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Specially

on

**‘Life After COVID-19 Pandemic and
Rebooting Economy’**

Pimpri Chinchwad Education Trust's
S.B.Patil Institute of Management
Nigdi, Pune, India

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S.B.Patil Institute of Management,
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Editor – in - Chief

Dharwadkar Kirti

A STUDY ON CHALLENGES OF MOBILE BANKING IN WESTERN REGION OF MUMBAI POST COVID 19

Hemant Balwant Mukane

ABSTRACT

Recently practice of Mobile Banking in the world has increased due to Covid 19. The growth in Mobile Banking in comparison to previous delivery channels is exponential. India is second top mobile subscriber in the world. ATM and Online Banking took decades to become famous. But infamous subscription to mobile has urged banks and telecom operators to come together to offer varied banking services. Needless to say mobile banking is latest innovation in electronic banking. This paper analyze the challenges faced and prospects of Mobile Banking in India post Covid 19.

Key Words: Mobile banking, Client/ Users, security challenges, opportunities, covid 19.

Introduction

Mobile banking in India

Mobile banking was initiated in India in 2002, and during that time, transactions were conducted through SMS. In today's Era, nearly all banking transactions are conducted through computer, laptop or a smart phone. All transactions ranging from verifying the bank statements to payment of credit card bills, utility bills and transfer of funds can be operated online.

Mobile banking started off in the form of an offspring of internet banking to further increase the ease and convenience of access. In 2018, nearly all banks have provided mobile phone applications for carrying out financial transactions. These apps eliminate the need of a computer or laptop for transferring funds, and with continuous improvements, have nearly erased the need to visit the bank. Customers can transact according to their wish immediately after downloading the app.

In the era of Covid 19, along with usefulness of mobile banking for quick transactions, there are risk and challenges which has increased due to more use. Due to lack of knowledge and awareness about mobile banking is also a reason for distrust in mobile banking services and it is also another reason for risk and security issue in mobile banking because this is new technology in big challenge in front of mobile banking services in India.

there is security of mobile banking services is big issue and challenge. In mobile banking for the

security purpose PIN or PASSWORD is used which may be steal by the attacker or unauthorized user if mobile device has loss or steal so user have to aware about it. Customers are use sensitive data and information in mobile so here risk with pass of a legitimate application because application services are provided by third party it may steal our information and send it to another third party so we have to aware about application used for WAP mobile banking services and download a legitimate and authorize application for transaction with mobile banking services.

Literature review

Amrit Banstola (2007) has mentioned in his research work, which is titled "Prospects and challenges of E-Banking in India" about progress made due to information technology and telecommunication. It is observed that ATM are highly used among the delivery channel and future of mobile banking is very progressive. But, there has been no E-banking frauds

registered yet. Lack of internet knowledge and its technology is definitely a cause but necessary precautions always need to be in place.

Ajayi, L. B (2014), has investigated in the research work, called "Effect of cashless monetary policy on Nigerian banking industry: Issues, prospects and challenges" It is observed that there is much work that has already been carried out about the problems involved with consciousness of cashless

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economy. It is also found that several people are in actual agreement with the government about the unproductivity of the cashless economy. Therefore, recommendations are made towards the awareness of creating the business environment, increased protection of the services.

Gardachew Worku (2016) has observed in his article titled "Electronic-Banking in Ethiopia- Practices, Opportunities and Challenges" that the banking industry in Ethiopia is really underdeveloped and hence there exists an fast requirement to emphasize on arrangements of capacity improvement and modernization of the banking system by using the best technology being employing in any place in the world.

Research gap identified

From the above study following gaps has been identified:

1. The Researcher has not focused in to security challenges post covid 19.
2. The study has not focused about the prospects and opportunities post covid 19 of Mobile Banking with reference to Mumbai.
3. The study has not covered all types of security challenges.

Thus, due to above gaps, the Researcher has determined to examine a study on "A study on challenges and prospects of Mobile Banking in Mumbai- A pilot study"

Research Methodology

Data interpretation and analysis

PART-1 Data Interpretation

Particulars	Strongly agree	Agree	Undecided	Strongly disagree	Disagree
1. Lack of education and perception with regards to mobile banking.	16	8	1	1	3
2. Security issues & privacy is a big issue and challenge.	14	8	4	0	3
3. Risk on virus and malware attack.	14	8	1	3	3
4. Risk in SMS banking	16	8	3	0	2
5. Authentication risk	13	12	1	0	3
6. Mobile banking creates a chance to fraudulants to hack our personal bank account data.	14	8	4	2	1
7. Mobile banking has not become the choice of millions of people	13	10	3	0	3
8. Changing and destroying to unauthorized transactions.	14	7	4	1	3
9. Cybercrime is increasing day by day	15	8	3	2	1
10. Security of financial transactions are the most complex challenges	16	10	1	0	2

Objectives of study

- To analyze the security challenges in Mobile banking post covid 19.
- To suggest measures to overcome from the challenges.

Hypothesis of the study

H₀ : The users of mobile banking are not facing any security challenges post covid 19.

H₁ : The users of mobile banking are facing security challenges.

Techniques of Data collection

Primary data has been collected to examine the objectives of the study via questionnaire, Personal interview, etc.

Sampling Universe:

The Users or Customers who are using Mobile Banking in Mumbai.

Size of Sampling:

Researcher has selected 30 Users or customers.

Sampling method

Random Sampling method is used for collecting data as it would be easy to collect data and to save time.

Statistical tools

The researcher has selected ANOVA test to find whether survey is significant or not.

The researcher has also used correlation technique to understand the impact of each parameter on another.

It is observed from the above data that, majority of the users are strongly agree and agree that there is lack of education and perception with regards to mobile banking, they are facing challenges in terms

of security, virus, cybercrime, authentication risk, SMS spoofing attack, malware attack, etc. They face challenges in complex financial transactions, password hiking, OTP hacking, etc

PART-2 Hypothesis Testing

Anova: Two-Factor Without Replication				
SUMMARY	Count	Sum	Average	Variance
1	14	20	1.428571	0.417582
2	14	21	1.5	0.576923
2	14	20	1.428571	0.417582
2	14	21	1.5	0.576923
2	14	26	1.857143	0.285714
2	14	18	1.285714	0.373626
2	14	18	1.285714	0.21978
2	14	17	1.214286	0.335165
2	14	38	2.714286	1.450549
1	14	37	2.642857	1.17033
2	14	24	1.714286	0.681319
1	14	26	1.857143	1.978022
1	14	29	2.071429	0.379121
1	14	19	1.357143	0.554945
1	14	32	2.285714	0.681319
1	14	22	1.571429	0.725275
1	14	26	1.857143	1.978022
2	14	39	2.785714	1.565934
2	14	28	2	3.076923
2	14	62	4.428571	1.340659
2	14	60	4.285714	1.604396
1	14	57	4.071429	1.763736
1	14	38	2.714286	0.835165
1	14	32	2.285714	0.373626
2	14	29	2.071429	0.225275
2	14	30	2.142857	0.131868
2	14	30	2.142857	0.593407
2	14	26	1.857143	0.901099
2	28	76	2.714286	1.396825
2	28	73	2.607143	1.506614
3	28	81	2.892857	0.839947
3	28	87	3.107143	1.43254
1	28	53	1.892857	1.728836
1	28	56	2	1.62963

1	28	59	2.107143	1.951058
1	28	50	1.785714	1.285714
2	28	53	1.892857	1.506614
2	28	53	1.892857	1.284392
3	28	54	1.928571	1.550265
5	28	54	1.928571	1.47619
4	28	49	1.75	1.083333
2	28	47	1.678571	1.189153

ANOVA

Source of Variation	SS	Df	MS	F	P-value	F crit
Rows	287.7219	27	10.65637	15.05015	1.14E-43	1.51761
Columns	79.25765	13	6.096743	8.610523	3.04E-15	1.748107
Error	248.5281	351	0.708057			
Total	615.5077	391				
Alpha	0.933555					

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.018875
R Square	0.000356
Adjusted R Square	-0.03667
Standard Error	0.510337
Observations	29

ANOVA

	Df	SS	MS	F	Significance F
Regression	1	0.002506	0.002506	0.009622	0.922583599
Residual	27	7.031977	0.260444		
Total	28	7.034483			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	1.572674	0.16737	9.396375	5.31E-10	1.229258869	1.91609	1.229259	1.91609
X Variable 1	0.007267	0.074088	0.098092	0.922584	-0.144748137	0.159283	-0.14475	0.159283

0.0188745 indicates that Karl Pearson's coefficient of correlation is 0.018. Corresponding p-value is 0.922. It is greater than standard p-value 0.05. Therefore correlation test is accepted p value: 0.922583598805715. **Hence null hypothesis is rejected.**

Findings of the study

- It is found that the maximum Users of Mobile banking faces issues in terms of lack of education and awareness about mobile banking and considered one of the main reasons for distrust in mobile banking services.
- It has been observed that the maximum Users of Mobile banking undergo with a challenge of Security issues & privacy and considered one of the big issue and challenge.
- It is found that the maximum Users of Mobile banking faces a problem of virus risk.
- It is found that the maximum Users of Mobile faces challenges of risk in SMS banking such as SMS hacking attack where hacker can send message by exploiting the user's number.
- It is analyzed that the maximum Users of Mobile banking faces authentication risk at the time of login when we operate mobile system.
- It has been observed that the maximum Users of Mobile banking thinks that mobile banking creates new chance for fraudulants by hacking their bank accounts and personal data.

Conclusion

It is concluded that, Maximum Users faces issues in terms of lack of education and perception about mobile banking, Security issues & privacy, risk on virus and malware attack, risk in SMS banking,

authentication risk, creates new opportunities for fraudsters, etc

Hence Null hypothesis is rejected that the users of mobile banking are facing challenges in terms of security issues.

Suggestions

The security protection system should be introduced in the app so that without user no one should operate. Instead of Password, OTP, login ID, etc there should be some special features from which all the hacking should be avoided. More knowledge and precaution to be taken in this era of Covid 19.

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A WORLD OF RESILIENCE TO REBOOT - A PRACTITIONER'S VIEW ON THE WHEEL OF CHANGE

C.N.Narayana

ABSTRACT

Health is a basic fundamental right of all citizens and health promotion forms an important and intrinsic part of healthcare. There is always a great degree of discrepancy between attitudes towards health and priorities. Even the countries which have social security assurance are going through the crisis of COVID -19, with great difficulty and unable to manage. We have witnessed this situation not only in Europe but even in the US. The infection has crossed 6 million. As a researcher of management I am exploring the possibilities of economies reopening and the change management required by a nation and individuals. This research covers socioeconomic, socio-tech, mental health and mindset changes required adapting to the new normal after pandemic. The study carried out was cross-sectional and descriptive in nature. The study of the population which is limited to online education included students from varied backgrounds and professionals from linked in again from different industries. The researcher also had discussions with professional post the survey responses. A descriptive research on various sectors of the economy is also part of the paper under the heading "The 7 spoke model of Rebooting the Wheel"

Keywords: COVID-19, Rebooting, Economy, socioeconomic, socio-tech, technology, online education, consumer behavior, mental health, mindset, Financial Reporting, Restructuring, Strategic imperatives, Disruptions, Human Resource Care, Digital maturity and Blended Learning.

The world is now slowly coming to terms with a new normal with lots of ambiguity and uncertainties. Number of infections and mortality at a global level have become just a statistics and no one is interested in knowing these statistics today as the number has crossed 6 million globally on number of infections and mortality due to COVID 19 stands at 3.75 lakhs plus. This is one of the rarest opportunities in this century to respond with empathy and guide be it a business or life for that matter. This is the time we will witness emergence of new thoughts, new style of leadership and newer business models, a touchless technology and behave cohesively keeping the required distance socially. This is the period which will also to reflect upon why the think tanks of the world and leadership did not have a clue as to how to manage this kind of crisis effectively? Where are the Harvard and Stanford thinkers who could not predict? It is indeed a tough ask and task as to how this pandemic has brought the whole world on its knees and trying to save the breath for a better future. Survive, Live and then rebuild business. While the phrase of trace, test and

treat is the mantra of Europe, many other countries are not able to address the basic issues of health and unable to manage lively hood resulting in riots and looting for food and migrant labors in agony economically deprived of almost the right to live. It has become a question of survival. Business houses are shut, countries are shut and lockdown and extensions prevailing across the world. We are witnessing crippling economies mounting mortality, vaccine news, hunger, poverty, migrant population unable to make both the ends to meet. The next pandemic will be of unemployment staring at us. Therefore, gradual rebooting of economic activity is bound to happen which needs to be managed with effective controls and social distancing by individuals.

Rebooting at this juncture needs combined world mental energy to help each other as nations and reduce geographical conflicts and differences for the sake of humanity. The business and political leadership should focus on rebooting strategy and contingency plans for future to avoid this kind of helplessness. World's largest economies are exposed

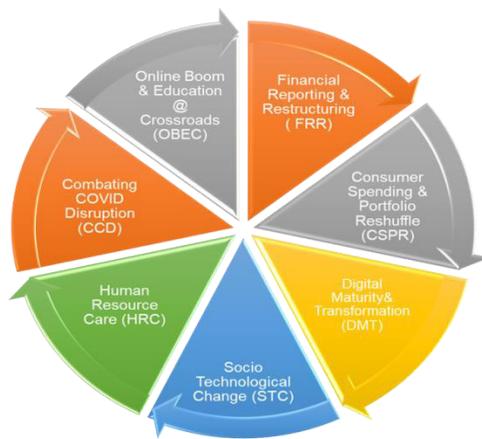
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to a situation of catastrophic mismanagement. Rebooting exercise must cover not only economic packages, support and interest rate adjustment, inflation management, credit availability, waiver or deferral of loans. It has to address employee safety, wellbeing, employee engagement and technology support to adapt to newer way of rebuilding business be it digital, or online are a blend of various activities which can slowly. Supply Chains across sectors have to reboot, service pending orders if they are not cancelled, manage working capital by better cash management and reducing obsolete stocks and inventories piled up. Following Wheel will reflect the areas to reboot business and economy. The summary of this research article is depicted in a diagram as under.



The 7 spoke Model of Economic Reboot (CNN's 7 Spoke Model for Reboot)

Financial Reporting & Restructuring (FRR) → The world is now moving from a general economic downturn to specific sector wise issues. It is beyond normal volatility of market conditions the magnitude and the time period is abnormally high. Therefore, normal predictable models will not work at least for two years from post corona era. Rebooting will take longer than normal recession. Restructuring will happen in the portfolios of organizations. Even the IFRS reporting will undergo a change for reporting and certain provisions related to debtors and creditors. As there will be broader economic downturn, there will be a prolonged negative impacts. Therefore, there will be more conservative and cautious reporting on revenues (topline predictions) and even the bottom line for that matter. In some of the countries CARES Act is also applicable while reporting. That is Coronavirus Aid,

Relief and Economic Security Act. Finance Leaders and policy maker must clearly focus on new unpredictable environment existing globally. This may have an impact on even exports. The cash flow implications and working capital management are the biggest challenges for Finance Leaders till there is a steady flow and stability in Supply Chain. Navigating cautiously while steering the ship safely in turbulent times is the role of new finance leaders. It is a not only volatility but a distress time for everyone in the industry.

Consumer Spending & Portfolio Reshuffle (CSPR) → it is first of all, expected to hit the consumer spending overall. Spends will come down as a result of dip in the earnings. The priority spends will have more of healthcare products, medical insurance, sanitizers, hand rub liquids, personal protection equipment, hygiene products. Huge drop can be witnessed in mall shopping, theatres, travel and tourism and even hotel industry. Branded spending may drop and convenience door delivery ecommerce will gain in this process. Huge drop in petrol and gasoline consumption due to lesser travel which includes restricted movements even in local areas.

Disruptions are likely lead to a recession across sectors while organizations are confronted with systemic challenges and internal realignment of strategies, markets, supply chain, employee engagement, and better resource utilization. Simply a change management process to address the virtual and a real world. Changes in terms of product and portfolios, customer engagement and retention, servicing the customer orders, supply chain new models and incase of manufacturing it is simply managing the working capital and cash flow while ramping up the line for better utilization of the capacity which is finally connected rekindling and creating the demand for product and services when the deferrals are happening due to major economic breakdown and unemployment. Necessity is the mother of invention, that is what the business people have to do at this hour as to how to reach the customer remote and recreate the demand for the products and services. There is no doubt it is all about the next chapter of Digital maturity at the time of disruption and distress in the market place.

Digital maturity and Transformation (DMT) → digitally matured organizations will reap bounty of benefits apart from topline growth. It may result in improved product quality, ability negotiate better on prices of procurement, parts and sourcing and finally customer satisfaction. It may have other indirect

benefits like environmental. A best example is digital payment during COVID19 times has resulted in containing the spread of virus avoiding currency exchanges and possible infections. To derive the edge of digital transformation organizations should do far more than simply implementing technologies. It requires coordinated efforts to link technological capability with the assets you are going to create and revenues you are going to generate or the savings you are going to accrue bringing a specific technology tool, AI or any other online processes which reduces labor, time and creation of convenience to consumers. Digital platforms have to be secure and must address all security and privacy issues apart from the ability to flex capacity according to business and market demand. Now, Digital transformation must involve external partners, incubation centers, R&D and even startups to gain access to all sorts of resources to tap all possible markets and business through partnership MOUs. It is also critical to look at recalibrating processes and workflows to improve so that better value resources can be used better higher value. While, making these changes in an organization customer centric approach should be taken into account by all the stakeholders and vertical leadership so that high degree of value creation is presented to customers. Last but not the least, digital transformation must address array of business models and revenue streams which is nothing but flexibility to the extent of different business model adaptability in times of need like COVID19 situation. Financial performance of organizations in future will be mainly dependent on digital transformation. We must also have a clear understanding what can be digitized and can be online. It is industry specific. If we take an example of construction industry, presale and launching process, promotions, enquiry and registration can be digitized along with payment gateways for transfers of money. But the construction activity largely happens with deployment of equipment and workmen which may involve manual skills. However, Internet of things can be used for tracking the progress and safety measures. The concept of work from home may not be applicable to skill labor. On the contrary work from home may be much easier to IT organizations as compared to manufacturing lines. Similarly education can perform certain things through online mode but certain things have to be in a laboratory or class room setup. So, the extent of digitization is also dependent on the business and sectors.

Socio-Technological Changes (STC)→ The dynamics of the environment will drive the business and services to a greater change process during and after pandemic. Organizations and institutions must look at long term sustainability by working simultaneously on tactics and strategies. Managing economic cycles, competitive compulsions due to innovative methods of supply chain and consumer satisfaction will result in some unorthodox business models. Geopolitics and pressures and local regulatory framework will result in further stress on the management. There has to be a balance between these elements during a pandemic like this. This will also set in new trends. Some state governments have taken charge of hostels of colleges for quarantine patients under the guise of addressing the issues for the larger public. But the fact is, these institutions that are forced to give the facility may have to face the wrath of employees working in the facility due to possible risk of infection spreading to the employees if they need to work closer to that facility. It is more of political will in the interest of students and academics to locate such centers in the outskirts like stadium or Bus terminals etc., instead of occupying hostels where the zones are green. In such cases, rebooting the institution for admission and other matters after 2 months lockdown will result in huge problems. However, these institutions have to deal with the risk effectively by balancing both employee safety and local politics.

Human Resource Care (HRC)→ The most critical part of managing the pandemic is taking care of human resources during the time of distress. How to keep them motivated is secondary to maintaining mental health. Anxiety and stress are expected to soar due to the fear factor of virus and then insecurity of job at workplace and sustainability in the long run. Organizations have to show empathy first and then respond before recovering and thriving. A concurrence in consideration of all these will lead to better employee morale. Resilient leaders emerge in the crucible of crisis and they will be able to handle multiple priorities even during pandemic period one like Corona times. Leaders normally prepare the resources to manage continuity. Good leadership understands the mindset shift and then navigates the uncertainties and implications for business. They also script the recovery book during the journey and ensure preproduction process is carried out seamlessly. Leaders drive team and facilitate through

stakeholders and guide the business from responding to thriving. Building trust is critical so that unknown paths which are generally, physical, feelings, emotions, financial and finally digital too. Leaders need to understand shift the mindset towards designing the ways to publish the recovery book which is nothing but the organizational destination both in the short and long runs. Therefore, it is a journey with the team where the leaders need to make choices. Another strategy adopted by great leaders during crisis time is to learn from success of others when the team travels uncharted territory. HR leaders need to focus on mobility factors in terms of new policies for crisis period, workforce strategies which include managing the disrupted work environment for a longer period to pandemic spread of infections. Providing timely guidance and perpetual engagements with employees is critical. While statutory compliance is minimal expectation from employees, organizations should also pay the salaries and wages on time. Even Rewards and Recognition (R&R) can be increased for better productivity working from homes. HR leaders must design, deliver and communicate enhanced reward program during the crisis not only for better productivity but also for retention and loyalty. HR leadership must renew contracts; negotiate with outsourced vendors for reduction of cost in the absence of services due to lockdown issues. Finally, they need to ensure more flexible and safe working arrangements. Another issue which needs to be addressed due to longer lockdown gestation is mental health. The continuous access to technology platforms, online is leading to a rise of Attention Deficit Hyperactivity Disorder (ADHD). This normally prevails in young generation due to overload of gadget and technology use is now spreading to adults and middle aged people also. It is a chronic condition market by persistent inattention, hyperactivity, and sometimes impulsivity which ultimately leads to Anxiety driven ADHD. It is a correlational pattern due to excessive usage of Technology, internet, consumer electronics, TV news channels, and mobile access. A judicious need based usage will help to overcome ADHD. Another way to reduce the impact is to turn towards nature, physical fitness, music and art.

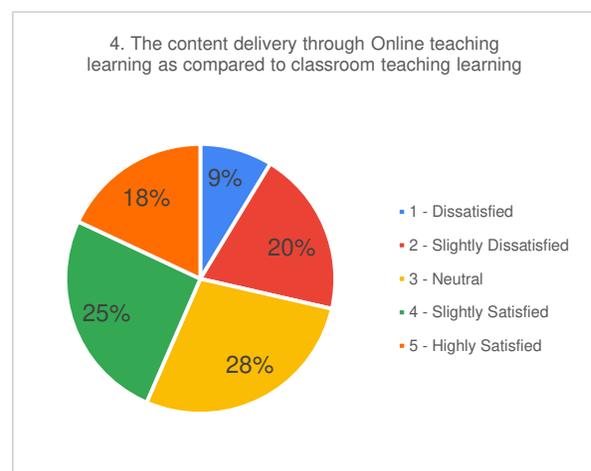
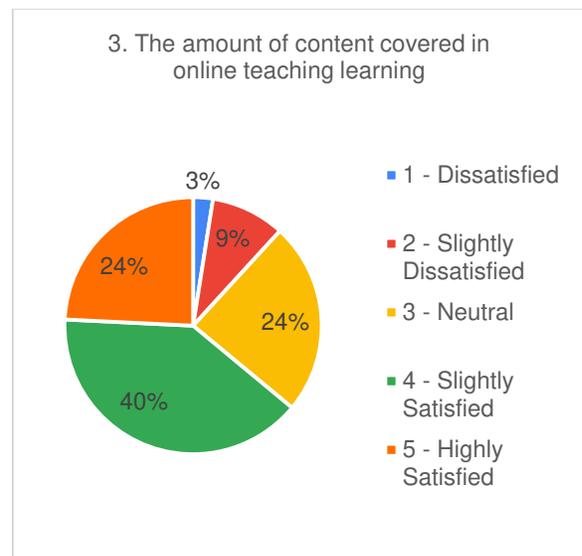
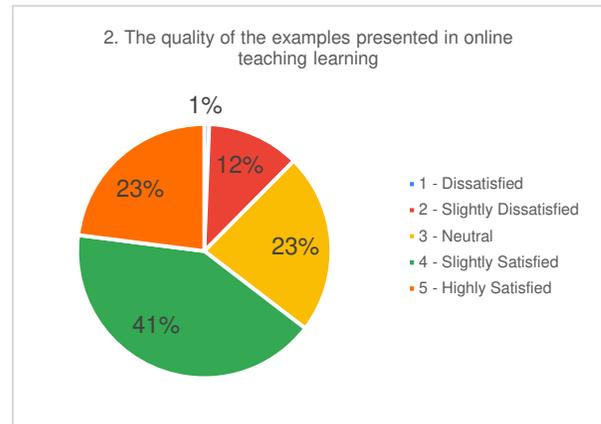
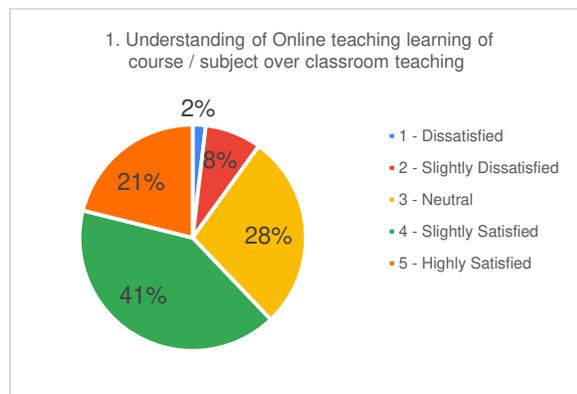
Combating COVID Disruptions (CCD)→ There is no escape route from disruptions to any business. A few sectors related to health care and pharma and personal protection equipment may grow. But when the whole economy is in dismay the ripple effect will

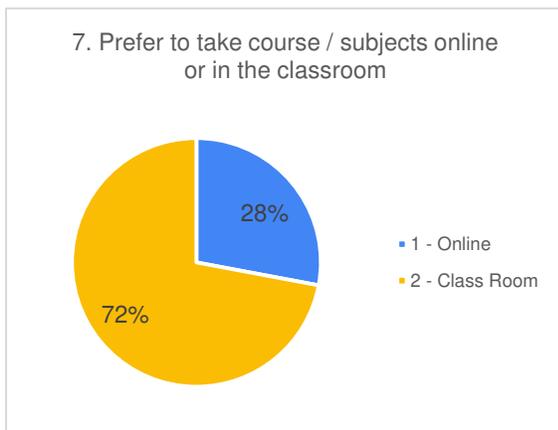
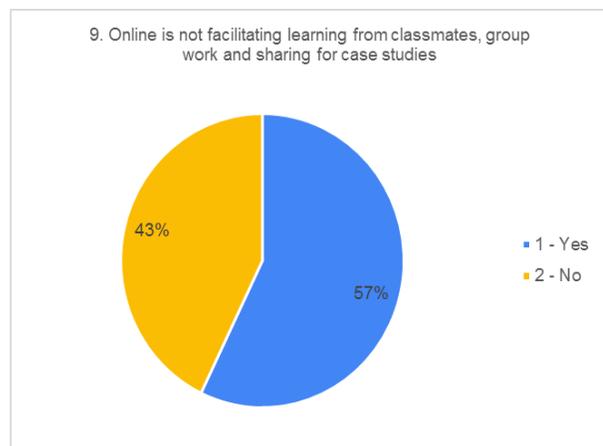
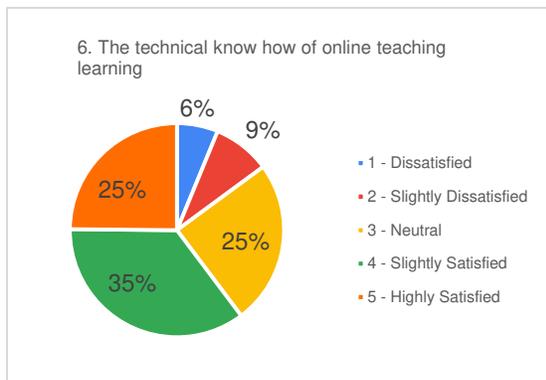
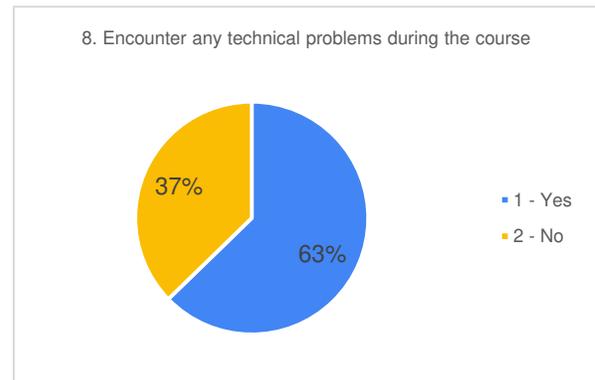
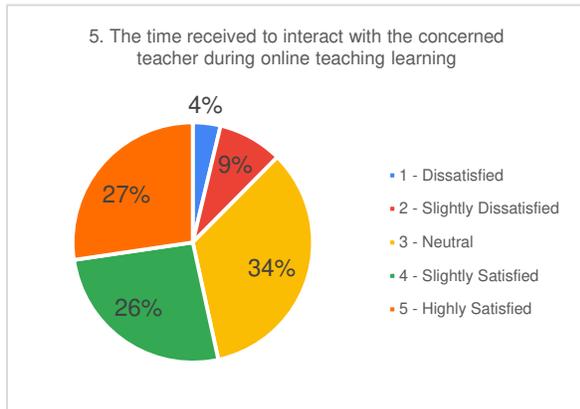
have an impact even on these organizations in managing crisis while they are operating as essential services with high risk. Sectors like aerospace, transportation, tourism, automotive; oil and gas industries will bear the brunt. But the interplay between personal safety and economic concerns will restrict customer spending on non-essential items. Groceries and food retailers will need to service unprecedented demand which will strain the entire system in the absence of channels not operating. Social media will play a vital role in combating disruptions during this type of crisis. Labor shortages will continue even if the rebooting happens and there is a marginal chance of running the business or production line in full scale. There will be sustained category changes and permanent shifts in consumer behavior due to pattern of behavioral changes in the minds of consumers. Keeping the Distribution channel intact is very important. There will be more and more M&A's when the rebooting failures are reflected in the system. If the economy is FDI friendly, then combating and sustaining this disruptions will end in mergers and acquisitions. It is therefore necessary to focus on mapping customer base in order of priority, open channels of communication with key accounts and monitor financial health and recovery of commercial stocks if necessary unpaid or liquidate obsolete even if it is at a deep discount.

