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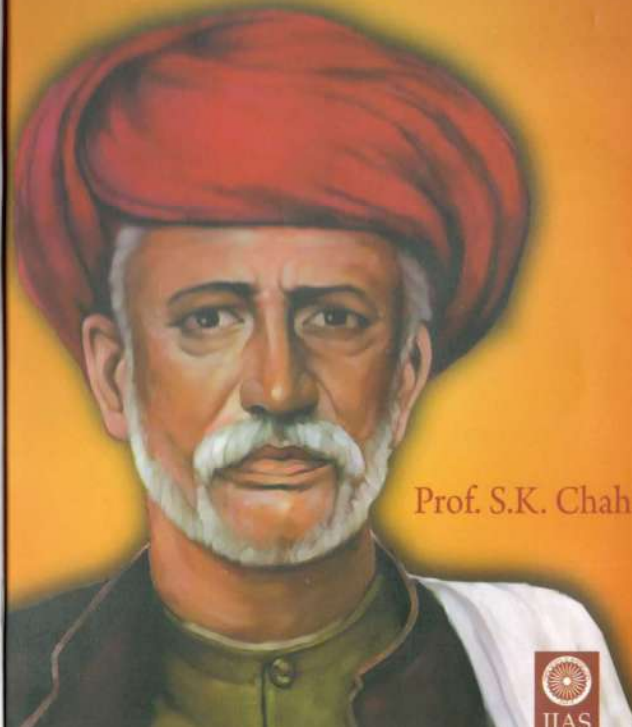
Dr. S K Chahal was born on 6 September 1968 in Rohtak city of Haryana State, India. Having about 28 years' experience of teaching and research at different universities, Dr. Chahal is presently working as Professor & Chairman, Department of History, Kurukshetra University, Kurukshetra. In addition, he is holding charge of the prestigious Mahatma Jotiba Phule Chair in his university which is the only Chair after the name of Mahatma Jotirao Govindrao Phule in any university of north India. He also worked as Deputy Director of the Centre for Dr. B R Ambedkar Studies in his university. He has published two full-fledged research works entitled *Dalits Patronised: Indian National Congress and the Untouchables of India 1921-1947* and *Dr. B.R. Ambedkar: The Maker of Modern India*. Additionally, above two dozen papers of his are published in the reputed research journals and anthologies. He has also authored his autobiography under the title *Jakhm Abhi Taaza Hain: Ek Dalit Aatmkatha*.

A self-made person coming from a very humble background and an Ambedkarite to the core, Dr. Chahal has been among the pioneers of Dalit Studies in India. His present study is the outcome of a research project for which Indian Institute of Advanced Study (IIAS), Shimla awarded him its residential Fellowship during 2019-2021.

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HINDU SOCIAL REFORM

THE FRAMEWORK OF JOTIRAO PHULE



Prof. S.K. Chahal



This study examines the approach of Mahatma Jotirao Govindrao Phule (1827-1890), the foremost social reformer and thinker as well as one of the nation-builders of modern India, with regard to the issue of Hindu social reform in India. A radical reformer of the nineteenth century Maharashtra, Phule visualized Hindu society free from all social inequalities based on caste, class and gender. He showed extreme concern for the depressed and marginalized sections of Hindu society and started a crusade against the *Brahmanical* orthodoxy and the 'slavery' it imposed upon the downtrodden sections of Hindu society. The study proposes that since Phule hailed from the lower strata of Hindu society, he naturally came out as, to apply Antonio Gramsci's phrase, an organic intellectual. In other words, his social location largely helped him develop his approach which was totally a ground-laying and organic approach and based on a 'perspective from below' or that of the marginalized sections of Hindu society. He viewed the problem of Hindu social reform from this perspective. To use the Foucauldian paradigm, Phulesaw '*Brahmanism*' as the ideological and institutional system of monopolizing knowledge, power and privileges by a particular class which uses these to dominate, exclude, and exploit other groups in Hindu society. He, therefore, stressed that it was necessary to throw out this ideology from Hinduism in order to reform the Hindu society. To achieve this goal, he advanced a dynamic framework of Hindu social reform, in which he underlined the need of complete 'reformation' in Hinduism as well as adoption of the ideas of morality, equality, fraternity and rationality as the core principles of the 'reformed' Hinduism. In sum, his idea of the reformed Hinduism was a popular form of Hinduism wherein he envisioned an egalitarian and moral society based on *Satyadharma* (religion of truth). A man of action, Phule pioneered a radical reform movement in colonial Maharashtra in order to materialize his framework of social reform for liberating the oppressed Hindus. The study finally comes out with the suggestion that Phule's 'insights and framework, if availed of, could have of great relevance to tackle the problem of social inequalities and to solve the complex issue of Hindu social reform, which is still laying unresolved and is a big hurdle in the way of nation-building in India.

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Dr. Sitaram Choudhary is Associate professor department of political science GOVT college deola, Jaipur began his teaching career in college education in the year 2003. He is also an approved research supervisor of Rajasthan university, Jaipur. Under his able guidance 3 scholars have been awarded Ph.D. degrees. He has also completed his UGC Research project in 2017. More than 25 of his research papers have been accepted and have been published in different renowned and international journals. Besides, he has attended approx. 123 national and international conferences and workshops, papers and has also been involved as a chairperson and keynote speaker in different institutions.

