

A STUDY ON CASUES OF SEXUAL VIOLENCE AGAINST WOMEN IN TUMKURU DISTRICT OF KARNATAKA

**Premajyothi. **Dr. Sangeetha R. Mane.*

**D. Research Scholar, Department of Social Work, Karnataka University, Dharwad. (Corresponding Author).*

***Professor. Department Social Work.Karnatak University, Dharwad.*

ABSTRACT

Sexual violence occurs in all societies, and cut across all social classes. Prevalence estimates of rape victimization range between 6 and 59.00% of women having experienced sexual abuse from their husbands or boyfriends in their lifetime. The current study examines the demographic profile of women Victims of violence, factors probable reasons for sexual violence, and its causes of sexual violence. The universe for the study is Tumkuru, Karnataka. An exploratory and descriptive based research design was adopted. The samples are drawn from the registered cases of Ambika Swadhar Centre, Reception centre, CURDS, Tumkuru, Women a total of 50 victims' issues were addressed during the study period using the tools for the study are Self Structured Interview schedule, case study and observation through Focused Group Discussion. This study assesses the current situation concerning sexual violence against women in India and women's individual coping strategies. First, results about the current situation showed threatening circumstances for women and revealed how deeply sexual violence affects women's lives. Second, to cope with sexual violence women mentioned three types of strategies, namely (a) safety, (b) avoidance, and (c) quality of life of victims. In the discussion, we suggest that women's use of safety and avoidance strategies are safety behaviors that play a key role in maintaining women's fear and societal dynamics.

Key Words: [Sexual Violence](#), [Violence against Women](#), [India](#), [Individual and Coping Strategies](#).

INTRODUCTION

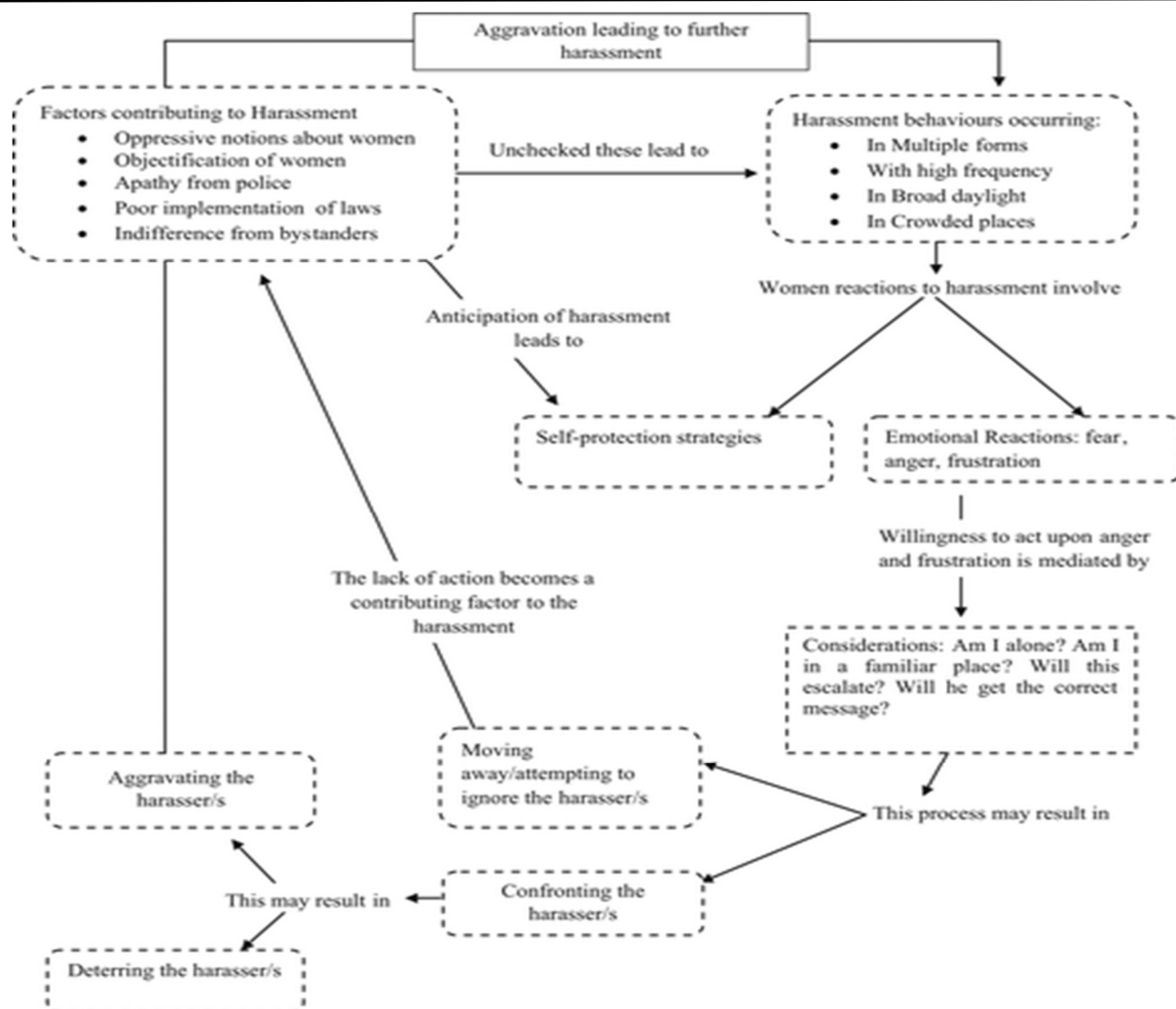
Sexual violence occur in all societies, and cut across all social classes. Prevalence estimates of rape victimization range between 6 and 59% of women having experienced sexual abuse from their husbands or boyfriends in their lifetime. Sexual Violence against women and girls is rooted in gender-based discrimination and social norms and gender stereotypes that perpetuate such violence. Given the devastating effect violence has on women, efforts have mainly focused on responses and services for survivors. However, the best way to end violence against women and girls is to prevent it from happening in the first place by addressing its root and structural causes.

How common is Sexual Violence?.

The best quality prevalence data on sexual violence come from population based surveys. Other sources of data on sexual violence include police reports and studies from clinical settings and nongovernmental organizations; however, because only a small proportion of cases are reported in these settings, they produce underestimates of prevalence. For example, a Latin American study estimated that only around 05.00% of adult victims of sexual violence reported the incident to the police (1). There are many logical reasons women do not report sexual violence, including: n inadequate support systems; n shame; n fear or risk of retaliation; n fear or risk of being blamed; n fear or risk of not being believed; n fear or risk of being mistreated and/or socially ostracized.

What are the Root Causes of and Risk Factors for Sexual Violence?.

Understanding the factor associated with a higher risk of sexual violence against women is complex, given the various forms that sexual violence can take and the numerous contexts within which it occurs. The ecological model, which proposes that violence is a result of factors operating at four levels: individual, relationship, community and societal, is helpful in understanding the interaction between factors and across levels. The following lists of factors, which are common across studies and settings, are adapted primarily from the 2010 publication Preventing intimate partner and sexual violence against women: taking action and generating evidence (20) and the 2002 publication World report on violence and health (21). (WHO; Understanding and addressing violence against Women).



(Megha Dhillon, Suparna Bakaya (2014) Street Harassment: A Qualitative Study of the Experiences of Young Women in Delhi)

REVIEWS OF LITERATURE

The sexual harassment of women is extremely widespread and has been found to negatively impact women's workplace productivity, emotionality, and relations with family (Celik and Celik, 2007; Pryor, 1995). Present-day statistics from the Indian subcontinent depict a deeply disturbing picture of women's lives. A report on crimes against women in India by the National Crimes Records Bureau shows that 08,233 cases of dowry deaths, 38,262 cases of kidnapping and abduction, and 24,923 cases of rape were reported in the year 2012 alone (National Crime Records Bureau Ministry of Home Affairs, 2012).

A more recent report submitted by the Delhi police to the Supreme Court of India revealed that complaints about harassment in public spaces registered a fivefold increase from 154 in 2012 to 793 in 2013 (Mahapatra, 2013).

METHODOLOGY

Aim of Study: This study investigates the demographic profile of victims, types of Sexual violence and Quality of life among women Victims of violence.

OBJECTIVES OF THE STUDY

- ❖ To study Socio – Economic Status of Women Victims of Violence.
- ❖ To know the Nature and its Causes of Sexual Violence.

Research Design: An exploratory and descriptive based research design was adopted to explore the study results. An exploratory and descriptive based research design was adopted. The samples are drawn from the registered cases of Vikasana, Jnanasindu and Akshnikethan organizations , Mandya , A total of 50 victims’ issues were addressed during the study period using The tools for the study are Self Structured Interview schedule , and observation through Focused Group Discussion.

Data Collection: The Researcher collected the Primary Data by interviewing the victims in Mandya at the time of counselling process in Family Counselling Centres, And journal, reports, and similar studies on violence.

Data Analysis and Interpretation: The data was tabulated and analysed with the help of simple arithmetic and percentage techniques and SPSS and statically test was used to obtain the results

Table No: 01. Age Group of the Respondents

Sl. No	Particular	Frequency	Percentage
01	18-27	16	32
02	28-37	20	40
03	37-48	11	22
04	49 and above	03	06
Total		50	100

The table shows that age group of the Respondents. Majority of (40.00%) of the respondent’s age between 28-37, (32.00%) of respondent’s age between 18-27%, and (22.00%) of the respondent’s age between 37-48 year of the age and only (06.00%) of the respondents age is 49 and above. From the above the table researcher came to know that minority of the respondents are 28 years to 37 years of the age.

Table No: 02. Marital Status of the Respondents

Sl. No	Particular	Frequency	Percentage
01	Single, that is never married	02	04
02	Married and living with partner	20	40
03	Separated	29	58
04	Widow	01	02
05	Divorced	00	00
06	Others (Specify)	00	00
Total		50	100

Above table shows that marital status of the Respondents. Majority of (58.00%) of the respondents are separated, (40.00%) of respondent’s are single, that is never married, and (04.00%) of the respondents single, that never married. From the above table the researcher came to know that majority of the respondents are separated.

Table No: 03. Educational Background of the Respondents

Sl. No	Particular	Frequency	Percentage
01	Illiterate	11	22
02	Primary education (01 st - 07 th)	14	28
03	High School (08 th -10 th)	15	30
04	PUC/Diploma	02	04
05	Graduate and Above	06	12
06	Others (Specify)	02	04
Total		50	100

Table no 03 shows the Educational background of the Respondents. Majority of (30.00%) of the respondent’s has completed primary education, (28.00%) of respondent’s has completed High school, and (22.00%) of the respondents were illiterate, (12.00%) of the respondent’s has completed Graduate

and only 04.00% of the respondents completed graduate and above. From the above table researcher came to know the majority of the respondents studied high school (08th -10th).

Table No: 04. Type of Violence Experienced by the Respondents

Tumkuru District								
Marital Status	Domestic Violence		Physical Violence		Emotional Violence		Sexual Violence	
	N	%	N	%	N	%	N	%
Single	00	00	00	00	00	00	00	00
Married	13	65.0	18	90.0	17	85.0	13	65.0
Separated	19	65.5	22	75.9	23	79.3	21	72.4
Widow	01	100.0	01	100.0	01	100.0	00	0.0
Total	33	66.0	41	82.0	41	82.0	34	68.0

The table-05 shows that types of violence of the Respondents. Majority of the respondents are separated for various reason and faced domestic, physical, emotional and sexual violence. Majority of (75.00%) of the respondents faced Sexual Violence.

Table No: 05. Causes of Sexual Violence Experienced by the Respondents

Liquor consumption						
Marital Status	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total
Married	11	07	02	00	00	20
Separated	17	03	03	02	04	29
Widow	00	01	00	00	00	01
Total	28	11	05	02	04	50
Power Game						
Marital Status	Highly agree	Agree	Neutral	Disagree	Highly Disagree	Total
Married	05	04	10	01	00	20
Separated	04	06	15	01	03	29
Widow	00	00	01	00	00	01
Total	09	10	26	02	03	50
Moral Value						
Marital Status	Highly agree	Agree	Neutral	Disagree		Total
Married	04	14	02	00	00	20
Separated	01	24	01	03	00	29
Widow	00	01	00	00	00	01
Total	05	39	03	03	00	50
Divorce						
Marital Status	Agree	Neutral	Disagree	Highly Disagree		Total
Married	00	06	14	00	00	20
Separated	01	05	19	04	00	29
Widow	00	00	01	00	00	01
Total	01	11	34	04	00	50
Difference of Culture						
Marital Status	Agree	Neutral	Disagree	Highly Disagree		Total
Married	03	15	02	00	00	20
Separated	04	19	03	03	00	29
Widow	00	01	00	00	00	01

Total	07	35	05	03	00	50
Trust						
Marital Status	Agree	Neutral	Disagree	Highly Disagree		Total
Married	04	12	04	00	00	20
Separated	05	18	02	04	00	29
Widow	01	00	00	00	00	01
Total	10	30	06	04	00	50
Literacy						
Marital Status	Highly Agree	Agree	Disagree	Total		Total
Married	11	09	00	20	00	20
Separated	16	09	04	29	00	29
Widow	01	00	00	01	00	01
Total	28	18	04	50	00	50
Life Security						
Marital Status	Agree	Neutral	Disagree	Highly Disagree		Total
Married	03	13	04	00	00	20
Separated	02	21	02	04	00	29
Widow	00	00	01	00	00	01
Total	05	34	07	04	00	50
To protect the Family Reputation						
Marital Status	Highly Agree	Agree	Disagree	Highly Disagree		Total
Married	07	12	01	00	00	20
Separated	04	19	02	04	00	29
Widow	00	01	00	00	00	01
Total	11	32	03	04	00	50
Sexual Purity						
Marital Status	Neutral	Disagree	Highly Disagree			Total
Married	12	8	00	00	00	20
Separated	15	11	03	00	00	29
Widow	01	00	00	00	00	01
Total	28	19	03	00	00	50

The table-05 shows that the causes of sexual violence. The study results about sexual violence reveals that married and separated women have highly agreed that they have faced sexual violence and responded the causes of sexual violence.

