHAVAN ARTS AND COMMERCE COLLEGE**

S. D. Patil Nagar, Urun-Islampur Tal. Walwa, Dist. Sangli 415 409

Organised by  
Department of Physical Education

Organised in collaboration with  
Shri S. D. Patil Charitable Trust Islampur  
Senior College Physical Education Teachers Association



UGC Sponsored  
Two Day National Conference  
ON

### **FITNESS AND WELLNESS OF PEOPLE THROUGH SPORTS AND GAMES**

2<sup>nd</sup> & 3<sup>rd</sup> December, 2016

Chief Editor  
Dr. H. A. Narayankar

Co-Editor  
Mr. V. B. Patil



**PRINCIPAL**

M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur.



**INDEX**

Sr. No	Article Name	Author Name	Page No.
1	Yoga for Fitness and Wellness	Dr. M.G.Vagh	17
2	Yoga is A Traditional Exercise and Way of Modern Human Life	Dr.O.P.Aneja	20
3	Psychology in Sports and Games	Dr. Deepak S. Patil (Dange)	24
4	Roll of Yoga in Personality Development	Ramhari Shivaji Nagtilak	27
5	A Comparative Study of Endurance among Tribal Students and Non Tribal Students of Nanded District in Maharashtra	Mr. Thakur Arjunsing Narayansing, Mr.Patil Sunil Hanumantrao	31
6	Importance of Health & Physical Fitness in our Life	Mr. Thakur Arjunsing N., Surwase H. L., Kakde B.P.	34
7	Role of Sports Psychology to Improve Confidence in Sports	Balasaheb Dattatrya Waghachavare	37
✓ 8	Importance of Fitness and Wellness in Sports and Physical Education	Prof. B. D. Patil	40
9	Importance Of Hygiene For Health	Dattatray M Birajdar	46
10	Physiological Fitness of Female College Players from Walwa Tehsil of Sangli District, Maharashtra	Subhash A. Janrao, Ramesh M. Gejage	49
11	An Inculcation of Values through Education	Dr. Wangwad V.S., Mrs. Shreedevi A. Pawar (Hirugade), Shri. Harshkumar A.Pachore	55
12	Importance of Application of Yoga in All Sports for Fitness and Wellness and Stress Management and Need of New Concept of Mental Health and Physical Training	Dr. Hemant Hindurao Patil	61
13	Football in India : Problems and Solution	Prof. Dr. Abhijit A. Vanire	65
14	Knowledge of Narcotic and its use among University Sports Persons in Maharashtra	Mr. Mayur Mohanrao Shinde	70
15	Role of Psychology for Success in Sports	Dr. Atul Tanaji Lakde	79
16	Comparative Study of Physical Fitness between Residential and Non-Residential School Students of Sangli District	Mr.Patil Mahesh Rangrao Patil	82
17	Ethics and Values in Sports and Games	Shantaram Shankar Mali	87
18	The Importance of Yoga and Sports for Fitness and Wellness	Mr.Mahadeo Sukhadeo Suryawanshi	92
19	Effects of Yoga on Mental and Physical Health	Pardeep Kundu	97

[14]

**PRINCIPAL**  
M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur.

## IMPORTANCE OF FITNESS AND WELLNESS IN SPORTS AND PHYSICAL EDUCATION

**Prof. B. D. Patil**

M. H. Shinde Mahavidyalaya,  
Tisangi.

### INTRODUCTION

**P**hysical fitness is a general state of health and well-being and, more specifically, the ability to perform aspects of sports, occupations and daily activities. Physical fitness is generally achieved through proper nutrition, moderate-vigorous physical exercise, and sufficient rest. Before the industrial revolution, *fitness* was defined as the capacity to carry out the day's activities without undue fatigue. However, with automation and changes in lifestyles *physical fitness* is now considered a measure of the body's ability to function efficiently and effectively in work and leisure activities, to be healthy, to resist hypokinetic diseases, and to meet emergency situations. Wellness is defined as the condition or state of being in good mental and physical health. Every aspect of our wellness is affected by stress. The dimensions of wellness include social, spiritual, emotional, occupational, environmental, physical wellness, and intellectual well being. Social wellness refers to our ability in relating and connecting with the other people in our places. Emotional fulcrum is our ability to understand ourselves, and cope with challenges brought by life. Our ability to establish peace with ourselves is categorized as spiritual wellness. Recognizing our own responsibility regarding the quality of air, water, and land is entailed in environmental well being. Occupational wellness is our ability to get fulfillment from jobs or in the careers we choose. The ability to open our own



minds to ideas that are new is inclusive in intellectual wellness. Physical wellness refers to our ability to maintain healthy quality of life that permits us to go on with our daily activities (University-of-California, 2012).

Factors influencing wellness include the health habits, family history, environment, access to health services, attitude, and media and technology. Health habits for instance smoking can lead to heart disease. Our daily health choices affect our level of health. The family history plays a role in pre disposition to a wide variety of conditions that affect our wellness. Examples of these conditions include heart disease, cancer, stroke, and diabetes. The physical environment refers to the things that we get exposed to in our work places, schools, and the general environment. They include air, radiation, water, sounds, crime, and recreational facilities. Our access to health services for instance vaccination, screening, and early treatment is essential in improving our quality of life. Our attitude, for instance optimism affects wellness by interacting with our decisions (University-of-California, 2012)

Physical fitness refers to being in good physical condition sometimes referred to as being in condition or in shape. The health related factors to physical fitness include muscular strength, muscular endurance, cardiovascular endurance, flexibility, and body composition. Muscular strength is the ability of our muscles to exert maximal force in a given motion range. Muscular endurance is the ability of muscles to exert sub maximal force through a certain range of motion, or at a certain point over a specified period of time. Cardiovascular endurance refers to the ability to go on with training of the system over a longer period of time. The ability of a joint to move through full motion range is called flexibility. Body composition is the ratio of lean mass of body to the fat body mass. The skills related factors to physical fitness include speed, agility, power, coordination, balance, and reaction times (Hoeger & Sharon, 2011).

The Value of Having Health, Wellness, and Physical Fitness  
The interaction between health wellness is quite essential in our lives because of many benefits that encapsulate. They include reduced risk of premature death, reduced risk of cardiovascular diseases, decrease in resting heart rate, regulation of normal blood pressure, decrease in body fat, increase in HDL and decrease in LDL, and reduced risk of diabetes. Other benefits we gain include joint stability, strengthened bones, increase in muscle mass, increase in resting metabolism,

improved core strength, improved balance and coordination, improved body image and self-esteem, reduced depression, and stress management (Sharkey & Gaskill, 2006).

### **METHODOLOGY**

The four primary components (also known as the components of health related fitness) that are important to improved physical health are as follows:

**1. Cardiorespiratory capacity** is the ability of the body to take in oxygen (respiration), deliver it to the cells (circulation), and use it at the cellular level to create energy (bioenergetics) for physical work (activity). In fitness, we also refer to cardiorespiratory capacity as aerobic capacity. This capacity includes aerobic endurance (how long), aerobic strength (how hard), and aerobic power (how fast). Some of the long-term adaptations of cardiorespiratory training are: decreased resting heart rate, decreased risk of cardiovascular disease, improved endurance, increased stroke volume and cardiac output.

**2. Muscular capacity** refers to the spectrum of muscular capability. This includes muscular endurance (i.e., the ability to apply force over a long period of time or to complete repeated muscle contractions); muscular strength (i.e., the ability to generate force, or the maximum amount of force that a muscle can exert in a single contraction); and muscular power (i.e., the ability to generate strength in an explosive way). Some of the long-term adaptations of improving muscular capacity are increased strength, improved muscular endurance, increased basal metabolic rate, improved joint strength, and overall posture.

**3. Flexibility** is the range of movement or amount of motion that a joint is capable of performing. Each joint has a different amount of flexibility. Some of the long-term adaptations of improved flexibility are decreased risk of injury, improved range of motion, improved bodily movements, and improved posture.

**4. Body composition** is the proportion of fat-free mass (muscle, bone, blood, organs, and fluids) to fat mass (adipose tissue deposited under the skin and around organs). Some of the long-term adaptations of improving body composition are decreased risk of cardiovascular disease, improved basal metabolic rate, improved bodily function, and improved BMI.

### **Secondary Components of Fitness**

The secondary components of fitness (also known as the components of performance based fitness) are involved in all physical activity and are necessary



for daily functioning. Athletes experience different levels of success depending on how well these secondary fitness components are developed. Although the primary components of fitness are thought to be the most important, we should not ignore the secondary components because of their importance in the completion of daily tasks. The secondary components include the following.

1. **Balance** is the ability to maintain a specific body position in either a stationary or dynamic (moving) situation.
2. **Coordination** is the ability to use all body parts together to produce smooth and fluid motion.
3. **Agility** is the ability to change direction quickly.
4. **Reaction time** is the time required to respond to a specific stimulus.
5. **Speed** is the ability to move rapidly. Speed is also known as velocity (rate of motion).
6. **Power** is the product of strength and speed. Power is also known as explosive strength.
7. **Mental capability** is the ability to concentrate during exercise to improve training effects as well as the ability to relax and enjoy the psychological benefits of activity (endorphins).

#### **Health and Wellness -**

Health is a dynamic process because it is always changing. We all have times of good health, times of sickness, and maybe even times of serious illness. As our lifestyles change, so does our level of health. Those of us who participate in regular physical activity do so partly to improve the current and future level of our health. We strive toward an optimal state of well-being. As our lifestyle improves, our health also improves and we experience less disease and sickness. When most people are asked what it means to be healthy, they normally respond with the four components of fitness mentioned earlier (cardio respiratory ability, muscular ability, flexibility, and body composition). Although these components are a critical part of being healthy, they are not the only contributing factors. Physical health is only one aspect of our overall health.

The other components of health (Greenberg, 2004, p. 7) that are just as important as physical health include the following:

1. **Social health**-The ability to interact well with people and the environment and to have satisfying personal relationships.

2. **Mental health**-The ability to learn and grow intellectually. Life experiences as well as more formal structures (e.g., school) enhance mental health.

3. **Emotional health**-The ability to control emotions so that you feel comfortable expressing them and can express them appropriately.

4. **Spiritual health**-A belief in some unifying force. It varies from person to person but has the concept of faith at its core.

Wellness is the search for enhanced quality of life, personal growth, and potential through positive lifestyle behaviors and attitudes. If we take responsibility for our own health and well-being, we can improve our health on a daily basis. Certain factors influence our state of wellness, including nutrition, physical activity, stress-coping methods, good relationships, and career success.

#### RESULT AND DISCUSSION


A well-rounded physical education class can potentially provide students of all abilities and interests with a foundation of movement experiences designed to help them lead active and healthy lifestyles well after graduation from high school. In addition, effective physical education can provide children with the tools for participating in safe and healthy activities throughout their lives. In spite of physical education having been an integral part of the school curriculum for more than 100 years, obesity rates in the United States continue to rise. Physical education curricula such as CPE, PHA, and the health-fitness club approach offer physical education teachers creative ways to instill the benefits of a healthy lifestyle in their students. Although all three approaches share similar objectives, such as empowering students with the facts about fitness, the benefits of healthy behaviors, and the enjoyment of physical activity, each has a unique set of characteristics. Though the roots of physical education actually lie in health promotion, the field has been sidetracked from this mission for several decades (Prussic et al., 2011). The curricular models discussed in this article focus on developing healthy physical activity behaviors (PHA), the understanding of conceptual material along with participation on fitness activities (CPE), and the student's informing physical educators of the similarities and differences among these three models, teachers can set goals for their classes and choose activity experiences to meet those goals, thereby creating a physical education curriculum that is taught using an instructional process reflecting the values of these models (Sieden top & van der Mars, 2012)



## REFERENCES

1. Tremblay, Mark Stephen; Colley, Rachel Christine; Saunders, Travis John; Healy, Genevieve Nissa; Owen, Neville (2010). "Physiological and health implications of a sedentary lifestyle". *Applied Physiology, Nutrition, and Metabolism*. **35** (6): 725–740. doi:10.1139/H10-079.
2. de Groot, Gudrun Cathrine Lindgren; Fagerström, Lisbeth (June 14, 2010). "Older adults' motivating factors and barriers to exercise to prevent falls". *Scandinavian Journal of Occupational Therapy*. **18** (2): 153–160. doi:10.3109/11038128.2010.487113. PMID 20545467.
3. Malina, R (2010). *Physical activity and health of youth*. Constanta: Ovidius University Annals, Series Physical Education and Sport/Science, Movement and Health.
4. "President's Council on Physical Fitness and Sports Definitions for Health, Fitness, and Physical Activity". *fitness.gov*. Archived from the original on 12 July 2012.
5. Hoeger, W. & Sharon, H.A. (2011). *Principles and labs for physical fitness* (Available titles diet analysis plus available titles diet an). New York, NY: Brooks Cole.
6. Sharkey, B., & Gaskill, S. (2006). *Fitness & health*. Champaign, IL: Human Kinetics.
7. University-of-California. (2012, september 27). *Wellness: Seven dimensions of wellness*. Retrieved from [http://wellness.ucr.edu/seven\\_dimensions.html](http://wellness.ucr.edu/seven_dimensions.html)
8. Prusak, K., Pennington, T., Wilkinson, C., Vincent-Graser, S., Zandrea, M., & Hager, R. (2011). A critical look at physical education and what must be done to address obesity issues. *Journal of Physical Education, Recreation & Dance*, 82(4), 39–46.
9. Siedentop, D., & van der Mars, H. (2012). *Introduction to physical education, fitness & sport* (8th ed.). New.



  
**PRINCIPAL**  
 M. H. Shinde Mahavidyalaya, Tisangi  
 Tal. Gaganbawada, Dist. Kolhapur.



अस्मिन् द्वयं श्रीश्व सरस्वतीच  
The Council of Education's



# D.R.K. College of Commerce, Kolhapur

NAAC Re-accredited with "A" Grade

UGC SPONSORED

One Day National Conference On

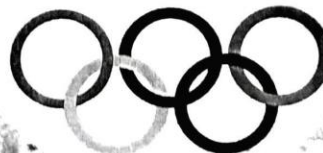
## Recent Advances in Physical Education and Sports Sciences

In Association with Shivaji University, Kolhapur and MSBA

Friday, 3<sup>rd</sup> March, 2017



MISSION 2020



CHAIRMAN ORGANISING COMMITTEE

I/C Prin. Dr. V. A. Patil

(D.R.K. College of Commerce, Kolhapur)

CONVENER

Dr. S. V. Bansode

(Shivaji University, Kolhapur)

Scanned by TapScanner



**CONTENTS**

Sr. No.	Title	Author	Page No.
1	Importance of Nutrition by the Athletes	Dr. Abhijit A. Vanire	1
2	Effect of Aerobic Exercises on Children And Adolescents	Amit Solanki	4
3	An Overview of Yoga Research on Physical Health and Mental Health	Anurag Sachan	9
4	Psychology of Sportsman's in Rural area about the Guidance of Coaching and Training	B. D. Patil	13
5	Views and Issues in Sports - Travel Tourism And Make In India	Prof. B. R. Gadave	15
6	Fitness : "A Symbol of Good Health"	Mr. Balasaheb N. Margaje	18
7	Performance Fitness Evaluation Tests	Prof. Chandrashekhar B. Kadu	21
8	The Problems of National Women Kho-Kho Players in Kolhapur District	Dr. Devendra Birnae, Mr. Ameen Bandar	26
9	Non- Sportsman and Fencing Players on Self Confidence"	Dr. U.P. Dongre, Dr. Ravindra M. Ghoti	30
10	Recent Trends of Information Computer Technology (ICT) in Physical Education and Sports	Dr. Ganesh Shivajirao Solunke	35
11	A Case Study of Rajiv Gandhi Sports Stadium in Relation with Sports Facilities and It's Cost	Geeta	39
12	Scientific Role of Yoga for Improving Health and Sports Performance	Dr. N.P. Giri, Dr. Megha	42
13	Recent Advancements in Sports	J. Gerard Arockiaraj	45
14	Significance of Biomechanics in Physical Education	Jagdish Singh	48
15	Management of Sports Event	Prof. Janrao S.A	56
16	Role of Sports Psychology in Sports Performance	Mr. P.S. Khade	58
17	A Study of Impact of Stress Upon Performance and Health of MBA Students and Coping Mechanism Through Sports	Mr. Tahir S. Zari	61
18	Level of Anxiety, Motivation of Kho-Kho Players at Inter University Level	Dr. Bappasaheb H. Maske, Dr. Sandeep Jagannath Jagtap	69

## PSYCHOLOGY OF SPORTSMAN'S IN RURAL AREA ABOUT THE GUIDANCE OF COACHING AND TRAINING

B. D. PATIL

Director of Physical Education  
M. H. Shinde Mahavidyalaya, Tisangi.

### ABSTRACT:

Sports psychology is primarily interested in the analysis of behavior of sportsmen. On the basis of the large number of observation and evaluation of individual sportsman, a number of personality profiles related to high sports achievement, have been determined. The purpose of research work is to call attention to the psychology of sportsman's. The present article analyzes the attitude of sport coaches and sportsmen, who have participated in the Kho-Kho game to sport psychology and the work of a sport psychologist (Martin et al, 2002). In present study we could able to understand the relation between psychology and guidance of coaching and training of sports. This study is also revealed in the rural sports.