Dr. Sitaram Choudhary has also authored the following 8 books. Dr. Choudhary is a life member of different academic bodies and has participated in different academic activities. He has also been awarded the NSS state award in exemplary service in the year 2013-14 at state level. He has been the Convener and Organising secretary in International and National Conferences organised by various esteemed institutions. Dr. Choudhary has also been invited as a 'Subject' expert for specialized talks on the current issues in different colleges and universities. As a social activist he has also been elected at the post of a treasurer in the Indian Society of Gandhian Studies. He has also worked as member of the board of studies of Rajasthan university, Jaipur.

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Gender Security and Global Issues

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Gender Security and Global Issues

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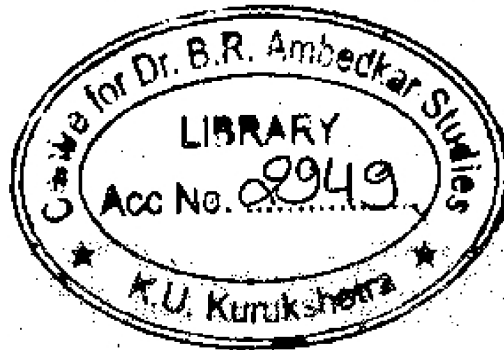
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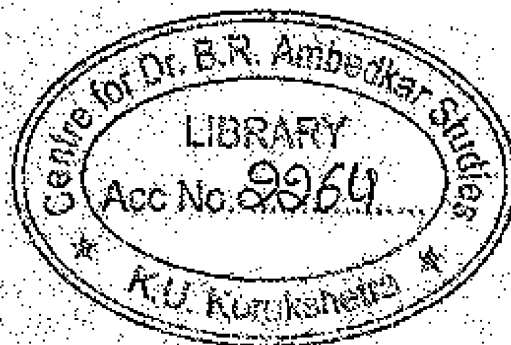
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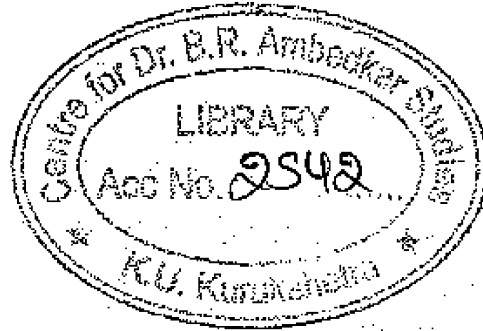
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Revisiting Bhimrao Ambedkar

A Study of Social and Political Justice



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Bionanomaterials

Fundamentals and biomedical applications

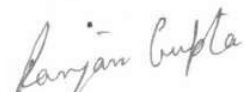
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Chapter 5

Applications of Probiotics in Gynecological Health: A Review

Vijay Kumar and Manpreet Kaur*

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ABSTRACT

The normal microflora of vagina is extremely important for maintenance of healthy vaginal state and consequently in prevention of urogenital infections. Since a healthy female vaginal microbiota is dominated by species of Lactobacillus, the perception of restoration and/or maintenance of a healthy vagina by exogenous administration of probiotic Lactobacillus seem feasible. Urogenital infections are treated using antibiotics. But use of antibiotics have several drawbacks, including a decrease in the numbers of beneficial bacteria and an increase of drug resistance; moreover, they are often ineffective and increase the risk of infection recurrence Unlike antibiotics, probiotics can be used over an extended period without adverse effects. Probiotics properly colonized in the vagina may help in reducing the recurrent infection. So, various strains of probiotics can be used in treatment and the load of probiotics may be used in the management of vaginal infections or its recurrence.

Keywords: *Female fertility, Health, Infection, Infertility, Lactobacillus, Probiotic.*

Introduction

Infertility is a worldwide problem, and has steadily increased over the last 30 years, with a foremost financial burden on the international health care industry.

Chapter 4

Bacterial Quorum Sensing: Its Role in Physiological Characterization of Bacteria

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Introduction

Bacteria being the most primitive unicellular microorganism in the universe, makes a significant contribution that shows either as beneficial impact like cyanobacteria that helps in nitrogen fixation in plants or *Ruminococcus bromii* that is a residential micro flora in the large intestine of humans or as harmful impact such as citrus canker that effect mainly citrus fruits and meningitis caused by *Haemophilus influenzae* in humans. Now the question comes how can an organism function both as boon and ban on the living world? The answer is the communication that occurs between the bacterial cell that results into pathogenicity and cause several diseases and some time may be fatal if left untreated. Bacteria are the main part of the animal or plant micro biome that looks around for nutrients as well as to increase in their number. Now these bacteria in the appropriate micro biome may be associated *i.e.*, symbionts (beneficial to the host) or pathogens (harmful to the host) to meet their requirements. This association relied on the releasing and recognition of signal molecules with the help of bacterial communication.

