



**Ganpat
University**
॥ विद्यया समाजोत्कर्षः ॥

Faculty of
**Social Science
& Humanities**



3rd

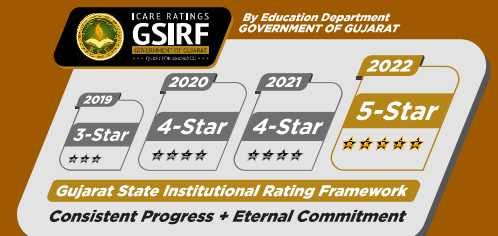
INTERNATIONAL MULTIDISCIPLINARY CONFERENCE ON

EDUCATION REFORMS AND ITS GLOBAL IMPACT THROUGH NATIONAL EDUCATION POLICY

स्वच्छानंद

Compilation of the conference abstracts

Ganpat University-384012,
Mehsana-Gandhinagar Highway,
Mehsana, Gujarat, India.
www.guni.ac.in



About 3rd International Multidisciplinary Conference

Ganpat University- Faculty of Social Sciences & Humanities (GUNI-FSSH) is organising its 3rd International Multidisciplinary Conference on theme Education Reforms and its Global Impact through National Education Policy. It offers a platform to academicians, educators, industrial experts and practitioners to exchange knowledge and expertise in the development field. It can lead to development of subjects on a much larger scale through discussion on topics with current relevance and importance.

About Theme

Education is central to every nation's agenda. Specifically, Sustainable Development Goal (SDG) 4 aims that government works to guarantee inclusive and equitable quality education and promote lifelong learning opportunities for all to achieve the SDG 4. A vision for India's educational system is presented in the New Education Policy (NEP), 2020. NEP offers a thorough framework for reforming education in India from elementary to higher education, replacing the previous National Policy on Education (1986), with a focus on subject choices, flexibility, skill development, improvement of practical, critical, and experimental thinking, reduction of curricular overload, vocational learning, promotion of learning in regional language, regular and formative assessment, and encouragement of differently-abled students. Flexibility is a defining feature of NEP, which

aims to boost the Gross Enrolment Ratio (GER) by 50 percent.

This conference aims to give a common forum to all education stakeholders, faculty members, researchers, students and members of the industry to discuss, various viewpoints on the New National Education Policy, 2020 and comprehend its significance in the transformation of higher education on a global scale. The aim of the worldwide Conference is to facilitate the development of a roadmap for efficient implementation and to facilitate understanding of the proposed reforms. To make education more comprehensive, flexible, skill-based, multidisciplinary, and holistic to create future-ready professionals who are socially responsible and have high moral values, in order to facilitate the achievement of the goal of transforming India into a vibrant knowledge society.

Objectives

- To envision a distinctive educational system that satisfies the world's educational requirements
- To find and fill curriculum gaps and ensure that future learning objectives are met
- To talk about the path toward a comprehensive education
- To contribute to the realization of the goal of making India a prosperous knowledge society.
- To evaluate how the National Education Policy has affected higher education.



About Ganpat University

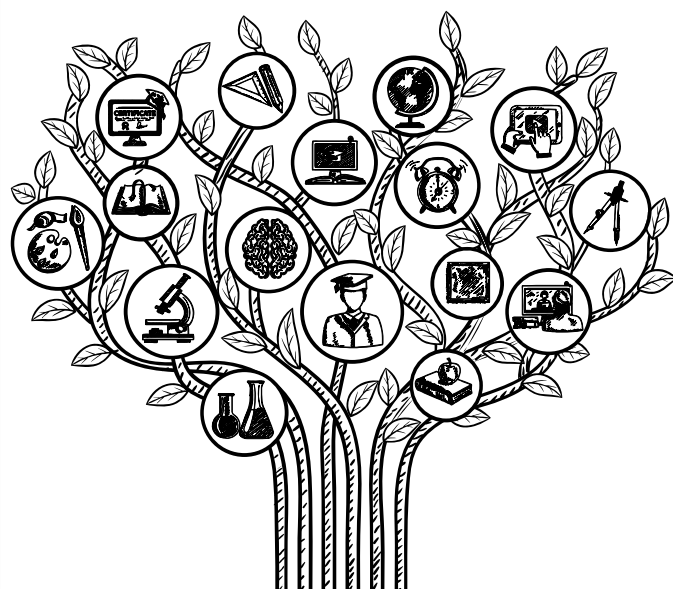
Ganpat University and the township of Ganpat Vidyanagar, a high-tech education campus is a joint initiative, purely philanthropic in nature, by a large number of industrialists and technocrats, noble farmers and affluent businessmen for the mission of "Social Upliftment through Education". The University is established by the State Government by the enactment of Act No.19/2005 on 12th April 2005. It is approved under section 2(f) by the University Grants Commission (UGC). In consideration of its contribution to Education in a short period of time, the University has been given Permanent Membership in renowned Academic & Industry Associations, such as the Association of Indian Universities (AIU), Association of Commonwealth Universities (ACU), Federation of Indian Chambers of Commerce and Industry (FICCI), All India Management Association (AIMA), Confederation of Indian Industry (CII), International Association of Universities (IAU), Associated Chambers of Commerce and Industry of India (ASSOCHAM), Association of the Universities of Asia and the Pacific (AUAP), Recognized by Department of Scientific and Industrial Research (DSIR), Govt. of Gujarat appointed Start-up Nodal Institute, Centre for Entrepreneurship Development (CED), Student Start-up & Innovation Policy (SSIP), National Centre for Management of Agricultural Extension (MANAGE).

Ganpat University offers various unique, quality, industry-linked and sector-focused Diploma, Undergraduate, Postgraduate and Research level programs (Professional and Non-professional) in the field of Engineering, Management, Computer Applications, Pharmacy, Sciences, Commerce & Social Science, Architecture, Design & Planning, Maritime Studies, Nursing, & Agriculture etc.



About GUNI-FSSH

The Faculty of Social Sciences & Humanities (FSSH) at Ganpat University provides the set of skills for a broad range of professional fields in various disciplines viz. Economics, English Literature, Linguistics, Commerce, Social Work, Education, etc. With its varied range of teaching expertise and research orientation, the GUNI-FSSH promotes interdisciplinary opportunities in social sciences and humanities, offers projects and research work along with the studies.



3rd

INTERNATIONAL MULTIDISCIPLINARY CONFERENCE ON

EDUCATION REFORMS AND ITS GLOBAL IMPACT THROUGH NATIONAL EDUCATION POLICY

March 17, 2023 | 09:30 AM IST

Inauguration Schedule

- 09.00 AM to 09.30 AM : Registration of participants and High tea
- 09.30 AM to 09.40 AM : Welcome Address and Event Briefing by
Dr. Abhishek Parikh
Dean, Faculty of Social Science & Humanities, Ganpat University
- 09.40 AM to 09.50 AM : Ceremonial Address by
Dr. Mahendra Sharma
Honorable Pro-chancellor and Director General, Ganpat University
- 9.50 AM to 10:15 AM : Address by
Dr. S. O. Junare
Campus Director, LNJN National Institute of
Criminology & Forensic Science NFSU Delhi Campus.
- 10:15 AM to 10:40 AM : Address by
Ms. Sarah Munyi
President, Youth in Africa, Kenya
- 10:40 AM to 11:05 AM : Address by
Prof. (Dr.) S. Shanthakumar
Director, Gujarat National Law University, Gandhinagar
- 11:05 AM to 11:20 AM : Presidential Address by
Dr. Ganpatbhai I. Patel (Dada)
Hon. Patron in-Chief & President Ganpat University
- 11:20 AM to 11.25 AM : Vote of Thanks (Prof. Sanjay Vanani)
- 11.25 AM to 11.30 AM : University Song



INTERNATIONAL MULTIDISCIPLINARY CONFERENCE ON

EDUCATION REFORMS AND ITS GLOBAL IMPACT THROUGH NATIONAL EDUCATION POLICY

March 17-18, 2023

Schedule - Conference & Workshop

March 17, 2023

Track Presentation 1:00 PM Onwards

Track No.	Track Name	Track Chair
Track#1	Educational System Reforms and Global Impact through NEP2020	Dr. Sriram Divi
Track#2	Commerce, Innovation and Management	CMA Paresh J. Bhatt
Track#3	Social Sciences and Humanities	Dr. Saurabh Anand
Track#4	Language, Performing Art and Law	Dr. Charul Jain

March 18, 2023

Conference Research Workshop 1:00 PM Onwards

Workshop Title: Research, Innovation and Intellectual Property Rights in HEIs

Session 1	9:30 AM to 11:00 AM IST	Dr. Kamlesh Patel Head, Medical and Health Tech, Lupin Limited
	11:00 AM to 11:15 AM	Break
Session 2	11:15 PM to 12:30 PM IST	Dr. Annamma Samuel Professor, Gujarat National Law University, Gandhinagar
	12:30 PM TO 1:30 PM IST	Lunch Break

Prize Distribution Ceremony

01:30 pm	Best paper awards (Academician/Corporate/Research Assistant/ Doctoral Category)
02:30 pm	Tea Break
02:45 pm	Campus Visit for Participants

THEME



Track#1

Educational System Reforms and Global Impact through NEP2020

- Indian Educational System and Global Standards
- Accreditation, Ranking, and Regulatory Systems for Higher Education
- Evaluation and Assessment Standards
- Policy, Governance and Leadership
- Quality Research and Innovation to Support Higher Education
- Changing Higher Education Landscape
- Vocational Education and Higher Education
- Elementary Education and The National Education Policy
- Curriculum, Pedagogy & Education System
- Early Childhood Care and Education: The Foundation of Learning
- Technical Education: Challenges and Reforms for New India
- Flexibility in the New Education Policy

Track#2

Commerce, Innovation and Management

- Human Capital Management in Education
- Financial System-Affordability, Accessibility and Inclusion
- Management Education and Industrial Partnership
- Taxation Reforms and their Impact
- Entrepreneurship, Employability and Innovation
- Investment, Equity and Growth

Track#3

Social Sciences and Humanities

- Social Sector and Education Reform
- Institutional Social Responsibility and Community Engagement
- Civil Society Organizations and Educational Inclusiveness
- Social Entrepreneurship and Livelihood
- Corporate Social Responsibility and Education
- Redefining Research and Community Empowerment

Track#4

Language, Performing Art and Law

- Art for Education
- Contemporary Literary Issues and their reflection in Education
- Language and Global Views
- Language and Learning Outcome
- Culture, Community, Languages and Education
- Inclusion of Art in Curriculum
- Legal Reforms and Education
- Human Rights and Education
- Role of Government and Legislative Bodies
- Legal Regulations and Standards in Education
- Law, Policy and Governance
- Constitutional Provision and NEP 2020

Table of Contents

Track 1 Educational System Reforms and Global Impact through NEP2020

Paper ID	Particular	Page No.
1.01	Changing Role of Teachers in NEP 2020- A Case Study of Schools in Jharkhand <i>Dr. Usha Kaushik, Monika Singh, Rashmi Kumari</i>	1
1.02	Indian Educational System and Global Standards <i>Jyoti Joshi</i>	2
1.03	Awareness and Attitude of Teacher-Educators Towards Blended Learning- with Relevance to NEP 2020 <i>Antara Mukherjee, Dr. Sanjoy Bhuyan</i>	3
1.04	National Education Policy and Its Impact on Educated Unemployment in India <i>Dr. Maheshvari Yadav</i>	4
1.05	Role of NEP in Development of Education System of India <i>Dr. Mahesh M. Barad</i>	4
1.06	A Study of Online and Digital Education Use of Technology in the New Education Policy: With Reference to NEP 2020 <i>Miss. Arti K Patel, Dr. Rasikbhai I. Prajapati</i>	5
1.07	Educational System Reforms Through NEP – 2020 <i>Dr. Hina M. Patel</i>	6
1.08	Skill Education and its Importance to Make Current Education more Applicable <i>Riketa Parmar, Nishu Jha, Dr. Abhishek Parikh, Dr. Vipul Patel</i>	6
1.09	Vocational Education and Training and Higher Education in India <i>Dr. Vishalkumar Joshi</i>	7
1.10	National Education Policy- 2020 and Community Engagement <i>Dr. R. Mahendranath Chowdary</i>	7
1.11	Need for Early Childhood Care Education and Implementation <i>Dr. Krunal K. Bhuva, Dr. Bhartesh Shah, Mr. Bhavesh Chandaria</i>	8

1.12	Analyzing The NEP <i>Meghna Vesvikar</i>	9
1.13	Investment and Spending Habits of Generation Z: Implications Under NEP 2020 <i>Dhara Jha, Devanshi Dave, Dr. Abhishek Parikh</i>	9
1.14	A Study and Analysis of National Education Policy 2020: With Reference to Gross Enrollment Rate and Dropout Rate and Challenges <i>Dr. Rasikbhai I Prajapati, Dr. Prakashchandra M. Parmar</i>	10
1.15	The Innovations and Evolution of Higher Education in Modern India <i>Arun Kumar</i>	10
1.16	Analyzing The Impact of The New Education Policy (NEP) 2020 on The Indian Education System and Its Potential for Promoting Inclusive and Equitable Education <i>Tejaskumar Modi</i>	11
1.17	Understanding Student Acceptance of National Education Policy in Higher Education <i>Ms. Krupa Modi, Dr. Vipul Patel, Dr. Dharmendra Thaker</i>	11
1.18	A Study on National Education Policy-2020: An Awareness Among the Students of Saurashtra Region <i>Ms. Priyanka D. Meghanathi, Mr. Sagarkumar B. Thakkar</i>	12
1.19	A Study on The Awareness and Perception of National Education Policy 2020 in Students and Teachers of Gujarat <i>Dharti Rami, Dr. Kamini Shah, Dr. Vishal Acharya</i>	12
1.20	Education Reform in India: A Swot Analysis of Nep 2020 And Its Interaction With Constitutional Values <i>Joshen Joji Ottaplackal, Dr Anbu Krishnamoorthy</i>	13
1.21	A Critical Study On New Education Policy 2020 in India <i>Mr. Mohammadali, Dr. Kundan Patel, Ms. Inayatfatema I Davada</i>	14