Online Boom & Education are at Crossroads (OBEC)→

As an integral part of the fabric of any society, reimagining higher education is a must for growing economies. India with a demographic edge of young population at least for the next decade will experiment various modes of higher education delivery. New models of education are emerging during the pandemic. The lockdown across the world triggered an online craze. Universities and colleges are now trying various modes of delivery through online ranging from Zoom platforms, Google Meets, Webinars, Microsoft platforms, Face Book Live. A sudden surge in internet bandwidth usage due to working from home has affected the quality of these online video based classes. Many institutions which were struggling to regain business in online platforms and distance mode started promoting including branded online like Harvard and MITs of the world. There is a huge rush for certificate courses with a deep discount. As an Educational practitioner, I doubt whether actual effective

learning curve is moving or creating loads of certificates for individual branding. How can we learn how the dynamics in higher education are transforming the role of a Vice Chancellor or a Director? My view is there will be a considerable shift towards BLENDED LEARNING rather than a big shift towards online. Online education can be an option when the universities and colleges are able to address the issues of quality content, easy access, electronic discussion boards, online discussion forums, quality evaluation methods and frequent and accurate assessment tools. It is also critical to understand the perspective of students (Learners) and Faculty members who deliver online classes. A simple survey of both freshers who are learners and professionals who are opting for online portal learnings reflected interesting insights on higher education. As a researcher my findings echoed the following points to be pondered in higher education before concluding anything on the online shift. A survey of working executives with 4 to 10 years of experience reflected different results compared to freshers. In fact the result of findings with students reflects that we are yet to mature to receive online platforms and contents and tools have to drastically improve to deliver quality online teaching. The sample of the survey covered students across colleges and managers across domains in different organizations. Findings are reflected in the form of pie diagrams which are self-explanatory in nature.





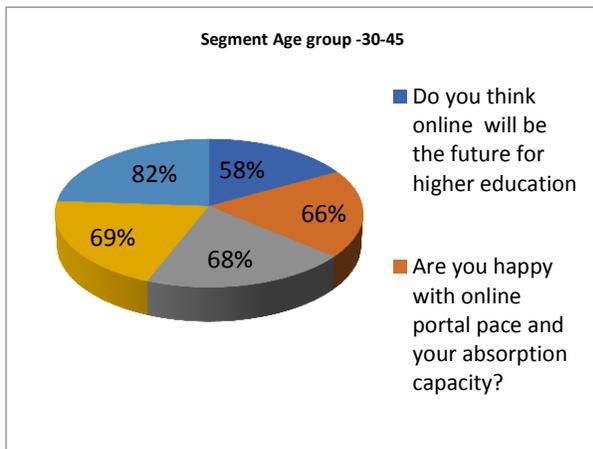
Conclusion on online education to students (post graduate students)

- Highly satisfied percentage is only 21% of the sample indicating maturity level is very low for online education in India.
- Developing quality content and example should be the focus of educators if the online has to grow. Only 40% are satisfied with contents
- Nearly 30% of the sample reflected dissatisfaction on the Delivery.
- Majority of the respondents expressed the need for more time for discussions with the faculty to understand.
- Technology and bandwidth issues are major hurdles of online delivery
- 72% of the respondents prefer physical classrooms for teaching and learning process.

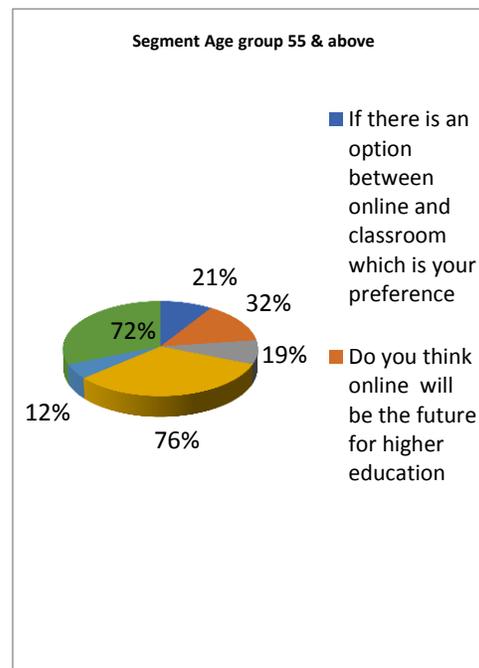
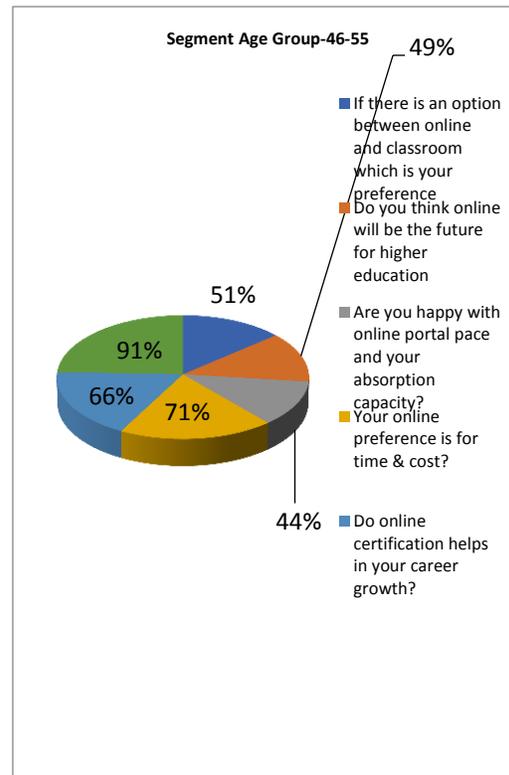
In India, though online wave was flashing during the COVID-19 through various platforms like Zoom, Google Classrooms, Microsoft class rooms and even FB live, students prefer class room experience due to combined learning process which may be absent in online teaching. Indian student community has just entered the curve of Online. It may take several years to give the experience of class room. However, as a Researcher, I see a future of Blended Learning especially in management Education.

Online Education Survey of Working Executives (through LinkedIn)

The results of the online education preference amongst experienced professionals reflected a better degree of maturity for online education especially in the age group of 30-45 segments. The prime drivers for this were of Time, Convenience and cost. Many of the respondents were opting for online certification to improve their opportunities for promotion rather than knowledge seeking. Skill trainings are preferred in this category of respondents. The survey had divergence on the preference according to the age group. There is a strong correlation between the age and preference to online education. Majority of the respondents



were towards BLENDED LEARNING in higher education field. This is almost similar between all the age groups of respondents. There is major correlation between the age group and the acceptance of online education. Lower age group segments in working executives showed more acceptances compared to the next two segments.



Strategies for change management in Indian Education Sector

1. Understand and workout a new strategy for blended learning. Academic administrators must clearly understand to what extent online teaching can be done and what is the threshold limit for absorption by the students. Everything cannot be handled through online platforms especially for students who are freshers. Therefore, a research to Indian context will help to arrive at a ratio of online to be applied and what can be through online what can be in small batches of class room teaching, case study discussions and practical labs in case of science and engineering streams.
2. Understand and address the issue of social quotient which will be missing in the online world- that is peer learning and sharing in a class room environment.
3. Have a clear understanding of value based education system normally referred as Eastern thoughts
4. Management learning process to give an orientation towards environment for long run sustainability and development.
5. Last but not the least, the pandemic also taught a lesson as to how to run successful startup models in distress time. Means, newer way of doing business and innovative supply chain models. Entrepreneurship focus should be carried forward to grow. These latest trends will emerge from higher education sector when the market is experimenting new models during the pandemic.

Conclusion: The results showed that economies around the world will take minimum three long years to come to a reconciliation with the pandemic losses. Rebooting will happen in a phase manner across countries. The rebooting in India across states will be in different phases and in different pace. India will face skilled labor issue till the migrant labor return to respective states of employment. World will witness change in business models, realignment of organizational goals. Individuals will be focusing on mental health to

recover from pandemic losses both economically and mentally. It is also to be noted that there will be some sectors like technology, personal healthcare, mental health industry, pharmaceutical industry, and personal protection equipment industry, online education, online entertainment which will show a promising growth. However, overall economy will continue with recession for a couple of years to recover after rebooting. Online education which witnessed a huge growth and faster shift will finally settle in Blended Learning model. Educators and Educational administrators need to address this issue on Priority. There will be a huge change in the consumer behavior and pattern of buying. The Digital world will continue to expand and grow and the future of organizations depends on the speed at which they shift to digital world. However, enough care has to be taken about mental health avoiding symptoms of anxiety and Hyperactivity disorders. Economies can bounce back to activities through reboot and gradual movement towards the new normal if we take care of the components discussed in this article.

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BUILDING BLOCK OF ECONOMY IN STRESS: PROSPECTS OF EDUCATIONAL SERVICES POST COVID-19

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Arzoo Gupta²
Roshni³

ABSTRACT

This work is an attempt by authors to have deeper investigation into the impact of Covid-19 on education sector and its stakeholder's in India and abroad. Covid-19 pandemic has exposed us as learners, educators, scholars, academicians, planners, regulators by whatever name stakeholders are known & above all us as guardians to the horrific path of learn, unlearn and relearn. This is simply because the curve of learning in present scenario is uncertain and unforeseen; having rendered our past knowledge in implementation of things in all phases of life; especially in education as worthless. But it has also unfolded an era of opportunity for learners who are in fact beginners or in their budding stage of learning process. These crucial participants in learning process are our students. The result of survey conducted for this study showed 90% of the respondents believes Covid- 19 has impacted their career planning and 65% of them believes their academic routine has worsen in past 2 months during lockdown. Another critical component or participant is this dynamic and ever changing continuum is the teachers. This stakeholder though were seen profusely with great respect by the other stakeholders as well as by the society, in reality, they have little say in terms of policy making, planning and future path breaking out of box decisions making for the betterment of actual recipients of knowledge i.e. students as well as for themselves. Covid-19 situation has brought them to the forefront among all the stakeholders. This study used descriptive mode for analysis and tried to statistically analysed the results and concluded that a paradigm shift in mindset is all what is actually required in our battle against Corona. A true triumphant will be achieved when our generation would come out as more informed more progressive and more adapted society.

Keywords: Covid-19, ICT, digital communication, stakeholders.

Introduction

This work is an attempt by authors to study the effect on stakeholders in education sector owing to the paradigm shift in teaching & learning processes embed with knowledge and institution environment due to Covid -19 pandemic. The area in this study is the field of education, specifically higher education, and is a pioneer attempt to have deeper investigation into the impact of Covid-19 on education sector and its stakeholder's in India and abroad.

To our common belief the best of human behaviour, as an outcome can be achieved through passionate effort on ones part, in situation of distress or in extreme situation of fear and uncertainty. Covid-19 as a pandemic has posed all

of the above in one form or the other and education sector and its stakeholders are no exception. Recently, CEO of Microsoft, Satya Nadella has said that the world has seen two years of digital transformation in just past two months during the period of lockdown. But do we really have adopted & adjusted to new mode of imparting education? This paper is an original work by authors and would investigate the deep scar made by Covid-19 pandemic on the very face and life of humans; specifically involving impact on educational scenario. This work includes content on humanities, management, economics and finance aspects and would help in post graduate studies and planning.

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The Recipient- Students

The result of survey conducted in this regard showed 90% of the respondents believe Covid- 19 has impacted their career planning and 65% of them believe their academic routine has worsen in past 2 months during lockdown. This showed low adaption on the part of actual recipients i.e. students. Though the percentage in survey in terms of expertise among teachers and their willingness to adapt to new normal in teaching learning process i.e. to impart education via online mode was as high as above 60% and 78% respectively, the infrastructure in place to facilitate the same level of education as was in case of contact classes get nod of only 25% respondents. Last section of survey showed impressive rather shocking results as less than one third of the respondents expressed satisfaction that they have actually utilized their time during lockdown. 59% of the respondents feel that they are less equipped technologically to cope up with Covid-19 rejig. Though maximum numbers of respondents surveyed feel that online education and use of ICT in education will see a surge in coming future, to which we all agree, but shockingly only 10% prefer online education and wish to have mix of both online/offline classes. Finally, more than 89% of respondent fear of worse outcome for their semester due to Covid-19 in terms of job prospects, surprisingly less than 10% of them can see their future in work from home. Again this is the sign of low adoption of changes in environment and low adaptability to newer norms.

The Backbone of Education Sector- Teacher

As pointed out in the beginning that extreme fear and uncertainty could be a cause of high level of adjustability, adoptability and adaptability another pivotal stakeholder in this study i.e. teachers are prone to massive realignment to the adversity and challenges due to this current scenario of Covid-19. In word of Mahatma Gandhi "be the change you want to see in the world", so teachers in this period can pose themselves as an example to their students to systematize their routine academically and be socially disciplined as well. Between these two extreme ends of the continuum of education services lies group of other stakeholders and their vested interests lies with either in these two extreme participants or mostly in themselves or in betterment of society. Among the group one such stakeholder is the guardians or the parents that have visible interest in the long drawn process of learning of their wards. But the guardians or parents plays more or less a passive role in the process. Post Covid-19 scenario has now compelled them to have an active participation in

the entire process. Educated society is seemingly cultured in nature and the stakes of family, the amount that the family invest in education of their child is exorbitant and mostly devoid of preferred outcome i.e. job of choice. Covid-19 pandemic has impacted society by weakening the morality, weakening the modalities and weakening the overall sentiments with which we all were living since last century. By and large society has suffered in terms of economic growth & development and also financially. Companies' sales have come down, people have lost their jobs and environment of pessimism have creep in our lives. A large chunk of investment in education sector for overall better job prospects has also suffered and has mostly due to drastic change in the mindset. Unlike past with their stable positions, now the stakeholders are required to realign their claims as service providers and the other extreme end the receivers are questioning the current Covid-19 scenario's outcome on their professional growth and demanding an apt absolute return on their investment in education in terms of concrete and quality service resulting in job prospects.

In global scenario, impact on economic front due to Covid-19 pandemic would be far reaching due to its direct impact on services and education is one such service. In India, due to Covid-19, derailment of services is to the tune of 53% out of country's entire economic activity. This figure is as high as 86% in US. Services gets impacted more by such pandemics, reason being more of consumer's spending happens on discretionaries, which can be stopped in case there is income loss though education is one exception in India. The pandemic has, on the other hand, also resulted in change of structure of education in a very dramatic way. One impact is on the enhanced use of E-learning by the use of ICT technology and the other impact on enhancement of skills required for using those ICT technology. Teaching and learning over remote and digital platforms requires huge investments in infrastructure, training to participants, maintenance of equipments and data and above all monitoring. Monitoring and supervision is required for both security reasons and to avoid misuse of technology and for achievement of its desired outcome. Sudden closure of academic institutions, at all level from elementary to higher education, across the globe has somewhat halted the entire imparting of knowledge and learning process for brief period. Inter-state and international students, researchers enrolled in different universities around the world were badly hit and so were colleges and universities who get most of their earning from overseas enrolments.

But institutions all over the world reacted sharply seeing the never ending lockdown restrictions and adopted *Online Teaching Learning Strategy* on urgent basis. This online teaching and learning has in fact directing us toward a new normal in education sector and is likely to be continued in same manner post Covid-19. So, all the stakeholders, regulators, human resource ministry, management and administration and above all teachers along with the students need to get evolve themselves more than ever. They need a holistic approach for self motivation, self sustaining tendencies for themselves and also need to equip themselves with necessary skills to survive in this new normal environment. This adaptability and adoptability to new normal and attached concerns are a cause of pain, cause of stress among stakeholders. Stress, a purely psychological phenomenon having deep rooted social implications

The education system is under an overhaul and undergoing reconstruction. Its variables knowledge, learning, institution and teaching has been under a rejig. Just like teaching and learning sees no boundary and can blossom at all level that goes beyond mere cognition and thoughts. Similarly, knowledge and institutions now required to come out of the boundaries of set dimensions of college and university, now it requires more than physical infrastructure for imparting education. This has also redefined the time required to simply cover the syllabus and recover the cost of physical infrastructure and now there is a dire need to create amicable environment conducive for teaching learning process. The shift from the traditional set up of imparting education toward multi dimensional, multi dynamic environment need one's inner calling more than any prompt from socio, economic or political side. Innovative ideas, newer concepts require critical thinking. A paradigm shift in teaching and evaluation is the need of the hour. This can only be achieved if teachers step into new shoes, into new role of becoming a learner himself. Only then the teachers could be able to spark critical and analytical approach in their students.

The Brain Behind- Ministries, Regulators, Management and Administration

The regulators, planners, ministries and intellectual class of academicians and industry professional have felt the need of formal training course for teachers at the start of their professional journey. These programmes are targeted with holistic approach right from developing pedagogical skills, inclination toward learning techniques based on research methodology, from participation in curriculum

development to getting skill training for the enhanced use of information technology in self development, career advancement and most importantly imparting education effectively. This will empower and motivates the teachers in enlivening the learning process by adopting newer pedagogical approaches which in turn will be transferred and transformed into new learners.

Total No. of Universities in the Country as on 01.02.2020

Universities	Total No.
State Universities	409
Deemed to be Universities	127
Central Universities	50
Private Universities	349
Total	935

Source: MHRD official website

Funding– the life blood of Education Sector

Shri Piyush Goyal, the Union Minister for Finance and Corporate Affairs on Friday presented the interim budget for 2019-20 and earmarked Rs 93,847.64 crores for the education sector. The allocation this year has seen an increase of 10 percent from last year. The Center during the Budget 2018 presentation had allocated Rs 85,010 crores for the sector. Out of the total allocation for 2019-20, Rs 37,461.01 crores has been assigned for higher education, while the rest of the amount, Rs 56,386.63 crores has been allocated for school education.

While there is a boost for IITs and NITs in terms of the establishment of SPAs, there has been a decline in the budget outlays for IITs, IIMs, IISER, UGC and AICTE. While the Human Resource Development Ministry has called in for the implementation of 10 percent reservation for the economically weaker sections from the upcoming session onwards along with the increase in seats at varsities for the poor, the Higher Education sector this year.

Literature Review:

• Impact of Covid-19 on Educational Institutions in India

The literature evidence shows that due to this Covid-19 pandemic various authoritative governing bodies like MHRD, UGC, CBSE etc. shows great concern towards students, faculties and other stakeholders by issuing timely advisory in

form of circulars, notices, and letters. After nationwide Janta-curfew, the government of India has taken immediate measures in form of closing down the universities and colleges to check spread of virus. During the entire lockdown 1.0 to lockdown 4.0 immense loss occurred in form of discontinuance of regular lectures, postponement of exams, changes in the academic calendar for current as well as next session. The measures are not exhaustive and will require dynamic supervision and regular updation from time to time. This study is basically focuses on impact of Covid 19 on higher education institutions in India.

- **Covid-19 Impact On Students Worldwide**

The universities and colleges around the world struggled against the outbreak of Corona virus. With the advent of outbreak in order to break the chain of transmission of this virus the governments and authorities at regulatory and universities level has taken various steps by implementing policies including stay at home, online learning etc. Covid 19 and just the fear of spread of virus cause major obstacles in imparting education in real time classrooms. It lead to severe blow on various activities in fields of education. Extensive lockdown period impacted student's education, their mental health deteriorated and also impacted the disseminating of information between different stakeholders in education sector.

- **Impact on Global Education: Corona- A blessing in disguise**

The pandemic Covid-19 has worked as facilitator for institutions worldwide in a very advanced way. It has been reported that teachers are taking great interest in taking online classes and teachers and students both are becoming digitally proficient in very short span of time. The main focus required is on the need of online study and continuance of classes of students and the things which need to be kept in mind while conducting online classes. In one significant way the impact of Corona outbreak has positively impacted the global education and that's why it is a blessing in disguise on for the growth of digital education.

- **Impact of Corona Virus on Indian Education Systems**

Due to the outbreak of Corona virus worldwide most of the countries have opted for complete lockdown that have lasted for month or two. The education sector, which is a service oriented sector, is facing various issues due to this pandemic. During this affected time period many schools, institutions technical education, higher

education and professional education have suffered badly and have failed to manage the normal course of action. This entire period has posed many challenges in one form or the other for the staff, students, families as guardians, on one hand and opened up some new opportunities for online study resources providers, app developer, content writers, digital learning platforms solution providers on the other hand

- **Primary Objective and Hypothesis**

This work primarily focuses on the impact of Covid-19 on the education sector and its stakeholders. The framing of hypothesis is simply based on the impact that stakeholders like teachers, students and others have experienced due to pandemic that shook the world in 2020.

H₀: Covid-19 has no significant effect on the stakeholders in the education sector

H_a: Covid-19 has significant effect on the stakeholders in the education sector

- **Limitation of the Study**

The world has seen many disasters, earthquakes, world wars, and even epidemic like Spanish Flu, Plague in the past. AIDS, SARS, MERS, Swine Flu, in the past, have taken many lives around the world. But the name and fame that this infamous virus Covid-19 has got caused havoc in human life around the globe in the first half of the year 2020. The pandemic has made felt its presence in the start of year 2020 and the scale and the pace at which the pandemic as well as the sharing of information about the outbreak spread is new to the mankind. The globe has not seen such a massive blow on mankind since last century. Earlier wars and epidemics were mostly restricted to some specific countries or to some specific regions. Globalization has brought all human races closer. Spread of the virus and the fact that there is no medical solution available till date become the cause of fear, uncertainty and hopelessness. As the world has faced such a scenario for the very first time, the literature on its impact on various aspect of human life whether social, personal, economical, cultural and also on education is also very limited.

- **Research Methodology and Data Analysis**

Data is primary in nature. In the study, the data has been collected through response sample of 100 people and due to categorical data, Chi Square test is used to analyze the impact of pandemic on education and stakeholders. 5 scales- yes, no, may be, can't say and not at all are considered for analysis.

To calculate the expected value, the average method of the observed value is used. Then the sum of squares of difference between observed and expected values are calculated. By putting these data in the chi square formula we have found that Chi – Square value **10.466** and the P-Value is 0.033269. The result is significant at $p < 0.05$.

We have observed that the p-value is less than its standard value (i.e. 0.05) at 95% of significance level and 4 degree of freedom which shows that there is an impact of Covid-19 pandemic on education sector and its stakeholders. So according to the results the Null Hypothesis H_0 is rejected because **10.466** is greater than 9.488 (for $\alpha = 0.05$)

	Yes	No	May Be	Can't Say	Not At All	Total
Male	40	12	7	4	3	66
Female	10	8	7	6	3	34
Total	50	20	14	10	6	100

Observed Data (O)	Expected Data (E)	O-E	(O-E) ²	(O – E)2/ E
40	30.5	9.5	90.25	2.96
12	12.2	-0.2	0.04	0.0032
7	8.54	-1.54	2.3716	0.278
4	6.1	-2.1	4.41	0.723
3	3.66	-0.66	0.4356	0.12
10	19.5	-9.5	90.25	4.63
8	7.8	0.2	0.04	0.0051
7	5.46	1.54	2.3716	0.434
6	3.9	2.1	4.41	1.131
3	2.34	0.66	0.4356	0.186

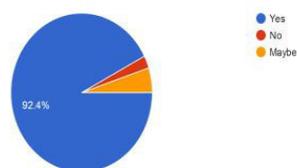
Chi Square = 10.466
Degrees of Freedom = (c - 1)(r - 1) = 4(1) = 4

Thus, we would reject the null hypothesis that there is Covid-19 has no significant effect on the stakeholders in the education sector.

Related Survey: Analysis & Interpretation

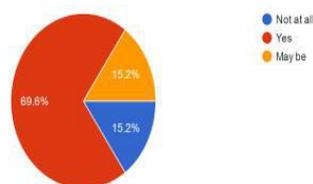
Data is primary in nature. Survey of respondent having male, female ratio of 1:1 was conducted using questionnaire and was statistically analyzed using Chi-Square.

Covid -19 has impact on your education and career planning
79 responses



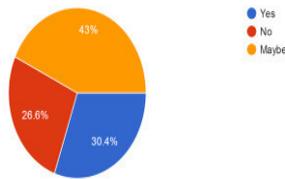
In response to the question that how hard Covid-19 has impacted their education and career planning out of 74 responses received out of total 120 contacted 91.9% of the respondents have admitted that Covid-19 has impacted their career planning and normal education. Rest 8.1% have not seen any major impact of novel corona virus on their career plan

Covid-19 has impact on your daily routine and it has worsen in past 2 months
79 responses



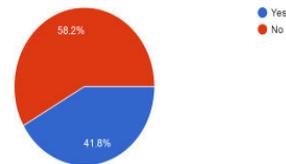
While surveying, in response to the question whether Covid-19 has impacted your daily routine and has it worsen in the last two months during lockdown, out of total respondents 68.9% has admitted that their routine has worsened, 16.2% were uncertain about and major impact whereas 14.9% respondents have claimed that there is no major impact and their normal routine has not changed.

Your college has sufficient measures in place to cater to your education in a situation like Covid-19
79 responses



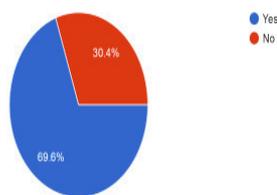
When the respondents were asked if they find sufficient measures in place in their colleges and university to cater to their education in situation like Covid-19, around 45.9% of them are unaware of the facilities. 27% of them responded in negative and remaining 27.1% have expressed satisfaction that their colleges have such measures intact to tackle situation like Covid-19 pandemic.

Were you equipped enough with technology to deal with a situation like Covid -19 sans low speed connectivity
79 responses



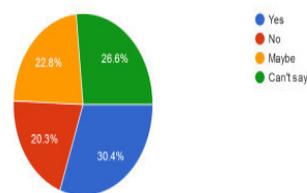
The survey enquired respondents whether they are equipped enough technologically, keeping aside low connectivity, to support their online education and to deal with situation like Covid-19. 58.1% expressed their inability to use technology usefully. Only 41.9 percent feel technologically equipped to sustain their education.

Your teachers have requisite expertise to teach you in a situation like Covid-19
79 responses



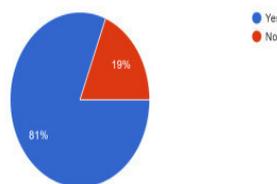
When the respondents were asked about the expertise level of their faculty to teach in a situation like Covid-19, 68.9 percent of respondent expressed confidences in their teachers that they can be able to handle their classes in such pandemic 31.1% responses were in negative to the question

Have you utilized your time, enough to your satisfaction, during lockdown in shaping your career
79 responses



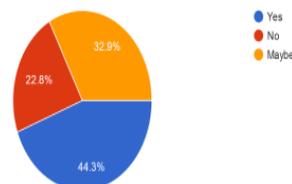
When the respondents were asked if they have utilized their time, enough to their satisfaction, during lockdown in shaping their career, the responses to the survey were mixed. Only 32.4% expressed that they have utilized the period of lockdown well in shaping their career. 23% and 27% are opined that they may have or have no concrete say in this regard respectively. 17.6% expressed that they have fail to utilize this period significantly.

Your teachers have requisite willingness to teach you in a situation like Covid -19
79 responses



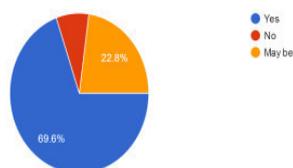
The question in the survey regarding the willingness of teachers to teach in a situation like Covid-19, 81.1% of the respondent expressed that they find their teachers responsible enough to fulfil their duties toward them. Remaining 18.9% expressed that they find less enthusiasm and willingness of their teachers to teach them in current situation.

Do you find online medium is going to stay post Covid-19
79 responses



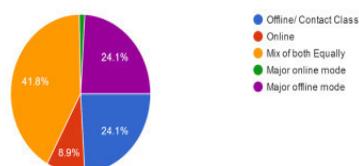
When the respondents were asked if they find that online medium is going to stay post Covid-19, 44.6% have said yes they believe that online teaching learning will be the new norm. 21.6% feels that this is a temporary phase. 33.8 percent respondents were not been able to take a stand on either side.

Are you seeing an increase in use of ICT tools/ online education in your career
79 responses



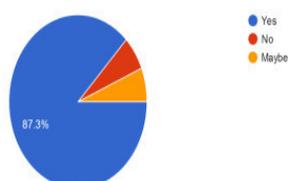
When the survey enquired from them if they seen the enhanced use of ICT tools in shaping their career in future, whopping 73% see it as a distinct possibility. 21.6% expressed their inability to take a stand and rest very small percentage of 5.4% of respondent said that they don't feel that their career will entirely depend on the use of ICT tools.

What would you prefer as a mode of education
79 responses



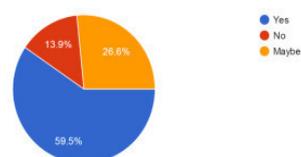
When the respondents were asked to choose between a preferred the modes of education among contact classes, online mode, major online medium, major offline medium or mix of both the percentage that came up were 23%, 6.8%, 2.6%, 25.7% and 41.9 percent respectively. It means majority of respondent feels mix of both online and offline is what will be the new normal.

Are you worried about your entire semester or course outcome due to Covid-19
79 responses



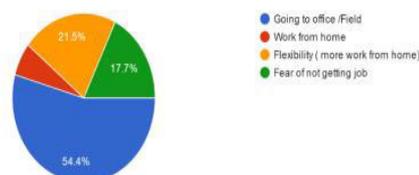
When the respondents were asked if they are worried about their entire semester or course outcome due to covid-19, 87.8% have responded in yes that they are worried about the impact of Covid-19 on their semester result and course outcomes. Rest 12.2% were in the category of either no or unable to figure out any impact.

do you agree that Education Ministry, UGC, AICTE and your university acted in best manner to handle your education/programme in this situation Covid -19
79 responses



When the respondents were asked if they agree whether education ministry MHRD or regulatory body like UGC, AICTE and their university and college management have acted in best manner to handle their education/ programme in this situation of Covid-19, 58.15 have expressed their satisfaction, 13.5percent were dissatisfied in the manner authorities have addressed their issues and the remaining 28.4% have no clear stand on the question.

