



# Unit 1- Globalization & Indian Society

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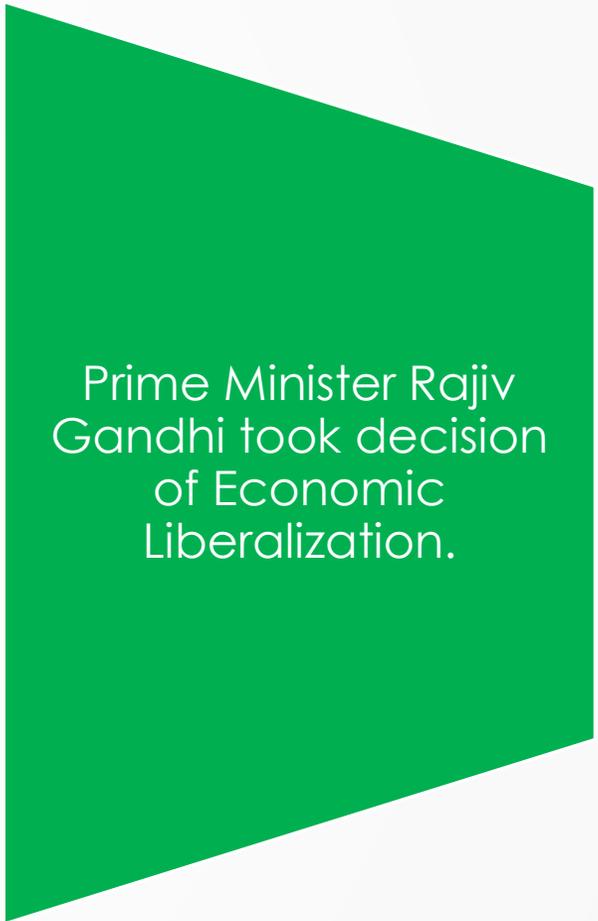
# Concept of Liberalization



Liberalization refers to freedom to business enterprises from excessive government control.



Less licensing & other formalities to be followed by business firms due to the reforms introduced by the Industrial policy, 1991 & Subsequent economic policies of government.



Prime Minister Rajiv Gandhi took decision of Economic Liberalization.



# Major elements of Liberalization



Delicensing of Industries



Liberalization of Foreign Investment



Liberalization of foreign technology imports



Liberalization of industrial location



Liberal Taxation



Autonomy to Public sector units



# Concept of Privatization

- ▶ **Dereservation of public sector**

- At present only 03 industries reserved for public sector.

1. Railways

2. Atomic Energy

3. Specified Minerals

- ▶ **Disinvestment of Public sector**

- Objective

1. To provide good service

2. To overcome political interference in managing units

3. To overcome corruption in PSUs.

4. To make effective use of proceeds from disinvestment

5. To improve efficiency of PSUs etc.



# Concept of Globalization



Main elements of globalization

Introduction of Foreign Exchange  
Management Act, 1999

Reduction in Custom Duty

Liberalization of foreign investment

Signing of WTO  
agreements (TRIPs, TRIMs, GATS, Agreement on  
agriculture)



# Impact of Globalization

## ➤ Positive impact

Benefits of reduction in custom duties

Benefits of FEMA 1999

Benefits of Foreign Direct Investment

## ➤ Negative impact

Problem for domestic companies

Problem of foreign investment

Problem of foreign technology



# Globalization & Changes in Employment

## ➤ **Negative impact/changes**

Introduction of Labour Saving Devices

Negative growth of employment in public sector

Employment in small scale sector

## ➤ **Positive impact/Changes**

Employment in the Services sector

Impact of FDI on Employment

Increase in Contractual workers

# Migration –





# Migration –Causes



Economic factors

Social factors

Environmental factors

Medical reasons

Political factors



# Migration – Effects



Brain drain

Foreign  
Exchange  
Reserves

Fusion of  
cultures

Social  
problems

Psychological  
problems

Hostilities  
towards  
Migrants



# Globalisation & changes in Agrarian sector



changes in  
Food basket

Changes in  
Agricultural  
Marketing  
systems

Changes in  
Agricultural  
Exports

Changes in  
share of  
Agricultural  
Employment

Changes in the  
share of  
Agriculture in  
GDP

Changes in  
area of  
cultivation

Contract  
Farming &  
Corporate  
Farming



# Growth of Corporate Farming

- ▶ Corporate farming refers to farming undertaken by corporate firms. The corporate firms purchase prime agricultural land from farmers who are willing to sell their land.
- ▶ The corporate firms may also purchase or take on lease wastelands from the State govt. for the purpose of agriculture related activities.
- ▶ States such as Maharashtra, Gujrat, Goa, MP, AP, Tamil Nadu, Punjab, Karnataka, Chattisagarh & others have permitted corporate farming.



# Arguments for Corporate Farming



Consolidation  
for Land  
holdings

Production for  
Exports

Marketing of  
Agricultural  
Produce

# Arguments against Corporate Farming

Large scale corporate farms failed in UK, Venezuela, Ghana, Brazil, Iran & Philipines.

Mismanagement due to lack of relevant farming experience.

Displacement of large number of small farmers.

Neglect of field improvement.

No contingency planning.

Poor labor relations.

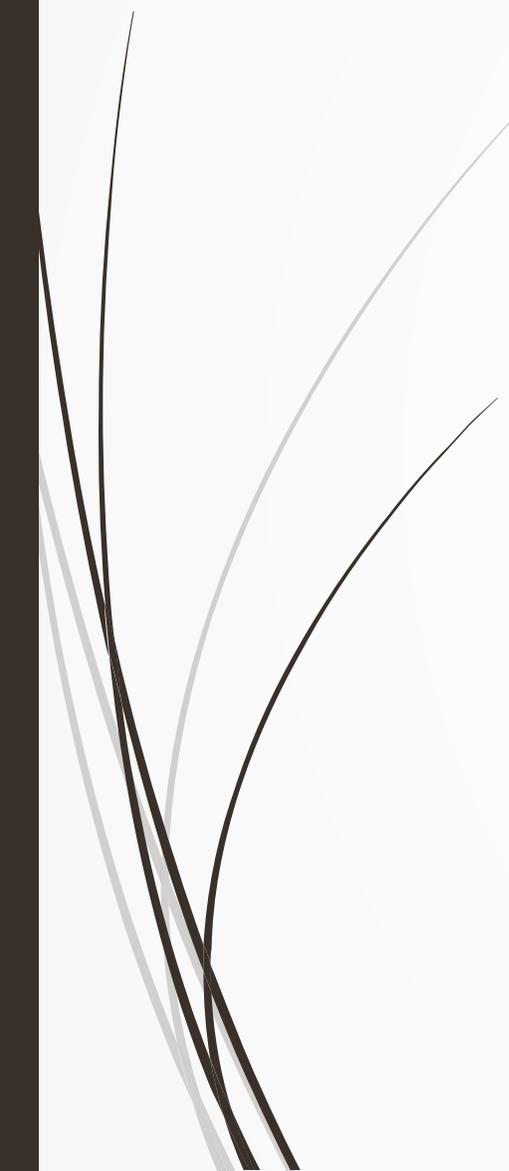
## Increase in Farmer's suicides in India- Reasons

Reasons for farmers suicides. (in 2002)	Percent (of suicides)
Failure of crops	16.84
Other reasons (e.g. chit fund)	15.04
Family problems with spouse, others	13.27
Chronic illness	9.73
Marriage of daughters	5.31
Political affiliation	4.42
Property disputes	2.65
Debt burden	2.65
Price crash	2.65
Borrowing too much ( for house construction)	2.65
Losses in non-farm activities	1.77
Failure of bore well	0.88

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# Major reasons behind farmers suicide



Indebtedness

Higher input costs

Lower prices for output

Crop failures

Lack of Relief package for farmers



# Growth of Information Technology & Communication- Advantages

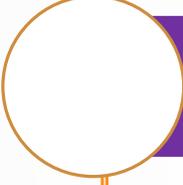
- 
- Globalization
  - Communication
  - Cost effectiveness
  - Bridging cultural gap
  - 24\*7 operational
  - employment



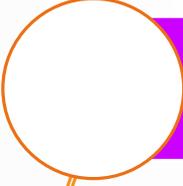
# Disadvantages



Unemployment



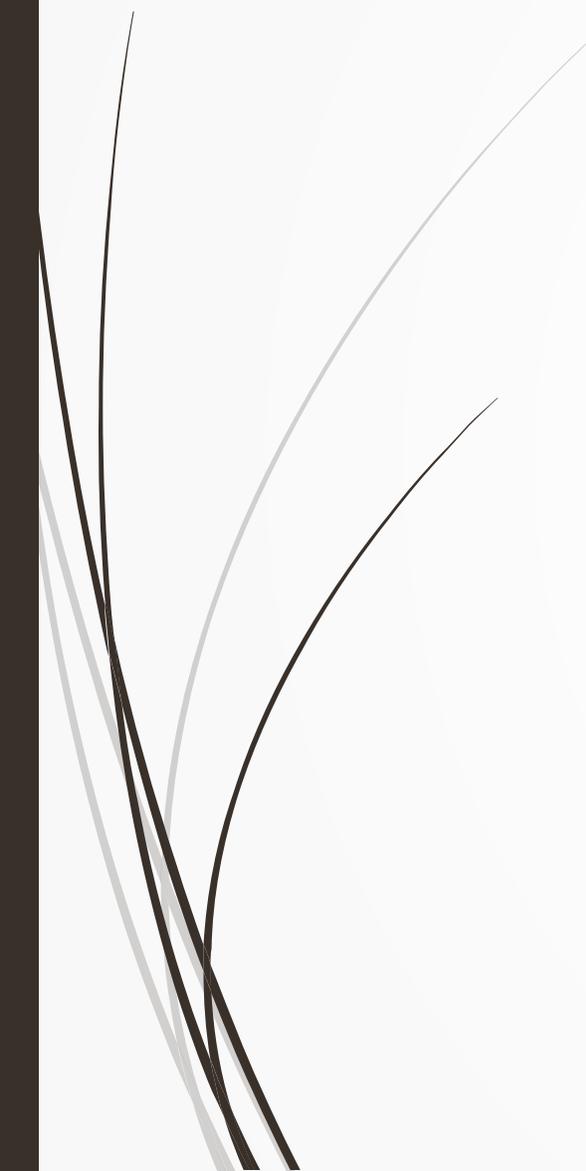
Privacy



Lack of job security



Dominant culture



# THANK YOU

Created by Dr.Gangotri Nirbhavane.