**KEYWORDS:** Sport Psychology, Sportsman, work of a sport psychologist.

### INTRODUCTION:

Psychology as a behavioral science, had made its contribution in this regard, it has helped the coaches to trained more efficiently and enhance sportsman's performance more proficiently. Sports psychology is an application of principles, methods and techniques of analysis, appraisal and enhancement for optimizing human sport or human athletic behavior White R.W. (1959) Sports psychology as an area of study involves many individuals of diverse backgrounds with a common interest that of knowing more about athlete and sport Verma B.P. (1990). The participation in modern sports is influenced by various physical, psychological, sociological and physiological factors. During training, besides good physique and fitness of the athlete, main emphasis is laid on the development of various types of skills involved in the game as well as on teaching the strategies, techniques and tactics of the game. Most of the coaches agree that the physical characteristics, skills and training of the players are extremely important, but they also feel that good mental or psychological preparations for completion are a necessary component for success. The results of the psychological preparation of sportsmen depend on the skills of the coach or on the subjectivity/objectivity of the psychologist in the selection of methodologies.

### METHODOLOGY:

The methods were applied in the research: analysis of specific literature, methodology for the determination of the attitude to sport psychology. Specific literature includes monographs by famous coaches and sportsmen and statements in press regarding these issues. Martin *et al* (1997) prepared an original methodology for the investigation of attitudes to sport psychology. For the present research, its modified version, the Sport Psychology Attitudes-Revised Form (SPA-R) (Martin, Kellmann, Lavallee, 2002), was used.



**RESULT AND CONCLUSIONS:**

The participation in sports rather influence all aspects of athlete's personality and help in gaining poise, and balance, refreshing the spirits, renewing the inner life with ease and calmness. At the same time the participation in modern sports is influenced by various physical, physiological, sociological, and psychological factors. Until recently, the coaches have been paying inadequate attention to the psychological factors which although have been proved to contribute to performance in events in the higher competitive sports. So now the sports trainers and coaches have started giving more importance to the impact of psychological factors building the mental makeup of the players and its resultant influences on their performance in the national and international competitions. Therefore, in the present study an attempt has been made to probe the relation between psychology and guidance of coaching and training of sports.

**REFERENCES:**

- Martin, S. B. et al. Development and psychometric evaluation of the Sport Psychology Attitudes- Revised form: a multiple group investigation. *The Sport Psychologist*. 2002, 16: 272-290.
- Martin, S. B. et al. Attitudes toward sport psychology consulting of adult athletes from the United States, the United Kingdom, and Germany. *International journal of Sport & Exercise Psychology*. 1997, 2: 146-160.P.
- Verma B.P. (1990) *Asian Journal of Psychology and Education*, 34.
- White R.W. (1959) *Motivation Reconsidered: The concept of Competence*, *Psychology Review*.

  
**PRINCIPAL**

M. H. Shinde Mahavidyalaya, Tisasa,  
Tal. Gaganbawada, Dist. Kolhapur.

सद्यकालीन भारतीय राजकारण आणि धर्मनिरपेक्षता

- प्रा. डॉ. श्रद्धा विनोद कोठावळे .....371
- डॉ. एस. एस. पाटील

## HINDI

नारी विमर्श के परिप्रेक्ष्य में महिला लेखिकाओं के चर्चित उपन्यास

- डॉ. संजय मारूती कांबळे... .....378

आधुनिक हिंदी कवयत्रियों की कविताओं में नारी-चेतना

- प्रा. सौ. एस. के. पाटील... .....381

प्रभा खेतान के साहित्य में स्त्रीवाद

- प्रा. वसुंधरा उदयसिंह जाधव... .....388

**PRINCIPAL**

M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur.

*Contemporary Issues in Humanities*





## प्रभा खेतान के साहित्य में स्त्रीवाद

– प्रा. वसुंधरा उदयसिंह जाधव

हिंदी विभाग प्रमुख, म. ह. शिंदे महाविद्यालय, तिसंगी, ता. गगनबावडा, जि. कोल्हापूर

### स्त्रीवाद का स्वरूप :

परंपरा से हम देखते आए हैं कि समाज में स्त्री को कनिष्ठ दर्जा दिया गया है। इसलिए परंपरागत बंधनों से बाहर निकलकर स्त्री को मानव के रूप में स्वीकार करना आवश्यक है। फ्रेंच लेखिका 'सिमोन द बोआ' ने नारी की स्थिति स्पष्ट करने के लिए 'द सेकंड सेक्स' नामक पुस्तक लिखी। जिसका हिंदी में अनुवाद 'स्त्री उपेक्षित' नाम से प्रभा खेतान ने किया। उसमें स्त्री की स्थिति के बारे में सिमोन ने कहा है, "जब हम मानव शब्द का उच्चारण करते हैं, तो उसमें पुरुष और स्त्री दोनों समाहित होते हैं।"

लेकिन आज भी उसे मनुष्य का दर्जा नहीं मिला। क्योंकि समाज का परिवेश और परिवार उसे नारी को नारीही बनाये रखता है। हमारी पुरुष प्रधान समाज व्यवस्था उसे स्त्रीत्व गुण सिखाकर आदर्श नारी के रूप में ढालती है। उसे समाज में स्त्री कैसी होनी चाहिए इसकी एक प्रतिमा तैयार की गई है। समाज में केवल पुरुषही नहीं स्त्री भी उस प्रतिमा में अटकी हुई है। इसके बारे में सिमोन ने कहा है, "औरत को औरत होना सिखाया जाता है। औरत बनी रहने के लिए अनुकूल बनाया जाता है।"

नारी को जन्म से लेकर मृत्यु तक विभिन्न समस्याओं का सामना करना पड़ता है। आज तो नारी गर्भ में भी सुरक्षित नहीं है। स्त्री-भ्रूण हत्या हो रही है। स्त्री को घर और बाहर दोनों जगह शोषण का सामना करना पड़ रहा है। नारी इस अन्याय-अत्याचार के विरोध में खड़ी हो रही है। स्त्रीवाद याने पुरुष विरोधी नहीं। इस संबंध में डॉ. विद्युत भागवत स्त्रीवाद का स्वरूप स्पष्ट करते हुए कहा है, - "वैयक्तिक, सामाजिक, आर्थिक, राजनैतिक स्तरों पर स्त्री पर जो अन्याय-अत्याचार के विरोध में संघर्ष की तैयारी रखना ही स्त्रीवाद को अपनाता है।"

अनेक महिला साहित्यकारों ने अपने साहित्य द्वारा समाज की पुरुषो मानसिकता बदलने का प्रयत्न किया। स्वातंत्र्योत्तर काल में राजनीतिक, आर्थिक, सांस्कृतिक, सामाजिक क्षेत्र में परिवर्तन आ गया। उसी प्रकार समाज की स्त्री की स्थिति में भी परिवर्तन जीवन-मृत्यों में व्यापक परिवर्तन हुआ। हिंदी साहित्य में कृष्णा सोबती, मृदूला गर्ग, मालती जोशी, कृष्णा अग्रिहोत्री, मैत्रेयी पुष्पा, राजी सेठ, मंजूल भगत, प्रभा खेतान आदि लेखिकाओं ने अनेक संघर्षशील नायिकाओं का चित्रण करके परिस्थितियों का डटकर सामना करने की सीख दी।

प्रभा खेतान ने अपने साहित्य के माध्यम से और एक सफल व्यापारी बनकर भारतीय स्त्रियों के सामने आदर्श रखा। व्यापार करने के लिए वह विदेशों में घूमती रही। एक स्त्री होने के नाते स्त्री की पीड़ा को भलीभाँति परिचित है। अमेरिका, चीन, कोरिया की स्त्री की पीड़ाओं को लेकर उन्होंने लिखा है। स्त्री की पीड़ा विश्व के हर स्थल पर समान विषय है। वह कहती है- "ये अमेरिकी औरतें भी हम भारतीय औरतों की

TRUE COPY

PRINCIPAL

M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbavada, Dist. Kolhapur.

तरह असहाय हैं। केवल पैंट पहनने और मेकअप करने से औरत सबल नहीं हो जाती।”

प्रभा जी को लगता है स्त्री में केवल पढ़ने से, अध्ययन चिंतन से स्वतंत्रता नहीं आ जाएगी। “संस्कारों से परंपरा से मुक्ति की यात्रा बहुत लंबी है और बड़ी कठिन। पीढ़ियों से छवि बन चुकी है।” याने समाज ने स्त्री एक तस्वीर बनाई है उसी तरह समाज स्त्री को देखना चाहता है।

#### पुरुष व्यवस्था में हीनभाव :

प्रभा खेतान ने पुरुषप्रधान समाज व्यवस्था में स्त्री को मिल रहे कनिष्ठ स्थान का वर्णन किया है। छिन्नमस्ता की प्रिया हमेशा माँ के प्यार को तरसती है। सांवली कुरूप प्रिया को देखकर माँ सोचती है ‘हे राम जी इसकी नैया कौन-सी घाट लगेगी?’ प्रिया को लगा शादी के बाद कोई शोषण नहीं करेगा। लेकिन जीवनभर पुरुषप्रधान समाज व्यवस्था से उसे शोषण का सामना करना पड़ा। प्रिया की तरह ‘स्त्री पक्ष’ की वृंदा भी उपेक्षित रही। उसके पिता, भाई को अधिक प्यार करते। तो माँ हमेशा उसे बोझ समझती। वृंदा विवाह न करके किसी आश्रम में रहना चाहती है। पर माँ कहती है, “आश्रम के पिंजड़े में बंद होने से तो अच्छा है की तू पति के घर पर रहे। पति रुपी पुरुष से अधिक सुरक्षा भला कौन दे सकता है?” इसप्रकार हमेशा पुरुष के सहारे के बिना स्त्री सुरक्षित नहीं ऐसा माना जाता है। ‘अपने अपने चेहरे’ की रितू पति के अन्य स्त्रियों से संबंधों के कारण मायके आना चाहती है तब माँ ने उसे कहा, “मेरे घर में जगह नहीं। रहना है तो ससुराल में रह नहीं तो कुएँ में पड़।” भारतीय समाज में विवाह बहुतही जरूरी है। क्योंकि आज भी अविवाहित लड़की की ओर शक की निगाहों से देखा जाता है।

#### शारीरिक शोषण की शिकार :

प्रभा खेतान ने अपने लेखन द्वारा शारीरिक शोषण की बात उठाई। ‘छिन्नमस्ता’ की प्रिया बचपन से लेकर विवाह के बाद भी शारीरिक शोषण की शिकार होती रही। दस साल की उम्र में प्रिया का बड़ा भाई उसपर बलात्कार करता रहा। प्रिया ने शादी के बाद तो प्यार मिलेगा ऐसी अपेक्षा की थी लेकिन प्रिया का पति नरेंद्र जानवर से कम नहीं था। प्रिया को वह एक वस्तु समझता था। ‘अग्निसंभवा’ में भी प्रभाजी ने स्त्री के शारीरिक शोषण की बात उठाई है।

#### औरत का अकेलापन :

प्रभाजी ने ‘आओ पेपे घर चलें’ इस उपन्यास के माध्यम से अमेरिका जैसे संपन्न देश में भी सत्री की स्थिति कैसी होती है इसपर प्रकाश डाला है। प्रभाजीने देखा था, आइलिन मिसेज डी, हेल्गा, कैथरीन मरील जैसी महिलाएँ संपन्न होकर भी दुःखी है। सत्तर वर्षीय आइलिन दो पतियों और पाँच प्रेमियों को याद करती कुत्ते पेपे को बेटा मानकर अकेलेपन के दुःख को भूलना चाहती है।

#### विद्रोही नारी का चित्रण :

प्रभा खेतान ने अपने साहित्य में विद्रोही नारी का चित्रण किया है। ‘छिन्नमस्ता’ की प्रिया में विद्रोही स्वर दिखाई देता है। जो पारंपारिक तरीके से जीना नहीं चाहती। पारंपारिक विवाह संस्था प्रभाजीने मान्य नहीं है। उन्होंने विवाहित पाँच बच्चों के पिता से रिश्ता जोड़कर समाज की परंपराओं को तोड़ा है। ‘अन्या से अनन्या’ में प्रभाजी कहती है, “मैं प्रभा खेतान... मैं कौन हूँ? क्या मेरी कोई पहचान नहीं है? मैं सधवा नहीं क्योंकि मेरी शादी नहीं हुई, मैं विधवा नहीं... क्योंकि मेरा कोई दिवंगत पति नहीं, मैं कोठे पर बैठी हुई रंडी



भी नहीं.... क्योंकि मैं अपने देह का व्यापार नहीं करती हूँ। स्वेच्छा से एक जीवन का वरण किया है। तब मैं क्या हूँ?” प्रभाजी को विद्रोही स्वभाव उनकी माँ से उन्हें मिला था। उनकी माँ हमेशा उँची महत्वाकांक्षा रखने को कहती थी, “चाँद को छूने की कल्पना करो तो खजूर के पेड़ तक पहुँचोगे।” प्रभाजीने अकेले रहकर भी व्यापार में सफलता प्राप्त की। वह सोचती है- “इन तमाम दवायों के बीच मुझे बहुधा लगता कि मैं बिलकुल स्वतंत्र हूँ, क्योंकि मैं अकेली हूँ। जीने के लिए आखिर क्या चाहिए और कितना? जितना चाहिए उतना मेरे पास है। मैं अकेले जीकर दिखा दूँगी।” प्रिया के चरित्र द्वारा प्रभाजी ने विद्रोही नारी खड़ी की है। प्रिया अपने सहपाठी से कहती है, - “विद्रोह की भाषा मैं भूल चुकी हूँ। मैं जिन्दगी में क्रान्ति चाहती हूँ। मैं अपनी जिंदगी की तारीख खाली पन्नों पर खुद लिखी है।”

#### आधुनिक की आत्मनिर्भरता :

आज हर स्त्री को आत्मनिर्भर होना चाहिए। प्रभा खेतान 'स्त्री उपेक्षित' में स्त्री संबंधी विचार व्यक्त किए- “औरत की नियती क्या है? ऐसे प्रश्न खड़े करके नारी को संघर्ष के लिए प्रेरित करती है। वह कहती है, - स्त्री अमीर हो या गरीब, श्वेत हो या काली, उसे अपनी लड़ाई खुद लड़नी होगी।”

#### आधुनिक नारी की तपस्या :

प्रभाजी सोचती है कि अभी नारी को मनुष्य श्रेणी में नहीं गिना जाता। इस संबंध में एक बार प्रभा खेतान महादेवी वर्मा और अमृता प्रीतम की आधुनिक 'स्त्री' के बारे में चर्चा हुई। तब प्रभाजी ने कहा था - “औरत के लिए केवल प्यार ही काफी नहीं व्यक्ति बनने के लिए उसे और भी कुछ चाहिए। धन-मान, अभिव्यक्ति की स्वतंत्रता सभी कुछ।” उस समय महादेवी जी ने स्त्री को लेकर विचार व्यक्त किए - “आधुनिक स्त्री की तपस्या, पार्वती की तपस्या से भिन्न है। आज की पार्वती के लिए केवल पति ही काफी नहीं। पुरुष ने शिव के अलावा सत्य और सुंदर को चाहा तो स्त्री क्यों नहीं अपने जीवन में इसकी माँग करें?” इसप्रकार आज की स्त्री की तपस्या सिर्फ शिव को पाने की नहीं तो जीवन की सुंदरता की चाह भी होनी चाहिए।

#### प्रभा खेतान के साहित्य के केंद्र में नारी :

प्रभा खेतान के साहित्य के केंद्र में नारी ही रही है। उन्होंने अपने लेखन द्वारा स्त्री प्रश्नों को वाणी देने का प्रयत्न किया है। प्रभा जी ने भारतीय स्त्री के साथ पाशाच्य नारी का चित्रण भी किया है। 'आओ पेपे घर चले' उपन्यास में आइविन, प्रभा मिसेज डी, मरीत हेल्गा, कैथरिन आदि संपर्कशील नारी चरित्रों का चित्रण किया है।

'तालाबंदी' उपन्यास में रेखा और सुमित्रा के माध्यम से व्यावसायिक समस्याओं को उजागर किया है। 'अपने अपने चेहरे' उपन्यास के द्वारा दूसरी औरत होने दर्द व्यक्त किया है। और साथ में संपन्न घरों की स्त्रियाँ सिर्फ शरीर सँवारने तथा साडियों और गहनों में अटक जाती है। इस उपन्यास की पात्र रमा के शब्दों में- “देखो रीतू, पुरुष की व्यवस्था ने हर गुनाह के लिए औरत को जिम्मेदार ठहराया है। जबकि गुनाह खुद पुरुष करता है। यह व्यवस्था उसने बनाई है। वह रीति-रिवाज, रिश्ते-नाते सब उसके खेत है। हम तो केवल बिसात में बिछी मोहरे मात्र हैं।” इसप्रकार पुरुष प्रधान समाज व्यवस्था में स्त्री की स्थिति के बारे में विचार व्यक्त किए हैं।

'छिन्नमस्ता' के 'प्रिया' के चरित्र के माध्यम से छोटी बच्चियों पर होनेवाले शारीरिक अत्याचार के

प्रश्न को उठाया है। प्रिया बचपन से लेकर शादी के बाद भी लैंगिक शोषण का शिकार रही है। जीवनभर शोषित उपेक्षित जीवन पाकर भी संघर्ष से सफल जीवन प्राप्त करती है। आधुनिक स्त्री के समक्ष प्रेरणा के रूप में खड़ी होती है।

प्रभाजी ने 'पीली आंधी' उपन्यास द्वारा सोमा, पद्मावती, नीमली बाई, चित्रा आदि नारी पात्रों के माध्यम से नारी अपने जमीन की तलाश में निकल पड़ी है यह दिखाया है। 'स्त्री पक्ष' की वृंदा, 'अग्रिसंभवा' की 'आइवी', 'एड्स' की प्रभा के चरित्र के माध्यम से स्त्री मन का अंतर्द्व द्व दिखाया है।

प्रभा खेतान ने इसप्रकार अपने साहित्य द्वारा स्त्री प्रश्नों को वाणी देने का प्रयत्न किया है।

निष्कर्ष :