What way of job would you prefer in future
79 responses



Keeping in mind that work from home became a viable alternative for most of the profession during Covid-19, when the respondents were about their preferred mode of job in future 54.1 expressed their views in favour of going to office or for field work, 18.9% feared that they would not be able to get job so easily post Covid 19, another 23% want flexibility in this regard and only mere 4% were in favour of working from home.

The Road Ahead- Global Response to Covid -19 in Education Sector

Globally, education and other allied service provider collaborated on virtual level to support each other in scaling up their best distance learning practices and reaching children and youth around the world with their services to rescue them from the situation of paucity of information and knowledge. Activities that flourished during the period of pandemic are

- **Technical assistance** to quickly prepare and deploy inclusive distant learning solutions, utilizing hi-tech, low-tech and no-tech approaches.
- **Webinars** for minister of education officials and other stakeholders to share information about country efforts to maintain the provision of inclusive education in different contexts.
- Production of **Issue notes** covering key topics related to the COVID-19 education response. Those issue notes provide evidence of good practices, practical tips and links to important reference to mitigate the short and longer term impact of school closures.
- A selection of **digital teaching resources** that governments, schools, teachers, parents can use to open opportunities for learners unable to attend to school.

- A repository of **national learning platforms** designed to support the continuity of curriculum-based study.
- **Surveys** to analyze the impact of and response to school closures. The following surveys have been done or are underway:
 - UNESCO on national education responses
 - UNESCO Chairs on higher education
 - UNESCO-ILO on technical and vocational education and training
 - Global Survey on staff development and training in the context of COVID-19 pandemic
 - UNESCO-UNICEF-World Bank on distance learning responses
 - Regional UNESCO-UNICEF on early children education workforce in Asia and the Pacific.
 - Partnerships to expand national and local capacities to assure the remote provision of education.
- **Minister-level virtual meetings** for policy learning about efforts to initiate and scale up responses to school closures, building on the success of the UNESCO-organized 10 March virtual ministerial meeting.
- Global monitoring of country-wide and localized school closures and the number of learners affected.

Stakeholders fight to get everything right again done wrong by Covid-19

- **Enrolment Crisis:** It can be seen that this epidemic is spreading in our country at the time of admission season, the effect of which will change the education system of the students. Many families will be unable to afford college fees due to this desegregation, which adversely affects enrolments in colleges. But now all the universities and institutes have to prepare themselves for the upcoming situations in this delicate time.
- **Reassuring Students:** Universities have been quick in gauging the helplessness of students. University student offices are working overtime to not only reassure Chinese students but also stomp any ill-mannered attempts bordering on racism. The Dean's offices are keeping a keen eye on regions where their students are currently studying on exchange or interning. Sensitising students on campus with the health and safety protocols is a key task. Even though universities are unable to help their students based in China, some are working through their alumni network to provide any and every assistance to their students. Recently, EDHEC's Alumni Association through its country manager in Shanghai ran a donation drive. The proceeds collected from the EDHEC staff and alumni shall

facilitate buying emergency supplies for hospitals in Wuhan.

- **Online Courses:** While technology has made life simpler, shifting to the online world suddenly for one's full-time studies is not practical. The online medium could be helpful for theoretical lessons, but one cannot visualize learning something like medicine or management online. Moreover, scheming online courses is a backbreaking task for professors and requires time. Finally, the whole idea of online courses is to assistance the 'learned' to up skill or amends their knowledge on particular topics, at a time of their choice. The permanent students affected by the corona virus outbreak are yet to achieve this 'learned' level.
- **Student Welfare:** No doubt, universities are facing an unparalleled situation. It is about time universities worked with their corporate collaborators and the government to alleviate up visa rules for existing students and make sure employment opportunities for bright graduates. This will help such students who are not capable to return to their homes but are staring at an imminent expiry of visa. An extended academic shore up, special help lines, clear information on fee reimbursements/postponements, etc. will go a long way in calming their nerves.
- **Keep Calm:** Everything said and done, the governments are working on a war footing to make a cure at the earliest. Focusing on reassuring students rather than loss of revenue would be a better detection. This outbreak has posed some very prickly questions about the sustainability of the higher education sector. Universities must be optimistic in implementing what they speak, through risk management and devising disaster response strategies. Ensuring complete assistance to the student support staff even after the crisis is over shall remain the key.

Education in post-Covid-19 Era- The Conclusion

Earlier, online teaching learning was not so popular but now after Covid-19 pandemic it has been adopted by every institute in every corner of the country. Each institution wants to adopt online learning so as not to lag behind in the process of updation and up gradation. In order to make this new technology more useful, all colleges, faculty and students are putting their best efforts. There are some factors like lack of human physical interaction, difficulty in comprehending the body language of the other party, cons of spending long hours online on health of participants in the process and above all security and discipline as compared to contact classes. It has been found that students and even teachers face dilemmas while using online facilities. Electricity and high speed net connectivity is another issue that need to be tackled. This study has analyzed

the situation from the perspectives of stakeholders and concluded that a paradigm shift in mindset is all what is actually required in our battle against Corona. A true triumphant will be achieved when our generation would come out as more informed more progressive and more adapted society.

References:

1. Niranjana Singh, Priyanka (2020): Corona virus Pandemic impact on Global Education: A Blessing in disguise, ISSN: 1880 – 6503.
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3. Pujari, Rajendra (2020): Impact of CORONA Virus on Indian Education Systems, ISSN:0971-2143.
4. Praghlapati, A. Covid-19 Impact On Students. 2020
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6. <https://www.cnbctv18.com/views/coronavirus-impact-on-higher-education-what-stakeholders-can-do-to-calm-nerves-5368171.htm>
7. <https://www.financialexpress.com/education-2/education-in-post-covid-19-era/1933830/>

using the parameter of rate of change of size of these groups. For my case, the basic model has been improvised to accommodate the spread of the virus and effects of cyclone Amphan by bringing in more parameterised restrictions for better results in the context of West Bengal. [1, 2]

2.1 Theoretical Framework

In this section I propose a dynamic model to predict the spread of COVID-19 across the state. The spread of this virus is following an exponential growth rate path, creating a massacre around the globe. The aim in this section is to forecast the path of daily infected cases and to measure the extent of the spread in West Bengal. [3]

In this paper, Susceptible-Infectious-Quarantine-Recovered (SIQR) model has been used. I divide the entire population of 9.03 crore in West Bengal into four categories or sub-parts. The entire population is assumed to be N and it has been normalised to 1 for better assessment. The different categories in which the population is divided are as follows – Susceptible S , Infectious I , Quarantine Q , Removed (either recovered or deceased). The total number of active cases is being denoted by C , and it's the sum of Infectious and Removed *i.e.* $C = I + R$. [6]

The rate of change of these quantities has been showed using differential forms and they are denoted as $\frac{dS}{dt}$, $\frac{dI}{dt}$, $\frac{dQ}{dt}$, $\frac{dR}{dt}$ respectively. The equations of this model are shown below:

$$\frac{dS}{dt} = -\frac{\beta_t S}{N} I \quad (1)$$

$$\frac{dI}{dt} = \sigma E - \gamma I \quad (2)$$

$$\frac{dQ}{dt} = \frac{\beta_t S}{N} I - \sigma E \quad (3)$$

$$\frac{dR}{dt} = \gamma I \quad (4)$$

$$\frac{dD}{dt} = d\gamma I - \tau D \quad (5)$$

$$\frac{dC}{dt} = \sigma E \quad (6)$$

$$\frac{dC_n}{dt} = N_m \quad (7)$$

Where,

γ = Infectious period time

γ_r =

Relation between infected population and recovered

σ = Mean Latent Period

d = Proportion of severe cases

τ = Mean duration of public reaction time

N_m

= Fraction of population, infected due to accidental mass gathering on account of cyclone Amphan

β_t = Transmission rate

The transmission rate is governed by the factor α , which represents the government policies or measures to curb the spread of the pandemic. The function of transmission rate is represented by Equation 8. [3]

$$\beta_t = \beta_0 (1 - \alpha) \left(1 - \frac{D}{N}\right)^k \quad (8) \quad \text{where,}$$

β_0
= The numerical value is assumed from basic reproduction number *i.e.* $R_0 = \frac{\beta_0}{\gamma}$

$$\left(1 - \frac{D}{N}\right)$$

= Impact of governmental and individual action thorough pandemic

k =

Intensity of Self Reaction varied from $[0, 10^5]$

D

= Public perception of risk w.r.t death and serious cases varied from $[0, 10^5]$

The above said parameters will vary from country to country even from state to state in line with the policies implemented by the governments as protective measures. In this study, I have used a step function to define the transmission factor represented in Equation 9. [5] Also, I have assumed that the virus is not mutating at a constant rate, thus taking the reaction of the system as constant and exogenous to take into the account the random effects of the cyclone Amphan.

$$R_t = \begin{cases} R_0 & 0 < t < t_1 \\ R_1 & t > t_1 \end{cases}$$

2.2 Estimation of Initial Transmission Rate

In India, the policy which has been followed is that the positive tested patient will be transferred to the quarantined facility immediately for a 14 day period. The infected person's status is soon converted to quarantined, thus, there is a change of dynamics in this process. [4, 8] In order to implement this factor in my model, I consider the total and the susceptible population as equivalent, *i.e.* $\frac{S}{N} \approx 1$ for simplicity.

$$I + (\gamma + \sigma)I - \sigma(\beta - \gamma)I = 0 \quad (9)$$

Integrating Equation 9 we get,

$$\begin{aligned} I_t &= I_1 e^{-\frac{1(\gamma + \sigma - \sqrt{(\gamma + \sigma)^2 + 4\sigma\beta})t}{2}} \\ &+ I_2 e^{-\frac{1(\gamma + \sigma + \sqrt{(\gamma + \sigma)^2 + 4\sigma\beta})t}{2}} \end{aligned} \quad (10)$$

Now, the curve is being fitted to the data available for the infected COVID-19 patients. In the model I have varied the parameters for better visualisation across cases.

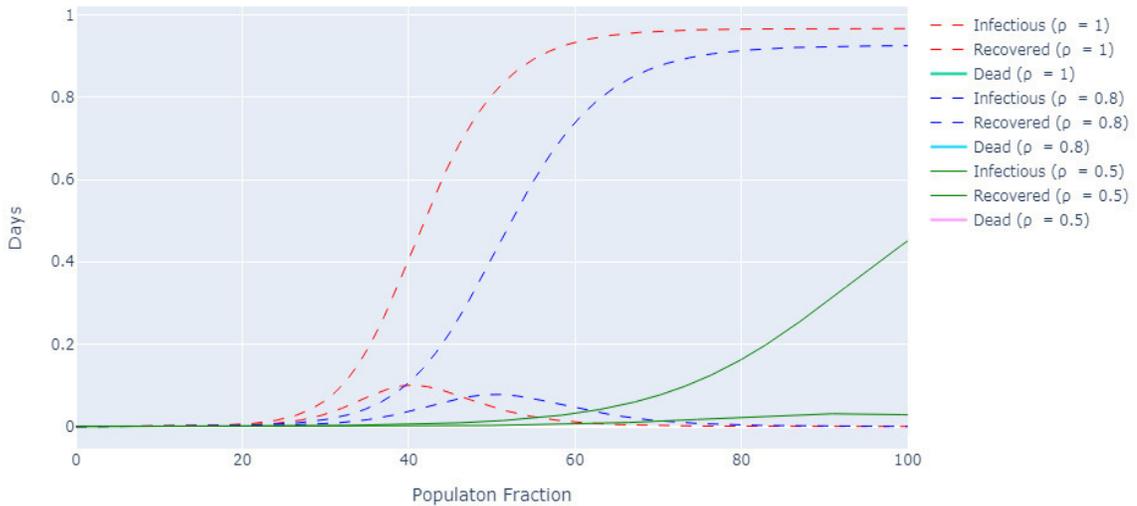
Table 1 shows the parametric values which have been taken into consideration while modeling the SIQR epidemic model based on some recent epidemic and pandemic studies.

Table 1
Parametric Values used in our Model

Parameter	Description	Value
N_0	Initial Population ¹	9.03 Crore
S_0	Initial Susceptible Population	$0.5N_0$ (constant)
E_0	Exposed Population for each infected	$24I_0$ (assumed)
I_0	Initial State of Infected Person	4
α	Lockdown and Other Action Strength	varied
k	Intensity of People’s Reaction ²	1117 (constant)
σ^{-1}	Latent Period (mean) ³	3 days
γ^{-1}	Infectious period (mean) ⁴	6 days
d	Ratio of severe cases	0.26
τ^{-1}	Duration of public reaction (mean)	12 days

Figure 1

Infected Scenario with no lockdown, and social distancing in India, α in the model is ρ in Figure 1;



Source: Created by the Author, based on Kaggle Dataset

¹ <https://www.statisticstimes.com/demographics/population-of-india.php>

² The Intensity of Public reaction is being measured from previous and recent pandemics it ranges from 0 to 1000000

³ Latent Period means time from being affected to getting symptoms and it’s around 3 days for COVID-19

⁴ Infectious Period means the time till the infected person can transmit the disease to other.

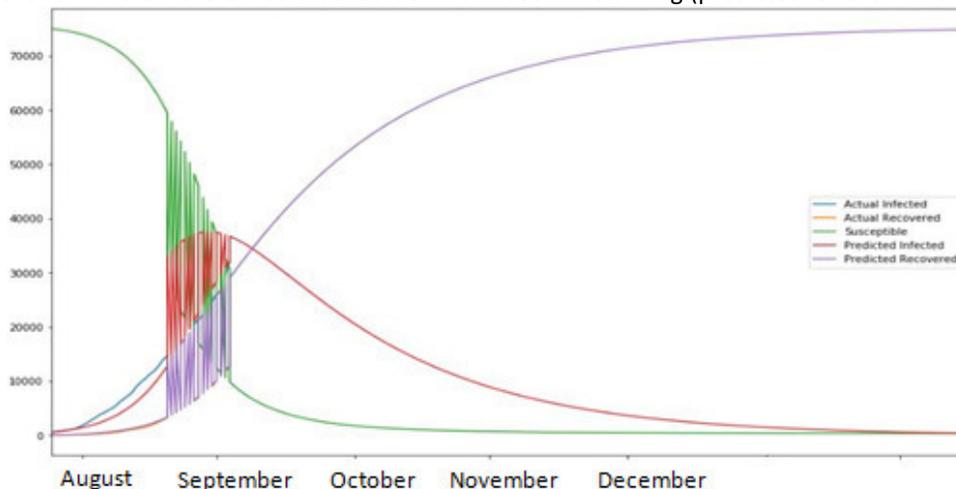
^{4, 5, 6, 7} See Gopal, R., Chandrasekar, V. K., & Lakshmanan, M. (2020) [7]

2.2 Simulation of Mathematical Modeling

In this section, the results of the mathematical modeling have been presented. The parametric values which have been used to assess our model should be treated as an average value for West Bengal. [9, 10] The initial value of transmission rate, β_0 , in my model is taken as 0.50. In first case, I have assumed that there would be no lockdown across the country and the state. In this case the value of α is taken as 0.8 as there is no government intervention. [7, 8] The value of α depends on the strict measures on social distancing and lockdown. In Figure 1, I have shown a graph which denotes the scenario for 'no lockdown of sorts' and 'relaxed lockdown with more crowd gathering' (i.e. a case where social distancing goes for a toss like the random movements which happened during Amphan but with lockdown in place, $\alpha = 0.5$ say) for West Bengal. [11]

From Figure 1 it is clear that had there been no lockdown and no social distancing, then the quantum of devastation could have been huge (with the infected number crossing 75,000 mark) in a 60 day period (from the initial date of 30th March as assumed). This is a benchmark case. In the next case, I have modeled a scenario of lockdown but with 'more crowds gathering' on account of the random movements because of cyclone Amphan. For this case the α value was taken to 0.5 in Figure 1 and the Figure 2

Infected Scenario in India if there would be lockdown and social distancing (predicted for the 17th of every month)



Source: Created by the Author, based on Kaggle Dataset

3. AFTERMATH

To begin with, 'green' destruction in the city tops the chart. As reported in the Times of India dated 25 May 2020, ".....Even by a conservative estimate, the city will be deprived of nearly 5,00,000 kg oxygen

other value was very small near to 0.2 in Figure 2. Lower value indicates there are stronger restrictions of lockdown across the state. Now, from Figure 2 it is absolutely clear that because the lockdown was in place and the movements were to some extent restricted, the violation of social distancing norms in most parts of the state on account of cyclone Amphan could not push up the number getting affected from COVID-19 to that extent. Had there been no lockdown and on top of it random movements on account of cyclone Amphan, then the state would have landed up in a situation similar to scenario 1, if not worse. Thus, from this simulation exercise we are confident that lockdown was needed to limit the spread of COVID-19 and even to check such random violation of social distancing norms on account of natural calamities like Amphan. [13]

Also in Figure 2, I have presented the scenario with complete lockdown till December where the numbers getting affected from COVID-19 are predicted to slow down from September onwards given strict lockdown and social distancing norms. But we know this would come at the cost of mounting losses for the economy. [12, 14] This highlights the essentiality of the lockdown and fortunately which was in place, during the phase when the state of West Bengal went through cyclonic devastations on account of Amphan.

a year," and sadly, 40% of the uprooted trees was fully grown mature ones. For continued existence, a human needs 740 kg of oxygen per year thereby generating a requirement of 6 to 7 trees per person. Given Kolkata's 1.5 crore population, 10.5

crore mature trees are required at least, but the city has only a few lakhs. Now with this massive fall, taking into account the damaged greenery, including the Rabindra Sarobar area and the Victoria Memorial compound, the possibility of an impact on human health cannot be ruled out. The animals have survived the onslaught of Amphan, but it had ravaged the Alipore Zoological Gardens extensively — with many animals left traumatised, 40 full grown trees uprooted and an estimated loss of INR 25 lakhs. Also, Chintamani Kar Sanctuary, popularly known as the hub of urban wildlife and birding on the fringes of southeast Kolkata had been severely affected, but estimates of loss are yet to be recorded.

Coming to public utility services, majority in the city had been running without power and water supply between May 20 and June 3 2020. Amid such troubled times, people came out on the streets as a mark of protest and social-distancing norms went for a toss. Many localities in the city, even within the COVID-19 containment zones, were grappling with no power and (or) water supply due to the cyclone. Lot of public and private sector bank ATMs lost the V-sat link with the server and waterlogging along with power cuts had worsened the problems. Mobile network connections had snapped. Many television and internet operators claimed that restoration of connections could take weeks (which fortunately normalised after a fortnight). In this backdrop, the government was facing a “double-edged sword” — one cannot argue with the people who were coming out on the streets in need of basic services like power, water, etc. as their demands were legitimate. At the same time, feasibly, it was not possible to restore everything overnight. Dozens of CESC and KMC contractual labourers/workers required for the restoration process of the city, especially the ones deployed by the Calcutta Electric Supply Corporation (CESC) (the city’s solitary power service provider), are migrant workers from the neighbouring states who had returned back home amidst the COVID-19 scare. This had led to acute manpower shortage.

The Kolkata airport was flooded into a lake and the city’s iconic *Boi Para (book mart)* at College Street has incurred unprecedented losses in book stocks amounting to roughly INR 6 million causing heavy damage to around 1800 book stalls and shops in the area. Also, the high-rise residential towers in the city had been shaken up a bit along with disruptions in the supply of essential medical accessories to the hospitals; as networks were snapped, the scope of telecommunication between the admitted COVID-19

patients and their family members became limited. For some of the elderly in the affected pockets, going without water and power and having to wait in the queue for water collection from the community taps had added to the agony manifold, besides the fear and anxiety of getting affected with COVID-19.

Going by recent estimates, cyclone induced costs incurred by West Bengal is to the tune of US \$13.2 billion. Dividing this loss by Kolkata’s population proportion (Kolkata’s share in West Bengal’s population is approximately 5%) more or less projects the city’s loss at an atrocious value of US \$647 million. This is indeed an area of concern as the loss in physical and human capital will have a detrimental effect in attracting foreign investments into the state capital which has shown a phenomenal FDI growth of about 241 percent from 2005-06 to 2017-18.

4. EN-ROUTE TO RECOVERY : CONCERNS AND CHALLENGES

Unable to handle the dire situation by the state’s own capacity, the Honbl’*e* Chief Minister’s plea to the Centre was accepted and five columns of Indian Army was sent on 23 May to help in restoring infrastructure in the capital city of West Bengal. With an immediate central assistance worth INR 1000 crores in terms of a rehab-package coupled with the state government’s own INR 1000 crore relief package, INR 2.5 lakh for each victim’s family and the active deployment of around 15000 power workers, 1200 NDRF personnel, from Civil Defence 3000, from PWD 1500 apart from the 20000 odd miscellaneous agency personnel in this rehabilitation endeavour is worth mentioning. Apart from these, around INR 800 crores have been earmarked for repair of roads, embankments, tubewells, drinking water condition, toilets along with INR 500 crores for the power sector, INR 100 crores for poultry and cattle and INR 200 crores for fisheries and horticulture. Additional INR 300 crores has been given as assistance to farmers and INR 100 crore as assistance to Paan Boroj. Nevertheless, glitches still remain.

Two-dark patches of Kolkata, one in the southeast (like pockets in Garfa, Selimpur, Patuli, Mukundapur to name a few) and another in the southwest (like pockets in Behala, Silpara, James Long) remained in the last frontiers in a desperate city’s fight to get back to normalcy a week after cyclone Amphan gave it a once-in-a-century hammering of sorts. Things normalised after a fortnight.

In a relief to people, whose houses have been damaged in Amphan, the KMC helped them to repair their structures by giving them up to INR 1 lakh as very few residential houses have property insurance. The overall penetration of insurance for residential properties in Kolkata is less than even 1%. The state government had also asked the government funded varisities to give a detailed report of the loss of both physical property and infrastructural damage in terms of electronic machines, laboratory apparatus, research apparatus, chemical labs, etc. Moving on, a shock was awaiting the Kolkatans in the local markets, after the cyclone. Lack of supply of vegetables had forced vegetable prices to double along with a spiral in prices of fish, chicken and meat. As per the official reports, 75 lakh mature chickens were killed by the cyclone making the procurement of poultry products extremely difficult. Since then, prices have been on the rise.

Another challenge was managing the disruption of traffic signals at major crossings across the city. Roughly, 500 major traffic signals at important crossings like Ballygunge Circular Road, Harish Mukherjee Road, Sarat Bose Road, J. L Nehru Road crossing to name a few had been hit coupled with CCTV cameras on the signal posts set-up by the Kolkata Police being shattered into pieces. As more and more offices resumed, the number of cars and people increased on the road. Traffic management became a challenge for a few days (mainly in the first week of June) before signals got repaired.

Last, but not the least. The major challenge was that the number of COVID-19 cases were expected to rise further as this natural disaster had forced people to forego social-distancing norms and a large number of people (could be asymptomatic carriers of the virus) came out on the streets either to get the state back on its feet or to protest against the lack of power and water supply. Virologists feared that a second round of spike in the disease was on the cards after Amphan. Their concerns are indeed justified as the number of cases in Kolkata and for overall West Bengal have been going up steadily since then.

5. SUMMING UP

The paper concludes that fiscal stimulus packages targeted at relief work, ramping up healthcare infrastructure and generating enough demand from those who have lost everything (COVID took away their source of employment and Amphan has rendered them homeless) — resulting in a demand

shock is the need of the hour rather than the monetary policy driven measures of easing reserve requirements and adjustment of policy rates. The question is why so? With credit easing, more money is available to the commercial banks so that they can lend to the wider economy. But the catch is — in times of crisis, banks may take that money from RBI and other institutions and, instead of lending it to the broader economy due to lack of investment demand from private investors, park it back with the RBI, again. Thus, making the monetary policy measures of indirectly pushing up demand ineffective. In a country where almost unemployment levels are at an all-time high (around 24 per cent is the unemployment rate at present, highest since 1947), there has to be a commensurate “big push” fiscal stimulus and direct cash benefits for the bottom half of the population as is being emphasised by noted economists like Prof. Abhijit Banerjee, Prof. Kaushik Basu, Prof. Raghuram Rajan among others to generate demand directly coupled with the monetary interventions to boost up demand.

To sum up, it must be noted that the COVID-19 pandemic has exposed the fault lines in the global economic order. The situation has directed us towards a growing importance of sub-regionalism having lower dependence on Chinese supply chains. Additionally, a large number of foreign companies too are expected to shift their manufacturing bases from China to India. In view of this, Kolkata is poised to grow in importance as one of the nodal administrative points for India’s ‘Look East Policy’ that could connect India to the larger product and input markets in South East Asia, as a potential alternative to China’s Belt and Road Initiative (BRI). However, the vulnerabilities depicted by Kolkata due to this super cyclone in the Bay of Bengal could impede the city from operationalising economic linkages with a larger part of the South East Asian geography, if it fails to handle such disasters more proficiently in the near future. Hence, West Bengal and especially Kolkata’s disaster preparedness, governance and prompt action in the light of such natural calamities will grow in importance in the years to come.

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COVID-19: CREATING A PARADIGM SHIFT IN INDIA'S EDUCATION SYSTEM

Nidhi Sinha

ABSTRACT

The lockdown has accelerated adoption of digital technology. Business houses, educational institutes, analytics, computer, data management methods and online education solutions have been forced to work in tandem and improve in quality and delivery time to handle such situations. This is an ideal time to experiment and deploy new tools to make education delivery meaningful to students who can't go to campuses. It's a chance to be more efficient and productive while developing new and improved professional skills/knowledge through online learning and assessment. It is also a fact that use of technology in education is resulting in different concepts in the system, for instance the move from teacher-centric education to student-centric education. . The Covid-19 has forced universities across India, and the world indeed, to suspend physical classrooms and shift to online classes. In India, while this transition has been smooth for most private universities, the public ones are still adapting.. A key aspect of coping with Covid-19 is to ensure that services are being delivered to whatever extent possible. While for professionals across institutions it has been an easier transition as many of them work on their laptops and smart devices even in office. They can simply plug in at homes now. Of course, what is missing is face to face, personal communication which will get restored as and when things are back to normal. But students have had to make far bigger adjustments as learning has always been in classrooms which they can't go to now. The present study mainly emphasizes the coping behavior of teachers and students as the online education is not so easy- as speaking into the microphone at one end, and connecting a laptop and listening in on the other; there are challenges faced at both ends of the spectrum students as well as faculty. Here the Digital India vision of the government is emerging as a vital instrument for solving the present crisis due to Covid-19. Pedagogy in digital education is an important link between course content, educationists, technology and course-takers. Through this study it is sincerely hoped that it will help in improving the teaching-learning experience of both learners and teachers, and support them better to get prepared for the challenging times in the future.

Key Words: COVID - 19, online education, Digital education, teacher centric education, student centric education

INTRODUCTION

The COVID- 19 pandemic has sparked a global realization that our current way of life does not work. It has broken our perception of what is normal and deconstructed society as we know it. One such critical area, where the need for change has become evident, is education. The effects of the corona virus and thereby its preventive measures, has upended the life of students, parents and teachers. The clear disruption in the 'normal' functioning of education

has placed an emphasis on many questions, which were previously asked and subsequently left unanswered.

While many seem to have felt the severity of the problem on 22nd March, our younger citizens , our school students and children and their parents and guardians had felt the impact for over a week now when the governments decided to shut down schools and educational institutions. According to world

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bodies like OECD (Organisation for Economic Cooperation & Development) and the UN (United Nations) , 39 countries across 3 continents have closed schools due the Virus Outbreak. This delivery is meaningful to students who can't go to campuses. It's a chance to be more efficient and productive while developing new and improved professional skills/knowledge through online learning and assessment. It is also a fact that use of technology in education is resulting in different concepts in the system, for instance has led to more 500 Million students (and counting at a rapid rate) being kept away from school to ensure social distancing and to stem the spread and cuts across countries like Japan, Italy, Iran, Iraq, Bahrain, Kuwait, France, Germany....the list is endless. India too had no choice but to enforce a school lockdown to ensure protection of one of our most precious young human resources. This was one area where there was unity in decision across governments, bureaucracy and politico – Education ministries and departments across the world, the diverse set of school boards that govern school education in India both in state capitals and urban cities or rural towns and Schools that continue to impart Rote Learning as philosophy and Schools that have progressed to experiential learning all unanimously concluded shutting down of schools. The lockdown has accelerated adoption of digital technology. Business houses, educational institutes, analytics, computer, data management methods and online education solutions have been forced to work in tandem and improve in quality and delivery time to handle such situations. This is an ideal time to experiment and deploy new tools to make education delivery meaningful to students who can't go to campuses. It's a chance to be more efficient and productive while developing new and improved professional skills/knowledge through online learning and assessment. It is also a fact that use of technology in education is resulting in different concepts in the system, for instance the move from teacher-centric education to student-centric education. We have been talking about virtual classrooms and various online tools today allow us to make the engagement between the teacher and students as close to a real, in classroom type experience, as possible. Going forward, these tools can also make the teachers and

parent meetings as well as staff/management meetings more time and cost saving while providing the necessary interactivity.

Educational institutions in most countries are now closed to contain the spread of corona virus, resulting in the home-schooling of millions of students globally. Schools in India have been working hard in partnership with the parents and educational boards in creating a comprehensive online infrastructure for the effective remote learning of their students. The common approach unfortunately stops with this ie Shutting down of schools and ensuring children remain at home. We all know that when a school closes a cascade of adverse effects follow. These vary from a disruption in lesson plans continuation to half baked information that may have parents allowing children to play in the building compound during this period instead of following social distancing norms to a sudden breakage in the Teacher – Child – Parent interaction to disturbance in the flow of students who have been toiling hard to prepare for annual examinations to even something as rudimentary as explaining to smaller children about what has really caused the school to shut down.