# Unit 2-Human Rights

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# Concept of Human Rights

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Universal Declaration of Human Rights (UDHR1948)-defines 'Human Rights ' as "Rights derived from the inherent dignity of the human person".

Arold Laski states "Human rights are those conditions of social life without which no man can seek in general to be himself at his best."

Justice Durga Das Basu says " human rights are those minimal rights ,which every individual must have ,against the State or other public authority, by virtue of his being a member of the human family,irrespective of any other consideration."

# Characteristics of Human Rights

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Universal  
Application

Purpose

Condition of  
Social Life

Minimal  
Rights

Supports  
Human  
Development

Derived from  
natural law

Independent  
of the state

Origin

# Evolution of Human Rights

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Theology & Religion

Magna Carta

Theory of Natural Law

The Natural Rights Theory

The Universal Declaration of Human Rights

# The Universal Declaration of Human Rights

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The Universal Declaration was adopted by the General Assembly as UN Resolution on 10 December 1948 in Palais de Chaillot, Paris. 58 UN members at the time, 48 voted in favour, none against, eight abstained.

The declaration consists of a Preamble & 30 articles highlighting human rights & freedom entitled to everyone in the world.

# Preamble

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The Preamble of UDHR consists of seven paragraphs followed by a statement of proclamation of the Declaration. It states the reasons for adoption of the declaration.

Recognition of the inherent dignity & of the equal & inalienable rights of all members of the human family is the foundation of freedom ,justice & peace in the world.

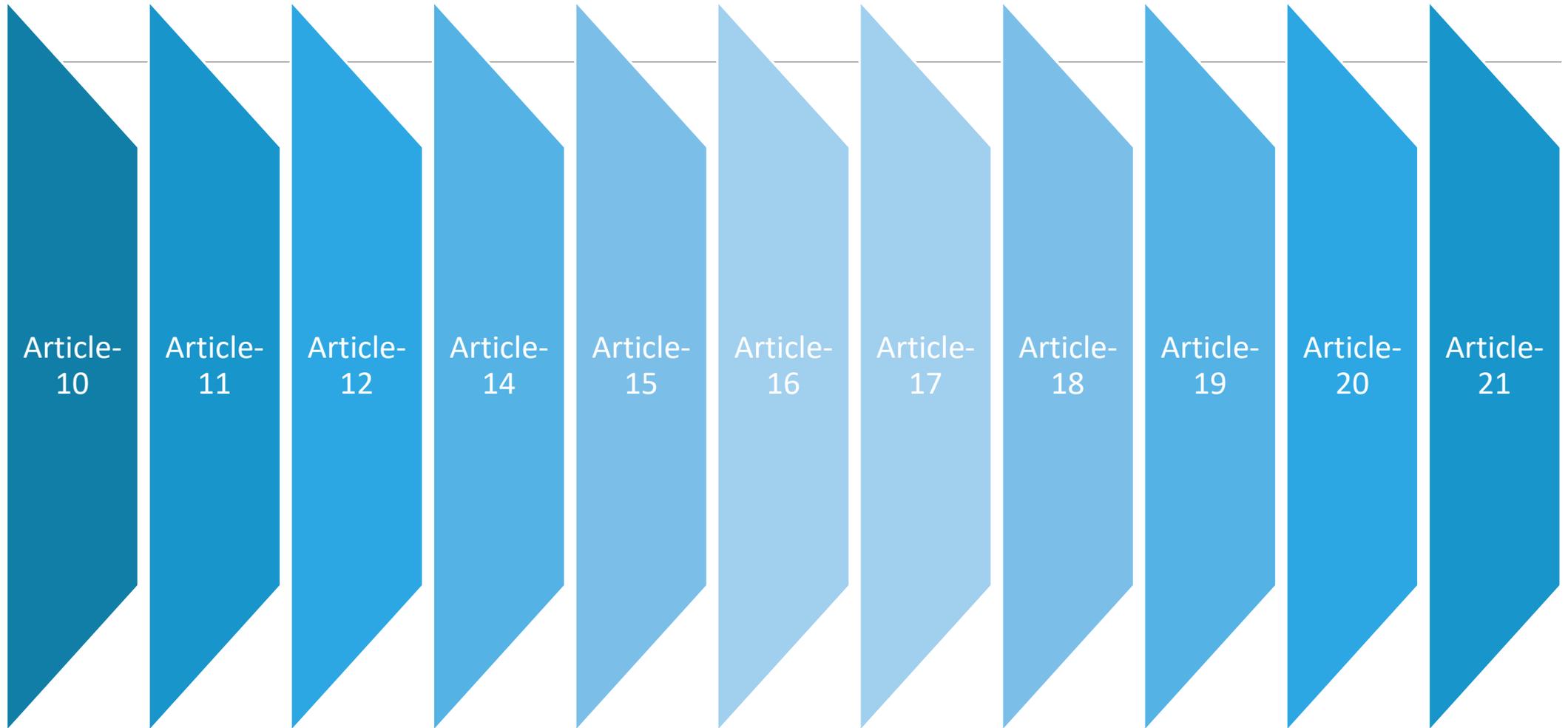
World in which human beings shall enjoy freedom of speech ,belief & freedom from fear & want has been proclaimed as the highest aspiration of the common people.

The General assembly proclaims this Universal Declaration of Human rights as a common standard of achievement for all people & all nations.

# Articles of UDHR

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# Fundamental Rights in the Constitution

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**Fundamental rights** are those rights which are essential for intellectual, moral and spiritual development of citizens of India. As these rights are fundamental or essential for existence and all-round development of individuals, they are called 'Fundamental rights'.

These are enshrined in Part III (Articles 12 to 35) of the Constitution of India.

These include individual rights common to most, such as equality before the law, freedom of speech and freedom of expression, religious and cultural freedom, Freedom of assembly (peaceful assembly), freedom of religion (freedom to practice religion), right to constitutional remedies

# Significance & Characteristics

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1.Preservation of Human Dignity

2.Enforcement of Rights

3.Protection against Violations of Human Rights

4. Applicability

5.Enforceable against Individuals

6.Amendment to Rights

7.Suspension of Rights

8.Classification

# Right to Equality (Article 14 to 18)

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**Article 14**-The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India, on grounds of religion, race, caste, sex or place of birth.

**Article 15**-The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them.

**Article 16**-There shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State.

**Article 17**-Abolition of untouchability

**Article 18**- Abolition of all titles except military and academic

# Right to Freedoms (Article 19 to 22)

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**Article 19**-Protection of 6 rights concerning the freedom of:

Speech and expression, Assembly, Association, Movement, Residence, Profession

**Article 20**-Protection with respect to conviction for offences

**Article 21**- Right to life and personal liberty

**Article 21(A)**- Right to elementary education

**Article 22**- Protection against arrest and detention in certain cases

# Right against Exploitation(Article 23 to 24)

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## Article 23- Prohibition of traffic in human beings and forced labour

Article 23(1): Traffic in human beings and the beggar and other similar forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with the law.

Article 23(2): Nothing in this article shall prevent the State from imposing compulsory service for public purposes, and in imposing such service the State shall not make any discrimination on grounds only of religion, race, caste or class or any of them.

## Article 24- Prohibition of employment of children in factories, etc.(Prohibition of Child Labour)

“No child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment.”

- This Article forbids the employment of children below the age of 14 in any hazardous industry or factories or mines, without exception.

# Right to Freedom of Religion(Article 25 to 28)

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**Article 25**-Freedom of conscience and free profession, practice, and propagation of religion.

**Article 26**-Freedom to manage religious affairs

**Article 27**- Freedom as to payment of taxes for promotion of any particular religion

**Article 28**-Freedom as to attendance at religious instruction or religious worship in certain educational institutions

# Cultural & Educational Rights(Article 29 to 30)

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## Article 29- Protection of Interests of Minorities.

**Article 29(1):** This provides all citizen groups that reside in India having a distinct culture, language, and script, the right to conserve their culture and language. This right is absolute and there are no ‘reasonable restrictions’ in the interest of the general public here.

**Article 29(2):** The State shall not deny admission into educational institutes maintained by it or those that receive aids from it to any person based on race, religion, caste, language, etc. This right is given to individuals and not any community.

## Article 30- Right of Minorities to Establish and Administer Educational Institutions

This right is given to minorities to form and govern their own educational institutions. Article 30 is also called the “**Charter of Education Rights**”.

# Right to Property(Article 31 )A Former fundamental Right

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**Article 31-** "No person shall be deprived of his property save by authority of law". It also provided that compensation would be paid to person whose property has been taken for public purposes.

It amended no.of times. The 44<sup>th</sup> Amendment Act of 1978 deleted the right to property from the list of fundamental rights.

A new article added 300-A to the constitution which provided that "No person shall be deprived of his property save by authority of law".

# Right to constitutional Remedies(Article 32)

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Part III of the Constitution provides for legal remedies for the protection of these rights against their violation by the State or other institutions/individuals. It entitles the citizens of India to move the Supreme Court or High Courts for the enforcement of these rights. The State is forbidden from making any law that may conflict with the Fundamental Rights.

