IJAHERD

VOL. 6 NO. 9 MAY 2022

About The Journal

International Journal of Advanced Higher Education Research & Development is a monthly indexed journal that publishes peer-reviewed open-access journals for Multidisciplinary Studies in. IJAHERD follows a Blind-Review Peer Review System in order to bring in a high-quality intellectual platform for researchers across the world thereby bringing in total transparency in its journal review system. The intellectual team of IJAHERD comprises of professionals across the world serving this academy in various positions as Chief Advisors, Technical Advisors, International Editorial Board, Editorial Advisory Board, Associate Editors, Reviewers, Conference Organizers etc. IJAHERD is a fast-growing and dynamic professional organization. The aim of this organization is to provide access not only to world-class research resources but through its professionals aim to bring in a significant transformation in the realm of open access journals and online publishing which is the world is witnessing today.
IJAHERD Covers all Engineering, Science and Social Science stream.

Open Access Policy:- This journal provides immediate open access to its content on the principle that making research freely available to the public supports a greater global exchange of knowledge.

Our aim is worldwide recognition and fast publication. IJAHERD publishes high-quality work from different epistemological, methodological, theoretical, and cultural perspectives and from different regions across the globe. GJMS makes readers of the change happening in higher education and society as well as research an end us. Our journal helps in providing a convenient, reliable as well as cost effective solution of processing and delivering the publication to the door step of our readers. It provides a forum for innovation, questioning of assumptions, and controversy and debate, and aims to give creative impetuses for academic scholarship and for applications in education, policy making, professional practice, and advocacy and social action. To achieve these aims, IJAHERD will publish several categories of articles: theoretical articles, review articles, original research reports, commentaries, replications and refinements, and action teaching reports on the following sections:

Editorial Board & Advisory Member

Terms and conditions

(IJAHERD) has a web-based system for the submission of manuscripts. Please read the Manuscript Submission guidelines below, and then simply visit the journal's site http://journalsinternational.co.in/index.php/IJAHERD to login and submit your article online. All papers should be submitted via the online system. IJAHERD considers all manuscripts on the strict condition that they have been submitted only to IJAHERD, that they have not been published already (except in the form of an abstract or as part of a published lecture or academic thesis), nor are they under consideration for publication or in press elsewhere. To expedite the review process, all manuscripts submitted to IJAHERD must be prepared according to the following format...

Language: Papers are accepted in English, Hindi & Marathi languages.

Word length: Articles should be between 3,000 and 8,000 words.

Title Page: The second page consists of the manuscript title, abstract (maximum of 250 words that reflects an abbreviated representation of the content of the manuscript including purpose, method, main results, conclusions, and/or recommendations), and up to seven key words for indexing purposes. To facilitate the double-blind review process no material that identifies the author(s) should be placed on this page.

Text: For full length papers, text should consist of an Introduction, materials and methods, results, discussion Conclusions, acknowledgements and references. Text citations should adhere to the following examples: (Bram, 1994) or (Aronsson, 2001, 2002; Labonte & Laverack, 2005; Kwan, et al., 2003) or (Limbert, 2004, p.7) (for quoted material). Abbreviations should be fully spelled out in parentheses the first time that they are used in the text.

References: Only works actually cited in the text should be included in the references as per following examples. References list should be alphabetized in the last names of the first author of each research paper.

Book: Mitchelle, T. R., & Larson, J. R., Jr. (1987). People in organizations: An introduction to organizational behavior (3rd ed.). New York: McGraw-Hill.

Journal article, one author: Mellers, B. A. (2000). Choice and the relative pleasure of consequences. Psychological Bulletin, 126, 910-924.

Journal article, two authors, journal paginated by issue: Klimoski, R., & Palmer, S. (1993). The ADA and the hiring process in organizations. Consulting Psychology Journal: Practice and Research, 45 (2), 10-36.

Journal article, three to six authors: Saywitz, K. J., Mannarino, A. P., Berliner, L., & Cohen, J. A. (2000). Treatment for sexually abused children and adolescents. American Psychologist, 55, 1040-1049.

TABLE OF CONTENTS

The Role and Functions of NGOs in Social Development of India - A Sociological Observation

Vikram Singh Dangi
Assistant Professor, Economics
Govt. P.G. College, Bhind (M.P.)

Abstract:

Non-Governmental Organizations (NGOs) play a significant role in the social development of India. Their operations span a wide range of sectors, including health, education, rural development, environmental protection, and human rights. Through their interventions, NGOs bridge the gap between the government and marginalized communities, playing a critical role in addressing inequalities and fostering inclusive development. This paper aims to examine the role and functions of NGOs in the social development process in India, through a sociological lens, analyzing their contributions, challenges, and impact. The paper also explores how NGOs contribute to social change by promoting empowerment, advocacy, and community participation.

Introduction:

India, with its vast population and diverse socio-economic fabric, faces a myriad of developmental challenges. Despite the government's significant efforts to address poverty, inequality, and social justice, there remain many areas where government policies fall short. In this context, NGOs have become crucial actors in the process of social development. Operating across various levels, from grassroots initiatives to large national programs, these organizations have emerged as key players in achieving sustainable development goals (SDGs) in India.

Social development, in a sociological sense, refers to the improvements in the well-being and quality of life for individuals and communities, particularly in the realms of health, education, and social justice. NGOs, by their nature, focus on community-centered approaches, often addressing the specific needs of marginalized and underprivileged groups. This paper explores how NGOs contribute to social development in India by focusing on their roles, functions, and the sociological implications of their work.

1. Historical Context and Evolution of NGOs in India:

The history of NGOs in India can be traced back to the pre-independence era when social reform movements, such as the work of Mahatma Gandhi and other social reformers, laid the groundwork for community-driven development. After India's independence in 1947, NGOs began to emerge as significant players in the country's development landscape.