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Microbes for Humanity and its Applications

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Green Chemistry and Sustainable Technology

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Bioethanol Production

Past and Present

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Agriculture, Livestock Production and Aquaculture

Advances for Smallholder Farming
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Chapter 5

Soil Carbon Pools Under Different Farming Practices



Hement Kumar, Pooja Arora, Ganpat Louhar, Vipin Kumar, and Smita Chaudhry

Abstract Soil organic carbon (SOC) stocks constitute a major portion of the global C stocks in tropical regions. It is an important component to contribute towards soil structure, soil fertility, crop productivity, and soil sustainability. A field experiment was conducted in 2016–17 to study the effect of different farming systems on various organic carbon pools in the soil. Surface (0–15 cm) and subsurface (15–30 cm) soil samples were taken from organic (O_F) as well as conventional fields (C_F) of wheat, sugarcane, mustard, and barseem from two districts of Haryana state. Results revealed that organic fields had higher very labile carbon pool, active pool, and microbial biomass carbon as compared to conventional fields. Surface soils were observed to be repositories of higher organic carbon pools as compared to subsurface soils in all fields. The organic fields of mustard showed the highest very labile SOC pool and microbial biomass carbon. Sugarcane was observed to have the highest active carbon pool as compared to other crop fields. Soil microbial biomass carbon increased from traditional to organic farming, which explains the high microbial activity of the soil in organic farming practices.

Keywords Organic farming · Carbon pools · Microbial biomass carbon · Haryana

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Geography of the Physical Environment

Shruti Kanga · Gowhar Meraj ·
Majid Farooq · Suraj Kumar Singh ·
Mahendra Singh Nathawat *Editors*

Disaster Management in the Complex Himalayan Terrains

Natural Hazard Management,
Methodologies and Policy Implications

 Springer

Impact of Floods on the Green Energy Sector in Himalayas—A Case Study of Gagas Watershed, Uttarakhand, India



Sapna Bisht, Smita Chaudhry, Subrat Sharma, and Surajit Dutta

Abstract There is a striking absence of knowledge about the characterization and vulnerability of energy resources such as small-scale hydropower in the face of environmental changes. There is a need to understand water resource sustainability, extreme events, land use changes, etc. as well as their social contestations in the watersheds. Based on these parameters, this study was carried out in the Gagas watershed (Western Himalaya). The sustainability of watermills as small-scale hydropower units was analysed on the basis of field data and remote sensing and geographic information system data. Around 12% of watermills were observed to be functional and 88% were non-functional. In the land-use/land-cover change analysis of 38 years, forest had increased (7.71%) and sown area had decreased (0.50%) in the study area. The primary reasons for non-functionality were observed to be reduced profitability and increased maintenance costs, majorly on the components. The Principal component Analysis (PCA) determined supportive villagers (41%) and lack of managerial sustenance (17%) as major functionality factors for small-scale hydropower units. The frequent occurrence of extreme events such as floods, and the fact that 31% of the total area is within very-high to high flood susceptibility zone, affects the expenditures on maintenance. This study can be useful for policy development, technological up-gradation and sustainable development and in the better planning of renewable resources.

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Emerging Contaminants and Associated Treatment Technologies

Paromita Chakraborty
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Legacy and Emerging Contaminants in Water and Wastewater

Monitoring, Risk Assessment and
Remediation Techniques

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Emerging Contaminants in Water and Remedial Techniques



Smita Chaudhry and Shivani Garg

Abstract Emerging contaminants (ECs) occur in extremely small concentrations; have a broad distribution, especially in water bodies; and have been identified to cause potential environmental and health risks. ECs comprise of chemical and biological micro-pollutants such as fertilizers and pesticides, pharmaceuticals, cosmetics, nutraceuticals and other personal care products (PCPs), disinfectants, plastics, polycyclic aromatic hydrocarbons (PAH), dioxins, etc. that even in minor concentrations cause serious environmental threats and risks to the associated flora and fauna. The treatment of these ECs poses a major challenge to researchers, engineers and academicians. This chapter hence describes the types of ECs; the hazards associated with their widespread distribution in various fresh water bodies, groundwater and industrial wastewater; and also the associated modern remedial techniques. In order to tackle the bio-geo-environmental threats, various research efforts have been made to increase the efficiency of remediation techniques. Aerobic and anaerobic treatments, adsorption processes with activated carbon and clay minerals, hydrothermal carbonization of biomass, coagulation- flocculation, ozonation, advanced oxidation process (AOPs), UV irradiation, ultrafiltration (UF) membrane treatments, nanofiltration (NF), etc. are some effective treatment techniques for emerging contaminants in water and wastewater.

Keywords Emerging contaminants · Micro-pollutants · Remedial techniques · Advanced treatments · Adsorption · Nanofiltration · Activated carbon · Dioxins · Clay minerals · Personal care products · Polychlorinated biphenyls · Polycyclic aromatic hydrocarbons

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Metabolic Engineering in Plants

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Chapter 2

Ameliorating Abiotic Stress Tolerance in Crop Plants by Metabolic Engineering



Sakshi Narula, Smita Chaudhry, and Gagan Preet Singh Sidhu

Abstract Environmental adversities like heat, cold, drought, salinity, ultraviolet radiation and flooding induces abiotic distress in plants and are the pioneer limiting factors for plant growth, development and productivity. Anthropogenic activities have fuelled changes in global climatic conditions and these changes have incremented multiple abiotic stresses in crop plants. Researchers are making unprecedented efforts to intercept heavy crop losses and in turn to generate more food and feed to meet the demands of the ever-increasing human population. Highlighting the techniques involved to combat abiotic stresses, their role in regulating plant growth and development under unfavourable climatic factors holds substantial importance. This chapter reviews the role of osmoprotectants, polyamines, flavonoids and phytohormones in plant growth and development under abiotic stress conditions and their metabolic engineering for producing abiotic stress-tolerant transgenic plants. This strategy can prove a vital tool to minimise heavy crop losses and alleviate the problem of increasing food demand of human populations.