Track 2 Commerce, Innovation and Management

Paper ID	Particular	Page No.
2.01	GST - A Revolution in The Tax System of India and Its Impact on Indian Economy <i>Tanisha Patel, Dr. Mirav Patel</i>	15
2.02	An Analysis on Financial Performance of Mahindara Holidays & Resorts India Limited <i>Dr. Jagdishbhai K. Patel</i>	15
2.03	A Study on Factors Affecting Employees Retention in Pharmaceutical Organisation <i>Jaldhi Shah, Dr. Mukshita Dhrangadharia</i>	16
2.04	A Study on Factors Affecting Digital Payments by Individuals Of Mehsana City <i>Dr. Kalpeshkumar T. Patel</i>	17
2.05	Utilisation of Solar Energy in Indian Agricultural <i>Kalpeshkumar P Patel, Tushar M. Patel</i>	17
2.06	A Tax Reform Analysis in India with Reference to The Goods and Services Tax (GST) and Its Impact on Retail Trade <i>Mr. Piyushkumar R. Maru</i>	18
2.07	A Comparative Study on Solvency of Selected Fertiliser Companies in India <i>Arati P. Prajapati, Dr. Alka B. Kshatriya</i>	19
2.08	Performance Evaluation of Indian IT Sector- A Study of Profitability and Liquidity of Selected IT Companies <i>Dhanraj D. Gadhavi, Dr. Mahesh M. Barad</i>	19
2.09	A Study on Factors Influencing GST Non Compliance by Selected Small Business Owners of Sabarkantha District <i>Mr. Shabbirali S. Thavara</i>	20
2.10	A Study on Financial Performance of Selected Fast Moving Consumer Goods Companies in India <i>Rahul M. Rathod, Dr. D. N. Patel</i>	21
2.11	A Study on Impact of Employee Satisfaction on Customer Satisfaction and Service Quality of Tourism Sector in North Gujarat Region <i>Megha K. Modi, Dr. Jitendra K. Sharma</i>	21

2.12	Mobile Wallets Adoption by Younger Generation: With Reference to North Gujarat <i>Ms. Bhumika Patel, Dr. Ankita Mistri, Dr. Swati Dave</i>	22
2.13	Assessing Adoption of Mobile Money by The Citizens of Ahmedabad: Validating Uatut Model <i>Jitendra Salunke,</i>	22
2.14	Sustainable Investing: A Retail Investors' Perspective <i>Ashka Dave</i>	23
2.15	Impact of Managers Coaching Behaviours on Team Member Performance: Mediating Role of Leader Member Exchange <i>Venkata Subramanian, Dr. Dharmesh Gadhavi, Dr. Vaidyanathan K N</i>	24
2.16	A Study on User's Satisfaction Towards E-Service Quality: A Study with Reference to Banking Sector in Gujarat Region <i>Dr. Dharmendra Thaker, Ms. Krupa Modi, Mr. Mohammad Ali</i>	25
2.17	Fintech & Financial Inclusion: Assurance of Accessibility and Affordability <i>Baisakhi Vohra</i>	25
2.18	A Study on Impact of Financial Literacy on Investment Decision in Working Women with Reference to Ahmedabad City <i>Jainy Shah, Dr. Kundan Patel</i>	26
2.19	Indian Textile Industry to World <i>Ashutosh B. Mehta</i>	27
2.20	Comparative Analysis of Total Corporate Disclosure of Selected it Companies of India <i>Vaibhavi D.Thaker, Dr. Dharmendra Thaker</i>	28
2.21	Social Media Advertising: A Study of Consumer's Attitude and Participation Preferences <i>Ms. Rudri Dave, Dr. Bharat Tarapara</i>	29

Track 3 Social Sciences and Humanity

Paper ID	Particular	Page No.
3.01	Knowledge of Child Rights Among School Teachers – A Key Factor for Inclusive Education <i>Lilly Pushpa, Dr. M. Daniel Solomon</i>	30
3.02	Beating to Change: Wars, Rejection and Their Wayward Thinking –Re-Visiting Beat Culture Through Literature <i>Amritha S.Nair, Dr. Hiren H Trivedi</i>	31
3.03	Human Capital Management in Education <i>Dr. Shaileshkumarb. Prajapati</i>	31
3.04	Advices to Prevent Disabilities for Pregnant Mothers and Lactating Mothers in Early Stages <i>Reena Dipsinh Raol</i>	32
3.05	Education of Children Living in Child Care Institutions of Delhi <i>Hrishika, Dr. Binod Kumar</i>	32
3.06	A Study on Influence of Work Motivation on Work Engagement <i>Anuragee S. Bhatt, Dr. Manisha Parmar</i>	33
3.07	Role of CSR (Corporate Social Responsibility) in The Field of Education: A Comprehensive Study <i>Dr. Chandrakant A. Patel</i>	33
3.08	Color Psychology in Marketing and Branding <i>Bhavisha A. Madhavi</i>	34
3.09	Children of Nomadic and Denotified Tribes and Education Opportunities: A Challenge of Inclusiveness <i>Vikrantkumar B Dasani, Dr. M N Parmar</i>	35
3.10	Antecedents of Students' Intention Towards Social Entrepreneurship in Gujarat: Extension of Theory of Planned Behavior <i>Dr. Kiran J. Patel, Ms. Khushbu H. Mistri</i>	36
3.11	A Study on The Understanding of Menstrual Hygiene Management and Disposal Practices Among Menstruating Women in Shimla City, Himachal Pradesh <i>Pooja Sharma</i>	37

3.12	The Role of Corporate Social Responsibility to Improve Woman Education in Mahesana <i>Dr. Kranti P Trivedi</i>	38
3.13	A Study of Consumers Experience in Performance of Multiplex Theatre with Reference to Five Mega City of Gujrat <i>Geeta R. Luhana, Dr. Rajeshkumar G. Patel</i>	39
3.14	Knowledge of Child Rights Among School Teachers – A Key Factor for Inclusive Education <i>Lilly Pushpa, Dr. M. Daniel Solomon</i>	40
3.15	Social Entrepreneurship Education in Social Work Colleges in Gujarat: Evaluation of Curriculum, Pedagogy & Teaching Practices <i>Sanjay Vanani, Dr. Hiren Patel</i>	41
3.16	Does Stress Affect Performance of Working Women in Management Colleges? Model Developed by Smart PLS <i>Arti Chotai</i>	42
3.17	Sustainable Livelihoods for Elderly in India: Insights from Elders' Self-Help Groups and National Education Policy 2020 <i>Subha Maji, Dr. Anbu Krishnamoorthy</i>	43
3.18	An Empirical Review of Efficacious Community Engagement Practices Followed by Higher Educational Institutions in India <i>Dr. Rajkamal Ajmeri</i>	43
3.19	Anti Human Trafficking Unit (Ahtu): A Qualitative Analysis of Law Enforcer's Opinions <i>Dr. Rajkamal Ajmeri</i>	44
3.20	Beating To Change: Wars, Rejection and Their Wayward Thinking –Re-Visiting Beat Culture Through Literature. <i>Amritha S.Nair, Dr. Hiren H Trivedi</i>	44
3.21	Exploring Parents' Attitude To Subscribe to The Ed-Tech Services: Evidence from India <i>Gautam G. Dua, Drusya T. Thannikkottu, Dr. Vishal Acharya, Dr. Kiran Patel</i>	45
3.22	Socio-Economic Challenges and Perceived Stress Levels Among Single Mothers <i>Boominathan R, C. Satheesh Kumar, Greeshma.K.</i>	46

Track 4 Language, Performing Art and Law

Paper ID	Particular	Page No.
4.01	The Narrative of Shakuntala by Kalidasa and Raja Ravi Varma an Eco-Critical Perspective <i>Shubhangi S Rao, Dr. Hiren H Trivedi</i>	47
4.02	Legal Reforms and Education <i>Dr. Samir A. Runja</i>	47
4.03	Elucidating Munshi's Notion of Gujarati Identity in 'Patan Trilogy' <i>Dhwani S. Thakrar, Dr. Keyur Parikh</i>	48
4.04	Innovations in Teaching Language in The Classroom <i>Dr. Ankita A. Desai, Dr. Usha V. Kaushik</i>	49
4.05	Integrating Information and Communication Technology (Ict) in Classroom Teaching for Improving English Pronunciation: An Experimental Study <i>Ms. Rudri Dave, Dr. Usha Kaushik, Monika Singh</i>	50

CHANGING ROLE OF TEACHERS IN NEP 2020- A CASE STUDY OF SCHOOLS IN JHARKHAND

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KEYWORDS:

National Education
Policy, reforms,
teachers; changes,
role, teacher-student
relationship, impact,
global development

ABSTRACT:

Education prepares society to foster and unleash the brainpower for a fresher, more expansive perspective. Changes present difficulties and open up opportunities for improvement. To create insight, innovation strongly depends on the creative modification. The Indian Education Ministry has introduced the National Education Policy 2020 to replace the antiquated and previous National Policy on Education that was drafted in 1986 and transform the current educational system. This is the only third significant transformation of the educational framework since independence after the educational policies of 1968 and 1986.

To bridge the educational achievement gap between the present state of education and the eminent learning that must have the qualities of research-oriented; flexible yet enjoyable; which works for holistic growth of an individual with critical thinking, NEP 2020 has laid out several reforms in polar opposite areas, from school to university level. The importance of teachers in the current educational environment is highlighted by NEP 2020. To implement the revolutionized educational policy the main role is to play by the teachers. The impact of the policy change has made it extremely difficult for this area of the educational system to bring about the anticipated adjustments. Through a case study of schools in Jharkhand to achieve the designated goals in accordance with NEP 2020, this research attempts to examine the evolving role of teachers in India. To learn about the teacher's dynamic involvement with the most recent National Education Policy, exploratory, descriptive, and analytical methodologies have been applied. The survey approach has been used to gather primary data. The samples were obtained through the non-probability convenience sampling method. Teachers from a variety of Jharkhand-based CBSE and ICSE schools have been included in the study's sampling components.



INDIAN EDUCATIONAL SYSTEM AND GLOBAL STANDARDS

Jyoti Joshi¹

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KEYWORDS:

primeval,
educators,
persistent,
apprentice,
contemporary.

ABSTRACT:

Education delivers information, knowledge, and assistance which support the individual to be employable. The Indian instructive structure is identically prevalent and expanded amongst other nations' teaching arrangements owing to its alteration in the development from the primeval to the contemporary education scheme. In the olden periods, India had the Gurukul system of education in which anybody who coveted to learn and get knowledge went to a Guru's house and entreated to be trained. This shaped a solid bond between the educator and the Scholar and educated the apprentice on everything about running a house. All education was thoroughly associated with nature and natural life, and not restricted to learning some data.

This paper emphasizes training policy, prospectus, features, methods of learning, aims of the Indian education system during the ancient and medieval retro and how it varied in

today's up-to-the-minute global educational system and what are the things that our today's modern education needs to absorb and implement from olden and primitive education apart from supporting the power of considering the world from miscellaneous viewpoints and an impending in which all entities have the assistance, and understanding to engross with their global peers and support resolve today's persistent encounters. The current paper purposes to discriminate early, medieval, and recent teaching with advantages and shortcomings. The pupils and educators will pact to distinguish the alteration in the teaching system and what else to be modified in the upcoming to overcome all the complications separately from linking with other notions and beliefs as they direct and assess a diversity of knowledge.

AWARENESS AND ATTITUDE OF TEACHER-EDUCATORS TOWARDS BLENDED LEARNING- WITH RELEVANCE TO NEP 2020

Antara Mukherjee ¹, Dr. Sanjoy Bhuyan ²

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² *Professor in Education, Jamshedpur Women's University*

KEYWORDS:

National
Education Policy
2020, blended
learning, teacher
educators,
awareness, and
attitude

ABSTRACT:

Education is one of the arenas to undergo plethora of changes due to technological advancement, changing needs, demand for quality education, dynamic job structure, implementation of the new National Education Policy (NEP) 2020 and lastly the COVID 19 outbreak. The NEP 2020 envisions the extensive use of technological intervention and innovations at all levels of education. Blended learning is one such innovation that is being rapidly adopted across the world, which reproduces a fine amalgamation of the face-to-face traditional learning along with online technology-mediated instructions, where students can learn at their own pace, place, and time. NEP 2020 acknowledges the importance of Blended learning in enhancing the quality of education.

Teacher educators are the ones who prepares teachers, so it is essential for them to be first fully aware and have a welcoming attitude towards Blended learning, only then they can equip the prospective teachers on the knowledge and the different modes of Blended learning. Considering this, the study has been carried out to assess the level of understanding, awareness, and attitude of the teacher educators towards Blended learning.

Random sampling technique has been used to select a sample of 54 teacher educators. Data collected through descriptive survey technique has been analyzed through Frequency count, percentage, means, standard deviation and t-test. The results reveal that majority of teacher educators are aware of and do possess a positive attitude towards this hybrid way of learning. The findings also shows that majority of teacher educators still need to explore more about blended learning.

The paper recommends that more conferences, workshops, seminars be conducted on blended learning to adorn teachers with the benefits of this learning mode, which can facilitate NEP 2020's visions.