- Article 32 also empowers Parliament to authorize any other court to issue these writs
- Before 1950, only the High Courts of Calcutta, Bombay, and Madras had the power to issue the writs
- Article 226 empowers all the high courts of India to issue the writs
- Writs of India are borrowed from English law where they are known as ‘Prerogative writs’

# Writ Petition

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A writ petition is essentially a court petition for extraordinary review, asking a court to intervene in a lower court's decision. Under the Indian legal system, jurisdiction to issue 'prerogative writs' is given to the Supreme Court and the High Courts of Judicature of all Indian states. Parts of the law relating to writs are outlined in the Constitution of India.

## Type of Writs

The Constitution empowers the Supreme Court and High Courts to issue orders or writs.

The types of writs are:

- Habeas Corpus
- Certiorari
- Prohibition
- Mandamus
- Quo Warranto





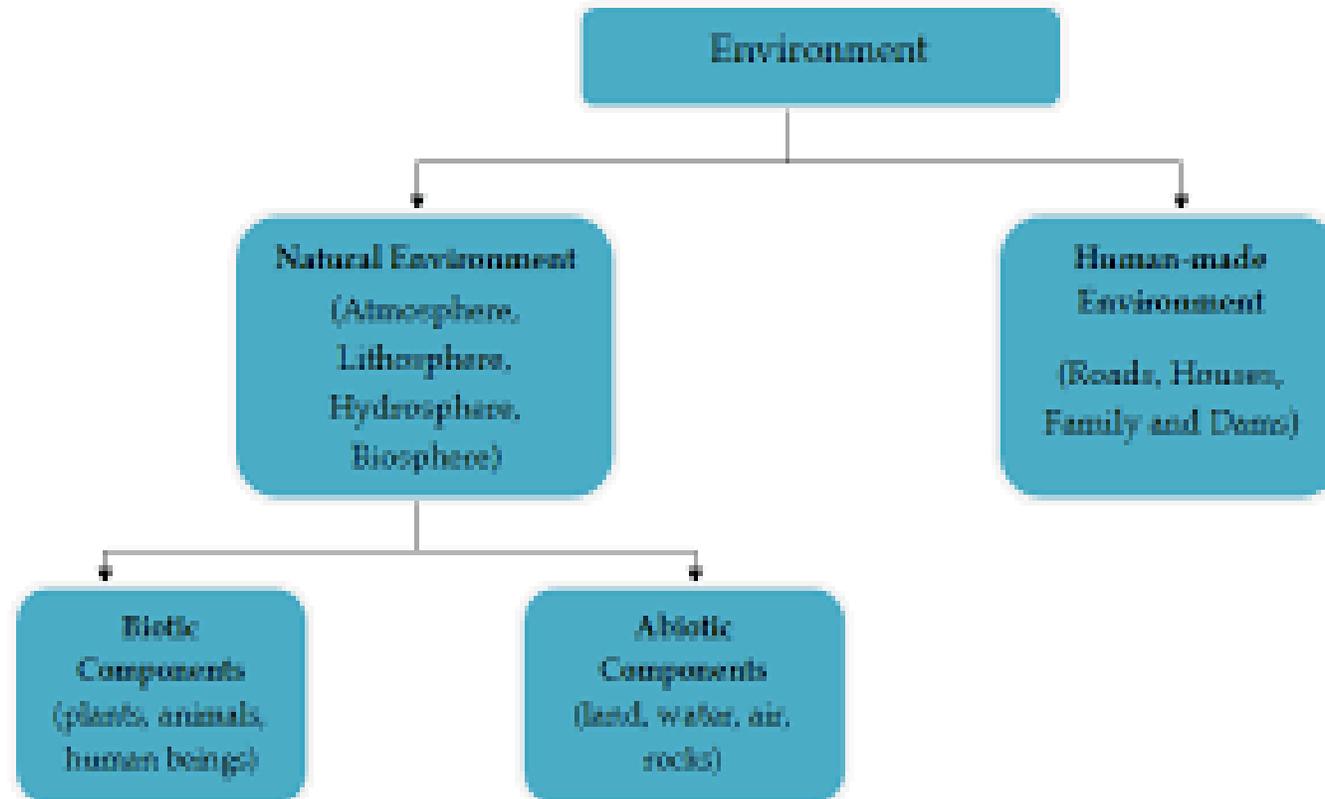
# Unit 3-Ecology

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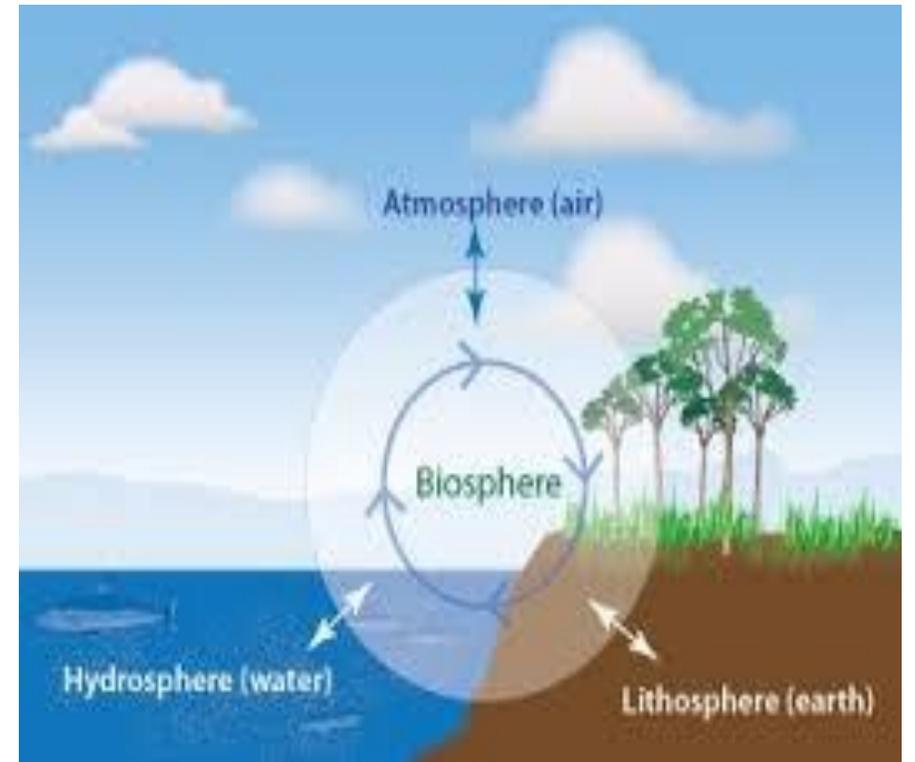
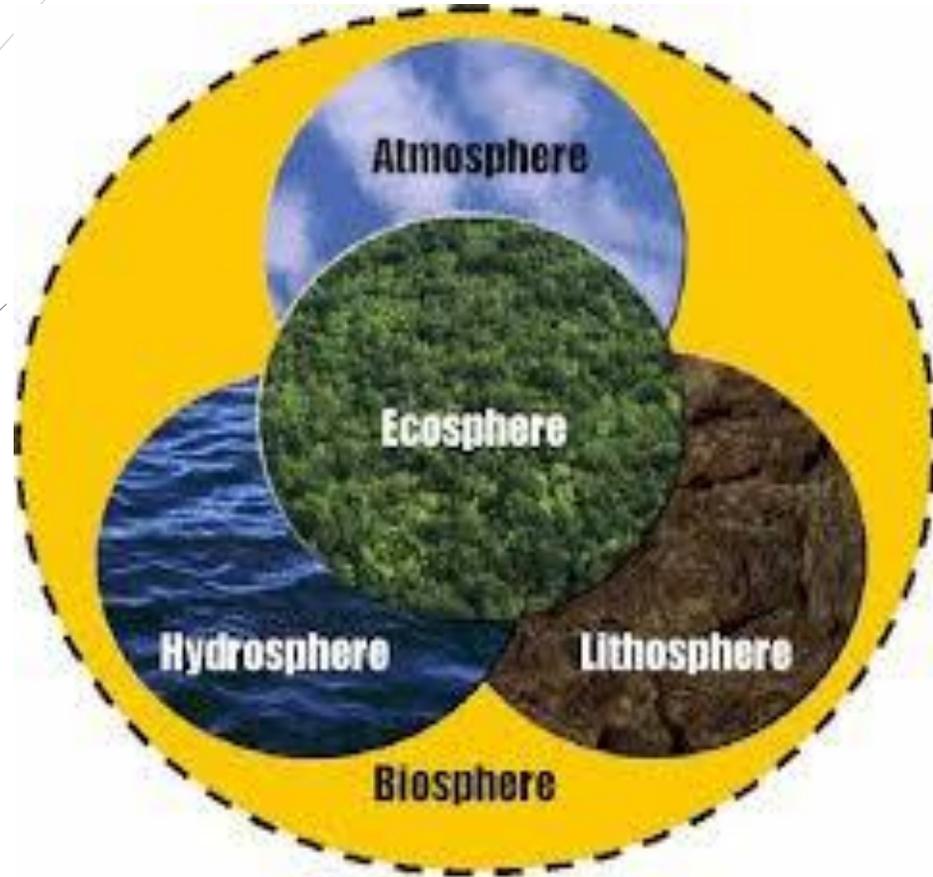
# Concept of Environment & Ecology

- Concept of Environment- “Environ”(French word) means “encompass", "encircle”, “surround” etc.
- ‘Surroundings in which an organisation operates including air, water, land & natural resources, flora ,fauna, humans & their relations’.
- Environment – Abiotic (Physical) & Biotic (Living) elements that surround humans.