Major causes of sexual violence are Liquor consumption, Power game, Moral value, DIVORCE Difference of culture, TRUST, Literacy ,Life security ,To protect the family reputation, Sexual purity.

CONCLUSION AND SUGGESTIONS

In conclusion, whereas research on the mental health effects of sexual violence were once criticized as “junk science” (McDonald and Lees-Haley 1995), a growing body of high-quality research has consistently shown negative effects of sexual violence on mental health.

Sexual Violence against women is a problem around the World. It affects women of all races, ethnic groups, classes and nationalities. It is a life threatening problem for individual women and a serious problem for societies. In many countries, women fall victim to traditional practices that violate their human rights. Violence affects the lives of millions of women worldwide in all socio-economic and educational classes. It cuts across cultural and religious barriers, impeding the right of women to participate fully in society. Violence against women takes a dismaying variety of forms, from domestic

abuse to rape, to child marriages and to female circumcision. All are violations of the most fundamental human rights.

The attitude of indifference and negligence can be attributed to factors like lack of awareness of seriousness of the problem, general acceptance of man's superiority over woman because of which violent acts against women were not viewed as violent.

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Free radicle scavenging and antimicrobial activity of *Corchorus capsularis* L. root

Dr.Kiran.B.* M.Sc., M.Phil., Ph.D Assistant Professor, PG Department of Microbiology, Pooja Bhagavat Memorial Mahajana P.G. Centre, K.R.S. Road, Metagalli, Mysore – 16

Dr.Lalitha.V. M.Sc., Ph.D Assistant Professor, Department of Studies in Botany, Maharani Science College for Women, JLB Road, Mysore-570005, Karnataka State, India

Abstract:

In vitro evaluation of antibacterial activity of aqueous root extract of *C. capsularis* against five soil borne bacteria and 1,1-diphenyl-2-picrylhydrazyl (DPPH) Radical Scavenging and Lipid peroxidation was evaluated. Among five bacterial species tested, maximum inhibition was observed in *P.vulgaris* and *S.aureus* and recorded 34.0mm and 34.0mm at 100% concentration. Moderate inhibition was observed in *E.coli*, *E.aerogenes* and *B.cereus* and recorded. 23.0mm to 33.0mm inhibition respectively. Compared to standard antibiotic tetracycline, the inhibition percentage was in the range of 21.0mm to 25.0mm inhibition respectively. In 1,1-diphenyl-2-picrylhydrazyl (DPPH) Radical Scavenging assay, alcohol water extract recorded a maximum activity of 71.5% compared to standard ascorbic acid, BHA and alpha-tocopherol, it recorded 80.0, 82.0 and 71.2% inhibition respectively. In lipid peroxidation assay, alcohol water extract recorded a maximum activity of 70.20% inhibition followed by alcohol extract which recorded 60.15% compared standard BHA and alpha-tocopherol, it recorded 65.30 and 70.0% inhibition.

Keywords: Antibacterial, Antioxidant, soil borne bacteria, DPPH, lipid peroxidation

Introduction:

Antioxidants are substances that are capable of counteracting the damaging, but normal, effects of the physiological process of oxidation in animal tissue. Antioxidants are nutrients (vitamins and minerals) as well as enzymes (proteins in the body that assist in chemical reactions). They are believed to play a role in preventing the development of chronic diseases as cancer, heart disease, stroke, Alzheimer's disease, Rheumatoid arthritis, and cataracts^{1,2,3,4}. Antioxidants from natural sources, predominantly phenolic compounds, are also considered as important factors for inhibiting oxidative stress in human body and many authors reported that the antioxidant properties of plants could be correlated with oxidative stress defense^{5,6}. Despite the presence of endogenous/constitutive antioxidants, the overwhelming oxidative stress due to various factors, force the organism towards an oxidative trauma. This situation calls for an exogenous supply of antioxidants, either through the diet or through nutraceutical or antioxidant drug. Although synthetic antioxidants seem to be promising, their toxicity and other associated side effects rules out their extensive prescription⁷. In recent years, multiple drug resistance in both human and plant pathogens has developed due to the indiscriminate use of commercial antimicrobial drugs commonly used in the treatment of infectious diseases⁸. Recently, several multinational studies have been carried out to determine the prevalence of herbal medicine use in infections due to pathogenic microorganisms⁹. Medicinal plants are a source of great economic value all over the world. Nature has bestowed on us a very rich botanical wealth and a large number of diverse types of plants grow in different parts of the country¹⁰. Nature has been a source of medicinal agents for thousands of years and an impressive number of modern drugs have been isolated from natural sources, many based on their use in traditional medicine. Various medicinal plants have been used for years in daily life to treat disease all over the world¹¹. Medicinal plants are of great interest as sources of natural products. They have been screened for their potential uses as alternatives remedies for the treatment of many infectious diseases. Medicinal plants therapeutic value can be evaluated on the basis of presence of chemical substances producing definite physiological action on human body involved in the defense mechanism of plants called phytochemicals. These photochemical are of different categories like Tannins, Cardiac glycosides, Phenolics, Flavanoids, Alkaloids, Anthocyanins, Essential oils, Terpenoids etc which got extracted to organic and aqueous phases according to their polarity while making extracts of different medicinal plants. In the present investigation, aqueous extract of root of *Corchorus capsularis* L. belongs to family Malvaceae were tested for antibacterial and antioxidant activity *in vitro* condition which is an ecofriendly approach.

Materials and methods

Plant Material: Healthy roots of *C.capsularis* free from diseases were collected from Mysore. The roots were washed thoroughly 2-3 times with running tap water and once with sterile distilled water, root material was then air dried on a sterile blotter under shade and used for extraction.

Aqueous extraction: 50 grams of thoroughly washed roots of *C.capsularis* were macerated with 50 ml of sterile distilled water in a Waring blender (Waring International, New Hartford, CT, USA) for 10min. The macerate was first filtered through double-layered muslin cloth and then centrifuged at 4000 g for 30 minutes. The supernatant was filtered through Whatman No.1 filter paper and sterilized at 120⁰ C for 15 minutes. The extract was preserved aseptically in a brown bottle at 5⁰ C until further use¹².

Test pathogens: Five soil borne bacteria namely *Escherichia coli*, *Enterobacter aerogenes*, *Proteus vulgaris*, *Bacillus cereus* and *Staphylococcus aureus* were collected from research center, Pooja Bhagavat Memorial Mahajana P.G. Centre, K.R.S. Road,

Metagalli, Mysore. The obtained cultures were subcultured on nutrient agar medium and incubated at 37°C for 24 hours. After incubation, the cultures were preserved aseptically in lower temperature until further use.

Preparation of Inoculum:

Preparation of standard culture inoculums of test organism: All the test bacterial species were inoculated into 2.0 ml of nutrient broth and incubated at 37 °C for 24 hours till the growth in the broth was equivalent with Mac-Farland standard (0.5%) as recommended by WHO ¹³.

Antibacterial assay of Aqueous extract

Agar cup diffusion method: An overnight culture of *Escherichia coli*, *Enterobacter aerogenes*, *Proteus vulgaris*, *Bacillus cereus* and *Staphylococcus aureus* were inoculated into petriplates containing nutrient agar medium. The culture medium was allowed to set. Thereafter, a sterile cork borer of 5.0 mm diameter was used to punch wells in the seeded nutrient agar. Five wells were made in the petriplate containing media (One in centre and Four at the border), the agar plugs were removed with a flamed and cooled wire loop. For each well 50 µl of different concentrations (10, 20, 30,40,50,60, 70, 80, 90 and 100% concentration) of the aqueous extract was added. The plates were incubated at 37°C for 24 hours and the zone of inhibition was measured in millimeter. For each treatment ten replicates were maintained. The same procedures were followed for standard antibiotics Tetracycline (25mg) to compare the efficacy of aqueous extract against test organisms ¹⁰.

Antioxidant assay:

Preparation of root extract of *C.capsularis*: One gram of dried root powder of *C.capsularis* was macerated with 50 ml of 60°C hot water and alcohol (1:1), alcohol, hexane and chloroform (1:1:1) using pestle and mortar. The resultant solutions were made up to 100ml with respective solvent or solvent mixture and kept overnight at 40° C. The obtained suspension was centrifuged at 10,000 rpm for 10 min at 4°C. The residue was again extracted with additional 50ml of solvent or solvent mixture. The respective supernatants were combined and filtered in Whatman No. I filter paper and passed through microbial filter (0.045µm) and the volume of filtrate were noted. The water extract was lyophilized at -37°C and referred to as WECc (Water Extract of root of *C.capsularis*). The alcohol-water (1:1) extract was evaporated at 40°C using rotary flash evaporator and freeze dried to obtain brown residue and is referred as AWECc (Alcohol Water (1:1) Extract of root of *C.capsularis*). Similarly, alcohol extract, hexane extract and chloroform extract were concentrated separately under vacuum using rotary evaporator to a brown residue and the resulting material obtained were designated as AECc (Alcohol Extract of root of *C.capsularis*), HECc (Hexane Extract of root of *C.capsularis*) and CECc (Chloroform Extract of root of *C.capsularis*). 10mg of each dried extract was dissolved in 0.1ml of respective extracting solvent or solvent mixture and made up to 10ml with water and mixed properly. The solution was filtered in 0.45µm microbial filter and stored at -200C for further studies. The standard antioxidants were used at the concentrations based on the literature ¹⁴.

1,1-diphenyl-2-picrylhydrazyl (DPPH) Radical Scavenging Effect: DPPH radical scavenging activity ¹⁵ of WECc, AECc, AWECc, HECc, CECc and ascorbic acid were assessed at various concentrations ranging from 10-100µg and were mixed in 1ml of freshly prepared 0.5mM DPPH ethanol solution and 2ml of 0.1M acetate buffer (pH 5.5). The resulting solutions were then left to stand at 37°C for 30 minutes prior to being spectrophotometrically detection at 517nm. Standard antioxidants such as BHA and L- ascorbic acid were used to determine the radical scavenging activity under the same assay conditions. Lower absorbance at 517nm represents higher DPPH scavenging activity. Blank test or control received the appropriate quantity of the solvent without any inhibitor or test sample. The percent inhibition was calculated from the following equation.

$$\text{Percent DPPH radical scavenging activity} = \frac{\text{OD of control} - \text{OD of test sample}}{\text{OD of control}} \times 100$$

Inhibition of Lipid Peroxidation: Lipid peroxidation was induced in erythrocyte ghost and linoleic acid micelles by ferrous sulphate-ascorbic acid system (known inducer of lipid peroxidation) ¹⁶ by following standard procedures ¹⁷. An assessment of oxidation was achieved by measurement of TBARs ¹⁸. 100µl of ghost suspension (300µg membrane protein equivalent) were subjected to peroxidation by ferrous sulphate and ascorbic acid (10:100µ mole) in a final volume of 0.5ml tris buffered saline (10mM, pH 7.4, 0.15M NaCl) with or without root extracts (0-200µg) or BHA/α-tocopherol (0-200µg) serving as positive controls and contents were incubated for one hour at 37° C. The reaction was terminated by addition of 10µl of 5% phenol and 1 ml of 1% trichloro acetic acid (TCA). To each system 1 ml of 1% thiobarbituric acid was added, the contents were kept in a boiling water bath for 15min, cooled, centrifuged at 6000rpm for 10min. Supernatants were measured at 535nm. The appropriate blanks and controls were used for each measurement.

Statistical Analysis: The data were subjected to Tukey's HSD analysis. Data on percentages were transformed to arcsine and analysis of variance (Anova) was carried out with transformed values. The means were compared for significance using Tukey's HSD (P=0.05).

Result:

Antibacterial activity of aqueous extract: Among the five pathogen tested, maximum inhibition was observed in *P.vulgaris* and *S.aureus* and recorded 34.0mm and 34.0mm at 100% concentration. At 50% concentration, *P.vulgaris* recorded 29.0mm, and 30.0,32.0,33.0 and 32.0mm inhibition at 60, 70, 80 and 90% concentration. *S.aureus* recorded 31.0, 28.0, 29.0 30.0 and 32.0mm inhibition at 60, 70, 80 and 90% concentration. Moderate inhibition was observed in *E.coli*, *E.aerogenes* and *B.cereus* and recorded. 23.0mm to 33.0mm inhibition in *E.coli* and 10.0mm to 20.0mm inhibition in *E.aerogenes*. *B.cereus* recorded 12.0mm to 24.0mm inhibition tested at 10 to 100% concentration. Compared to standard antibiotic tetracycline, *E.coli* recorded 22.0mm,

E.aerogenes recorded 21.0mm, *P.vulgaris* recorded 23.0mm, *S.aureus* recorded 24.0mm and *B.cereus* recorded 25.0mm inhibition. (Table-1).

Table 2: Antibacterial activity of aqueous extract of *C.capsularis* seed against five important species of bacteria

Bacteria	Inhibition(mm)										Standard Antibiotics
	Concentration of the Aqueous extract										
	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	Tetracyclin 25mg
<i>E. coli</i>	23.0 ±0.0	26.0 ±0.0	29.0 ±0.0	31.0 ±0.0	28.0 ±0.0	29.0 ±0.0	30.0 ±0.0	30.0 ±0.0	32.0 ±0.1	33.0 ±0.0	22.0 ±0.0
<i>E.aerogenes</i>	1.0 ±0.1	8.0 ±0.1	14.0 ±0.0	16.0 ±0.0	16.0 ±0.0	17.0 ±0.1	18.0 ±0.0	19.0 ±0.0	10.0 ±0.1	20.0 ±0.0	21.0 ±0.0
<i>P. vulgaris</i>	25.0 ±0.0	27.0 ±0.0	28.0 ±0.0	30.0 ±0.0	29.0 ±0.0	30.0 ±0.1	32.0 ±0.0	33.0 ±0.0	32.0 ±0.1	34.0 ±0.0	23.0 ±0.0
<i>S. aureus</i>	23.0 ±0.0	25.0 ±0.0	28.0 ±0.1	29.0 ±0.0	31.0 ±0.1	28.0 ±0.1	29.0 ±0.1	30.0 ±0.0	32.0 ±0.0	34.0 ±0.1	24.0 ±0.0
<i>B. cereus</i>	12.0 ±0.1	14.0 ±0.0	15.0 ±0.0	16.0 ±0.0	16.0 ±0.0	19.0 ±0.0	19.0 ±0.0	20.0 ±0.1	23.0 ±0.0	24.0 ±0.1	25.0 ±0.0

Values are the mean of five replicates, ±standard error.