Looking at this challenge of colleges and schools being shut, government of India, as well as state governments and private players have regularly been publishing information on various initiatives undertaken by ministries like MHRD, Department of Technical Education, NCERT and others to support and benefit youth/students. Covid-19 has forced universities across India, and the world indeed, to suspend physical classrooms and shift to online classes. In India, while this transition has been smooth for most private universities, the public ones are still adapting. Online education is conducted in two ways – either through recorded classes or via live online classes conducted as webinars .The universities and teachers are agreed that their transition to online teaching had not been very difficult. However, if the lockdown continued over a longer period, some investment in infrastructure and additional training for teachers and students would be

required. If the lockdowns were to continue for some time, then have to find

how would higher education be affected?

What are some of the deeper issues that require introspection? And,

what does this mean for the students going forward?

So, what could the current effects of this global pandemic mean for the future of education? Keeping these points in mind the whole analysis was made under given sub headings—

ON LINE /WEB-BASED LEARNING PROGRAM ME - TRANSITION TO DIGITAL.

Online education is not so easy as speaking into the microphone at one end, and connecting a laptop and listening in on the other; there are challenges faced at both ends of the spectrum — students as well as faculty. Online education is conducted in two ways. The first is through the use of recorded classes, which, when opened out to public, are referred to as Massive Open Online Course (MOOCs). The second one is via live online classes conducted as webinars, or zoom sessions. Universities require high-speed internet and education delivery platforms or learning management systems, besides stable IT infrastructure and faculty members who are comfortable teaching online. on the cost of education. Review meetings, parent-teacher meetings, subject conferences will be location agnostic.

The real vision of the new education policy for liberal education will get executed. It is possible that in times to come, a student may be allowed to carry out courses from any College/ University based on quality of teacher and fees for the course irrespective of his location and finally will get degree from the home university where he / she got registered or from the university where he has taken maximum courses, resulting in a balance of economics of good education.

Pedagogy in digital education is an important link between course content, educationists, technology and course-takers. Democratization of technology is now an important issue, comprising internet connectivity, telecom infrastructure, affordability of online system, availability of laptop/desktop, software, educational tools, online assessment tools,

Students also need high-speed internet and computers/mobiles to attend these sessions or watch pre-recorded classes. Many platforms created to enable online education in India. These are supported by the Ministry of Human Resource Development (MHRD), the National Council of Educational Research and Training (NCERT), and the department of technical education. There also are initiatives like e-PG Pathshala (e-content), SWAYAM (online courses for teachers), and NEAT (enhancing employability). Other online platforms aim to increase connectivity with institutions, and accessibility to content. These are utilized for course materials and classes, and running of online modules. They include the National Project on Technology Enhanced Learning (NPTEL), National Knowledge Network, (NKN), and National Academic Depository (NAD), among others. Going forward, the use of technology in teaching or recruitment will lead to a new era wherein the best of faculty will be available from across the globe to students. Education quality will be gauged not just by the quality of faculty but will also have quality of IT infrastructure and familiarization of the faculty will digital teaching technologies as important parameters. The physical infrastructure of academic institutions will have less impact on the quality of education and thus

direc

etc. But it is a fact that technology-based education is more transparent and does not make difference in front vs back benchers or girls vs boys. Covid-19 has pushed institutions, faculty and students on to online learning like never before. “, there is no option but to adapt and utilize online education.

Advantages of Online/web program me for teachers in Education

- Allows innovative methods of teaching with the help of technology and online tools
 - Online assignment and assessment
 - Sharing and managing resources
 - Incorporating YouTube videos
 - Managing grades
 - Managing people in class
 - Online collaborative learning
 - Schedule for current academic classes
 - students understanding and progress

- Allows reaching out to a large number of students across geographies

Especially useful for distance learning software, educational tools, online assessment tools, etc. But it is a fact that technology-based education is more transparent and does not make difference in front vs back benchers or girls vs boys. Covid-19 has pushed institutions, faculty and students on to online learning like never before. “, there is no option but to adapt and utilize online education.”

Advantages of Online/ web program me for students in Education

- The ability to learn using different online tools and methods
- No disruption in learning because of the pandemic
- Listening to recorded and live conversations and working at their own speed

TECHNOLOGY ENABLES; IT CAN LIMIT, TOO

A key aspect of coping with Covid-19 is to ensure that services are being delivered to whatever extent possible. While for professionals across industries it has been an easier transition as many of them work on their laptops and smart devices even in office. They can simply plug in at homes now. Of course, what is missing is face to face, personal communication which will get restored as and when things are back to normal. But students have had to make far bigger adjustments as learning has always been in classrooms which they can't go to now. Besides many of them may not be that well equipped with technology tools to avail of remote learning.

Here the Digital India vision of the government is emerging as a vital instrument for solving the present crisis due to Covid-19. While faculty grapples with new ways of managing this sudden transition to online education, students are left clinging on to their mobile phones and computer screens. If the lockdowns were to continue for some time, how would higher education be affected? What are some of the deeper issues that require introspection? And what does this mean for the students going forward?

However, while technology is enabling, it can also be limiting, especially in India, where basic access is a challenge. Not every student has a computer or fast-streaming internet at home. This leads to issues with

attendance and participation in online sessions. A survey by IIT Kanpur revealed that 9.3 per cent of its 2,789 students were not able to download material sent by the institute or study online. Only 34.1 per cent of them had internet connection good enough for streaming real-time lectures. Another survey conducted by Local Circles among 25,000 respondents found that only 57 per cent students had the required hardware — computer, router, and printer — at home to attend online classes.

The biggest negative (of shifting courses online) has been the absence of face-to-face contact with students and their cutting off from the university library. Students often do not have access to online facilities, especially the underprivileged ones who live in places with poor connectivity." The main issue with online teaching is that some of our students come from remote villages with slow and patchy internet access. Exams would need to be conducted at commercial exam centers. Students would need to travel to the nearest centre."

Limitations of digilitization for teachers in Education

- Online teaching takes time and practice
- There is little consensus on how students can be evaluated in a fair manner
- Inability to have a face-to-face connects with students and facilitates free conversations, discussions, and mentoring
- Inability to reach all students because of technological limitations

Limitations of digilitization for students in Education

- Lack of free flowing conversations, debates, and discussions
- Technological difficulties related to weak devices or access to the internet
- Getting used to learning and being evaluated online
- Studying while living at home, with family and other distractions

GOING FORWARD : POST COVID -19

“Education is not just about classes. It is about interactions, broadening of ideas, free-flowing open discussions, debates, and mentoring of each student. While most institutions of higher education are trying their best in this situation, nobody knows what will

happen next. This is fine for now. But what happens a few months later? Will the university be responsible if we don't get the grades, or if our careers are impacted, simply because we are struggling with online classes and figuring out what methods will be used to gauge knowledge,

Students have complained about lack of clarity going forward and what the plan of action would entail, especially with respect to examinations, results, internships, and placements. Most educators across institutions agree that there is a need to invest in creating standardized online education platforms, and not using apps and Google hangouts only; and to train both students and teachers. Others highlight the necessity to introspect on the nature of these platforms and how students are taught using different online tools and methods, while keeping accessibility and equity challenges in mind. There is also the need to understand all this across academic disciplines and institutions.

Higher education is seldom about exams, classes, or grades. Rather, it is about an experience that prepares a student to become a functioning member of the work force, with requisite knowledge, skills, and life experiences. The way ahead can be charted only by taking into account the diverse views of experts, and incorporate all the lessons learnt from the summer of 2020. Understanding the importance of education in the cognitive and affective development of young learners and its ill effects of prolonged lack of quality instruction on the overall development of learners. Therefore, it is required to been hard at work in creating a comprehensive digital infrastructure for effective remote teaching.

The rigorous experimentation, of the educators started in the third week of March, with various remote teaching tools and platforms have successfully delivered effective online lessons based on active learning approaches and provided our learners differentiated support and guidance. Keeping in mind the toll the home confinement exacts on young learners, they were provided online counseling sessions also. To provide our learners with quality instruction, a variety of digital tools in a coherent fashion is also introduced to them.

Online tools used for teaching: Hangouts Meet, Zoom, Google Classroom etc

Change in teaching and learning process

These are trying times for the entire educational institutions and school communities. However, with a good support system and mutual co-operation, it is possible to transform the difficult and inopportune challenges into opportunities for personal and professional growth. Transition to remote teaching and learning has been challenging but also refreshing; faculty and administrative staff are an opportunity to collaborate and employ their collective creativity, skills, and knowledge to address novel challenges. The teaching faculty were adapted the processes of remote teaching and learning, they are provided with 24 x 7 technical assistance so that they can better focus on teaching activities. They have also provided with an array of online teaching tools to make their lessons effective. In light of the current constraints, teachers were not required to complete the syllabus that had been planned at the beginning of the academic year. However, it is reported that after the initial difficulties with the new mode of teaching, teachers are now comfortable with tools and methods used for remote teaching and are able to cover the syllabus according to the original planned. In addition, participation in, organized online activities ie. Meetings , webinars for teachers helped in alleviating their emotional and mental stress, and maintaining a positive outlook and give a sense of community to teachers.

Crises have a way of bringing to light flaws in system design that otherwise go unnoticed. Covid-19 pandemic has been one such crisis for us. It has helped in understanding the limitations of current digital infrastructure. Therefore, restructuring the digital infrastructure in school colleges and educational institutions and working on creating a framework that would better streamline teachers' work and provide them a great deal of flexibility in how they deliver a lesson. There is requirement of a training program me for both teaching faculties and students aimed at helping them in incorporation of modern technology in their everyday classroom practice..

So while the environment gets challenging and disruption rules the day, the government which incidentally has been exemplary in demonstrating their preparedness and approach to fighting COVID-19 on healthcare & state administration may wish to also set up a High Powered Special Education Task Force on the lines of the Economic Task Force to tackle the disruption this virus has caused to lakhs and lakhs of young minds of the country. The task force can be a good mix of bureaucrats, educationists, school owners and Policy Makers from across states chaired and led by the MHRD Minister. This task force should quickly draw up guidelines and FAQs on 5 critical areas for Higher Education sectors. These areas are –

1. Creating comprehensive digital infrastructure in school and colleges, also Restructuring the digital infrastructure in school colleges and educational institutions.
2. Financial intervention to allow better connectivity and financial sopes to enable the digital platform provider, the content provider, the deliverer and the beneficiary together.
3. Curriculum continuity rules and regulations just as one would have in the physical teaching world
4. Standardization of on line education programs in terms of Method of teaching & Evaluation Procedure to bring changes in teaching and learning process
5. Organizing training programme for both teaching faculties and students aimed at helping them in incorporation of modern technology

Students are the future of this country. Students going to government schools still far exceed that going to private schools even today and down the decade when these students become adults , they need to be ready to shoulder responsibility to make this country better than what it is today. Preparation for that starts today and disruptions like the COVID – 19 should not be allowed to come in the way. In this context, institutions in India yet not equipped to have online in the country. Even many have tied up with ed-tech platforms to offer online learning to students and majority of them have not made such associations yet. We are expecting more schools and

teachers to follow this path and introduce online learning.

To handle this situation we have come up with few initiatives like a timetable which much includes the life skills activities as this is the precious time and the better opportunity for the parents to inculcate moral values, few suggestions:

work at home

- Help students to arrange their books and clothes neatly in a clearly assigned space.
- Create a home timetable
- One hour for handwork (drawing, painting creative work) one hour total for household chores (watering plants getting lunch, cleaning our desk ,cleaning tables)
- Fix time off reading with parents
- Plan a routine play time with children to enhance bonding (carom, Indian games memory games)
- No TV during school hours. Keep a strict set time table
- Preparing snacks for parents

CONCLUSION

In the present scenario, regarding COVID-19, various steps are being taken to stop the spread of the virus and protect student community. Though many schools are shut down, e-learning is an effective medium of instruction. It provides a safe and healthy learning environment. The apprehensions and fears related to the safety of the students are overcome and learning goes on. Therefore for the betterment of education system there is need to create awareness of the reality, and bring a drastic change in thought process in the mind- set of policy educationists. Faculty selection should gradually be linked to technology friendliness and keenness for technology adoption. Similarly, accreditation makers

ECONOMIC REVIVAL & SUSTAINABILITY AT GRASSROOTS: REVISITING GANDHIAN MODEL OF PANCHAYATI RAJ IN TIMES OF COVID-19

Seema P. Salgaonkar

ABSTRACT

*The Covid-19 Pandemic has adversely affected the economies of the world thus exposing the stark reality that over-dependency on the other countries can ruin the economies at home. In India, there is alarming unemployment, supply chains disrupted, informal sectors worse affected, and huge reverse migration to villages that has further aggravated the problem of unemployment. Economists suggest that one of the ways to come out of this crisis is to revert back to nationalisation and localisation from globalisation. The hope is built on grassroots institutions, the Panchayats, as the saviour for the revival of village economies, thereby strengthening the states and the country as a whole. This research paper explores the reasons why Panchayats can be bestowed, in these turbulent times, with responsibilities of economic revival of the village on the basis of Gandhian Model. The Panchayats and village communities can be institutions which can mediate and facilitate better outcomes for reviving village economies. The paper suggests a **State Community Partnership Model (SCP)** which borrows from Gandhian Model of Panchayati Raj keeping pace with contemporary times. The paper also suggests various ways as to how Panchayats can achieve the goal of economic sustainability. As the author is involved in on-going study on economic revival through Panchayats in Goa, the case study of Goa is cited to further elaborate the suggestions given.*

Key words: Sustainability, Panchayats, villages, grassroots communities

Introduction

The Covid-19 Pandemic has adversely affected the economies of the world thus exposing the stark reality that over-dependency on the other countries can ruin the economies at home. In India, there is alarming unemployment, supply chains disrupted, informal sectors worse affected, and huge reverse migration to villages that has further aggravated the problem of unemployment.

The need of the time is to revive the economy with focus on indigenous means and measures. Renounced economists suggest that India has to consider its own ground realities while reviving its economy rather than copying the models of the west. One of the ways to come out of this economic crisis is to reverse globalisation and revert back to nationalisation and localisation. In this scenario, Gandhian Model of village self-sufficiency and sustainability has arisen as a viable option for economic revival.

There is a sense of *deja vu* that villages have the potentials to make India '*Atmanirbhar*' (self-sufficient), especially after witnessing the kind of timely assistance and responsibilities carried out

by the Panchayat and local communities in different rural parts of India during Lock-down periods announced due to Covid-19. Panchayats helped with delivery of food, local quarantine facilities and acted as a bridge between district administration and villages. They provided granular information on vulnerable populations such as the elderly, those with chronic morbidities, pregnant women, women in need of post-natal care, those with disabilities etc. Such people were then assisted through the various schemes that the government formulated on a priority basis. In Kerala, Panchayats were COVID-19-ready as they have been feeding the destitute through their '*Ashraya*' programme for years, and are running '*free day care centres*' for the mentally and physically challenged through '*Buds schools*'. Thus, moving from that to taking care of those affected by COVID-19 has been an easy transition (Rangunandan, 2020). Likewise, in Karnataka, Panchayats were designated to assist dignified return of migrants (The Economic Times, 11th May, 2020). In Odisha, women in Anganwadis and SHGs were at the forefront of making masks,

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cooking food for Panchayat kitchens and assisting in health checks (Panickar, 2020). In Goa, Panchayats were allotted responsibility of creating data base of essential officers, technicians, migrants, unorganised labour, people with critical illness, senior citizens, besides supply of necessary food and medicines to the people. Thus, in this battle against COVID-19, Panchayats acted as robust institutions at the grassroots. The increasing role of the Panchayats and the grassroots communities thus has led to building of greater hopes on them for achieving economic revival and self-sustainability in villages.

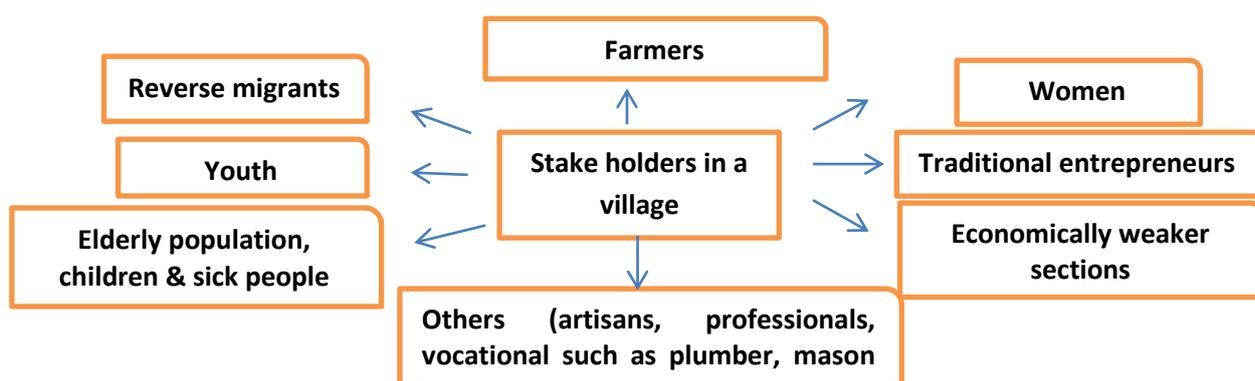
Gandhi’s Vision of Self-contained Republic

Gandhiji visualised village as self-contained republic, and opined that "India lives in her seven and half lakhs of villages, and if village parish, India will Parish" (Pyarelal, 1977). Gandhi proposed model of economic self-sustenance and rural development which ensured proper utilization of resources, both human and natural, thus complying with the major principle for economic development. According to Gandhian model, villages need to be self-sufficient as to their primary wants and self-reliant as to their protection against internal disruption by dissensions and disease and external danger (Harijan, 1942). Gandhi's vision of "Village Swaraj", i.e. the establishment of a village republic, was based on the man-centred, non-exploiting, decentralized, simple village economy providing for full employment to each of its citizens on the basis of voluntary cooperation and working for achieving self-sufficiency in the basic requirements of food, clothing and other

necessities of life. By village Swaraj, Gandhi wished to provide a model for the world to copy (Gosalia, 1979). Gandhi didn’t want India to rely on a global market based on the freedom of exchange of goods and capital; he presumably wanted to change the modus operandi of Indian society (Friedman, 2008).

Panchayat as nucleus of village

There is a growing emphasis on grassroots democracy for development. For the overall progress of the village, the major onus lies on the Panchayat which forms the nucleus of the village. Here Panchayat should be understood as all the stake holders in the village, the community as a whole and not just the elected representatives. The Panchayat and Gram Sabhas, which are described as ‘watch dogs’ and ‘a force to reckon with’ (Kothari, 1998) have to work together to achieve socio-economic welfare of the village. This is a structure based entirely on people’s power, *Lokshakti* expressing itself in the form of village power, *Gramshakti* (Buch, 2012). In fact Art. 243(G) of the Indian Constitution have made it mandatory that Panchayats have to take the responsibility of 29 subjects. There is provision through 73rd Amendment that interests of different marginalized sections are represented at Panchayat level. The interests and needs of various stakeholders in the village have to be well taken care of for the economy to get the boost.



State-Community Partnership (SCP)

The Panchayats have constitutional legitimacy, and various powers are guaranteed by the state to these bodies. The Central Government disperses various funds, and financial and other schemes through the Panchayat. Thus, the Panchayats are the state’s organization at grassroots. There are grassroots communities such as the Gram Sabhas (which are

often referred to as hybrid communities representing all the people from the village) and the other institutions such as Self-Help Groups (SHGs), civil society, NGOs etc. If Panchayat and these grassroots communities work in symmetry with each other, achieving self-sustainability of the village will be a dream comes true. Grassroots communities can be entrusted with different functions towards development of village. The

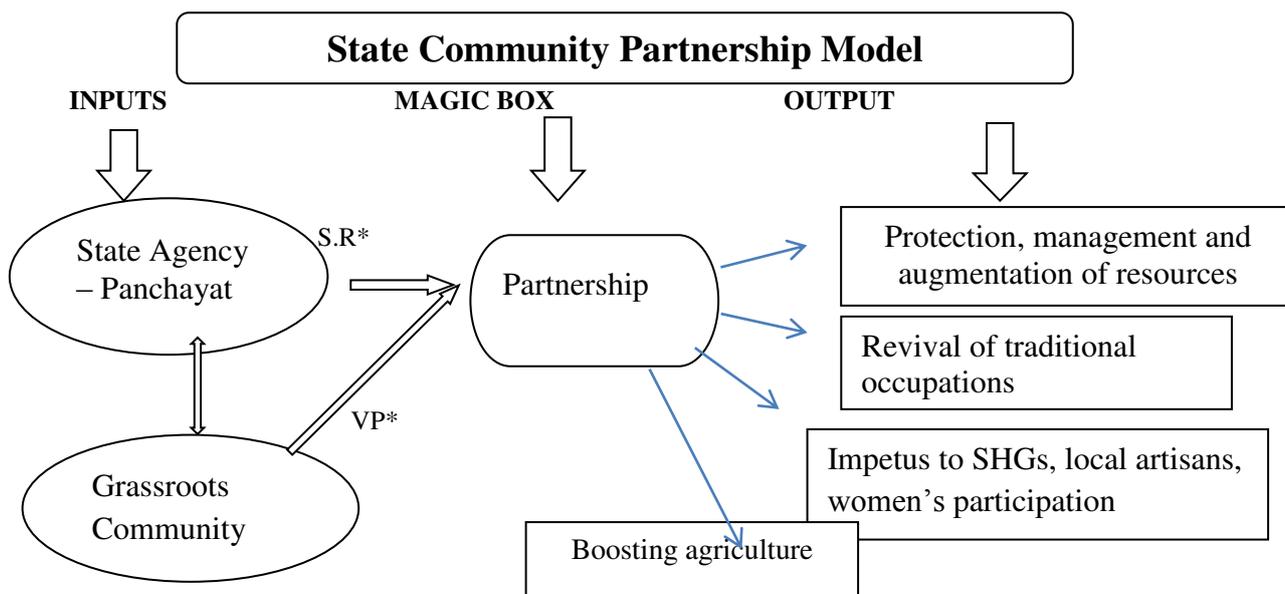
community can be delegated different functions and powers, right from safeguarding and preserving the traditions and customs of the people, their cultural identity, community resources and the customary modes of dispute resolutions. People from the locality possess time and place specific knowledge, which can be best used for resource utilization. People are attached to their village and have common territorial affiliation and communal bond with it. The people in the locality get attached with each other and start sharing common experiences. These common experiences often give rise to concept of common good. Individuals give up some of their individuality to behave as a single entity to accomplish goals (Kiss, 1990). Common sharing of problems can result in awareness that problems are not personal/private but affecting the whole community (Miller, 1987). Active participation in deliberation, decision making and implementation process at the grassroots can pave way for benefit of many (Kothari, 1998). Community participation can also reduce administrative and management costs due to proximity of local participants (Ribot, 2004). Collective interaction creates incentives for individual to participate in collective actions. Initially there is every possibility that subjective/personal interest may motivate and direct behaviour when people respond, but over a period of time one cannot deny the possibility that they may be guided by substantive ends regarding justice and public good (Salgaonkar, 2013).

In Madhya Pradesh, people’s community, is so powerful that they exercise control over institutions and functionaries in all social sectors transferred to Gram Panchayat (Singh, 2002). In Karnataka, there

exists a system of social audit called *Jamabandi* where officers and the members including the general public can participate in an open system of audits whereby they can visit even the work spots and can inspect the progress and quality of the work (Bandopadhyay, 2000). In Tamil Nadu, social auditing is an integral part which ensures transparency in administration and accountability to all in the village development (Dwarakanath, 2013). In Kerala grassroots communities undertake mass development works. Various committees are formed to incorporate the suggestions in the developmental programmes such as watershed, agriculture and related sectors, drinking water, women development, schedule caste development, etc. There is also a samiti established called the ‘*Karmasamiti*’ of the ward members, retired engineers or technicians and the senior persons of that particular ward, to lend their help in the designing and implementation of development project. The Kerala experiment made a big impact on resource mobilisation and people’s participation in planning (Ramakrishnan, 1997). Thus, there is a promising co-management approach emerging that involves the local community as well the government. This results in SCP model (State Community Partnership) between State and Community which has the capacity to ensure optimum revival of economy of the village.

Model for State-Community Partnership (SCP)

An attempt is made, by expanding David Easton’s Input–Output Model, to explain the proactive role the Panchayats and grassroots communities can play in gaining self-sustenance and economic revival of the village.



*SR = Statutory Requirement
 *VP = Voluntary participation

Measures to revive economy at village level through fostering the Partnership

The Panchayat and the grassroots communities have to work in synchrony with each other in achieving some of the below suggested measures. To further elaborate the suggestions, reference of the study made in state of Goa is cited. The study was made in three villages in Goa, and the emphasis was led on Focus Group Discussions (FGDs). Twenty FGDs were held with various stakeholders of these villages. The Farmers, youth, women, local businessmen were invited at assigned place and time (at the Panchayat hall), and their views and suggestions were taken as to what were the problems faced by the village and how these problems could be solved to achieve economic sustainability. The Sarpanch and other elected representatives also were the part of FGDs.

Some of these measures suggested are as follows:

❖ Agricultural sustainability

The SCP is absolutely necessary to gain agricultural sustainability. The farmers have various problems which require workable solutions. Availability of sufficient land for cultivation, water for irrigation, protection of crops from natural disasters, as well as from wild animals and locusts has to be given priority. Emphasis has to be given on multiple cropping as well as community farming. In Goa, three problems were recorded which demotivated the farmers from multiple cropping; the lack of labour, cattle menace, and lack of fencing. The economy of Goa is much dependent on migrant labour coming from the neighbouring states. The situation is anticipated to be worse post COVID-19. Also, the small size of landholdings discourages multiple farming. The villages like St. Estevem and Curtorim from Goa which have experimented with community farming have shown positive results. There could be emphases on bush farming. Community farming would also help the farmers to get benefit of subsidies from the Government. The village could also think about a brand crop which can be grown in the village. This has been done by some villages in Goa, such as *mandoli* bananas from Moira village, *Bhende* (lady's fingers) from St. Estevam Village, *shirechi Tavshi* (cucumbers) from Kumbarjua village etc.

❖ Tapping of Dynamic Youth Power

Demographically, youth constitutes a significant portion in India, 34.33 per cent, and the country can reap demographic dividends if these youth are channelized in the right direction. The operational definition of youth could be considered as people within the age group of 18-35. It was observed that youth are occupied in education and/or are busy making their careers. Unemployment and poverty

also hold back the youth from active participation. The changing value system and the growing influence of technology have brought in change in the mind-set of the youth. The SCP has to take measures to mainstream the youth. Some of these measures are:

- Organizing the youth and encouraging them to form organizations, clubs, and committees. Panchayat should provide necessary infrastructure, such as some premises to them for conducting their meetings.
- Youth should be motivated to perform voluntary work (sewa) for the village. They can take social issues such as gender discrimination, health and sanitation, need for education, and political issues such as creating awareness for the need to go out and exercise right to vote.
- The youth can be utilized for mapping of natural resources in the village.
- In rural areas, one of the factors that demotivate the youth is lack of gainful employment. This often accelerates the process of migration of youth to urban areas in search of greener pastures. This trend can be curtailed if the government initiates capacity building and Income generating Activities (IGAs) which will not only increase financial holdings of the youth, but will also create self-employment and creation of employment for other youth in the village.

❖ Reviving Traditional occupations

Reviving traditional occupations and giving impetus to traditional entrepreneurs could be a viable solution for economic sustainability. In Goa, there were various traditional occupations which now are on the verge of extinction. The occupations such as '*Padeli*' (coconut plucker), '*Reinder*' (toddy tapper), '*Mhalo*' (barber), '*Ramponkar*' (fisherman) etc. which were very important for the smooth functioning of village, also were victims of stigma attached to it. So the youth from the village are driven away from these occupations and some of these functions were taken over by the migrant settlers in Goa. But as the migrants are returning to their native villages due to COVID-19, the village economy is in big shambles.

The Panchayat needs to take the initiative to train the local youth to take up these traditional occupations which can then form a source of employment and livelihood.

❖ Entrepreneurial collective

There can be an 'Entrepreneurial collective' for each village. It means that a group of interested entrepreneurs could be allocated a particular place

with built-up infrastructure in the village on lease or rent on the principle of co-work spaces. The co-working plan is to be managed by the Panchayat. Thus the idea is to replicate industrial estate in a micro form for the village. If the villages are small in size, three neighbouring villages could come together and start such venture, which could be beneficial for all the villages.

❖ Women Self Help Groups: The Emerging Force

The women's participation is extremely important for development of the village. Besides taking up leadership positions at the Panchayat level, the women can be encouraged to form SHGs which should venture into group businesses with more creative ideas. In Goa there is scope in agro based activities to be taken up by WSHGs.

Conclusions

The villages do have immense prospects for becoming Atmanirbhar. There has to be proactive approach adopted by the Panchayat and the grassroots communities. The SCP model emphasising on increasing agricultural sustainability, tapping of youth force as well as realising the enormous capabilities of women, can go a long way in making the village self-reliant. It is necessary that the interests and needs of the various stakeholders are taken into consideration which will go a long way in making villages in India revitalized and economically sustainable.

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EFFECT OF COVID-19 PANDEMIC ON INDIAN ECONOMY AND FINANCIAL REFORMS INITIATED BY GOVERNMENT

Pratibha Jain

ABSTRACT

The COVID-19 pandemic has influenced various economic activities with disruption in global production, trade, and supply chains which in turn resulted recession. The global macroeconomic perspective for 2020-21 has been adversely affected by pandemic. The government has been preparing strategies and action plans to curb these circumstances. Financial reforms are recommendations towards minimising the impact of global financial crisis. Objectives of this paper is to ascertain various problems faced by all sectors and to study specific financial reforms undertaken by the government in detail. Secondary data has been taken from journals and internet and analytical research methodology has been used. Some relaxation measures declared regarding corporate affairs, customs & central excise, income tax filing, insolvency & bankruptcy, GST filing, banking & other sectors. RBI instructed banks and NBFCs for relieving the charges of debt servicing, granted an extension for the realisation of export revenue, lowered the policy repo rate and reverse repo rate, amended the liquidity coverage ratio. SEBI announced capital and debt market services to be exempted, imparted relaxation in client funding, proceeding of de-mat requests of stock exchanges, IRDAI allowed insurers for postponement of three months regarding payment of installments due between 1 March and 31 May 2020. The research study yielded that there will be upliftment and remarkable multiplier effect in terms of investment and economic growth outlay and rate.