Keywords Abiotic stress · Climate change · Crop plants · Metabolic engineering · Tolerance

Abbreviations

ABA	Abcisic acid
ADC	Arginine decarboxylase
APX	Ascorbate peroxidase
As	Arsenic
ATP	Adenosine triphosphate

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Chapter 5

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EXPLORING MEDICINAL PLANTS

Environmental Pollution and Medicinal Plants

Edited by
Azamal Husen



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1 Potential Impacts of Environmental Pollution on the Growth and Metabolism of Medicinal Plants

An Overview

*Nisha Rani, Madhavi Joshi, Anand Sagar,
Hardeep Rai Sharma*

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1.1 INTRODUCTION

Since time immemorial medicinal plants have been used in the healthcare system. These are living factories for the production of a massive amount of secondary metabolites (SMs) that form the basis not only of modern pharmaceuticals but also of herbal remedies of traditional medicines which involve the use of active ingredients of plant extracts. The World Health Organization (WHO 2005) has estimated that 80 per cent of the world's population living in any region relies on forms of medicinal plant. Different chemical constituents and their associated biochemical properties and biological activities not only improve human health via food additives and pharmaceuticals but have large-scale use in various sectors, such as nutraceuticals, perfumes, cosmetics, phytochemicals, and agrochemicals.

4

Multifaceted Impact of Lockdown During COVID-19 on Food Security and Smallholder Agricultural Systems

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4.1 Introduction

With the emergence of coronavirus disease (COVID-19) as a public health emergency of international concern, India seems to be one of the top vulnerable countries. COVID-19 is the seventh member of the coronavirus family and in the past six other types have already been reported. The genetic and genome structure of COVID-19 is approximately 80% similar to that of the SARS virus detected in bats (Linton et al. 2020). The symptoms of its infection are almost identical to the seasonal flu where patients may have cold, cough, and fever.

आचार्य शीलक राम

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हाडियाणा



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कुरुक्षेत्र (हरियाणा)

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Environmental Science and Engineering

Swapnila Roy
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Tien Anh Tran *Editors*

Advanced Industrial Wastewater Treatment and Reclamation of Water

Comparative Study of Water Pollution
Index during Pre-industrial, Industrial
Period and Prospect of Wastewater
Treatment for Water Resource
Conservation

 Springer

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Tien Anh Tran
Editors

Advanced Industrial Wastewater Treatment and Reclamation of Water

Comparative Study of Water Pollution Index
during Pre-industrial, Industrial Period
and Prospect of Wastewater Treatment for
Water Resource Conservation

 Springer

Chapter 1

Industrial Wastewater: Characteristics, Treatment Techniques and Reclamation of Water



Shivani Garg

Abstract Industries become major consumers of water resources due to the increase in demand for products. The wastewater generated from the industries needs treatment for reuse or discharge in the environment to prevent pollution. Wastewater treatment techniques help in the protection of the health of the public and environment. The treatment techniques vary from one type of industry to other due to the quality of effluent discharge from operations, energy and chemical requirements, process flexibility, and residual disposal options. The chapter focuses on characteristics of wastewater from different industries, their treatment techniques such as preliminary, primary, secondary, and advanced treatment processes, and treatment effectiveness for reuse of the treated water. The chapter also focuses on the comparative study of different wastewater treatment techniques as one type of treatment method selected for the treatment of one type of industry may or may not be suitable for the other type of wastewater from another industry.

Keywords Reclamation of treated water · Reverse osmosis · Ultrafiltration · Nano-filtration

Abbreviations

USEPA	United Nation Environment Protection Agency
SDWA	Safe Drinking Water Act
VOC	Volatile Organic Compound
EPA	Environment Protection Agency
TOC	Total Organic Carbon
CWA	Clean Water Act

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Chapter 10

Impact of Industrial Wastewater on Environment and Human Health



Shivani Garg, Zaira Zaman Chowdhury, Abu Nasser Mohammad Faisal, Nelson Pynadathu Rumjit, and Paul Thomas

Abstract The wastewater generated from different industries is discharged into adjoining environment and water body. Sometimes this wastewater discharged untreated or partially treated. Due to the industrialization in recent years, the environment deterioration is the major issues for consideration in different countries. Wastewater also contains several microorganisms such as virus, bacteria, protozoans, algae that have major public health concerns as these are cause of many waters borne diseases. The untreated wastewaters affect the quality of water in water bodies and human health to entering into trophic levels of food chain. The wastewater effluent may contain certain type of emerging contaminants that have the endocrine disruptive characteristics. Sometimes the discharged water contains certain contaminants which are not removed by the techniques used in that industry also cause harm to environment and public health. The chapter focuses on the impact of industrial wastewater on environment and human health with details.