The means followed by the same letter (s) are not significantly different at P 0.05 when subjected to Tukey's HSD.

Pattern of percentage inhibition increase is not uniform for all the microorganisms

Antioxidant assay:

1.1-diphenyl-2-picrylhydrazyl (DPPH) Radical Scavenging Effect: Alcohol water extract recorded a maximum DPPH radical scavenging activity of 71.5 percent at 25 µg concentration followed by alcohol extract and recorded 60.2 percent at 100 µg concentration. In hexane extract, at 100 µg concentration significant radical scavenging activity was recorded (40.2%). In water extract, 40.7% of antioxidant was observed at 100 µg concentration. Least activity was observed in chloroform extract and recorded 35.8% antioxidant activity at 100 µg concentration. Compared to standard nutraceutical antioxidants such as ascorbic acid showed 80.0% activity at 100 µg concentration, BHA recorded 82.0% radical scavenging activity at 72µg, alfa-Tocopherol recorded 71.2% activity at 80.0 µg concentration (Table 2).

Table 2: 1.1-diphenyl-2-picrylhydrazyl (DPPH) Radical Scavenging activity of root extracts of *C.capsularis*

Antioxidant	Activity Concentration	% DPPH Radical Scavenging activity
Control	No antioxidant	0.0
Water extract (WECc)	100 µg	40.7
Alcohol extract (AECc)	100 µg	60.2
Alcohol:Water (1:1) extract (AWECc)	25 µg	71.5
Hexane extract (HECc)	100 µg	40.2
Chloroform extract (CECc)	100 µg	35.8
Ascorbic acid	100 µg	80.0
BHA	72.0 µg	82.0
alfa-Tocopherol	80.0 µg	71.2

Inhibition of lipid peroxidation: AWECc at 50µg showed maximum antioxidant activity of 70.20% when compared to standard BHA and α-tocopherol (at 125µg concentration) showed 65.30% and 70.00% respectively. AWECc is followed by AECc (60.15% at 100µg), HECc (52.10% at 200µg), CECc (50.00% at 200µg) and least antioxidant activity was observed by WECc (42.10% at 200µg) (Table 3).

Table 3 : Antioxidant activity of various extracts of roots of *C.capsularis*

Antioxidant	Effective concentration	%inhibition of lipid peroxidation in RBC membrane(RBC ghost)
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Control	No antioxidant	0.0
Water extract (WECc)	200µg	42.10
Alcohol extract (AECc)	100µg	60.15
Alcohol:Water (1:1) extract (AWECc)	50µg	70.20
Hexane extract (HECc)	200µg	52.10
Chloroform extract (CECc)	200µg	50.00
BHA	125µg	65.30
α-Tocopherol	125µg	70.00

Discussion: The antibacterial activity of root extract of *C.capsularis* recorded a maximum and significant activity against all the five test pathogens selected and comparatively the root extract have showed a promising result than synthetic antibiotic Tetracyclin. The autooxidation of fats and oils, especially unsaturated oils in foods causes deterioration in flavour, taste and quality. Pentose, hexose and reducing disaccharides are strong prooxidants of methyl linoleate and linoleic acid in aqueous emulsion system¹⁹. The effects of mono or disaccharides on lipid peroxidation in emulsion have been investigated but, not much is known about the effects of polysaccharides used widely as emulsion stabilizers in foods²⁰. The results of the present investigation revealed that the alcohol : water (1:1) extract recorded maximum inhibition which is much above the standard BHA. Similarly, the lipid peroxidation and DPPH radical scavenging effect was as high as 70.0% and 82.0 % at a very low concentration of only 25µg suggesting that the alcohol : water(1:1) extract has very high percentage of DPPH radical scavenging activity and lipid peroxidation. The activity is much above β-carotene, α-tocopherol, BHA and ascorbic acids standards. Further investigations on the toxicological aspects of this extract on animal systems and human system needs to be done before it is finally recommended for preservation of foods in general and fatty foods in particular.

Conclusion: From the above result and observation, aqueous extract of root of *C.capsularis* recorded a promising result by showing a strong antibacterial activity and antioxidant activity. The result was evaluated by aqueous and solvent extracts and hence a further investigation is needed to isolate a bioactive compound and its purification, characterization and its structural elucidation. Hence it can be concluded that, the root extract of *C.capsularis* is a promising plant for managing bacterial diseases and other biological assays.

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VIOLENCE AGAINST WOMEN VICTIMS AND IMPACT ON THEIR QUALITY OF LIFE IN MANDYA DISTRICT

Premajyothi. D. Research Scholar, Department of Social Work, Karnataka University, Dharwad.
(Corresponding Author).

Dr. Sangeetha R. Mane. Professor. Department Social Work Karnataka University, Dharwad.

ABSTRACT

Domestic violence is one of the most pervasive human rights violations in the world, rooted in gender inequality, discrimination and harmful cultural and social norms. It is also increasingly recognized as a public health issue that adversely affects the health of women. It is estimated that approximately 35 per cent of women worldwide have experienced intimate partner physical and sexual violence or non-partner sexual violence in their lifetime (WHO, 2013). The impact of violence leads the poor quality of life among the women victims.

The current study examines the demographic profile of women Victims of violence, factors probable reasons for domestic violence, and impact on their Quality of Life. The universe for the study is Mandya, Karnataka. An exploratory and descriptive based research design was adopted. The samples are drawn from the registered cases of VIKASANA, Gnanasindu and Akshanikethan, Mandya, A total of 50 women victims' issues were addressed during the study period using the tools for the study are WHOQOL BRIEF scale, Self Structured Interview schedule, case study and observation through Focused Group Discussion. The study indicates that Violence against women. Inequality and discrimination , poverty , injustice , insecurity(Social and Economical), lack of education , lack of awareness on social and legal protection , lack of self confidence and lack of support from the family as well as civil society and forms of physical violence against women and impact on their Quality of Life of Women Victims.

Key Words: Domestic Violence, Women Victim, Causes of Physical Violence, QOL

INTRODUCTION

Domestic violence, understood as synonymous with violence against women, is characterized as a phenomenon of multiple determinations and it is defined as any act based on gender relations that results in women's physical and psychological damages or suffering¹. It refers to the hierarchy of power, desires of domination and annihilation of the other and that can be used consciously sometimes in marital relations as a mechanism for subordination of women to their partners_ Millions of women and girls around the world are assaulted, beaten, raped, mutilated or even murdered in what constitutes appalling violations of their human rights. We must fundamentally challenge the culture of discrimination that allows this violence to continue. UN Secretary -General Ban Ki-Moon.

The fear of violence including harassment is a permanent constraint on the mobility of women and limits their access to resources and basic activities. High social, health and economic costs to the individual and society are associated with violence against women. Violence against women is one of the crucial social mechanisms by which women are forced into subordinate position” (United Nations: The Beijing Declaration and Platform for Action, 1996, p.75).

Definitions of domestic violence can be broad or focused, amorphous or targeted. The reason that the definition of violence is important is because it shapes the response. For example, a community response, whether it be legal reform or the provision of support services, is shaped by a particular understanding of what constitutes domestic violence and whether it is to be conceptualized as an intra-family conflict, or a criminal violation of rights. The definition implied by the law is especially critical as it defines standards and thus impacts broader social perceptions of the problem. Elements of the

definition that need to be considered then are the boundaries of the relationship between the perpetrator and the abused, the norms of acceptable behaviour, and the specific acts that constitutes violence. A frequent perception of domestic violence against women is that it is limited to physical harm perpetrated on adult women within a marital relationship. While this understanding may capture a large universe of the experience of women, it is predicated on the assumption that women primarily live in nuclear families. Across cultures, there are a variety of living arrangements ranging from joint families to nuclear. Families to single parent families. Moreover, women may be in an established relationship or in the process of separation or divorce. Violence is often not restricted to the current husband but may extend to boyfriends, former husbands, and other family members such as parents, siblings, and in-laws. A definition that acknowledges these multiple possibilities would lead to interventions that are more inclusive of the experiences of all women. (International Centre for Research on Women and the Centre for Development and Population Activities).

The issue of violence against women is now positioned as a priority on global human rights, health and development agendas. The elimination of all forms of violence against women and girls and of all harmful practices are now part of the 2030 Agenda for Sustainable Development, and included as specific targets (i.e. targets 5.2 and 5.3) in the Sustainable Development Goals, providing a strong mandate for moving forward. Many of the responses to date to violence against women have focused primarily on intervening with affected individuals after the violence has occurred. Such strategies are essential to mitigate the devastating mental, physical, social and economic effects for women experiencing violence, ensure justice and accountability, and prevent its recurrence. It is important to continue to improve these responses. At the same time, there is also an increasing need to address the broader factors that contribute to prevalence at a population level, and to implement programmes that prevent such violence from occurring in the first place.

Violence against women and girls is rooted in gender-based discrimination and social norms and gender stereotypes that perpetuate such violence. Given the devastating effect violence has on women, efforts have mainly focused on responses and services for survivors. However, the best way to end violence against women and girls is to prevent it from happening in the first place by addressing its root and structural causes.

Violence against women

In the last decade, the issue of violence against women has moved from the shadows to the foreground of commitments to attain sustainable development. Women's rights advocates have Mobilized within and across countries and regions to secure significant changes in national, Regional and international standards and policies addressing gender-based violence. Landmark 4 5 achievements today include the;

1. Convention on the Elimination of Violence against Women (1993)
2. Dakar Platform for Action (1994)
3. Beijing Platform for Action (1995)
4. African Plan of Action to Accelerate the Implementation of the Dakar and Beijing Platforms
5. for Action for the Advancement of Women (1999)
6. UN Resolution 1325 on Women Peace and Security (2000); and
7. Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in
8. Africa (2003).

Domestic violence in India

Domestic violence in India is endemic. Around 70% of women in India are victims of domestic violence, according to Renuka Chowdhury, former Union minister for Women and Child Development.

Domestic violence was legally addressed in the 1980s when the 1983 Criminal Law Act introduced section 498A "Husband or relative of husband of a woman subjecting her to cruelty".

The National Crime Records Bureau reveal that a crime against a woman is committed every three minutes, a woman is raped every 29 minutes, a dowry death occurs every 77 minutes, and one case of cruelty committed by either the husband or relative of the husband occurs every nine minutes. This occurs despite the fact that women in India are legally protected from domestic abuse under the Protection of Women from Domestic Violence Act.

Crime against Women in Karnataka during 2009 -2012

Crime Head	Total	Percent
Rape	2355	06.27
Kidnapping & Abduction	3567	09.5
Dowry Death	1097	02.92
Torture (Cruelty by Husband or relatives)	14022	37.34
Molestation	10316	27.47
Sexual Harassment (Insulting Modesty)	328	00.87
Importation of Girls	046	00.12
Sati Prevention Act	00	00
Immoral Traffic (P) Act	1257	03.35
Indecent Rep. of Women (P) Act	03	00.01
Dowry Prohibition Act	4559	12.14
Total	37550	100

Sources: GOK (2011) '(SCRB), Pp.145 & GOK (2012) '(SCRB),Pp.14

REVIEWS OF LITERATURE

Preethi Krishnan (2015) the practices and arrangements within a family can create grounds for violence. Although we agree that family processes are important, we think that these explanations downplay the structure of families (nuclear, extended) and thereby the ways in which gender relations are organized. In this paper, domestic violence is explored as an intra-family dynamic that extends beyond the intimate partner relationship and which seeps into court rulings of cases of such violence.

Kimberly M. Tatum (2015) The purpose of this paper is to examine domestic violence calls for service data in one Florida county for a two-year period from July 2004 through July 2006 Data for this study include information gathered on domestic violence calls for service during a two-year period ($n=3,200$). This secondary data were analyzed by logistic regression to determine statistically significant predictor variables. This study found that severity of crime, presence of children, presence of an injunction, and victim injury increased the likelihood of an arrest. Victim race, location of call, victim alcohol use, and length of relationship did not affect likelihood of arrest.

The concept of QoL defined by the World Health Organization (WHO) as a right of citizenship, referring to the sum of the economic, environmental, scientific-cultural and political conditions collectively constructed and put at the disposition of the individuals so that they can realize their potentialities

As the concept of QoL is dynamic, broad and subjective and resulting from the sum of factors arising from the interaction between society and the environment, it is important to understand how domestic violence affects the QoL of victimized women.

Thus, the lack of knowledge about the association between domestic violence against women and quality of life is a research problem.

METHODOLOGY

Aim of study: This study investigates the Socio -Economic and demographic profile of victims, types of physical violence and Quality of life among women Victims of violence.

OBJECTIVES OF THE STUDY

- ❖ To study Socio – Economic Status of women victims of violence
- ❖ To know the types of physical violence
- ❖ To explore the Quality of life of Women victims of Violence

Research Design: An exploratory and descriptive based research design was adopted to explore the study results. An exploratory and descriptive based research design was adopted. The samples are drawn from the registered cases of Ambika Swadhar Centre, Reception centre , CURDS , Tumkuru , A total of 50 victims' issues were addressed during the study period using The tools for the study are WHOQOL BRIEF scale(**WHOQOL-BREF is composed of four domains: Domain 1 (Physical), Domain 2 (Psychological), Domain 3 (Social relationships) and Domain 4 (Environment).**), Self Structured Interview schedule , case study and observation through Focused Group Discussion.