Keywords: Financial reforms, COVID-19, sectors

Introduction

Finance is the pillar of all sorts of economic operations. No business operation can ever be fulfilled without financial assistance. Financial reforms mean measures taken to reform capital market, foreign exchange market, banking system, government debt market etc. to ensure proper employment of funds. Due to COVID-19, lockdown and recession, businesses are running in a distress of collapse of financial markets. The Government issued circulars, notifications and amendments focusing measures. Some relaxation reforms were announced regarding corporate affairs, income tax and GST filing, customs & central excise, banking sector and commerce. Available literatures related to study are as below:

Goldsmith's (1969) evaluated if finance has a causal affect on growth and discovered positive association between economic growth and financial development.

Dr. A Lakshmana Swamy (2008) asserted that reforms in the financial system have become common agenda for most of the countries. Managing change has obtained a new meaning with a series of fast, sudden, and significant changes that have been taking place around the globe in the current years.

Lewis (2009) affirmed that important system to evaluate the quantitative criterion is the financial statements of a firm.

Objectives

Objectives of this paper are:

1. To ascertain effect of COVID-19 pandemic on various sectors.
2. To describe financial reforms taken by the government.
3. To withdraw impact of financial reforms on Indian economy.

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because sufficient data could not be collected due to time and resource limitations. An extensive study can be conducted examining other economic factors such as employment, income etc.

Results and discussion

I. *Effect of COVID-19 on various sectors*

Sectors with possible growth

- Chemical and pharmaceutical firms will expand because of increased demand of disinfectants, drugs, and medicines.
- Digital and internet economy shows upsurge. Online education, online-skill development and online groceries demand have increased.
- There is immense benefit from FMCG (Fast Moving Consumable Goods).

Sectors influenced adversely

Table 1: RBI Reforms

Particulars	Reforms
CRR ratio	4% to 3%
Liquidity coverage ratio	100% to 80%
Repo rate	5.15% to 4.4%
Reverse repo rate	4% to 3.75%
Dividend	No dividend declaration

Table 1 reveals that CRR (Cash Reserve Ratio) ratio lowered from 4% to 3% so that good quality liquid assets to be kept within the banks. Liquidity coverage ratio decreased to 80% from 100%. RBI has reduced Repo rate from 5.15% to 4.4%. Reverse repo

- Aviation and tourism have the highest probability of going down because people will not travel for leisure apart from very essential travel.
- Apparel and textile industry are adversely affected because of disruption in raw material and labour supply, working capital constraints and low demand.
- There is threat of high-interest payments and lack of sales in building and construction businesses.

II. *Financial Reforms Undertaken*

Some specific reforms were introduced by Reserve Bank of India (RBI), Insurance Regulatory and Development Authority (IRDAI), Securities & Exchange Board of India (SEBI), Central government, and respective sectoral ministries to improve industries. Atmanirbhar Bharat Abhiyan plan and reforms related to education were also executed.

rate has been cut from 4% to 3.75%. No dividend declaration by banks till September 30, 2020. RBI permitted banks to implement Countercyclical Capital Buffer (CCyB) for a period of one year and reduced charges of debt servicing.

Table-2: IRDAI Reforms

Particulars	Reforms	
	i	ii
For insurers	Refrain from dividend payouts from profits of year ending 31st march 2020 till further instructions	Have to align dividend payout for 2019-20 so as to ensure that they have adequate capital
Other provisions	Remain unaltered	

Table 2 states that IRDAI refrained insurer from dividend payouts from profits of year ending 2020.

All insurers have been instructed to align dividend payout for the 2020 to ensure that they have

adequate capital. IRDAI mandated insurers to permit a moratorium of three months towards payment of

installments due between March 1st, 2020 and May 31st, 2020.

Table-3: SEBI Reforms

Department	Reforms		
	i	ii	iii
Corporation Finance Department	Relaxations relating to procedural matters relating to Takeovers and Buy-back	Relaxations from non-compliance with the minimum public shareholding requirements	Relaxation relating to procedural matters, Rights issues and listing
Investment Management Department	Review of provisions related to mutual funds		
Market Intermediaries Regulation and Supervision Department	Extension of power of attorney	Review of Post default Curing Period for CRAs	Reduces Broker turnover fees and filing fees for issuers
Legal Affairs Department	online Internship Program		

Table 3 explains relaxation from substantial acquisition of shares and takeovers. These regulations require shareholders to frame, gather, and distribute information of their consolidated shareholding to company and the stock exchanges. Some more relief reforms are also there. There was extension of provisions regarding Power of Attorney in circular dated February 25, 2020. There was

review of post default period for CRAs (Credit Rating Agencies). SEBI reduced the broker turnover fees and filing fees for issuers. Commencement of online internship program relates to legal department. There was relaxation in compliance with requirements pertaining to AIFs (Alternative Investment Funds) and VCFs (Value Capture Finances).

Table-4: Income Tax Reforms

Particulars	Reforms
Interest	12% to 9%
Interest on TDS	18% to 9%
TDS/TCS	Reduced by 25%
Refund	Up to Rs. 5 lakh

Table 4 reveals that interest rate decreased to 9% from 12% on late payment of tax. On delay deposit of TDS (Tax Deducted at Source), interest rate lowered to 9% from 18%. TDS (other than

salaries) reduced by 25%. There is refund up to Rs. 5 lakhs serving around 14 lakh taxpayers. Date of filing of income tax return changed to 30.09.2020 for 2020.

Table-5: Other Sectors Reforms

Sector	Reforms		
	i	ii	iii
Infrastructure Development	Income generation for farmers	Additional fish production in Marine and inland fisheries	Additional disposable income for beekeeping infrastructure
Investment, loans and guarantees	Post COVID liquidity support to farmers & rural economy	Additional steps for agriculture during COVID	Working capital funding for farmers & Boost to housing sector and middle-income group
Health sector	Insurance for health professionals	Financial support in terms of revenue deficit and anti covid activities	Special Insolvency Resolution framework
Export and Import Sector	Extension of foreign trade policy	Relaxation for compliance to exporters	No container detention charges & Exemption of health cess on import equipment and Drawback claims
MSMEs	Disallowance of global tenders	E-market place	Relief to contractors
Poor, migrants and farmers	Employment and shelter developed	Cash transfer through direct benefit	Food security & Increase in MNREGA wage

1. Infrastructure Development

10 lakh hectares covered in herbal cultivation in next 2 years which will result an outlay of Rs. 4000 crores. Rs. 11,000 crores allocated for inland, marine fisheries and aquaculture. Rs. 9,000 crores for harbours and cold chain management. Rs. 500 crore schemes launched for infrastructure on integrated beekeeping development collection, marketing and storage centres and post-harvest & value addition facilities.

2. Investment, loans and guarantees

Liquidity support to farmers in which 63 lakh loans of Rs 86,600 crore approved. Refinancing of Rs. 29,500 crores supported by NABARD. Rs. 4,200 crores allocated under RIDF (Rural Infrastructure Development Fund). In agriculture, purchase amounted to more than Rs.74,300 crores. PM KISAN funds relocation of Rs. 18,700 crores. PM Fasal Bima Yojana Claimed payment of Rs. 6,400 crores. Working capital limit of Rs. 6,700 crores sanctioned. Extended credit linked subsidy scheme for middle income group and boost to housing sector.

3. Health Sector

Insurance for health professionals Rs. 50 lakh each, Revenue Deficit Grants Rs 12,390 crore and for anti-covid activities Rs. 4113 crores allotted. Threshold for insolvency proceedings increased to Rs. 1 crore from Rs. 1 lakh.

4. Export and Import Sector

Current foreign trade policy extended up to 31st March 2021 by 1 year. There was no container detention charges on import shipments, export shipments and for lockdown period. Exemption of BCD (Basic Customs Duty) & Health cess on import equipments like ventilators and masks etc. up to September 30, 2020.

5. MSMEs (Micro, Small and Medium Enterprises)

Global tenders disallowed in government tenders up to Rs. 200 crores. E-market developed for MSMEs for trade fairs and exhibitions. There will be extension up to 6 months to contractors. Relief given to Construction and Goods and Services contracts.

6. *Poor, migrants, and farmers*

Central government issued **Rs. 11,002** crores to all states for migrants. 12,000 SHGs (Self Help Group) includes 3 crore masks and 1.20 lakh liters of sanitizers. Cash transfers through Nidhi Yojana in which Rs. 2000 per month benefits 8.69 crore

farmers. Food security specified to 80 crores in the form of 15 Kg wheat/rice and 1 Kg pulse. There was an increase in MNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) wage from Rs. 182 to Rs. 202 per day from 1st April 2020.

Atmanirbhar Bharat Abhiyan Plan

Table-6: Atmanirbhar Bharat Abhiyan

Sector	Reforms	
	i	ii
Mineral sector	Mining Blocks	Rationalisation of stamp duty
Defence sector	Defence goods- make in India	FDI limit raised
Aviation	Reduction in cost	World class airports
Coal sector	Concession to customers	
Mining sector	Private sector participation	Incentive for early production

Table 6 reveals that 500 mining blocks provided through auction and rationalisation of stamp duty in mineral sector. FDI (Foreign Direct Investment) limit increased from 49% to 74% in defence sector. There was reduction in cost of Rs. 1000 crore and provision of world class airports in aviation sector. Concession given to CILs (Coal India Limited) customers Rs. 5000 crores in coal sector. There was private sector participation and incentive for early production in mining sector.

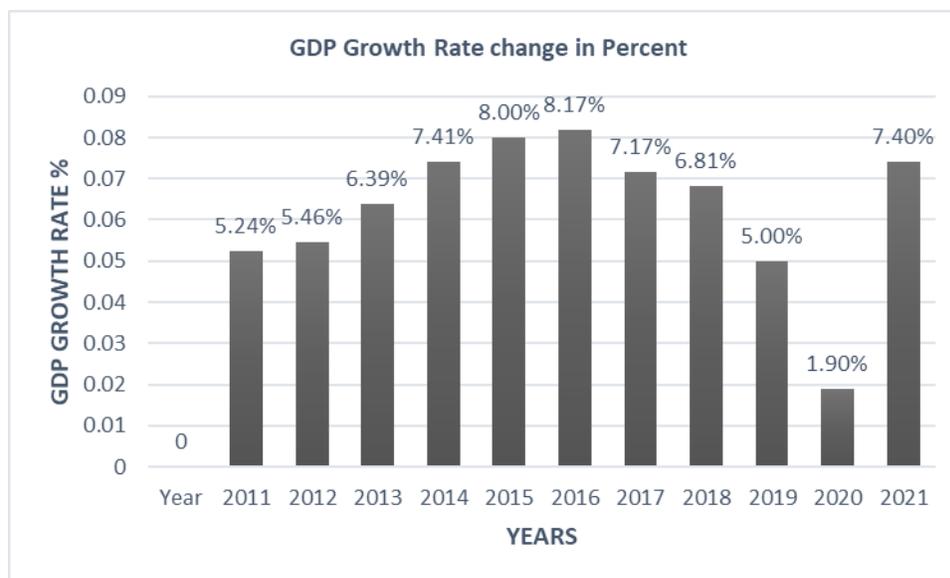
Reforms related to education

- Top 100 universities will be allowed to automatically begin online courses by 30th May, 2020.
- Launch of PM eVIDYA Programme for online education in which per TV channel allotted per classroom, radio podcasts and QR coded energized textbooks for all grades.
- Manodarpan Programme is launched for mental health and emotional wellbeing.

III. Impact of financial reforms

Table-7: GDP Growth Rate change in Percent

Year	GDP Growth Rate (%)
2011	5.24%
2012	5.46%
2013	6.39%
2014	7.41%
2015	8.00%
2016	8.17%
2017	7.17%
2018	6.81%
2019	5.00%
2020	1.90%
2021	7.40%



Graph-1 GDP Growth Rate change in Percentage

Table 7 and Graph 1 shows change in GDP (Gross Domestic Product) growth rate over the years. During 2011, it was 5.24% then lowered to 5.00% in 2019. GDP rate was the highest 8.17% in 2016. It is predicted that during 2020 the rate will be 1.90% which is the lowest compared to previous years due to COVID-19 and recession. The rate will rise to 7.40% in 2021 because of many financial reforms undertaken.

Main Findings

- RBI reforms resulted in expanding liquidity in system and relaxing repayment pressures. CCyB framework directed banking system to increase a buffer of capital in high times which may support flow of credit to the real sector in difficult times.
- IRDAI reforms will assist claim payers, employers and capital managers for continuity of operations.
- SEBI steps support investors evaluate the extent of damage created by discontinuation in business. Regulatory framework of SEBI will check clarity, consistency, transparency, and uniformity.
- There is general relaxation to taxpayers.
- Herbal cultivation, beekeeping and marine and inland fisheries infrastructure reforms will generate significant income for farmers.
- Investments, loans and guarantees assist farmers in terms of liquidity, price, and insurance. working capital funding would meet post-harvest & current kharif requirement in May and June. Boosting to housing sector & middle-income group will raise jobs.
- Health sector packages and special insolvency resolution framework is developed for ease of doing business.
- By exemption of BCD and health cess, there will be cutting in cost of material in manufacturing and hospital industry.
- Disallowance of global tenders help in expand in business for MSMEs. Contractors will have additional timelines.
- Financial assistance for urban migrants and poor will create employment and shelter. Through food security, assistance is given to poor people for survival.

Conclusion

The circumstances of COVID-19 with stagnant economic growth in the previous year directed to extremely tensed market situations. To control this situation, Indian government executed a substantial target fiscal, broader monetary incentive and policy rate-cuts. From this research analysis, we found that

sluggish Indian economy has touched the bottom and reforms taken by the government to raise capacity to expend in rural sector, infrastructure development and calling foreign investments will boost growth. Expected GDP growth rate will raise in 2021 by implementation of financial reforms.

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ENTREPRENEURSHIP: A WAY TO UNLOCK GROANING PANDEMIC ECONOMY

Akshita Bahuguna

ABSTRACT

Corona Virus is the name of a microscopic trigger that has pushed the almost all the nations into unpredictable uncertainties. The transmission nature of the virus is so high in rate and magnitude that life has come to stand still and approximately one third of the world population in facing a lockdown. The intensity of the spread of the virus is such that it has caused concerns in all socio-political and economical fronts. The nations were connected to each other with a bond of myriad demand and supply. For a developing nation like India accommodating approximately 17.7 % of world population the change has made impact on consumption. The curve of the demand has skewed towards basic needs and lifesaving activity's from secondary and tertiary needs. The qualitative paper tries to explore the changes in the consumer behavior and what are the novel opportunities for entrepreneur's to explore during and post COVID 19.

Keywords: : Entrepreneurship, Pandemic, COVID 19, Corona, Business, Consumer Behaviour

Introduction

Every event is a problem for victims and an opportunity for a warrior. December 2019 witnessed the emergence of novel coronavirus (SARS-CoV-2) as a respiratory disorder among humans in Wuhan China. The scale and rate of the epidemic grew briskly that the World Health Organization declared its Public Health Emergency of International concern on 31 January 2020. On Feb 11 2020 the name given to the microscopic explosive disease was COVID 19. (Corona Virus Disease-2019).The disease has knocked humans twice. One of the health hazard that does not have any vaccine and the scale of spread that makes lockdown as only prevention. It has affected approximately 7.69 million people till today all over the world and 428 thousand have lost life. The first case of the disease was found on 30 January 2020 in India and today on 15th June 2020 the confirmed cases are 332 thousand with death toll nearing 10 thousand. The second effect of the pandemic is that the single preventive measure (lockdown) knocked out the economic activities leaving millions of people jobless and without any income source. International Labor Organization has predicted 20 crore job losses during pandemic across the globe The business was closed and the market were shut which sealed the sources of income for a

large population in the developing country India. The widespread migration, unlocking the economy, gaining the confidence of investors as well as consumers, combating falling GDP, panic-stricken citizens are other issues that the coronavirus brought with itself

The year 2020 will be remembered for its virus, social distancing, mask, mass death, pandemic, and lockdown. The struggles, depressions, and problems during the pandemic period would be carried in the memories. A similar situation was prevalent in London was in clutches of the great plague. Sir Issac Newton, a young student in the early twenties was made to leave college and stay at home for two years. 1666 the year of wonders for him when he stayed home observing social distancing and yet motivated enough towards his work and made contributions in the field of calculus, motion, optics, and gravitation. He was a scientist and an entrepreneur too have to have an attitude of the scientist. The experiment either gives results or experiences. The pandemic is again a time when all are busy cursing lockdown an entrepreneur is the one who would be busy working for the future expectation of economy. An entrepreneur will plan and work for unlocking. The study is trying to help

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the entrepreneurs, academicians, researchers, and policymakers to look forward to ways to unlock.

The preamble of the United Nations promised to engage international mechanisms for the socio-economic development of the whole world. We zoomed our progress in different areas to make this objective truth and the whole globe was progressively integrating into one entity. The economy was used to decrease the psychological distances amongst different nations .and the occurrence of this deadly microscopic stimulation has seemingly undone all and we are forced to stay home and observe social distancing norms where we zoom in to stay connected and progress academically, socially, psychologically, economically. The study endeavors to show a way out to unlock the economy utilizing the weapon of entrepreneurship. If Corona is a war, then health and economy are worst-hit areas. Thus the study endeavors to put Entrepreneurship as a weapon to combat the Pandemic battle and win the Economic war.

OBJECTIVE

- To Understand the change in consumer behavior as triggered by COVID 19 pandemic
- To explore the novel Entrepreneurial Opportunities during and post lockdown

METHODOLOGY:

The study tries to give a pragmatic situation of the pandemic. Pandemic is not something that has a lot of researched study material and reviews. The sudden shift towards unpredictable uncertainties has left researchers with options of going into the fields to understand the situation. The data for the study was thus collected from various primary and secondary sources. The discussions on the different public platforms and the articles in various newspapers, books, and journals provided the input whereas the discussion with various existing successful and struggling entrepreneurs and survey Interviews were used to collect the data for the study. This study delimits only to the qualitative representation of the data so collected. The questions were asked on four topics

- Their understanding of the present situation as an Entrepreneur
- What is the expected change in consumer behavior
- What are the new opportunities for entrepreneurs post COVID-19

- Suggestions and needs for reopening or starting a new business

PRESENT SCENARIO

Recognition of the present scenario depends upon comprehending the two indispensable variables of Economics, The whole Economics revolves around striking the balance between two inversely proportional entities demand and supply. The unpredictable indecisions caused by the spread of the Coronavirus and the subsequent lockdown have given rise to disruptions in supply and compression in demand. The uncertainties have caused demand and supply both being pushed towards the declining direction. The cautiousness caused by pandemic revolving around health concern and loss of income& jobs as a consequence of lockdown has caused a psychological effect in the minds of consumers.It has become a new normal to deal with disruptions caused by a coronavirus. Fear of death, scared of illness and distress of losing a near one This has brought a change in the consumption pattern. The bread earners are struggling with joblessness, scarcity of income sources, and a dreary future which doesn't seem to last soon whereby the savings and resources are depleting at a wilder rate. The business people are in dilemma due to a lack of investment and a decline in demand. The management of investment and revenue is hitting hard for business people. Simple Theory of economics says when the demand and supply both decrease together with the equilibrium price decrease. Further, if the economy of a nation taters like this due to widespread closure of economic activities According to the Centre for Monitoring Indian Economy (CMIE) reports 27 million people lost jobs in April. This is recorded for the organized sector the unorganized sector cannot be even thought of. If longer-term consequences are to be analyzed they will be competing and negotiating hard for the same job with the fresh workforce and the skilled and experienced Indians who returned India in wake of pandemic crises. So one way out is to be economically self-reliant and start their work. Further, the paper will try to explore the changes in consumer behavior and the opportunities arising from these.

UNDERSTANDING CHANGE IN CONSUMER BEHAVIOR

The above consequences have let to temporary immobility to confirm future kinesis. The zooming out of the physical distances among people has changed the social behavior of the whole world. The

distance that was decreased to create a sense of belongingness was suddenly becoming synonymous with safety and care. Social distancing became the new norm as a warranty to safety for self and care for other beings. The doorbell suddenly got replaced by mobile ring tones and the face to face meeting became video meetings. The need for an office for work was replaced by the need for a laptop, mobile or computer. A simple device makes offices anywhere and works anywhere situation possible. Huge extravagant social events suddenly became obsolete and small gathering became the new norms. Simplicity became the new custom. E celebrations became part of festivities, E- seminars, or webinars or zoominars that make access easy for all learners. Researchers and educators. Conduction of E- meetings connected different parts of the world at one time without fear of jet lag. Web education led the wheel of curriculum rolling at the times when many countries announced zero years for academics.

Man who thought he was at the top of the ecological pyramid, started realizing that its not the case. The vision changed to being part of the ecology. The human shift from the controller to participation grew his activities towards nature and sensitivity aligned their consumption habits. They are looking for natural ways and options to include in the lifestyle. Indian household naturopathic medicines have taken a central place. Even the Ministry of Ayush has advised on measures to improve immunity. The advisory suggests wearing a mask a compulsive preventive measure. The recipes made from different herbs and spices as an immune booster. Steam inhalation and oil therapy for curing simple cough.

The threat of unknown and uncertain futures has wrapped up all the producers, investors, businesses, and consumers into its clutches equally. This has caused a shift in the cost and expenditure curve, which in turn has disrupted the equilibrium in many households. Not only the nature and size of the basket but the shopping habits have taken a 180-degree turn. The consumption pattern has seen a fall down in Maslow's Hierarchy of needs. The content has changed to physiological needs. The loss or fear of loss of a permanent source of income has decreased the size of the basket and witnessed a decline in the frequency of shopping. Online marketing has taken a plunge over the habit of going to the market and shopping. This seems to take time until the confidence of the consumer is built.

NOVEL ENTREPRENEURIAL OPPORTUNITIES

As it is said when the going gets tough, the tough get going. An entrepreneur is the one who has the vision to see an opportunity in all odds and convert the problem into an opportunity. There are innumerable examples of this. Personal Protection Equipment PPE that India was importing from China. As per reports in The Hindu Newspaper dated 21st May 2020, India is the second-largest producer of PPE and is now exporting these

An Entrepreneur needs to look into the issue into the face without losing power. The grit that entrepreneurs could transform the perception of the situation and his position there. Ratan Tata sharing his vision on "disaster Proof business" acclaims that the problems of the entrepreneurs can be met by innovation and technology. He further regarded the pandemic situation as a new landscape of opportunities that an adaptive and innovative entrepreneur can play in. And this is the need of the hour to see self and situation in a new light

This is not an epidemic where if one area is affected the other comes to rescue. This is pandemic where all parts of the world are equally hit and we cannot expect help from outside. We have to grow our resources which give opportunities for entrepreneurs to look into the key areas to work on. Countries will aim to be self-reliant to ensure minimum inconvenience in case such pandemic occurs in the future .no more globalization is playing the role it localization is a new buzz word in business. The declaration of the " Atmnirbhar Abhiyan " event the government of India has shown its inclination for the locally made product. The need is to identify what an Entrepreneur wishes to make and how he/she need to plan for this.

Social distancing norms gave rise to the myriad opportunity. It will put an end to herd mentality hence people will start looking into quality. Quantity of people won't be the criteria for selecting an option. There will be Wide dispersal of the residential & Production area this gives real estate, designers, architects, contractors, carpenters, and many more skilled laborers. New investments and newer infrastructures and facilities are needed to ensure the non-reoccurrence of such pandemic shortly and no worries of social distancing. Rather it gives opportunities to local products to flourish. The local entrepreneurs can work in smaller clusters to lessen the risk of reoccurrence and failure. Local entrepreneurs are like small islands of expertise working in their area the idea motivates to form an archipelago of numerous expertise. A cross corporate collaboration can also be worked out in

this regard. For the economic world looking for an alternative, it's a chance for India to grab the opportunity to invite these corporates. An entrepreneur knows that many plants grow beside a big tree. This corporate would bring opportunities for small local startups in the area.

No wars in history have been won without the best logistic and supply chain management solutions. Never before this pandemic the significance of grocery stores, vegetable and fruits market, the pharmacy, and doctors. All citizens & warriors need a continuous supply of Food, Medicine, and essentials. With the online market being a novel approach more widely spread the entrepreneurs have got the scope to enter into it. The FMCG sector will grow sooner.

Travel, Tourism, and Hospitality industry is the worst-hit area. The industry does not show any bouncing back for an extended-term. With social distancing being new culture it seems that vacations will be replaced by rejuvenation centers that would be cost-effective, health-supportive, and rejuvenate the lost energy. Health and hygiene have invariably become the key area. The business-related to health i.e. Physical mental and spiritual wellbeing will soon be boosting. Immunity booster foods and habits, yoga, counseling will see a surge. Businesses providing digital solutions will be in demand in all the sectors of the economy and governance. Telemedicine and digital consultations may pose better growth.

The sensitization towards nature will provide scope to the people providing sustainable solutions. The organization working in the field of three R's reduce, reuse, and recycle business will get more importance. With the consumer sentiments bending towards digital forms for their communication, shopping, and educational needs the digital market in both hardware and software sector is awaiting a plunge into next height. The agriculture sector is the next sector waiting for transformation. The widespread migrant laborers won't return and use the knowledge gained during exposure to make their agribusiness more productive. There is a need by the state government to tap the skills and promote this. Online teaching is also a hot cake that innovative entrepreneurs can tap.

SUGGESTIONS

As a prescription to sick economy heading towards recession, the need of the hour is to match the two basic components of economics. Demands need to be created and the support is needed for the supply. To create more demand the confidence of the

consumer needs to be regenerated the governed need to work on two segments

- **Inclusive:** this demands a solution to fix problems. Certainty in the policy. Digital capacities need to be built to match the future challenges
- **Psychological:** Consumers won't start buying as soon as the lockdown lifts or the coronavirus threat is met with the vaccine. They need a consultation to build up the confidence in their well being, and financial being. The trust on the part of consumer needs to be generated to ensure them that they have enough earning sources and cash in hand to consume. The business too won't start like the lockdown. The government said lockdown and the citizens locked at one go. They too need twofold support to restart business or start a new business.
- **Fiscal:** Appropriate incentives for entrepreneurs to reinitiate and the government needs to generate a system increase liquidity in the market. Even a program can be built by the government to tap the skill in rural areas and create the opportunities there for them.
- **General :**The confidence on the part of the business has to be generated that demand exists. The manufacturing companies also need skilled and semi-skilled labors so faith in the part of laborers needs to be generated to make them move. Empowering Entrepreneur by education and counseling is also needed to make them aware of prevailing Encouraging women Entrepreneurs may also give a boost to the economy by empowering them economically.

CONCLUSION

Challenges raised during a pandemic is a one-time option for all to visualize the new world and bring about the long-awaited change. Never waste the crises for that is the best opportunity to establish and workout social and economical relations. Be a green shark that cannot stay without swimming.

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GENDERED ROLE IN REVIVAL OF INDIGENOUS ECONOMIES AFTER COVID 19

Kalpana Singh

ABSTRACT

In this aftermath, what is more important to revive more and by whom this revival be justified is another part. After pandemic outbreak human, community, family and environmental interconnection has been reviewed and impacted on every detail. In view of human environment revival all the best concluded into economic recovery from downturn. This human environment linkage analysis based, more promptly on historical, empirical evidences. Many incidences played eventually crucial role in ensuring environment and later their economy. Prominent aspects of those evidences showed that group of women were crucial and sincerely appreciated as crusaders. As Chipko movement, green belt movement, seed conservation and many more such women led movement in history made evidently a feminine approach (Shiva, 1988). On the other hand the above community based war for environmental conservation also questions the existence and utilities of scientific revolution. Science and Nature are juxtaposed, but scientific revolution cannot be super imposed on supreme nature. This superiority Identity based definition drawn by more narrow minded philosophy of patriarchy. In terms scientific revolution male domination is prominent and promoted male dominated economic development to conserve those narrow narratives as capitalist, materialism and patriarchy. This paper is based on the process based and feminine oriented economic revival with constructive feedback for human environment linkage. On the basis of those empirical evidences more practical knowledge and skills revealed for better understanding of economic recovery and reinvestment in indigenous communities. It is a firm stem towards Mother Nature by mothers for protecting, nurturing and conservation of economy, human, communities and environment.

Keywords: women, gender, patriarchy, economy, capitalist, indigenous economies.

Background

Ecofeminists philosophy and their proposal based philosophy derived to make understanding the gender discrimination in new paradigms, as environmental awareness and oppression is intact within feminine characteristics of symbols and synonyms. Synonyms of women and environment go hand in hand or juxtaposed in many of historical explanation and empirical evidences. This theory theoretically came from ancient Marc's theory of exploitation, which is more or less show similar pattern of exploitation of any deprived class (karen, 2002). The similar observation went on with events done in history. Ultimately ecofeminism propounded as the structure to focus on the terms of interconnection in between environment and feminine characteristics. Both environmentalist and ecofeminists shows and grown together accordingly. Indigenous experience and skills of women provided a gendered lens to visualize things in favour of

environment awareness (shiva, 1988). This human nature interconnection had been detected very early in past in 1974 by François d eaubonne, a French feminist. But with the inception of industrial revolution and scientific research, scholar left over their hand revealing truth and ambushing facts. And in this case they superimposed superiority of

scientific and technology solutions over environment and human interconnection (merchant, 2005). This theoretical development evidences many branches within to get understanding of economic, social, legal and exceptional issues related to gender. In this weaving pattern of different cultural thread into one quilt is a big deal to get overburdened with ultimate oppressive policies , being radical discard each and everything, all principle for therapy and many more to get better world for existence of existing social system culture civilizations patterns construct of

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development and growth. All should and ought to be progressive after juxtaposed. There are no evidences that without counting contribution of single entity, progress can be done. Thus, each sort of is interconnected and interdependent within this enclosed box. Inclusiveness is another evident for therapy in a whole.