NATIONAL EDUCATION POLICY AND ITS IMPACT ON EDUCATED UNEMPLOYMENT IN INDIA

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KEYWORDS:

Education,
Unemployment,
Policy, UGC,
CMIE

ABSTRACT:

The recent most sensitive issue of India as well as the whole world is Unemployment. In case of uneducated Unemployment is striking attention of every intellectual. It's important to have an education but the ultimate goal of any education is to get employed. In India the ratio of educated unemployment is very disturbing. There are number of reasons for this situation but among all these one is our education policy. In this research study we are discussing the new education policy which is going to implement from the year 2023. This study analyze the possible impact of new education policy on uneducated employment as well as contribution of this new policy in creating awareness of new era of skill required for better job opportunities. This study analyzes the data of CMIE for recent numbers of educated unemployment as well as UGC for enrolled students in university as well as colleges and also the standards of universities which provide higher education. The result of the study shows importance of new education policy having certain skill based courses which provide job opportunities as well as awareness regarding it.

ROLE OF NEP IN DEVELOPMENT OF EDUCATION SYSTEM OF INDIA

Dr. Mahesh M. Barad¹,

¹ Principal, Sheth S.V Arts And Commerce College – Mandvi

KEYWORDS:

Vision Of National
Education Policy-
2020 , Education
System,
Restructuring And
Consolidation,
Major Problems In
System , Steps To
Be Taken By
Governments And
HEI

ABSTRACT:

NEP-2020 has set 2040 as the deadlineto fulfil the goals, targets, and pathways. Higher education plays an extremely important role in promoting human as well as societal well-being and in developing India as envisioned in its Constitution - a democratic, just, socially-conscious, cultured, and humane nation upholding liberty, equality, fraternity, and justice for all. Higher education significantly contributes towards sustainable livelihoods and economic development of the nation. As India moves towards becoming a knowledge economy and society, more and more young Indians are likely to aspire for higher education. NEP aims at universalising school education (achieving 100% Gross Enrolment Ratio in preschool to secondary level) by 2030 and higher education (increasing the GER in higher education to 50 %) by 2035

**A STUDY OF ONLINE AND DIGITAL EDUCATION USE OF TECHNOLOGY IN THE
NEW EDUCATION POLICY: WITH REFERENCE TO NEP 2020**

Miss. Arti K Patel ¹, Dr. Rasikbhai I. Prajapati²

¹ *Research Scholar, Sankalchand Patel University;* ² *Assistant Professor, M.K.Amin
Arts & Science College and College of Commerce, Padra The MSUniversity of Baroda*

KEYWORDS: ABSTRACT:

national
education policy;
digitalization;
technology

The democratic welfare government is not only interested in creating educational institutions as infrastructure for education for all, but is also equally keen on quality-oriented, even-handed, and equitable education. In fact, the focus of the Global Agenda SDG 4 is to raise the standard of living and quality of life by ensuring quality and lifelong education irrespective of region, race, religion, colour, and caste, etc. Thus, there is a strong focus in India to reach global targets and more importantly, this is due to the necessity of fulfilling the government's goals on overhauling India's education system in the context of far-reaching changes that have taken place in terms of economic, social, and scientific areas over a period of last twenty years. The outcome of all these complex issues and critical thinking across stakeholders in social development manifested into policy action called the New Education Policy 2020 (NEP 2020). Therefore, it is critically important to analyze the subject under study as a compact system composed of simultaneous relationships to give a combined effect of the objectives and the framework undertaken for the analysis. In our opinion, remarkable progress on the quality of life can be made possible with flexibility in proper life-long education and training, which can culminate skill, experience, quality of education, and rigidity of the segmented labor market into better opportunities and employment.

EDUCATIONAL SYSTEM REFORMS THROUGH NEP – 2020

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KEYWORDS: **ABSTRACT:**

Education,
Policy,
Development,
Growth,
Opportunities

India is projected to have the youngest population in the world in the years running up to the year 2030. This will be a benefit provided that its younger population is educated to the point where they are ready for the workforce. A superior level of education will be essential to the accomplishment of this objective. According to the Unified District Information System For Education, the current educational environment is hindered by insufficient facilities, inadequate public investment on education (just under 3.5% of GDP), and a pupil-to-teacher ratio of 24:1 at the national scale for primary schools. These factors combine to make the current educational environment less than ideal (UDISE). So, it has been long overdue for the Indian Education System to adopt new learning approaches that are adaptable and relevant and that are in accordance with global standards. Last but not least, in order for "National Education Policy 2020" to be put into action, it will need to be updated.

SKILL EDUCATION AND ITS IMPORTANCE TO MAKE CURRENT EDUCATION MORE APPLICABLE

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KEYWORDS: **ABSTRACT:**

Innovation,
Conceptualization,
Aggregation,
Transmission.

If we teach today's student as we taught yesterday' then we rob them of tomorrow."These words of John Dewey are enough to think about innovation in education system of India. For the same the system of education in world class institution of ancient India is the greatest inspiration. Moreover, we are in a globalized era where the formation, transmission, Application, conceptualization of the knowledge for the knowledge is going to present the fundamental role. The aggregation of knowledge is as important as the aggregation of capital in business and this aggregation of knowledge demands for transformation to survive, compete and Finally win because one cannot forecast the future due to advancement in each field or Areas. These all requirement can be filled by the perfect application of our country's well Established New Educational Policy 2020 The main motive of an NEP 2020 is that "learning should be holistic, integrated, Inclusive, enjoyable and engaging. Definitely to achieve this goal live skill activities have been added to make the new Educational policy inclusive. We are concluding with the belief that the NEP2020 has strong approach and attempt to Correct the ancient education system with the established model that helps global Education in local setup.

VOCATIONAL EDUCATION AND TRAINING AND HIGHER EDUCATION IN INDIA

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KEYWORDS: ABSTRACT:

Education,
Vocational,
Training,
Implementation,
Growth

India boasts one of the largest skilled labour forces in the world. Yet, relative to its population, it is little, and there is vast room for development in this area. In India, general education has been prioritized at the expense of vocational education. This has caused a big number of educated individuals to stay jobless. Now that planners have recognized this issue, there is a greater emphasis on vocationalizing schooling under NEP 2020. Higher students make up a larger percentage of the student body than in previous years, but this increase is concentrated in only a few areas, highlighting a gap in technical and vocational education. This is generating an imbalance since there is a greater need for all the segments as our country is growing at all levels. Hence, additional vocational education and training centers are now being established. In addition, a number of Ministries are attempting to provide vocational training via institutions that were created specifically for this purpose. The government is making an effort to maintain the standard of these programmes in this way. More funding for vocational education has been made available thanks to the recently implemented Five Year Plan. In addition, it is assured that women and other marginalized members of society are adequately represented in these courses. So, it is envisaged that VE&T would play a significant part in enhancing the lives of the Indian populace.

NATIONAL EDUCATION POLICY- 2020 AND COMMUNITY ENGAGEMENT

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KEYWORDS: ABSTRACT:

SDG's- NEP-
Quality
Education-
Community
Engagement

To attain Sustainable Development Goals (SDG's) Goal 4- Quality Education, National Education Policy (NEP) 2020 will be a tool. NEP highlights the students engaging with communities Viz., Tribal, Rural and Urban areas. In-house learning helps the students to apply subjects at the grassroots level to understand the situation and bring out solutions by involving communities and other key stakeholders on various socio-economical and cultural aspects. There are different challenges to the intuitions in implement community engagement; this paper tries to explain about the various approaches for appropriate community engagement through NEP.

NEED FOR EARLY CHILDHOOD CARE EDUCATION AND IMPLEMENTATION

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² Trustee Oshwal Education Trust; ³ RK University, Rajkot

KEYWORDS: NEP-2020, Early Childhood Care Education, Story-telling

ABSTRACT:

The 86th Constitutional Amendment Act-2002 has amended the fundamental rights for free and compulsory education for children age group of 6-14 years, also giving importance for ECCE for 0-6 years of age group children. Another positive aspect of government is to give emphasis on designing special syllabus for Children age group of 0-6 years. There is there is big challenge for government to implement this programe as most of the Anaganwadi workers require proper training and other facilities to successfully Implement NEP. Health and Nutritional aspects are also need to be taken care of for pre-primary education. At Present there is absence of Standard curriculum which can be implemented throughout India for the children age group of 0-6 years. There is also challenge for Government for assessing the performance of Children under the ECCE programe, at a same time there is requirement to hire qualified and skilled staff at Anganwadi who can develop, understand and implement the curriculum design for Children age group of 0-6 years. Early childhood is a critical stage in preparing a child for formal education. It also motivates children's attention in education. Early childhood care and education are therefore based on the child's psychosocial, nutritional, health and school development. The quality of early childhood care and education can be improved by providing access to organization/ institute set up, equipment and resources. The five elements and aspects of children ECCE as a developmentally appropriate syllabus, qualified teachers, an appropriate teacher-to-child ratio, and group size. An infrastructure that supports the needs of children and promotes styles of supervision. International instruments adopted in the 1990s reiterate the importance of early childhood care and education for a country's educational development.

ANALYZING THE NEP

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KEYWORDS:
NEP, analysis,
reform

ABSTRACT:

The NEP 2020 was launched at a time when the nation was struggling to make sense of the pandemic, at a time when there was no clarity regarding major decisions such as board exams and entrance exams for various courses. At a time when the general population was struggling for their lives and livelihoods, the policy was introduced with lofty ambitions, vague procedures and long-term changes. The replacement of the Central Education Minister since also raises questions.

The implications for these changes are equally concerning. The country is seeing ever larger number of students going abroad, a new wave of brain-drain. The cost of private higher education has increased exponentially but there are few checks on its quality. There are exciting developments like foreign universities setting up campuses in India but it deflects attention from the fact that it will only perpetuate the current class bias in education.

This article aims at clarifying the major provisions of the NEP 2020 and understanding its impact, both positive and negative, on the various stakeholders in the current education system.

INVESTMENT AND SPENDING HABITS OF GENERATION Z: IMPLICATIONS UNDER NEP 2020

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KEYWORDS:
Generation Z,
Investment and
Spending Habits,
Financial
Literacy,
Financial well-
being, NEP 2020

ABSTRACT:

Each new generation is born with new challenges that continuously change in every aspect of living. The habits related to investment and spending by Generation Z must differ from previous generations. In this work, the authors tried to conceptualize a framework of investment and spending habits of Generation Z and the role of financial literacy for better money-related decisions. It further explores the gaps in basic financial literacy among the sample and its impact on investment and spending decisions. The world has the highest population of Generation Z, and they are and will be the cohort of the majority working class. The investment and spending habits of this age group of the population have a critical implication on the future of economic activities and businesses at large. India has developed a New Education Policy (NEP) 2020, and there is a dire need to include basic financial literacy modules and courses at the high school level. We need to be made mandatory courses in all the streams for the greater good of all the stakeholders.

A STUDY AND ANALYSIS OF NATIONAL EDUCATION POLICY 2020: WITH
REFERENCE TO GROSS ENROLLMENT RATE AND DROPOUT RATE AND
CHALLENGES

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KEYWORDS: **ABSTRACT:**

Gross Enrolment
Ratio, Dropout
Rate, Gender
Parity
Index(GPI),
Unified District
Information
System for
Education
(UDISE), Higher
Education,
Technical
Education,
University,
Knowledge
Economy

India's education system is often cited as one of the main contributors to the economic rise of India. Education is fundamental for accomplishment of full human potential, developing an equitable and just society, and national development promoting. Making universal accessibility of quality education is the key to India's continued ascent, and leadership on the global stage in terms of economic growth, social justice and equality, scientific advancement, national integration, and cultural preservation. Universal high-quality education is the best way forward for developing and maximizing our country's rich talents and resources for the good of the individual, the society, the country, and the world. India will have the highest population of young people in the world over the next decade, and our ability to provide high-quality educational opportunities to them will determine the future of our country. The paper presents GER and School Dropouts in India which is a major and serious issue and present scenario of education in India by analysing the various data and also identifies the key challenges that India's education sector is facing. This paper also describes key initiatives by the government of and recommendations to meet these challenges.

THE INNOVATIONS AND EVOLUTION OF HIGHER EDUCATION IN MODERN
INDIA

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KEYWORDS: **ABSTRACT:**

Education,
Innovation,
Development,
Quality

Higher education gives people the opportunity to reflect on the major socio-economic, cultural, moral, and spiritual issues facing humanity. By disseminating expertise and skills, it contributes to national development. Therefore, it is the most important factor for survival. At the top of the education pyramid, it also plays a key role in preparing teachers for the education system. Higher education is a key element of the demographic dividend, which involves the optimal use of human resources specifically in the 15-95 age groups. The formal education system can be divided into three categories namely primary education, secondary education and higher education. Higher education is a broader term; This is higher education plus vocational training.

ANALYZING THE IMPACT OF THE NEW EDUCATION POLICY (NEP) 2020 ON
THE INDIAN EDUCATION SYSTEM AND ITS POTENTIAL FOR PROMOTING
INCLUSIVE AND EQUITABLE EDUCATION

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¹*Assistant Professor, St. Kabir Institute of Professional Studies*

KEYWORDS: ABSTRACT:

New Education
Policy, India,
NEP

The New Education Policy (NEP) 2020 is a comprehensive policy document aimed at transforming the Indian education system. This study aims to analyze the impact of the NEP 2020 on the Indian education system and assess its potential for promoting inclusive and equitable education. The study will analyze the key components of the NEP 2020, including curriculum design, teacher training, assessment, and funding, and assess their effectiveness in promoting inclusive and equitable education.

The study will use a mixed-methods approach, including both qualitative and quantitative data analysis. The study will have several significant findings, including identifying the most effective policy changes proposed in the NEP 2020 for promoting inclusive and equitable education. Additionally, the study will identify areas for improvement in the implementation of the NEP 2020 and suggest policy changes that could be made to improve its effectiveness. The study's findings will be useful for policymakers, educators, and education experts looking to improve the quality of education in India.

UNDERSTANDING STUDENT ACCEPTANCE OF NATIONAL EDUCATION POLICY
IN HIGHER EDUCATION

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KEYWORDS: ABSTRACT:

Higher education,
National
education policy
2020,
Understanding
Student,
Overview,
Acceptance.