Data Collection: The Researcher collected the primary data by interviewing the victims in Tumkuru at the time of counselling process in Family Counselling Centres, And journal, reports, and similar studies on violence.

Data Analysis and Interpretation: The data was tabulated and analysed with the help of simple arithmetic and percentage techniques and SPSS and statically test was used to obtain the results.

Table No: 01. Age Group of the Respondents

Sl. No	Particular	Frequency	Percentage
01	18-27	14	28
02	28-37	17	34
03	37-48	13	26
04	49 And above	06	12
Total		50	100

The table shows that age group of the Respondents. Majority of (34.00%) of the respondent's age between 28-37, (28%) of respondent's age between 18-27%, and (26.00%) of the respondent's age between 37-48 year of the age and only (12.00%) of the respondents age is 49 and above. From the above the table researcher came to know that minority of the respondents are 28 years to 37 years of the age.

Table No: 02. Marital status of the Respondents

Sl. No	Particular	Frequency	Percentage
01	Single, that is never Married	02	04
02	Married and living with Partner	07	14
03	Separated	38	76
04	Widow	03	06
05	Divorced	00	00
06	Others (specify)	00	00
Total		50	100

The Table shows that marital status of the Respondents. Majority of (76.00%) of the respondents are separated, (14.00%) of respondent's are single, that is never married, and (04.00%) of the respondents

single, that never married. From the above table the researcher came to know that majority of the respondents are separated.

Table No: 03. Educational Background of the Respondents

Sl. No	Particular	Frequency	Percentage
01	Illiterate	12	24
02	Primary Education (01 st -07 th)	16	32
03	High School (08 th -10 th)	12	24
04	PUC/Diploma	02	04
05	Graduate and above	06	12
06	Others (Specify)	02	04
Total		50	100

Table no 03 shows the Educational background of the Respondents. Majority of (32.00%) of the respondent's has completed primary education, (24.00%) of respondent's has completed High school, and (24.00%) of the respondents were illiterate, (12.00%) of the respondent's has completed Graduate and only 04.00% of the respondents completed graduate and above. From the above table researcher came to know the majority of the respondents studied only Primary level of education (01st -07th).

Table No: 04. Religion of the Respondents.

Sl. No	Particular	Frequency	Percentage
01	Hindu	41	82
02	Muslim	09	18
03	Christian	00	00
04	No Religion	00	00
05	Other	00	00
Total		50	100

The above chart shows that Religion of the Respondents. Majority of (82.00%) of the respondents are Hindu, (18.00%) of respondent's are Muslim. From the above the researcher came to know that minority of the respondents are Hindu religions.

Table No: 05. Types of Income of the Respondents.

Sl.No	Particular	Frequency	Percentage
01	Monthly	147	73.5
02	Weekly	53	26.5
03	Daily	00	00
04	Others (Specify)	00	00
Total		200	100

Table shows that type of income of the Respondents. Majority of (73.05%) of the respondents were getting monthly income (26.05%) of respondents were getting weekly. From the above table researcher came to know that majority of the respondents were getting monthly income.

Table No: 06. Area Background of the Respondents

SL.No	Particular	Frequency	Percentage
01	Rural Area	26	52
02	Urban Area	18	36
03	Semi Urban	02	04
04	Slum	04	08
05	Others	00	00
Total		50	100

The table shows that the background (area) of the Respondents. Majority of (52.00%) of the respondents are from Rural Area, (36.00%) of respondent's are from Urban Area, and (08.00%) of the respondents are from Slum and only (4.00%) of the respondents from semi urban.

Table No: 07. Type of Violence Experienced by the Respondents

Mandya District								
Marital Status	Domestic Violence		Physical Violence		Emotional Violence		Sexual Violence	
	N	%	N	%	N	%	N	%
Single	02	100.0	02	100.0	00	00.0	02	100.0
Married	06	85.7	07	100.0	05	71.4	05	71.4
Separated	26	68.4	32	84.2	31	81.6	30	78.9
Widow	02	66.7	03	100.0	02	66.7	02	66.7
Total	36	72.0	44	88.0	38	76.0	39	78.0

Table shows that types of violence of the Respondents. Majority of the respondents are separated for various reason and faced domestic, physical, emotional and sexual violence.

Nature of Physical Violence Experienced by the Respondents

Forcibly beating, punching, plucking hair, punching, using physical objects and burning with cigarettes.

Causes of Physical Violence Experienced by the Respondents

- ✓ Misunderstanding between you and your Husband
- ✓ Mother in law or father in law's power
- ✓ Extra marital Affair
- ✓ Sexual Satisfaction
- ✓ Forcibly Marriage
- ✓ Property Dispute
- ✓ Alcohol
- ✓ Dowry Dispute
- ✓ Female Feticide
- ✓ Financial Dispute
- ✓ Doubt
- ✓ Effect of Neighbors
- ✓ Domination
- ✓ Discrimination

Table No: 08. Impact of Quality of Life of Women Victims

		Region
		Tumkuru
Very Poor	Count	02
	% within Quality of Life Pre	25.0%
Poor	Count	41
	% within Quality of Life Pre	25.3%
Neither Poor nor Good	Count	07
	% within Quality of Life Pre	23.3%
Total	Count	50
	% within Quality of Life Pre	25.0%

The above table shows the impact on QOL of the respondents. The results show majority of the respondents (25.03) said that they have poor quality of life.

MAJOR FINDINGS

- ❖ Regarding age group, Majority of Respondents belongs to age Group (27-38years)
- ❖ Marital status Majority of the Respondents were Separated
- ❖ Regarding Educational Qualification, Majority of Respondents found with Educational Qualification up to Primary.
- ❖ Majority of Respondents belongs to Hindu Religion
- ❖ Majority of the Respondents are from Nuclear Family.
- ❖ Majority of the Respondents lives in pucca Houses.
- ❖ Majority of the Respondents were getting Monthly Income.
- ❖ Majority of the Respondents were from Rural Area.
- ❖ Majority of the Respondents strongly agreed that they Faced Violence.
- ❖ Majority of the Respondents faced various forms of Physical Violence.
- ❖ From the Cross Tabulation Researcher came to know that, Majority of the Respondents were separated from Husbands and Family for various Reasons.
- ❖ Majority of the respondents faced physical violence and forms of Physical violence that is , forcibly beating , Punching, Plucking hair , Punching, using things .
- ❖ The above table shows the Impact on QOL of the Respondents. The results show Majority of the Respondents (25.3) said that they have poor quality of life.

SUGGESTIONS

- ❖ Victimized women are always perceived, considered and treated as a social issue, this attitude has to be changed and consider this as a health and psychological issue, the prevalence rate of the incidence, and health issues identified and treated.
- ❖ Counseling as an aspect is considered to be an important component in some countries. Victimized women severely need counseling should be insisted compulsorily and make this service available at all NGOs, so that the incidents and numbers of family breakdowns may be reduced.
- ❖ Family orientation programme should be given with the help of Government.

CONCLUSION

Violence against women can have a myriad of devastating consequences on women's short and long term wellbeing. Along with the immediate Physical and Emotional impact of Violence, women's overall quality of life can be adversely affected over an entire. The study showed evidence of an association between domestic violence against women and quality of life when considering the following explanatory variables: social relations domain and security and medical treatment offerings. To improve the quality of life of women victim need to expand existing and emerging innovations and research to foster systemic change, such as better understanding the connections between homelessness and domestic violence. Another example is community mobilization, which works toward lessening the stigma surrounding domestic violence and making it a concern for entire communities, not just individual families. The social work intervention is essential to prevent violence against women with the help of global frame work and strategies.

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**AN EXPLORATIVE STUDY ON IMPACT OF GREEN HUMAN RESOURCE
MANAGEMENT ON EMPLOYEES' JOB SATISFACTION**

Dhanalakshmi P

Associate Professor, DOS in Business Administration, PBMMEC, KRS Road, Metagalli, Mysore –
570016

Dr. N Babitha Thimmaiah

Assistant Professor, Department of MBA, VTU Regional PG Centre, Mysore

Abstract: Employee Job Satisfaction is very important for HR managers as it has great impact on employee's performance. A satisfied employee performs his job more effectively and contributes towards organization performance. High job satisfaction leads to improved productivity, decreased turnover, and reduced absenteeism. There are various factors which influence job satisfaction. Companies nowadays are giving importance to adopting Green Practices in all the functional areas including Human Resources Management to contribute towards Environmental Sustainability. Greening Human Resource functions would help organization in achieving sustainability through economic, social and environmental benefits. This research paper explores employees perception towards Green HR Practices and its impact on employee job satisfaction.

Key words: *Employee Job Satisfaction, Employee Satisfaction, Green Employee Job Satisfaction, Green Business Functions, Green HRM, Green HRM Functions, Green HR Practices.*

I. INTRODUCTION

Organizations are trying to evolve many innovative ways to remain competitive in this highly competitive global economy. Many organizations strongly believe that by Greening their business practices they can minimize the negative impact on the environment. Environmental stewardship of companies is one of the factor considered for its success. This envisages the organizations to Green their business operations to achieve their environmental goal.

Human Resource professionals play an important role in achieving their organization's environmental goal through employees. This includes "Greening their HR Practices", providing training on environmentally friendly practices and greening their training & development programmes, rewarding and recognizing employees who are environmentally friendly etc. This clearly shows importance of HR department in achieving organization's environmental goals.

Definition of Green HRM

Green HRM is referred to all the activities involved in development, implementation and on-going maintenance of a system that aims at making employees of an organization green. It refers to the policies, practices and systems that make employees of the organization green i.e. environmentally friendly for the benefit of the individual, organization, society, natural environment, and the business. The purpose of green HRM is to create, enhance and retain greening within each employee. To achieve this goal it is indispensable that HRM functions are adapted or modified to be green.

Definition of Job Satisfaction

Job satisfaction or employee satisfaction is a measure of workers' contentedness with their job, whether

or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision.

Job satisfaction is the attitude of employees towards their job. Job satisfaction can be expressed in terms of remuneration, opportunity to growth, supervision and the job content.

Factors that determine job satisfaction are pay and promotion, supportive working condition, workgroup, supervision and work content. The work should provide opportunities to employees to make use their skills, ability and experience; autonomy in the job is considered as important for job satisfaction.

Light, ventilation, cleanliness, enough space for work and good surrounding will improve the job satisfaction. Supervision in terms of advice, guidance and problem solving adds to employee job satisfaction. Participative management involving employees in decision making and problem solving contributes towards employee job satisfaction (S SKhanka, 2016).

Green Rewards & Recognition: Rewards given to employees for their environment friendly practices and recognizing employees who help the organization to achieve its green goals.

II. OBJECTIVES OF THE STUDY

- To explore the level of Employee Job Satisfaction due to Green HR Practices.
- To explore dominant Green HR practices for Employee Job Satisfaction.
- To compare Employee Job Satisfaction with demographic characteristics.

III. LITERATURE REVIEW

K. Pavan, DR. T.L. Narasimha Reddy (2016): in their study titled “HR Practices and its Impact on Employee Job Satisfaction in IT Companies: A Case Study of Bangalore IT Companies”, analysed the impact of human resource practices on job satisfaction of IT companies employees and found that the HRM practices like Training, Performance Appraisal, Team Work and Compensation has significant impact on job satisfaction. On the other hand, Employee Involvement has no significant impact on job satisfaction of the employees of Information Technology companies.

Dr. P K Mishra (2013): in his study on “Job Satisfaction” reveals that, Job satisfaction is one of the most crucial but controversial issues in industrial Psychology and behavioral management in organization. It is concerned with such specific factors as salary, supervision, employment security, conditions of work, social relation of the job, prompt settlement of grievances, fair treatment of employer and other similar items. Job satisfaction is related to different socio-economic and personal factors, such as: Age, Sex, Incentives, Working Environment, Education, duration of work etc.

M M Parvin, M M Nurul Kabir (2011): “Factors Affecting Employee Job Satisfaction of Pharmaceutical Sector”, the focus of the study was on the relative importance of job satisfaction factors and their impacts on the overall job satisfaction of employees. It also investigates the impacts of pharmaceutical type, work experience, age, and sex differences on the perception toward job Satisfaction. The result shows that salary, supervision and co-worker relation are the most influential factors contributing to job satisfaction.

Brio, Fernandez, and Junquera, (2007): discovers the need of building environmental considerations/responsibilities into job descriptions and finds that the most advanced environmental approaches are people intensive and depend upon skill development of employees. Further he lays emphasis to the need of regular environmental training and green briefings to employees.

Ramus (2001): His study titled ‘The Roles of Supervisory Support Behaviours and Environmental Policy in Employee Eco-initiatives at leading-edge European Companies’, reveals that some companies

in Europe, include environmental performance goals as one of the base for bonus system, and line managers have power to allocate rewards to motivate employees.

IV. RESEARCH METHODOLOGY

- a. **Data Sources:** Employees from various companies operating in Mysuru.
- b. **Collection Methods:** The primary data was collected through questionnaire method.
- c. **Sampling Method:** The random sampling method was used.
- d. **Sample Size:** 69 filled in forms from 20 companies were collected.
- e. **Tools and Techniques of Analysis:** SPSS 22.0 for windows, a statistical software package was used to analyse the data collected. The statistical analysis includes one-way Analysis of Variance (ANOVA), One Sample t test, Descriptive statistics and Percentage analysis for the data collected.
- f. **Hypothesis**
 - H1: There is no significant difference in perception of respondents towards Green Employee Job Satisfaction based on Jurisdiction of Companies Operations.
 - H2: There is no significant difference in perception of respondents towards Green Employee Job Satisfaction and Type of Industry.
 - H3: There is no significant difference between Green Employee Job Satisfaction and Gender of respondents.
 - H4: There is no significant difference in Green Employee Job Satisfaction among respondents working in different Levels of Management.
 - H5: There is no significant difference in employee job satisfaction based on the Functional Departments of respondents.