भारतीय समाज जीवन में स्त्री को कनिष्ठ दर्जा दिया गया है। हमारी समाज व्यवस्था पुरुष प्रधान है। इसलिए उसे समाज में दुय्यम बनकर ही रहना पड़ता है। समाज व्यवस्था ने नारी को एक प्रतिमा में जखड़ा है। स्त्रीत्व के आदर्श रूप की प्रतिमा में पुरुष ही नहीं स्त्री भी अटकी हुई है। नारी को जन्म से लेकर मृत्यु तक विभिन्न समस्याओं का सामना करना पड़ता है। आज तो नारी गर्भ में भी सुरक्षित नहीं है। आज की नारी इस अन्याय-अत्याचार के विरोध में खड़ी हो रही है। स्त्रीवाद याने पुरुष विरोधी नहीं विद्युत भागवत स्त्रीवाद के बारे में कहा है 'स्त्री पर होनेवाले अन्याय-अत्याचार के विरोध में संघर्ष करना स्त्रीवाद है'।

अपने साहित्य के माध्यम से अनेक महिला साहित्यकारों ने समाज की पुरुषी मानसिकता बदलने का प्रयत्न किया। अनेक संघर्षशील नायिकाओं का चित्रण करके परिस्थितियों का डटकर सामना करने की सीख दी। साहित्यकार प्रभा खेतान ने अपने साहित्य के माध्यम से और एक सफल व्यापारी बनकर भारतीय स्त्रियों के सामने आदर्श रखा।

प्रभा जी ने बचपन से अपने आस-पास की औरतों का दुःख देखा था। प्रभाजी को अपने अध्यापक का कहना सच लगता है वे कहते थे कि, 'स्त्री होना कोई अपराध नहीं है पर नारीत्व की आँसू भरी निचता स्वीकारना बहुत बड़ा अपराध है।' इसलिए वो सोचती है कि औरत को आत्मनिर्भर होना चाहिए। जिदगी में जोखीम उठाना सीखना चाहिए। आज की आधुनिक स्त्री की तपस्या पार्वती की तपस्या से भिन्न है। आज की पार्वती शिव के साथ-साथ सत्य और सुंदरता भी माँग करती है। इसप्रकार प्रभाजी ने साहित्य और जीवन के माध्यम से एक नई सोच रखी है।

सदभ्य ग्रंथ :

- १) स्त्री उपेक्षिता - प्रभा खेतान
- २) स्त्री जीवनाची गुंतागुंत - विद्युत भागवत, शर्मिला रेगे, वंदना पलसाने
- ३) अन्या से अनन्या - प्रभा खेतान
- ४) छिन्नमस्ता
- ५) आओ पेपे घर चले -
- ६) प्रभा खेतान के साहित्य में नारी - विमर्श डॉ. कृष्णा जाखड
- ७) प्रभा खेतान का औपन्यासिक संसार : डॉ उषाकीर्ति राणावत

*Signature*

डा. डॉ. आर. जी. देसाई  
पूर्व हिन्दी विभाग प्रमुख  
श्रीमती मधुबाई गरवारे  
कन्या महाविद्यालय, सांगली



## पुरूषप्रधान व्यवस्था में अधिकारों से वंचित नारी

प्रा. वसुंधरा जाधव

म. ह. शिंदे महाविद्यालय,  
तिसंगी, ता. गगनबावडा, जि. कोल्हापुर  
मोबाईल — ९४२१२८२५६१

### प्रस्तावना :

साहित्य समाज से संबंध जोड़कर ही अपनी पहचान बना लेता है । तो साहित्यकार अपने युग की चेतना, परिवेश, समस्याओं से जुड़कर साहित्य निर्माण के लिए प्रवृत्त होता है । भारतीय समाज में आर्थिक, धार्मिक, सामाजिक दृष्टि से असमानता है । विकास की प्रमुख धारा से दलित, आदिवासी, किसान, मजदूर और नारी को वंचित रखा जाता है । समाज तथा परिवार ने नारी को हमेशा अपने अधिकारों से वंचित रखा है । प्राचीन काल से नारी को दासी के रूप में देखा है । नारी देह को भोग की वस्तु माना है । आज इक्कीसवीं सदी में भी नारी पुरूषी अन्याय—अत्याचार एवं शोषण से मुक्त नहीं हो पाई है ।

अनेक लेखिकाओं ने नारी पर होनेवाले अन्याय—अत्याचार, शोषण, आर्थिक स्वावलंबन, 'स्व' का बोध आदि विषयों पर प्रकाश डाला । इन लेखिकाओं में प्रमुखतः से मन्नू भंडारी, मृदुला गर्ग, प्रभा खेतान, ममता कालिया, राजी सेठ, सूर्यबाला, शिवानी, कृष्णा सोबती, मैत्रेयी पुष्पा, मधु कांकरिया, उषा प्रियंवदा आदि ने नारी के अनेक प्रश्नों को वाणी दी । नारी के एक भी पहलू को अछूता नहीं रखा ।

इन लेखिकाओं में प्रभा खेतान का नाम विशेष उल्लेखनीय है । प्रभा जी ने कविता, उपन्यास, वैचारिक लेखन के माध्यम से नारी को अपने 'स्व' के प्रति जागरूक किया है । नारी को अपने लेखन द्वारा आर्थिक सबलता का महत्त्व बताया । भारतीय पुरूषसत्ताक समाज स्त्री को अपने अधिकारों से वंचित रखता है । भले ही भारतीय संविधान ने नारी को कानूनन पुरूष के बराबर का दर्जा दिया हो, पर भारतीय पुरूषसत्ताक समाज नारी को संस्कृति, परंपरा तथा नैतिकता की बेडियों में जकड़कर रखना चाहता है । आज भी समाज तथा घर—परिवार में पुरूषों की तुलना में स्त्री का स्थान दोयम दर्जे का है । इस संदर्भ में डॉ. प्रियांका माथूर लिखती है, 'स्त्री—पुरूष के मध्य लिंगभेद सार्वभौमिक है, शक्ति, एवं स्वामित्व सदैव ही पुरूष के हाथ में केंद्रित रहा है।'

TRUE COPY

S.B. Khade Mahavidyalaya, Koparde

PRINCIPAL

M. H. Shinde Mahavidyalaya,  
Tal. Gaganbavada, Dist.

63

Scanned by TapScanner

प्रभा जी ने हमेशा इस दोयम स्थान के विरुद्ध आवाज उठाया है उनका मानना है कि 'स्त्री पैदा नहीं होती उसे स्त्री बना दिया जाता है।' प्रभा जी का 'स्त्रीपक्ष' उपन्यास इस मत को पुष्टि देता है। उनके द्वारा लिखे अन्य उपन्यासों में ज्यादातर उपन्यास उच्चवर्ग में होनेवाले स्त्री शोषण पर आधारित हैं, पर 'स्त्रीपक्ष' उपन्यास में मध्यवर्ग के आम घरेलू स्त्री की मानसिकता का चित्रण है। यह सन १९९९ में 'जनसत्ता सबरंग' में प्रकाशित प्रभाजी का अंतिम उपन्यास है। 'स्त्रीपक्ष' उपन्यास के माध्यम से प्रभाजी ने स्त्री के किशोरवयीन लडकी से लेकर एक निर्णयक्षम औरत बनने के प्रवास को दिखाया है।

'स्त्रीपक्ष' उपन्यास में वृंदा के चरित्र के माध्यम से भारतीय समाज में लडकी को मिलनेवाला दुय्यम स्थान और पितृसत्ताक व्यवस्था में नारी के अनेक प्रश्नों को वाणी दी है। उपन्यास की नायिका वृंदा मध्यवर्गीय परिवार की लडकी है। समाज तथा परिवार में लडका-लडकी दोनों के परवरिश में भेद किया जाता है। वृंदा को लडकी होने के कारण उसके माता-पिता से भेदपूर्ण व्यवहार होता है। परिवार से लडका होने के नाते भाई पर बेहद प्यार लेकिन लडकी होने के कारण वृंदा के साथ अपनत्व नहीं जताया जाता। पिता के प्यार भरे स्पर्श के लिए वह तरसती है। परंतु उसके नसीब में लाड, प्यार, दुलार बिल्कुल नहीं है। इस प्रकार वृंदा का बचपन माँ-बाप के कठोर अनुशासन में बीतता है। उसे किसी पुरुष मेहमान या चाचा-चाची के सामने तक आने नहीं दिया जाता। किशोरवयीन वृंदा अपने आसपास का पुरुष व्यवस्था का वर्चस्व तथा देवताओं में पुरुष देवताओं का वर्चस्व अधिक देखकर सोचती है, "अखबार में कितने पुरुषों की तस्वीर छपती. . . . . कितने नेता, इस देश के कर्णधार अवतार पुरुष, परमहंस देव, विवेकानंद . . . . . भगवान भी तो पुरुष हैं — राम, कृष्ण, शंकर। पहले हम कहते हैं — हे भगवान ! और भगवान शब्द पुरुष सत्ता का प्रतीक हैं। देवियाँ तो मानो किसी पुरानी सभ्यता के अवशेष चिह्न हों, जिन्हें अब देवताओं की कृपा पर निर्भर करना पड़ता है। माँ दुर्गा का स्वरूप निर्धारण देवताओं ने किया, विष्णु ने उन्हें चक्र दिया, शंकर ने त्रिशूल और ब्रह्मा ने . . . ? वे शेर की सवारी पर निकली थी, शेरनी पर क्यों नहीं?"

इस प्रकार रूढ़ि-परंपरा से स्त्री को कैसे पुरुष दासता के बंधन में रहना पड़ता है यह वृंदा के मन के नाना सवालें द्वारा अभिव्यक्त किया है। भारतीय समाज में बचपन से ही लडकियों पर बिंबित किया जाता है कि उसे सुरक्षितता के लिए पुरुष की आवश्यकता होती है। पुरुष के आधार के बिना वह जी नहीं सकती। बचपन में



पिता, शादी के बाद पति और बुढ़ापे में बेटे का आधार लेना पड़ता है। इस संदर्भ में प्रभाजी कहती है, “समाज और माता—पिता द्वारा स्त्री को शुरु से आत्मदान की ही शिक्षा दी गयी है।”

वृंदा की परवरिश भी पुरुष व्यवस्था के अधीन परिवार में हुई है। इसी कारण वृंदा को सुरक्षा की जरूरत लगती है। दुनिया से संरक्षण देनेवाले पुरुष रूप में वह पति को देखती है। अपने स्वतंत्रतावादी विचारों को दूर रखकर माँ—पिता की इच्छा से मेडिकल के अंतिम वर्ष में पढ़नेवाले सुमित से वृंदा शादी करती है। अब रोजमर्रा की दिनचर्या के साथ उसका जीवन चल रहा है। सुमित अच्छा सर्जन बनता है। वृंदा और सुमित रीया और रचित नामक बच्चों के माँ—बाप बनते हैं।

वृंदा अभी भी लड़का—लड़की भेदभाव देखकर दुःखी होती है। सुमित और उसका परिवार रीया के जन्म पर उदासी दिखाते हैं और बेटे रचित के जन्म पर उल्लास से पार्टी का आयोजन करते हैं। पीढ़ी बदल गई है पर लड़का—लड़की के जन्म में भेदभाव होता ही रहा है। स्वयं प्रभा जी भी इस भेदभाव पूर्ण व्यवहार से गुजरी थीं।

विवाह के बाद वृंदा का जीवन एक मध्यवर्गीय सामान्य स्त्री जैसा अपने पति और बच्चों के लिए परिश्रम करते गुजर रहा है। डॉ. सुमित एक अच्छा सर्जन बनता है। अच्छा कमाने लगता है। अपने कमाई पर गर्व महसूस करता है। वृंदा अठारह घंटे तक घर के कामों में उलझी रहती है। लेकिन उसके कामों का कोई मूल्य नहीं। सुमित घर बाहर जाकर पैसे कमाता है इसीकारण उसका समाज और परिवार में स्थान बढ़ता है। धीरे—धीरे उसका वर्तन में बदलाव आ जाता है। अपने आशियाने मिजास से वह अपनी पड़ोसन देविका, डॉ. सुनीता तथा अन्य स्त्रियों से विवाहबाह्य संबंध रखता है। इसके बारे में वृंदा सुमित को बार—बार टोकती है, लेकिन वह ध्यान नहीं देता। सुमित का मानना है कि अगर वह वृंदा और बच्चों की परवरिश करता है तो उसके विवाहबाह्य संबंधों के लिए स्वीकृति देनी चाहिए। दिन—ब—दिन डॉ. सुमित के विवाहबाह्य संबंध बढ़ने लगते हैं। अब तो वह सुनीता के साथ शादी करके उसे घर ले आना चाहता है। इसीकारण शादी के इतने सालों बाद वृंदा को तलाक देकर उसे घर से बाहर निकालना चाहता है। बार—बार मिन्नते करने पर भी पति सुमित तलाक के पेपर पर हस्ताक्षर करने के लिए वृंदा को मजबूर करता है, उस समय वह पति के चरणों पर गिरकर घर में पनाह और दैनंदिन खर्चे के लिए, बच्चों की परवरिश के लिए पैसों की माँग करती है। समाज में स्त्री की असुरक्षा का डर उसके मन में बचपन से बैठ गया है इसीकारण तलाक के विचार से

भी वह असुरक्षा महसूस करती है । इतने सालों से परिवार के लिए किया परिश्रम कोई मायने नहीं रखता । उसे समाज में उपेक्षा भाव का सामना करना पड़ता है ।

वृंदा पति से तलाक लेने के बाद अपने पैरों पर खड़ी होना चाहती है । वह एक बुटीक खोलती है । अपने बच्चों की परवरिश बड़े प्यार से करती है । बच्चों को पिता से मिलने से नहीं रोकती । समय के साथ बच्चे बड़े होते हैं । वृंदा के जीवन में आर्जव नामक युवक आता है । वह पेंटिंग करता है पर उसे नौकरी नहीं है । आर्जव वृंदा से उम्र में छोटा है । वह वृंदा के घर में रहने लगता है । वृंदा के साथ-साथ वह बच्चों को भी अपना लेता है । दोनों शादी करते हैं पर आर्जव को मुंबई में काम मिलता है तो वह सब कुछ छोड़कर वृंदा को अपने साथ चलने को कहता है । वह भी पुरुषप्रधान व्यवस्था में पलकर बड़ा हुआ है । भारतीय समाज में पति जहाँ रहता है पत्नी को उसके साथ जाना पड़ता है । पर वृंदा अब आत्मनिर्भर स्त्री बन गई है । वह अब आज्ञाकारी पत्नी बनकर घसीटना नहीं चाहती । 'इसलिए वृंदा बड़े संयम से आर्जव से कहती है — 'मैं यहीं रहूँगी ।' वृंदा को अब आत्मनिर्भरता का महत्व मालूम हुआ है । वह अपने पैसों से घर बनाने का सपना देख रही है । उसमें निर्णय लेने की क्षमता निर्माण हो गई है । इसी कारण वह अब किसी पुरुष से सुरक्षितता की आस नहीं रखती । अपनी बेटी रिया की दोस्त बन जाती है । घर को पुरुष की कमी महसूस नहीं होने देती । इस प्रकार प्रभाजी ने 'स्त्रीपक्ष' उपन्यास के माध्यम से पुरुषसत्ताक समाज व्यवस्था में स्त्री को कैसे उसके अधिकारों से वंचित रखा जाता है इसका सजीव चित्रण किया है । साथ ही स्त्री का आर्थिक सक्षमीकरण निर्णयक्षमता के लिए जरूरी है यह भी व्यक्त किया है । स्त्री अब पति के साथ घसीटकर जाने के बदले अपनी कमाई पर स्वाभिमान से जीना चाहती है ।

#### निष्कर्ष :

भारतीय समाज में स्त्री-पुरुष में भेदपूर्ण बर्ताव दिखाई देता है । पुरुषप्रधान संस्कृति ने स्त्री को घर के काम में जखड़कर रखा है । पुरुष बाहर जाकर काम करता है, पैसे कमाता है, इसलिए उसका स्थान उँचा और स्त्री के घर के काम का कोई मूल्य नहीं । पति पत्नी का भरण पोषण करता है और उसे सारे अधिकारों से वंचित रखता है । स्त्री को बचपन से ही नाना बंधनों में जखड़ा जाता है । उसके साथ उपेक्षा का व्यवहार माँ के गोद से शुरू हो जाता है । स्त्री सभी अवस्थाओं में उपेक्षित रहती है । उसे पिता, पति या बेटे पर निर्भर रहना पड़ता है । पुरुष की कामयाबी पर उसकी प्रशंसा होती है लेकिन स्त्री घर में कितनी भी मेहनत करें, पर



एक प्यार का शब्द तक उसके नसीब नहीं होता । असुरक्षा की भावना से वह हमेशा ग्रस्त रहती है । उपन्यास की प्रमुख पात्र वृंदा भी असुरक्षा महसूस करती है । इसलिए तलाक के वक्त अपना स्वाभिमान छोड़कर अपने पति के चरणों पर गिड़गिड़ाती है । वृंदा कमाती नहीं इसलिए उसकी असहायता का लाभ उठाकर पति डॉ. सुमित मनमानी करता है । भारतीय समाज में आज भी पुरुष व्यवस्था का प्रतिक सुमित जैसे अनेक पुरुष व्यवहार करते हैं । परंपरा, रीति—रिवाजों में स्त्री को दुय्यम स्थान दिया है । समाज नैतिक मानदंडों से पुरुष को छूट देता है और स्त्री से मर्यादा की अपेक्षा करता है । बेटी का जन्म हो पर वह दूसरे के घर, आज परिवार स्त्री—भ्रूण हत्या, बेटा—बेटी परवरिश में भेद दिखाई देता है । समाज में स्त्री को अपने अधिकारों से वंचित रखा जाता है ।

संदर्भ ग्रंथ :

१. स्त्रीपक्ष — प्रभा खेतान
२. स्त्री उपेक्षिता — प्रभा खेतान
३. प्रभा खेतान का औपन्यासिक संसार — डॉ. उषा कीर्ति राणावत
४. महिला सशक्तिकरण — डॉ. प्रियांका माथुर
५. स्त्रीवाद और महिला उपन्यासकार — डॉ. वैशाली देशपांडे

ISBN: 978-81-927211-6-6

SANGH EDUCATION SOCIETY'S

SR. M. H. SHINDE MAHAVIDYALAYA, KOTRABHATA

TAL. GAGANBHATA, DIST. GADCHIBOL

PROCEEDING

A ONE DAY

NATIONAL SEMINAR

ON

GOODS AND SERVICE TAX

TUESDAY, 20<sup>TH</sup> February, 2018

KUS COPY

Edited by

M. H. Shinde Mahavidyalaya  
Tal. GaganbhataPrin. Dr. D.D. Kurlapkar  
Prof. B.M. KumbharDr. B.K. Katkar  
Prof. S.R. SuryavanshiProf. P.B. Gaikwad  
Prof. D.B. Mane

Scanned by TapScanner

PRINCIPAL

M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbhata

Scanned by TapScanner



ISBN: 978-81-927211-6-6  
One Day National Seminar on: Goods and Service Tax in India (GST)

©Editor

Sangrul Shikshan Sanstha, Sangrul's  
S.B. KHADE MAHAVIDYALAYA, KOPARDE  
TAL. KARVEER, DIST. KOLHAPUR 416 204.