Research Questions

- What are evidences for women nature interconnections?
- How empirically they are interdependent?
- What similar pattern of oppression shown by both entities?

Research Objectives

- To identify linking theories in establishment of Ecofeminist philosophy
- To assess similar pattern of oppression for both entities
- To get empirical evidences to bring out feminine ecology interconnection.

Methodology

This paper is based on a pure practice of theories and empirical evidences to get better understanding of human, women, animal and ecological interconnection. Wide literature has been used to get secondary literature review and theories identified as an empirical source to proposed the theory. Secondary literature, paper, reports, critique reviews are used to get the structured data analysis in this entire scenario. Twenty portion of literature had been reviewed for this paper. These resources had been found via net searches as well as via reviews of the citations and bibliographies of different literature on gender and strength.

Ecofeminism and socioeconomic construct

Ecofeminism at social and economic level discovered those fine lines to counter question the existing system and literature. In this process concluded that there are no of issues which can be justified by gendered lens rather than situated knowledge. In this thread it is very important to focus on discriminatory principles and practices, theories and counter theories. Women are not the easy prey of their fate, luck, destiny and limits, while they are reserve energy compilation of the mother nature(Harding, 1994). Women and nature interdependence is a long process and concluded

that they are interconnected, from past to present evidences this process concluded more information. From Chipko movement, a group of women embraced trees to save them, trees, forest, reserve, conserve ecology, restore resources and save entire humanity. The step was an investment to restoring lives and livelihood for community, culture and civilizations (Mies and Shiva, 1993). Another example of Green belt movement in Kenya to counter the desertification of forest area and land. Females of certain community in leadership of wangari matthai led the movement. Rejuvenate the ecological health and insured the well-being of both human nature interconnection. Major of the movements were breakthrough explanation for the successful endeavor of ecofeminism and related principles.

In India and most of the south east Asian countries shows similar social construct, socioeconomic pattern of culture civilizations and beyond. Every single impacted women and women impact on interrelated issues further (Gaard, Gruen, 1993). There are many papers revealed and experimented the truth that socioeconomic structures and construct play crucial role in women live and very decisive for ends in her life (Starhawk, 1990). This theory is also successful theoretically because it identifies identities to get evidences mentioned above. Women's work burden never considered as countable units economically. Mother is born nurse, hospitality manager and gives services, unpaid cares and underpaid is her identities Since primitive ages and promoted such roles is also her responsibility. Her entire life filed into sink with dishes and spoons. She wiped her eyes entire life either cooking or rubbing her destiny (King, 2017). The fate of any women is inbuilt within four walls of family, husband, children and social construct. Vandana shiva radically slashed the sweet dipped words of brahminical derived patriarchal structure to oppressed women. In fact according to them women are born to do unimportant care mess kind of things which are no more relevant information for society. Ignorance of her contribution brings social and economic diminishing. There is sign of increasing units with decreasing magnitudes (Shiva, 1993). In long-term it will pay in form of multilayered crisis in society. Environmental crisis, ecological destruction, biodiversity enrolled, economic recession and deteriorated social construct. All these derived from after denial of the human nature evidences, their pious intervene. This relationship is not based on class and exchange policies of economy. It is an eternal source of human existence

and evident till the future last. More or less this precious contribution of women in terms thought process, practical knowledge, skills, experiences should be justified because any crisis brings more ecological burden and feminine burden in existing social construct (Gaard, Reuther, 2003). This will disrupt women's economic identities, independence and peace from her life. In this context she become more vulnerable, have no future, internal death is a big causality for the society. Therefore it is the high time according to ecofeminism criticism to the patriarchal structure, break the shackles of deprived social construct because more or less it will ultimately damaged the positive socioeconomic structures for entire human existence (Hobgood, 2012).

Criticism and Conclusion

Ecofeminism demonstrates an adherence to the strict dichotomy, among others, between men and women. It is from depth criticize major pattern of patriarchal structure and their understanding of development which is purely materialist. Essential and non essentials are other demarcation in this paper Some ecofeminist critiques note that the dichotomy between women and men and nature and culture creates a dualism that is too stringent and focused on the differences of women and men. In this sense, ecofeminism too strongly correlates the social status of women with the social status of nature, rather than the non-essentialist view that women along with nature both have masculine and feminine qualities, and that just like feminine qualities have often been seen as less worthy, nature is also seen as having lesser value than culture. Ecofeminism asserts a divergent view regarding participation in existing social structures. As opposed to radical and liberation-based feminist movements, mainstream feminism is tightly bound with hegemonic social status strives to promote equality within the existing social and political structure, such as making it possible for women to occupy positions of power in business, industry and politics, using direct involvement as the main tactic for achieving pay equity and influence. In contrast, many ecofeminists oppose active engagement in these areas, as these are the very structures that the movement intends to dismantle.

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HEALING THE ECONOMY POST COVID 19 –WITH SPECIAL FOCUS ON TOURISM SECTOR

Geetha Prabhu K

ABSTRACT

India is the 7th largest country of the world with its rich tourism resources that contributes to the country's GDP. Travel and tourism alone account for 9.2% of India's GDP and the tourism sector generated 26.7 million jobs in 2019. The cascading effect of the corona virus has been found to cripple the Indian tourism industry at an astonishing pace.

According to Ministry of Civil Aviation, India is witnessing a 25% to 30% drop in inbound international visitors to the country in the backdrop of novel corona virus fears. In this new scenario full of illusion and hope, the greatest enemy is uncertainty and the best way to face it is to predict the possible scenarios we will encounter in almost all sectors of Indian economy. For the development of the tourism industry in a post-corona virus scenario, the possibilities are multiple and so India has to seriously think about the "post-corona tourism".

Since, tourism is one of the largest and fastest growing industries globally it is expected to play a significant role in regaining the socio-economic stability after Covid 19 pandemic. The need of the hour, is to take early steps to overcome the present slowdown in tourism industry by analyzing its long term impacts at the earliest. So this paper aims to find the importance of Indian tourism in present covid scenario and also highlights few suggestions for recovery its recovery on basis of findings.

Key words: Covid 19, tourism, sector, industry, India

Introduction

India is the 7th largest country of the world and rich with various tourism resources and millions of tourists arrive annually, which contributes to the country's GDP. Travel and tourism alone account for 9.2% of India's GDP. The tourism sector generated 26.7 million jobs in 2019. However it's a deep matter of concern for all the stakeholders associated with tourism industry that tourism is the most affected sector in the world due to corona virus disease (COVID-19) in the beginning of 2020. This is spreading rapidly at an unprecedented scale across continents and has emerged as the single biggest life threatening health risk in the world has faced in modern times. Travel and Tourism Sector would have the hardest impact globally and on India, among all economic sectors, due to COVID-19. In view of unprecedented travel restrictions and almost complete lockdown, all over the world, UNWTO expects that international tourist arrivals will be down by 20 to 30% in 2020. This expected fall can translate into a decline of international tourist receipts by 300-450 billion US Dollars. The immediate likely impact, however, would be that

millions of jobs both in India and globally are at risk of being lost, as most of the tourism business is in MSME Sector. Further, liquidity crunch and a shortage of working capital with travel & tourism companies is another urgent threat. The need of the hour, is to take early steps to overcome the present slowdown in tourism industry by analyzing its long term impacts at the earliest.

Statement of the problem

The cascading effect of the corona virus has been found to cripple the Indian tourism and hospitality industry at an astonishing pace. The Covid-19 outbreak has also started showing its impact on the domestic tourism sector. On 24th March 2020 Prime Minister of India announced 21 days lockdown and banned all domestic and international arrival and departure through all means of transportations. Tourism product is a perishable product which cannot be stored and sold later, this feature of tourism product push tourism industry in to heavy loss in terms of poor revenue generation. This is one of the worst crises ever to hit the Indian tourism industry. Tourism industry is in threat globally and

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will also affect employment adversely. Indian tourism industry is source of employment, livelihood for many people who are directly and indirectly linked to tourism industry. Without government intervention it will be difficult to overcome this situation where tourism industry is at the worst phase in 21st century. In the present times travel and airline business staff is being sent on leave with no pay, which is not good for the industry and will create unemployment in travel and airline business. This crisis is creating unbalance in the economy. It would not be wrong to say that economy will move towards recession, if early step will not be taken by government and all its stakeholders, which will impact the GDP rate of the country adversely and for India being a developing economy it would be a challenge at tackle in the near future.

Research methodology

This study is based only on secondary data gleaned from various websites, google, books and newspapers. But not many researchers have been done in this area. The findings could have been more convincing if primary data would have been used. Constraint of time is also a major limitation.

Objectives

This paper focuses on the COVID-19 issue in India and its impact on the tourism industry. The paper also aims to give some suggestions on the basis of findings.

Findings

1. Back home, according to reports, nearly 53,000 travel agents, 1,15,000 tour operators (inbound, domestic, outbound), 15,000 adventure tour organisations, 2,700 MICE, 19,11,000 tourist transporters, 53,000 hospitality and 5 lakh restaurants in India face problems of job loss and cash flow. With no immediate signs of recovery, even after the lockdown is lifted and travelling is permitted, the federations of stakeholders have begun to approach the Government of India with suggestions that are likely to alleviate their woes.
2. According to Ministry of Civil Aviation, India is witnessing a 25% to 30% drop in inbound international visitors to the country in the backdrop of novel corona virus fears.
3. Companies saw a more than 30% drop in domestic travel this summer compared with last year. Maximum impacted summer destinations are Leh, Guwahati, Coimbatore, Srinagar and

Amritsar where more than 40% drop has been recorded. This is after airline fare drop by 20% for domestic routes.

4. Due to lockdown in India and COVID-19 threat, process of reservation cancellation is being carried out which will adversely affect the hotel business and likely to face revenue loss in 2020 and the parallel negative impact can be seen on employment in the future as a cost cutting tool.
5. The way hotel bookings are being canceled, in the same way packages sold by travel agencies and tour operators for inbound, outbound, domestic segments are also being canceled.
6. MICE segment is one of the important segment as per revenue generation for a travel agencies but due to present crisis all kind of events, meeting, conferences have been canceled or postponed.(Business Today-2020)
7. Travel agents will be forced to take such action due to financial crunch in the near future which is not good for travel business. Travel agents also earn revenue from airline ticketing but for the purpose of safety precautions any kind of domestic international travel is banned as per advisory issued by Government of India during lockdown period. Airlines are also worst hit from this crisis and might
8. Airlines revenues in 2020 to decline by 44% compared to 2019. Which means half of the revenue will be declined in aviation sector by 2020, which will be the greatest setback for the aviation sector globally. This can put airlines jobs at risk in the near future. In India the passenger's traffics at all the international airports have been banned till lockdown time and passenger's traffic will be reduced in the near future due to COVID-19 crisis.
9. In the present times travel and airline business staff is being sent on leave with no pay, which is not good for the industry and will create unemployment in travel and airline business. This crisis is creating unbalance in the economy.

Suggestions

Tourism is the most affected industry by the contagious COVID-19, the contagious virus has reached cities and towns all over the country within a few days and adversely hit the tourism industry, and consequently hotels and tour operators are temporarily closed or reduced their room inventory and operation. This impact can be reduced by using certain immediate measures, short term measures and long term plans.

1. RBI to take steps to ease the working capital crunch faced by the tourism industry in the wake of corona virus outbreak. In this regard, ICC suggests the apex bank to facilitate faster clearance of banking credit related to Travel & Hospitality sector. TFCI also has a special role to play in this regard.
2. Tourism enterprises can take the certain measures to maintain their cash flow in the near future by suspending unnecessary or least important operational material purchases, by delaying outsourcing payments and by encouraging employees to take annual leaves and unpaid leaves, moreover tourism industry stakeholders can maintain business by other ways like adjusting their market mix and distribution channels.
3. Present lockdown time period can also be utilized by conducting online training and development programs for the employees, which will help to enhance hospitality skills or can, upgrade their expertise in the diverse field of Tourism industry to adapt well in the contemporary digital environment.
4. It is important for tourism enterprises to stay competitive when the market is unstable, and maintain prices chart throughout the crisis.
5. The Government should focus highly on all type of safety and security measures for the tourists visiting various places of the country. Since global tourism fraternity will take some time to get settled after the aftermath of this pandemic, the sector per se should now focus more on domestic travellers. People would now feel more comfortable to travel within the country rather than going abroad.
6. Alternative tourist spots should be developed and marketed properly within the country.
7. In order to better support local tourism networks, the data capacities of local governments must be strengthened. Big data programmes are needed that can help local governments and businesses plan and manage tourist inflow better, segment and target clientele more effectively, as well as understand trends and respond accordingly.
8. Furthering anti-competition policies to limit the power of platform monopolies are the need of the hour.
9. Government must give certain relaxation on taxes imposed on tourism industry, or to provide certain soft loans with minimum interest rates and must issue additional funds

for the betterment of tourism industry in the near future

Post covid scenario

Let us all be very clear, that even after the COVID-19 threat mitigates, the global order of the travel & tourism sector, will see a paradigm shift and a reset. There shall be a new 'protocol' both for International and domestic travelling, primarily based on health safety of traveller and of the host destination. Countries will revisit and review their Visa policies. The New Visa regime of countries is likely to be guided also by the health safety of the host country. Governments all over the world are likely to put health protocols and Standard Operating Procedures (SOPs) in place, for industry and for travelers to follow. "Health Safety" shall, henceforth, become an important pillar of the Travel and Tourism Competitive Index. Tourists, particularly leisure and holiday travellers, will, in the initial 1-2 years, prefer a destination which has remained relatively safe during the COVID-19 crisis and is perceived as a safe destination. Travel & Tourism Industry will, therefore, have to adapt itself to the new national and global order of travelling, by ensuring the health protocol and health safety of the travelers. And therefore, those in the Industry who can innovate and adapt better to this new order will be the fittest and sharpest to recover faster than the others.

Conclusion

In the beginning of 2020 Indian tourism industry was all set to accelerate its pace towards development. India was unaware about the impact of biological disaster called Corona virus disease (COVID-19) threat originated from central China's. Half of the revenue can be declined in 2020 as compare to the previous year, however, despite severe cuts in business and predictions that normal travel patterns would take years to return. To handle this situation and for the upliftment of tourism industry government should come forward, without government intervention it would be difficult to overcome the present situation and financial crunch. One thing made very clear by this crisis is the fragile nature of tourism business, and therefore the need to have contingencies for even unpredictable events as this crisis has shaken the entire tourism industry globally. Although the Indian tourism sector is awaiting the government's response and measures that are likely to be adopted to boost the travel and tourism industry, one cannot deny the importance of this particular industry in repairing the economic disruption that is coming up in the future. Tourism must be recognized as a key pillar for building a

better future in all world regions. Past recoveries prove that the importance of our sector cannot be

overstated.

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IMPACT & REVERBERATION OF COVID-19 PANDEMIC: RESHAPING GLOBAL ECONOMY

Sukrita Prasad

ABSTRACT

The world (over 200+ countries) is under the grip of COVID-19 pandemic and its detrimental effects are snowballing at an alarming rate. It is evident that life after this pandemic will be very different. It has sparked fears of an impending economic crisis and recession. In this era, where all the economies of the world are interdependent on each other to accomplish their needs, this pandemic has crushed the import and export business. The GDPs of various countries have slowed down. The job market is at high risk with layoffs, migration and downsizing leading to higher unemployment rate. The strongest public health systems have collapsed giving an alarm for economies to build strong health systems. While few sectors have collapsed or slowed down like Retail, Real Estate or automobile etc., it has also ushered new prospects in other sectors like FMCG, Health & Insurance, Pharmaceutical, and Online Education etc. This has also set the stage for various opportunities, post COVID-19 for India and few other economies to maximize their capabilities. For ex: India has opportunity to lead manufacturing, agriculture, Pharmaceutical, production of Indigenous goods and its export etc.

Social distancing, self- isolation, labor migration, travel restrictions has shifted the individual and social lifestyle including food habits, travel plans, focus on hygiene and sanitization, boosting immunity, social gatherings etc.

With this background, this paper, based on secondary data study will discuss how COVID-19 pandemic is impeding the global economy and society at a large. This paper examines the long lasting impacts on economy and society, throws light on countries and industries that could potentially recover and/or sustainable economic measures, policies and reforms. A few recommendations and remedial measures are discussed based on the current trends in the market.

Keywords: COVID-19 Pandemic, Economy, Lifestyle, Recession, Reforms, Society.

Introduction

The world is under the grip of COVID-19 pandemic and its detrimental effects are snowballing at an alarming rate. More than 200 countries across the globe are affected by this pandemic. It originated in Wuhan province in China sometime in December 2019 and then spread across the globe by end of January 2020. It is evident that life after this pandemic will be very different. This virus will linger for longer period forcing humans to acquire ways to live with this virus.

Most of the economies resorted to lockdown to “flatten the curve” of the infection. This restrained millions of people to their homes, migration of labor, shutting down of businesses & factories and ceasing of most of the economic activities.

Most of the countries are now trying to cope up with this pandemic. They are trying to bring the economic activities back on track by slowly and gradually lifting the lockdown and restrictions that were imposed. The pandemic related economic and human costs could have long term repercussions for economies through the disastrous loss of life and job losses that derail occupations and perpetually shutter businesses. There has been tremendous losses and downfall but at the same time it will also pave the pathway for development and changes that are required for post COVID-19 pandemic era.

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Economic Crisis

The COVID-19 pandemic has sparked fears of an impending economic crisis and recession. This recession will be worse than the one we witnessed in the year 2008. The GDPs of various countries have slowed down. It has been forecasted by IMF (International Monetary Funds) that global economy will shrink by over 3 percent.¹ On the other hand, World Bank has forecasted that global economy will shrink by 5.2 percent by end of 2020.² This is a huge decline in the economic growth ever. Different policy approaches will threaten to damage international political, trade and economic relations between nations with different ideologies, developed and developing nations.

What holds for different industries?

Import & Export

In this era, where all the countries of the world are interdependent on each other to accomplish their needs, this pandemic has crushed the import and export business. Import and export has been obstructed thereby leading to scarcity of not only food products but also other indispensable items. For example : In Africa, Canada, USA there were shortage of food supplies in grocery stores, huge line-ups were seen outside the stores and concerns of over stocking was reported. There was a huge deficit of medicines, Personal protective kits, medical equipment etc. across the globe.

Unemployment

The job market is at high risk with layoffs, migration and downsizing leading to higher unemployment rate. Millions of people lost their jobs due to lockdown of manufacturing sectors, small scale & family owned businesses etc. As per reports, since March, there were more than 36 million who filled unemployment benefits in US labor market.¹ In India, roughly 10 million lost their jobs and this is just a figure of organized sector. The impact on unorganized sector is indescribable.

Manufacturing

Due to lockdown, most of the manufacturing outputs went down and that reflects a fall in the foreign demand with a ripple effect in fall in domestic market. The manufacturers of the chemical, automobile, electronic, and aircraft are facing concerns regarding the availability of raw

material. The manufacturing in automobile sector is on halt or commenced reduction in most of the countries. On the other hand, there has been a surge in manufacturing of pharmaceutical and medical equipment, medicines

Tourism

The sector that has been badly damaged by this pandemic is tourism causing a fall in global demand of Oil and natural gas. Tourism has been a pillar of economic growth and last one decade. The countries who are dependent on travel industry are worst impacted like Thailand, Maldives, and Indonesia etc. The detrimental effects are also seen in aviation and commercial transportation sectors. It will definitely take years for tourism to set its gear again with the same pace it was before COVID-19 pandemic as it has retracted the confidence of the end users. Travel for leisure was no longer a luxury as it had become an integral part of everyone's life. It will take longer for people to indulge in luxury vacation due to fear of infection, job loss and withholding of cash due to uncertain times. However, short breaks, day trips, camping and trekking to less populated destinations, wellness and yoga retreats will be the ones that have potential in near future. There will be a shift in the type of vacations and destinations. So, there has to be rethinking in the travel industry to adapt to the changes that this pandemic will bring forward.

FMCG (Fast Moving Consumer goods)

In FMCG sector, there has been a downfall as well as rise in demand of essential items. IMF has projected that there will be a decrease in food prices by 2.6% in 2020 due to lockdown, border clearance delays, borders being sealed, food security concerns, supply chain disruptions etc. Prices of few items went down due to low demand of non-essential items but eventually the prices would go up to cope up or to recover from the losses incurred during lockdown.

Real Estate

Real estate has seen a setback as well with a forecasted downfall of around 20% with 10% decrease in construction projects and 30% projection for land sales.³ Hiring labor for the realty and construction industries will be challenging due to migration of labor. The consumer behavior will change with this crisis to health and safety and financial withholding. This could be an opportunity for those who wish to invest to reap long term benefits or for first time home buyers as government across the globe could lower the interest rates

thereby increasing the buying capacity but yes that has to be coupled with job security and fund availability. The downfall in real estate market can be an opportunity for small start-ups who wished to venture in this sector in small towns and suburbs in India. For metropolitan cities, availability of labor in construction area will remain a challenge for some time.

Retail

With the lockdown, retail witnessed losses too but once the countries start to unlock, retail will be back in the market though there could be a dip in the sales due to shift in consumer behavior. Instant buying, physical shopping will be all time low for a while. Online shopping will continue but not to the same extent as it was before. The companies will have to be innovative and would need to diversify with the changing demands. Examples have been seen where most of the brands like wildcraft, Adidas etc. started manufacturing face masks.

Social Lifestyle

Social distancing, self-isolation, labor migration , travel restrictions has shifted the individual and social lifestyle including food habits, travel plans, more focus on cleanliness, hygiene and sanitization, boosting immunity, social gathering etc. Work from home, loss of job, lifestyle changes has created concerns of mental health leading to stress, anger, anxiety, fear, loneliness, sadness etc. So, a lot of focus will be on mental health and overall wellness in near future. Health and wellness, benefits, motivation will be the top HR priorities in near future.

Pharmaceutical & Healthcare

Pharmaceutical has seen a lot of potential with the rising demand of medicine, sanitizers etc. and there is a lot of prospective for growth in this sector in coming days. With the rising demand of medicines, immunity boosters etc., this sector is yet to reach it heights. Consumer preference is more focused on consciousness of products they will be using and a shift to natural, herbal and ayurvedic medicines. The strongest public health systems have collapsed giving an alarm for economies to build strong health systems and a lot of work will be done in near future in healthcare programs and infrastructure. This pandemic has also ushered new prospects in other sectors like healthcare and insurance with special focus on health insurance.

Education

Though education has been impacted leaving students & teachers to self-learn in delivery and reception of knowledge. This was not expected ever and has been challenging for rural areas. The other challenges would be uninterrupted internet access, digital devices access for underprivileged section of the society and moreover the reception of knowledge through online modes. As per research, the human mind can focus and receive information with concentration for not more than half an hour.⁴ Assessment is another challenge that is currently being faced by educational institutions. Amidst all these challenges, there is a need to innovate and be flexible and agile. Blended learning is the most acceptable solution for long term. Establishment of design thinking labs, think tanks, start-up incubation labs at institute level, TTT (train the trainer) programs for faculties, limited sized classroom to enable interactive and more personalized sessions, experimentation in flip learning could be fruitful too in this direction to reap long term benefits.

Indian Market Overview

India's growth and GDP has slowed down with a lot of pressure in different sectors but at the same time, this pandemic has given a lot of opportunities to grow and be a market leader in certain areas like manufacturing, agriculture, pharmaceutical and production of indigenous goods etc. Earlier, India was dependent on China for PPE kits but now India is 2nd largest manufacturer of PPE kits and is exporting as well.

Though migration of labor has been a steaming issue for established industries but this has opened opportunities for the development and setup of industries where these labors are accessible. It can be worthy for small town business aspirers to grab this opportunity to build up and start their businesses. Government intervention and measures needs to be established by government in this regard like MGNREGA Yojana, Pradhan Mantri Jan Dhan Yojana, Startup India Scheme etc.

There is also a growing need of start-ups, self-reliant business to build a self-reliant nation. The opportunities can be seen in small financing, essential goods, ayurvedic medicines, green projects, renewable energy, healthcare, wellness etc. Start-up organizations will have to be innovative, flexible and should pivot out their portfolios as per the changing demand.

India can focus on agriculture and take measures to eliminate the middleman thereby leading to maximum profits directly to farmers. This will motivate people to involve themselves in farming and hold them to migrate to cities in search of jobs further solving the unemployment issues to an extent.

India can be a market leader in pharmaceutical sector as well. It is currently a market leader in vaccine manufacturing and a producer of few medicines as well. We witnessed this when India exported and donated HCQ (Hydroxocloroquine) to other countries in need. What is the need of the hour is to be self-sufficient in raw materials to produce medicines and progresses have been done in this regard with the situation assessment during this pandemic.

There have been reports of most of the global companies are pulling off their manufacturing units from China. India can avail this opportunity to set-up manufacturing units here. Apple, Hyundai are classic examples that have already signed up to expand in India.

Human Resource focus

Employers have to be innovative in retaining top talent. Employee health and wellness has to be the top priority. Reward packages need to be redesigned. A portfolio of benefits should be offered to choose from as the needs of employees would differ based on the demographics like age, gender, geography, lifestyle, family size, financial needs etc. Health Insurance, benefits, wellness packages will be an attraction instruments for employers in longer run. Mental health, motivation, engagement has to be of prime focus with most of the employees working from home. Designing and strategizing return to work is needed with safety measures, sanitization, distant workstations, alternate office workdays, social distancing, wellness day-offs etc.

What other measures are underway?

Central banks and monetary authorities are engaging in an enduring series of interventions in financial markets and national governments are announcing fiscal policy initiatives to stimulate their economies. IMF, World Bank and other international organizations are taking steps to provide loans and financial assistance to the countries that are in need.

Governments need to curb certain costs and abandon borrowing caps for sustainable growth. Influx of capital and capital buffer will assist banks in absorbing losses. Decrease in interest rates will encourage consumers to lend and would ensure flow of capital in market.

There are no simple elucidations in such situations; a delicate balancing act is required whereby essential services and large-scale employment generating sectors such as agriculture and construction are ratified to resume operations.

Investments in green projects, policies, investment opportunities, boost for small scale industries, rural development etc. Plans like Atmanirbhar India, Skill development, Start-up India, Pradhan Mantri Jan Dhan Yojna are few that have already been taken in this regard.

Conclusion

Most of the economies have announced some policies and measures to keep the economy moving and retain its economic backbone but still there is a lot needed in this space with more sustainable measures, policies and reforms.

To summarize, it can be said that it will not be an easy journey for any economy to recover and move ahead in the path of growth but definitely it has also opened various avenues to focus on. There is a need of innovation, creativity, flexibility, resilience and perseverance for success and to challenge the challenges that has been put forth by this pandemic.

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IMPACT OF COVID-19 ON HEALTHCARE ECONOMY

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ABSTRACT

The healthcare sector is at the epicenter of an unprecedented global pandemic challenge, and the private sector has risen to the occasion by offering all the support it needs to the government, whether it is testing support, preparing isolation beds for treating Covid-19 positive patients or deploying equipment and staff in identified nodal hospitals.

For financial markets, the effects of the coronavirus pandemic and the shutdown it caused are clearly evident. But the wider impact it has across companies and industry sectors remains uncertain.

Keywords: Healthcare, market, industry, hospital, government.

Introduction

With stringent lockdown measures to contain the COVID 19 outbreak in India, the private healthcare sector is facing a dual challenge of a significant drop in patient footfalls, elective surgery and international patients, as well as the need to continue operations and invest in additional materials , equipment and manpower to ensure

preparedness for eventual treatment of COVID patients if required. As humans migrate around the globe, the prevalence of infectious diseases has risen globally. Outbreaks have often occurred but not every outbreak crosses a global pandemic stage as the Novel Coronavirus (COVID-19) has.

Discussion :

Pandemics are large-scale infectious disease outbreaks with a high morbidity and mortality burden across a wide geographic region, causing severe economic, social , and political disruption. Globalization has led to a rapid spread of pandemics, with increased global globalization and travel, urbanization and greater degradation of the natural environment, with COVID-19 being the deadliest of all witnessed in our lifetimes thus far. COVID-19 The pandemic has strained the healthcare system of even the most advanced countries and is predicted to trigger unprecedented economic decline in recent history.

The World Health Organization announced on March 11, 2020 that the COVID-19 virus was officially a pandemic after it barreled through 114 countries in three months and infected over 118,000 people. And the spread had been unabated ever since. COVID-19

is caused by a novel coronavirus—a new strain that was not previously found in humans. Symptoms include respiratory problems, fever and cough, and can lead to pneumonia and death. Like SARS, it spreads through droplets from sneezes and by direct or indirect contact with an infected person. It is believed that the first case for this virus was reported in China on November 17, 2019, in the Hubei Province, and it went unrecognized.

The COVID-19 pandemic affects health care networks around the world. The rapidly rising demand on health care services and health care staff is threatening to leave some health systems overstretched and incapable of functioning effectively. Governments from different countries react differently to this pandemic. On one extreme is Sweden, where while people have been advised to follow social distance and some other precautions,

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with all open workplaces, educational institutions and malls etc., life is going on as normal. On the other hand, there are countries such as India which have a complete lockdown barring critical services. As part of this lockout, India also suspended all travel- domestic as well as international. An outbreak in that magnitude needs to deal with a certain infrastructure. Neither country, developed or developing or weak, has such an infrastructure. In fact, the Covid-19 infection has exposed the so-called developed countries' systems to the maximum. From vital supply transportation to health care services, all in almost all nations is super-strained.

India declared a complete lockout for 3 weeks on 24 March. Well-coordinated action plans include careful airport inspection, active health laboratories and fast quarantine establishment throughout the region. The Government's policy was to stick to the concept of 'prevention is better than cure.' Though at present all of the country's efforts are concentrated on managing transmission and curtailing morbidity and mortality due to the pandemic, here let's take a look at how this virus and its effects will affect the Indian healthcare scenario.