V. DATA ANALYSIS AND RESULTS

Questionnaires were administered to the employees belonging to various companies. These employees were selected using Random sampling method. Out of these, the data were collected from 69 employees. The data thus received from respondents about employee job satisfaction through Green Human Resource practices were analysed using descriptive statistics and percentage analysis, ANOVA, One Sample t test. The results of the analysis are as detailed below.

Reliability

To check the reliability of the questionnaire Cronbach's Alpha value was computed and the value is shown in table 5.1.

Table 5.1: Cronbach's Alpha values

Sl.No.	Description	Cronbach's Alpha	No. of Items
1	Green Pay, Reward & Recognition	.859	3
2	Green Employee Involvement	.914	3
3	Green Working Condition	.784	6
4	Green Employee Relations	.854	3
5	Green Career Growth and Development	.794	6
6	Green Employee Job Satisfaction	.918	5 factors

Since Cronbach’s alpha is more than 0.6 for items Green Pay, Reward & Recognition, Green Employee Involvement, Green Supervisor Relationship, Green Working Conditions, Green Career Growth and Development, the reliability of constructs were accepted. Cronbach’s alpha for Green employee job satisfaction is .918, since it is greater than 0.6, the reliability of the instrument was accepted.

Demographic Characteristics

The survey captured following demographic information of the respondents working in various companies in Mysuru and the results are tabulated in Table 5.2.

Table 5.2 : Analysis Based on Demographic Characteristics

	Frequency	Percent
Gender		
Male	50	72.5
Female	19	27.5
Total	69	100.0
Industry		
Manufacturing	34	49.3
Service	35	50.7
Total	69	100.0
Jurisdiction of Business		
National	20	29.0
Multinational	49	71.0
Total	69	100.0
Level of Management		
Junior Level Management	22	31.9
Middle Level Management	41	59.4
Top Level Management	6	8.7
Total	69	100.0

In terms of Gender 72.5% were male respondents and 27.5% were female respondents.

As regards the type of industry in which respondents work 49.3% respondents work for manufacturing industry and 50.7% work for service industry.

In terms of type of the companies based on its operations, 29% respondents work for national companies and 71% respondents belong to multinational companies.

As regards the levels of management to which respondents belong, 31.9% belong to junior level management, 59.4% belong to middle level management and 8.7% belong to top level management.

Level of Employee Job Satisfaction

For computing Employee Job satisfaction, Green Pay, Reward & Recognition, Green Employee Involvement, Green Working Conditions, Green Supervisor Relations and Green Career Growth & Development parameters were considered and the result is shown in Table 5.3.

Table 5.3: Level of Employee Job Satisfaction

	Frequency	Percent
Very Low Satisfaction	0	0.0

Low Satisfaction	2	2.9
Average Satisfaction	10	14.5
High Satisfaction	17	24.6
Very High Satisfaction	40	58.0
Total	69	100.0

As shown in table only 2.9% of respondents have Low level Job Satisfaction, 14.5% respondents have Average level Job Satisfaction, 24.6% respondents have High level Job Satisfaction and 58% respondents have Very High level Job satisfaction.

Dominant Green HR practices for Employee Job satisfaction.

To identify the dominant green HR practices for employee job satisfaction, descriptive statistics were computed and the result is shown in Table 5.4.

Table 5.4: Descriptive Statistics for factors of Green Employee Job Satisfaction

	N	Minimum	Maximum	Mean	Std. Deviation
Green pay and reward & recognition	69	3	15	10.54	3.188
Green employee involvement	69	3.00	15.00	12.4058	2.79873
Green work conditions	69	16.00	30.00	26.0870	3.89094
Green supervisor relations	69	3.00	15.00	12.7101	2.60713
Green career growth and development	69	14.00	30.00	25.0580	4.07245
Valid N (listwise)	69				

As per the table 5.4, as per respondents perception, Green working condition with a mean score of 26.08 is most influencing factor for employee job satisfaction followed by Green career growth and development (mean score of 25.05), Green supervisor relations (mean value 12.71), Green employee involvement (mean value 12.40)and Green pay and reward & recognition (mean value 10.54).

Comparing Job Satisfaction based on demographic characteristics at 0.05 significant level.

To compare the employee job satisfaction based on demographic characteristics t-tests and one-way ANOVA tests were conducted at 5% of significance level. The result is tabulated in Table 5.5

Table 5.5: Comparing Job Satisfaction with demographic characteristics at 0.05 significant level.

Demographic Characteristics	Group	Total	Mean	Type of Test	Test Value	Significance value	Test Result
Jurisdiction of Company Operations	National	20	81.35	Independent t-test	t=-2.02	0.047	Significant
	Multinational	49	89.02				
Industry Type	Manufacturing	34	86.97	Independent t-test	t=.097	.923	Insignificant
	Service	35	86.62				
Gender	Male	50	87.42		t=.573	.569	Insignificant

	Female	19	85.15	Independent t-test			
Levels of Management	Bottom	22	86.40	One-way ANOVA	F=.073	.930	Insignificant
	Middle	41	87.26				
	Top	6	85.00				
Functional Department	Finance	7	74.71	One-way ANOVA	F=4.156	0.003	Significant
	Human Resource	23	81.56				
	Information Technology	21	93.09				
	Marketing	2	77.50				
	Manufacturing	13	94.92				
	Technical	3	82.00				

To test the Hypotheses H1, independent sample t-test was used at 0.05 significance level. Since p value 0.047 which is less than significance level ($p < 0.05$), the null hypothesis is rejected. i.e there is a statistically significant difference in the green employee job satisfaction between the employees of national and multinational companies. Green job satisfaction with a mean score of 89.02 for multinational companies shows that employees at multinational companies have more job satisfaction compared to employees at national companies.

To test the Hypothesis H2, independent sample t-test was used at 0.05 significance level. Since p value 0.923 which is greater than alpha value 0.05 ($p > 0.05$), Null hypothesis is accepted. i.e there is no statistically significant difference in green employee job satisfaction between manufacturing and service industry.

To test the Hypothesis H3, independent sample t-test was used at 0.05 significance level. Since p value is 0.569 which is greater than alpha value 0.05 ($p > 0.05$), Null hypothesis is accepted. i.e there is no statistically significant difference in green employee job satisfaction between male and female respondents.

To test the Hypothesis H4, one way ANOVA was used at 0.05 significance level. Since p value is 0.930 which is greater than alpha value 0.05 ($p > 0.05$), Null hypothesis is accepted. i.e there is no statistically significant difference in green employee job satisfaction between bottom, middle and top level management.

To test the Hypothesis H5, one way ANOVA was used at 0.05 level of significance. Since p value is 0.003 which is less than alpha value 0.05 ($p < 0.05$), Null hypothesis is rejected. i.e there is statistically significant difference in green employee job satisfaction based on the functional departments of respondents.

Further, to identify the functional departments between which the mean difference is significant, Post

Hoc test was used and the result is shown in table 5.6.

Post Hoc Tests for difference between means of Green employees jobs satisfaction and functional departments of respondents

Table 5.6: Post Hoc Tests / Multiple Comparisons

Dependent Variable: Green Employee Job satisfaction

LSD

(I) department	(J) department	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Finance	HR	-6.85093	5.66968	.231	-18.1809	4.4790
	Information Technology	-18.38095*	5.73233	.002	-29.8361	-6.9258
	Marketing	-2.78571	10.53096	.792	-23.8302	18.2587
	Manufacturing	-20.20879*	6.15751	.002	-32.5136	-7.9040
	Technical	-7.28571	9.06361	.425	-25.3979	10.8265
HR	Finance	6.85093	5.66968	.231	-4.4790	18.1809
	Information Technology	-11.53002*	3.96427	.005	-19.4520	-3.6081
	Marketing	4.06522	9.68282	.676	-15.2844	23.4148
	Manufacturing	-13.35786*	4.55750	.005	-22.4653	-4.2504
	Technical	-.43478	8.06256	.957	-16.5465	15.6770
Information Technology	Finance	18.38095*	5.73233	.002	6.9258	29.8361
	HR	11.53002*	3.96427	.005	3.6081	19.4520
	Marketing	15.59524	9.71964	.114	-3.8279	35.0184
	Manufacturing	-1.82784	4.63520	.695	-11.0906	7.4349
	Technical	11.09524	8.10674	.176	-5.1048	27.2953
Marketing	Finance	2.78571	10.53096	.792	-18.2587	23.8302
	HR	-4.06522	9.68282	.676	-23.4148	15.2844
	Information Technology	-15.59524	9.71964	.114	-35.0184	3.8279
	Manufacturing	-17.42308	9.97631	.086	-37.3591	2.5130
	Technical	-4.50000	11.99003	.709	-28.4602	19.4602
Manufacturing	Finance	20.20879*	6.15751	.002	7.9040	32.5136
	HR	13.35786*	4.55750	.005	4.2504	22.4653
	Information Technology	1.82784	4.63520	.695	-7.4349	11.0906

	Marketing	17.42308	9.97631	.086	-2.5130	37.3591
	Technical	12.92308	8.41276	.130	-3.8885	29.7346
Technical	Finance	7.28571	9.06361	.425	-10.8265	25.3979
	HR	.43478	8.06256	.957	-15.6770	16.5465
	Information Technology	-11.09524	8.10674	.176	-27.2953	5.1048
	Marketing	4.50000	11.99003	.709	-19.4602	28.4602
	Manufacturing	-12.92308	8.41276	.130	-29.7346	3.8885

*. The mean difference is significant at the 0.05 level.

There is significant difference between the functional departments Information Technology and Finance, Information Technology and Human Resource functions. There is significant difference between Manufacturing and Finance functions and between Manufacturing and Human Resource Functions.

VI. FINDINGS

- Respondents have High level of Job Satisfaction and very few respondents have Low Job Satisfaction.
- Impact of Green working conditions and Green career growth and development have more impact on Employee Job satisfaction compared to Green supervisor relations, Green employee involvement and Green pay, reward and recognition.
- There is a significant difference in the Green employee job satisfaction between the employees of national and multinational companies.
- There is no significant difference in green employee job satisfaction between manufacturing and service industry.
- There is no significant difference in Green employee job satisfaction between male and female respondents.
- There is no significant difference in Green employee job satisfaction between bottom, middle and top-level management.
- There is significant difference in Green employee job satisfaction based on the functional departments of respondents.

VII. CONCLUSION

Green employee job satisfaction is the new buzzword which can be expressed in terms of green HR practices. The survey conducted reveals that employees in the management cadre have high level job satisfaction through green HR practices. Companies provide good green working condition to their employees and at the same time they need to give more emphasis for green reward and recognition in which employee satisfaction score is less. It was explored that domestic companies have scope for improvement in terms of implementing green HR practices. Further, it was also inferred that majority of the companies do have concern towards environment by giving importance to green HR practices.

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Authored By

Dr. Buvaneswari P
Professor & Head – MBA

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**A STUDY ON BEHAVIOURAL FINANCE AND ITS IMPACT DURING PRE & POST
COVID – 19**

Dr. Buvaneswari P
Professor & Head – MBA

Mr. Chandrashekar S
MBA, MPC19025, SBRR MFGC (Autonomous) PG Wing, Pooja Bhagavat Memorial
Mahajana Education Centre, Mysore

Introduction

Every investment decision has its own qualities and shortcoming. Some alternative tries to accomplish more returns however with related high hazard. Further give wellbeing however at the expense of liquidity and development. Other alternative, for example, FDs offer wellbeing and liquidity, yet at the expense of return. Mutual funds look to consolidate the upsides of putting resources into curve of these options while supply with the deficiency. Indian securities exchange is semi-effective by nature and, is considered as a standout amongst the most regarded securities exchanges, where data is rapidly and broadly conveyed, in this manner permitting every security's cost to alter rapidly in a reasonable way to new data so that, it mirrors the nearby speculation esteem.

Investing is an emotional and enthusiastic activity where it is associated with necessities and dreams and when uncertainty rises it puts your planning for your need and dreams at stake. The COVID-19 shock was unprecedented in our lifetime; however so was our response. Investing activity in the pandemic has become more emotional experience for the investor because of the high volatility and unpredictability of the markets and the changed sentiments of the investors. The pandemic has hit the economy at that point of time when markets were all time high, globe was being characterized by lowest unemployment rates investor was feeling sure and stable about their portfolio and abruptly the economy reached virtual stop where a huge number of individuals lost their business, occupations suddenly the economy came to virtual stop where millions of people lost their business, jobs, demands were suddenly reduced and economic certainty becomes prevalent.

Concept of Behavioural Finance

Behavioural Finance focuses on how investors interpret knowledge in order make investment decisions based on information and how they act with their investment decisions. Behavioural Finance has developed as a result of increasing interest of psychologists in economics. As we know, one of the most important factors in investment decisions is the emotions. Behavioural Finance approach investigates the influence of emotions on investment decisions. In the traditional financial research, first a model is proposed. Then the validity of this model is assessed via experimental methods; with Behavioural Finance approach, first the behavioural patterns in the market are analysed; and then, based on the results of these observations, a model that aims to explain the behavioural patterns is developed. The models developed in Behavioural Finance, aims to understand not how people should act in financial markets, but how they actually act in such setting.

Review of Literature

The work of Kahneman & Tversky (1974) revealed that people do not employ statistical methods in their decision-making, but they rely on a limited number of heuristic principles in their decision-making. Kahneman & Tversky are considered the fathers of behavioural finance. Since the 1960s they have published about 200 papers and articles, most of them were related to the concepts of behavioural finance.

Islam (2012) was more specific in defining behavioural finance by underlining the buying and selling decisions regarding stock market investors. According to Gather et al. (2010) behavioural finance is the better understanding of the investment decisions that affects market prices which relate to human and social cognitive and emotional biases. Ritter (2003) also defined behavioural finance as behavioural factors affecting individuals' decision-making.