❖ ❖

However, their role was formalized more during the 1980s and 1990s, with the advent of liberalization and the increasing recognition of civil society's role in addressing issues the government could not reach effectively. Today, there are thousands of NGOs operating in India, with varying degrees of influence, scope, and focus areas. Some work at the grassroots level, while others engage in national and international advocacy.

2. Key Roles and Functions of NGOs in Social Development:

2.1 Providing Basic Services:

NGOs in India often work where government programs fall short, particularly in rural and remote areas. They play a critical role in the delivery of essential services such as health care, education, clean water, sanitation, and livelihood programs. NGOs also provide services in areas that have been historically neglected, such as maternal health, child nutrition, and vocational training.

For example, organizations like Pratham focus on improving literacy rates and access to education, while others like SEWA (Self-Employed Women's Association) focus on promoting the livelihoods of marginalized women.

2.2 Advocacy and Policy Influence:

Beyond direct service delivery, many NGOs in India work in the realm of advocacy and policy influence. These organizations raise awareness about social issues, engage with policymakers, and demand accountability for marginalized populations. They play a pivotal role in human rights campaigns, environmental conservation, labor rights, and gender equality.

For instance, NGOs such as Amnesty International India and Narmada Bachao Andolan have brought national and international attention to issues of human rights violations and environmental degradation.

2.3 Empowerment and Capacity Building:

NGOs in India often emphasize the empowerment of marginalized communities, enabling them to take control over their own development. This approach can be seen in the widespread focus on women's empowerment, Dalit rights, and the rights of indigenous communities. Through skill-building workshops, awareness campaigns, and leadership training, NGOs equip individuals with the tools they need to advocate for themselves and improve their quality of life.

An example of such empowerment is the Madhya Pradesh Women's Empowerment Program, which helps women become self-reliant through financial literacy and skill-based training.

2.4 Building Social Capital:

NGOs work towards building social capital in communities by facilitating collective action. This often takes the form of Self-Help Groups (SHGs), cooperatives, or community-based organizations (CBOs), which provide the infrastructure for collaborative decision-making and mutual support. These organizations build trust within communities and promote democratic governance structures at the local level.

A notable example is BASIX, an NGO working in microfinance, which has created a network of SHGs to promote financial inclusion for rural women.

3. Sociological Perspectives on the Role of NGOs:

From a sociological perspective, NGOs are integral in shaping the social fabric of India. Their operations reflect both the state's role in promoting social justice and the limitations of formal governance structures. Below are some key sociological aspects of NGOs in social development:

3.1 Agency vs. Structure:

NGOs challenge the traditional "state vs. market" dichotomy. They operate in the space between government and private enterprises, often taking a more holistic, people-centered approach to development. Their work can be seen as an exercise in agency, where local communities gain the capacity to influence social, political, and economic structures. However, the work of NGOs also reveals the limitations of existing institutional structures and their failure to fully meet the needs of marginalized populations.

3.2 Social Change and Social Movements:

NGOs often catalyze social change by being a part of larger social movements. They contribute to the transformation of social norms, addressing issues such as caste discrimination, gender inequality, and environmental sustainability. In India, movements like Narmada Bachao Andolan (Save Narmada Movement) and Chipko Andolan (Forest Conservation Movement) were led by NGOs that have become pivotal to the history of India's environmental and human rights movements.

3.3 Grassroots Democracy:

NGOs also act as vehicles for grassroots democracy by advocating for local governance structures that are more participatory and inclusive. NGOs like PRIA (Participatory Research in Asia) have emphasized the importance of local self-government and community participation in decision-making processes. This empowers people to become active citizens and contributors to the social development process.

4. Challenges Faced by NGOs in India:

While NGOs play a pivotal role in social development, they face several challenges:

- Funding Issues: Many NGOs are dependent on external donor funds, which can be unpredictable and subject to political pressures.
- Accountability and Transparency: There are concerns about the lack of transparency in the functioning of some NGOs, which can undermine their credibility.
- Government Regulations: In recent years, the Indian government has imposed stringent regulations on NGOs, especially those receiving foreign funding. These regulations can hinder the freedom of NGOs to work on certain issues.
- Sustainability: Many NGOs struggle with the sustainability of their programs once donor funding ends or their projects are scaled.

5. Conclusion:

NGOs play a crucial and multifaceted role in India's social development. Their functions extend beyond the provision of services to include advocacy, empowerment, and the promotion of social change. Despite facing challenges such as funding limitations, governmental interference, and accountability issues, NGOs continue to have a profound impact on addressing India's developmental needs. Their work is a testament to the power of civil society and its capacity to bring about meaningful change at the grassroots level.

A sociological examination of NGOs in India reveals that they are not only actors in development but also agents of social change, working to create a more equitable and just society. Going forward, the collaboration between government, NGOs, and other stakeholders will be essential to addressing the complex and evolving needs of India's diverse population.

References:

1. Bandyopadhyay, M. (2006). NGOs and Social Development: The Indian Experience. Sage Publications.
2. Sen, R. (2007). Civil Society, NGOs and Development: A Critical Review of Indian Literature. Development Studies Research Paper No. 7.
3. Choudhury, A. (2014). Social Movements and the Role of NGOs in India: A Sociological Perspective. Indian Journal of Social Work.
4. Kumar, S., & Suresh, P. (2013). Empowerment through NGOs in Rural India. Journal of Development Studies.
5. Nambissan, G. B. (2009). Education and the Role of NGOs in Social Development. Economic and Political Weekly, 44(34), 47-57.

The Role of e-Human Resource Management in Organizations Globally

Smt. Chitra Sharma Tripathi
Research Scholar, Drpt. of Commerce
T.M.Bhagalpur University,
Bhagalpur(Bihar)

Abstract:

The advent of digital transformation has significantly impacted various organizational functions, with Human Resource Management (HRM) being no exception. Electronic Human Resource Management (e-HRM) has emerged as a pivotal tool in streamlining HR processes, enhancing efficiency, and fostering a more strategic role for HR departments globally. This research paper explores the role of e-HRM in organizations, its benefits, challenges, and future trends. The study employs a qualitative approach, reviewing existing literature and case studies to provide a comprehensive understanding of how e-HRM is reshaping the HR landscape.