# Components of Environment



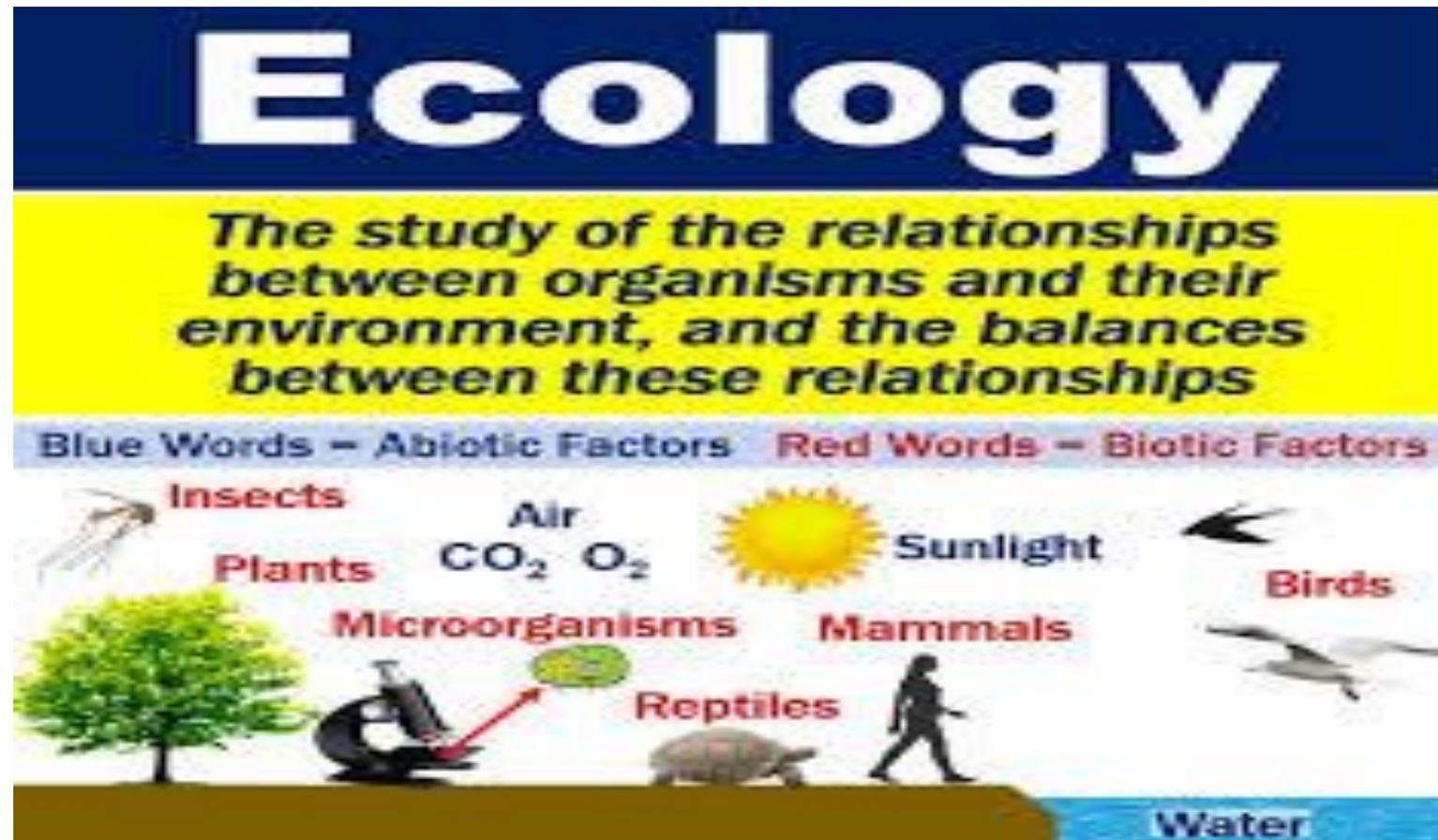
# Natural Environment



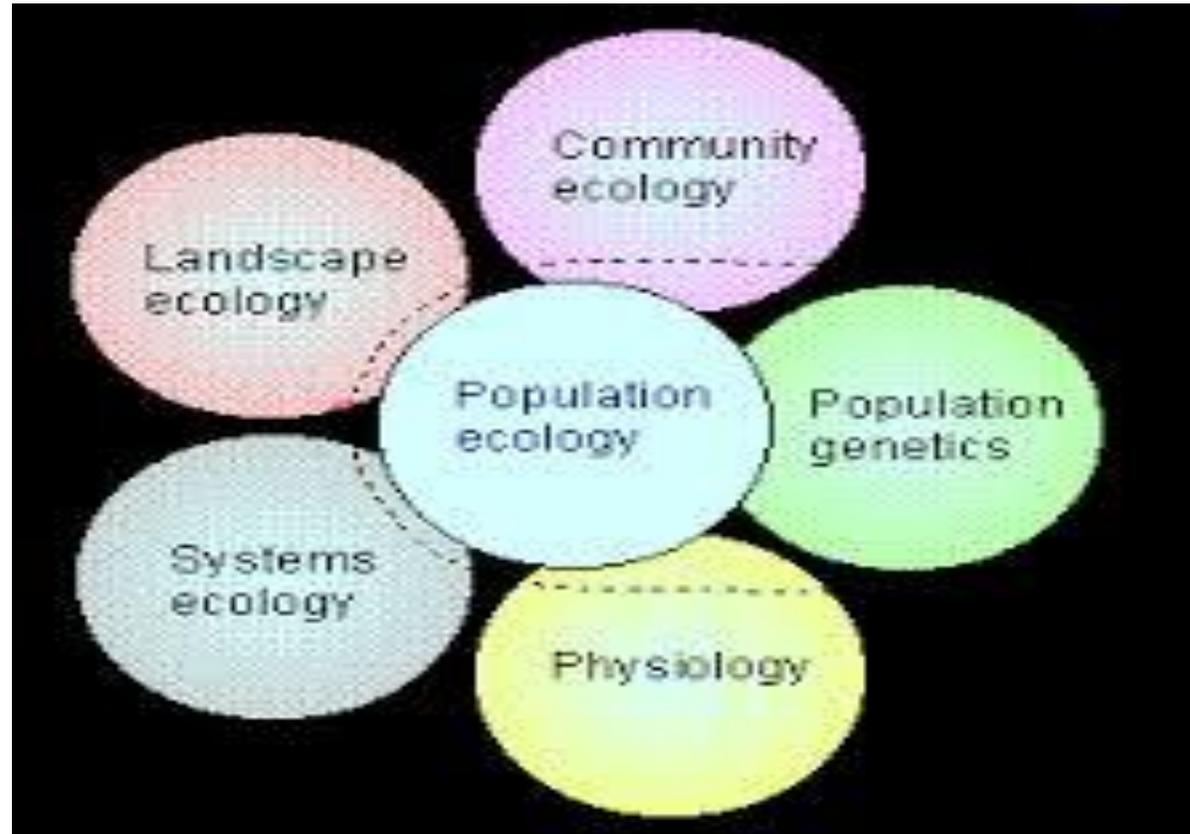
# Human (Manmade) Environment



# Concept of Ecology



# Disciplines of Ecology



# Environment & Ecology

**Environment-** The environment can be defined as a sum total of all the living and non-living elements and their effects which influence human life. While all living or biotic elements are animals, plants, forests, fisheries, and birds, etc. The non-living or abiotic elements include water, land, sunlight, rocks, and air, etc.

**Ecology-** It is a branch of biology concerning the spatial and temporal patterns of the distribution and abundance of organisms, including the causes and consequences.

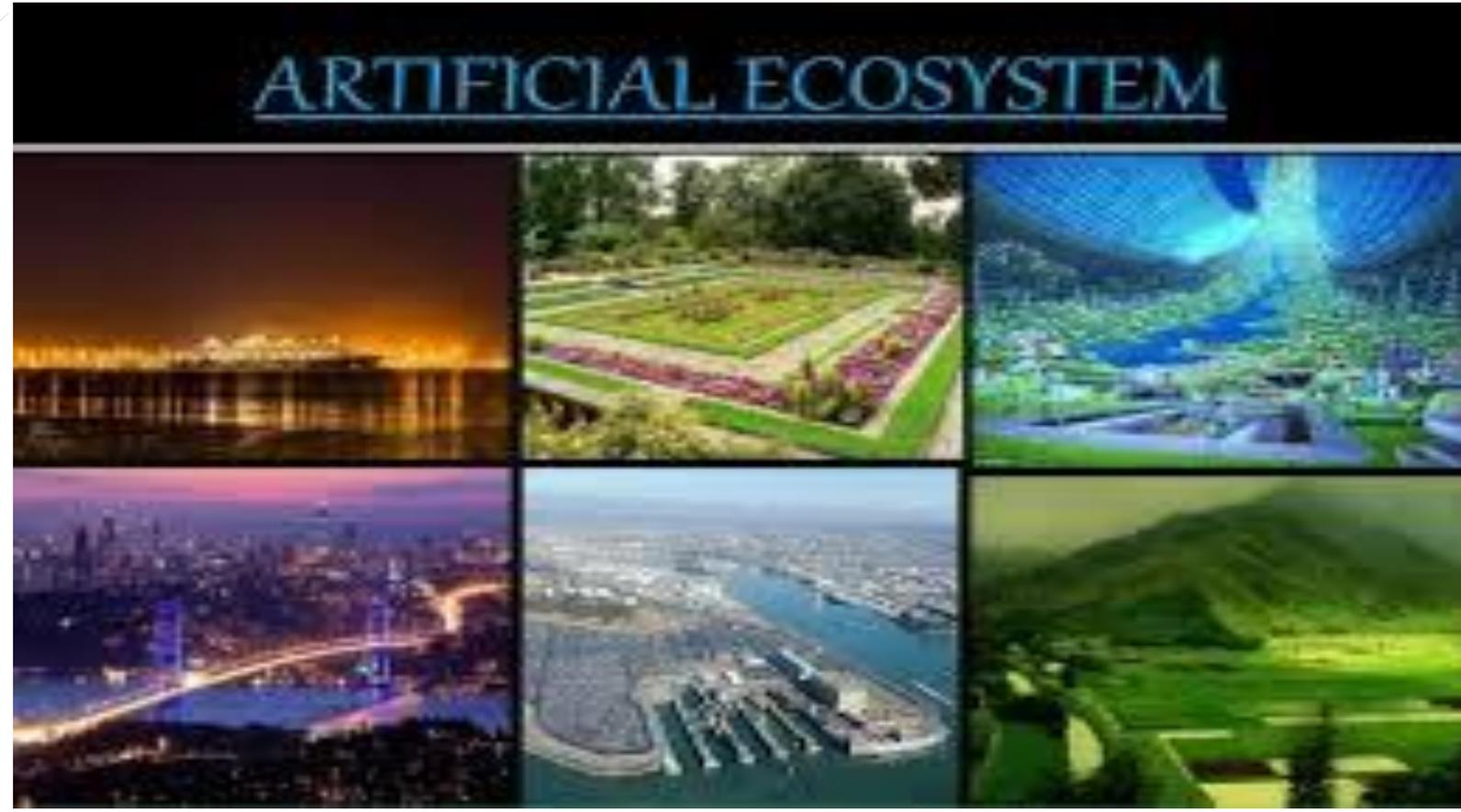
**Ecosystem-**The living community of plants & animals in any area together with the non-living components of the environment- like land , air ,water.