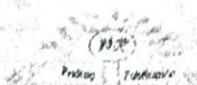
ISBN: 978-81-927211-6-6

No part of this publication may be reproduced or transmitted in any form by any means, electronic or mechanical, including photocopy, recording or any information storage and retrieval systems without permission in writing from the copyright owners.


#### DISCLAIMER

The authors are solely responsible for the contents of the papers compiled in this volume. The publishers or editors do not take any responsibility for the same in any manner. Errors, if any, are purely unintentional and readers are requested to communicate such errors to the editors or publishers to avoid discrepancies in future.

Publisher:

  
**PraRup Publications**  
Kolhapur, (Maharashtra)  
Pin - 416 008

S.B. Khade Mahavidyalaya, Koparde

  
**PRINCIPAL**  
M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur

Scanned by TapScanner



ISBN: 978-81-927211-6-6  
One Day National Seminar on Goods and Service Tax in India (GST)

## CONTENTS

Sr. No.	Title	Author	Page No.
1.	Goods And Service Tax: A Study	Dr. A.M. Gurav Shri Santosh Arjunwade	17
2.	Goods And Services Tax (GST) In India: A Brief Review	Dr. Vijay Pawar	24
3.	Goods And Services Tax (GST) In India: Challenges & Opportunities.	Dadasaheb B. Mane	32
4.	GST & Its Impact On Consumer	Prashant Phadnis	37
5.	Basic Concepts And Features Of Good And Service Tax In India	V. M. Suryavanshi	42
6.	Goods And Service Tax Return	Chandrabhga Galugade	50
7.	The Role Of GST In Eradication Of Poverty In India	S. F. Bothikar	56
8.	Study Of State-Wise Taxpayers On Goods And Service Tax Network (GSTN) In India	Mr. R. D. Barsing Mr. V. M. Kurane Mr. S. R. Nabi	61
9.	Implication Of Goods And Service Tax On Indian Economy	Mr. Ramchandra K. Wakarekar	69
10.	Challenges In GST	Dr. Vijay A. Mane	74
11.	Impact Of GST On Agricultural Sector	Dr. M. G. Sadamate	78
12.	Impact Of GST On Indian Economy	Mr. Ananda S. Bachate	82
13.	Advantages Of Goods And Service Tax (GST) In India	Dr. Sachin A. Kamble	89
14.	Goods And Service Tax And Its Impact On Indian Economy	B. M. Kumbhar	92
15.	Goods And Service Tax In India : Opportunities And Challenges	Dr. Mrs. Varsha Maindargi	99
16.	"Goods And Service Tax In India (GST): Conceptual Overview"	Dr. Goral Sonappa Dajiba	104
17.	A Review of SGST Provisions and Performance	Dr. Udaykumar R. Shinde	113

S.B. Khade Mahavidyalaya, Kopande

PRINCIPAL

M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur.

Scanned by TapScanner



# INTERDISCIPLINARY NATIONAL SEMINAR

ON  
Role of Women in Literature, Humanities,  
Commerce & Sciences

15<sup>th</sup> Sep. 2018

ORGANIZER

DEPT. OF COMMERCE AND SCIENCES  
JAI PRAKASH UNIVERSITY  
JALPAIGURI DIST. - 731101, INDIA

AN INTERNATIONAL  
INTERDISCIPLINARY  
RESEARCH JOURNAL  
ON RESEARCH AND DEVELOPMENT  
IN ALL FIELDS OF KNOWLEDGE

ONE COPY

PRINCIPAL

M. H. SINGH MAHARAJA UNIVERSITY  
JALPAIGURI DIST. INDIA

EDITORS

Dr. Anil Kumar Saxena  
Dr. Sushila S.M.  
Prof. Pail KV  
Prof. Anshu K. J.  
Prof. Kumbh LA



Sl. No.	Author Name	Research Paper / Article Name	Page No.
83	श्रीमती रीना रामचंद्र कांबळे	तैत्तरीय श्रुतीतील स्त्रियांची भूमिका: एक समाजशास्त्रीय अध्ययन	273 To 276
84	डॉ. कौल्या केनोडोल	कोकणी लिप्याच्या मळार बायलांची भूमिका	277 To 280
85	प्रा. सौ. सु. सु. पाटील	भारतीय स्वातंत्र्य लढ्यातील लवणा असकळली यांचे योगदान	281 To 284
86	प्रा. रघुनिंग जा. पाटील	आदिवासी चळवळीतील गोदावरीताई पठ्ठेकर यांचे योगदान	285 To 287
87	प्रा. श्री. शताक्षर हरी नाईक	भारतातील महिलांच्या जागतिकीकरणानंतरच्या समस्या	288 To 290
88	सौ. मनिषा हिंदुराव पाटील	भारतीय अर्थव्यवस्थेतील महिला उद्योजकांची भूमिका	291 To 295
89	श्री. दयानंद कवरेण इनामदार	महिला ग्रामसभा	296 To 298
90	श्री. एन. बाप. पोवार	सामान्य माणसाचे जीवन चित्रण करणारी कथा लेखिका रेखा वैजल	299 To 301
91	श्रीमती. आर. बी. पाटील	स्वातंत्र्यलढ्यातील महिलांचे योगदान दिपक्षी आंबेडकर एक अभ्यास	302 To 304
92	प्रा. जे. रत. जाधव	राष्ट्रीय अखंडताच्या दृष्टीकोनातून इंदिरा गांधींची भूमिका : विशेष संदर्भ जॉर्जेसन झु स्टार	305 To 307
93	प्रा. सौ. दिपाली विजय पाटील	भारतीय अर्थव्यवस्थेतील स्त्रियांचा सहभाग	308 To 309
94	डॉ. राजेंद्रान शनोदेवाण	आकाशला गवतगी बाबू पाडगाव्या तसनीम पटेल यांचे 'माऊ लामाऊ'	310 To 315
95	श्री. ज्योतिराम रामचंद्र मल्लजन	स्त्री स्वातंत्र्य आणि वास्तविकता	316 To 320
96	डॉ. डी. बी. सुपंदरी	महाराष्ट्रामध्ये महत्वा गांधींच्या पत्न्या शिष्या अर्पिताबाई गोडले यांचे भारतीय स्वातंत्र्य संग्रामातील योगदान : एक दृष्टीरेष	321 To 324
97	सौ. लाली सुजित पाटील	भारतीय स्वातंत्र्य चळवळीतील स्त्रिया	325 To 328
98	डॉ. सुप्रिया चंद्रशेखर खोले	राणी सरस्वतीदेवी परवर्धन यांचे सामाजिक, शैक्षणिक कार्य	329 To 332
99	प्रा. डॉ. के. रा. रामचंद्र हरेल गणेश दामाजी सुपंदरी	स्त्रीवाद आणि सरपत्न्येती	333 To 336
100	डॉ. स्वर्नाल मारुती कुचडे	स्त्रीवाद संकल्पना, स्वरूप आणि स्त्रीवादी मराठी साहित्य	337 To 342

अंतरा प्रत

प्रवाह

ब. ह. शिंदे महाविद्यालय, तिसरी  
ता. गणनबावडा, जि. सांगली



राष्ट्रीय अखंडत्वाच्या दृष्टीकोनातून इंदिरा गांधीची भूमिका :  
विशेष संदर्भ ऑपरेशन ब्लू स्टार

प्रा. जे. एस. जाधव,  
सहा. प्राध्यापक, इतिहास विभाग,  
म.ह. शिंदे महाविद्यालय, तिसंगी, ता. गगनवावडा, जि. कोल्हापूर.

प्रस्तावना :

स्वतंत्र भारताच्या पहिल्या महिला पंतप्रधान व आयर्न लेडी म्हणून ज्यांची इतिहासात नोंद घेतली जाते असे व्यक्तिमत्व म्हणजे इंदिरा गांधी होय. स्वतंत्र भारताच्या एक सक्षम आणि कर्तृत्ववान पंतप्रधान म्हणून इंदिरा गांधीचा उल्लेख केला जातो. इ.स. १९६६ मध्ये त्यांनी देशाच्या तिसऱ्या पंतप्रधान म्हणून सुत्रे हातात घेतली. त्यांची पंतप्रधान म्हणून १५ वर्षांची कारकीर्द जितकी संघर्षमय तितकीच देशाच्या प्रगतीच्या दृष्टीने लक्षणीय ठरली. आंतरराष्ट्रीय राजकारणासुद्धा एक अत्यंत प्रभावशाली व्यक्तिमत्व म्हणून त्यांचे नाव आदराने घेतले जात होते.

भारताला एक आधुनिक, स्वावलंबी, समर्थ राष्ट्र बनवण्याबरोबरच, कृषी, औद्योगिक आणि वैज्ञानिक क्षेत्रात झालेली प्रगती हे त्यांच्या कारकीर्दीचे खास वैशिष्ट्ये होय. इंदिरा गांधींच्या काळात अनेक महत्वपूर्ण घडामोडी देशात घडत गेल्या होत्या. त्यामध्ये विशेषतः इ.स. १९७५ ची आणीबाणी, इ.स. १९७१ चा बांग्लादेश मुक्तीसंग्राम आणि ऑपरेशन ब्लू स्टार यांचा खास उल्लेख करावा लागतो.

इंदिरा गांधींच्या काळात देशात विविध क्षेत्रात नेत्रोदपेक कामगिरी झालेली दिसून येते. पण भारताच्या इतिहासाच्या दृष्टीकोनातून त्यांच्या काळात घडून गेलेली व देशाच्या इतिहासाला कलाटणी देणारी घटना म्हणजे 'ऑपरेशन ब्लू स्टार' होय.

'पंजाब' मध्ये शिखांचा वाढता दहशतवाद, स्वतंत्र खलिस्तान निर्मितीची मागणी आणि त्यामुळे देशाच्या एकात्मतेला आणि अंतर्गत शांततेला निर्माण झालेला धोका लक्षात घेता इंदिरा गांधींनी तत्कालीन परिस्थितीत घेतलेली भूमिका ही देश हिताच्या आणि राष्ट्रीय एकात्मतेच्या दृष्टिकोनातून अत्यंत महत्वाचीच होती असे आपणास म्हणता येते.

पंजाबमधील शिखांच्या दहशतवादी कारवायांचे उच्चाटन करण्यासाठी त्यांनी ३ जून, १९८४ ते ६ जून १९८४ या काळात शिखांचे पवित्र धर्मस्थळ सुवर्णमंदिरावर लष्करी कारवाई करून पंजाबमधील दहशतवाद व फुटीरवादी प्रवृत्ती मोडून काढली व देशाचे अखंडत्व कायम राखले. मात्र त्यांच्या या ऑपरेशन ब्लू स्टारमुळे शीख समुदायाच्या मनामध्ये त्यांच्याविषयी सुडाची भावना वाढत गेली व त्याची परिणती म्हणजे ३१ ऑक्टोबर, १९८४ रोजी दोन शीख सुरक्षा रक्षकांनी त्यांची गोळ्या घालून हत्या केली.

थोडक्यात, ऑपरेशन ब्लू स्टारने इंदिरा गांधी सारखे व्यक्तिमत्व कामी आले मात्र देशाची अखंडता, एकात्मता आणि धर्मसहिष्णुता मात्र कायम राहिली.

राजकीय पार्श्वभूमी :

इंदिरा गांधी पक्षातील अनेक महत्वपूर्ण घटनांपैकी इ.स. १९७५ सालची "आणीबाणी" महत्वपूर्ण होती. आणीबाणीनंतर इंदिरा गांधींना राजकीय पराभवास सामोरे जावे लागले होते. इ.स. १९७७ मध्ये देशात झालेल्या सार्वत्रिक निवडणुकीमध्ये काँग्रेसचा दारुण पराभव झाला व पहिल्यांदाच देशात गैर काँग्रेसी सरकार स्थापन झाले होते. इ.स. १९७७ मधील पराभवामुळे काँग्रेसमधील काही जेष्ठ नेते व इंदिरा गांधी यांच्यामध्ये मतभेद निर्माण होण्यास सुरुवात झाली होती. तर काँग्रेसमधील तरुण वर्ग मात्र इंदिरा गांधींच्या पाठीशी ठामपणे उभा राहिलेला होता. काँग्रेसमधील या अंतर्गत अशांततेचे रूपांतर शेवटी पक्ष विभाजनात झाले आणि त्यामधून ब्रम्हानंद रेड्डी यांच्या नेतृत्वाखाली 'काँग्रेस-आर' व इंदिरा गांधी यांच्या नेतृत्वाखाली 'काँग्रेस आय' गटाचा उदय झाला.

इंदिरा गांधींच्या 'काँग्रेस आय' या नव्याने स्थापन झालेला पक्षाने अल्पावधीतच लोकप्रियता मिळवली होती. त्यामुळे जनता सरकारची निष्क्रीयता आणि इंदिराजींची लोकप्रियता यामुळे इ.स. १९८० मध्ये परत भारताच्या राजकीय पटलावर इंदिरा गांधींचा उदय झालेला होता.

इंदिरा गांधींची ही दुसरी कारकीर्द मात्र अत्यंत संघर्षमय तसेच तापदायक ठरलेली होती. या काळात देशात अनेक समस्यांनी तोंड वर काढले होते. विशेषतः काश्मिरप्रश्न, आसाम आणि पंजाब प्रांतात वाढता दहशतवाद व फुटीरप्रवृत्ती या प्रमुख होत्या.<sup>१</sup>

विशेषतः इ.स. १९८० नंतर पंजाब प्रांतात, शिखांच्या दहशतवादी कारवाया वाढल्या होत्या. या कारवायांना पाकिस्तान आणि चीन यांचा छुपा पाठींबा होता. अशा परिस्थितीत शेजारील राष्ट्रांबरोबर चांगले संबंध निर्माण करण्याबरोबरच अंतर्गत दहशतवाद आणि फुटीरवादी प्रवृत्तीचे उच्चाटन करणे आणि देशाची अखंडता कायम राखणे,



अत्यंत महत्वाचे होते. अशा परिस्थितीत इंदिरा गांधींनी एक पंतप्रधान म्हणून किंवा व्यक्ती म्हणून त्यांनी घेतलेली भूमिका ही देशहिताची ठरली होती.

**ग्यानी झैलसिंग यांची राष्ट्रपती निवड :-**

ग्यानी झैलसिंग यांची राष्ट्रपती पदासाठी निवड करण्यामागे इंदिरागांधींची विशेष भूमिका असल्याचे दिसून येते. जनता पक्ष राजवटीत काळात राष्ट्रपती पदावर कार्यरत असणारे तत्कालीन राष्ट्रपती संजीव रेड्डी यांचे आणि इंदिरा गांधींचे बरेचसे मतभेद निर्माण होत असत. शिवाय त्यांचा कार्यकाळ संपत आला होता. अशावेळी राष्ट्रपती पदी जागेची नेमणूक करावी असा प्रश्न निर्माण झाला असता. पी.व्ही. नरसिंहराव यांचे नाव सर्वात आघाडीवर होते. मात्र देशातील एकंदरीतच राजकीय परिस्थिती विशेषतः पंजाब प्रांतात निर्माण झालेली फुटीरवादी प्रवृत्ती लक्षात घेता इंदिरा गांधींनी ग्यानी झैलसिंग यांची राष्ट्रपती निवड झाली तर पंजाबमधील समस्या सुटतील व शीखांच्या मनातील फुटीरवादी प्रवृत्तीस आळा घालता येईल असे वाटत होते. त्यामुळे त्यांनी २५ जुलै, १९८२ रोजी राष्ट्रपतीपदी ग्यानी झैलसिंग यांची निवड केली होती.<sup>३</sup>

ग्यानी झैलसिंग यांची राष्ट्रपती पदी निवड करून पंजाबमध्ये राष्ट्रपती राजवट लागू करून परिस्थिती आटोक्यात आणता येईल असा इंदिरा गांधींनीचा अंदाज होता. मात्र तो त्यांचा अंदाज शेवटी चुकीचा ठरला. त्यामुळे शेवटी पंजाबवर लष्करी कारवाई करण्याशिवाय कोणताही पर्याय नाही असे त्यांना वाटल्याने त्यांनी ऑपरेशन ब्लू स्टार या नावाने पंजाबवर लष्करी कारवाई करण्याचे निश्चित केल्याचे दिसून येते.