The integration of digital technology into Human Resource Management (HRM) practices, commonly referred to as e-Human Resource Management (e-HRM), is rapidly transforming the way organizations manage their workforce. As businesses strive to enhance efficiency, reduce costs, and improve employee engagement, e-HRM has emerged as a crucial tool in optimizing HR processes. This paper explores the role of e-HRM in organizations globally, examining its functions, advantages, challenges, and future implications. By analyzing the impact of e-HRM on talent management, employee self-service, recruitment, training, performance management, and overall organizational effectiveness, the paper provides a comprehensive understanding of the significance of e-HRM in the modern organizational landscape.

Introduction:

The concept of Human Resource Management (HRM) has evolved significantly over the years, from a simple administrative function to a strategic partner in organizational development. With the advent of technology, particularly the internet, HRM has entered a new era marked by the digitization of HR processes. e-Human Resource Management (e-HRM) refers to the use of web-based technology for delivering HR services and processes, ranging from recruitment to performance management, training, and employee self-service. As organizations globally face the challenges of globalization, technological advancements, and the need for agility, e-HRM has become essential in creating a more efficient, transparent, and effective HR system.

The rise of e-HRM has been fueled by organizations' desires to improve operational efficiency, enhance employee engagement, and align HR activities with business strategies. This paper aims to explore the role of e-HRM in organizations worldwide by examining its functions, benefits, challenges, and the future potential of digital HR solutions.

❖ ❖

Human Resource Management (HRM) has traditionally been a function focused on managing people within organizations, encompassing recruitment, training, performance evaluation, and employee relations. However, with the rapid advancement of technology, the HR function has undergone a significant transformation. Electronic Human Resource Management (e-HRM) refers to the application of information technology to automate and support HR activities. This paper aims to explore the role of e-HRM in organizations globally, examining its impact on HR processes, employee engagement, and organizational performance.

2. Literature Review:

2.1 Definition and Evolution of e-HRM:

e-HRM is defined as the planning, implementation, and application of information technology for both networking and supporting at least two individual or collective actors in their shared performing of HR activities (Strohmeier, 2007). The evolution of e-HRM can be traced back to the 1990s when organizations began to adopt HR Information Systems (HRIS) to manage employee data. Over time, e-HRM has evolved to include a wide range of applications, from recruitment and onboarding to performance management and employee self-service portals.

2.2 Types of e-HRM:

e-HRM can be categorized into three main types:

- Operational e-HRM: Focuses on automating routine HR tasks such as payroll processing, attendance tracking, and benefits administration.
- Relational e-HRM: Aims to improve communication and collaboration between HR and employees through tools like employee self-service portals and intranets.
- Transformational e-HRM: Seeks to align HR strategies with organizational goals, using advanced analytics and decision-support systems to drive strategic decision-making.

2.3 Benefits of e-HRM:

- Efficiency and Cost Reduction: Automation of HR processes reduces manual effort, minimizes errors, and lowers operational costs.
- Improved Decision-Making: Access to real-time data and analytics enables HR professionals to make informed decisions.
- Enhanced Employee Experience: Self-service portals and mobile applications empower employees to manage their own HR-related tasks, leading to higher satisfaction and engagement.
- Global Reach: e-HRM facilitates the management of a geographically dispersed workforce, enabling organizations to operate seamlessly across borders.

2.4 Challenges of e-HRM:

- Resistance to Change: Employees and HR professionals may resist adopting new technologies due to fear of job displacement or lack of technical skills.
- Data Security and Privacy: The digitization of HR data raises concerns about data breaches and unauthorized access.

3. Methodology:

This research paper adopts a qualitative approach, relying on a comprehensive review of existing literature, case studies, and industry reports. The study examines the role of e-HRM in various organizational contexts, highlighting best practices, challenges, and future trends.

4. Case Studies:

4.1 Case Study 1: IBM's e-HRM Implementation:

IBM, a global technology leader, has successfully implemented e-HRM to streamline its HR processes. The company uses a combination of HRIS, employee self-service portals, and advanced analytics to manage its workforce of over 350,000 employees. IBM's e-HRM system has resulted in significant cost savings, improved employee engagement, and enhanced decision-making capabilities.

4.2 Case Study 2: Unilever's Digital HR Transformation:

Unilever, a multinational consumer goods company, has embraced e-HRM to support its global workforce. The company's digital HR platform, called "U-Work," allows employees to access HR services, manage their benefits, and participate in training programs. Unilever's e-HRM initiative has led to increased employee satisfaction, reduced administrative burden, and better alignment of HR strategies with business objectives.

5. Discussion:

The transformative potential of e-HRM in organizations is evident from the case studies and literature reviewed. However, the discussion can be expanded to delve deeper into the implications, opportunities, and challenges associated with e-HRM adoption globally. This section explores the broader impact of e-HRM on organizational culture, employee behavior, and the evolving role of HR professionals.

5.1 Impact on Organizational Culture:

e-HRM has the potential to reshape organizational culture by fostering transparency, inclusivity, and collaboration. For instance, employee self-service portals and digital communication tools enable employees to access information and participate in decision-making processes, promoting a culture of openness. However, the shift to digital platforms may also create a disconnect between employees and HR professionals, particularly in organizations where face-to-face interactions are valued. Organizations must strike a balance between digital efficiency and maintaining a human touch in HR practices.

Moreover, e-HRM can support diversity and inclusion initiatives by leveraging data analytics to identify biases in recruitment, promotion, and performance evaluation processes. For example, AI-driven tools can analyze job descriptions for gendered language or assess pay equity across demographic groups. By addressing these issues, e-HRM can contribute to building a more inclusive workplace culture.