According to Appiah & McMahon (2002), behavioural finance is the study of how financial practitioners act and interact on financial information and the subsequent effects on markets. Pompeian (2006) argued that behavioural finance tackles the behavioural factors that affect financial decisions.

The importance of studying such topic comes from the consequences that these behavioural biases could have on the investors' gains and losses and on the stock market as a whole.

This study investigates the effect of behavioural biases on investment decision. In specific, the effects of overconfidence bias, familiarity bias, loss aversion bias, disposition bias, availability bias, representativeness bias, confirmation bias and herding bias are investigated.

Research Gap

Several studies have been conducted on the various aspects of the behavioural finance in the past. These studies mainly relate to various factors influencing investment attitudes of an investor. However, the smaller amount of research work has been done on investment patterns amongst the young age group of the working population and investor's perceptions. For long researchers have researched on the demographic factors that influence the investment decisions of an individual. The focus has mostly remained on core factors such as age, gender, income, marital status, profession, education and financial knowledge. A number of research studies have been undertaken in India and abroad to identify the investment behaviour of retail investors and households.

Statement of the Problem

According to conventional financial theory, the investors are the most important part of wealth maximisers and exhibit rational behaviour in purchasing decisions. However, there are many instances where emotion and psychology influence investors' decision making, causing them to behave in unpredictable or irrational manner. Such anomalies can be explained with the help of behavioural finance. One of the major impediments in making the rational investment decision is the extent of investors' biases present in the traditional and modern investment avenues. So, in order to make efficient investment decision investor has to identify these investors' biases present in the market. The present study has made an attempt to identify these investor's biases.

Objective of the study

The research focuses on achieving the following objectives:

1. To analyse the factors influencing investor's behaviour.

2. To analyse the investors attitude towards savings.
3. To analyse the various factors influencing towards equity investment.
4. To study the investment behaviour of the salaried class employees.
5. To measure and assess satisfaction level of salaried class employees towards various investment avenues.

Hypothesis

Hypothesis – 1

H0 – There is no relationship between Educational qualifications and types of investment avenues

H1 - There is a relationship between Educational qualifications and awareness of investment avenues.

Hypothesis – 2

H0 – There is no relationship between age and investment objective

H1 – There is a relationship between age and investment objective

Limitations of the study

Place limitation: the study is limited to Mysore. The time taken for the study consists of 3 months only. Within this short duration, the researcher does not cover all the aspects of behavioural finance of the respondents.

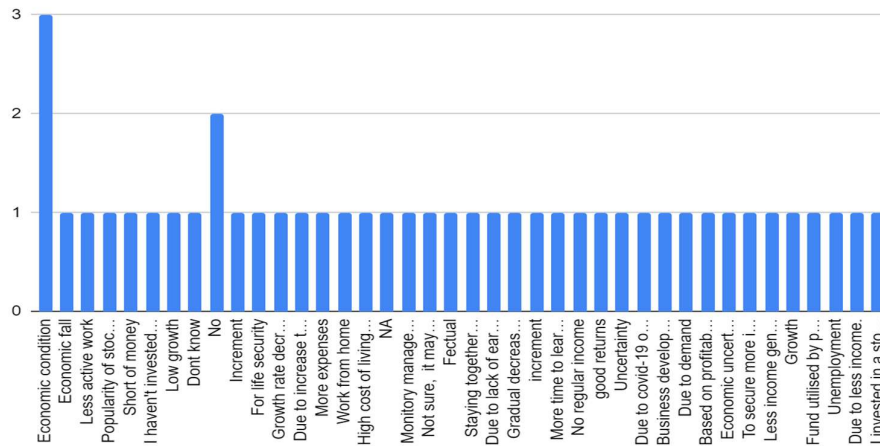
Scope of the study

1. Scope includes the investors of all age groups.
2. The researchers hope that this study will be one of the pioneering studies in the domain of behavioural finance at the local and regional levels.
3. Investors can benefit from understanding the effects of behavioural financial factors on stock investment decision-making.
4. To identify investors personalities.
5. This behavioural finance study helps to identify the risk and hedging strategies.

Data Analysis & Interpretation

The reasons of respondents for increased or decreased percentage of amount of investments after covid.

What is the reason for increase or decrease % of amount of investment after covid?



From above table it show that the COVID-19 epidemic has had dramatic economic consequences, characterized by excessive volatility in share prices and a market slowdown. Some of the facts in practice during the crisis, such as excessive inequality and the unshakeable trust of financial institutions, have not been adequately explained by the traditional financial paradigm. In this study, we explore such phenomena from the financial lens of behavior and discuss some of the cognitive errors and biases associated with the crisis and beyond: overconfidence (misjudgment, better than average effect, illusion of control, pro-confidence), risk, Aversion, gregarious behavior and Pro availability. We explore each of these phenomena from a psychological perspective and evaluate their relevance to the global crisis unleashed by institutions and financial markets and the Government.

Case Processing Summary

This study describes investor behavior to identify the best investment channels available in India. An investment strategy is a plan designed to guide an investor Choose the most appropriate investment portfolio to help them achieve their financial position Goals within a specific time frame. By increasing personal wealth, investment can contribute Overall economic growth and prosperity. The investment process helps companies they can get their capital through financial markets. Specific types of investments offer others Benefits to the investor, companies and the community. Most of the Indian investors knows portfolio allocation and perceptions of risk and return on investment. The magic of investment is “prevention is better than cure”, which is expected but with higher returns less risk. The stock market plays an important role in India's economic activities by generating cash flow. Stock markets, such as the National Stock Exchange (NSE), have become almost a major source of funding for companies. In the desire for higher profits, the general public also began to invest with little or no knowledge and mainly lost their personal funds in the stock market. These losses led these people to compare investing in the stock market to gambling. The study was conducted to understand the population's understanding of the stock market as a "satta bazaar" or gambling hub. The general public can only conduct a limited study due to time constraints and different knowledge of the subject.

One-Sample Chi-Square Test

VAR00001

One-Sample Chi-Square Test Summary	
Total N	107
Test Statistic	175.280 ^a
Degree Of Freedom	3
Asymptotic Sig.(2-sided test)	.000
a. There are 0 cells (0%) with expected values less than 5. The minimum expected value is 26.750.	

One-Sample Binomial Test Summary

Total N	106
Test Statistic	47.000
Standard Error	5.148
Standardized Test Statistic	-1.068
Asymptotic Sig. (2-sided test)	.285

Cross tabulation of age and risk undertake by the respondents

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * risk	106	99.1%	1	0.9%	107	100.0%

Age * Risk Crosstabulation					
Count					
		Risk			Total
		1.00	2.00	3.00	
Age	1.00	41	40	4	85
	2.00	3	6	0	9
	3.00	3	4	0	7
	4.00	4	1	0	5
Total		51	51	4	106

Chi square test using one sample with respect to age and risk undertake by the respondents

Hypothesis Test Summary				
	Null Hypothesis	Test	Sig. ^{a,b}	Decision
1	The categories Age occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
2	The categories of Risk occur with equal probabilities.	One-Sample Chi-Square Test	<.001	Reject the null hypothesis.
a. The significance level is .050.				
b. Asymptotic significance is displayed.				

One-Sample Chi-Square Test

Age

One-Sample Chi-Square Test Summary	
Total N	107
Test Statistic	175.280 ^a
Degree of Freedom	3
Asymptotic Sig.(2-sided test)	.000
a. There are 0 cells (0%) with expected values less than 5. The minimum expected value is 26.750.	

1. The researcher has used the "C-square test" to test the hypothesis that there is a significant relationship between sex and the state of consciousness. Hypothesis rejected. It has nothing to do with sex and state of consciousness.
2. The researcher has used the "C-square test" to test the hypothesis that there is a significant relationship between the level of education and the level of consciousness. Hypothesis rejected. It has nothing to do with the level of education and the level of consciousness.
3. The analyst has used the "C-Square Test" to test the hypothesis that there is a significant relationship between the level of income and the level of investor awareness. Hypothesis rejected. There is no correlation between the level of income and the level of consciousness.

Risk of the Respondents

One-Sample Chi-Square Test Summary	
Total N	106
Test Statistic	41.679 ^a
Degree Of Freedom	2
Asymptotic Sig.(2-sided test)	<.001

a. There are 0 cells (0%) with expected values less than 5.
The minimum expected value is 35.333.

Cross tabulation of age and number of respondents invested in stock market

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * No.of respondents invested in stock market	106	99.1%	1	0.9%	107	100.0%

Age * Investors invested in stock market Cross tabulation				
Count				
		Investors invested in stock market		Total
		1.00	2.00	
Age	1.00	35	50	85
	2.00	3	6	9
	3.00	5	2	7
	4.00	3	2	5
Total		46	60	106

Chi square test using one sample with respect to age and number of respondents invested in stock market

Non Parametric Tests-Chi-Square Test- Frequencies

Age			
	Observed N	Expected N	Residual
1.00	85	26.5	58.5
2.00	9	26.5	-17.5
3.00	7	26.5	-19.5
4.00	5	26.5	-21.5
Total	106		

No. of respondents invested in stock market			
	Observed N	Expected N	Residual
1.00	46	53.0	-7.0

2.00	60	53.0	7.0
Total	106		

Test Statistics		
	Age	Investors invested in stock market
Chi-Square	172.491 ^a	1.849 ^b
df	3	1
Asymp. Sig.	<.001	.174
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 26.5.		
b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 53.0.		

Findings

The stock market is the place where bonds are bought and sold. Investments in the stock market are more profitable, while one can incur huge losses. The researcher interviewed respondents who invest their money in the stock market.

"No pain, no profit" is the golden rule of investment management. In this fast-moving world, we can make more and more money. Higher risk leads to higher profit. Investors cannot avoid risk, but they can reduce it by investing their money in various investments so that they can get a moderate return.

In the study, the researcher examined the respondents. Therefore, it is assumed that most investment decisions are made by male respondents only.

Major Findings of the study

1. One of the key factors determining an investor’s behavior when investing is industry. The study reveals that people invest independently from their business and that most investors are traders.
2. Money is an important factor in making investment decisions and the amount invested depends on the monthly income of the family.
3. The researcher has used the "C-square test" to test the hypothesis that there is a significant relationship between sex and the state of consciousness. Hypothesis rejected. It has nothing to do with sex and state of consciousness.
4. The researcher has used the "C-square test" to test the hypothesis that there is a significant relationship between the level of education and the level of consciousness. Hypothesis rejected. It has nothing to do with the level of education and the level of consciousness.
5. The analyst has used the "C-Square Test" to test the hypothesis that there is a significant relationship between the level of income and the level of investor awareness. Hypothesis rejected. There is no correlation between the level of income and the level of consciousness.
6. The study found that 106 total numbers of respondents are collected, out of 106 respondents, 54 respondents were found to be male and 52 respondents were female.

7. It was found that 85 respondents belong to the age group of 20 – 30 years, 9 respondents were of the age group between 31 – 40 years, 7 respondents where 41 – 50 years, and 5 respondents are 50 years and above.
8. The majority of 62 respondents' education qualification is UG (under graduation). 31 respondent holds PG (post-graduation), 4 respondent education qualification is 10+2, remaining 9 are from others (Doctorate, diploma, animation, PhD, MA).
9. The study found that 99 respondents are from non – government. Only 7 respondents belong to government.
10. It was found that 83 respondents are belong Rs. 2,50,000 – Rs. 5,00,000 category, 12 respondents are from Rs. 5,00,000 – Rs. 10,00,000 category, 11 respondents belong to < Rs. 10,00,000 categories.
11. The majority of the respondents are aware of savings accounts at 90.6%, Another 74% of the respondents are aware of Life Insurance. Only 33% of the respondents are aware about bonds. Importantly its seen that 43.4% are aware of equity share market.
12. The analysis clearly shows that the majority of 80.2% of the respondents preferred savings bank account which provide less return without any risk.
13. Another 50% of the respondents are comfortable with LIC, which depends on maturity period. The next batch of 34.9% of them are choose Mutual funds as their option, as it's a morderate in risk and return. Another 33% of them are shown their interest towards the investment in Gold / Silver. Because this will identify their status pro in society.
14. Finally, the least of 19.8% & 15.1% of the respondents are shown their interst in share market and real estate investment. Because its high risk which related to high return, and they are not ready to take risk with their money.
15. The majority of 70.8% of the respondents choosen their various investment avenues to achieve growth in income. Next 45.3% of the respondents are concerned towards their future expenditure like their Children's education, children's marriage, purchase of car and consturct their dream houses.
16. Another 31.1% of the respondents are choosen various investment avenues for tax savings purpose only as they are salaried employee. Finally 20.8% of the respondents are shown their preference of investment as capital preservation
17. It was found that majority of 59 respondents monitor their investments monthly, 19 respondents monitor weekly, 15 respondents monitor yearly and at last 13 respondents monitor their investments daily.
18. It was found that 52 respondents contribute 1 – 15% of their income for investment, 43 respondents contribute 15 – 30 % of their income for investment, 8 respondents contribute 30 – 45% of their income for investment, 3 respondents contribute <45% of their income for investment.
19. Respondents are very much depended on specific information about the financial product while investing, the next set of respondents are depended on counsulting or by guidance, less number of respondents are relayed on newspaper and televison.
20. It was found that 67.9% respondents are having formal budget for family expenditure, remaining 32.1% respondents are not having formal budget for family expenditure.
21. It was found that 51 respondents are ready to take low risk, and another 51 respondents ready to take moderate risk, only 4 respondents are willing to take high level of risk.