Well clear and innovative education policy is essential for a country at school and college levels due to the reason that education leads to economic and social progress. Different countries adopt different education systems by considering the tradition and culture and adopt different stages during their life cycle at school and college education levels to make it effective. This paper highlights on various policies announced in the higher education system and compare them with the currently adopted system. The objectives of this study are to provide obvious insight into determining factors driving greater intention of students to use National Education Policy based on an integrated technology acceptance model (TAM) a Various innovation and predicted implications of NEP 2020 on the Indian higher education system along with its merits are discussed. An online survey was conducted with 400 university students.

**A STUDY ON NATIONAL EDUCATION POLICY-2020: AN AWARENESS AMONG
THE STUDENTS OF SAURASHTRA REGION**

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KEYWORDS:

National
Education
Policy-2020,
awareness,
Saurashtra
Region, Gender,
Education
Qualification

ABSTRACT:

Due to the fact that education promotes social and economic advancement, a nation's school and college levels required a well-defined and futuristic education strategy. To make their educational systems efficient, various nations implement various stages at the high school and college levels throughout their life cycles, taking into account tradition and culture. Recently, the Indian government unveiled its new education strategy, which was developed in response to proposals made by a panel of expert led by Dr. Kasturirangan, a former chief of the Indian Space Research Agency (ISRO). The present study has been done with the aim to know the awareness of NEP-2020 among the students of Saurashtra region. A sample of 108 students was selected as a part of study. Data was collected from students of Saurashtra region by using structural questionnaire. The collected data were analysed by percentage analysis and Kruskal Wallis test. The findings of the study revealed that there is no significant difference between awareness about benefits and disadvantages of NEP-2020 with education qualification and gender of respondent.

**A STUDY ON THE AWARENESS AND PERCEPTION OF NATIONAL EDUCATION
POLICY 2020 IN STUDENTS AND TEACHERS OF GUJARAT**

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³ Assistant Professor, VMPCMS, Ganpat University

KEYWORDS:

National
Education Policy,
Awareness,
Perception

ABSTRACT:

National Education Policy was approved on July 29, 2020 by the Union Cabinet of India to reform the existing education system from elementary education to higher education by incorporating existing teaching pedagogy with the inclusion of vocational training and training of teaching in India with a view to provide industry-ready manpower and to develop the student's academic and non-academic spheres through holistic development. The study examines the level of awareness and perception among teachers and students from Gujarat with the help of a structured questionnaire from more than 300 respondents. The awareness is measured using MCQ questions related to several aspects of NEP 2020 while the perception is measured with 5 points Likert scale. The study is descriptive in nature and uses convenient purposive sampling of which the responses are collected from students and teachers of Gujarat.

EDUCATION REFORM IN INDIA: A SWOT ANALYSIS OF NEP 2020 AND ITS INTERACTION WITH CONSTITUTIONAL VALUES

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KEYWORDS:
National
Education Policy,
SWOT analysis,
Constitutional
values, Education
reform,
Implementation

ABSTRACT:

India's education system is at the cusp of transformation with the National Education Policy 2020, a forward-looking policy aimed at modernizing the sector to meet the demands of the 21st century and revolutionizing how education is structured, governed, and delivered. This research paper employs a SWOT analysis to assess the strengths, weaknesses, opportunities, and threats of the NEP 2020, and its interaction with constitutional values in India. The paper aims to identify the key factors that may impact the implementation and effectiveness of the NEP 2020, and its alignment with the constitutional values of India, such as equity, social justice, and inclusivity. The research methodology involves a comprehensive review of the NEP 2020 document and related literature, as well as an analysis of the policy's alignment with constitutional values and potential impact on education outcomes in India. The paper concludes that although the NEP 2020 is a broad and ambitious plan for transforming education in India, its success in aligning with constitutional values and improving education outcomes will hinge on the efficient implementation of the policy. Additionally, policymakers and stakeholders must work together to address challenges and threats that may arise in the process. The findings of this paper can inform policy recommendations and provide insights for policymakers, educators, and other stakeholders to improve the alignment of education policies with constitutional values and promote more equitable and inclusive education systems in India.

A CRITICAL STUDY ON NEW EDUCATION POLICY 2020 IN INDIA

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KEYWORDS:

New Education
Policy, Higher
Institutions,
Education system

ABSTRACT:

Education system in each country is the base for its growth and development. In India, New Education Policy 2020 was launched on 29th July, 2020 in India which still needs to be implemented. Education system is a very important part of this policy. As a result, this NEP 2020 will serve as a base of reform in India which will lead to establishment of a new reformed education system in the country and improving these economic and social indicators. That requires further development. New NEP 2020 has focused on having superior higher education through independent universities and institutions. In present study we have thoroughly analyzed the policy with a view to making it more strengthened in terms of its relevance. To promote economic and social advancement in education, schools and colleges require to have well defined structure and strategy according to the future needs. By considering various cultural and traditional approaches in the education system, NEP has focused on such areas which must be beneficial to the students, colleges and universities at their different life stages. Recently, the Indian government unveiled a new education plan based on a panel of experts' recommendations. Many education professionals never anticipated the adjustments that NEP 2020 has suggested. Although both high school and college education have been touched by the education policy, this article primarily concentrates on NEP 2020 and its effects on higher education. This paper also discusses the key NEP components and examines how they impact the current educational system.

GST - A REVOLUTION IN THE TAX SYSTEM OF INDIA AND ITS IMPACT ON INDIAN ECONOMY

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KEYWORDS: GST, CGST, SGST, UTGST, GST council, Indian tax structure, types of GST, tax rates, GST exempted products

ABSTRACT:

The Goods and Service Tax has played a major role in the tax system of India. Implemented from 1st July, 2017, it has made the collection of tax easier for the government. The idea of its implementation came in the minds of the Vajpayee government in the year 2000. A council of 33 members was formed in order to frame the rules and amendments of GST which subsumes all the indirect taxes like VAT, service charge, excise duty etc. Bifurcated on the basis of area, it is divided into four parts: CGST, SGST, and Island UTGST. This paper talks about the various types of GST, its history and different areas where GST is levied and also about the products in which it is exempted. It also talks about how the implementation of GST affected the Indian Tax structure and the Indian Economy. The recent changes in GST rates and the process to file the same is also explained and also the problems in filing the GST are also discussed in the paper.

AN ANALYSIS ON FINANCIAL PERFORMANCE OF MAHINDARA HOLIDAYS & RESORTS INDIA LIMITED

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¹*Principal, Shri V. R. Patel College of Commerce, Mehsana*

KEYWORDS: Financial Performance, Profitability

ABSTRACT:

According to The World Travel and Tourism Council (WTTC), in the year 2019 the Indian travel and tourism industry contributed 6.8 per cent to GDP. The contribution to employment in India was 8 per cent or approximately 40 million jobs. The travel and tourism industry has to work tirelessly with our partners and the Tourist Department, Government of India to increase tourism so that we can increase our foreign exchange earnings and create more jobs. In 2019 the number of foreign visitors to India totalled 11 million. Over 2.5 million foreign visitors arrived in India on the tourist e-visa scheme, a growth of 24 per cent over the previous year. Foreign visitors from The United States of America contributed 9 per cent, the United Kingdom contributed 6 per cent and Canada and Australia contributed 2 per cent each. However, this share of foreign travellers visiting India relative to other Asian countries continues to disappoints. The Indian travel and tourism industry has to work much harder to attract more foreign visitors to our country.

A STUDY ON FACTORS AFFECTING EMPLOYEES RETENTION IN
PHARMACEUTICAL ORGANISATION

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KEYWORDS:

Pharmaceutical
organisation

ABSTRACT:

It is a known fact that, Employee Retention refers to the ability of a company to prevent employee turnover. It is the company's determined efforts to retain their existing staff and keep their best employees on board in order to succeed as a business. It is a function of the HR department assigned for reducing the number of employees leaving the company by improving key processes and conditions. The ultimate aim is to attract happier, loyal employees that actively want to remain with the company. This study focuses on the factors affecting employee retention which are Working Environment, Working Place, Welfare Measures (Health, Safety & Family), Retention Practices, Rewards & Recognition, Employment Morale. This study even holds its importance majorly because of the recent Pandemic due to COVID- 19, where some giant companies are behind laying-off their employees. And as a matter of fact, employee retention gives sustained productivity flow, reduction in company cost, also there is reduction in training time of the organisation. The study is quantitative in nature. To collect the primary data, the simple random sampling method has been adopted by the researchers. This study revolves around the opinions from 70 employees of a pharmaceutical organisation, based at Halol, Panchmahal, Gujarat. The result shows that the employees are provided with the further education opportunities, training, conducive working environment, infrastructure facilities, health camps, satisfactory compensation and incentives. Also, company encourages the programmes associated with competency development. Proper health and safety measures are taken into consideration and peer relationships are being involved. All these together builds the environment which fosters the employee retention in the organisation.

A STUDY ON FACTORS AFFECTING DIGITAL PAYMENTS BY INDIVIDUALS
OF MEHSANA CITY

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¹ *Adhyapak Sahayak, Shri V. R. Patel College of Commerce*

KEYWORDS:

Digital Payment,
Digital India,
Cashless,
Economy

ABSTRACT:

Digital payment establishes the sentiment bloodied that the payment medium need particular presence of payer and physical inflow of cash. The progress of many countries towards getting completely cashless nation and slow and steady growth of world's largest husbandry in digital payment is indicating that in coming future this mode will be at the helm. Fastening towards the presence and growth of digital payment in world's 2nd largest mobile stoner country, India, also show the same sight. The contrivance of currency has eased the growth of agreement medium. Store of value and medium of exchange part of currency remains the Principal deciding factor behind its fashion-ability. But the last decade has seen sensitization towards a wider set of motifs similar as banking, shopping, convenience, shadowing of records, and 24x7 transfers and like, when duly defy from what's moment called digital payment. The content is considered one of the most recent as well as applicable due to adding use of information technology like artificial intelligence, pall computing, digital dealings, etc. Conceptually, digital or online payment styles manage all the limitations of cash or traditional payment system and grease the frugality and stoner with fresh mileage and prices. It overcomes the disfigurement of cash payment system which impacts the society and frugality completely. Digital payment system helps in instant plutocrat transfer, irrespective of place or time, easing cashless, paperless, and faceless and presence less payment.

UTILISATION OF SOLAR ENERGY IN INDIAN AGRICULTURAL

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KEYWORDS:

ABSTRACT:

Many tasks, including land preparation, irrigation, crop cultivation, harvation, and others, are part of the farming sector. Fuel plays a significant importance in the technological world, and technology advances incredibly rapidly. Due to the pollution conventional sources create, consuming forces to employ new sources of energy. It has been highlighted that although significant effort has been put into creating solar energy technologies, the importance of solar energy education has received comparatively little attention. In order to support a solar education campaign, this article provides an overview of the current state of solar application, particularly in rural areas.

A TAX REFORM ANALYSIS IN INDIA WITH REFERENCE TO THE GOODS AND SERVICES TAX (GST) AND ITS IMPACT ON RETAIL TRADE

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KEYWORDS:
GST, Retail
Sector, Retail
trade, Tax, Indirect
Tax, GST Impact,
Economy

ABSTRACT:

The purpose of this research is to study the Goods and Services Tax (GST) which has been implemented from July 2017 and to assess the impact of GST on the selected sector in India. There was a long-felt need to create a unified market in India by integrating various indirect taxes. Introduction of Goods and Services Tax (GST) is a welcome step in that direction. This will impact a lot of sectors at a macro and micro level over the long run. The business houses will have to not only have to align with this new taxation regime but will also have to rework their production-distribution strategy and related decisions to reap the benefits of GST.

GST can affect every sector positively or negatively. All sections of the economy viz., big, medium, small scale units, intermediaries, importers, exporters, traders, professionals, and consumers shall be directly affected by GST.

In this study, The data collected from the respondents served as the foundation for the research design used. Both primary and secondary data were used to inform the study. The design was predicated on objectives and hypotheses. The study has an analytical, descriptive, and empirical basis. This study examines how the GST has affected retail trade. This study is mainly prepared on the basis of primary data. In the primary data there was a significant difference in the perception of the respondents between pre and post-GST. In the present study, statistical analysis has been done using the chi-Square method.

Though the GST impact has made a various change in taxation system, it may find difficult for the Indian economy to cope up with the change but has definitely a good future for the economy in the later years. Such a study can throw tangible results.

A COMPARATIVE STUDY ON SOLVENCY OF SELECTED FERTILISER
COMPANIES IN INDIA

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KEYWORDS: ABSTRACT:

Financial
performance,
Solvency

The main objective of this study is to analyze the solvency of selected fertilizer companies of India. Three companies are been selected for the purpose of study. Secondary source of data from 2017-18 to 2021-22 is been used for the purpose of study. Data collected from data base software Prowess IQ used for the purpose of study. Accounting tool: Ratio analysis and Statistical tool: ANOVA is been used for the purpose of hypothesis testing. Solvency ratios: Interest Cover Ratio and Debt-Equity Ratio are been used for the purpose of study. The results of the study are as follows: Interest Cover ratio shows: Gujarat Narmada Valley Fertilizers & Chemicals Ltd. shows highest average interest cover ratio followed by Gujarat State Fertilizers & Chemicals Ltd. in last five years. Coromandel International Ltd. shows lowest average interest cover ratio. Debt-Equity Ratio shows: Coromandel International Ltd. shows highest average debt-equity ratio followed by Gujarat State Fertilizers & Chemicals Ltd. in last five years. Gujarat Narmada Valley Fertilizers & Chemicals Ltd. shows lowest average debt-equity ratio. Hypothesis testing by ANOVA test shows that there is no significant result in solvency of selected fertilizer companies of India.