Keywords Pollutants · Ground water quality · Eutrophication · Pathogens · Diseases by toxicants

Abbreviations

BOD	Biochemical Oxygen Demand
COD	Chemical Oxygen Demand
PCP	Personal Care Products
PhCs	Pharmaceuticals
PAH	Polycyclic Aromatic Hydrocarbon
SS	Suspended Solids

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Emerging Contaminants and Associated Treatment Technologies

Paromita Chakraborty
Daniel Snow *Editors*

Legacy and Emerging Contaminants in Water and Wastewater

Monitoring, Risk Assessment and
Remediation Techniques

 Springer

Emerging Contaminants in Water and Remedial Techniques



Smita Chaudhry and Shivani Garg

Abstract Emerging contaminants (ECs) occur in extremely small concentrations; have a broad distribution, especially in water bodies; and have been identified to cause potential environmental and health risks. ECs comprise of chemical and biological micro-pollutants such as fertilizers and pesticides, pharmaceuticals, cosmetics, nutraceuticals and other personal care products (PCPs), disinfectants, plastics, polycyclic aromatic hydrocarbons (PAH), dioxins, etc. that even in minor concentrations cause serious environmental threats and risks to the associated flora and fauna. The treatment of these ECs poses a major challenge to researchers, engineers and academicians. This chapter hence describes the types of ECs; the hazards associated with their widespread distribution in various fresh water bodies, groundwater and industrial wastewater; and also the associated modern remedial techniques. In order to tackle the bio-geo-environmental threats, various research efforts have been made to increase the efficiency of remediation techniques. Aerobic and anaerobic treatments, adsorption processes with activated carbon and clay minerals, hydrothermal carbonization of biomass, coagulation- flocculation, ozonation, advanced oxidation process (AOPs), UV irradiation, ultrafiltration (UF) membrane treatments, nanofiltration (NF), etc. are some effective treatment techniques for emerging contaminants in water and wastewater.

Keywords Emerging contaminants · Micro-pollutants · Remedial techniques · Advanced treatments · Adsorption · Nanofiltration · Activated carbon · Dioxins · Clay minerals · Personal care products · Polychlorinated biphenyls · Polycyclic aromatic hydrocarbons

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Environmental Sustainability Through Green Banking: A Study with reference to India

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Abstract

Industrialization around the globe has triggered the pursuit of ever increasing needs and demands of the population and it has become symbolic of prosperity and development of an economy. But on the other hand it has resulted in the exploitation of the natural environment which in turn has disturbed the ecological balance. This has raised an important issue of environmental protection among environmentalists, policy makers from all over the world. Now a day, the environmental sustainability has become an important agenda in the international community. This paper attempts to study the various 'Green Banking' approaches adopted by private and public sector banks in India for environmental sustainability. Further this paper also categorizes the phases of Green Marketing initiatives of the banks on the basis of their green banking initiatives. The findings reveal that with time the Indian banking sector has understood the importance of environmental protection and started taking various initiatives under its green banking approach. The finding also shows that public sector banks have taken more green banking initiatives as compared to private sector banks with an exception of one bank.

Keywords: *Environmental Sustainability; Green Banking; Green Initiatives; Phases of Green Marketing.*

INTRODUCTION

The problem related to environment, maintaining the ecological balance and environmental sustainability has become issues for debate around the globe. The organizations and consumer have understood the importance of the environment for the survival of human beings. The green movement has got attention and expanding rapidly in developed countries but with there is increasing receptiveness among consumers about going green in Indian subcontinent also [1]. Today, green or environmental marketing has become a strategic marketing approach with recent focus in business endeavors [2]. Now the profit driven firms have also accepted the green marketing strategies due to political and social pressures and with the time they have exploited the ecological issues as a source of competitive advantage [3]. To explore this competitive advantage green and clean technologies are finding their way into functional areas of day today business operations of various organizations including the banking sector.