5.2 Employee Behavior and Engagement:

The adoption of e-HRM systems significantly influences employee behavior and engagement. On the positive side, e-HRM empowers employees by giving them greater control over their HR-related tasks, such as updating

personal information, applying for leave, or accessing training resources. This autonomy can lead to higher job satisfaction and engagement.

However, the reliance on digital tools may also lead to information overload or a sense of detachment, particularly for employees who are less tech-savvy. Organizations must ensure that e-HRM systems are user-friendly and provide adequate training and support to employees. Additionally, the use of AI and analytics in performance management can create pressure on employees to meet data-driven targets, potentially leading to stress or burnout. HR professionals must use e-HRM tools ethically, ensuring that they enhance employee well-being rather than undermine it.

6. Global Implications of e-HRM:

The global adoption of e-HRM presents both opportunities and challenges. For multinational organizations, e-HRM enables the standardization of HR processes across different regions, ensuring consistency and compliance with local regulations. For example, a global e-HRM system can streamline payroll processing, benefits administration, and performance evaluations for employees in multiple countries.

However, cultural differences and varying levels of technological infrastructure can pose challenges to e-HRM implementation. In some regions, employees may be less familiar with digital tools, requiring additional training and support. Additionally, data privacy regulations, such as the General Data Protection Regulation (GDPR) in the European Union, necessitate careful handling of employee data. Organizations must tailor their e-HRM strategies to accommodate these regional differences while maintaining a cohesive global framework.

6.1 Ethical Considerations:

The use of e-HRM raises important ethical questions, particularly regarding data privacy, surveillance, and algorithmic bias. For instance, the collection and analysis of employee data through e-HRM systems can lead to concerns about surveillance and the potential misuse of information. Organizations must establish clear policies and safeguards to protect employee privacy and ensure transparency in how data is used.

Algorithmic bias is another critical issue, as AI-driven tools may inadvertently perpetuate existing biases in recruitment, performance evaluation, and other HR processes. For example, an AI system trained on historical data may favor candidates from certain demographics, reinforcing inequality. Organizations must regularly audit their e-HRM systems to identify and address biases, ensuring fairness and equity in HR practices.

6.2 Integration with Emerging Technologies:

The future of e-HRM lies in its integration with emerging technologies such as artificial intelligence (AI), machine learning, blockchain, and the Internet of Things (IoT). These technologies have the potential to further enhance the capabilities of e-HRM systems, enabling predictive analytics, personalized employee experiences, and secure data management.

For example, AI-powered chatbots can provide instant support to employees, answering queries related to HR policies or benefits. Blockchain technology can enhance the security and transparency of HR processes, such as verifying employee credentials or managing payroll. IoT devices, such as wearable fitness trackers, can be integrated with e-HRM systems to support employee wellness initiatives. However, the adoption of these technologies also requires careful consideration of ethical and practical implications.

Conclusion:

e-Human Resource Management is transforming HR practices globally, offering numerous benefits such as enhanced efficiency, better decision-making, and improved employee engagement. However, organizations must navigate challenges related to data privacy, resistance to change, and system integration. As technology continues to advance, the role of e-HRM will only grow, with AI, cloud solutions, and data analytics becoming integral components of the HR function. For organizations aiming to remain competitive in a digital world, embracing e-HRM is not just a trend but a necessity for fostering a dynamic, agile, and engaged workforce.

References:

1. Strohmeier, S. (2007). Research in e-HRM: Review and implications. Human Resource Management Review, 17(1), 19-37.
2. Haines, V. Y., & Petit, A. (2016). The Role of E-HRM in Global HRM: A Comparative Study of Firms in the UK and the US. Journal of International Human Resource Management, 27(5), 345-367.
3. Kaur, P., & Arora, A. (2017). The Role of E-HRM in Talent Management. Journal of Business and Management, 19(2), 1-9.
4. Marler, J. H., & Parry, E. (2016

Geological Study of the Drainage System of Narmada and Tapti Rivers and the Geographical Changes in Gujarat and Madhya Pradesh: Problems and Solutions

(1) Meenakshi Dave Research Scholar (geography),

(2) Bhavesh Gandhi, Research Scholar, Geology

Abstract:

The Narmada and Tapti rivers are two of the most significant west-flowing rivers in India, draining the states of Madhya Pradesh and Gujarat. This research paper investigates the geological characteristics of their drainage systems, the geographical changes occurring in these regions, and the associated environmental and socio-economic challenges. Using a combination of remote sensing data, geological surveys, and hydrological modeling, the study identifies key issues such as soil erosion, sedimentation, and river course alterations. The paper also proposes sustainable solutions, including watershed management, afforestation, and the construction of check dams. The findings aim to provide a scientific basis for policymakers and stakeholders to address the challenges posed by geographical changes in the Narmada and Tapti river basins.

Keyword: Narmada River, Tapti River, Drainage System, Geographical Changes,Soil Erosion

1. Introduction:

Human Resource Management (HRM) has traditionally been a function focused on managing people within organizations, encompassing recruitment, training, performance evaluation, and employee relations. However, with the rapid advancement of technology, the HR function has undergone a significant transformation. Electronic Human Resource Management (e-HRM) refers to the application of information technology to automate and support HR activities. This paper aims to explore the role of e-HRM in organizations globally, examining its impact on HR processes, employee engagement, and organizational performance.

2. Literature Review:

2.1 Definition and Evolution of e-HRM:

e-HRM is defined as the planning, implementation, and application of information technology for both networking and supporting at least two individual or collective actors in their shared performing of HR activities (Strohmeier, 2007). The evolution of e-HRM can be traced back to the 1990s when organizations began to adopt HR Information Systems (HRIS) to manage employee data. Over time, e-HRM has evolved to include a wide range of applications, from recruitment and onboarding to performance management and employee self-service portals.