PERFORMANCE EVALUATION OF INDIAN IT SECTOR- A STUDY OF
PROFITABILITY AND LIQUIDITY OF SELECTED IT COMPANIES

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KEYWORDS: ABSTRACT:

Indian IT sector,
financial
analysis,
profitability,
liquidity

Information technology industry is one of the fastest growing sectors in the Indian economy, having successfully carved out a position in the worldwide market over the previous few decades. India is the world's number one offshoring destination for IT firms. After shown its ability to provide both on-shore and off-shore services to global clients, evolving technologies now provide a whole new set of prospects for top IT enterprises in India. Increased globalization and government attention and different initiatives have boosted this sector's performance and development even further. Thus, the study's objective is to examine the financial performance of India's IT sector in terms of profitability and liquidity. Present study covers five years starting from 2017-18 to 2021-22. Profitability and liquidity ratios have been taken for financial performance analysis. Anova test has been applied to test the hypothesis of the study.

A STUDY ON FACTORS INFLUENCING GST NON COMPLIANCE BY SELECTED
SMALL BUSINESS OWNERS OF SABARKANTHA DISTRICT

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KEYWORDS:
GST, Small
business owners,
Tax Knowledge,
Tax
Complexities,
Compliance
Cost, Service
Quality,
Detection
Probabilities,
Non-Compliance

ABSTRACT:

Goods and services tax has replaced many indirect taxes in India. It is levied on every value addition on supply of goods and services. Non-compliance of GST will impact government's revenue collection and became obstacle for national development. Generally tax non compliances refers to disobeying of tax laws either by intentionally or unintentionally. Therefore, the understanding of factors responsible and behavior of tax payers for disobeying GST can be useful for policy maker in structuring a simple tax system that stimulates GST compliance in future. The main objective of this study is to examine the relationship of five independent variable namely tax complexities, tax knowledge, service quality, detection probabilities and compliance cost to the dependent variable: GST non-compliance behavior of selected small business owners of Sabarkantha district of North Gujarat region. Inferential statistical research design has used in current study. The research instrument of this study is structured questionnaire which was distributed to small business owners of various talukas of Sabarkantha district. The result of present study shows that Tax knowledge, tax complexities, compliance cost has influence on GST non-compliance by selected small business owners. In order to change the behavior and perceptions regarding gst non-compliance, policy makers needs to improve Tax knowledge of small business owners and they has to make simple tax system so compliance cost can be reduce and tax complexities also reduce.

A STUDY ON FINANCIAL PERFORMANCE OF SELECTED FAST MOVING
CONSUMER GOODS COMPANIES IN INDIA

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KEYWORDS: ABSTRACT:

FMCG,
Financial
performance,
Liquidity,
Profitability,
Ratio analysis

Products which are having a quick turnover, and relatively low cost are known as fast moving consumer goods (FMCG). FMCG refers to goods or products that people frequently buy and consume. The FMCGs contain a variety of things that we use on a daily basis. The current study is based entirely on secondary data that was gathered from the annual reports of a few chosen FMCG companies during the year's march 2018 to March 2022. Examining the financial performance of a few Indian FMCG companies is the main goal of this study. To attain our study goal, the researcher used a variety of profitability and liquidity ratios. The gathered data have been examined using one-way ANOVA analysis and descriptive statistics. The study concluded that Bajaj consumer care Ltd., Britannia industries Ltd., Colgate Palmolive Ltd., Dabur India Ltd., and Emami Ltd have significant different profitability ratios and liquidity ratios.

A STUDY ON IMPACT OF EMPLOYEE SATISFACTION ON CUSTOMER
SATISFACTION AND SERVICE QUALITY OF TOURISM SECTOR IN NORTH
GUJARAT REGION

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KEYWORDS: ABSTRACT:

Employee
satisfaction,
tourist
satisfaction,
quality of
service

The feature of employees' work in the tourism industry be influenced by primarily on their job happiness. This has concentrating the subject of the research in this paper to study the impact of employee happiness on tourist satisfaction with the services of tourism in the North Gujarat region. Research was accompanied using the survey method, the questionnaire method, in tourist's advertisement, based on a sample of 125 respondents, of which 55 were employees and 70 tourists / guests in hotels and Resorts. The most important assumption of the research is related to the relationship between the employee happiness and the tourist happiness with the feature of service in the North Gujarat region tourism places, which definite the assumption of the direct and positive influence of employee happiness on the tourist happiness with the feature of services. Employee satisfaction has a positive influence on the feature of the service, which directly affects the tourist satisfaction with the feature of the services provided by the Gujarat Tourism Department and Local Hotel business and Local Markets and relevant tourism industries employee and enterprises.

MOBILE WALLETS ADOPTION BY YOUNGER GENERATION: WITH REFERENCE TO NORTH GUJARAT

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KEYWORDS: **ABSTRACT:**

Mobile wallets,
North Gujarat,
UTAUT model,
CFA, SEM

Mobile wallets are the modern technology produced by mobile technology in India. The key purpose of this research is to identify the variables in the context of actual intent to use mobile wallets taking into consideration the UTAUT Model- Unified theory of acceptance and use technology (Venkatesh et al., 2003) as a theoretical framework. For purpose of the study, primary data was collected through a scheduled questionnaire from Mobile wallet users aged between 18 to 30 years from North Gujarat. Primary data were processed and analysed through CFA and SEM. The findings of the study will provide keen insides to the service provider, system developer, and government for policy formulation and better implications.

ASSESSING ADOPTION OF MOBILE MONEY BY THE CITIZENS OF AHMEDABAD: VALIDATING UATUT MODEL

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KEYWORDS: **ABSTRACT:**

Ahmedabd,
Mobile Money,
Unified Theory of
Acceptance and
Use of
Technology
(UATUT),
Adoption

Numbers of people using mobile phone and internet services have increased during the last decade. Mobile phone has taken place of many devices and has become a vital instrument of human life. People are making maximum use of mobile phone for their personal and business or professional purposes. Out of the many uses of mobile phone one of the uses is for carrying out financial transactions. The FinTech of carrying out financial transactions using mobile phone is called mobile money. People of developed countries efficiently use mobile money and save their time and energy, reduce transactions cost. During the period of pandemic the mobile money has gained popularity in India also but it is essential to assess the adoption level. The purpose of this study is to assess the adoption of mobile money by the citizens of Ahmedabad. UTAUT Model will be used to assess the adoption of mobile money by the citizens of Ahmedabad. A questionnaire in the form Google Form will be circulated among the citizens of Ahmedabad who are using mobile money or those who wish to use mobile money. Target is to collect data from around 250 citizens from all age groups. The variables used in the study will be measured through a five-point Likert's scale. Collected data will be analysed using Cronbach's Alpha, CFA, Discriminant Analysis, SEM using Statistical Packages SPSS & SPSS AMOS. The information obtained will be useful for promoting mobile money. Outcomes of the study will be useful to the mobile money platform providers.

SUSTAINABLE INVESTING: A RETAIL INVESTORS' PERSPECTIVE

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KEYWORDS: ABSTRACT:

Today's world is calling for sustainability in every human action. Corporations and other institutions around the globe have already started designing policies and implementing these sustainable strategies to provide a better world to future generations. India has always been advocating for an 'environmentally conscious lifestyle' as one of the measures to reduce the global carbon footprint. As a country we aim for each one of our citizens to adopt a sustainable lifestyle including sustainable investing. Sustainable finance has been defined to cover "all activities and factors that would make finance sustainable and contribute to sustainability" (Kumar et al., 2021, pg.2). Therefore, exploring sustainable investments allow us to gauge the current state of this behaviour and the motivations behind it.

While we can check the actions that directly impact (like using sustainable products, reusing, recycling) the environment and the society at large, capturing the indirect impacts (investing in a company contributing to sustainability) of their investment behaviour is also critical. This can be achieved by measuring an investor's current level of responsible actions for sustainability.

This research aims to understand the context of sustainable finance, what motivates the investors to opt for sustainable investing options. Specifically looking at individual investors' investment strategies and level of preparedness. The data will be collected from a sample of individual/retail investors in India through a questionnaire. The proposed data-analysis techniques to be used are percentage analysis and factor analysis as used by Berry & Junkus (2012) and Khalil, M. K., & Khalil, R. (2022) for similar studies.

The findings from this research would identify the most influential factors affecting individual investors' investment decisions. These would have important policy implications as it would help regulators and corporates identify the motivating factors that influence retail investors' sustainable investing strategies. Uncovering the underlying motivations would aid in policy framing and regulation formation that attracts more investors to practice sustainable investing.

IMPACT OF MANAGERS COACHING BEHAVIOURS ON TEAM MEMBER PERFORMANCE: MEDIATING ROLE OF LEADER MEMBER EXCHANGE

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KEYWORDS: ABSTRACT:

Coaching,
Managerial
Coaching, Leader
Member
Exchange
(LMX),
Employee
performance,
Leadership

Managerial coaching is increasingly being acknowledged as a key leadership behavior that can have a significant effect on the team member (individual) work performance. This research paper examines the relationship between coaching behaviors demonstrated by the manager and team member performance and the role of leader member exchange (LMX) as a mediator of this relationship. This study uses a sample of 428 individuals working across diverse Indian organizations. Data was collected through self-administered questionnaires using google forms. The analysis of the survey responses and the results of survey showed that coaching behaviors of the manager had a significant positive impact on employee (individual) performance. Furthermore, the study found that LMX fully mediated the relationship between managerial coaching behavior and individual performance. This study found that employees who had high-quality relationships with their reporting managers (i.e., high LMX) were more likely to experience the positive effects of managerial coaching on their individual performance. Importantly the study findings highlight the importance of managerial coaching behavior and LMX in enhancing individual performance in the workplace. Implications of the study for practice and future research is also discussed.

A STUDY ON USER'S SATISFACTION TOWARDS E-SERVICE QUALITY: A STUDY WITH REFERENCE TO BANKING SECTOR IN GUJARAT REGION

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KEYWORDS: **ABSTRACT:**

E-Banking, E-Service Quality, User's satisfaction

India's banking industry is currently facing a dynamic challenge in terms of both client base and performance. The majority of the literature evaluations cited in the research depicts a link between E-Banking with user's satisfaction and Outcome quality, Environment Quality, Interaction Quality, user's friendliness, and user experience. This research is only a first step toward gaining a better grasp of the multi-dimensional concept of e service quality and user satisfaction. The study focused mainly on factors of internet banking assistance excellence as well as aimed to foresee E-banking out of Outcome quality, Environment Quality, Interaction Quality and Customer satisfaction. Descriptive research performed with 445 users of E-banking services from Gujarat region. The EFA method was employed to explore the underlying factors in the study. The research result show that user's satisfaction is mostly affected by Interactive Quality followed by other factors. Further by applying regression analysis, it is also found that all the factors affect user's satisfaction positively.

FINTECH & FINANCIAL INCLUSION: ASSURANCE OF ACCESSIBILITY AND AFFORDABILITY

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KEYWORDS: **ABSTRACT:**

FinTech, Financial Inclusion, Digitization, COVID-19

Financial inclusion and fintech are closely related as the latter has the potential to expand access to financial services. Technological progress has facilitated companies from different sectors to improve their customer services. The financial services industry has undergone a significant transformation due to digitization, and several startups have combined financial services with technology to offer practical solutions to customers. These startups, known as FinTech, leverage technology to create innovative financial products and services, such as mobile banking and digital payments. By using fintech solutions, underserved and unbanked individuals, such as low-income households, rural communities, and small businesses, can access financial services that were previously unavailable or too expensive. In India, the Government's demonetization implementation in November 2016 has accelerated the country's financial services digitization, resulting in a remarkable fintech adoption rate of 87% in January 2023. This paper focuses on financial inclusion and the fintech ecosystem to understand their role in the financial system.

A STUDY ON IMPACT OF FINANCIAL LITERACY ON INVESTMENT DECISION IN WORKING WOMEN WITH REFERENCE TO AHMEDABAD CITY

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KEYWORDS:

Investment
Decision,
Working
Women,
Financial
Literacy

ABSTRACT:

Women play a critical role in economic development, particularly in emerging countries like India. Women's Empowerment has been chosen as the core area to make India's balanced growth. It resulted, women in India are expanding and progressing in every industry. They place a strong focus on financial independence and security. However, when it comes to investing, women are less financially literate. Women's investment related decision is based on their financial literacy. The topic of this research paper is to know impact of financial literacy on investment decision in working women with reference to Ahmedabad city. A total of 300 people were surveyed for this study, which used a structured questionnaire. Women are taking wise investment decision if they are more financially literate.

Research Methodology- Here, primary data collection tool is used. 300 respondents are considered for this study using structured questionnaire.

Limitations- The limitation of this research paper is that this research is limited to Ahmedabad City only. Further, it can be explored in different cities also.

Implications- This study will help to understand Financial Literacy and its impact on Investment Decision in working women of Ahmedabad city.

INDIAN TEXTILE INDUSTRY TO WORLD

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KEYWORDS:
modernization,
Handloom
Industry,
sustainable
product and
ethical practices

ABSTRACT:

The Indian textile industry has been an integral part of the country's economy for centuries, with a rich and diverse history of producing high-quality fabrics and textiles. In recent years, the industry has undergone significant transformation and modernization, making it a key player in the global textile market.

India is one of the largest producers of cotton and silk, and has a thriving handloom industry that produces a wide variety of fabrics with intricate designs and patterns. The country is also home to several large-scale textile mills that produce everything from denim to high-end fashion fabrics.

In terms of exports, the Indian textile industry is a major contributor to the country's economy, with textile and apparel exports accounting for a significant portion of the country's total exports. Indian textiles are highly regarded around the world for their quality, design, and affordability, making them a popular choice for retailers and consumers alike.

The industry is also known for its sustainability initiatives, with many companies adopting eco-friendly manufacturing processes and materials in response to growing consumer demand for sustainable products.