**ऑपरेशन-ब्लू-स्टार :-**

इ.स. १९४७ रोजी भारत स्वतंत्र झाला होता खरे पण या स्वातंत्र्यासाठी भारताला फार मोठी किंमत मोजावी लागली होती. इ.स. १९४७ साली झालेल्या फाळणीने फक्त भारत आणि पाकिस्तान अशी दोन वेगवेगळी राष्ट्रे जन्माला आली नव्हती. तर भारतातील पंजाब प्रांताचे ही पश्चिम पंजाब आणि पूर्व पंजाब अशी विभागणी झाली होती. पश्चिम पंजाब हा पाकिस्तानचा भाग बनला होता, तर पूर्व पंजाब भारताचा भाग बनून राहिला होता.

भारतात राहिलेल्या पंजाबमध्ये शीखांची ५२% लोकसंख्या तर हिंदू-धर्मियांची ४८% लोकसंख्या होती. हे दोन्ही समाज एकजुटीने राहत होते. त्यांच्या संस्कृतीचा एकमेकांत मिलाफ झालेला होता. मात्र इ.स. १९८० नंतर देशात फुटीरप्रवृत्ती वाढू लागली होती आणि याचा एक भाग म्हणजे शीखांनी केलेली स्वतंत्र 'खलिस्तानची' मागणी होय.<sup>४</sup>

पंजाबमध्ये शीखांचा वाढता दहशतवाद आणि 'खलिस्तान' निर्मितीची फोफावत चाललेली चळवळ यामुळे विद्यमान पंतप्रधान इंदिरा गांधी अस्वस्थ होत चालल्या होत्या.

पंजाबमधील या दहशतवादाचा मुख्य चेहरा हा 'जर्नेलसिंह भिंद्रनवाले' या तरुण व्यक्तीचा होता. हा भिंद्रनवाला म्हणजे पंजाबमधील अकालीदलाच्या विरोधात काँग्रेसचे 'संजीव गांधी' यांनी उभे केलेले नेतृत्व होते असे म्हटले जाते.

इ.स. १९८० मध्ये झालेल्या निवडणुकीत योजल्याप्रमाणे अकाली दलाचा पराभव झाला आणि पंजाबमध्ये काँग्रेस सत्तारूढ झाले होते. असे असले तरी पराभूत अकाली दलाने या काळात जाणीवपूर्वक हरियाणाची राजधानी चंदीगड, रावी-बियास नदीचे पाणी वाटप यासारख्या प्रश्नावरून पंजाबमध्ये फुटीरवादाचे वातावरण निर्माण केले होते. याचा फायदा घेऊन भिंद्रनवाले यांनी इ.स. १९८० मध्ये काँग्रेसशी असलेले आपले संबंध तोडून टाकले व त्यांनी शीखांच्या स्वतंत्र 'खलिस्तानची' मागणी लावून धरण्यास सुरुवात केली.<sup>५</sup>

शीखांच्या स्वतंत्र खलिस्तानच्या मागणीस परदेशातील अनिवासी शीखांच्याकडून पैसा आणि शस्त्रे मिळू लागली होती. ज्यामुळे दिवसेंदिवस शीखांची ताकत वाढत चालली होती व त्यांची स्वतंत्र होण्याची भावना अधिकच उग्र बनत गेल्याचे दिसून येते. या सर्वांचा परिणाम म्हणजे पंजाबमध्ये बॉम्बस्फोट, लुटमार, खून-जाळपोळ इत्यादी सारख्या घटना घडत गेल्या व भिंद्रनवाले व त्यांच्या अनुयायींनी इंदिरा गांधींना स्पष्टपणे इशारा दिला होता की,

"आमची सहनशक्ती संपत आली आहे. इंदिरा गांधींनी विस्तावाशी खेळणं थांबवावं हा काही आसाम नव्हे. आम्ही सैनिकासारखे मरण पत्करू त्यांनी आमच्या रक्ताशी होळी खेळणं थांबवावं."<sup>६</sup>

शीखांच्या या वरील इशान्याने इंदिरा गांधी या पुरत्या हादरून गेल्या होत्या. पंजाबवर कारवाई करावी की नको अशी संभ्रमावस्था त्यांची झाली होती. कारण पंजाबवरील लष्करी कारवाईचे दूरगामी परिणाम होणार होते याची जाणीव त्यांना झाली होती.

पंजाबमध्ये भिंद्रनवाले आणि त्यांच्या अनुयायांनी सुवर्णमंदिराच्या आडोशाने धुमाकुळ घातला होता. त्यांच्या हिटलिस्टवर अनेक मान्यवरांची नावे होती. त्यामुळे त्यांना इंदिरा गांधींनी सुरक्षा व्यवस्था पुरवली होती. भिंद्रनवाले ही आता पंजाबमधील एक मोठी शक्ती बनत चालली होती आणि आपल्या दहशतवादी कारवायांचे त्यांनी केंद्र शीखांचे पवित्रस्थान सुवर्णमंदिरास बनवले होते. त्यामुळे सुवर्ण मंदिरवर हल्ला करणे म्हणजे शीखांच्या धार्मिक भावनांना हात घालण्यासारखे होईल व शीख अधिकच प्रभुत्व होतील अशी भिती इंदिरा गांधींना वाटत होती.



“भिन्नवाले आणि त्यांचा अनुनयांचा वाढता दहशतवाद, त्यांना असलेली अमेरिका, ब्रिटन आणि कॅनडा मधील अनिवासी शीखांची मदत यामुळे पंजाबमधील परिस्थिती अधिकच गंभीर झाली होती.” पंजाबमधील दहशतवादाशी समझोता करण्यासारखे होते. त्यामुळे या दहशतवादी भिन्नवाले यांच्या म्हणजे देशाच्या सार्वभौमत्वाशी आणि अखंडत्वाशी समझोता करण्यासारखे होते. त्यामुळे या दहशतवादी भिन्नवाले यांच्या भागणीत शरण जाऊन इंदिरा गांधींना देशाचे भौगोलिक अखंडत्व आणि सार्वभौमत्व गमवायचे नव्हते. अशा धिकट परिस्थितीत सुवर्णमंदिरावर लष्करी कारवाई करण्याव्यतिरिक्त त्यांच्याकडे अन्य कोणताही पर्याय उपलब्ध नव्हता. त्यामुळे इंदिरा गांधींनी सुवर्णमंदिरातील गुरूद्वारात घुसून लपून बसलेल्या दहशतवाद्यांना बाहेर काढण्यासाठी ‘ऑपरेशन ब्लू स्टार’ या सौकेतिक नावाने दि. ३ जून, १९८४ रोजी लष्करी कारवाई करण्याचे आदेश देण्यात आले होते.<sup>१</sup>

या लष्करी कारवाईच्या अगोदर म्हणजे दि. २ जून, १९८४ रोजी इंदिरा गांधी यांनी दुरदर्शन व आकाशवाणीवरून राष्ट्राला उद्देष्टून भाषण केले. ते अत्यंत महत्त्वाचे आणि गंभीर होते. त्या म्हणाल्या की, “निष्पाप हिंदू-शीख लोक मारले जात आहेत. जाळपोळ लुटालुट व घातपट होत आहे. पवित्र मंदिराचे गुन्हेगार व खुन्याच्या आश्रयस्थानात रूपांतर केले जात आहे. हिंदू व शीख यांच्यात हेतुना कटुता पसरवली जात आहे. पवित्र स्थळी आश्रय घेणारे मुठभर लोक आपल्या मातृभूतीच्या ऐक्याला आव्हान देत आहेत.”<sup>२</sup>

इंदिरा गांधींच्या या वरील भाषणावरून त्यांनी सुवर्णमंदिरातील दहशतवादी यांच्यावर लष्करी कारवाई करण्यासाठी दिलेले आदेश किती योग्य आणि देशहिताच्या दृष्टीने महत्त्वाचे होते हे दिसून येते. आदेशानुसार भारतीय लष्काराने सुवर्णमंदिरातील लपून बसलेल्या भिन्नवाले आणि त्यांच्या अनुयायांना कंठस्नान घातले. ही कारवाई ३ जून, १९८४ ते ६ जून, १९८४ या तीन दिवसात करण्यात आली होती. इंदिरा गांधींनी केलेल्या या ऑपरेशन ब्लू स्टार कारवाईवर टीका सुद्धा झाली. पण त्याचबरोबर वृत्तपत्रे, विरोधक आणि सर्वसामान्य जनता यांनी मात्र इंदिरा गांधींच्या या भूमिकेस पाठींबा दिला होता.

पंजाबवरील या कारवाईनंतर शीखांच्यामध्ये मात्र अपमान व संतापाची भावना उग्र होत गेली. आणि इंदिराजींच्या जीवित्तास धोका निर्माण झालेला होता. अशा परिस्थितीत त्यांच्या सुरक्षाव्यवस्थेत वाढ करण्याबरोबरच सुरक्षा रक्षकांतील शीख कर्मचाऱ्यांची संख्या काढून घेण्यात यावी अशा प्रकारच्या सुचना करण्यात आल्या होत्या. मात्र इंदिरा गांधींनी तसे केले तर धर्मनिरपेक्ष राष्ट्र या संकल्पनेस तडा जाईल व शीखांना आपला अपमान होत आहे असे वाटेल व ते देशहिताच्या दृष्टीने चांगले असणार नाही म्हणून त्यांनी तसे करण्यास स्पष्ट नकार दिला होता.<sup>३</sup>

इंदिरा गांधींच्या या निर्णयाचा परिणाम म्हणजे ३१ ऑक्टोबर, १९८४ रोजी त्यांच्या सुरक्षा रक्षकांची विद्यलसिंग व सतवंत सिंग या दोन शीख रक्षकांनी त्यांची गोळ्या घालून हत्या केली आणि एका धाडसी पदाचा शेवट झाला.<sup>४</sup>

थोडक्यात काय तर इंदिराजींनी ऑपरेशन ब्लू स्टार ही कारवाई करून फार मोठा धाडशी निर्णय घेतला होता. त्यांच्या या निर्णयामुळे त्यांची देशाच्या भौगोलिक अखंडत्व आणि सार्वभौमत्व विषयीची प्रविर्ता येते. त्यामुळे देश एकसंघ ढवण्यामध्ये त्यांनी घेतलेली भूमिका आणि त्यासाठी प्रसंगी स्वतःचे दिलेले व्रतदान महत्त्वपूर्ण ठरते.

#### निष्कर्ष :-

ऑपरेशन ब्लू स्टार ही इंदिरा गांधींच्या काळातील एक अत्यंत महत्त्वाची घटना मानली जाते. देशाच्या भौगोलिक अखंडत्व आणि सार्वभौमत्व अबाधित ठेवण्याच्या दृष्टिकोनातून इंदिराजींनी घेतलेली भूमिका ही महत्त्वपूर्ण होती. त्यांच्या अखंडत्व आणि सार्वभौमत्व अबाधित ठेवण्याच्या दृष्टिकोनातून इंदिराजींनी घेतलेली भूमिका ही महत्त्वपूर्ण होती. त्यांच्या या भूमिकेचे जसे स्वागत झाले तसेच त्यास विरोध ही झाला होता, असे असले तरी एकंदरीतच त्यांच्या या निर्णयामुळे भारतीय राजकीय पटलावर दूरगामी परिणाम झाले. इतकेच नाहीतर त्यांच्या या निर्णयानेच त्यांची हत्या घडून आली. मात्र यामुळे देशाचे अखंडत्व कायम टिकून राहिले हे विसरता येणार नाही.

#### संदर्भ :-

- 1- सोहोनी लिना (अनु.) इंदिरा नेहरू गांधी यांचे जीवनचरित्र, मेहता प्रब्लिंग पुणे, २००९, पृ. ४८१-४८२
- 2- उपरोक्त पृ.क्र. ५२८-५२९
- 3- जैन अशोक (अनु.), इंदिरा अंतिम पर्व, राजहंस प्रकाशन, पुणे, १९९५, पृ. ११५-११६
- 4- जैन अशोक (अनु.), इंदिरा गांधी, राजहंस प्रकाशन, पुणे, २००४, पृ. ३९७
- 5- उपरोक्त, पृ.क्र. ३९८
- 6- उपरोक्त, पृ.क्र. ३९९
- 7- सावंत पंडरीनाथ, दिग्धे रमेश (अनु.) मंदर ईंडिया (इंदिरा गांधींनीचे राजकीय चरित्र), मनोविकास प्रकाशन, २०१४, पृ.क्र. ३०१
- 8- जैन अशोक, उपरोक्त, पृ.क्र. ४०१
- 9- जैन अशोक, उपरोक्त, पृ.क्र. ४०४
- 10- जैन अशोक (अनु.), इंदिरा अंतिम पर्व, राजहंस प्रकाशन, पुणे, १९९५, पृ. १४४



## CHANGE MANAGEMENT IN LIBRARIES AND INFORMATION CENTRES

Dr. Padval B.S.

Librarian,

M.H. Shinde Mahavidyalaya, Tisangi, Tq. Gaganbavda Dist. Kohalpur

Email – bspadval@gmail.com

Mobile- 9421111125

**Introduction :** Change has always been a standard of life but over the past few decades' extensive organizational change has expected huge proportions. The developments in technology, increasing needs of society, and the emergence and growth of global organizations are some of the factors that have contributed to the need for, and frequency for change. Planning, applying and managing change in a fast changing environment is progressively the situation in which most organizations now work. Persons are normally resistant to change as change affects structures and procedures, job security and terms and conditions, social structures etc. Identification of the need for change and leading organizations through that change therefore needs effective change management.

**Concept :** "Change is the only continuous" is a famous premise. Over the past few decades important change has become a standard in organizational life. The organizations no longer have an excellent, they must change to live. The need for change is increasing, the capability to change is becoming vital for organizations to live and succeed in future.

Fast advancements in technology and globalization of trade have given momentum to change. This momentum of change is not going to slow. However, a look at the threatening rate of change into a technology-driven world, that has affected all compasses of life in the past decades, is more than sufficient to give a picture of the ever hurrying drive onwards.

The term of change management can be defined in simplest words as the task of managing change. Thus change management is about change to realize business results and managing change involves the process of making changes in a well-planned, systematic manner.

Change management can also be defined as the effective management of a business change such that organizational leaders, managers and employees work in concert to successfully implement the needed technology or organizational changes. Change management could be organizational or individual.

### a. Organizational change management

Organizational change management is the management of change from the perspective of the top leadership looking down into the organization. It focuses on the broad change management practices and skills to help the organization comprehend, accept and support the required changes. It provides the

knowledge and skill to implement proper methodology for managing a change throughout an organization. Organizational change management involves top level and middle level managers and the human resource managers who sponsor the change in the organization.

### b. Individual change management

Individual change management is the management of change from the perspective of the employees who are at the bottom level. These are the people who actually implement the change. In this the focus is on empowering them by providing them the tools and required training to help them in navigating their way through the change. For an effective individual change management, various tools and techniques are employed to help an employee transition through the change process.

In the context of library and information centres, change is greater in extent than ever before. In libraries and other knowledge-based organizations the present information explosion and the consequent knowledge revolution has unleashed a huge wave of change. The changes that libraries and information centres are facing today are unpredictable and unquantifiable. The political, economic, social and technological climate worldwide has created an atmosphere of uncertainty in which it is difficult to anticipate the future. Therefore, no matter how hard we try to project current trends into the future, it is not possible to predict the form of challenges facing the libraries and information centres. Thus in case of libraries and information centres it is not just a matter of managing change but a question of proper organizing so as to cope with any uncertainty that comes across.

### Factors of Change Management

Organizational change is any alteration of activities in an organization. The alteration of activities may be the result of change in the structure of the organization, transfer of tasks, new product introduction, or changes in attitudes of group members or process, or any number of events inside and outside of the organization.

These factors constitute the different factors of change encountered by the organizations. These factors are the external and the internal factors of change for every organization.

### a. External Factors

External factors of change originate outside the organization. These factors arise in the social, political, legal, economic and technological environments within which the organization operates. The main external factors of change are technological advancements, demographic characteristics, market changes, social and cultural framework, legal system, political pressure and economic factors. The technological breakthroughs taking place from time to time have a direct bearing on the competence of organizations in a sector. The various advancements in technology can enhance an organization's performance if it is able to learn, assimilate and imbibe the newer technologies in its functioning. If an organization fails to keep up with the pace of advancements, it faces the danger of lagging behind or becoming obsolete.

The emergence of global economy with liberalized trade policies and easy cross border business in the world market has directly affected the way various organizations operate and function. Organizations are controlled to a large extent by various economic factors like interest rates, inflation etc., over which they have little or no control.

The social-cultural framework includes the norms, values and beliefs associated with a particular demographic area or region. The various developments taking place in countries outside the organization's home country can also trigger change within the organization.

#### **b. Internal Factors**

The Internal factors for change come from within the organization. This constitutes the internal environment of an organization and includes factors such as the organization members, the nature of their interactions and the physical atmosphere in which they operate. Human resource problems, managerial decisions, changes in organizational goals etc. are some internal factors of change. These changes take place within the organization's culture, which is the general condition within organizations, and consists of shared values, norms, beliefs and assumptions that unite members of an organization. The various internal and external factors can be highly interrelated. At times the internal factors do have some part of their origin in the world external to the organization. Therefore, both the external and internal factors of changes must be assessed, monitored and evaluated to devise a proper policy for organizational change.

#### **Types of Change Management**

##### **a) Adaptive change**

This type involves reimplementation of a change in the same organizational unit. Adaptive change is not considered threatening.

##### **b) Innovative change**

This type involves changes that are generally new and unfamiliar. The innovative changes create a kind of uncertainty and fear in organizations.