# Ecosystem

## Natural Ecosystem



➤ **Artificial Ecosystem**



# Structure & Function of Ecosystem

► Living Components & Nonliving components

## Living components(Biotic) -

Primary producers- Autotrophs- plants

Consumers-Heterotrophs-

Herbivores

Carnivores

Omnivores

Decomposers

## Non-living (Abiotic)-

sunlight, water, soil, wind, rainfall, ocean etc.

# Importance of Environmental Studies

Industrial  
growth

Urbanization

Agriculture

Pollution

Development  
Projects

# Environment as a natural capital & quality of human life

Resource for  
food supply

Energy  
sources

Source for  
recreation

Forest  
resources

# Environmental Degradation



Deforestation

Desertification

Emissions

Erosion

Extinctions

Marine Degradation

# Causes of Environmental Degradation

Industrial  
Activities

Population  
Explosion

Farm  
Mechanization

Pesticides &  
Insecticides

Felling of trees

Changing  
lifestyle

Automobiles

Urbanisation

Poverty

Government  
Policies

Development  
Projects

Natural Causes

# Impact of Environment Degradation on Human life

Air Pollution

Noise pollution

Water pollution & Scarcity

Soil Contamination

Global Warming

Effect of Ozone Depletion

Acid Rain

Depletion of Marine life

Deforestation

Desertification

# Concept of Sustainable Development

Sustainable development has been defined in many ways, but the most frequently quoted definition is from Our Common Future, also known as the Brundtland Report:

**Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.**

# Need for Sustainable Development



# Sustainable Development- Principles

Integration of  
Environment &  
Economic  
decisions

Stewardship

Shared  
Responsibility

Prevention

Conservation

Waste  
Minimization

Enhancement

Rehabilitation &  
Reclamation

Scientific &  
Technological  
Innovation

Global  
Responsibility

# Sustainable Development-Guidelines

Efficient use of resources

Public participation

Understanding & Respect

Access to Adequate information

Integrated Decision making &  
Planning

Substitution

# Components of Sustainable Development



# Poverty & Environment

Livelihood

Health Risks

Resilience to  
Environmental risks

Economic  
Development

## Rio Declaration-UNCED -1992

- ▶ The United Nations Conference on Environment and Development (UNCED), also known as the 'Earth Summit', was held in Rio de Janeiro, Brazil, from 3-14 June 1992. This global conference, held on the occasion of the 20th anniversary of the first Human Environment Conference in Stockholm, Sweden, in 1972, brought together political leaders, diplomats, scientists, representatives of the media and non-governmental organizations (NGOs) from 179 countries for a massive effort to focus on the impact of human socio-economic activities on the environment. A 'Global Forum' of NGOs was also held in Rio de Janeiro at the same time, bringing together an unprecedented number of NGO representatives, who presented their own vision of the world's future in relation to the environment and socio-economic development.



Thank you

# Unit 4- Understanding Stress & Conflict

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# Meaning & Causes of Stress

- ▶ Stress is defined as a state of imbalance arising due to excessive psychological & /or physiological demands on a person.
- ▶ Fred Luthans definition- An adaptive response to an external situation that results in physical, psychological , &/or behavioral deviations for organizational participants.
- ▶ Stress can be positive or negative.
- ▶ Stress is said to be positive when the situation offers an opportunity for a person to gain something. Eustress is the term used to describe positive stress, it act as a motivator for peak performance.
- ▶ Stress is said to be negative when a person faces social, physical, organizational & emotional problems.