Since the days leading up to the full-blown pandemic, extensive programs are underway encouraging hand hygiene to avoid infection transmission. This has resulted in very high rates of knowledge and commitment to this relatively small ritual of clean hands but one that can also have far-reaching consequences for the transmission of numerous other diseases in the long run. All signs point to a prolonged duration of contagion and likely even seasonal peaks of return, indicating a relatively long process with special focus on hand hygiene, face mask, hygienic social habits and disinfection.

Combined with Swachh Bharat Abhiyan, these long periods of emphasis on hygiene may have a positive effect on the improved health of the population, although the degree of benefit would be difficult to quantify measurable. On the flip side, a tremendous increase in the burden on primary care facilities and GPs can be anticipated in the short term, as overcautious people are thronging them even on mild symptoms. The whole program based on the prevention, detection, treatment and containment of COVID-19 infection is likely to miss opportunities for timely diagnosis and treatment of other diseases, as urgent priority over significant. Chronic disease patients who are reluctant to go out or face movement difficulties due to lockdown restrictions can avoid treatment. This will ultimately increase the

risk of disease complications and worsening, thereby increasing the overall burden of the country's diseases to some degree. We also recently read about BMC moving some cancer patients and other illnesses to make-up arrangements under a flyover in Mumbai to accommodate a growing number of COVID-19 patients in the area.

The unavailability of many government set-ups earmarked for COVID-19 has restricted the availability of emergency treatment of acute conditions for the less fortunate. Postponing elective surgery and procedures may adversely affect the quality of life while patients are waiting for the right time to receive the treatment they need.

India spends a modest 1.4 per cent of GDP on healthcare as public spending. Recognizing the inadequacy of this to support such a huge population, the government set out its intention to increase spending in the next two to three years to 2.5 percent of GDP. It's no secret that India's healthcare infrastructure is sub-par and highly insufficient to meet the needs of its large population. India has emerged as the world's pharmaceutical hub over the past few decades, becoming the world's largest manufacturer of generic drugs with a 20 percent share of global supply by volume and 50 percent of global vaccine production.

No matter China's perceived position in not exchanging knowledge that could have stopped the global COVID19 pandemic, there is a rising sense in various countries of moving their manufacturing from China. This can thus be a tremendous opportunity for India to internalize the entire supply chain for our own benefit and to position itself as an end-to - end giant in the supply chain for pharmaceuticals. A large pharmaceutical industry in India has always been a cornerstone of affordable healthcare, and this trend can now be expected to intensify further. India has become a medical tourism center for neighboring nations, Middle East, Central Asia and Africa in particular. India ranked 3rd most popular medical tourism destination in 2015, when the industry was worth \$3bn. Not only for advanced modern medicine treatment available in the country, but also for rejuvenation through traditional medical practice such as Ayurveda, have these medical have tourists come. With foreign travel being a major cause of COVID19 pandemic spread, the writing on the wall is clear. Tourist inflows, including medical tourists, will remain sluggish for at least a good part of this year. One can expect to pick up only next year if the peak

recurrence does not occur globally again in the winter months, which is a very likely scenario according to the latest research.

Furthermore, recognizing the increasing need for hospitals across the country, several ingenious approaches are being explored, the most interesting of which is the transformation of train coaches into isolation wards to turn mobile hospitals into

locations across the country as required. If retained and built upon, this flexible concept has the capability of supplementing the healthcare infrastructure substantially. So, as we face this humongous challenge and focus on sailing through with minimal harm to human lives, there are opportunities to unravel for improvement in the country's healthcare scenario.

Conclusion:

All walks of life have been affected by the current health crisis around COVID-19. The goal of nations has been to protect the lives of people suffering from the epidemic. Governments have been swinging into action after an adverse situation created by the Corona virus attack. Hospitals and medical professionals from physicians to nurses and support personnel, who are the courageous frontline soldiers fighting the war against COVID, face tough times during the height of this pandemic. There is an urgent call for action to meet the industry's immediate needs and consider the private healthcare sector's proposals for financial stimulus. Not only has the COVID-19 virus created a healthcare crisis, but also an economic one, and a COVID-19 recession is now a reality. Nonetheless, a recession continues to pose a problem for health care staff and institutions. It all depends on how long the transmission of COVID-19 disease lasts, and how long it takes to return to normal for life.

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IMPACT OF HUMAN RESOURCE PRACTICES POST CORONA CRISIS AND HYPER GLOBALIZATION

Aditya Singh Yadav

ABSTRACT

In this paper we present impact of Human Resource Practices Post Corona crisis and Hyper Globalization. The ability of HR functions across the globe to hold all ends together and fix gaps quickly to ensure continuity of their business. HR functions and globalizations both are depend trading and business, HR function have becomes the most sought-after for their ability to control the damage, come up with contingency plans, control the endless complexity of people management all this while keeping the spirit of the organization and togetherness intact, HR Trends and the Corona crisis organizations start with digitizing their current practices, a crisis makes creative, and the use of technology gets a push, digitization without redesign , the trends, Personalization, HR tech, speed, employee experience, new ways of organizing and leadership, people analytics, productivity, employer/employee activism, privacy. Other part is hyper globalization not only unlocks the means for the market, it also adds wings to epidemics that spread in no time across the geographical, political and social borders and boundaries. The current regime of Hyper globalization undermining our resilience against the Covid-19 crisis more than 40,000 manufacturing facilities have been lost to 25 years of corporate-rigged trade policies that made it easier and less risky to move production. Overseas to pay workers less and trash the environment. Covid-19 struck and started disrupting human routine, lifestyle, business and the global economy.

Keywords: Human resource practices, organizational commitment, hyper globalization, employee job satisfaction, HR challenges.

Introduction

The world is facing humanity's biggest crisis since World War II. Almost every country has been affected by the devastating Coronavirus disease (COVID-19). The world is passing through a great uncertainty. Undoubtedly, the Coronavirus has put the world economy at a major risk. Coronavirus ravages the economic foundations of world trade. According to the WTO, the world trade is expected to fall by between 13 per cent and 32 per cent in 2020, there by indicating the world economy is expected to face recession. Trade cannot flourish without commensurate policies to revive the economy. A combination of fiscal, monetary and trade policy measures is, thus, required to revive the economy and trade in these uncertain times. I am sure the world will come out of the crisis and give birth to a new phase of an improved and inclusive world. Although India has managed well till date in

containing the spread of the virus, the COVID-19 pandemic has already disrupted normal economic activity and life in our country. India's trade has been severely impacted. People have a sudden loss of their income, causing a major drop in demand. To rescue the economy, India has announced impressive fiscal and monetary stimulus packages. This pandemic has strong foreign and trade policy effects. The ASEAN-India Centre (AIC) at Research and Information System for Developing Countries(RIS) in collaboration with the Engineering Export Promotion Council (EEPC) has produced a Report entitled "COVID-19: Challenges for the Indian Economy - Trade and Foreign Policy Effects", which presents freshly written 40 important commentaries by our country's professors, economists and practitioners on India's trade and foreign policy challenges posed by this crisis and the way

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forward[1]. HR Trends be accelerated by the Corona Crisis, there are two different questions one could ask, first one how will the HR trends be affected by the crisis and second one is how can the trends be used to accelerate out of the crisis, getting work life back on track. The short summary. In my view many of the trends that were already ongoing, will (or can) be accelerated by the crisis. Moving out of the crisis will take a long time and the “new normal” will be different from what we were used to. We can use the trends to adapt organizations and the workforce to the new situation, and partly also to help shape the new situation. A crisis makes creative, and the use of technology gets a push. What I have seen a lot in the past weeks, is that organizations start with digitizing their current practices, and don't take the opportunity for a more drastic redesign[2]. Globalization First, globalization not only unlocks the means for the market, it also adds wings to epidemics that spread in no time across the geographical, political and social borders and boundaries. The strategy of isolation at all levels—local, regional, national and international - is viewed to be the key towards the containment and mitigation of COVID-19. The globalized supply chains make it difficult to source i/p, parts and components needed to scale up domestic production during this crisis. Effective implementation of the DPA would have preempted the export frenzy we see in the data and saved lives[3].

HR trends and the corona crisis

1. Crucial role of HR and leaders pre-COVID and Post-COVID

All organizations, big or small, relied heavily on their HR and IT teams to ensure the wellbeing of their people while they deliver on business critical projects from home.

2. HR organization's response will fall into four important areas

- Physical health and wellbeing
- Remote Work
- Issues related to jobs and work continuity
- An urgent need for mental health, resilience, family support, and dealing with uncertainty

3. HR organizations must expand the support they provide to employees

Mental health will come to the fore

Constantly staying at home will take its toll on mental health. With a potential increase in mental health issues, there is an increasing appreciation for

its importance and how organizations can provide solutions, employment benefits and programming to help employees.

Relationship with teammates will improve-

As we continue to have such conversations, connect more virtually for work, and get through this situation together, we will have new levels of connection with our colleagues. in-person interactions with our work buddies. But now our virtual conversations include repartee about family life, culinary skills, home workouts, the fun antics of kids and more.

Work will become more flexible

Companies have put greater technology systems and support in place to facilitate mobile working. Teams are figuring out how to collaborate at a distance and leaders are improving their ability to manage based on outcomes and objectives rather than presence.

Innovation will flourish

Our current COVID-19 challenges create unwarranted obstacles to business as usual. But the good thing is that today's struggles and pain are forcing new ways of thinking, better approaches, and fresh perspectives on problems. At the end of this, I wouldn't be surprised if I see some great innovations in HR Technology.

Career Opportunities

This situation has forced organizations to shift the fundamentals of jobs and the way they're designed, thus creating more career opportunities. When the economy comes back, there will be great requirements for employees that can catch up quickly, act, and put motivation behind efforts that make things happen for organizations. Whether internal or external or gig work, people will need people for their brand[4].

4. HR trends and the corona crisis, opportunity or threat, acceleration or stagnation

Nine important part of about HR trends

- Personalization
- HR Tech
- Speed
- Employee Experience
- New ways of organizing and leadership
- People Analytics
- Productivity
- Employer/Employee Activism
- Privacy

5. Human resource best practices

Following given below 7-HR Practices

- Information Sharing

- Self-Managed and Effective Teams
- Reduction of Status difference
- Extensive Training
- Selective Hiring
- Contingent Compensation
- Employment Security

Hyper globalization undermines response to Covid-19 crisis

COVID-19 pandemic, which, as of end April, 2020, has affected 210 countries and territories around the world and infected more than 3 million people, of which more than 0.2 million people have died, is spreading like a wild fire with such a fury that has compelled the governments across the world to revoke autarky as well as shut down of the national economy in order to save their citizens from this contagion[5]. The strategy of isolation at all levels-local, regional, national and international - is viewed to be the key towards the containment and mitigation of COVID-19. Globalization not only unlocks the means for the market, it also adds wings to epidemics that spread in no time across the geographical, political and social borders and boundaries. In contrast, countries and regions, which are outliers or less integrated with the process of globalization[6].

The info-graphics

- Whenever possible, we include data showing volume, not only value, because volume more accurately represents what is actually being ,traded given that the value data often reflects distortions in price caused by patents and corporate tax manipulations.
- How the sources of medical goods imported in to the united-state have shifted over time.
- Effective implementation of the DPA would have preempted the export frenzy we see in the data and saved lives.
- With many critical goods now mainly made in one or two countries, when workers there fall ill or governments prioritize their own people needs before exporting goods medicine and more quickly develops.
- Globalized supply chains make it difficult to source i/p, parts and components needed to scale up domestic production during this crisis[7].

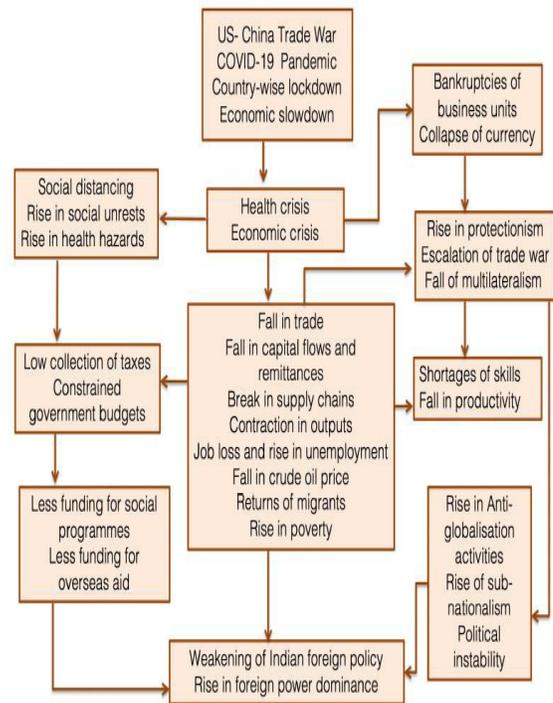


Fig.1 Represent the Pandemic-driven crisis and potential Foreign Policy Effects in India. [Source: Prabir De]

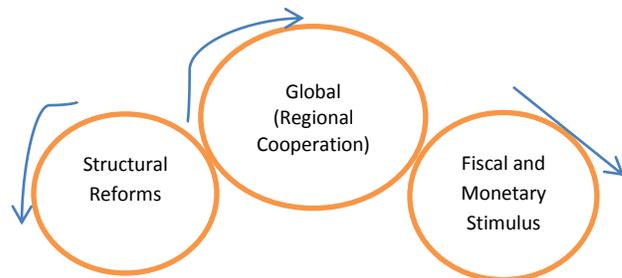


Fig.2 Represent the Rebooting the Economy [Source: Prabir De and Suranjan Gupta].

Conclusion

The result of this research paper about HR Practices post Corona crisis and Hyper globalization we investigate and found the result Workplace preparedness during COVID-19 requires employers to provide the productivity tools and support employees need to be effective when working remotely, organizations start with digitizing their current practices on information sharing ,status differences, self –managed, selective hiring ,training , employment security, organizations start with digitizing their current practices. Perhaps the architecture of “gated globalization” will involve re-

inventing the state that places community over market. Rise of nationalism and empowered nation states across the world might get energized and while charting their way forward they might learn from pondering over the narratives of isolation of the outliers.

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IMPACT OF LOCKDOWN ON PSYCHOLOGICAL WELL BEING OF EDUCATIONAL SECTOR'S STAKEHOLDER

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ABSTRACT

This work is an attempt by authors to have deeper investigation into the impact of Covid-19 on education sector in India. Covid-19 pandemic has exposed us as learners, educators, scholars, academicians, planners, regulators by whatever name stakeholders are known & above all us as guardians to the horrific path of learn, unlearn and relearn. These crucial participants in learning process are our students. The result of survey conducted in relation to this study showed 90% of the respondents believes COVID - 19 has impacted their career planning and 65% of them believes their academic routine has worsen in past 2 months during lockdown. Another critical component or participant is this dynamic and ever changing continuum is the teachers. Covid-19 situation has brought them to the forefront among all the stakeholders. For this work the Ryff Psychological Test has been used to frame the 15 statements to focus further on five aspects: Self-Acceptance, Positive Relations, Personal Growth, Environmental Mastery and Purpose in life on a 7 pointer scale. This study used descriptive mode for analysis and tried to statistically analysed the results and concluded that a paradigm shift in mindset is all what is actually required in our battle against Corona.

Keywords: Covid-19, Psychometric, Stakeholders, Online education, Stress, Pandemic

Introduction

This work is an attempt by authors to study the stress element on stakeholders in education sector owing to the paradigm shift in teaching & learning processes embed with knowledge and institution environment due to COVID -19 pandemic. The area in this study is the field of education, specifically higher education, and is a pioneer attempt to have deeper investigation into the impact of Covid-19 on education sector and its stakeholder's in India and abroad.

This work is an attempt by the authors to have a deeper investigation on the Psychological Impact of Lockdown, mainly, on the students and teachers. It has been observed that the people around are facing major psychological problems during this lockdown. In a survey conducted by Daily Bhasker Newspaper, it was found that 71% of students have become moody, careless and stubborn due to this new culture of online education. Also, 65% of students are facing physical problems and 70% are facing behavioural problems.

In regard to this, this survey is an attempt to better understand the extent up to which the lockdown has

impacted the five psychological well being factors, are they able to cope up with this, whether their plans has changed, whether they are able to manage their daily routines or not. The respondents were provided with 15 statements and they had to rate the statements on a 7 pointer scale, starting from 1 (strongly agree) to 7 (strongly disagree) .The pandemic is expected to have a huge impact and it is assumed that it will take more than two years to recover it.

Corona (COVID-19) is caused by the newly discovered corona virus. The best way to prevent and also to slowdown its transmission is only through being well informed about COVID-19 virus, the symptoms it caused and how it spreads. The first case of COVID-19 in India was reported on January 30th, 2020. Till last confirmed update as of June 23rd, 2020 Government of India has reported 440,215 active cases across the nation. On 22nd March, 2020 Government had announced voluntary Janata Curfew which was later followed by Nationwide Lockdown for 14 days till May 3rd. India's strategy to counter spread of corona virus disease was praised by The United Nations (UN) and World Health

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Organizations (WHO). On one hand lockdown has saved many lives in and outside nation and social distancing and like precautions have made one aware of how to prevent oneself from being infected, but on the other hand, humans being are social animals and such a long isolation mode in society has resulted in humans being susceptible to anxiety, depression, bipolar disorders, autism, and idiopathic developmental intellectual disability. Lockdown period has seen a surge in reported cases in this regard. But how do we map this pandemic and how do we cope? Almost all the help lines are being flooded from the queries related to COVID-19 pandemic, lockdown, anxiety and depression cases where youngsters have been reported as talking to themselves, screaming without reason, imaging themselves trapped with predators and similar conditions. Child line 1098--- a toll free helpline for children that an NGO runs saw 50 % spike in the number of calls from across India only in between March 20-31, 2020 that is only in the first week during lockdown.

The Recipient- Students

Suddenly happened Janata Curfew and due to extension of lockdown several times has created an environment of pessimism and utmost uncertainty in the society. Well being of family members, career prospects, job security and regular income flows were few concerns, causing havoc in social mind frame, to name few among others. In one survey conducted in relation to this study by a faculty in the Department of Business Administration at Institute Of Engineering and Technology, Lucknow it was found that 90% of the respondents believes Covid-19 has impacted their career planning and 65% of them believes their academic routine has worsen in past 2 months during lockdown. Major students opined that it became extremely difficult to manage their studies and cope up with this new normal situation. In addition to this, in a survey conducted by popular national newspaper Daily Bhaskar showed 71% of students have become moody, careless and stubborn due to this new mode of online education. Also, 65% of students are facing physical problems and 70% are facing behavioural problems.

This showed low adaption on the part of actual recipients i.e. students. Though the percentage in survey in terms of expertise among teachers and their willingness to adapt to new normal in teaching learning process i.e. to impart education via online mode was as high as above 60% and 78% respectively, the infrastructure in place to facilitate the same level of education as was in case of contact

classes get nod of only 25% respondents. Last section of survey showed impressive rather shocking results as less than one third of the respondents expressed satisfaction that they have actually utilized their time during lockdown. 59% of the respondents feel that they are less equipped technologically to cope up with Covid-19 rejig. Though maximum numbers of respondents surveyed feel that online education and use of ICT in education will see a surge in coming future, to which we all agree, but shockingly only 10% prefer online education and wish to have mix of both online/offline classes. Finally, more than 89% of respondent fear of worse outcome for their semester due to Covid-19 in terms of job prospects, surprisingly less than 10% of them can see their future in work from home. Again this is the sign of low adoption of changes in environment and low adaptability to newer norms.

The Backbone of Education Sector- Teacher

As pointed out in the beginning that extreme fear and uncertainty could be a cause of high level of adjustability, adoptability and adaptability another pivotal stakeholder in this study i.e. teachers are prone to massive realignment to the adversity and challenges due to this current scenario of Covid-19. In word of Mahatma Gandhi "be the change you want to see in the world", so teachers in this period can pose themselves as an example to their students to systematize their routine academically and be socially disciplined as well.

Between these two extreme ends of the continuum of education services lies group of other stakeholders and their vested interests lies with either in these two extreme participants or mostly in themselves or in betterment of society. Among the group one such stakeholder is the guardians or the parents that have visible interest in the long drawn process of learning of their wards. But the guardians or parents plays more or less a passive role in the process. Post Covid-19 scenario has now compelled them to have an active participation in the entire process. Unlike past with their stable positions, now the stakeholders are required to realign their claims as service providers and the other extreme end the receivers (students and parents) are questioning the current Covid-19 scenario's outcome on their professional growth and demanding an apt absolute return on their investment in education in terms of concrete and quality service resulting in job prospects.

In global scenario, impact on economic front due to Covid-19 pandemic would be far reaching due to its

direct impact on services and education is one such service. Services gets impacted more by such pandemics, reason being more of consumer's spending happens on discretionaries, which can be stopped in case there is income loss though education is one exception in India. The pandemic has, on the other hand, also resulted in change of structure of education in a very dramatic way. One impact is on the enhanced use of E-learning by the use of ICT technology and the other impact on enhancement of skills required for using those ICT technology. But institutions all over the world reacted sharply seeing the never ending lockdown restrictions and adopted *Online Teaching Learning Strategy* on urgent basis This online teaching and learning has in fact directing us toward a new normal in education sector and is likely to be continued in same manner post Covid-19. So, all the stakeholders, regulators, human resource ministry, management and administration and above all teachers along with the students need to get evolve themselves more than ever. This adaptability and adoptability to new normal and attached concerns are a cause of pain, cause of stress among stakeholders.

The shift from the traditional set up of imparting education toward multi dimensional, multi dynamic environment need one's inner calling more than any prompt from socio, economic or political side. Innovative ideas, newer concepts require critical thinking. A paradigm shift in teaching and evaluation is the need of the hour. This can only be achieved if teachers step into new shoes, into new role of becoming a learner himself. Only then the teachers could be able to spark critical and analytical approach in their students.

The Brain Behind- Ministries, Regulators, Management and Administration

The regulators, planners, ministries and intellectual class of academicians and industry professional have felt the need of formal training course for teachers at the start of their professional journey. These programmes are targeted with holistic approach right from developing pedagogical skills, inclination toward learning techniques based on research methodology, from participation in curriculum development to getting skill training for the enhanced use of information technology in self development, career advancement and most importantly imparting education effectively. This will empower and motivates the teachers in enlivening the learning process by adopting newer pedagogical approaches which in turn will be transferred and transformed into new learners.

Literature Review:

- **Impact of Covid-19 on Educational Institutions in India**

The literature evidence shows that due to this Covid-19 pandemic various authoritative governing bodies like MHRD, UGC, CBSE etc. shows great concern towards students, faculties and other stakeholders by issuing timely advisory in form of circulars, notices, and letters. After nationwide Janta-curfew, the government of India has taken immediate measures in form of closing down the universities and colleges to check spread of virus. During the entire lockdown 1.0 to lockdown 4.0 immense losses occurred in form of discontinuance of regular lectures, postponement of exams, changes in the academic calendar for current as well as next session. The measures are not exhaustive and will require dynamic supervision and regular updation from time to time.

Covid-19 Impact on Students Worldwide

The universities and colleges around the world struggled against the outbreak of Corona virus. With the advent of outbreak in order to break the chain of transmission of this virus the governments and authorities at regulatory and universities level has taken various steps by implementing policies including stay at home, online learning etc. Covid 19 and just the fear of spread of virus cause major obstacles in imparting education in real time classrooms. It leads to severe blow on various activities in fields of education. Extensive lockdown period impacted student's education, their mental health deteriorated and also impacted the disseminating of information between different stakeholders in education sector.

- **Impact of Corona Virus on Indian Education Systems**

Due to the outbreak of Corona virus worldwide most of the countries have opted for complete lockdown that have lasted for month or two. The education sector, which is a service oriented sector, is facing various issues due to this pandemic. During this affected time period many schools, institutions technical education, higher education and professional education have suffered badly and have failed to manage the normal course of action. . On the other hand, the impact of Corona outbreak has positively impacted the global education in terms of growth of digital education.

Primary Objective and Hypothesis

The research work is an attempt to have a deeper investigation by the authors to know the

psychological impact of lockdown on the mental state of students and teachers who are the epitome of education sector. It is an attempt to have better understanding how their lives have changed under lockdown. Whether they have adjusted themselves to new norms to fulfil their routine commitments thrust upon them unprecedentedly by Covid-19 situation. How difficult it was for them to be able to maintain their personal relations. This survey also focuses on whether they are able to work on their personal growth or not during this pandemic.

- H₀:** COVID-19 has no significant psychological impact on the mental state and well being of students and teachers.
- H_a:** COVID-19 has a significant psychological impact on the mental state and well being of students and teachers.

Limitation of the Study

The world has seen many disasters, earthquakes, world wars, and even epidemic like Spanish Flu, Plague in the past. AIDS, SARS, MERS, Swine Flu, in the past, have taken many lives around the world. But the name and fame that this infamous virus Covid-19 has got caused havoc in human life around the globe in the first half of the year 2020. The pandemic has made felt its presence in the start of year 2020 and the scale and the pace at which the pandemic as well as the sharing of information about the outbreak spread is new to the mankind. The globe has not seen such a massive blow on mankind since last century. Earlier wars and epidemics were mostly restricted to some specific countries or to some specific regions. As the world has faced such a scenario for the very first time, the literature on its impact on various aspect of human life whether social, personal, economical, cultural and also on education is also very limited.

Research Design

For the purpose of this study an online survey was conducted with a well pretested questionnaire, in order to collect responses from 360 people through stratified random sampling method. Medium to collect responses was social media platform Whatsapp. The respondents in this survey were above 18 years of age and were explained the purpose of the study. The survey was conducted to assess the psychological impact of 2020 lockdown on the students as well teachers. The information collected in the online survey was tabulated and analyzed statistically. The statistical tool used for this survey is Chi square Test. The statements

provided to the respondents were grouped in the five factors of three statements each, after which chi square test was applied to each group to test the hypothesis

Data is primary in nature. The data is collected from 360 respondents including students and teachers (57.8% male and 42.2% female). And age groups belonging to 18-25 (70.9%), 26-35 (13.5%), 36-45 (8.8%), and 6.3% belonging to age group 46 and above.

Carol D. Ryff, a psychologist, developed the 42-item psychological well being scale to measure the six aspects of well being namely Autonomy, Self Acceptance, Positive Relations, Personal Growth, Environmental Mastery and Purpose in Life. This is a theoretically grounded instrument that specifically focuses on measuring multiple facets of psychological well being on a 7- pointer scale.

In this research work, the Ryff Psychological Test has been used to frame the 15 statements specifically focusing on five aspects: Self- Acceptance, Positive Relations, Personal Growth, Environmental Mastery and Purpose in life on a 7 pointer scale.

The statements provided to the respondents were to be combined to five groups indicating five factors that are Environmental Mastery, Personal Growth, Positive Relations, and Purpose in Life & Self Acceptance with 3 statements in each. The respondents have rated the statements and as a result it was observed that this lockdown has impacted the personal relations of the respondents, their personal growth and has given them a chance of self acceptance. The finding of the results also shows that this lockdown has not much affected the respondent's Environmental Mastery and their purpose in life. Thus, the lockdown among the five factors greatly impacted the four factors namely; Personal Growth, Positive Relations and Purpose In Life. In the study, the data has been collected through response sample of 360 people and due to categorical data, Chi Square test is used to analyze the impact of pandemic on education and stakeholders. To calculate the expected value, the average method of the observed value is used. Then the sum of squares of difference between observed and expected values are calculated. The formula for Chi-Square used is

$$\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Data Analysis & Findings

The data collected from 360 respondents out of which 57.8% were male and 42.2% were females was analyzed. The Ryff Psychological Test has been used to frame the 15 statements to focus further on five aspects: Self-Acceptance, Positive Relations, Personal Growth, Environmental Mastery and Purpose in life on a 7 pointer scale. It reveals about the five psychological factors for well-being which are:

Positive Relations: To be able to form warm, caring relationships with others; the capability to develop intimacy and to show empathy with others.

Personal Growth: To continuously grow and develop as a person; working towards optimising one's full potential.

Environmental Mastery: The ability to manage the environment and to mould environments, or to choose environments, which align the one's needs and values.

Purpose In Life: Having goals in life and a sense that one's life has purpose and meaning; living intentionally and with clear direction.

Self Acceptance: To have a realistic perception of the self, including both good and bad qualities, and still be able to accept oneself.

The data is summarized in the tabular form below:

S.No	Factors Of Psychological Well Being	Statements No.	Chisquare	P - value
01.	Positive Relations	2, 4, 11	51.47	<0.05
02.	Personal Growth	1, 15, 5	56.31	<0.05
03.	Environmental Mastery	3, 7, 13	31.30	<0.05
04.	Purpose In Life	6, 8, 12	50.00	<0.05
05.	Self Acceptance	9, 10, 14	12.51	>0.05

The data collected revealed that around 37.3% respondents believe that this lockdown has made it difficult for them to maintain their close relations well. The question statements asked to them in order to know this fact includes statements regarding them enjoying personal and mutual conversation with their family members during lockdown, has maintaining close relations become difficult and frustrating for them during this pandemic and if due to this lockdown they are feeling lonely. 18.5% respondents agreed to some extent to these questions and 9.35% respondents

said this lockdown has not impacted them on maintaining positive relations with their close ones.

When the questions were asked about their Personal Growth which included statements like whether they are getting involved in any kind of activities which enhances their knowledge and skills, whether this lockdown has created a challenge in what they are trying to achieve and if this lockdown period has become a process of changing, learning and growth. Around 39.4% respondents strongly agree to the fact that they were not able to manage their own personal growth 16.6% respondents agreed to some extent while 9.6% respondents believed that this lockdown period has not impacted their personal growth anyhow.