Overall, the Indian textile industry is a dynamic and rapidly growing sector that continues to expand its global reach and influence. As the world becomes more conscious about sustainability and ethical practices, the Indian textile industry is well-positioned to continue its growth trajectory and contribute to a more sustainable and equitable future for all.

COMPARATIVE ANALYSIS OF TOTAL CORPORATE DISCLOSURE OF SELECTED IT COMPANIES OF INDIA

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KEYWORDS:

Corporate,
corporate
disclosure,
annual reports

ABSTRACT:

Disclosure is a process through which a business enterprise communicates with external parties. A corporate disclosure is communication of financial and non-financial information of the activities of a business enterprise to the interested entities. Corporate disclosure is done through publishing annual reports. So corporate disclosure through annual reports plays a vital role in the life of all the companies and provides valuable information to investors. The basic objectives of corporate disclosure is to give a true and fair view of companies to the parties related either directly or indirectly like owner, government, creditors, shareholders etc. in the companies act, provisions have been made about mandatory and voluntary disclosure. The IT sector in India is rapidly growing, the trend to invest in the IT sector is rising and employment opportunities in IT sectors are also increasing. Therefore the IT sector is expected to have fair, full and adequate disclosure of all information. Unfair and incomplete disclosure may adversely affect the entire economy. A research study on disclosure practices of IT companies could play an important role in this regard. Hence, the present research study has been done to study and review comparative analysis of total corporate disclosure of selected IT companies of India and to put forward overall findings and suggestions with a view to increase disclosure score of these companies. The researcher hopes that the present research study will be helpful to all selected Companies for improving level of corporate disclosure through annual reports as well as the government, creditors, investors, all business organizations and upcoming researcher for comparative analyses of level of corporate disclosure with special reference to selected IT companies.

SOCIAL MEDIA ADVERTISING: A STUDY OF CONSUMER'S ATTITUDE AND PARTICIPATION PREFERENCES

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KEYWORDS:

Social Media,
Advertising,
Consumer
attitude,
Perception,
Behaviour

ABSTRACT:

As social media technology becomes more widely adopted, it opens new avenues for product marketing. Now, the internet and social media have taken on the role of the backbone of every company's growth, and this technology has changed the way of doing business. It is essential that every company use this technology to market their goods. Advertising on social media has taken up a lot of time, money, and resources for businesses. Unfortunately, it is never easy for businesses to create social media advertising that attracts people and encourages them to buy their products. The primary goal of this research is to identify the major factors that are involved in advertisements that are generally preferred by viewers. To analyze the impact of advertising, many constructions, including humor ads, romantic and loving videos, animation, and celebrity appearances, were taken into consideration. To learn about the various social media channels that customers typically use daily. A standardized questionnaire was used to conduct an online survey, and statistical analysis was carried out using the SPSS software. This research will hopefully offer marketers both theoretical and practical advice on effectively planning, preparing, and implementing their social media advertising.

KNOWLEDGE OF CHILD RIGHTS AMONG SCHOOL TEACHERS – A KEY FACTOR FOR INCLUSIVE EDUCATION

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KEYWORDS:
Child Rights,
Knowledge,
School Teachers,
Inclusive,
Inclusive
Education

ABSTRACT:

Child Rights are Children's basic needs. While the New Education Policy 2020 of India emphasizes inclusion and equity as indispensable in all schools and educational settings, knowledge in child rights by school teachers is a key factor for the successful inclusive education. Hence the present study is an attempt to explore the knowledge of child rights among school teachers in Udupi region of Karnataka. The objective of this study is to investigate school teachers' level of knowledge regarding child rights in relation to the type of school taught by the respondents. This study is of descriptive design. For the sample of 392 respondents, 5 percent of teachers were selected from each of the three types (Government, Aided and Unaided) of school by adopting stratified random sampling technique. Self Prepared Questionnaire about child rights knowledge comprising of six factors was used as a tool of data collection. Data was analyzed using the statistical tests (ANOVA, Chi-Square and t- test). It was explored from the study that more than half (53 percent) of the respondents showed low level of knowledge pertaining to rights of the children. The inference is that there is highly significant variance among the type of school taught and knowledge of the respondents regarding child rights. The teachers serving in government schools showed higher level of knowledge followed by unaided and aided school. Hence the private schools teachers need to be addressed for enhancing their knowledge pertaining to child rights.

BEATING TO CHANGE: WARS, REJECTION AND THEIR WAYWARD THINKING –
RE-VISITING BEAT CULTURE THROUGH LITERATURE

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KEYWORDS: ABSTRACT:

Beat Generation,
Literature, Beat
Culture, Post -
war,
Individualism

This paper will highlight the impact of Beat of culture through the works of Jack Kerouac and Allen Ginsberg on the modern era which was a literary and cultural movement that formed in America during the oppressive era of 1950-1960s. This movement is significant because it explored the human condition more freely than ever and made their own unique way of living lives against the strict consumerism and conventional morality that prevailed during that era. The beat writers were the advocates of personal freedom and the expression of free flowing ideas and thoughts. Extreme individualism was taken into consideration by the writers with the incorporation of drugs, profound ideas of sex and sexuality and eastern spirituality. They play a special supremacy in the post war American lifestyle and politics as they targeted the monotony of the American middle class through books, literature and music than force or violence. Their way of embracing the nature and not worrying for the problems of tomorrow had been the prominent factor which led this generation neglect the miseries by befriending alcohol, drugs and each other's warmth which have been vividly described in their writings and music.

HUMAN CAPITAL MANAGEMENT IN EDUCATION

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KEYWORDS: ABSTRACT:

Human Capital,
Management and
new challenges

Employees spend a majority of their day in offices, striving to achieve the goals and objectives of their organization. Every organization invests its money and resources in training new employees, who work hard to upgrade their existing knowledge and contribute in their own way to increase the productivity of the company. Human capital management helps in extracting the best out of employees, by enabling human resource professionals to hire the right candidate for the right role. The human capital management system is open externally and internally, allowing free flow of information between superiors and subordinates. Despite the specificity of the structure and dynamics of relationships and linkages within each subsystem (process), each subsystem (process) is characterized by external dynamics, and thus affects not only all other subsystems (processes), but also the entire operation of the company.

ADVICES TO PREVENT DISABILITIES FOR PREGNANT MOTHERS AND LACTATING MOTHERS IN EARLY STAGES

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KEYWORDS: ABSTRACT:

ECCD (Early
Childhood care &
Development),
Pregnant
Women,
Disabilities

Children are central to sustainable development. It is well known that millions of children under five years of age in the country still do not receive the appropriate care and support to become physically healthy, mentally alert and emotionally secure. The birth of a baby is a matter of happiness in the family. A child is the heart of every home. It is indeed a great joy for every parent to see their child healthy and growing heartily. Physical well-being helps the child grow and develop soundly. But at the same time, it is very important to understand that the emotional well-being of children is equivalently important as their physical health. Children are the young minds of today and the future of tomorrow, a healthy well-being today helps in the long term demands of tomorrow. A healthy balance between both helps children to cope up with the various challenges that life throws at them during different phases of life and even helps to provide a strong ground for developing into healthy adults. But congenital malformations or man-made disabilities are an accidental occurrence in society. But in each such event, nature takes on one hand and on the other hand communicates the hidden power in his life. Children with disabilities need compassion along with love.

EDUCATION OF CHILDREN LIVING IN CHILD CARE INSTITUTIONS OF DELHI

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KEYWORDS: ABSTRACT:

Child Care
Institution, Child
Rights, Children in
Need of Care and
Protection,
Education

In India child's population is one third of the total population (National Institute of Urban Affairs (NIUA), 2016). India's population of destitute children is estimated to be 20 million (Udayan Care, 2016). Children who are in need of care and protection are placed in child care institutions which provide basic care, nutritious food, education, health services and rehabilitation and integration programme. Juvenile Justice (Care and Protection) Act 2015 makes it mandate for all the institutions to cater the basic requirement of children; which includes food, safe shelter, appropriate clothing, education, medical facility and other suitable aids. The present study is an attempt to understand educational facilities provided to children residing in Child Care Institutions in Delhi. Qualitative research method is been adopted in the present study to develop deeper perceptive of present status of children brought up in children homes. The data is collected through in-depth interviews and group discussions using semi structured interview schedule conducted in children homes. The collected data was analyzed through thematic analysis.

A STUDY ON INFLUENCE OF WORK MOTIVATION ON WORK ENGAGEMENT

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KEYWORDS: **ABSTRACT:**

work motivation,
work
engagement

Motivation is the driving force inside a person which activates them to action. It emerges out of person's needs, perceived goals, values, intentions and expectations for a better engagement with an organisation. Work engagement is a positive, fulfilling, affective motivational state of work-related well-being, that is characterized by dedication, and absorption. Although there are different views of work engagement, engaged employees have high levels of energy and identify strongly with their work.

Every individual person has different motivations for working at a job. Here are thoughts describes employee's motivation, what employees want from their work, and how they can help employees attain what they need for their work motivation towards they engagement to work.

The data was gathered through structured questionnaire to assess influence of work motivation on work engagement among employees of Paramount Health, Service and Insurance TPA Private Limited.

The result indicates that there is a significant relationship between work motivation and employee engagement. Which affects many factors like, work satisfaction, low absenteeism, high attrition rate etc. And this study affected by various factors such as, job satisfaction, work group relation, psychological incentives, work involvement and job situation, etc. on work motivation and work engagement.

ROLE OF CSR (CORPORATE SOCIAL RESPONSIBILITY) IN THE FIELD OF EDUCATION:A COMPREHENSIVE STUDY

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KEYWORDS: **ABSTRACT:**

CSR, Corporate
social
responsibility,
companies,
Education

CSR (Corporate social responsibility) is a social duty of the companies towards the society. The important part of CSR is to provide financial support in various sectors which are directly connected with the society. The areas like Environment, healthcare, sustainable development, better livelihood, poverty and education etc. are comes under the programs of CSR. Education is the building block for future of any society as well as any country. Education, itself provide wealthy society and nation. In India, many companies are involved in the field of education. They perform various activities under CSR programs to improve educational environment. They have initiated various projects to improve quality of education, infrastructural development, skill development trainings, digital learning and Scholarships etc. The paper mainly deals with the role of CSR projects in reformation and construction of new environment of education.

COLOR PSYCHOLOGY IN MARKETING AND BRANDING

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KEYWORDS:
Marketing, colors,
brand, Psychology

ABSTRACT:

Colors have always played a significant role in impacting one's moods, emotions, feelings, sensations and perception and seem to offer possibilities for multifaceted interpretation rather than leaving room for only one way of looking at it. Different signs merge in a person's experience of a product as colors do not function separately and individually, but from multi-layered references and can influence consumers' purchase decision, how they see things, their emotions, choices and thus are integral to the realm of advertising in marketing why colors matter in marketing and advertising. Colors speak a language words just can't replicate. That is, they communicate with us on an emotional level and are thus more effective at persuasion. Furthermore the perception and application of color is strongly influenced by ones innate physiological and psychological predisposition, personal experiences, age, gender, personality, income, ethnographic and demographic factors that makes its application effective within the domain of marketing all the more cumbersome and challenging. However, as a marketing tool, color can be a sublimely persuasive force; and as a functional component of human vision, color can capture attention, relax or irritate the eyes, and affect the legibility of the text and - All things put together, the right colors empower and contribute to the success of an advertising campaign, a product, a service, or even an interior space and in contrast wrong colors can be a costly mistake.

CHILDREN OF NOMADIC AND DENOTIFIED TRIBES AND EDUCATION
OPPORTUNITIES: A CHALLENGE OF INCLUSIVENESS

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KEYWORDS:
Nomadic and
Denotified
Tribes, Children,
Education,
Inclusiveness and
Challenges.

ABSTRACT:

Under the Right to Education Act, 2009, every child is entitled to get free and compulsory education till fourteen year of age in India. They have right to have education irrespective of their caste, class, religion, race, region etc. Education is must for development of any child. A nation cannot be called developed one if majority of its population is illiterate. We are living in era of Sustainable Development Goals (SGDs) in which goal 4 is specially focusing on inclusive, quality and equitable education for all. Education is a mean to develop self and society at large. It is good thing that literacy rate in India has increased over the period of time with 77.7 percent as whole including 84.70 percent for male and 70.30 person according to the National Family Health Survey (NFHS-5) and National Statistical Office: NSO (2021 and 2022). There are certain sections in our country who are far away from purview of education. They are large number children of Nomadic and Denotified Tribes (NTDNTs). Due to historical injustice and migratory in nature, these communities have been excluded from getting education. Certain concrete steps like mobile school, residential schools and so on have been taken to educate these children but there is a long way to go to achieve desirable result. This paper will attempt to understand education status of nomadic and denotified groups in our county and what need to be done to for their inclusiveness in society in general. This paper will take base of existing literature to support arguments.

ANTECEDENTS OF STUDENTS' INTENTION TOWARDS SOCIAL
ENTREPRENEURSHIP IN GUJARAT: EXTENSION OF THEORY OF PLANNED
BEHAVIOR

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KEYWORDS:
Social
Entrepreneurial
Intention, TPB,
Gujarat, Attitude,
Gujarat

ABSTRACT:

Purpose: The govt. of any nation is closely monitoring social entrepreneurship, an emerging area in HE (higher education) learning, especially since its growth has started to gain more and more substantial impetus. Considering this, the present study seeks to identify different factors affecting undergraduate and postgraduate students' intentions to engage in social entrepreneurship in the Gujarat by applying a well-established theory of planned behaviour (TPB) as a theoretical framework.

Design / methodology / approach: For this, using survey approach, 144 respondents out of 200 questionnaires yielding a response rate of 72% were contacted with structured questionnaire by following non-probability convenience sampling technique. Analysis of a moment structures (AMOS) was applied to the data using CFA and SEM to test the hypotheses.

Findings: The findings of this study showed that social entrepreneurial education, attitude and subjective norms all have a direct impact on students' intentions to engage in social entrepreneurship. Self-efficacy, on the other hand, has an indirect impact on students' intentions to engage in social entrepreneurship through attitude and subjective norms.