22. It was found that 61.3% respondents were depended on safety of principal factor, 27.4% respondents were depended on growth factor, 11.3% respondents are depended on maturity period.
23. It was found that 47 respondents say “yes” its an gambling, but remaining 59 respondents say “no” investing in stock market isn’t a gambling.
24. It was found that 43.4% respondents were invested in stock market, remaining 56.6% respondents have not invested in stock market.
25. It was found that out of 106 respondents, 33 respondents had invest in (short term) 0-6 months, 41 respondents hadl invest in 6-12 months (medium term), and remaining 31 respondents willing to invest for more than 1 years (long term).
26. It was found that 32.1% respondents are invested before covid, and 67.9% respondents haven’t invested before covid.
27. It was found that 74.2% respondents are remain stagnant rather than increase nor decrease in their investment, 11.8% respondents have increased the percentage of investments after covid, 14% respondents are decreased their percentage of investment after covid.

Suggestions

When making an Investment there are million things that we believe thinking about, however the errors still happen! Things to watch for in your own investment decision are to avoid excessive fund switching and prevention of risk. It is also important for the investors to be persistent when it comes to their investment plan and objectives, and not to get diverted elsewhere. Most people look into their skills and visions higher than those of others. They also fail to diagnose the tendency to feel regret over certain investment decisions, rather than moving on and investing in a way that make their goals more achievable. Investors may assume, and this assumption is usually based on hope, that a bad investment will turn better. However this often-held perception that investing is similar to gambling, an investment's performance and hope for its better performance are not proven, in any scientific way to be aligned with one another. Recognizing trends like these are vital to understand why investors make the financial decisions. The behavioural finance helps the investors for knowing their investments.

Based the research survey & observation, the researcher makes the following few key points to avoid behavioural Finance errors.

- ✓ To foster and shape of their attitudes of an individual making decisions in terms of their investments.
- ✓ Brain storming themselves and choose their investment options.
- ✓ They have to make a technical analysis of the decision rather than just doing the fundamental analysis while making investments.
- ✓ They have to check relevancy of the information about various investment avenues available in the market.
- ✓ They have to consult the Professional Fund Managers before get into investment decisions.
- ✓ Make individuals know about the different advantages of its items.
- ✓ Better investigation instruments have to to be utilized to improve forecasts
- ✓ It is prescribed that speculators choices ought to be founded on their money related guide
- ✓ Risk and return ought to be assessed before settling on a speculation choices.
- ✓ There ought to be a standard message redesigns to the financial specialists with respect to their speculation

- ✓ Those financial specialists who need to evade danger ought to put resources into treasury notes or high evaluated civil bonds and debentures and so on.
- ✓ Client mindfulness project ought to be led on electronic correspondence
- ✓ Investors need to invest with proper planning taking into account their investment objectives.
- ✓ Investors should consult brokers or agents for information and advice, but their decision should not be based solely on the advice of agents, but on careful research.
- ✓ Investors should choose a specific investment option based on their need and risk tolerance.
- ✓ Investors need to diversify their investment portfolio to reduce risk.
- ✓ Investors need to constantly monitor their investments.
- ✓ Companies must provide investors with all the information they need.

Conclusion

Investors behave irrationally because of several reasons like, lack of information, overconfidence, fear of loss and so on. All of these psychological factors, investor end up making few mistakes, excessive trading, holding on to losing investments etc. The tendency of the investors to be over confident causes excessive trading while the fear of loss or risk aversion would prompt to selling a good stock / retaining the bad stock. Behavioral finance provides us with the insights on these irregularities.

This study affirms that past discoveries amid respect to the association in the middle of Age and hazard resilience period of individual contribute. The present study has essential ramifications for speculation supervisors as it has turned out with certain intriguing features of a man contribute. Each distinctive individual still like to put resources into budgetary items which give hazard free returns. This demonstrate the point of Indian financial specialists still in the event that they are getting high pay, accomplished, salaried, free are moderate speculators like to play safe. The venture item fashioners can plan items which can take into account the financial specialists who are generally safe tolerant and use TV as a showcasing media as they appear to invest long energy watching TVs. In essence, behavioral finance approach investigates the behavioural pattern of investors and tries to understand how investment patterns guide investment decisions. Behavioral finance offers many useful insights for investment professionals and thus provides a framework for evaluating active investment strategies for the investors. Hence, the present study is made an attempt to understand the behaviour of the investors in terms of psychological factors especially during Post Covid situation.

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**AN EMPIRICAL STUDY ON THE INFLUENCE OF BIG FIVE PERSONALITY TRAITS ON
JOB INVOLVEMENT (A CASE STUDY OF RANE MADRAS LIMITED, MYSORE)****Dr. Sangamitra Gowtham M J**

Assistant Professor, Dept. of Business Administration, PBMMEC, Mysore

Abstract

One of the major challenges being faced by the organizations these days is to keep the employees engaged and involved in their jobs. The involvement of employees in their job varies based on their individual needs and personality trait possessed by them. But, subordination of individual needs towards organizational needs helps the organization to prosper in terms of profit making and widening the market share. The aim of the present study was to examine the relationship between Big Five Personality Traits (OCEAN) and Job Involvement of employees. Further, the study also aimed at determining the impact of Big Five Personality Traits on Job Involvement. The study was accomplished by preparing a self structured questionnaire which was distributed among 70 employees belonging to Supervisory level working at Rane Madras Ltd, Mysore. The collected data were then tabulated and subjected to statistical analysis. The study revealed that the personality trait "Openness" holds a significant positive relationship with Job Involvement, while, the personality trait "Emotional Stability" holds a negative relationship with Job Involvement. The remaining personality traits – Agreeableness, Extraversion and Conscientiousness holds a positive correlation with job involvement but the tests was not significant at 5% levels.

Keywords: Job Involvement, Openness, Conscientiousness, Extraversion, Agreeableness, Emotional Stability.

1. Introduction

Understanding the behavior of an individual at the workplace is the most complex and tedious venture. This is because human behavior and human mind and highly unpredictable and unimaginable. It will vary from person to person, situation to situation and environment to environment. The behavior of an individual also gets influenced by the social group to which he / she belong and the people around them. Of all the factors affecting the human behavior, personality traits outshines. Therefore in order to understand human behavior at the workplace, it is immensely necessary to firstly understand the personality of an individual. As quoted by Abraham Lincoln "Personality is like a tree, and reputation like its shadow. The shadow is what we think of it, the tree is the real thing."

The term Personality has many facets. Some consider it as physical attractiveness, some consider it as a combination of unique qualities and characteristics, and few also consider it as a disparaging remark made for an individual. But, the psychologists opine that Personality denotes psycho-physical system of an individual. It represents a combination or sum total of both physical and psychological attributes of an individual. Physical attributes includes physical stature, muscle composition, biological rhythms, sex and so on which are hereditarily passed from generation to generation. Psychological attributes include attitudes, values, modes of thinking, and patterns of behavior and so on which are influential in nature.

Psychologists have developed many theories and models of personalities which have direct influence on many factors of organizational productivity. The present study has considered Big Five Personality Trait model also called as OCEAN to check the impact of individual trait on Job Involvement of employees.

2. Big Five Personality Traits

The inception of Trait theories are credited to various researches carried out by psychologists like Gordon Allport and Raymond Cattell. Big Five Personality Trait theory also emerged due to the contributions of various such psychologists. Big Five Personality Traits are considered as the core personality traits possessed by every individual. The acronym OCEAN is widely used to represent the Big Five Personality Traits; O – Openness to experience, C – Conscientiousness, E – Extraversion, A – Agreeableness and N – Neuroticism.

Big five personality traits are based on a model that essence of human nature in individual differences (McCrae & John, 1992). Personality traits are collected, summarized and defined as structure that involves five factors: Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to experience. Each factor includes broad variety of traits rather than a single trait (McCrae & John, 1992, Goldberg, 1993; John & Srivastava, 1999).

Openness to Experience

Openness to experience includes traits such as imagination, curiosity, and creativity (Goldberg, 1993). This personality trait refers to the degree to which an individual is imaginative, intellectually curious, and creative and depicts personal preference. Individuals with this trait have high appreciation for art.

A person high on openness does not hesitate to try new things and take up new challenges. They also do not show any resistance to change. On the other hand, a person low on openness resort to conventional thinking, feel comfortable with familiar practices and resist to new things, new ideas and changes.

Conscientiousness

Conscientiousness includes traits such as organization, thoroughness, and reliability (Goldberg, 1993). This personality trait refers to the degree to which an individual tends to be organized and reliable. Individuals with this trait have high level of thoughts, impulse control and goal oriented behavior. These individuals are often achievement driven.

An individual high on conscientiousness enjoys being organized, prepares schedules for their work, pay attention to every detail and have urge towards achievement. However, an individual low on conscientiousness dislikes structures and schedules, fails to complete things they are supposed to do, fail to return things where they belong to etc.

Extraversion

Extraversion implies an energetic approach and includes traits such as sociability, activity, assertiveness and positive emotionality. This personality trait refers to the degree to which an individual is assertive and sociable. They are friendly and lively and tend to express their feelings and ideas openly. Extrovert personalities are more suitable for positions that require considerable interaction with others.

People who are low on extraversion are introvert personalities who process their thoughts and ideas within themselves. They always tend to avoid social contacts and enjoy solitude. Introvert personalities are more suitable for positions that require conceptual and analytical skills.

Agreeableness

Agreeableness includes traits such as altruism, tender-minded, trust and modesty (John & Srivastava, 1999). This personality trait refers to the degree to which an individual is good natured, trustworthy and has a tendency to be compassionate, kind and affectionate.

People high on agreeableness are generally submissive, empathetic, cooperative and enjoy helping. On the other hand, person low on agreeableness is antagonistic, suspicious, untrustworthy and non – empathetic in nature.

Neuroticism

Neuroticism includes traits such as nervousness, moodiness, and tempera mentality (Goldberg, 1993). It is also termed as emotional instability. It is the degree to which an individual is capable of withstanding stress. The antonym of Neuroticism is emotional stability.

A person high on neuroticism will experience a lot of stress, feels depressed and insecure, will have regular shifts in mood and generally tends to be anxious. A person low on neuroticism (or) emotionally stable are calm, secured, self confident and are very rarely emotionally moved.

Job Involvement

Lodahl and Kejner (1965) define JI as the degree of daily absorption a worker experiences in his or her work activity; it reflects whether the person considers consciousness and work affirmation main foci. They have also indicated that the self esteem possessed by an individual is related to his / her work efficiency.

JI is an individual difference variable, whether primarily an attribute of the person or a response to the work environment (Rabinowitz and Hall, 1977). According to them, Job Involvement refers to the psychological stimulation of an individual towards work characteristics.

3. Statement of the Research problem

Managing the Human Resource at workplace is difficult since they exhibit variations physically and psychologically. The variations can be seen in terms of aspects such as, age, gender, habits, likes and dislikes, comprehension, stamina, social and cultural background, family background, status in the society, attitudes, perceptions and personalities, cognitive abilities and many more to add. It is these variations, which affects the organizations health and prosperity. It is also these variations, which affects the work behavior and work performance of personnel in organizations. Work related behavior of employees like Job Involvement, job engagement, work commitment, affinity towards the work etc are likely to impinge the overall performance of the organizations. Hence, in the current study, the researcher was interested in investigating how these variations in personality traits will affect one of the work behaviors called as Job Involvement.

4. Research Objectives

- To examine the relationship between Personality Traits and Job Involvement of employees.
- To assess the impact of Personality Traits on Job Involvement.

5. Research Hypotheses

- **H1:** There exists significant relationship between openness and Job Involvement.
- **H2:** There exists significant relationship between conscientiousness and Job Involvement.
- **H3:** There exists significant relationship between Extraversion and Job Involvement.
- **H4:** There exists significant relationship between Agreeableness and Job Involvement.
- **H5:** There exists significant relationship between Neuroticism and Job Involvement.

5.1 Research Methodology and Procedural Framework

The current study was pursued by employing Descriptive and survey research design. The sample population selected for the study was the supervisory and administrative personnel employed at Rane Madras Limited Mysore. Primary source of data was obtained through a self structured

questionnaire. The questionnaire so designed comprised of Big five Personality traits and items relating to Job Involvement. Each of the item in the questionnaire relied on the 5-point Likert rating scale.

5.2 Sample size

The sample population for the research consisted of supervisory and administrative personnel working at Rane Madras Limited Mysore. The required data was collected from 70 personnel, where, 15.7% (N=11) were supervisory personnel and 84.3% (N=59) were administrative personnel. The gender composition of the sample was 81.4% male (N=57) and 18.6% female (N=13).

5.3 Measures and Scales

A self administered survey was carried out by designing a self structured questionnaire. The Big Five Personality Traits used for the investigation were the standard traits – openness to experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism. Each trait in the questionnaire relies on five point Likert rating scale (1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree and 5=Strongly Agree). Pearson’s correlation determines the relationship between each of the personality trait and job involvement. Regression analysis is conducted to assess the impact of personality traits on Job Involvement.

6. Analysis and Results

Table 1							
Correlations							
		E	A	C	N	O	TJI
Extraversion	Pearson Correlation	1	.336**	.218	.097	.212	.004
	Sig. (2-tailed)		.004	.070	.425	.077	.977
	N	70	70	70	70	70	70
Agreeableness	Pearson Correlation	.336**	1	.355**	.171	.547**	.016
	Sig. (2-tailed)	.004		.003	.158	.000	.894
	N	70	70	70	70	70	70
Conscientiousness	Pearson Correlation	.218	.355**	1	.056	.453**	.023
	Sig. (2-tailed)	.070	.003		.648	.000	.849
	N	70	70	70	70	70	70
Neuroticism	Pearson Correlation	.097	.171	.056	1	-.275*	-.099
	Sig. (2-tailed)	.425	.158	.648		.021	.417
	N	70	70	70	70	70	70
Openness	Pearson Correlation	.212	.547**	.453**	-.275*	1	.256*
	Sig. (2-tailed)	.077	.000	.000	.021		.033
	N	70	70	70	70	70	70
TJI	Pearson Correlation	.004	.016	.023	-.099	.256*	1
	Sig. (2-tailed)	.977	.894	.849	.417	.033	
	N	70	70	70	70	70	70

Extraversion (r=0.004, p=0.97>0.05), Agreeableness (r=0.016, p=0.894>0.05), Conscientiousness (r=0.023, p=0.849>0.05) were not significantly correlated with Job Involvement.