##### **c) Radically Innovative change**

This is the most threatening type of change. This type of change is most resisted in organizations. Implementation of a radical change in an organization requires a long-term strategy.

Changes in organizations can also be categorized as:

1. **Reactive change** - This is change brought about by a sudden or unplanned event.
2. **Planned change** - This is a systematic, deliberate change in the way part or all of an organization functions. In planned change the focus is on processes, people, or technology; and one person, a project team, a department, or the entire firm can be involved in the change process.

#### **Change Management Process**

Management of a change process involves four broad stages:

##### **i) Planning**

In the planning stage the organization determines a need for change creates a change management team and develops a plan of action.

##### **ii) Implementation and Management**

In this stage the change plan is executed and the main focus is on implementing, managing and maintaining the change process, so that the change is affected smoothly without hiccups.

##### **iii) Development of Tracking and Monitoring Instruments**

In this stage various tracking and monitoring instruments are developed to assess the successes or failures of the change so that necessary adjustments can be made. Likewise, precautionary measures, if required, can be adopted.

##### **iv) Tracking and Monitoring**

This is the final stage and consists solely of continuous tracking and monitoring until the organization has institutionalized the change.

#### **Change Management in Libraries and Information Centres**

The library and information centres and other knowledge based organizations are faced with the rapidly developing rate of change. This change is evolutionary because tasks, technologies and even organizational



structure are verbalized by continually changing environmental weights and relationships.

The library and information centre is a multifaceted organization trusting upon a trusting relationship among its various units. Employee's roles in accepting a change environment are improved as they are allowed, as far as capabilities permit, to grow beyond a traditional ranked job to the point of being involved in team problem solving activities<sup>5</sup>.

There has been a stable progress in computerization of almost all the features of library purposes. The technological changes began with the development of computerized library catalogues, circulation systems, integrated library systems and most recently, the OPACs which have transformed catalogue searching. The development of the web and the web-based resources and access tools also has had a significant impact on the functioning of library and information centres. Library and information centres have had to encompass these emerging services and sometimes hold them within a traditional library framework.

The library and information centres are faced with substantial and multifold change issues which involve both human and resource factors. Greatest of all, these changes are often difficult to forecast, as they are dependent on the ever-changing nature of technology. The various changes facing library and information centres are unknown and random. Therefore, in the context of library and information centres, managing of change involves organizing to cope with anything that might come along.

The basic change problems that library and information centres face are the massive challenge of technology; more complex and interrelated problems, shorter time distances; problem-solving that has to be innovative because old solutions will not work; a need to build cross-boundary and cross-sector collaboration; a need for management styles based on identifying common interests and sharing; personnel who are willing to take responsibility; more discerning users who are also ready to exercise some control over how their needs are met; competition and the loss of a before unchallenged position.

Change requires strategic management, a more thoughtful approach. A good organizational climate is high in individual autonomy, low in job structure, high in reward and recognition of achievement (personal or organizational), and high in consideration and support. Successful organizational change must include these measures as outcomes of the change process. The various theories, policies, approaches and models for managing change work for libraries and information centres also. Librarians should accept the approach which is most appropriate to them. The suitability of an approach can be decided on the basis of personal preference, knowledge about management theories, the conditions in the organization, and the nature of expected changes. The

theoretical basis of change management in information services should be very firmly grounded in an awareness of organizational and environmental characteristics.

For proper management of change there has to be a unity between theory, policy, aims, process and operation. Selecting a proper policy is the first step in handling the issues of motivation and resistance in change management. Policy illuminates, informs and guides the process, and it is the early decisions about how to proceed, that frequently effect the degree of difficulty and the ultimate success of a change project. Today library and information centres have become multifaceted organizations due to various factors such as:

- a) Use of technology
- b) Internal diversity
- c) Progressively discerning and informed users
- d) Staff with increased prospects of development management
- e) The need to respond to rapid environmental change
- f) Potential cross-sectorial working with other information services
- g) Discontinuous change

Keeping all these factors, in view proper change management policy should be adopted.

If the nature of anticipated changes is multifaceted then they can be managed by adopting more flexible and participative policies. In an organization good at managing change, different parts should be allowed different modules. Learning about application of knowledge should be at the centre of its operation. Decision making procedures should be decentralized and open, inputs into policy and policy should be taken from all the parts of the organization. Management should be participative, with an emphasis on people management.

Change management has become difficult in the case of library and information centres because of the multiple and random change factors affecting the information services, in the current period. In planning and using plans for handling change, some basic principles such as an emphasis on the people aspect and also on the acceptance that the process of change is in itself an educational experience, must be underscored and reinforced. Creativity, free flow of ideas and innovation should be encouraged. Managing of a change process involves managing of the people involved in the change process. For this the process of forgoing cultural change based on organization development should be adopted. General problems with communication, management attitudes, resources, working conditions and procedures should also be dealt with. Many other factors like organizational environment, which also depends on the environment of the parent organization, the service culture, which is the internal climate, the organizational structure and the preferred management style also affect the change process.

The library and information center can be regarded as an open system which receives input from the outside, absorbs it, transforms that information, and then transmits it back to the environment. This system consists of a number of subsystems. These subsystems continually interact in informal and formal ways within the overall system. Any change in any one constituent of the organization invariably leads to a change in all the components. There is a combination of factors acting on information services today. Political, social, economic, educational and technological effects are some of the factors driving change inside information services and across information service sectors. These change factors are powerful, numerous, multifaceted, interrelated and extensive.

The technique of conflict resolution should be a part of change management process. Organization culture includes beliefs, relationships, the organizational ideology, social and professional relationships, communication channels, rewards and agreed method of doing things. Proper management of change also calls for a change in the attitude of people affected by change.

Libraries are developing into border less organization. The development of electronic and digital libraries, virtual libraries, is an indicator to the organizational form of library of the future. A sound approach to managing change in library and information centres should focus on strategic thinking and visioning a strategic vision for the future and also deciding upon necessary choices about technological and facility investments, staffing, and service needs.

### Conclusion

This paper discusses basic concept of change management and various policies which can be adopted for effective change management. Any change invokes resistance among people affected by it. Participation, involvement and open communication are some of the factors which help to obtain people's involvement in the change process. Organizational development is an approach to organizational change that has received considerable attention in recent years. Organizational development is a process in which behavioral science knowledge, theory and techniques are employed to help an organization improve its capacity for effective change. Information services are just like other organizations and various policies and approaches available can be used for managing change in modern information organizations.

Change management in libraries and information centres should focus on a way of managing which enhances organizational responses to change and which holds structural change, new ways of working, non-traditional ideas about control and responsibility, new forms of leadership and the creation of an organizational culture which has a positive attitude to change embedded in it while involving the people, affected by change, in the

entire change process. Change Management can thus be used to create and maintain a healthy organization, improve operations and culture and anticipate and manage change.

### References

1. Akeroyd, John. (2000). The Management of Change in Electronic Libraries. 66th IFLA.
2. Carson, Terry C. (1999). Organizational change and strategies for turbulent Environments. Journal of Modern Business. Available at: <http://www.depress.com/page21.html>
3. Connor, Patrick E. et al. (2003). Managing Organizational Change. 3<sup>rd</sup> Edition, USA: Praeger.
4. Devi, Laxmi ed. (1998). Organizational Development. New Delhi: Anmol Publications.
5. French, Wendell L. ed. (1990). Organization Development - Theory, Practice and Research. New Delhi: Universal Book Stall.
6. Paton, Robert A. and McCalman, James. (2000). Change Management: A guide to effective implementation. 2<sup>nd</sup> Edition. New Delhi: Response Books.
7. Pugh, Lyndon. (2000). Change Management in Information Services. UK: Grover.
8. Stuart, Robert D. and Moran Barbara B. (2002). Library and Information Center Management. 6th ed. USA: Libraries Unlimited.
9. Weber, Max. (1967). The Theory of Social and Economic Organizations. qtd. in Gerald D. Bell, ed., Organizations and Human Behavior. Englewood : Prentice Hall.
10. Wilbur, Randa A. (1999). Making Changes the right way. Workforce, Workforce Extra Supplement, March.

  
**PRINCIPAL**  
 M. H. Shinde Mahavidyalaya, Tisangi  
 Tal. Gaganbawada, Dist. Kolhapur.



**'RESEARCH JOURNEY' International Multidisciplinary E- Research Journal**

Impact Factor - (SJIF) - 6.625  
Special Issue 246 : RTICS 2020  
Peer Reviewed Journal

ISSN : 2348-7143  
March-2020

**INDEX**

No.	Title of the Paper	Author's Name	Page No.
1	Recent Trends In Management - An Overview	Sunayana Jadhav	04
2	A Study On Loans With Special Reference To Union Bank Of India	Mr. Pramav Tendolkar	09
3	Mobile Banking: Practices, Challenges And Security Issues In India	Mrs. Saba Shaba	15
4	Study Of Corporate Social Responsibility: An Indian Perspective	Miss. Sonali Angehekar	25
5	Artificial Intelligence & Its Impact On Financial Services In India (With Special Reference To Mutual Fund Industry)	Dr Anchal R. Pandey	32
6	Impact of Globalization on Higher Education in India	Yogita A. Patil	36
7	A Study of Awareness and Accessibility of Modern Banking Among Farmers in Sangli District	Dr. Savita M. Raut	39
8	Recent Trends in Rationing and Impact on Poverty through Selected Villages	Dhananjay Kamble	44
9	Recent Trend In Business	Roshni Ahuja	48
10	Innovative practices in Dairy Business	Sadashiv Shetyalkar, Dr. Ravindra Teli	58
11	सातवाहन काळातील - व्यापार व आर्थिक स्थिती	प्रा. रती. शुभांगी मंगेशपाटील	66
12	प्रिया चेंडूकर यांच्या कथानक माहितीसाठी आधुनिक रीती प्रतिमा	डॉ. राजेश्वरी पोवार	71
13	आजची तरुण पिढी व संत साहित्य	प्रा. यादव धोंडू मोरे	75
14	तरुणांमध्ये सामाजिक मूल्यनाश प्रोत्साहन देण्यासाठी शारीरिक शिक्षण आणि खेळाचा प्रभाव	प्रा. प्रशांत पाटील	80
15	गांधीवादातील ग्रामविकास एक विचारप्रवाह	डॉ. संभाजी मोरे	84

*Our Editors have reviewed papers with experts' committee, and they have checked the papers on their level best to stop furtive literature. Except it, the respective authors of the papers are responsible for originality of the papers and intensive thoughts in the papers. Nobody can republish these papers without pre-permission of the publisher.*

- Chief & Executive Editor

**PRINCIPAL**

Dr. H. Shinde Mahavidyalaya, Tisang  
Tal. Gaganbawada, Dist. Kolhapur

Published by -

© Mrs. Swati Dhanraj Sonawane, Director, Swatidhan International Publication, Yeola, Nashik  
Email: [swatidhanrajs@gmail.com](mailto:swatidhanrajs@gmail.com) Website: [www.researchjourney.net](http://www.researchjourney.net) Mobile: 9665398258

3

Website - [www.researchjourney.net](http://www.researchjourney.net)

Email - [researchjourney2014@gmail.com](mailto:researchjourney2014@gmail.com)

Scanned by TapScanner

**'RESEARCH JOURNEY' International Multidisciplinary E- Research Journal**

Impact Factor - (SJIF) - 6.625  
Special Issue 246 : RTICS 2020  
Peer Reviewed Journal

ISSN :  
2348-7143  
March-2020

प्रधानाचार्य साहेब शाहोली गांधीजीची निरमावचार रचनेत ओगटविले जाऊन गांधीजींच्या संघर्षाचा आस्वाद घ्यायला मिळतो. बहुतांश उपचार पद्धतीकडे वळत आहेत. राष्ट्रा शहस्यहर्ष निवान उबवणी, निरमावच्या सामानात अनेक वस्तूंचा सेंटस उभी राहत आहेत. त्याची लोकप्रियता वाढत आहे. यातूनच गांधीजींची ग्रामीण समकालीनता सिद्ध होताना दिसत आहे.

एकूणच गांधीजींच्या ग्रामविकासाच्या विचारप्रवाहातून अनेक निष्कर्ष पुढे येताना दिसून येत आहे. बेकारी, उपासमार, कुपोषण इ.वरील महत्त्वपूर्ण उपाय म्हणून चरखा या सुतकताई होय. औद्योगीकरणाने बदलत असलेल्या विकासाला चिंता आहे. एकांगी स्वरूपाचे आहे. शेतकऱ्यांच्या वाढत्या आत्महत्या हे त्याचेच द्योतक होय. ग्रामीण विकासविषयक गांधीजींची विचारांची मांडणी ही अर्थातच भारतीय सामाजिक, अर्थिक परिस्थितीला अनुसरूनच केली गेलेली होती. ग्रामीण विकासासाठी खरी, ग्रामोद्धार, सुतकताई इ.उपाय अत्यंत प्रभावी ठरून त्यांना खरी सुधारतील असा गांधीजींचा ठाम विश्वास होता.

**संदर्भ :**

१. कोकाडकर जे.आर., 'गांधीजी : महात्मा आणि राष्ट्रपिता' भारतीय विद्या भवन प्रकाशन पुणे, २००२ पृष्ठ ०९.
२. प्रधान राम, 'म.गांधी : एक शोध, मायबोली प्रकाशन मुंबई, २००६, पृष्ठ २९१
३. उपाध्याय हरिभाऊ, 'बापू कथा' पृष्ठ ३५
४. उपरोक्त, पृष्ठ १९५
५. शिक्षण संक्रमण - ऑक्टोबर २०१९, पृष्ठ ८
६. कोकाडकर जे.आर., उपरोक्त, पृष्ठ २०३
७. दामोदर नरेंद्र (संग.) साधना साप्ताहिक प्रकाशन पुणे, पृष्ठ १२
८. द.लोकमत, 'अपराजेय माणूस' ३० जाने.२०१९, पृष्ठ ०४


**PRINCIPAL**

M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur.



❧ CONTENTS OF ENGLISH PART - I ❧

S. No.	Title & Author	Page No.
23	New Social Problem in India:- Poverty and Unemployment Shinde Bhagvat Ravsaheb Tarpewad Datta Laxman	132-139
24	Inclusive Growth in Indian Economy Mr. Ingawale Dhaanji Baburao	140-147
25	Impact of GST on Indian Economy Prof. Dr. M. D. Bhosale Miss Mali Archana Balasaheb Miss Jadhav Puja Amrut	148-152
26	Emerging Trends & Technologies for Academic Libraries Anita M. Kothalikar Dr. Pandurang B. Patil	153-164

  
**PRINCIPAL**  
M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur.

## 24. Inclusive Growth in Indian Economy

Mr. Ingawale Dhaanji Baburao

M. H. Shinde College, Tisangi, Tal. - Gaganbawada, Kolhapur, Maharashtra.

### Abstract

Inclusive growth means that the growth across various sections of the economy and also equitable distribution of the benefits of the economic development among various sectors. Inclusive growth which reflects the more need to make growth more inclusive in terms of benefits through more employment and income. In Indian economy gap between the richest and poorest sections has become wider. Inclusive growth means economic growth that creates employment opportunities and help in reducing poverty. So achieving the inclusive growth is the biggest challenge in Indian economy. The following factors encouraged the Indian economy, health, education, public expenditure, women empowerment, less corruption, poverty reduction, employment generation program, regional disparities, infrastructure, energy, governance issues etc.


**Keywords:-** Poverty, inclusive growth, health, energy.

### Introduction

Inclusive growth means that the growth across various sections of the economy and also equitable distribution of the benefits of the development among various sectors.

The average growth rate in the tenth plan period(2002-03 to 2006-07) is likely to about seven percent. So the Indian economy on the era of the eleventh five year plan is in a much stronger position than it was a few years ago. Though this performance reflects the strength of economy in many areas and also it is true that large parts of our population are still to experience decisive improvement in the standard of living. The percentage of population below the poverty line (BPL) is declining, but it is very slow process. The problems like education, health and clean drinking water are still more severe in some states than in others, and also rural areas.<sup>1,2</sup>

It needs inclusive growth which reflects the more need to make growth more inclusive in terms of benefits flowing through more employment and income to those sections of the society which have been by passed by higher rate of economic growth and development.<sup>1,2</sup>

  
**PRINCIPAL**  
M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbawada, Dist. Kolhapur.



### **Inclusive Growth**

Inclusive growth is a key element of Indian Government of India policy platform stating as a goal 'Achieving a growth process in which people in different walks in life....feel that they too benefit significantly from the process' (Ahluwala 2007)<sup>2</sup>

In Indian economy growth is not uniform across the all sectors, several social, political and economic sectors need to be tackled for sustaining a high rate of growth and as well as to make this growth is inclusive. Elimination of child labour, women empowerment, removal of casts barriers, agricultural, Industry, education, health and improvement in work culture are just a few things the Indian economy need to introspect on.

Inclusive growth is concept that advances equitable opportunities for economic participations during economic growth with benefits incurred by every section of economy.