Practical implications: The results of this study offer valuable information that will help social entrepreneurs, the government, and entrepreneurial business setups to better understand the critical elements that influence social entrepreneurs' intentions and develop strategies for improving the environment that fosters student for social entrepreneurship.

Research limitations: The results of this study are solely generalizable to the state of Gujarat. Also, as the data for this study were collected cross-sectionally rather than longitudinally, the findings may have been different.

Originality/value: In order to improve social entrepreneurial intention among students in Gujarat, this study aimed to develop a modified theory of planned behaviour based on different determinants of social entrepreneurial intention.

A STUDY ON THE UNDERSTANDING OF MENSTRUAL HYGIENE MANAGEMENT AND DISPOSAL PRACTICES AMONG MENSTRUATING WOMEN IN SHIMLA CITY, HIMACHAL PRADESH

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KEYWORDS:
Menstruation,
Menstrual
Hygiene
Management,
Menstrual
materials, Health
Impact, and
Disposal
Practices

ABSTRACT:

Menstruation is a natural bodily process of releasing blood every month and has been marked as a significant biological and physiological change that occurs at the age of adolescence and lasts till the age of menopause. Menstruation is a phenomenon experienced by women and girls every month. The secrecy on the matter, cultural practices and traditions influence the way of dealing with menstruation (Rajagopal & Mathur, 2017). Menstruation is still considered a matter of disgrace and impurity and inhibits women to exercise the rights to freedom, education, and worship (Prasanna, 2016). Menstrual hygiene management (MHM) has incorporated that women can manage menstruation with dignity and without discomfort when they can use clean menstrual materials to collect and absorb menstrual blood that can be changed in privacy whenever they want to change with the accessibility of water and soap for washing the body and subsequently when they have access to safe and convenient disposal of used menstrual materials. The disposal of menstrual waste is a matter of silence because no change is observable on the ground even after mentioning menstrual waste in the Solid Waste Management Rules, as nothing has been changed on the ground. Normally, 8 dispensable sanitary pads are used by 121 million women and young girls creating 1.021 million sanitary pads burden monthly and 12.3 billion yearly (Ghosh et al., 2020). These products take 500 to 800 years to break down into smaller microplastics in the presence of light and have an inverse impact on marine and human life (Peberdy, 2019). These products are not only adding plastic waste but inversely impacting women's health due to the presence of chemicals which are added to make them more appealing. The presence of dioxins which are used to make the product white and sterile is responsible for ovarian cancer (House et al., 2012). The lack of segregation, disposal facilities and social stigma associated with menstruation affect the disposal behaviour of menstruating women. Further, women's knowledge, attitude, and availability of menstrual products are some factors that determine their choices of using them without knowing the adverse impacts on their health. The present study aims to understand menstruating women's attitudes, knowledge, perception, and willingness to the usage of safe products and disposal practices which in totality are the area of the menstrual hygiene management. For the study, Shimla has been chosen because of the presence of a Municipal Corporation as urban local bodies are responsible for safe disposal practices as per the rules of solid waste management. The study is descriptive in nature based on a mixed methods research methodology and resorted to purposive sampling to collect the primary data. The secondary data was sourced from reports, research articles, websites, governmental rules, regulations, and policy documents.

THE ROLE OF CORPORATE SOCIAL RESPONSIBILITY TO IMPROVE WOMAN EDUCATION IN MAHESANA

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KEYWORDS:
Corporate Social
Responsibility
CSR Companies
Act 2013
Stakeholders

ABSTRACT:

"When you educate a man an Individual is educated, but when you Educate a woman the whole Family is Educated." - Pandit Jawaharlal Nehru

Education is a Fundamental right of every Indian girl per the right to education Act-2009. India is the most populated country in the world with nearly 48.39% of Female Population India is also one of the fastest growing countries but over women literacy rate is far below the global standard. The main purpose of research paper is to understand the importance of woman education.

Corporate social responsibility (CSR) in Education has mostly involved steps to promote Education increasing access to Education.

This study is First on the second chance program run by the Pratham organization and assisted by Torrent's Pharmaceuticals Ltd.

Objective:

- Improving/Resuming the education of past dropped out women with the help of the second chance program
- A study of the Second Chance Program to improve education in school dropout girls and women
- Presenting a success story of the women and girls able to improve/resume their education with the help of the Second Chance Program

Methodology:

Case work method has been used as the research methodology in this paper. This study is based on review of secondary data. This Study is descriptive nature. The main focus of this study is to improve education in School dropout girls and woman.

Result:

- Since the year 2012 to the year 2021 Second Chance Program has helped educated over 950 women and girls
- The Second Chance Program has operated in over 5 different clusters in the district of Mahesana
- The Second Chance program has helped the women who have passed grade 10th with admissions in high school, do ITI course, Nursing, Various computer courses and earning a Diploma

A STUDY OF CONSUMERS EXPERIENCE IN PERFORMANCE OF MULTIPLEX
THEATRE WITH REFERENCE TO FIVE MEGA CITY OF GUJRAT

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KEYWORDS: **ABSTRACT:**

Cinema,
Multiplex,
Consumer
perception,
geologically
differentiated

A multiplex is a movie theater composite with multiple screens within a single complex. They are generally housed in a particularly designed building. Sometimes, a prevailing venue undergoes a renewal where the existing auditoriums are divided into smaller ones, or more auditoriums are added in an extension or expansion of the building. The biggest of these complexes can sit thousands of people and are sometimes denoted to as a megaplex. Some of the most standard leaders in the past and present are from the cinema industry. The huge power, size, the money complicated and resources used in Indian cinema is growing year by year. The perception of the consumer towards the cinemas is shifting over the years. It is not only watching movies alone but the arrival of multiplexes has added more options to it.

India is geologically differentiated. The differentiated culture and languages in India has proved through the time that it helps continuous in the growth of Indian cinema industry. With an increase in the incomes of the people and increasing expenditure on the vacation activities, multiplexes are composed for high growth in India. Other than the sale of the movies tickets, food & cold drink is the major source of income for the multiplexes. This paper makes an effort to measure the quality of different services delivered by multiplexes in five mega city of Gujarat.

KNOWLEDGE OF CHILD RIGHTS AMONG SCHOOL TEACHERS –
A KEY FACTOR FOR INCLUSIVE EDUCATION

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KEYWORDS: **ABSTRACT:**

Child Rights,
Knowledge,
School Teachers,
Inclusive,
Inclusive
Education

Child Rights are Children's basic needs. While the New Education Policy 2020 of India emphasizes inclusion and equity as indispensable in all schools and educational settings, knowledge in child rights by school teachers is a key factor for the successful inclusive education. Hence the present study is an attempt to explore the knowledge of child rights among school teachers in Udupi region of Karnataka. The objective of this study is to investigate school teachers' level of knowledge regarding child rights in relation to the type of school taught by the respondents. This study is of descriptive design. For the sample of 392 respondents, 5 percent of teachers were selected from each of the three types (Government, Aided and Unaided) of school by adopting stratified random sampling technique. Self Prepared Questionnaire about child rights knowledge comprising of six factors was used as a tool of data collection. Data was analyzed using the statistical tests (ANOVA, Chi-Square and t- test). It was explored from the study that more than half (53 percent) of the respondents showed low level of knowledge pertaining to rights of the children. The inference is that there is highly significant variance among the type of school taught and knowledge of the respondents regarding child rights. The teachers serving in government schools showed higher level of knowledge followed by unaided and aided school. Hence the private schools teachers need to be addressed for enhancing their knowledge pertaining to child rights.

**SOCIAL ENTREPRENEURSHIP EDUCATION IN SOCIAL WORK COLLEGES IN
GUJARAT: EVALUATION OF CURRICULUM, PEDAGOGY & TEACHING
PRACTICES**

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²*Head of Department, VMPIM, Ganpat University*

KEYWORDS:

*Social
Entrepreneurship,
Social
Entrepreneurship
Education,
Teaching
Pedagogy*

ABSTRACT:

Higher education institutions across the world are considered as the hotspot of ideas and innovation. It has influenced the local ecosystem and transformed not only the business and science and technology but also metamorphosed the social sector. The transformation in social sector may be witnessed in the form of a wave of entrepreneurship in social sector. Meaning thereby, infusing business principles in the social development sector has potential to solve many problems social sector has been facing for long time. The social entrepreneurship as an area of study is at a nascent phase in India. The educational institutions across India are finding traction of this emerging area of study. Some universities have started full degree programme on social entrepreneurship. Some of them are offering it as a course within the degree programme. However, higher educational institutions have started pushing social entrepreneurship but systematic intervention is required to make such efforts more meaningful and lucrative.

In this backdrop, the proposed paper will try to assess the infusion of social entrepreneurship in the syllabus, pedagogy and teaching practices of the Social Work Institute located in the state of Gujarat. Social Work College in Gujarat offers undergraduates (BSW), post graduates (MSW) and Doctoral Program (Ph.D). The state of Gujarat has been chosen for the study because it is considered as one of the favoured destinations of business. The changes in the syllabi of discipline of social work will be perused for the purpose of the study across Gujarat. The outcome of the paper will help in knowing the actual status of social entrepreneurial education in curriculum, pedagogy and teaching perspectives. It may also help in designing a skill-based & focused approach to prepare students for social entrepreneurship through curriculum, pedagogy & teaching practices intervention.

DOES STRESS AFFECT PERFORMANCE OF WORKING WOMEN IN MANAGEMENT COLLEGES? : MODEL DEVELOPED BY SMART PLS

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KEYWORDS:

Stress
Management,
Working
Women,
Performance

ABSTRACT:

Purpose: The purpose of this study is to examine the relationship between stress and the performance of working women in management colleges in the Saurashtra region. The study also aims to develop a model using Smart PLS to analyze the factors affecting the performance of working women.

Methodology: The study collected primary data from 92 working women in management colleges in the Saurashtra region using a structured questionnaire. Statistical tools such as SPSS and Smart PLS were used to analyze the data and develop the model. The study identified the factors affecting the performance of working women and their relationship with stress.

Findings: The study found that stress has a negative impact on the performance of working women in management colleges in the Saurashtra region. The model developed using Smart PLS identified several factors affecting the performance of working women, including workload, job security, organizational support, and job satisfaction. The study also found that organizational support can help reduce stress and improve the performance of working women.

Conclusion: The study concludes that stress has a significant impact on the performance of working women in management colleges in the Saurashtra region. The model developed using Smart PLS can be used by management colleges to identify and address factors affecting the performance of working women. The study recommends that management colleges should provide organizational support, job security, and job satisfaction to reduce stress and improve the performance of working women.

Implications: The study has important implications for management colleges in the Saurashtra region in terms of improving the performance of working women. The findings can be used by management colleges to develop policies and strategies to reduce stress and support the performance of working women.

Limitations: The study has a relatively small sample size of 92 working women in management colleges in the Saurashtra region. The findings of the study may not be applicable to other regions or industries. The study relied on self-reported data, which may be subject to bias.

**SUSTAINABLE LIVELIHOODS FOR ELDERLY IN INDIA: INSIGHTS FROM
ELDERS' SELF-HELP GROUPS AND NATIONAL EDUCATION POLICY 2020**

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KEYWORDS:

Self-help group,
NEP, NGO

ABSTRACT:

The ageing population in India is increasing, which has led to an urgent need for sustainable livelihood opportunities for the elderly. This paper aims to identify the opportunities and constraints towards achieving sustainable livelihoods for India's elderly population. Additionally, in this context, this paper seeks to explore the role of the new education policy of India 2020 (NEP, 2020) in enhancing the sustainable livelihoods of older adults in India. This review paper uses a qualitative approach to analyse the existing literature on elderly livelihoods in India. The study examines various sources, including academic papers, government reports, and NGO reports, to understand the challenges and opportunities related to elderly livelihoods. The review finds that elderly individuals in India face various challenges. However, there are also several opportunities for improving livelihoods, such as skill development programs offered by Government and Non-Governmental agencies, The new education policy of India 2020 has several provisions that can positively impact the sustainable livelihoods of the elderly population, the policy's emphasis on lifelong learning, vocational education and training, digital literacy, and intergenerational learning can enable older adults to remain active and productive members of society, furthermore, several pension and saving schemes, and community-based initiatives, i.e., Elders' Self-Help Groups. However, effectively implementing these provisions requires collaboration between the government, civil society organisations, and the private sector. It is also essential to develop and implement effective strategies to realise the potential of the new education policy in enhancing the sustainable livelihoods of older adults in India.

**AN EMPIRICAL REVIEW OF EFFICACIOUS COMMUNITY ENGAGEMENT
PRACTICES FOLLOWED BY HIGHER EDUCATIONAL INSTITUTIONS IN INDIA**

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¹*Assistant Professor, Ganpat University*

KEYWORDS:

Higher Education
Institutes,
Community
Engagement,
Social
Responsibility,
Practices,
Policies

ABSTRACT:

Institutional Social responsibility (ISR) is currently being identified and practiced by educational institutions like Corporate Social Responsibility in Industry. As ISR in educational institutions is a contemporary concept, there are very few studies in this field. Many educational institutions are voluntarily participating in the creation of a culture of social responsibility in society. These educational institutions are performing many activities that address both their modest benefits & the welfare of society. This paper aims to identify and understand the existing social responsibility of institutional practices followed by higher education institutions for better community engagement. The study included independent review of six case studies of higher education in India.