BANKING SECTOR IN INDIA & INDIAN ECONOMY

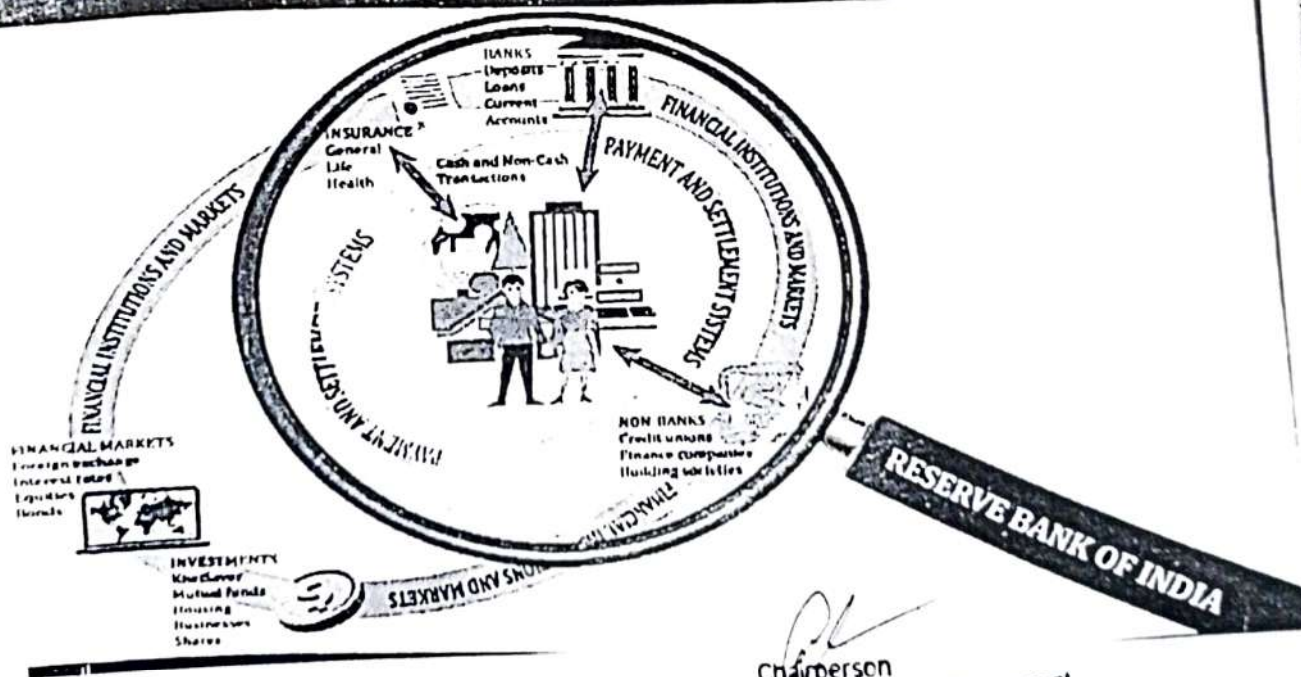
India's financial system has undergone reforms in the year 1990 as the part of the economic reform policy [4]. The financial system plays an important role in the economic growth of a nation; and banking system

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An Assessment of Emerging Landscape of Skill Development in India

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Abstract

Globalization, knowledge, and competition have heightened the need for highly qualified workers in both developing and industrialized countries, allowing them to increase their growth rates to higher levels. From a socioeconomic and demographic standpoint, India's skills growth holds a great importance. As India evolves into a diversified and globally competitive economy, skill creation is one of the most important ingredients for future economic growth. The advancement of skills will be a defining feature of India's rapid development. The present paper attempts to study the present skill capacity, need of skill development in India, employment and unemployment status, challenges for Skill development along with certain potential solutions. The skill capacity has been assessed in the form of general education and vocational training level of the Indian workforce in the age group of 15-59 and which was found to extremely low i.e., 2.39% formally trained, 8.92% informally trained and 88.7% workforce not getting any vocational training. The Government of India's Ministry of Skill Development and Entrepreneurship (MSDE) coordinates with its allied organisations, such as the National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), Sector Skill Councils (SSC), and training partners, to meet the industrial demand for educated and qualified manpower.

Keyword(s): Skill Development, Labour force, Vocational Education and Training, Skill Stock, employability

INTRODUCTION

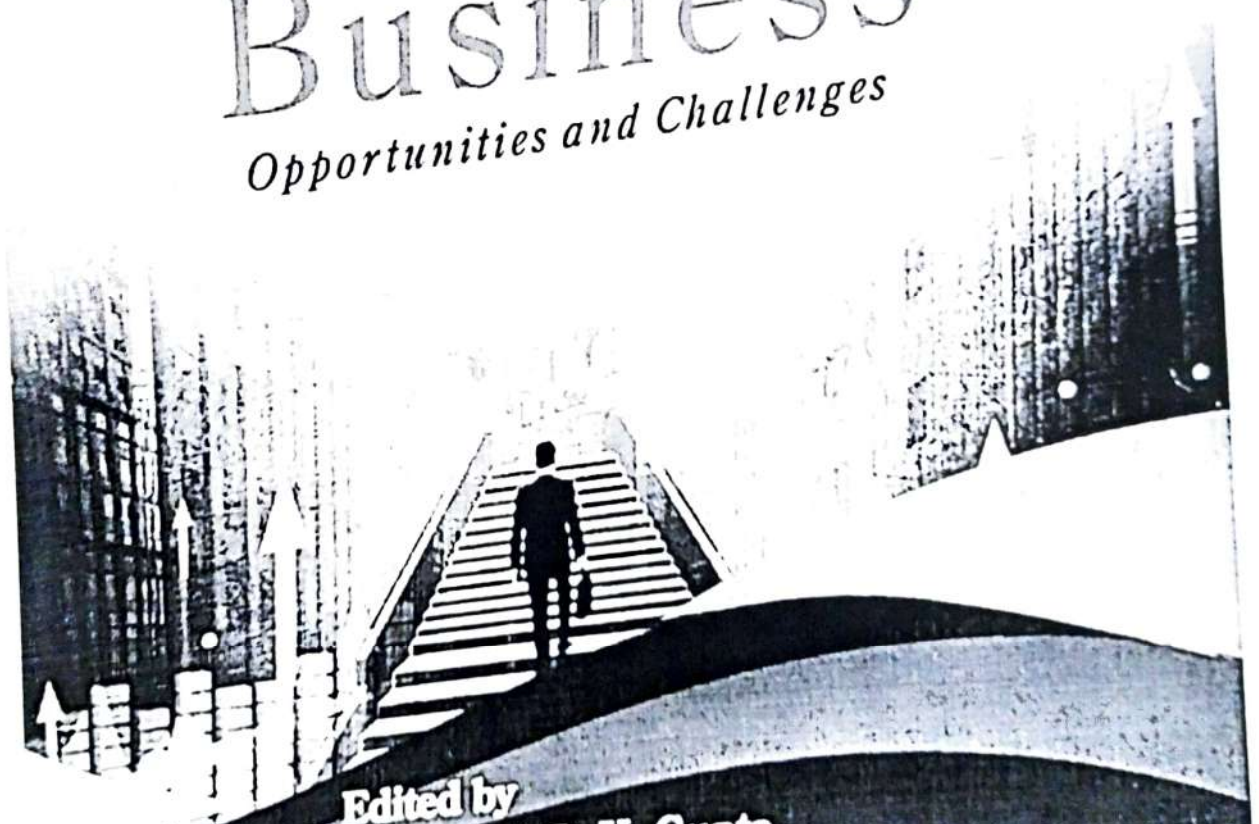
Skills are increasingly becoming the new global currency of twenty-first century economies. The skills development agenda has taken centre stage not only in the global debates on the future of education but also within the Sustainable Development Goal 4 on quality education where technical and vocational skills for employment, decent jobs and entrepreneurship feature prominently (UNESCO, State of the Education Report for India 2020). For more than a decade, various protagonists in India have been particularly interested in vocational education and training (VET). Countries and international organizations involved in foreign assistance and sustainable growth have been engaged in the region, attempting to promote professional development through a variety of methods and programmes. Simultaneously, the Indian government has shown a major interest in skill development through formal VET (Agrawal, 2014) in order to utilise the large potential of a young and ever-growing population. The central and the state governments' efforts since 2008 to set up a framework for TVET provision at scale has yielded results, and there is now considerable infrastructure available for offering short-term training courses that range between a few weeks and a few months in duration. The main vehicle for provisioning these short-term courses – that are largely paid for by the Government of India (GoI) – has been the National Skill Development Corporation (NSDC), set up in 2008 in a unique public-private partnership. Over time, the NSDC has built up a thriving ecosystem of training partners (TPs) and sector skill-councils (SSCs) that have together developed curriculum, delivered