In economy gap between the richest and poorest section has become wider. UNDP has defined inclusive growth as "the process and outcome where all groups of people have participated in growth and have benefited equitability from it". This means that the inclusive growth should include all sections as beneficiaries as well as partners in growth and that inclusion of the excluded should be embodied in growth process.<sup>4</sup>

Basely etal (2007) defined inclusive growth as the "growth that has a high elasticity of poverty reduction" it means that a higher reduction in poverty per unit of growth.<sup>4</sup>

Inclusive growth means economic growth that creates employment opportunities and help in reducing poverty. It means that having access to essential services in health and education by the poor. It includes providing equality of opportunity , empowering people through education and skill development. It is also a growth process environment friendly growth aims for good governance and a helps in creation of gender sensitive society.<sup>5</sup>

### **Inclusive Growth in India**

Inclusive growth is necessary for sustainable development and equitable distribution of wealth and prosperity in economy. Achieving the inclusive growth is the biggest challenge in Indian economy. The challenge in India is to take the levels of growth to all sections of the society and to all parts of the country. The best way to achieve inclusive growth is through developing peoples skills.<sup>2</sup>

Mr. Jeffery, chairman and CEO of Manpower planning. USA said that , a multi faceted approach toward education and skill development is necessary to achieve grow. He said the challenge of skill shortage can be addressed through public, private, partnership (PPP).<sup>6</sup>

The following factors encouraged the India to concentrate more on inclusive growth.<sup>2</sup>

1. Indian economy is the seventh largest county by area and second by population and twelveth largest economy of market exchange rate and fourth largest county by PPP (Public-Private-Partnership). But, India is far away from the development of China.
2. The exclusion in terms of low agriculture growth, low quality employment growth, low human development, rural – urban inequalities, gender and social inequalities and regional disparities are the problems for the country.
3. Reducing the poverty and other disparities and raising of economic growth are the key objectives of the nation through inclusive growth.
4. The study has found that the politicians (Political leadership) in India have a very low level of scientific literacy.
5. The study found that the cost of corruption in India amounts to over 10 percent of GDP. So corruption is one of the ills that prevent inclusive growth.
6. Child labour banned in India, still many children in India are unaware of education as they lives are spoiled to labour work.
7. Literacy level have to rise to provide the skilled work for required for higher growth ratio.
8. Achievement of nine percent (high growth rate) of GDP growth for country as a whole is one of the boosting factor which gives the importance to inclusive growth in India.
9. Inclusiveness benchmarked against achievement of monitorable targets related to income and poverty, education, health, women and children, infrastructure and environment.
10. Even at international level, also, there as a concern about inequalities and exclusion and now they are also taking about inclusive approach for development in country.

#### **Changes before Inclusive Growth strategies in India.**

In India, the need of inclusive growth is vital to achieve the over all progress of the economy. Though, it is positive fore macro –economic stability 2008-09 resulted relative growth slow down, mostly from the effects of the weakening of the global economic momentum and



financial markets. The following challenges are the major concern for India to achieve the inclusive growth is given below :-<sup>1,2</sup>

**a. Poverty Reduction in India**

In India, poverty is measured in terms of household per capita consumption expenditure. Poverty line determined by the government is updated regularly. The latest poverty lines are based on the recommendations of the Tendulkar Committee report (2008). At the national level, poverty line for rural population is Rs.448.68 for Urban population it is Rs.578.80 based on these poverty lines 37.2 % of India's total population.

The World Bank estimates that 456 million Indians now live under the global poverty line. It means that 42 percent of the total population.

The planning commission of India uses its own criteria and has estimated that the 27.5 percent of the population was living below the poverty line year 2004-05.

**b. Employment**

One of the big problems for inclusive growth in India is employment. The rising population since independence showed its impact on employment. The employment in India is very low due to illiteracy and due to over dependency on agricultural employment.

Unorganized employment people in India are around 85 percent. In this sector's workers do not have social security. The economy is also facing employment generation in all sectors.

**c. Agriculture**

Indian economy is considered as the agricultural base country. Some of the problems in Indian Agriculture are given below :-

1. Slow reduction in share of employment
2. Low labour productivity in agricultural and unskilled workers.
3. Land and water problems and farmers suicides.

India's agriculture grew strongly in the wake of the green revolution. But the contribution of agriculture to GDP has been on the decline in recent decades. Dropping from 36 percent of GDP in 1980 to about 18 percent in 2007. The government has developed strategy of accelerated growth in incorporating a near doubling of the rates of growth of agriculture during the 11<sup>th</sup> five year plan (2007-12). Rapid growth in agriculture should generate more opportunities for poor to get employment and earn income.

#### **d. Problems in Social Development**

Social development is also one of the key concern in the inclusive growth. This is the hot criteria in the recent past in Indian economy. Some main social problems are given below:-

1. Significant regional, social and gender disparities.
2. Low level and slow growth in public expenditures (etc. health)
3. Poor quality delivery system.
4. Low HDI (Human Development Index) in world.
5. Malnutrition among children.

The vision of inclusive growth (inclusiveness) must go beyond the traditional objectives of poverty alleviation to encompass equality of opportunity as well as economic and social mobility for all society.

#### **e. Regional Disparities**

Regional disparities are also a major concern for India due to different culture and traditions in economy. Some regions and states are developed fast and some other places still are facing the security. Some of regional disparities problems are given below :-

1. Per capita income is highest at Rs.16679 in Punjab and lowest per capita income is at Bihar with Rs.3557.
2. Female infant mortality varies from 88 in Madhya Pradesh and 12 in Kerala
3. Female literacy 88 percent in Kerala and varies from 33.6 percent.
4. Richer states grow faster than the poorer states.

#### **f. Infrastructure and Energy**

Infrastructure continues to occupy central stage in India's economic development strategies. The problem of energy scarcity is just one of the many infrastructure challenges facing in Indian economy.

#### **g. Public Expenditure of Education**

Several studies suggest that there is a correlation between inclusive economic Growth and the level of public expenditure on social development (education) (e.g. Habito 2009). Literacy is the most significant factor in poverty reduction as it enhances employability.

#### **h. Public Expenditure in Health**

India's public expenditure on health care at 0.9 percent of the GDP only 35 Percent of the population has access to medicines.



### **i. Governance Issues**

All the above initiative require a major role of government at all levels in Indian Economy. effective Government interventions at all levels are crucial to minimize the leakages resulting from sloppy implementation and bureaucratic corruption.

Strategy for more Inclusive Growth..-The empirical evidence about the relationship between economic growth and poverty reduction suggests that no particular development model is unequally pro-poor and that the relationship can only be considered empirically. So possible to draw some general conclusions regarding the major sources of proper growth. The international observations suggests that the rates of poverty reduction have been helped by rapid in growth in agricultural, public expenditure, education, health, infrastructure and quality of governance. For example, Ravallion (2008) conclude that chan's success.

The key components of the inclusive growth strategy included a sharp increases in investment in rural areas, infrastructure and agricultural spirt in credit farmers. The government of India also should go for a variety of legislative interventions to empower the disadvantaged.

Poverty eradication in India is a generally only considered to be long term goal. Poverty alleviation is expected to make better progress In future.

For agricultural growth, the private players can participate in to bridge in gap including providing micro finance.

Government of India's schemes should target eradication of both poverty and unemployment.

In economy child labour is a complex problem that is basically rooted in poverty. So government is implementing child labour programs.

The government of India is giving the women empowerment by the various program. So it is necessary to enhance the capabilities of women by providing education.

Indian government has stepped up for inclusive growth by launching many initiatives with features that are innovative, flexible and reform oriented. Such as , Rural Infrastructure (Bharat Nirman) Mahatma Gandhi National Rural Employment Guarantee Scheme, Regional Development, Sarva Shiksha Abhiyan, National Rural Health Mission, National Urban Renewal Mission Etc.

11<sup>th</sup> five year plan and inclusive growth is much more achieved. In 11<sup>th</sup> plan GDP growth likely to be of average of 8.2 percent as compared to 7.7 percent of the tenth plan. The eleventh



five year plan defines inclusive growth to be a growth process which yields broad – based benefits and ensures equality of opportunity for all sectors in economy. But this inclusiveness is not reflected as it was expected.

As Indian government prepares to submit its approach papers for its twelveth (12<sup>th</sup>) five year plan (8) (year 2012 to 2017) (file:///c:/users/compaq/Desktop/inclusive%20Growth docx#-ftn8), the planning commission focus on instilling “inclusive growth”.

The plan is expected to be one that encourages the development of India's agriculture, education, health and social welfare. It is also expected to create employment through manufacturing sector.

#### **Suggestions**

1. Equity is important for economic development so it is main objective of our planning (Development)
2. Equality of opportunities in education should be given.
3. Agricultural sector development is necessary for economic development.
4. Economic reforms are important , but macro – poor policies like as fiscal, trade, financial monetary etc, should have focus on pro-poor.
5. Development of manufacturing sector is important for creation of employment.
6. Structural change also should have followed to sequence for agricultural –industry and services sector etc.
7. Women's, weaker sections, economic and social empowerment, development is important.
8. All sectors decentralization.
9. Economic reforms in relation to socio and political environment.

#### **Conclusion**

Indian economy is the new global economy. That is growing at a phenomenal rate and combined with a flourishing democracy. Also the country remains shackled in corruption, red tape age old social barriers and puzzling lack of transparency.

So, inclusive growth is important in Indian economy. Inclusive growth means growth across various sectors in society and also equitable distribution of the benefits of the economic development.



Indian economy achieving inclusive growth in various sectors. But also the women, weaker section and poor families is not more benefited. So the main target of our development is more effort to make India's growth more inclusive in the future. The main thrust of inclusive growth strategy has to be on the following key sectors.

- a. Employment
- b. Growth in agricultural
- c. Increased public expenditure on education and health sectors.
- d. Improved infrastructure
- e. More effective governance at all levels.

**Bibliography / Web Biography / Reference**

1. Grewal B, Ahmed A, & Malhotra P., "Inclusive India Inclusive Growth in India : Past performance and future prospects". The India Economy Review, Monday Aug.12,2013, mailbourn, Australia ([www.theindaeconomyreview.org/article.aspx?aid=76&mid=4](http://www.theindaeconomyreview.org/article.aspx?aid=76&mid=4))
2. Challenges before inclusive growth in India – students home (<http://www.lawyerclubindia.com/default.asp>)/Articles(<http://www.lawyersclubindia.com/articles>)/students list\_by\_catogory.asp?(at id=14)
3. <http://en.m.wikipedia.org>
4. Gktoday.in
5. [www.arthapedia.in](http://www.arthapedia.in)



ISBN No. : 978-81-907287-8-2

शिक्षण प्रसारक संस्था, खानापूरचे

खानापूर, जि. सांगली

अर्थशास्त्र विभाग आयोजित

Re - accredited by NAAC 'B' Grade With CGPA 2.25

शिवाजी युनिव्हर्सिटी इकॉनॉमिक्स असोसिएशन, कोल्हापूर (सुयेक)



शिवाजी



अंक : १९ वा/डिसेंबर २०१९

म. ह. शिंदे महाविद्यालय, सिर्सोली  
ता. गणनबावडा, जि. कोल्हापूर

Scanned by TapScanner



# Growth in Grapes Export in India

Dr. Sachin A. Sardesai  
Department of Economics

R.S.B. Mahavidyalaya, Aundh (Satara)

Dr. Prashant K. Powar  
Department of Economics

M.H. Shinde Mahavidyalaya, Tisangi

## I. Introduction :

Agriculture, as everyone knows is the breadwinning sector of Indian economy. This sector provides employment more than half of the work force of the country. It is widely known fact that India is the largest producer of spices, pulses, rice, wheat and other spice products. India has now become the second largest producer of vegetables and fruits in the world. This is a very good indication for the agricultural sector in the Indian economy. India continues to remain among the top three producers of wheat, paddy, groundnut, natural products, sugarcane, rapeseeds, pulses, vegetables, tobacco leaves, jute, cotton, tea, etc. India is a country where agriculture is given a lot of importance as it is the backbone of the Indian economy. Agriculture is the main source of income in India. Agriculture exports contribute to one fifth of the total exports of the country. All Indians or even the entire world is dependent directly or indirectly on agriculture. Some of the people are linked directly to farming whereas some others strive to do business with these products. Indian agriculture industry has the capability to produce enough food grains to create a major difference in the economy of India. To give maximum output, this industry needs a lot of support like land facility, bank loans, machineries, etc. this will help in meeting the maximum target marked by the Indian government. These facilities will contribute in a large way to the production and in turn to the economy.

## II. Present Position of Agricultural Export:

The new economic reform in India coinciding with the WTO Agreement open up immense opportunities for Indian agriculture products to enter the global market. Even today, near about 60 per cent of the total labour force is dependent on agriculture. This brings out that, the general standard of living of people can be raised only ensuring accelerated and diversified agricultural development. To facilitate this process, due importance should be given to globalizing the Indian agriculture in terms of policy measures. In this context Devendra Thakur, describes his views as "agricultural export help modernize production, post harvest processing and marketing system and advantages of most recent technological advancement in the network planning process. Needless to mention that, agricultural export planning has not been developed in a systematic manner. It is necessary

म. ह. शिंदे महाविद्यालय, तिसंगी  
ता. गगनबावडा, जि. कोल्हापूर

शिवाथी वर्षिक २०१९/१९४

Scanned by TapScanner

to understand that, exports are possible if we are able to produce the desired quality along with well coordinated promotional efforts. S. C. Nagpal and A. C. Mittal, explains their observations regarding Indian agriculture and economic development as, "the need for increasing export for augmenting foreign exchange earnings is very critical for India. Foreign exchange is vital for promoting economic development without sacrificing country's self-reliance. Export growth and economic development are thus inter related."

### III. Objectives of the study :

- I. To analyze the trend of grapes export in India
- II. To measure the growth in agricultural export in India.
- III. To analyze the problems in grapes export in India.
- IV. Research Methodology:

The present research paper has been depending upon the secondary data. The secondary data has been collected from various reference books, published government report, unpublished research reports, project report, unpublished research thesis, websites, annual reports etc. The statistical tools i.e. simple growth rate, percentage etc. has been used.

V. Growth of Grapes Export and other Agricultural Export :  
Some horticulture commodities are becoming popular in foreign countries. For example, India is exporting Onion to more than 45 countries and major countries like UAE, Malaysia, Singapore, Sri-Lanka, Saudi Arabia, Bangladesh, Kuwait and Mauritius. Floricultural export is emerging industry in India. Export of Grapes from India has increased many folds ever since it started in 1991, but still faces the within the next six to seven years. Government is looking for potential rise in Floriculture quality constrains.

**Table No.- 1**  
**Growth of Grapes Export and other Agricultural Export (Fruits and Vegetables)**

Product	2015-16		2016-17		2017-18		% Growth (P.Y)
	Qty (MT)	Rs. In Lacs	Qty (MT)	Rs. In Lacs	Qty (MT)	Rs. In Lacs	
Fresh Grapes	161029.04	157668.7	231116.86	206528.94	214440.6	214621.95	3.92
Fresh Onions	1382959.54	309720.85	2415739.06	310606.44	1588985.72	308882.22	-0.56
Other Vegetables	740466.23	221912.95	1016437.72	283202.56	772428.07	209295.72	-26.1
Walnuts	3291.71	11791.54	2191.19	5527.26	3595.69	12721.07	130.15
Fresh Mangoes	36779.26	32063.9	52761	44366	49180.48	38234.01	-13.82
Other Fruits	377314.78	177189.96	409081.25	183592.69	326515.56	157326.25	-14.31
<b>Total</b>	<b>2701840.56</b>	<b>910347.9</b>	<b>4127327.08</b>	<b>1033823.89</b>	<b>2955146.12</b>	<b>941081.22</b>	<b>-8.97</b>



Source: apeda.gov.in

Note: P.Y.-Previous year

The export of Grapes shows an increasing trend by 3.92 per cent. In year 2015-16 export of grapes was Rs. 157668.70 lac which is increased to 214621.95 lac in 2017-18. The main Grapes importing countries are England, USA, Germany, France, Netherlands and Sweden. The main problem of Grapes export are, tendency of indiscriminate export, which are not based on prioritization of products in the context of strength or consumers choice, post harvest infrastructure is still weak, no sufficient air cargo on subsidized rates are available. Export strategy has not set the marketing system; subsidy to pre-harvest operations is being harvested by rich farmers. Export culture does not exist among the growers, lack of infrastructural facilities are some major problems faced by the horticulture sector in export trading.


#### IV. Conclusion:

The export of Grapes shows an increasing trend by 3.92 per cent. The major Grapes importing countries are England, USA, Germany, France, Netherlands and Sweden. The category of other Fruits it's including Bananas, Cashew nut, Strawberry etc. The export of other fruits shows a significant decrease in its export. The trend of selected agricultural export shows negative by -3.97 percent as compare to 2016-17. However, government has to provide infrastructural facility to improve growth in agricultural export.

#### V. Reference Books:

1. C. N. Parshhothaman Nair, "Export Promotion in India." Discovery Publishing House, New Delhi, 1992.
2. T. A. S. Balugopal. "Export Management". Himalaya Publishing House, Bombay, 1977.
3. Devendra Thakur. "Export Management." Deep and Deep Publications, New Delhi, 1993.
4. C. S. Nagpal and A. C. Mittal. "Sidelights on Indian Export", Anmol Publication Pvt. Ltd., New Delhi, 1993.
5. C. S. Nagpal and A. C. Mittal. "Sidelights on Indian Export". Anmol Publication Pvt. Ltd., New Delhi, 1993.
6. V. B. Jugule. "Horticulture Economy of Maharashtra". Department of Economics UGC-SAP-DRS, Shivaji University, Kolhapur.

\*\*\*



**फडके प्रकाशन**

महाराष्ट्रातील एक उत्कृष्ट व दर्जेदार क्रमिक आणि संदर्भ पुस्तके प्रकाशित करणारी अग्रगण्य प्रकाशन संस्था..

**‘सुयेक’ च्या ३० व्या वार्षिक अधिवेशनास हार्दिक शुभेच्छा !**

शिवाजी व पु. अ. हो. सोलापूर विद्यापीठ यांच्या अभ्यासक्रमानुसार आर्ट्स, कॉमर्स व सायन्स, एम.पी.एस.सी. (MPSC) व यु.पी.एस.सी. (UPSC) आणि इतर सर्व स्पर्धा परीक्षांसाठी उत्कृष्ट व दर्जेदार क्रमिक पुस्तके

फडके भवन, हरिमंदिराजवळ,  
दुधाळी, कोल्हापूर.  
फोन : (०२३१) २५४०२९९ - (६ लाईन्स)  
पुणे (०२०) २४४ ८२ ९५९,  
सोलापूर : ९४ २३ ५० ८९ ९९

शिवाथी वार्षिक २०१९/१९६

# सर्जननींदी

M.H. Shinde Mahavidyalaya  
Tisangi Library




1/8920

डॉ. विनीद कांबळे

891.464

KAM

  
प्रचार्य  
म. ह. शिंदे महाविद्यालय, तिसंगी  
तप. गगनबावडा, जि. कोल्हापूर.