# Causes of Stress

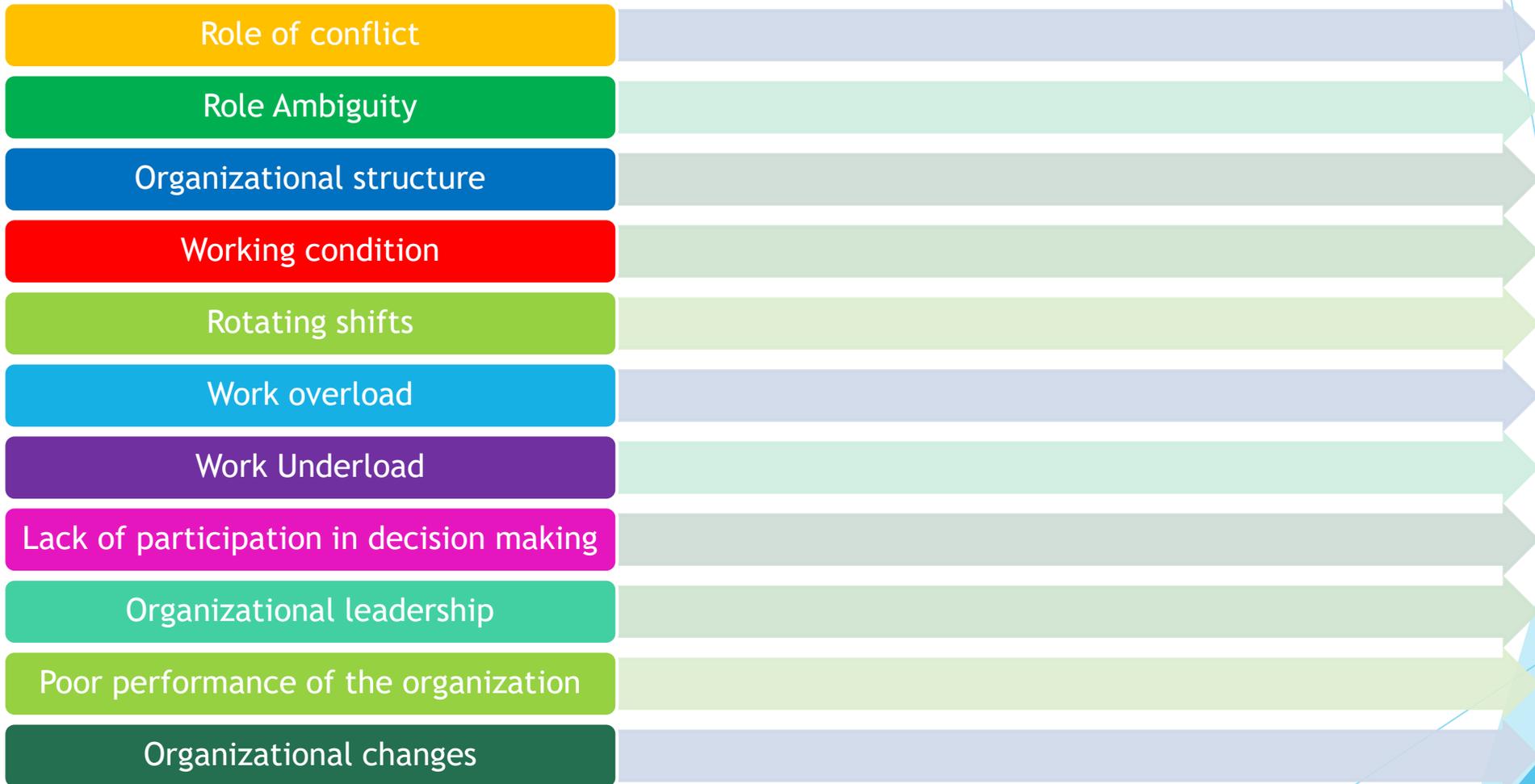
Organizational  
Stressors

Group  
Stressors

Individual

Environmental

# 1. Organizational Stressors



## 2. Group Stressors

Lack of group  
cohesiveness

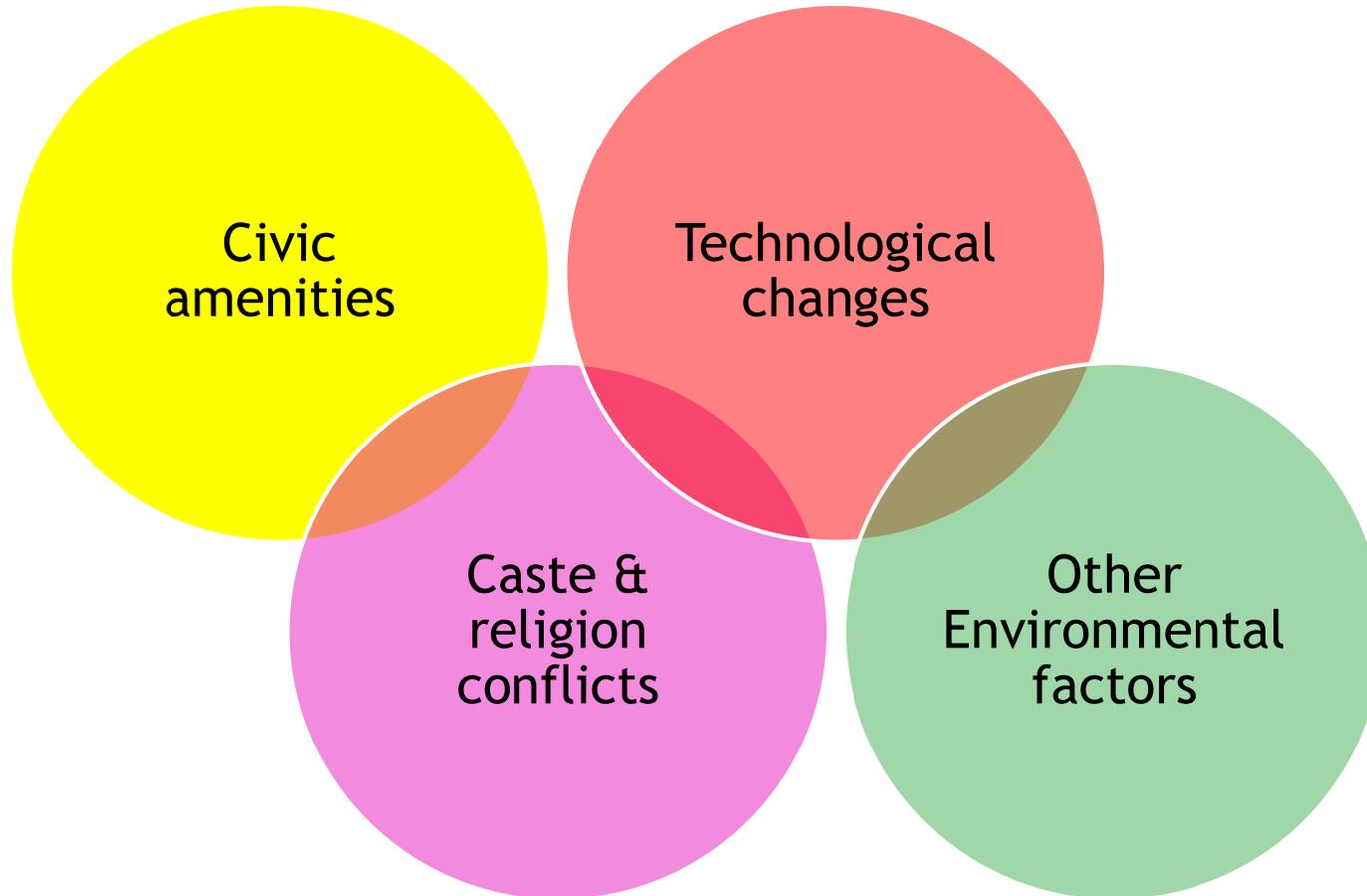
Lack of social  
support

Interpersonal  
& Intergroup  
conflict

## 3. Individual Stressors



# 4.Environmental Stressors



# Meaning & causes of conflict- levels of conflict

**Intrapersonal conflict**

**Interpersonal conflict**

**Intergroup conflict**

# Sources/causes of conflicts

Organizational changes

Different set of values

Personality clashes

Threat to status

Difference in perceptions

Competition

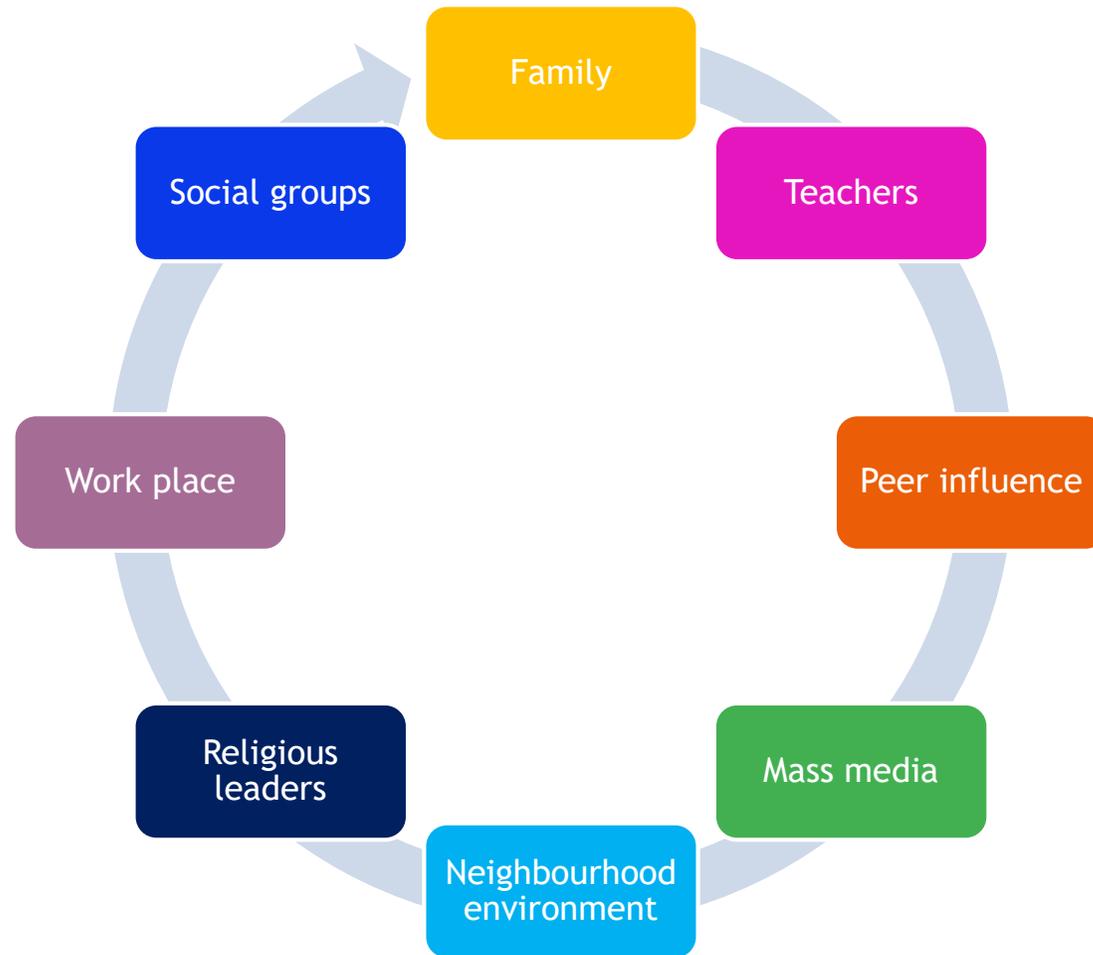
Problem of multiple roles

Problem in setting goals

lack of trust

Other causes

# Agents of Socialization



# Significance of values in individual development-**Importance of values**

Personality development

Values reflect character

Values improve social relations

Values generate love ,peace & happiness

Values bring respect

Values foster Economic progress

Values foster social development

Values facilitate regional cooperation

Values improve standard of living

Values develop positive attitude

# Significance of ethics in individual development- **Importance of ethics**

Dignified life

Peace of mind

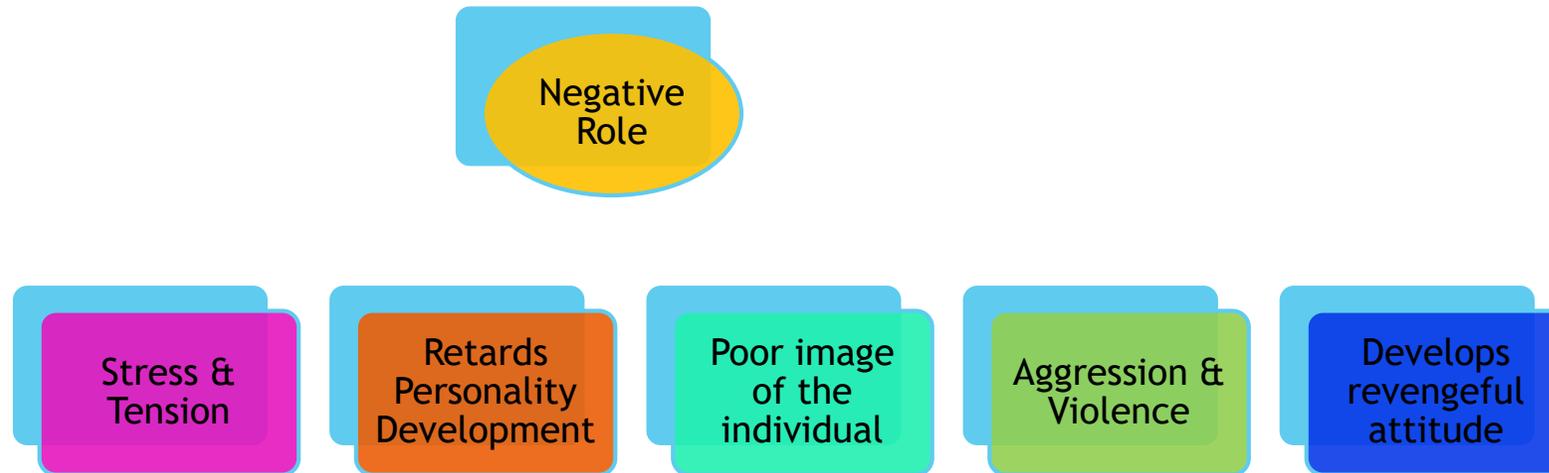
Rewards

Restricts corruption

Reduces social exploitation

Social upliftment

# Significance of prejudices in Individual development- **Role of Prejudice**



# Role of prejudice-

## Positive role

Person always think positive about various aspects of life or society.

Favorable opinion, may not generate stress & tension, not have effect on mental & physical health of a person.