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Opportunities and Challenges



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Organisational Culture, Organisational Commitment and Job Satisfaction: Empirical Evidence from Print Media industry

Dr. Ajay Solkhe & Shivangi Singh

Abstract

Organisational culture refers to shared assumptions, beliefs, values and norms governing the work environment. It builds the sense of belongingness and identity among the members of an organisation. A strong organisational culture tends to create the loyalty and commitment thereby increasing the satisfaction level of employees towards organisation. The present study examined the effect of organisational culture on commitment and job satisfaction of employees working at old and established media house located in North India. A total of 150 respondents were selected through convenience sampling method. The cross tabulation and multiple regression analysis were employed to examine the relationship among them. The data has been collected through questionnaire method using five-point Likert scale. The reliability of instruments of organisational culture, organisational commitment and job satisfaction was well above the threshold limits which further indicates high degree of consistency. The study found out that the employees were satisfied with their job having high degree of commitment and loyalty towards the organisation. Therefore, there is a significant positive relationship between the organisational culture and organisational commitment. Similarly, it has been also been found that there exists a significant relationship between organisational culture and job satisfaction. On the basis of research findings and observations developed, it is suggested to the firms understudy to introduce the flexi-hour policies, recreational activities and wider access to promotional opportunities in order to increase the satisfaction and commitment level of employees towards organisation.

Keywords: Job Satisfaction, Loyalty, Organisational Culture, Organisational Commitment.

Introduction- Conceptual Foundations

Culture refers to assumptions, beliefs, values and norms prevailing in the environment as it describes the behaviour pattern of people working therein. Culture can be learnt by the people working in their respective organisations. It influences the attitude and behaviour of employees and creates a influential work environment surrounding them. The term culture when combined


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Glass Ceiling Effect: Interpretations and Revelations in Indian Context

Dr. Ajay Solkhe, Poonam & Dipika

Abstract

Indian society is characterized as highly democratic, humanistic and advanced. But still the arguments regarding the equality of people with regard to social class, gender, race etc still persists. A "glass ceiling" represents all invisible barriers present in the workplace which are beyond the thoughts of the women. These hidden parameters become the hurdles between the middle and top management for the women. Glass Ceiling and Gender inequality are the prominent challenges these days which are stopping women from holding high positions of prominence in the business world. Due to the presence of this phenomenon working women in India are often struggling to go up in the corporate hierarchies and faces exclusions from significant decision-makings also. The present research paper explores the presence of glass ceiling effect in leading industries/sectors in India along with a focus on highlighting obstacles, key concerns and possible remedies on account of this. This study also attempts to identify the factors which create the grounds of glass ceiling amongst working women in an organization.

Keywords: Glass Ceiling Effect, Gender Diversity, Women Employment, Gender Discrimination, top Level Employment.