Dr. Padval B.S.

Librarian,

M.H. Shinde Mahavidyalaya, Tisangi, Tq. Gaganbavda Dist. Kolhapur

Email – bspadval@gmail.com

Mobile- 9421111125

**Introduction :** Change has always been a standard of life but over the past few decades' extensive organizational change has expected huge proportions. The developments in technology, increasing needs of society, and the emergence and growth of global organizations are some of the factors that have contributed to the need for, and frequency for change. Planning, applying and managing change in a fast changing environment is progressively the situation in which most organizations now work. Persons are normally resistant to change as change affects structures and procedures, job security and terms and conditions, social structures etc. Identification of the need for change and leading organizations through that change therefore needs effective change management.

**Concept :** "Change is the only continuous" is a famous premise. Over the past few decades important change has become a standard in organizational life. The organizations no longer have an excellent, they must change to live. The need for change is increasing, the capability to change is becoming vital for organizations to live and succeed in future.

Fast advancements in technology and globalization of trade have given momentum to change. This momentum of change is not going to slow. However, a look at the threatening rate of change into a technology-driven world, that has affected all compasses of life in the past decades, is more than sufficient to give a picture of the ever hurrying drive onwards.

The term of change management can be defined in simplest words as the task of managing change. Thus change management is about change to realize business results and managing change involves the process of making changes in a well-planned, systematic manner.

Change management can also be defined as the effective management of a business change such that organizational leaders, managers and employees work in concert to successfully implement the needed technology or organizational changes. Change management could be organizational or individual.

#### a. Organizational change management

Organizational change management is the management of change from the perspective of the top leadership looking down into the organization. It focuses on the broad change management practices and skills to help the organization comprehend, accept and support the required changes. It provides the

knowledge and skill to implement proper methodology for managing a change throughout an organization. Organizational change management involves top level and middle level managers and the human resource managers who sponsor the change in the organization.

#### b. Individual change management

Individual change management is the management of change from the perspective of the employees who are at the bottom level. These are the people who actually implement the change. In this the focus is on empowering them by providing them the tools and required training to help them in navigating their way through the change. For an effective individual change management, various tools and techniques are employed to help an employee transition through the change process.

In the context of library and information centres, change is greater in extent than ever before. In libraries and other knowledge-based organizations the present information explosion and the consequent knowledge revolution has unleashed a huge wave of change. The changes that libraries and information centres are facing today are unpredictable and unquantifiable. The political, economic, social and technological climate worldwide has created an atmosphere of uncertainty in which it is difficult to anticipate the future. Therefore, no matter how hard we try to project current trends into the future, it is not possible to predict the form of challenges facing the libraries and information centres. Thus in case of libraries and information centres it is not just a matter of managing change but a question of proper organizing so as to cope with any uncertainty that comes across.

#### Factors of Change Management

Organizational change is any alteration of activities in an organization. The alteration of activities may be the result of change in the structure of the organization, transfer of tasks, new product introduction, or changes in attitudes of group members or process, or any number of events inside and outside of the organization.

These factors constitute the different factors of change encountered by the organizations. These factors are the external and the internal factors of change for every organization.

#### a. External Factors

PRINCIPAL

M. H. Shinde Mahavidyalaya, Tisangi  
Tal. Gaganbavda, Dist. Kolhapur



External factors of change originate outside the organization. These factors arise in the social, political, legal, economic and technological environments within which the organization operates. The main external factors of change are technological advancements, demographic characteristics, market changes, social and cultural framework, legal system, political pressure and economic factors. The technological breakthroughs taking place from time to time have a direct bearing on the competence of organizations in a sector. The various advancements in technology can enhance an organization's performance if it is able to learn, assimilate and imbibe the newer technologies in its functioning. If an organization fails to keep up with the pace of advancements, it faces the danger of lagging behind or becoming obsolete.

The emergence of global economy with liberalized trade policies and easy cross border business in the world market has directly affected the way various organizations operate and function. Organizations are controlled to a large extent by various economic factors like interest rates, inflation etc., over which they have little or no control.

The social-cultural framework includes the norms, values and beliefs associated with a particular demographic area or region. The various developments taking place in countries outside the organization's home country can also trigger change within the organization.

#### b. Internal Factors

The Internal factors for change come from within the organization. This constitutes the internal environment of an organization and includes factors such as the organization members, the nature of their interactions and the physical atmosphere in which they operate. Human resource problems, managerial decisions, changes in organizational goals etc. are some internal factors of change. These changes take place within the organization's culture, which is the general condition within organizations, and consists of shared values, norms, beliefs and assumptions that unite members of an organization. The various internal and external factors can be highly interrelated. At times the internal factors do have some part of their origin in the world external to the organization. Therefore, both the external and internal factors of changes must be assessed, monitored and evaluated to devise a proper policy for organizational change.

#### Types of Change Management

##### a) Adaptive change

This type involves reimplementation of a change in the same organizational unit. Adaptive change is not considered threatening.

##### b) Innovative change

This type involves changes that are generally new and unfamiliar. The innovative changes create a kind of uncertainty and fear in organizations.

##### c) Radically Innovative change

This is the most threatening type of change. This type of change is most resisted in organizations. Implementation of a radical change in an organization requires a long-term strategy.

Changes in organizations can also be categorized as:

1. **Reactive change** - This is change brought about by a sudden or unplanned event.
2. **Planned change** - This is a systematic, deliberate change in the way part or all of an organization functions. In planned change the focus is on processes, people, or technology; and one person, a project team, a department, or the entire firm can be involved in the change process.

#### Change Management Process

Management of a change process involves four broad stages:

##### i) Planning

In the planning stage the organization determines a need for change creates a change management team and develops a plan of action.

##### ii) Implementation and Management

In this stage the change plan is executed and the main focus is on implementing, managing and maintaining the change process, so that the change is affected smoothly without hiccups.

##### iii) Development of Tracking and Monitoring Instruments

In this stage various tracking and monitoring instruments are developed to assess the successes or failures of the change so that necessary adjustments can be made. Likewise, precautionary measures, if required, can be adopted.

##### iv) Tracking and Monitoring

This is the final stage and consists solely of continuous tracking and monitoring until the organization has institutionalized the change.

Change Management in Libraries and Information Centres

The library and information centres and other knowledge based organizations are faced with the rapidly developing rate of change. This change is evolutionary because tasks, technologies and even organizational



structure are verbalized by continually changing environmental weights and relationships.

The library and information centre is a multifaceted organization trusting upon a trusting relationship among its various units. Employee's roles in accepting a change environment are improved as they are allowed, as far as capabilities permit, to grow beyond a traditional ranked job to the point of being involved in team problem solving activities<sup>5</sup>.

There has been a stable progress in computerization of almost all the features of library purposes. The technological changes began with the development of computerized library catalogues, circulation systems, integrated library systems and most recently, the OPACs which have transformed catalogue searching. The development of the web and the web-based resources and access tools also has had a significant impact on the functioning of library and information centres. Library and information centres have had to encompass these emerging services and sometimes hold them within a traditional library framework.

The library and information centres are faced with substantial and multifold change issues which involve both human and resource factors. Greatest of all, these changes are often difficult to forecast, as they are dependent on the ever-changing nature of technology. The various changes facing library and information centres are unknown and random. Therefore, in the context of library and information centres, managing of change involves organizing to cope with anything that might come along.

The basic change problems that library and information centres face are the massive challenge of technology; more complex and interrelated problems, shorter time distances; problem-solving that has to be innovative because old solutions will not work; a need to build cross-boundary and cross-sector collaboration; a need for management styles based on identifying common interests and sharing; personnel who are willing to take responsibility; more discerning users who are also ready to exercise some control over how their needs are met; competition and the loss of a before unchallenged position.

Change requires strategic management, a more thoughtful approach. A good organizational climate is high in individual autonomy, low in job structure, high in reward and recognition of achievement (personal or organizational), and high in consideration and support. Successful organizational change must include these measures as outcomes of the change process. The various theories, policies, approaches and models for managing change work for libraries and information centres also. Librarians should accept the approach which is most appropriate to them. The suitability of an approach can be decided on the basis of personal preference, knowledge about management theories, the conditions in the organization, and the nature of expected changes. The

theoretical basis of change management in information services should be very firmly grounded in an awareness of organizational and environmental characteristics.

For proper management of change there has to be a unity between theory, policy, aims, process and operation. Selecting a proper policy is the first step in handling the issues of motivation and resistance in change management. Policy illuminates, informs and guides the process, and it is the early decisions about how to proceed, that frequently effect the degree of difficulty and the ultimate success of a change project. Today library and information centres have become multifaceted organizations due to various factors such as:

- a) Use of technology
- b) Internal diversity
- c) Progressively discerning and informed users
- d) Staff with increased prospects of development management
- e) The need to respond to rapid environmental change
- f) Potential cross-sectorial working with other information services
- g) Discontinuous change

Keeping all these factors, in view proper change management policy should be adopted.

If the nature of anticipated changes is multifaceted then they can be managed by adapting more flexible and participative policies. In an organization good at managing change, different parts should be allowed different modules. Learning about application of knowledge should be at the centre of its operation. Decision making procedures should be decentralized and open, inputs into policy and policy should be taken from all the parts of the organization. Management should be participative, with an emphasis on people management.

Change management has become difficult in the case of library and information centres because of the multiple and random change factors affecting the information services, in the current period. In planning and using plans for handling change, some basic principles such as an emphasis on the people aspect and also on the acceptance that the process of change is in itself an educational experience, must be underscored and reinforced. Creativity, free flow of ideas and innovation should be encouraged. Managing of a change process involves managing of the people involved in the change process. For this the process of forgoing cultural change based on organization development should be adopted. General problems with communication, management attitudes, resources, working conditions and procedures should also be dealt with. Many other factors like organizational environment, which also depends on the environment of the parent organization, the service culture, which is the internal climate, the organizational structure and the preferred management style also affect the change process.



The library and information center can be regarded as an open system which receives input from the outside, absorbs it, transforms that information, and then transmits it back to the environment. This system consists of a number of subsystems. These subsystems continually interact in informal and formal ways within the overall system. Any change in any one constituent of the organization invariably leads to a change in all the components. There is a combination of factors acting on information services today. Political, social, economic, educational and technological effects are some of the factors driving change inside information services and across information service sectors. These change factors are powerful, numerous, multifaceted, interrelated and extensive.

The technique of conflict resolution should be a part of change management process. Organization culture includes beliefs, relationships, the organizational ideology, social and professional relationships, communication channels, rewards and agreed method of doing things. Proper management of change also calls for a change in the attitude of people affected by change.

Libraries are developing into border less organization. The development of electronic and digital libraries, virtual libraries, is an indicator to the organizational form of library of the future. A sound approach to managing change in library and information centres should focus on strategic thinking and visioning a strategic vision for the future and also deciding upon necessary choices about technological and facility investments, staffing, and service needs.

#### Conclusion


This paper discusses basic concept of change management and various policies which can be adopted for effective change management. Any change invokes resistance among people affected by it. Participation, involvement and open communication are some of the factors which help to obtain people's involvement in the change process. Organizational development is an approach to organizational change that has received considerable attention in recent years. Organizational development is a process in which behavioral science knowledge, theory and techniques are employed to help an organization improve its capacity for effective change. Information services are just like other organizations and various policies and approaches available can be used for managing change in modern information organizations.

Change management in libraries and information centres should focus on a way of managing which enhances organizational responses to change and which holds structural change, new ways of working, non-traditional ideas about control and responsibility, new forms of leadership and the creation of an organizational culture which has a positive attitude to change embedded in it while involving the people, affected by change, in the

entire change process. Change Management can thus be used to create and maintain a healthy organization, improve operations and culture and anticipate and manage change.

#### References

1. Akeroyd, John. (2000). The Management of Change in Electronic Libraries. 66th IFLA.
2. Carson, Terry C. (1999). Organizational change and strategies for turbulent Environments. *Journal of Modern Business*. Available at: <http://www.dcpres.com/page21.html>
3. Connor, Patrick E. et.al. (2003). *Managing Organizational Change*. 3<sup>rd</sup> Edition, USA: Praeger.
4. Devi, Laxmi ed. (1998). *Organizational Development*. New Delhi: Anmol Publications
5. French, Wendell L. ed. (1990). *Organization Development - Theory, Practice and Research*. New Delhi: Universal Book Stall
6. Paton, Robert A. and McCalman, James (2000). *Change Management: A guide to effective implementation*. 2<sup>nd</sup> Edition. New Delhi: Response Books.
7. Pugh, Lyndon. (2000). *Change Management in Information Services*. UK: Grover.
8. Stuart, Robert D. and Moran Barbara B. (2002). *Library and Information Center Management*. 6th ed. USA: Libraries Unlimited.
9. Weber, Max. (1967). *The Theory of Social and Economic Organizations*. qtd. in Gerald D. Bell, ed., *Organizations and Human Behavior*. Englewood : Prentice Hall.
10. Wilbur, Randa A. (1999). Making Changes the right way. *Workforce*, *Workforce Extra Supplement*, March.

  
**PRINCIPAL**  
 M. H. Shinde Mahavidyalaya, Tisangi  
 Tal. Gaganbawada, Dist. Kolhapur.





डॉ. विनोद कांबळे

वेळोवेळी सहेतुकपणे केलेले वाङ्मयीन विषयांवरचे प्रासंगिक लेखन आणि त्या त्या वेळी लिहिलेली पुस्तकांची परीक्षणे असे या पुस्तकाचे स्वरूप आहे. आशयाच्या स्तरावरची एकसाची किंवा एकसूत्री बांधणी या पुस्तकात दिसत नसली, तरी भवतालातल्या वाङ्मयीन घडामोडींचे आणि कलाकृतींचे दस्तावेजीकरण असे सूत्र या पुस्तकामध्ये दिसते.

अनेकदा समाजाची सांस्कृतिक गरज म्हणून वेगवेगळ्या प्रदेशात छोटे - मोठे वेगवेगळे सांस्कृतिक उपक्रम राबविले जातात. एकीकडे असे उपक्रम राबविले जातात आणि दुसरीकडे ते काळाच्या ओघात संपूनही जातात. त्या त्या समाजाची अभिरुची घडविण्यात अशा उपक्रमांचे कमी अधिक प्रमाणात का असेना योगदान असते. मात्र उपक्रम राबवताना जो उत्साह दिसतो तसा उत्साह आपल्याकडे अशा उपक्रमांची लिखित नोंद करताना मात्र दिसत नाही. ही अनास्था मराठीच्या वाङ्मयीन विश्वात अपवाद वगळता सगळीकडेच दिसते. जे वाङ्मयीन उपक्रमांच्या तेच त्या त्या परिसरातल्या काही पुस्तकांच्या बाबतीतही घडते. कसलीही वाङ्मयीन पार्श्वभूमी नसलेल्या कुटुंबातून अथवा परिसरातून काही लेखक आपापल्या कुवतीप्रमाणे प्रवाहापासून बाजुला राहून लेखन करतात. वाङ्मयाच्या व्यापक पटावर अशा पुस्तकांची साधी नोंद सुद्धा होत नाही. परिणामी असे लेखकही काळाच्या ओघात संपून जातात. मात्र एका प्रादेशिक सांस्कृतिक परिप्रेक्षात त्यांचे महत्त्व असते. अशा पुस्तकांची आणि उपक्रमांच्या नोंदीची गरज विचारात घेऊन विनोद कांबळे यांनी केलेला हा प्रयत्न कौतुकास्पद आहे. त्या त्या वेळी यापैकी काही लेखन दैनिकात प्रसिद्ध झालेले असले, तरी एका विशिष्ट प्रदेशाच्या सांस्कृतिक इतिहासाच्या दृष्टीने त्याचे महत्त्व आहे.

- एकनाथ पाटील



ISBN 978-81-940163-4-2



9 788194 016342 >

*(Signature)*  
प्राचार्य

म. ह. शिंदे महाविद्यालय, तिसंगी  
ता. गगनबावळ, जि. कोल्हापूर.

Scanned by TapScanner

Sarjannondi / सर्जननौदी

डॉ. विनोद कांबळे/Dr. Vinod Kamble  
११२२/१/बी/१, प्लॉट नं. २७/२,  
मनोहर कोतवाल नगर,  
रिंगरोड, फुलेवाडी, कोल्हापूर. ४१६ ०१०  
मो. ९८५०४३३८०७

प्रकाशक

वाचनकट्टा प्रॉडक्शन प्रा. लि.  
जी-९, पहिला मजला, एम्पायर टॉवर, दसरा चौक,  
कोल्हापूर. ४१६ ००८, मो. ७३८५७६५३५४

© दीपाली भगवान जगताप

मुखपृष्ठ

विजय टिपुगडे

प्रथमावृत्ती

२४ ऑगस्ट, २०१९

अक्षरनुळणी

साया ग्राफिक्स, कोल्हापूर

मुद्रक

भारती मुद्रणालय

८३२, ई, शाहुपूरी ४ थी गल्ली, कोल्हापूर.

फोन : ०२३१-२६५४३२९

मूल्य : १००/-

ISBN - 978-81-940163-4-2

  
प्रचार्य

म. ह. जिंदे महाविद्यालय, तिसंगी  
वस. गणतंत्रवाड, जि. कोल्हापूर