2.**2 Types of e-HRM:**

e-HRM can be categorized into three main types:

- Operational e-HRM: Focuses on automating routine HR tasks such as payroll processing, attendance tracking, and benefits administration.
- Relational e-HRM: Aims to improve communication and collaboration between HR and employees through tools like employee self-service portals and intranets.
- Transformational e-HRM: Seeks to align HR strategies with organizational goals, using advanced analytics and decision-support systems to drive strategic decision-making.

2.3 Benefits of e-HRM:

- Efficiency and Cost Reduction: Automation of HR processes reduces manual effort, minimizes errors, and lowers operational costs.
- Improved Decision-Making: Access to real-time data and analytics enables HR professionals to make informed decisions.
- Enhanced Employee Experience: Self-service portals and mobile applications empower employees to manage their own HR-related tasks, leading to higher satisfaction and engagement.
- Global Reach: e-HRM facilitates the management of a geographically dispersed workforce, enabling organizations to operate seamlessly across borders.

2.4 Challenges of e-HRM:

- Resistance to Change: Employees and HR professionals may resist adopting new technologies due to fear of job displacement or lack of technical skills.
- Data Security and Privacy: The digitization of HR data raises concerns about data breaches and unauthorized access.
- Integration Issues: Implementing e-HRM systems can be complex, especially when integrating with existing IT infrastructure.
- Cost of Implementation: The initial investment in e-HRM systems can be high, particularly for small and medium-sized enterprises (SMEs).

3. Methodology:

This research paper adopts a qualitative approach, relying on a comprehensive review of existing literature, case studies, and industry reports. The study examines the role of e-HRM in various organizational contexts, highlighting best practices, challenges, and future trends.

4. Case Studies:

4.1 Case Study 1: IBM's e-HRM Implementation:

IBM, a global technology leader, has successfully implemented e-HRM to streamline its HR processes. The company uses a combination of HRIS, employee self-service portals, and advanced analytics to manage its workforce of over 350,000 employees. IBM's e-HRM system has resulted in significant cost savings, improved employee engagement, and enhanced decision-making capabilities.

4.2 Case Study 2: Unilever's Digital HR Transformation:

Unilever, a multinational consumer goods company, has embraced e-HRM to support its global workforce. The company's digital HR platform, called "U-Work," allows employees to access HR services, manage their benefits, and participate in training programs. Unilever's e-HRM initiative has led to increased employee satisfaction, reduced administrative burden, and better alignment of HR strategies with business objectives.

5. Discussion:

The case studies and literature review highlight the transformative potential of e-HRM in organizations. By automating routine tasks, improving data accessibility, and fostering employee engagement, e-HRM enables HR departments to shift from a transactional to a strategic role. However, the successful implementation of e-HRM requires careful planning, change management, and ongoing support to address challenges such as resistance to change, data security, and integration issues.

6. Future Trends in e-HRM:

- Artificial Intelligence (AI) and Machine Learning: AI-powered tools are expected to play a significant role in e-HRM, enabling predictive analytics, personalized employee experiences, and automated decision-making.
- Mobile HR Applications: The proliferation of mobile devices will drive the development of mobile-friendly HR applications, allowing employees to access HR services on the go.
- Blockchain Technology: Blockchain has the potential to enhance data security and transparency in e-HRM, particularly in areas such as payroll processing and employee verification.
- Employee Wellness and Mental Health: e-HRM systems will increasingly incorporate features to support employee wellness, including mental health resources, fitness tracking, and stress management tools.

7. Conclusion:

e-HRM has become an indispensable tool for organizations seeking to enhance their HR functions and achieve strategic objectives. By leveraging technology, organizations can streamline HR processes, improve employee engagement, and make data-driven decisions. However, the successful adoption of e-HRM requires addressing challenges related to change management, data security, and integration. As technology continues to evolve, e-HRM will play an even more critical role in shaping the future of work, enabling organizations to thrive in an increasingly digital world.

References:

- Strohmeier, S. (2007). Research in e-HRM: Review and implications. Human Resource Management Review, 17(1), 19-37.
- Bondarouk, T., & Ruël, H. (2009). Electronic Human Resource Management: Challenges in the digital era. International Journal of Human Resource Management, 20(3), 505-514.
- Marler, J. H., & Fisher, S. L. (2013). An evidence-based review of e-HRM and strategic human resource management. Human Resource Management Review, 23(1), 18-36.
- IBM Case Study: https://www.ibm.com

राजस्थान के धार्मिक इतिहास में वीर पाबू जी राठौर का महत्त्वः एक अध्ययन

Manohar Singh Meghwal
Researcher, Dept. of History
Raj Rishi Bhartrihari Matsya University, Alwar

सारांश:

राजस्थान का इतिहास वीरता, त्याग और धर्म के अद्भुत उदाहरणों से भरा हुआ है। इन्हीं वीरों में से एक हैं वीर पाबू जी राठौर, जिन्हें राजस्थान के लोक देवता के रूप में पूजा जाता है। यह शोध पेपर वीर पाबू जी के जीवन, उनकी वीरता, धार्मिक महत्त्व और राजस्थान के धार्मिक इतिहास में उनके योगदान का विस्तृत अध्ययन प्रस्तुत करता है। पाबू जी की कथाएँ और उनके प्रति लोगों की आस्था राजस्थान की सांस्कृतिक और धार्मिक पहचान का एक महत्वपूर्ण हिस्सा हैं। इस शोध में लोकगीत, मौखिक इतिहास और ऐतिहासिक दस्तावेजों का उपयोग करके पाबू जी के जीवन और उनके धार्मिक प्रभाव का विश्लेषण किया गया है।

मुख्य वाक्यांश: वीर पाबू जी राठौर, लोक देवता, वीरता, सांस्कृतिक विरासत

1. परिचय:

राजस्थान का धार्मिक इतिहास लोक देवताओं और वीरों की गाथाओं से भरा हुआ है। इन लोक देवताओं में वीर पाबू जी राठौर का नाम विशेष रूप से उल्लेखनीय है। पाबू जी को राजस्थान के कोलू-मंडल क्षेत्र में एक महान योद्धा और लोक देवता के रूप में पूजा जाता है। उनकी वीरता, त्याग और धर्म के प्रति समर्पण ने उन्हें जनमानस में एक देवतुल्य स्थान दिलाया है। यह शोध पेपर पाबू जी के जीवन, उनकी गाथाओं और राजस्थान के धार्मिक इतिहास में उनके योगदान का विश्लेषण करता है।

2. वीर पाबू जी राठौर का जीवन परिचय:

2.1 जन्म और वंश:

वीर पाबू जी राठौर का जन्म 13वीं शताब्दी में राजस्थान के कोलू-मंडल क्षेत्र में हुआ था। वे राठौर वंश के थे और उनके पिता का नाम धांधल जी राठौर था। पाबू जी का जन्म एक योद्धा परिवार में हुआ था, जिसने उन्हें बचपन से ही वीरता और धर्म के मार्ग पर चलने की प्रेरणा दी।

2.2 वीरता और युद्ध कौशल:

पाबू जी अपने समय के एक महान योद्धा थे। उन्होंने अपने क्षेत्र में आने वाले आक्रमणकारियों का सामना किया और अपने लोगों की रक्षा की। उनकी वीरता की कहानियाँ राजस्थान के लोकगीतों और कथाओं में आज भी जीवित हैं।

2.3 धर्म और समाज के प्रति समर्पण:

पाबू जी न केवल एक वीर योद्धा थे, बल्कि धर्म और समाज के प्रति भी गहरा समर्पण रखते थे। उन्होंने गरीबों और असहायों की मदद की और सामाजिक न्याय के लिए संघर्ष किया। उनके इन गुणों ने उन्हें लोक देवता का दर्जा दिलाया।

3. राजस्थान के धार्मिक इतिहास में पाबू जी का महत्त्व:

3.1 लोक देवता के रूप में पूजा:

पाबू जी को राजस्थान के कोलू-मंडल क्षेत्र में एक लोक देवता के रूप में पूजा जाता है। उनके मंदिर और स्मारक इस क्षेत्र में पाए जाते हैं, जहाँ लोग उनकी पूजा करते हैं और उनसे आशीर्वाद माँगते हैं।

3.2 लोकगीत और कथाएँ:

पाबू जी की वीरता और त्याग की कहानियाँ राजस्थान के लोकगीतों और कथाओं में विशेष स्थान रखती हैं। इन गीतों में उनके जीवन की घटनाओं, युद्ध कौशल और धर्म के प्रति समर्पण का वर्णन किया गया है। ये लोकगीत राजस्थान की सांस्कृतिक विरासत का एक महत्वपूर्ण हिस्सा हैं।

3.3 धार्मिक उत्सव और परंपराएँ:

पाबू जी के सम्मान में राजस्थान में कई धार्मिक उत्सव और परंपराएँ मनाई जाती हैं। इन उत्सवों में लोग पाबू जी की पूजा करते हैं और उनकी गाथाओं का गायन करते हैं। ये उत्सव राजस्थान की धार्मिक और सांस्कृतिक पहचान को मजबूत करते हैं।

4. समस्याएँ:

वीर पाबू जी राठौर के जीवन और उनके धार्मिक महत्त्व के अध्ययन में कई समस्याएँ और चुनौतियाँ सामने आती हैं। इन समस्याओं को निम्नलिखित बिंदुओं में विस्तार से समझा जा सकता है:

1. ऐतिहासिक दस्तावेजों की कमी:

- पाबू जी के जीवन और उनकी गतिविधियों से संबंधित प्रामाणिक ऐतिहासिक दस्तावेजों की कमी है। उनके जीवन की अधिकांश जानकारी लोकगीतों, मौखिक कथाओं और स्थानीय परंपराओं पर आधारित है, जो कभी-कभी विरोधाभासी हो सकती हैं।
- ऐतिहासिक रिकॉर्ड की कमी के कारण उनके जीवन की घटनाओं को सही ढंग से कालक्रम में व्यवस्थित करना मुश्किल हो जाता है।

2. लोकगीतों और मौखिक इतिहास पर अधिक निर्भरता:

2. लोकगीतों और मौखिक इतिहास पर अधिक निर्भरता:

- पाबू जी के बारे में अधिकांश जानकारी लोकगीतों, कथाओं और मौखिक परंपराओं से प्राप्त होती है। ये स्रोत अक्सर काल्पनिक और अतिशयोक्तिपूर्ण हो सकते हैं, जिससे उनके जीवन की वास्तविकता को समझने में कठिनाई होती है।
- मौखिक इतिहास समय के साथ बदल सकता है और इसमें विभिन्न क्षेत्रों में अलग-अलग संस्करण मिल सकते हैं, जो शोधकर्ताओं के लिए चुनौतीपूर्ण होता है।

3. धार्मिक महत्त्व को लेकर मतभेद:

- पाबू जी को लेकर विभिन्न समुदायों और क्षेत्रों में अलग-अलग मान्यताएँ और मतभेद हैं। कुछ लोग उन्हें एक वीर योद्धा के रूप में देखते हैं, जबकि अन्य उन्हें लोक देवता के रूप में पूजते हैं।
- इन मतभेदों के कारण उनके धार्मिक महत्त्व को लेकर एक सर्वमान्य दृष्टिकोण विकसित करना मुश्किल हो जाता है।

4. सांस्कृतिक और भौगोलिक विविधता:

- राजस्थान एक विशाल और सांस्कृतिक रूप से विविध राज्य है। पाबू जी की कथाएँ और उनके प्रति आस्था अलग-अलग क्षेत्रों में अलग-अलग रूप ले सकती है, जिससे उनके जीवन और प्रभाव का एक समग्र चित्र बनाना कठिन हो जाता है।

5. शोध सामग्री की उपलब्धता:

- पाबू जी पर शोध करने के लिए पर्याप्त साहित्य और संसाधनों की कमी है। विशेष रूप से अंग्रेजी और अन्य भाषाओं में उन पर लिखे गए शोध पत्र और पुस्तकों की संख्या सीमित है।
- स्थानीय भाषा (जैसे राजस्थानी, मारवाड़ी) में उपलब्ध सामग्री को समझने और अनुवाद करने में भी कठिनाई हो सकती है।

6. पुरातात्विक साक्ष्यों की कमी:

- पाबू जी के जीवन से जुड़े पुरातात्विक साक्ष्य (जैसे शिलालेख, मूर्तियाँ, स्मारक) बहुत कम हैं। इस कारण उनके जीवन और काल को ठीक से निर्धारित करना मुश्किल हो जाता है।

7. आधुनिकीकरण और परंपराओं का ह्रास:

- आधुनिकीकरण और ग्लोबलाइजेशन के कारण पाबू जी से जुड़ी परंपराएँ और लोकगीत धीरे-धीरे लुप्त हो रहे हैं। युवा पीढ़ी इन परंपराओं से दूर होती जा रही है, जिससे इनकी प्रामाणिकता और संरक्षण को खतरा हो रहा है।

8. राजनीतिक और सामाजिक प्रभाव:

- कुछ मामलों में पाबू जी की कथाओं और उनके प्रति आस्था को राजनीतिक और सामाजिक हितों के लिए इस्तेमाल किया जाता है, जिससे उनके वास्तविक इतिहास और महत्त्व को समझने में बाधा उत्पन्न होती है।

Role of Waqf Boards and State Governments in the Rights of Muslim Minorities in India: A Critical Analysis

MD Sakib Ahemad Gani
Research Scholar,
JS University Shikhoabad, UP, India

Abstract :

In India, the rights of Muslim minorities, particularly in relation to their religious, cultural, and social needs, are often intertwined with the legal and institutional frameworks that manage their religious endowments. One of the primary institutions that govern the management of Muslim religious property is the Waqf Board, a government body that oversees the administration of Waqf properties. This paper critically analyzes the role of Waqf Boards and state governments in safeguarding the rights of Muslim minorities in India. By examining the historical evolution of the Waqf system, the functioning of Waqf Boards, and the interaction with state governments, this research identifies the challenges faced by Muslim communities in accessing their rights to religious property and resources. Additionally, the paper offers policy recommendations for improving the effectiveness of Waqf Boards and ensuring that Muslim minorities' rights are fully protected.

Keywords: Waqf Boards, Muslim Minorities, State Governments, Waqf Properties, Socio-Economic Development

Introduction:

India, with its diverse demographic landscape, is home to a large Muslim population, constituting about 14% of the country's total population. The Muslim minority in India faces numerous challenges related to social, economic, and political equity. One of the significant aspects of their social and religious rights involves the management of Waqf properties. Waqf refers to a permanent endowment of property or income for religious, educational, or charitable purposes under Islamic law. These properties, which can include land, buildings, and other assets, are meant to be used for the welfare of the community. The management of Waqf properties is vested in state-level Waqf Boards, which are statutory bodies created by the government.

The role of these Waqf Boards, alongside the state governments, in upholding the rights of Muslim minorities has been a topic of critical analysis. This paper explores the challenges faced by Waqf Boards in effectively managing the religious endowments of the Muslim community and assesses the extent to which these bodies, in cooperation with state governments, can protect and promote the rights of Muslim minorities in India.

1. Historical Context of Waqf and Waqf Boards in India:

- Origins and Legal Framework:

Waqf, an Islamic concept, has been an integral part of Indian society since the Mughal period. Under Islamic law, a Waqf property is held in perpetuity for the benefit of the public or religious purposes, such as education, healthcare, and charity. However, it was during British colonial rule that the Waqf system was formally codified.

The Waqf Act of 1954 was the first significant legal framework to govern Waqf properties. The Act was followed by the Waqf Act of 1995, which provided for the creation of Waqf Boards in each state, responsible for managing the properties. The aim was to ensure that the properties are used for the welfare of the Muslim community and to protect them from encroachment and mismanagement.

- Formation of State Waqf Boards:

State Waqf Boards were established to act as regulators and administrators of Waqf properties in each Indian state. The Waqf Act of 1995 mandates that these Boards work towards ensuring transparency, accountability, and the correct utilization of Waqf resources. The Boards are responsible for maintaining the Waqf property records, resolving disputes, and promoting the socio-economic welfare of the Muslim community.

2. Role of Waqf Boards in Protecting the Rights of Muslim Minorities:

- Administration and Management of Waqf Properties:

The primary responsibility of Waqf Boards is to manage the large pool of Waqf assets spread across the country. These properties have been sources of income that fund schools, hospitals, mosques, and other social services for the Muslim community. Waqf Boards are tasked with maintaining these assets, collecting rents, and ensuring that the funds are used for the intended purposes.

However, mismanagement, corruption, and lack of accountability have been persistent issues. In many cases, Waqf properties are encroached upon by land mafias or are subject to unauthorized use by individuals or institutions. A 2015 report by the National Commission for Minorities found that over 40% of Waqf properties in India are encroached upon. This failure of proper management is often attributed to the lack of financial resources, inadequate staffing, and the absence of effective governance within the Waqf Boards.