Enable them to get better job opportunities & better status in the society.

# Stereotyping & Prejudice as causes of conflicts

Opening communication channels

Apology & Forgiveness

Trust -building -  
Joint projects,  
meditation

Dialogue-  
Adversarial  
dialogue,  
Human relation  
dialogue,  
Activist  
dialogue,  
Problem solving  
dialogue

Other  
stereotype  
breaking &  
Prejudice  
reduction  
actions

# Aggression- Types of Aggression

Hostile aggression- in which the main objective is inflicting some kind of harm on the victim.

Instrumental aggression- aggression in which a person performs not primarily to harm the victim but to attain other goals, such as control of valued resources or praise from others.

# violence

Violence include acts of aggression & abuse that cause or intend to cause injury to others.

Violence can be defined as “ behaviors by individuals thet intentionally threaten ,attempt, or inflict physical harm on others.”

Although Aggression & violence appear to be synonymous ,violence involves greater intensity & destruction.

# Causes of Aggression & Violence

Human  
instinct

Frustration

Observation

Cognitive  
factors

Provocation

Media

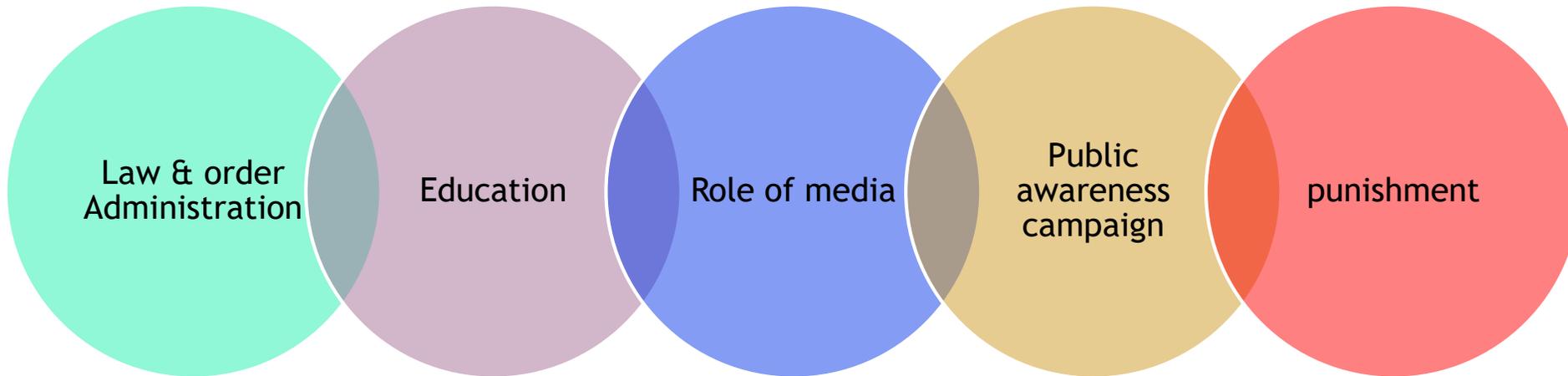
Expectation  
of reward

Communalism

Casteism

regionalism

# Measures for resolving aggression & violence in the society





Its not stress that kills us, it is  
our reaction to it.

Hans Selye

BrainyQuote

**THANK YOU**



# Unit 5-Managing Stress & Conflict in contemporary Society

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# Types of Conflict



Intrapersonal  
conflict



Interpersonal  
conflict

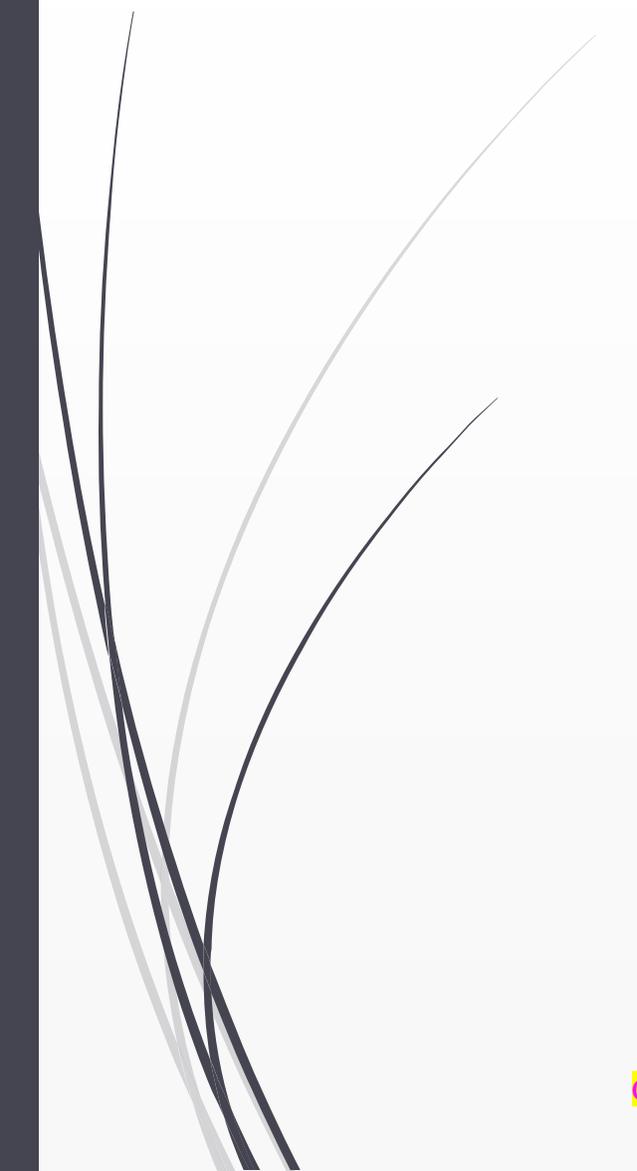


Intergroup  
conflict





# Coping with Stress- 1.Individual Strategies



Physical Exercise

Meditation

Relaxation training

Time management

Social support

Behavioral self-control

Biofeedback

Networking

Personal well being

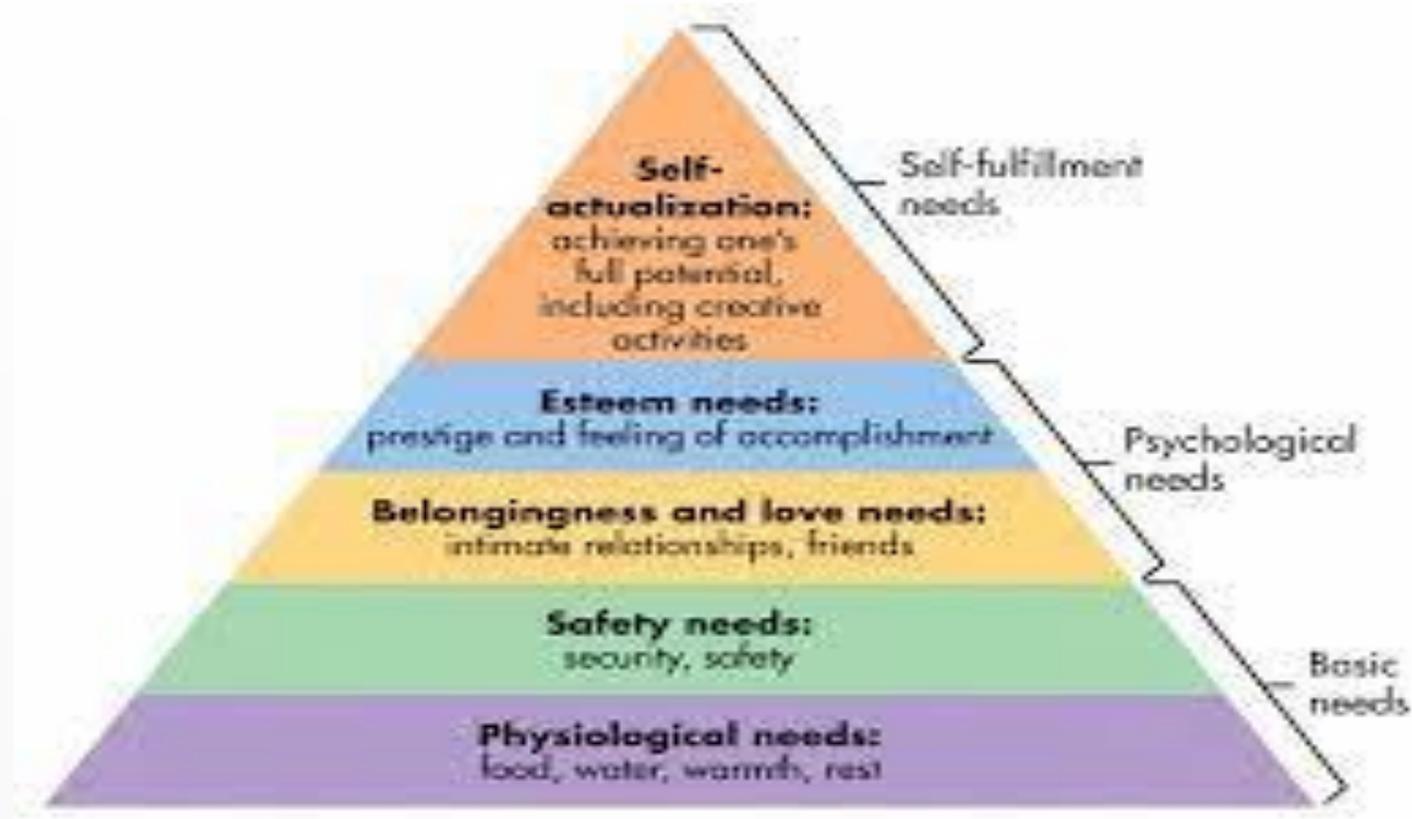
## Coping with Stress- 2.Organisational Strategies

Creating a healthy work environment such as good working conditions, good superior-subordinate relations.