ANTI HUMAN TRAFFICKING UNIT (AHTU): A QUALITATIVE ANALYSIS OF LAW ENFORCER'S OPINIONS

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KEYWORDS: ABSTRACT:

Anti-Human
Trafficking Unit,
Functionaries,
Experiences.
Police authorities

In the year 2012-2013, Dr. P.M. Nair and Shanker Seen study recommended training programs to strengthen the law enforcement response to Human Trafficking and constitute Anti-Human Trafficking Unit (AHTU) in India. The current study conducted by the authors consisting of Ph.D. Research guide and Research Scholar with the support of the Additional Director General of Police –Gujarat State in India evaluate the work of functionaries of AHTU in Gujarat (India). This was a positive initiative to identify the major problems and collect opinions from AHTUs functionaries at the grassroots level. The mixed method examination of Anti-Human Trafficking Units is the exploratory approach base research work of forty Anti-Human Trafficking Units from all thirty-three districts of Gujarat state in India. The detailed research study focused on the experiences and opinions of 214 police authorities (i.e. Police Inspectors, Police Sub-Inspectors, Assistant Sub-Inspectors, Constables, and Lok-Rakshak) officially appointed/deputed in Anti-Human Trafficking Units of Gujarat state (India). The research article is a summarized work of the research Scholar based on opinions received from police staff while collecting data information on the field.

BEATING TO CHANGE: WARS, REJECTION AND THEIR WAYWARD THINKING – RE-VISITING BEAT CULTURE THROUGH LITERATURE.

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KEYWORDS: ABSTRACT:

Beat Generation,
Literature, Beat
Culture, Post -
war,
Individualism

This paper will highlight the impact of Beat of culture through the works of Jack Kerouac and Allen Ginsberg on the modern era which was a literary and cultural movement that formed in America during the oppressive era of 1950-1960s .This movement is significant because it explored the human condition more freely than ever and made their own unique way of living lives against the strict consumerism and conventional morality that prevailed during that era. The beat writers were the advocates of personal freedom and the expression of free flowing ideas and thoughts. Extreme individualism was taken into consideration by the writers with the incorporation of drugs, profound ideas of sex and sexuality and eastern spirituality. They play a special supremacy in the post war American lifestyle and politics as they targeted the monotony of the American middle class through books, literature and music than force or violence. Their way of embracing the nature and not worrying for the problems of tomorrow had been the prominent factor which led this generation neglect the miseries by befriending alcohol,drugs and each other's warmth which have been vividly described in their writings and music.

EXPLORING PARENTS' ATTITUDE TO SUBSCRIBE TO THE ED-TECH SERVICES:
EVIDENCE FROM INDIA

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³ Assistant Professor, Ganpat University;
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KEYWORDS:
Ed-Tech
services, online
learning, attitude
to subscribe,
surrogate buying

ABSTRACT:

Purpose: There are numerous Educational Technology (Ed-Tech) companies investing in Online Teaching & Learning ecosystem in the last few years. Parents play a major role in deciding the academic decision for their kids. However, the peer pressure of kids, the educational background of parents, academic performance of wards would play an important role in intending to subscribe to Ed-tech services.

Research Design: A self-administered questionnaire was developed to collect the data from the parents of School going students of the age between 10 years to 16 years. Convenience sampling was used to collect the data from 208 samples.

Findings: The findings of the study showed that parents' awareness of ed-tech (PAE), wards' peer influence (WPI) and academic performance of ward (APW) significantly affect attitude towards ed-tech (ATE) whereas peer influence of parents (PIP) has no significant influence on their attitude towards ed-tech.

Social implications: The study will help stakeholders to make online learning platforms more effective, interesting, and reachable.

Originality: Existing literature contributes regarding the digital facility, and satisfaction of online learning. However, very limited research is done in the area of parents' attitudes to subscribe to Ed-tech services.

SOCIO-ECONOMIC CHALLENGES AND PERCEIVED STRESS LEVELS AMONG SINGLE MOTHERS

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KEYWORDS:

Single Mothers,
Socio-Economic,
Family, Poverty,
Perceived Stress
level.

ABSTRACT:

Introduction: Adverse life events, such as the death of a spouse or the separation from that spouse, cause single mothers to alter their lifestyles to improve the well-being of their children. This new double-fold headship increases the hard work and leads to a stressful life in the family and workplace for the rest of their lives. Though single mothers work hard, due to gender disparities and lower income generation, finding the means to end poverty is complex.

Research Methods: The study adopted a descriptive research design, used a semi-structured interview schedule, and chose to analyse stress levels using the perceived stress level scale developed by Sheldon Cohen (1983).

Result and Implication: The study findings reveal that most respondents were daily agricultural workers. Due to inadequate education, they are forced to work in agriculture for a living, which is distressing to their financial situation, forcing them to upgrade their children's settlements and secure their lives. The majority of single mothers perceived their stress level as moderate. The present welfare schemes are not sufficient to empower single mother-headed families. Hence the researchers suggested that the policy-making and implementation of such policies for the welfare of single mothers has to be a consideration of every government and stakeholder in the field. Financial empowerment and mental health will improve through specific welfare schemes for single mothers.

THE NARRATIVE OF SHAKUNTALA BY KALIDASA AND RAJA RAVI VARMA :
AN ECO-CRITICAL PERSPECTIVE

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KEYWORDS:

Eco-criticism,
Ecology,
Literature,
Painting, Inter-
medial
Translation,
Existence

ABSTRACT:

This paper is an analysis of the Shakuntala Narrative from Mahabharata and how Kalidasa translates the narrative into a play and Raja Ravi Varma into paintings. The play and the paintings delve into the relationship between man and nature. The study employs an ecocritical perspective to the narrative through the medium of literature as well as art. Our ancient literature and texts are rich in environment and nature and so is the text by Kalidasa on which Raja Ravi Varma relies on to express the same richness of nature through the medium of paintings. Eco critical approach for this study is to analyze the relationship between man and nature, their co-existence and inter dependence. The primary concerns relating to the deterioration of environment these days and the idea of Sustainable development can also be seen through the personification of nature in the play and nature being the centre and not subsidiary to the characters or subjects of the play or paintings. Without nature or Ecology one cannot imagine life and in a similar manner one cannot imagine Kalidasa's work without nature being central or Raja Ravi Varma's paintings without natural landscapes.

LEGAL REFORMS AND EDUCATION

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KEYWORDS:

The Constitution
of India –
Parliament -
Right to
Education –
Supreme Court
of India

ABSTRACT:

The ideology of the nation is called “The Constitution of India”, after the 1950, the legend fundamental right was added in the chapter-III of the Constitution i.e. “Article-21A RIGHT TO EDUCATION”.1 originally right to education was available in the Constitution of India's Part-IV (DPSP), Article-45, but it was not as a Fundamental Right. Basic need of the every citizen is to get education. It is called basic international human right. UDHR acknowledge the Right to Education as a Human Right in 1948. It is also promotes individual freedom and empowerment. Education is most powerful instrument which can uplift people economically & socially. The Supreme Court of India has also play significant role to provide us this Right to Education. After that out legislative i.e. Parliament of India, provides us this fundamental right by The Constitutional Amendment Act. The said legendary right will change India's Socially, Economically & Politically views for the future.

ELUCIDATING MUNSHI'S NOTION OF GUJARATI IDENTITY IN 'PATAN TRILOGY'

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KEYWORDS:
Gujarat
Consciousness,
Nation -
building, Culture,
Historical
factors, Patan
Trilogy,
Gujarati identity

ABSTRACT:

Shri Kanhaiyalal Maneklal Munshi is a well-known Gujarati writer. His historical novels have made a significant contribution to Gujarat's sense of the past. He was a well-known lawyer, freedom fighter, and politician with a multifaceted personality. The present paper focuses on elucidating Gujarat's consciousness in Kanhaiyalal Maneklal Munshi's "Patan Trilogy." The trilogy of Munshi's historical fiction, namely Patan Ni Prabhuta (The Glory of Patan) (1916), Gujarat No Nath (The Master of Gujarat) (1917–1918), and Rajadhiraj (The King of Kings) (1922). Munshi, through his literary endeavors, also coined the term Gujarat-ni-asmita, "Gujarat Consciousness." Munshi's engagement with the ideas of politics, heroism, and nation-building reflects the concerns of a movement that is trying to understand both itself and the nation that he was in the process of imagining. It is an attempt to draw attention to the texts in order to push the boundaries of Gujarati identity and rethink what it means to be Gujarati. This paper offers a close reading of these texts to argue that the trilogy offers the possibility of opening up notions of Gujarati identity. Munshi's main goal in his writings was to improve Gujarat's asmita and make Gujarat consciousness a living factor. The paper employs evaluative methodology in light of the nature of the work since Munshi's writings contain ties to social, cultural, and historical elements.

INNOVATIONS IN TEACHING LANGUAGE IN THE CLASSROOM

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KEYWORDS:

Technology,
Teaching-
learning, NEP
2020,
Innovations

ABSTRACT:

It is believed that 21st century is the age of science and technology. Technology has left its impact in all the fields of human life. Education is also one of the fields which is also influenced by it. It plays an important role in the teaching learning process. In fact, it has changed the whole scenario of teaching and learning process. It makes wonders even in the remote areas. Innovative techniques have been used for teaching and learning in India. Indian Education system has been in a transition phase. NEP 2020 has provided a completely new direction to the Indian Education. It was introduced at such crucial time when the entire world was fighting against covid 19. Most of the institutions of India were trying to reach to the students through online mode. To teach language through online mode has always been a challenging task. The present paper is an attempt to study the innovative methods for language teaching in the classroom especially through online mode. It focuses on the importance of innovations in teaching and learning of language. This paper is an attempt to introduce the innovative methods of teaching language through various applications such as Microsoft Teams, Google Tools, Zoom, etc. The present study also focuses on the benefits of teaching language through innovative techniques and how it facilitates the learning process.

INTEGRATING INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) IN
CLASSROOM TEACHING FOR IMPROVING ENGLISH PRONUNCIATION: AN
EXPERIMENTAL STUDY

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KEYWORDS:

Pronunciation,
phonics,
Information and
Communication
Technology
(ICT); audio
platforms,
observation,
pronunciation
problems,
reasons,
pronunciation
training,
improvement

ABSTRACT:

In India, English is treated as a foreign language, hence learner struggle to learn correct pronunciation of words of foreign language. Accurate pronunciation helps to develop the social skills of an individual by building confidence to speak correctly. Although schools play a fundamental role in teaching English pronunciation but formal phonics training is given only at the pre-primary level in school. After that, the students learn the rest of the phonics by imitating the teachers or their elders.

The new National Education Policy 2020 emphasizes on the creation of an inclusive environment in the classroom using Information and Communication Technology (ICT). It encourages the use of technology to facilitate the development of pronunciation. This includes the use of artificial intelligence (AI)-based voice recognition tools to track and assess pronunciation, along with the use of online pronunciation programs. The use of online dictionary can help students to become more aware of the importance of pronunciation and also provide them with the tools to improve their pronunciation. Furthermore, NEP 2020 emphasizes correct pronunciation in the teaching of language and it has the potential to have a global impact as it encourages students to become aware of the importance of pronunciation in language learning.

The paper aims at analyzing the English pronunciation of undergraduate students of the Faculty of Management Studies and Faculty of Social Science and Humanities at Ganpat University. A group of students have been subjected to an experimental procedure. It emphasizes the necessity of enhancing pronunciation in order to improve reading and speaking abilities. Study is based on pre-experiment and post-experiment analysis. Data is analyzed using various statistical tests to compare the improvement in a student's pronunciation before and after applying accent-enhancing procedures. After analyzing the data researchers found that the students' pronunciation of particular sections has improved after using online dictionary. Hence it can be concluded that the integration of ICT is highly effective in improving English pronunciation without imparting formal phonetic training.

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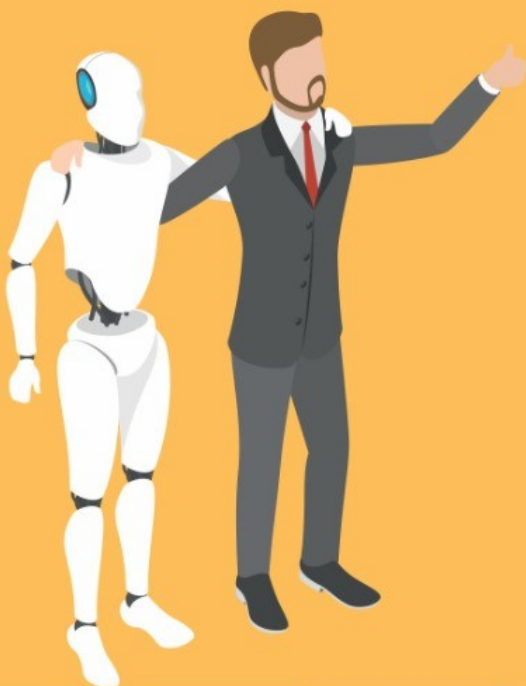
Announcement of Next Conference



**International
Multidisciplinary Conference on**

Human and Technology Interaction

February 23-24, 2024



Technologies have created new ways “to reach, inform, engage, sell, to learn about, and provide service to customers” (Lamberton & Stephen, 2016, p, 146). Digital technology can solve the wicked problems of society. Digital technology can undoubtedly transform how services and products are offered in the marketplace. Technology is expected to bring innovation in shaping how people behave, interact, grow, and develop within their lives and relationships with others and their wider communities. At its best, technology allows people to bridge gaps, improve communication and enhance the efficiency of complex tasks. Yet greater immersion in the digital world undoubtedly creates new challenges and can adversely affect human-to-human interactions.

The theme of GUNI FSSH’s 4th international conference is Human Technological Interaction (HTI). It is a field in need of significant innovation and breakthroughs toward radically new future forms of interaction. We encourage participation in the HTI thematic area as a forum for scientific research and innovation in the interaction between humans and technology. This thematic area addresses challenging and innovative topics in HTI theory, methodology, and practice, which includes novel theoretical approaches to interaction, novel user interface concepts and technologies, unknown interaction devices, UI development methods, environments, multimodal user interfaces, emotions in HTI, aesthetic issues, HTI and children, evaluation methods and tools, and many others.