1. Introduction & Conceptual Foundations

The glass ceiling is a metaphor for an artificial barrier preventing women from being promoted to top jobs in management. Whenever there is an invisible barrier to achieving the goal, there is a glass ceiling. It is glass because we cannot see it. It is hard and we cannot get through it. For example – a man wants to have sole custody of a baby and the judge assumes it just will not work because he is a man. The difference between a man and woman is basically sex organs and there are very few jobs where sex organs of one type or another are necessary. The United States Federal Glass Ceiling Commission describes the glass ceiling as "The unseen yet unbreakable barrier that keeps minorities and women, regardless of their qualifications or achievements, from rising to the upper rungs of the corporate ladder". It is glass because it is not generally a visible barrier, and


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Human Resource Practices and Human Capital: A Correlational Evidence from Indian Manufacturing Sector

Dr. Devender Singh Muchhal & Dr. Ajay Solkhe

Abstract

Human Capital plays the most vital role to any organization for achieving diversified business goals in today's scenario. Also, the HR practices followed in Indian organization plays a very crucial role for the organizational success. The present study was designed to study the nature and pattern of relationship between Human Capital and HR practices (Compensation, Performance Evaluation process & promotion) of the employees working in manufacturing sector. Questionnaires consisting of 19 items (Human Capital) and 15 items (HR Practices) were used. The findings of the present study reveals that Human Capital followed in Indian Industry are correlated positively with the HR Practices.

Introduction

The organizations attempt to succeed in the highly competitive business environment tend to depend heavily on employee's skill and commitment. The individuals working in the organization become the source and basis for utilization of other resources. Effective human resource management makes organizations and its employees achieve their own objectives.

Human capital refer to processes that relate to training, education and other professional initiatives to increase the levels of knowledge, skills, abilities, values and social assets of an employee which will lead to the employee's satisfaction and performance of the organization. Harbison (1962) defines human capital as means of action taken for enrichment of the skills, education and experience. It is important for any kind of economic and political development in the country. Human capital formation gives top priority to man so as to make him better and productive resource for carrying out different operations in a life.

Wright et al. (1994) explored human capital from resource-based perspective to achieve sustained competitive advantage. Choo and Bontis (2002) reported human capital as the knowledge, talent and experience of employees.


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This book is written as the disciplinary/interdisciplinary course in Immunology for undergraduate and graduate students. The book has been organized in thirteen chapters; starting with the historic developments to advances in the field to applications based on interactions of different elements of immune system have been discussed. Elements, organs and cells comprising immune system are described with their respective roles. Elements and mechanisms involved in innate and acquired immunity are included with Major Histocompatibility Complex, with classes, antibodies and their classes and subclasses, graft rejection, complement pathways and their integration. An overview of topics like tolerance, autoimmunity, immune-suppression, hypersensitivity and cytokines has been included. The book offers a reasonable coverage of key topics with appropriate well labeled illustrations. Attempt has been made to keep the language lucid and text precise and specific.



Dr. Anita Dua has 27 years' experience after Ph.D. in research and teaching. She worked at CCS Haryana Agricultural University, Hissar before joining the present position. She has 40 research papers in national and international journals. She has four books on Biotechnology, Nutritional Biochemistry and clinical Biochemistry to her credit. She is currently working on antioxidant properties of Indian herbs and spices.



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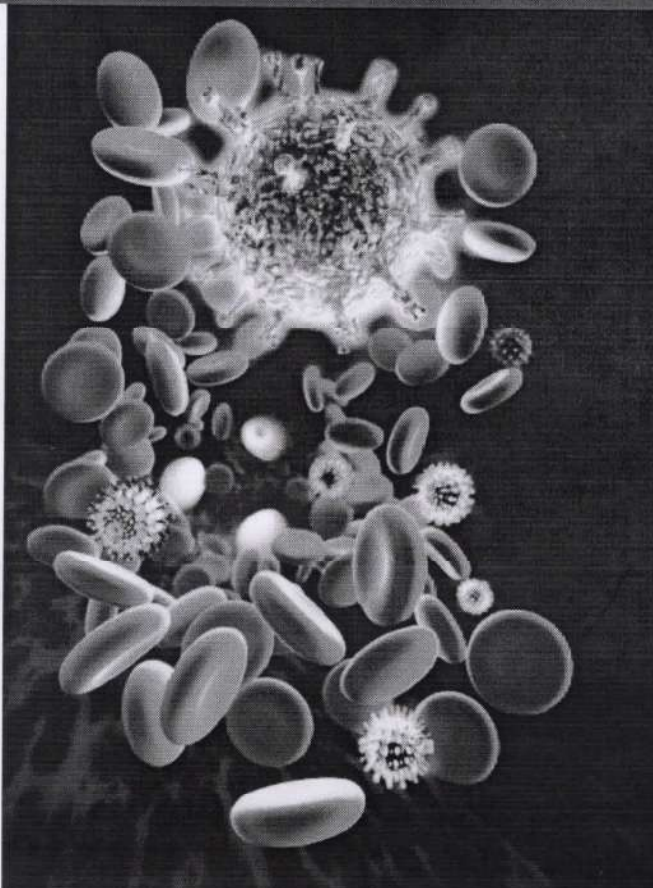
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Indian Writing in English:
Contemporary Trends and Concerns

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Microbes for Humanity and its Applications

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SARUS CRANE

Distribution | Ecology | Conservation



Dr. Sarita Rana and Dr. Harsh Gulati

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