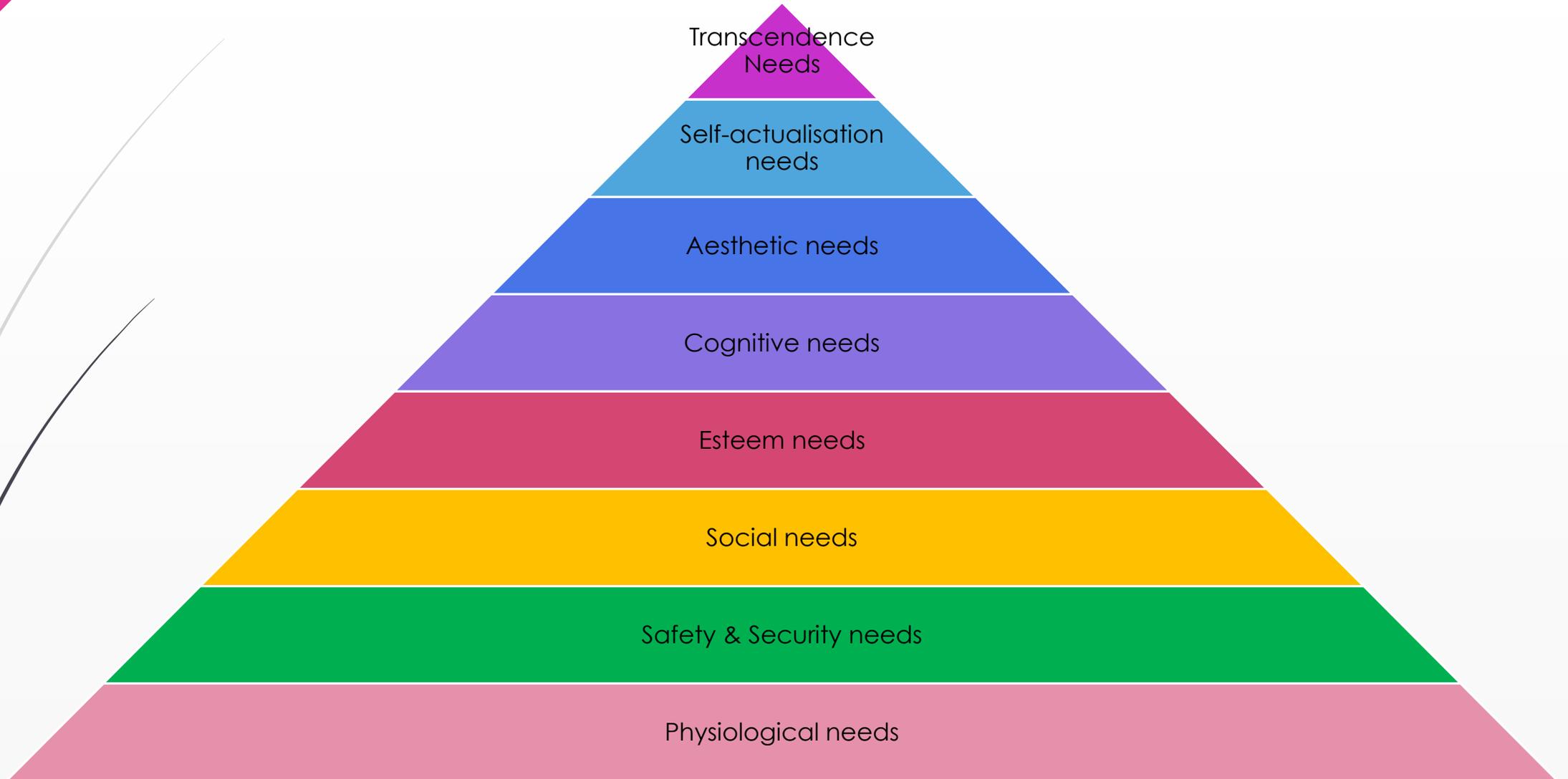
Offering sabbaticals (Long leave)

Proper welfare facilities such as canteen facilities, recreation facilities

# Maslow's theory of Self-Actualization



# Hierarchy of Needs Theory-1990's



Created by Dr.Gangotri Nirbhavane.

# Salient features of need Hierarchy theory

Wide range of needs

Structure of needs

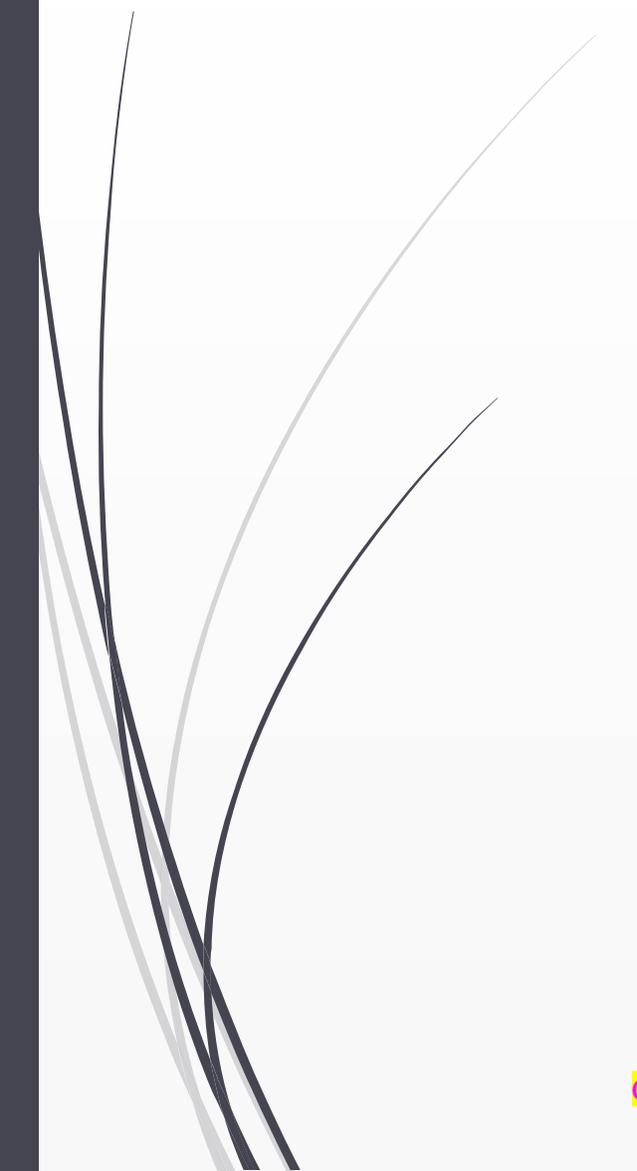
Lower level needs to be satisfied earlier

A satisfied need is not a motivator

Interdependence of needs



# Critical Appraisal



All individual  
need not have  
the same set of  
needs

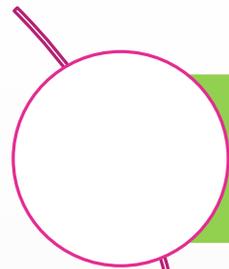
Needs need not  
follow the pattern  
of hierarchy

Needs not be the  
only determinant  
of behaviour

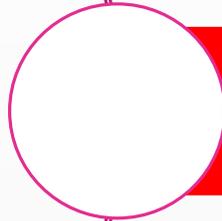
Oversimplification  
of needs



# Methods of responding to conflicts



Addressers - first –steppers, confronters



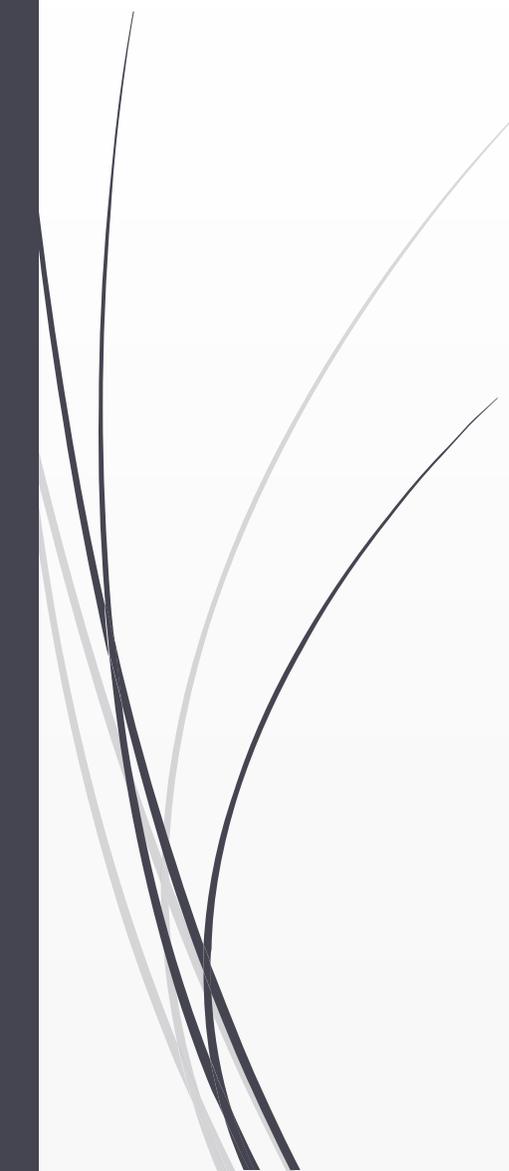
Concealers- feeling-swallowers, subject –  
changers, Avoiders



Attackers- Up-front attackers, Behind-the back  
attackers



# Strategies for coping with conflicts



Avoiding



Smoothing



Forcing



confronting



## 3 basic conflict management strategies



Win/lose strategy



Lose/lose strategy-  
compromise, arbitration,  
Rules & Regulation



Win/win strategy



# STRESS MANAGEMENT IN YOUR LIFE



Thank you