- Legal Challenges and Land Disputes:

One of the critical roles of Waqf Boards is to protect Waqf properties from encroachment and to resolve legal disputes related to land ownership. The Boards are expected to initiate legal action against encroachers and safeguard the interests of Muslim minorities in these properties. However, in practice, the process has been slow and ineffective. A major issue is the lack of judicial empowerment; Waqf Boards often face delays in court proceedings, and many cases remain unresolved for decades.

Moreover, inconsistent policies across different states and the lack of uniformity in the application of the Waqf Act contribute to the inefficiency of the Boards. The conflict between Waqf law and land acquisition policies by state governments often leads to disputes, especially when the government requires Waqf land for urban development or infrastructure projects.

- Socio-Economic Welfare and Development:

In addition to protecting property rights, Waqf Boards are also responsible for promoting the socio-economic welfare of Muslim minorities. Many of the funds generated from Waqf properties are used for the welfare of the community, including education, healthcare, and financial aid for the poor

However, the full potential of Waqf properties in poverty alleviation and development has not been realized due to poor management practices. The funds are often not utilized optimally due to inefficiencies in administration and the absence of targeted development programs.

3. Role of State Governments in Supporting Waqf Boards:

- Policy and Legal Support:

The state governments play a crucial role in supporting the functioning of Waqf Boards. This includes providing financial backing, creating policies that strengthen the Waqf system, and enacting legislation to protect Waqf properties. However, state governments often fail to implement the Waqf Act effectively. There is a lack of political will to prioritize the rights of Muslim minorities in many states, resulting in insufficient funding and legal support for the Waqf Boards.

- Collaboration with Waqf Boards:

In recent years, some state governments have attempted to improve the functioning of Waqf Boards through greater collaboration and transparency. States like Uttar Pradesh and Maharashtra have initiated digitization of Waqf records, which is an important step in improving accountability and transparency. However, these initiatives are not universally adopted across the country, leading to uneven development.

- Land Reforms and Waqf Property Management:

State governments are also responsible for addressing the challenge of land acquisition and ensuring that Waqf properties are not illegally seized for development purposes. Land reforms, such as providing clear title deeds for Waqf properties and securing them from encroachment, are crucial steps that state governments must undertake. Urbanization and the growing demand for land have made it difficult for Muslim communities to protect their ancestral lands, and state governments must address this challenge by working in tandem with the Waqf Boards.

4. Key Problems in the Current System:

4.1 Corruption and Mismanagement:

Waqf Boards in several states are plagued by corruption and mismanagement. Financial audits of Waqf properties often reveal large-scale embezzlement and fraudulent use of funds.

4.2 Delays in Legal and Judicial Processes:

The slow pace of legal proceedings in Waqf-related cases and the lack of specialized judicial mechanisms for handling Waqf disputes further exacerbate the challenges faced by the community in protecting their rights.

- Lack of Awareness:

There is a general lack of awareness among Muslim minorities about their rights regarding Waqf properties. Many people are unaware of the existence of Waqf Boards or how to access the benefits derived from these properties.

5. Solutions and Recommendations:

1. Strengthening Waqf Boards:
- Better training and capacity building for Waqf Board staff.
- Digitization of all Waqf records to improve transparency and prevent encroachment.
- Establishing dedicated legal teams within Waqf Boards to expedite dispute resolution.

2 Collaboration between State Governments and Waqf Boards:
- Greater cooperation between state governments and Waqf Boards to ensure the protection of Waqf properties from encroachment.
- Formulating state-specific Waqf protection policies that address the unique challenges faced by each state.

3 Legal Reforms:
- Specialized Waqf courts to handle Waqf-related disputes expeditiously.
- Enacting stronger laws to protect Waqf properties from land acquisition or unauthorized use by third parties.

4 Public Awareness Campaigns:
- Launching awareness campaigns to inform the Muslim community about their rights over Waqf properties and how they can access them.

5. Conclusion:

The role of Waqf Boards and state governments in safeguarding the rights of Muslim minorities in India is crucial but often hampered by inefficiencies, corruption, and a lack of political will. While the framework for Waqf property management exists, its implementation remains weak. The legal and institutional structures intended to protect these properties and ensure they benefit the community have not been effectively utilized. The challenges of encroachment, mismanagement, and poor accountability undermine the very purpose of Waqf, which is to serve the welfare of the Muslim community.

o address these issues, it is imperative to strengthen the administrative capabilities of Waqf Boards. This can be achieved through improved governance, regular audits, the digitization of records, and the establishment of clearer legal mechanisms for dispute resolution. Additionally, state governments must take a proactive role in ensuring that Waqf properties are shielded from encroachment and illegal acquisition. This requires not only legal reforms but also a commitment to implementing the provisions of the Waqf Act of 1995 more effectively.

References:

- Waqf Act of 1995 (India). (1995). The Waqf Act, 1995 (No. 43 of 1995), Government of India.
- Available at: https://www.indiacode.nic.in
- India's National Commission for Minorities (NCM). (2015). Report on Waqf Properties and Their Mismanagement in India.
- Available at: http://ncm.nic.in
- Ministry of Minority Affairs, Government of India. (2020). Annual Report 2019-20: Protection and Management of Waqf Properties.
- Available at: http://minorityaffairs.gov.in
- Siddiqui, N. (2008). Waqf Properties in India: Challenges and Solutions. Indian Journal of Social Development, 7(2), 34-45.
- DOI: 10.1177/097278610800700203
- Shaikh, M. A. (2019). The Role of Waqf Boards in Empowering Muslim Communities in India. International Journal of Islamic Studies, 12(1), 22-35.
- Available at: https://www.islamicstudiesjournal.com
- Ali, M. S. (2017). The Legal and Social Challenges of Waqf Administration in India. Law Review Journal, 14(3), 150-163.
- Available at: https://www.lawreviewjournal.in
- Jalal, A. (2016). State of Waqf Properties: A Legal and Administrative Review. Journal of South Asian Studies, 35(4), 88-102.
- Available at: https://www.southasianstudiesjournal.com