Openness to experience ($r=0.256, p=0.033<0.05$) was positive and significantly correlated with Job Involvement of employees and Neuroticism ($r= -0.099, p=0.417>0.05$) was negative correlated with Job involvement of employees.

Regression analysis is presented in Table 2. Openness to experience was the only personality trait that was subjected to regression analysis.

Table 2						
Coefficients						
Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	13.887	1.318		10.537	.000
	Openness to experience	.206	.094	.256	2.179	.033
a. Dependent Variable: Job Involvement						

The regression equation of openness on Job Involvement ($\beta = 0.256, t = 2.179, p = 0.033 < 0.05$) was given by

$$\text{Job Involvement} = 13.887 + 0.206 \times (\text{Openness to experience})$$

7. Discussion and Conclusion

This study mainly focused on assessing the relationship and impact of Big Five Personality Traits on Job Involvement. Based on the analysis, it was found that there exists a statistically significant relationship between Openness to Experience and Job Involvement. This suggests that people with high degree of openness embrace the changes in relation to their work and work environment and thereby will exhibit higher involvement in the job. This indeed is essential since the need of the hour presently is acceptance of change. Organizations will have a competitive advantage when they have competent people who embrace and accept the changes. Further, it can also be stated that people high on openness are imaginative, creative and curious in their work. This kind of people will be primarily engaged in discovering innovative work methodologies. Such of the organizations, which provides its employees the opportunity to exhibit their creativity and innovation, can always expect higher level of job involvement from their employees. This in-turn will lead towards higher satisfaction in their work, job and organization.

On the contra, people with lower degree of openness resist to the changes which happens in their surroundings. They are comfortable with familiar and conventional way of work methodologies. In this context, any minor changes in their work will not be acceptable and thereby they possibly show less involvement in their work. Since, people low on openness does not accept change; they do not embrace creativity, innovation and new discoveries. People of this nature, cannot contribute much towards the development of the organization because, contemporary organizations solely rely upon change, creative work methodologies and innovative work practices. For this reason, it can be stated that people low on openness to experience will show less involvement in their jobs.

It was also observed that neuroticism is negatively correlated / associated with job involvement of employees. This implies that people with high degree of neuroticism exhibit lower level of job involvement and vice versa. People with higher degree of emotional instability tend to have fluctuations in their mood and emotions as a result of which their level concentration on the job also fluctuates. People with this trait experience negative emotional state like anxiety, irritability, depression, anger and the like. People with heap of negative emotional state find difficulty in involving and immersing themselves in their jobs. Hence, it is imperative to ensure that the employees work on this trait to lower

their neuroticism rate so that they can maximize their involvement in the jobs.

Through the above discussion, it can be concluded that people high on openness to experience exhibits higher level of job involvement and people having low degree on openness to experience will exhibit lower level of involvement in their jobs. At the same time, people with high level of neuroticism exhibit low level of job involvement and people with low levels of neuroticism will exhibit high level of job involvement.

8. Limitations and Scope for Further Research

The present study has collected the required data from one specific firm Rane Madras Ltd, Mysore through a self structured questionnaire. Further, the dimensions considered for Job Involvement are limited. It must also be seen that, the data has been collected from a limited sample due to COVID and the job grades selected for the study are also limited. The demographical information collected was not completely subjected to statistical analysis.

There is enormous scope for further research in terms of considering different other dimensions of personality traits and Job involvement. Job involvement of employees can be examined not only with respect to personality traits, but also with respect to gender, different hierarchical levels, different sectors, experience of employees and the like.

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A STUDY ON THE ROLE OF TEACHERS IN ADDRESSING THE ISSUES OF ANXIETY AMONG HIGH SCHOOL GIRL STUDENTS

□ Bhavana V.*
Kumudini Achchi**

ABSTRACT

Anxiety is a feeling that a person has when their body and mind react to a specific scenario. A few anxieties are a normal part of life, which is a by-product of stress. All anxieties in life are not bad, in any case. Nevertheless, if it becomes a daily struggle; it is time to check before it snowballs. The stage of adolescence is exemplified by rapid physical growth and sexual maturation and distinctive emotional and cognitive processes, and underlying neurological alterations. Some characteristic features of adolescence that alight them in anxious situations include attending puberty, fear, social environment, school activities, participation in competitions, phobias, etc., to name a few. Unchecked anxiety may significantly impact the quality of life of the individual in their adulthood. Anxiety among high school students may be of two types- academic anxiety and social anxiety. Both are crucial in high school days because it is their turning point in life, and they are pressured from all sides. Here teachers has wider scope to intervene and support the students. In this framework, the researcher conducted the study at high schools of Mysuru city, Karnataka, India, which aimed to investigate the role of teachers in addressing the anxiety issues of students. To assess this, the researcher has adopted Liebowitz social anxiety scale for children and adolescents. The statistical facts of the study uncovered that social anxiety is significantly high in residential school student respondents. It is also found that unless there is a teacher who is well trained in mental health aspect, the situation would be critical to handle. Therefore, deploying Social Work techniques and methods relevant to the situation becomes vital.

Keywords: Adolescence, Psychosocial, Social Anxiety, Intervention, School Social Work

Introduction

Anxiety is a natural feeling that people experience when they are stressed. It is normal to feel some levels of anxiety when dealing with the overwhelming pressures of life. Certain anxiety is a normal part of life, which a by-product of living in an often-chaotic world. It is not all bad, though. Still, when anxiety becomes a daily struggle, it is time to act before it snowballs. Unchecked anxiety may significantly impact the quality of life of the individual. Anxiety can become a chronic, high-pitched state for certain kids, interfering with their ability to attend school and perform to their academic potential, which

is experienced more by teenagers because adolescence is a time of social, physical and emotional changes happening simultaneously. Anxiety often hums along in the background of a normal adolescent's life, given the variety of changes and uncertainties he or she faces— anxiety, among high school students, may be of two types- academic anxiety and social anxiety. Anxiety during education is the most significant kind of anxiety during adolescent years. The feeling of being troubled, fearful, or stressed out due to school pressures is called academic anxiety. (Barta,2010). It threatens the student's psychological health and affects their efficiency, aptitude, personality formation and social

*Assistant Professor, PBMMEC and Research Scholar, JSS Research Foundation, Mysuru

**Assistant Professor and Research Guide, PG Department of Social Work, JSSCACS, Ooty Road, Mysuru

identity.

Social and performance anxiety may be defined as adverse physiological arousal in social or performance situations that involve possible evaluation by others, with accompanying worry or fear of psychological harm and a desire to escape or avoid these situations (Schlenker & Leary, 1982). As a result, they may endure social situations only with significant discomfort or spend considerable time and energy avoiding such situations. Eventually, the anxiety may consume more and more of their life, getting in the way of school, hobbies, work, and relationships.

There are several factors for anxiety in adolescents in the current scenario and brain chemistry, personality traits, genetics, and life experiences. Academic expectations, peer pressure, social media, pressure to remain on-trend, unrealistic self-expectation, easy access to media etc., all have taken a toll on adolescent anxiety. Changes in family structure, increasing parental aspirations, changing education system, changes in the institution of marriage, parenting patterns, working mothers, cultural and generation gap, conflict, competition all have their impact on the growing adolescents who constitute more than 1/5th of the total population (WHO, 2005), are living in a new age. For a student, be in a residential or a non-residential school, one has to go through many emotional and psychological changes and challenges in a short period, since most mental health problems diagnosed during adulthood begin in Adolescence (Knopf, 2008). Emotional difficulties can negatively impact the student's behaviour, relationships and academic performances. Schools no longer serve only academic fineness and achievement. Co-curricular and extracurricular activities have taken a toll on students. Parents put forth much work in terms of finance, living standards and social calendars because they want their children to achieve in various areas, which start instilling performance anxiety. As a result, students are put forth in many anxiety-causing situations where they will have to perform in front of their peers or an unknown crowd.

The psychological impact of residential schools on developing adolescents affects the core of personality (Shah, 2012). The primary documented cause of Anxiety and Stress among school children and adolescents is parent's high expectations for

educational achievements (Chatterjee 2010), which may cause physical, mental and emotional health issues, the result being depression, which leads to poor outcomes if left untreated. This anxiety experience affects the individual's core personality, which is carried throughout his different stages of life. However, very few scientific researches have been conducted to study residential school students' anxiety issues and the support rendered by teachers from social work perspective. Hence the study is stands significant.

The paper aims to examine level of social anxiety among residential and non-residential high school girl students and to suggest measures to enhance the mental health of girl students and perform effectively from a Social Work point of view. To achieve the same, the study adopts descriptive and Diagnostic research design. 330 High Schools of Mysuru city, considering three blocks, i.e., Mysuru North, Mysuru Rural and Mysuru South stands a universe. 333 students, 66 teachers and 60 parents from residential and non-residential schools stands of sample respondents. To collect the data from respondents, the researcher has administered Liebowitz social anxiety scale for children and adolescents, authored by Michael Liebowitz (1987), on school respondents. The collected data was analysed with simple descriptive statistics and t-test were used.

The result of the study reveals that there exists a significant mean difference in performance anxiety score of the respondents between residential and non-residential school students at 5% levels. Also, since the mean score of residential school was higher than that of non-residential school, the residential school students have more performance anxiety than residential school students. However, the test for other dimensions of the tool- social interaction, avoidance of social interaction, and avoidance of performance situations was statistically insignificant. The respondents' total anxiety score shows a significant mean difference in Anxiety score between residential and non-residential school students at 5% levels. Also, since the mean score of non-residential school students was lesser than that of residential school students, the non-residential school students have less anxiety than residential school students.

Anxiety is anticipated more in high school years, as this is the time for adolescence. Academic

burden and high expectations may worsen the problem. While depression is considered a low energy state, anxiety is considered a high energy state. Social anxiety is another essential kind of anxiety faced by school students. It is an excessive and persistent fear of social and performance situations such as school, parties, athletic activities, and more. The study reveals that residential school students have an anxiety score slightly higher than their non-residential counterparts, which signifies that they are almost in the next step of reaching the depressive state. Separation anxiety would be more in residential school students because they are away from their parents and home. Anxiety often has a substantial disadvantageous effect on academic performance, which impacts the student's self-image. If not addressed, poor performance rather quickly looks like a lack of motivation. It is imperative to note that this "motivation issue" often has real roots in an environment full of anxiety-producing circumstances: classroom environment where their hard work may go unnoticed, social media that presents unsustainable lifestyles and evokes unhealthy comparisons; gaming, unhealthy peer pressure etc.

The needed intervention here can be made by paying attention to the individual's attention which becomes more critical in such a situation. Especially in residential schools, caretakers and teachers play a pivotal role in handling such a condition. The classroom environment needs to be more responsive and sociable.

'Guided self-help interventions' can also be used by the worker, a one-to-one therapy involving self-help concepts. The sessions can be conducted by the social worker and help students overcome difficulties such as anxiety during adolescence can be chalked up to puberty. In this issue, the social worker may take the support of the teacher as teachers can more accurately identify students with external behaviour problems but less likely to check with mental health issues. The experience of the teacher speaks here. Some teachers may have some awareness of the indicators and support the student in the best possible way. In many cases, teachers inform the mental health professionals or just inform the parents. The most crucial step here is to increase the ability of teachers and other school personnel to recognise anxiety in schools and knowledge of effective

strategies to address the needs of the students who experience it.

Teachers from both residential and nonresidential schools opined that when the student feels hesitant to talk in front of others in the classroom, signs of anxiety would have cropped up. Signs of Anxious behaviour in the classroom may include sweating palms, trembling, feeling restless or discomfort. 30.8% of the respondents stated that anxious behaviour could be found in students who are restless in classrooms, while 15.4% of them exclaimed that impact of the home environment could be a cause for anxiety in students. The below tables illustrate the various methodologies undertaken by the teachers to manage student anxiety in classrooms.

In comparison, 40% of the nonresidential school teachers manage the anxiety issues of students in the classroom by creating group activities that role-play appropriate behaviour. These group activities help the student socialise more with their peers, enhancing their adjustment with the group. Thus, promoting positive thinking, keeping students busy with exciting activities, facilitating peer study groups and creating a nurturing environment can be done by the teachers. However, parents should be warned in case of any such behavioural issues that would be serious in nature. Anxious behaviour can be a provoker for adolescents at home, leading to a clash of opinion with parents. Moreover, parent-child conflict increases during adolescent age as the young individuals push for more independence, and parents are more alarmed with the safety and responsibility of their children.

Further, among 30% of the parents whose children are studying in Residential schools, 21 (70.0%) indicated that their child's teachers rendered required support to her when in need and among 30 parents whose children studying in non-residential schools, 19 (63.3%) indicated that their child's teachers always rendered necessary support to her when in need.

Teachers are the first people to recognise problems with students and let parents know to access services for their child. Therefore, teachers have to encourage positive behaviour and identify children with behaviour difficulties; secondary to mental health problems. In the case of residential school students, teachers have a vital place because they have more responsibility for their students. Hence, the teacher

must compose relevant and innovative strategies in rendering supporting the student's overall development.

Conclusion:

The statistical facts of the study uncovered that social anxiety is significantly high in residential school student respondents. It is also found that unless there is a teacher who is well trained in mental health aspect, the situation would be critical to handle. Therefore, deploying Social Work techniques and methods relevant to the situation becomes vital. Social Work takes place at four levels: Curative, preventive, rehabilitative and developmental. The approach towards students in adolescent age in a school setting has to take place at preventive and curative levels. This approach concentrates on solving the problem once it has happened and equipping them to handle them effectively. In discussing the roles and tasks of the school social worker, it is essential to consider that school social workers do not practice in isolation but are members of a multidisciplinary team of school professionals.

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