When the respondents were asked to rate the statements about their level of environmental mastery with question framed like if they faced difficulty in arranging their life in current scenario, whether irrespective of this lockdown, they were able to manage responsibilities of their daily life and whether they believe that lockdown was a cause of mental stress and anxiety for them. 21.1% of the respondents agreed that they were not able to do anything perfectly during the lockdown period while 14.4% students had succeeded in master managing their environment that means they were able to manage their routine work well. 9.6% respondents said that lockdown has not at all impacted their daily responsibilities and course of work.

When the respondents were asked to rate about the impact of lockdown in their purpose of life with

statements framed as whether they enjoy making plans for their future and also working on them, or whether they feel aimless during the period of lockdown, or they had a stable sense of direction and purpose in life even in the pessimist ordeal. About 37.3% respondents believe that they have lost pace in their purpose in life. They have felt lonely and aimless, it became difficult for them to work for their future by making plans, 7.96% respondents expressed their disagreement to these while 10.27% respondents said that this lockdown period has not impacted their purpose in life and it's all going the way they wanted.

Lastly, the statements regarding the fifth factor i.e. Self Acceptance include questions like they were developed a lot as a person over time during this pandemic, if the lockdown period had become a difficult time for them and if on comparing themselves to others they feel good. The survey revealed that most of the respondents were able to accept themselves even in this lockdown situation. Around 19.81% respondents said that they have accepted themselves with all the qualities embedded in them, 13.24% respondents said that this lockdown has changed the way they looked themselves while 17.68% respondents said that this lockdown has no impact on the way they look themselves before.

Thus, the above four factors Positive Relations, Personal Growth, Environmental Mastery & Purpose In Life reveals acceptance of null hypothesis while the fifth factor Self Acceptance rejects the null hypothesis. The analysis shows impact of lockdown on mental state and well being of educational sector's stakeholders' and thus null hypothesis is accepted.

When the respondents were asked about their opinion what should be done to improve the situation? In which activities they must get involved in order to cope with this situation of stress and anxiety? Approximately 66.7% respondents agreed that they must get involved in Physical Activities like meditation, exercises, yoga to stay psychologically fit, while 25% respondents said they must get involved in Social Services to cope with this situation which includes being a helping hand for the needy, poor people and the one who are rendered homeless and helpless during this pandemic. A small proportion of people that is just 8.3% of respondents believed that they should get involved in Religious Activities like praying to god or reading religious books in order to cope with this situation.

Conclusion and Recommendations

The result of the survey reveals that this lockdown has drastically impacted psychological well being of the population studied been it teachers or students at large. The pandemic has not only impacted mental health but has also developed fear, anxiety and a feeling of depression among them. The increase in the rate of toll free child help lines, the increase in suicidal tendencies among students reported has revealed how badly this pandemic has impacted our lives and this need to be discussed as well as pondered.

To conclude it is recommended to get oneself more and more involved in activities like physical games,

social activities, to develop own interest and to learn new skills. To share your thoughts to your near and dear ones can stimulate positive thinking and avert negative vibes. Happy human index growth worldwide despite these kinds of pandemic threat now and in future will be a true triumphant of the human race.

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INDIAN FINANCIAL SECTOR IN TIMES OF COVID-19: A STUDY

Pradeep Kumar B

ABSTRACT

Although banking sector reforms aimed at enhancing the competitiveness of banking sector and thereby reducing the fiscal dependence of the banks, in practice, a serious of bank failures set in along with certain scams that even went to the extent of questioning the modalities of banking governance in India. Therefore, it is imperative that while analyzing the Indian financial sector in times of Covid-19 and to fathom over the likely repercussions that it could produce on the financial dealings and operations, one should not overlook the fact that every backlash effect on financial sector in India that is likely to be looming large over the economy can hardly be attributed alone to the Covid-19 and the consequent lockdown and social distancing. This paper begins its discussion with this note of caution.

Keywords: Banks, NBFCs, Covid-19, First Order Hits, Second Order Hits, Non Performing Assets

Introduction

Indian financial sector especially the banking sector has been put in severe strains even before the Covid-19 came to India. By the time Covid-19 started showing its signs, India had started witnessing major banks especially private sector banks failing on account of reasons including the slowing down of the economy and the consequent spiraling up of Non-Performing Assets. Several scams also added fuel to the imminent crisis of the banking sector in India. We need to be reminded of the fact that bank failures have become a story in India since the inception of banking sector reforms in 1991. During the period since nationalization of Commercial banks in India in 1969, India had hardly witnessed any major banking failures. Although banking sector reforms aimed at enhancing the competitiveness of banking sector and thereby reducing the fiscal dependence of the banks, in practice, a serious of bank failures set in along with certain scams that even went to the extent of questioning the modalities of banking governance in India. Therefore, it is imperative that while analyzing the Indian financial sector in times of Covid-19 and to fathom over the likely repercussions that it could produce on the financial dealings and operations, one should not overlook the fact that every backlash effect on financial sector in India that is likely to be looming large over the economy can hardly be attributed alone to the Covid-19 and the consequent lockdown and social distancing. This

paper begins its discussion with this note of caution.

Covid-19 and the Economy

Covid-19 is said to be a unique kind of virus which not only creates health issues but equally distracts and distresses the economic and social dealings of mankind. Normally, diseases which we normally encounter with affect the health status of people often leading to the loss of productive working hours and human losses. But, Covid-19 with its spreading nature puts everyone inside the home, making mobility almost fearful or non-existent. Lockdown has become the buzzword world over thanks to the Covid-19. Many economies have gone this way and paid a high price for it in terms of dwindling GDP growth rates, creating and exacerbating income and employment shocks. The loss of jobs and income appears to have been more devastating than the direct effects of Covid-19 in the form of man-days lost and deaths. Migrant workers working on meager income in India in urban areas have become jobless overnight and they have started returning to their native places that too on foot. This reverse migration is reported to have created more social and economic hardships particularly in rural areas in the country. The disruptions of supply chains and the slowing down of demand for consumer durables have ended up in evaporating the profit of companies. In most of the sectors including the formal government sector salaries have either

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been scaled down or deferred or not all paid particularly in informal sectors. Many have lost

Policy responses

As the pandemic spreads disrespecting political boundaries and mightiness of the so called first world, governments across the globe have come out with policies to give a succor to those who have been reeling under the unprecedented repercussions which a hitherto unheard virus has created. Cutting across political and economic ideologies, and realizing that an invisible market mechanism seldom works against the crisis created by an invisible Virus, governments have announced packages after packages to tide over the turbulent waves in which all segments of people in all affected economies seem to have been trapped. Most of the packages seem to have been molded in such a way as to give an immediate succor to the affected sectors and segments of the economy. But quite different from these short term quick responses which most of the economies have showcased, India has put in place reform oriented measures covering certain crucial and long lasting and long pending too, structural reforms, claiming that Covid-19 not only produces unparalleled challenges in the economic

employment, increasing the severity of the crisis.

history of India but also offers opportunities to be self-sufficient and self-reliant.

Perhaps because of this, the economic packages announced by the government in four tranches to tackle Covid-19 Pandemic have come to be designated as 'Atmanirbhar Bharat Abhiyan' (Self Reliant India) hereafter called 'ABA'. ABA is a package of Rs.20 Lakh crore which comes around 10 percent of India's GDP. It needs to be mentioned here that it covers certain monetary stimulus announced by the Reserve Bank of India to mitigate the backlash effect of the Pandemic (Table No1). It is unsurprising to note that ABA has identified the importance of a strong financial system as a catalytic agent to make changes and provide impending relief of various kinds to the troubled economy. ABA has placed stress on five aspects viz. supply chain reform of the farm sector, rational tax system, simple and clear laws, capable human resources and strong financial system as the vital components which should work in tandem to materialize the long term objective of making India self-reliant not only in times of Covid-19 but also thereafter.

Table 1 Breakup of ABA

Overall Stimulus provided by Atmanirbhar Bharat Package

SN	ITEM		(Rs. Cr.)
1	Part 1		5,94,550
2	Part 2		3,10,000
3	Part 3		1,50,000
4	Parts 4 and 5		48,100
		Sub-Total	11,02,650
5	Earlier Measures incl PMGKP	(earlier slide)	1,92,800
6	RBI Measures (Actual)		8,01,603
		Sub Total	9,94,403
		GRAND TOTAL	20,97,053

Source: <https://www.theweek.in>, May 17, 2020

A large chunk of money which this package contains will probably be routed via financial institutions particularly commercial banks and thereby indirectly rejuvenating the Indian financial sector. The near cent percent financial inclusion which many of the prime areas in our country have already attained will immensely support the

government in ensuring that these financial packages reach the hands of deserving and targeted beneficiaries without much leakage. If that materializes then this would lead to manifold of benefits in the economy and the supply leading growth will in turn cement the foundation for the demand led economic growth in future, thereby

taking the economy perhaps to the much acclaimed 5 trillion dollar status as envisaged by the Centre government. Truly, financial institutions including commercial banks and Non-banking financial entities can do a lot of constructive and imaginative things to realize the long term objectives that the Centre government aims to accomplish not only in Covid-19 times but surely in the long run as well.

First order vs. second order hits of Covid-19

Socio-economic impacts of Covid-19 could be categorized into two: first order hits and second order hits. First order hits are immediate consequences of Covid-19 which we are currently experiencing thanks to lockdown and social distancing. These hits have been felt on the real sector of the economy in terms of a sudden decline in income and employment opportunities especially for those working in the informal sector, decline in corporate profit, and disruptions in the movement of supply across different parts of the economy leading to supply bottlenecks. Second order hits may start showing its signs perhaps after the lifting of restrictions being placed on the economy. A government cannot continue to have its economy in lockdown incessantly for reasons which often go beyond pure economics. The stories of depression cases that have been reported from different parts of the country stand testimony to this. Undoubtedly, lockdown has had far reaching economic and social repercussions. In the long run as the second order hits of the pandemic begin to unveil its true faces, the financial condition of both institutions and government will be strained so that a new wave of economic crisis may set in. It is evident that the financial sector is going to be much thwarted by the pandemic as we enter into face after the relaxing of controls that have been placed on the economy.

Financial sector and the Covid-19

Indian financial sector has been much dynamic and vibrant in terms of the number of institutions and volume of financial dealings that engage daily. Our financial sector has been as diversified as any financial sectors in the world, and they serve different kinds of interest of the customers. Indian financial sector consists of commercial banks, non-banking entities, insurance sector, pension sector, mutual fund, debt market and the security market. In this paper, we confine our analysis only to three segments viz. Commercial Banks, NBFCs and Stock Market.

Banking Sector and the Covid-19

Broadly speaking banks face two kinds of problems in times of Covid-19 and probably thereafter as well. These problems do not turn out to be new but, as said at the outset these problems have been plaguing the Indian financial sector for a long time¹. First and foremost are the burgeoning non-performing assets and the consequent financial ill health of the Indian banking sector. Mounting non-performing assets even in a few but vital banks can be a potential threat to the existing banking sector including the giant and financially sound banks. This is primarily on account of the fact that increasing amount of non-performing assets is an immediate index of the fact that economy is slowing down, and therefore business entities find it enormously difficult to meet their repayment obligations. This can even send the wrong signals to the real sector of the economy which immediately responds to the circumstances by adopting decisions that reduce inventories and employment of labor, which, of course, will have devastating and destructive economic and social effects in the economy. Surmounting nature of non-performing assets with the Indian banking sector, nevertheless, has become an unfavorable feature of Indian banking system particularly during the period since 1991 when India embarked on the historic implementation of new economic reforms encompassing banking sector reforms. In order to withstand the problems that stems from the growing existence of non-performing assets with the banking sector and to live to the spirit of certain enshrined social objectives, Governments have had a tendency to help the banking sector through the so called but much critically acclaimed recapitalization mode. Even before Covid-19 shocked the economy, India had taken recapitalization steps to bail out some failing banking concerns in India. It must be understood that recapitalization is used provided the Government has the fiscal space to do it as it is usually met out the tax money.

Beyond any doubts, it is obvious that when the second order hits or the consequences of Covid-19 start looming large over the economy, non-performing assets are likely to scale up and the financial conditions of the banking sector will be in peril. Under those circumstances, Government may not have sufficient fiscal space to help out the banking sector. This may result in the generation of pessimistic outlook in the banking sector and the economy, and it ultimately leads to a downward trend in the financial healthiness of the banking sector in India. Indeed, it could be

articulated that Covid-19 will have its far reaching adverse consequence on the banking sector in the form of an increasing amount of non-performing assets.

The moratorium on the loans which has been announced to ease the pressure on the customers would not be around for a long time. It needs to be lifted after some, and when this is lifted, we are not sure whether there would be a repayment of loans from the side of borrowers. If things do not turn out to be rosy for the banks, undoubtedly this will trigger off a chain of banking and financial crisis in India.

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ⁱ As of March 2018, total volume of Non-Performing Assets in the economy stood at 10.35 lakh crore. Public sector banks (PSBs) accounted for about 85 per cent of these NPAs.

LOCKDOWN EFFECT ON EDUCATION SECTOR

E. Viswanathan

ABSTRACT

Covid -19 a pandemic disease tremendously affected the structure of schooling and learning also the teaching and assessment methodologies in a greater extent. This induced a way for global realization and enhanced the education sector as mandatory. Education sector provides a vital opportunity to society and initiates a welfare development for the student's community. Different techniques are initiated in the higher education sector which evolves both the demand and supply across the globe for the easy mobility of both the students as well as the tutors for the quality improvisation of higher studies in India. Hence various online classes have commenced and regulated in different forms of web platforms to inculcate the knowledge to the students through various E-Learning sources.

Key words : Covid - 19, E - Learning Sources,

INTRODUCTION

Covid19 a pandemic has recreated the normal routine of the individuals and broken the perception of the usual work to be happened in the society. This induced a way for global realization and enhanced the education sector as mandatory. Because it's totally affects the worldwide educational system closures of all schools , colleges and universities. Amidst this, Education sector planned to provides a vital opportunity to society and initiates a welfare development for the student's community through e-learning sources. In this case most of the educational institutions were closed in an attempt to contain the spread of covid 19. For this instance, Lockdown has initiated a greater effect on the educational sector by inducing different pedagogy in different aspects. UNESCO has recommended different online pedagogy in the form of distance learning which stood as an initiative and inculcated in different aspects towards various sectors of India. An education institution plays a major role and promoted the online techniques in categorized form. Even the government and information technologies paved a greater space for the upcoming online techniques and insisted various schools and colleges to begin the online coaching to the students. The institutions also adapt different teaching modes and guides to the tutors as well as the students for the everlasting completion of online session. In the current scenario even the government schools and

the colleges are also extent their hands towards the inbuilt aspects of the online teaching and promoted into greater extent. Consequently in the midst of lockdown many schools and universities are even conducting online exam for their part of academic completion. In this case of emergence the University grant commission an apex body of Higher education as made online education a mandatory to all the universities and colleges in the form of open source learning solutions and learning management in the current scenario. Hence education sector provides the greater attention and seeks a greater social spending in upcoming aspects. This is possible with the inclusive of various learning platforms and rapid increase of mobile internet and broadband. Different techniques are initiated in the higher education sector which evolves both the demand and supply across the globe for the easy mobility of both the students as well as the tutors for the quality improvisation of higher studies in India. For the advancement and development of the higher education different learning management systems and massive open online courses (Moocs), social media, options of assessment virtual learning were implemented and perform its activities in a greater level. With the advanced technology the digitalization and mobile devices such as Smartphone's, tablets, give the students much more control over the access and creation of sharing the knowledge in the vast extent

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Even this digitalization's paves a way for empowering the students, faculty fraternity, and instructors to find a way to leverage the enhanced student control and also increase the motivational level of the students relevant the syllabus. Among this the education departments have regulated different aspects of on line mode of education to pertain the standard as well as to not to create any gap in the education system. On this point of consideration the NSSO (National sample survey office) has taken a survey that the percentage of Smartphone's possess among with the households along with internet facility is 20.1% with rural it is 13% and urban around 37.1%. Likewise the constraints among the lack of internet facility were also analyzed and necessary action has been taken by the government to overcome those aspects in the form of availing DOORDHARSHAN, ALL INDIA RADIO AND COMMUNITY RADIO to provide audio base learning to the students.

Many recreation facilities have been undertaken by the government to make success of the online education platform in a wider concept. Participation of the parents among students community were entertained and intimated them to improve their analytical, logical and quantitative abilities towards their wards learning. Even also in this case, the government faces an inadequacy of literacy pertains among the parents community where the survey reveals the percentage as 69.6% in rural areas. Hence, though the education is very important to every student the talented and intellectuals activities are to be developed and circulated among the students community in larger aspects in availing the online class room teaching.

ONLINE TEACHING MODES:

A new pedagogy also initiates the economic development in the following aspects such as:

- Creation of innovative demand of knowledge based on the societal needs
- To satisfy the needs and expectations of the students

- To initiate and provide awareness on the new digital technologies.

These pedagogy also pays a way for emerging aspects of online teaching modes in the form of

- Innovative learning in the form of flipped classrooms
- Building of knowledge and its practices
- Easy use of multimedia and open learning platforms
- Encouraging the students choices and interdependence
- Enhancing the classroom in an unique by learning anywhere at any time in a easy aspects.

Hence various online classes have commenced and regulated in different forms of web platforms such as ZOOM, SKYPE, VIDEOCONFERENCING, GOOGLE MEET, WEBEX MEET, GOOGLE CLASSROOM in an increased manner in all over the world.

Due to the Extension of lockdown, education sector have started to stream in continuous stretch in offering online classes globally which moulds millions of kids to attain benefit over it. Both the government and the private education sector have taken a greater responsibility in rendering online E-learning platforms to around 60 million college students and 1.5 billion school students. Even in the past education aspects itself the private colleges were offering online education and now they accessed it into the unlimited massive way, in order to meet out the demand of E- learning.

Rajan S.Mathew , DG, the Cellular Operators Association of India as conveyed that the telecom industry is helping around 99.9% network capacity in rendering effective e-learning or online education in order to avoid traffic jam over the network during ongoing activities.“ E-learning or online Education as become a normal routine to the student's community which increases the intelligence and innovative skills of them, and also helps them to feel enthusiastic and comfort through e-learning in a daily aspects. Likewise, Apps like BYJU'S and Khan Academy supports schools for

effective e-learning outcomes, where, ADDA24x7 offers specialized coaching for entrance exams like IIT and JRR”

In the current scenario on-line education have been determined as a powerful tool in filling the gap of the closures of the educational institutions. Various tools were segmented and the government were also planned to avail an assistance from different information technology sources and its pedagogy to run and operate an effective and successful online education in the economy.

CONCLUSION:

Lock down has created an emergence for the continuation of the education sector through various online sources. An education sector taken this covid 19 as a challenge phase and induces different online techniques and adopted various strategies for the betterment of the economy. For this instance, various platforms were created for the successful enhancement of online classes and determines the students welfare in a larger number which leads for the development of the students welfare as a well as the society.

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MAPPING THE COVID-19 LOCKDOWN EFFECTS IN INDIA

Jyoti

ABSTRACT

This article highlights the side effects as well as bright side effects of COVID-19 pandemic lockdown in India. As in starting, number of confirmed positive corona virus cases in India was 500 (approximately). As per conditions of increasing numbers of positive cases, a lockdown was required for public safety. On 24 March 2020, the Government of India ordered for a first nationwide lockdown. Duration of first nationwide lockdown was 21 days. As result of lockdown, growth rate of corona virus cases slowed down. But with increasing numbers of cases of corona virus at world level at the end of the first lockdown phase, State governments and advisory committees recommend for extending the period of lockdown in India. Many Indian sectors affected by lockdown of COVID-19. Even some of the strongest economies such as United States still struggling to cope with this pandemic. Due to this Indian also hit hard, Several reports indicate that the micro, small and medium enterprises (MSME), automobile industry, insurance, sports, entertainment, travel and tourism, e-commerce, education, banking, airline, hotels and so on are worst affected due to COVID-19, which leads to crisis in county. As result there are many of side effects such as, stress, anxiety, depression, addiction of alcohol and drugs, poverty, unemployment, lack of peer contact, domestic violence, mental illness and child maltreatment etc. As if we talk about bright side of lockdown there is many positive effects such as improve air and water quality, clean water of Yamuna and Ganga rivers, positive effects on wildlife. On individual basis there is no impulsive buying, lot of time for meditation, relaxation, improving cooking skills, quality time with family, adopting new habits and so on.

Keywords - COVID-19, lockdown, crisis, side/negative effects, bright/positive effects.

INTRODUCTION

The world wide spread of novel corona virus disease affects everyone aspect of life. In December 2019, Corona virus was first identified in Wuhan, China. As per increasing numbers of positive cases of COVID-19 on 25th March 2020 Prime Minister of India announced nationwide lockdown. The present study is going to find the effects of COVID-19 lockdown in India. The purpose of lockdown was the restriction of social interaction in workplaces, schools, colleges and other public areas except some essential public services areas such as hospitals and police etc. Pandemic resulted approximately 122 million Indians were forced out of jobs, workers of unorganized sectors who are daily wage workers such as hawkers, roadside vendors, construction workers, farmers etc hit badly by this lockdown. Even because of this lockdown, many businesses forced to shut down which results, job loss, income loss, reduced income etc which gave birth to many domestic problems which ultimately causes mental problems and various serious issues like depression, stress, fear, worry, anxiety etc. But there were some positive side effects of COVID-19

lockdown such as purified environment, quality time with family and so on.

MEANING OF CORONAVIRUS

Coronavirus is also known as COVID-19 is defined as illness which belongs to large family of viruses. But it is more dangerous virus without any vaccine and it spread through person to person contact. With common symptoms such as cold, fever, cough, tiredness, headache, shortness of breath, loss of taste or smell. The best way to prevent and slow down the transmission of Coronavirus, people have to protect yourself and others by washing hands or using alcohol based hand wash, with avoid touching face and eyes.

MEANING OF LOCKDOWN

Lockdown is a situation in which people are not allowed to enter or leave any building or area freely. We can say it is temporary restriction imposed by government authorities, due to restriction people are required to stay in their homes or limit activities outside the home.

WHY E- SURVEY AS A METHOD OF THE RESEARCH

Surveys are one of the powerful tool that convey valuable information to the researcher. Moreover, from a research point of view, surveys having a

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larger side sample size, less expensive with greater statistical power, increase the accessibility to the targeted population by using various online modes.

AIM OF THE STUDY

This study has been done:

1. To study the impact of COVID-19 on different sectors of economy.
2. To Recognize the negative effects of COVID-19 lockdown faced by people.
3. To gain more conceptual clarity about COVID-19 lockdown
4. To study the bright side/positive as well as side effects/negative during COVID-19 lockdown.

RESEARCH METHODOLOGY

***Primary data:** The information collected by online survey. An online questionnaire was structured to assess information about impact of COVID-19 on economy. Preparation of questionnaire was used to collect the information from a sample of 150 people selected using stratified random sampling technique through social media such as whatsapp, facebook.

Framing of questions: Questionnaire had closed-ended questions.

Sample size: 160 respondents

Sampling design: online survey questionnaire was adopted on the ground of availability.

Study population: People in the 18-70 years of the age group who live in their homes because of COVID-19 lockdown.

Secondary data: This study is also based on secondary data, collected from various sources. Some of the data are taken from government of India official website, Literature, journals, books, news papers, websites and other reliable sources.

SCOPE OF THE STUDY:

The study is conducted to know the various effects of COVID-19 lockdown on economy. The study target people who live in their homes due to COVID-19 lockdown.

HOW LOCKDOWN HIT ECONOMY

COVID-19 lockdown affects almost every aspect of our economy and fall in the gross Domestic Product In nation. As explain in following figure1:

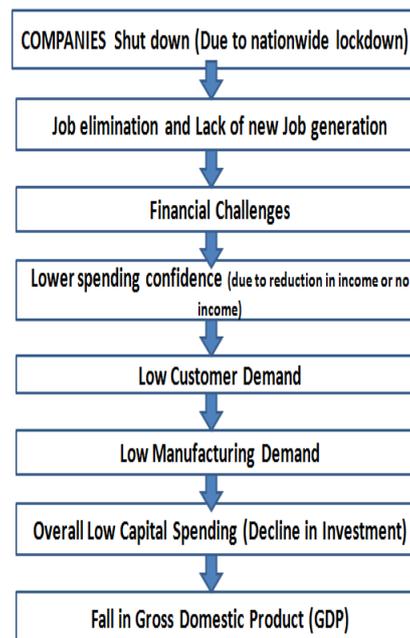


Figure1 : How lockdown hit economy

As we all knew about the situation of covid-19, in that time period India's most of businesses got affected. How we can see above figure1, while that period, many companies got shut down, which directly hit the economy. Due to that many people lost their jobs and also for next generation there were no job opportunities, which created big threat to India's economy. After that, most of companies and also government face financial challenges, because no production means no need of investment, so lack in taxes and also no need of labour, which automatically put economy down. In that covid-19 lockdown demands of products reduced suddenly, which impact really very bad on the companies, which push the companies to reduced their manufacturing and automatically reduced their capitalization. Which turn the whole India's GDP (Gross Domestic Product) fall and after 11 years whole world again came under recession in 2020.

INDIAN STATES HAVE SEEN THE WORST ECONOMIC IMPACT DUE TO COVID-19 LOCKDOWN

The COVID-19 lockdown has not been easy for India which includes 29 states and 7 union territories (UTs). Their overall productivity, growth I. e. Gross domestic product (GDP) badly hit by this COVID-19 lockdown. The GDP is estimated to have taken a hit of approximately Rs 30.3 lakh crore (as per the report by SBI Research). As India prepares to slow or minimize the cases of COVID-19 pandemic, India has divided the districts into

three zones such as Red zone, Orange zone and Green zone. Which as follows:

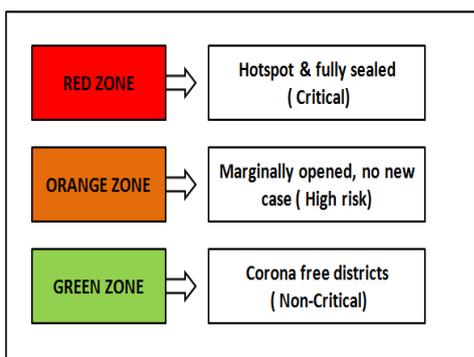


Figure 2: Coronavirus Zones

The worst hits are the orange and Red zones by this COVID-19 lockdown, where economic activities came to near stand still during the lockdown period. Loss of orange and red zones is around 90% of the total loss. On other side green zones, where economic activities remained allowed to function in most areas. Loss of green zones is the least.

TOP 8 MOST EFFECTED STATES OF INDIA	LOSS AS % OF GSDP
DELHI	18.80%
CHANDIGARH	18.80%
MAHARASHTRA	15.40%
GUJARAT	15.00%
ANDHRA PRADESH	14.90%
TAMIL NADU	14.90%
WEST BENGAL	14.60%
TELANGANA	14.60%

Figure 3: Top 8 most effected states of india

As per above given figure3, top 8 most effected states and union territories of India ,Which Reported the biggest loss in their gross state domestic product (GSDP). Delhi at 18.80%, Chandigarh also at 18.80% ,Maharashtra at 15.40%, Gujarat at 15.00%, Andhra Pradesh and Tamil nadu at 14.90% ,West Bengal and Telangana at 14.60% loss of GSDP.

TOP LEAST 8 EFFECTED STATES OF INDIA	LOSS AS % OF GSDP
GOA	6.30%
NAGALAND	6.30%
SIKKIM	6.30%
MANIPUR	6.30%
ARUNACHAL PRADESH	6.30%
MIZORAM	6.30%
ASSAM	7.00%
TRIPURA	7.40%

Figure 4 : Top 8 least effected states of india

As per above given figure 4, top 8 least effected states and union territories which reported as the least loss due to COVID-19 lockdown in their Gross state domestic product (GSDP). As per SBI research report, Goa, Nagaland, Sikkim, Manipur , Arunachal Pradesh and Mizoram at 6.30%, Assam at 7.00% and Tripura at 7.40% loss of GSDP.

SOME NEGATIVE AS WELL AS POSITIVE IMPACT DURING COVID-19 LOCKDOWN

The COVID-19 lockdown effects, a slowdown the transmission of virus via restrictions on events which spread Corona virus. As outcome of this lockdown there are some negative as well as positive impact came into seen. As some impact of lockdown explain with the help of figure 5 as follows:

NEGATIVE IMPACT OF LOCKDOWN	POSITIVE IMPACT OF LOCKDOWN
STRESS	IMPROVE AIR QUALITY
ANXIETY	REDUCTION IN WATER POLLUTION
DOMESTIC VIOLENCE	POSITIVE EFFECTS ON WILDLIFE
DEPRESSION	SKILL ENHANCEMENT
POVERTY	NUMEROUS ONLINE LEARNING OPPRTUNITIES
UNEMPLOYMENT	QUALITY TIME WITH FAMILY
INCREASE IN PLASTIC WASTE	TIME FOR RELAXATION & MEDITATION
MENTAL ILLNESS	

Figure 5 : Impact of covid-19 lockdown

Negative impact /Side effects of lockdown

Stress, anxiety and depression: Due to COVID-19 lockdown people who are quarantined are very likely to wide range of psychological impacted such as stress, anger, anxiety, depression, fear of dying and so on. All these psychological issues lead to serious mental illness in the economy.

Domestic violence: Due to lockdown, rapid increase in cases of domestic violence also came into consideration. As per data provided by National legal services authority (NALSA), Uttarakhand recorded highest number of cases of domestic violence and other side Haryana on second rank and Delhi on third.

Unemployment: It is one of the great negative outcomes of lockdown. Restrictions on working of business activities, as per some data unemployment rate was 8.75% in March and had increased to high as 27.00% in may which later on dropped 8.5% in June.

Poverty: Unemployment ultimately leads to many serious issues in economy. As businesses forced to shut down which results unemployment in nation ,no source of income as result number of people suffer from hunger and poverty.

Increase in plastic waste : As we seen increasing demand for personal protection equipment such as gloves, masks, shields, eye protection etc which made of plastic and rubber items, which ultimately reason behind the increase in plastic waste in India.

Positive impact/Bright side of lockdown

Improve air quality: Everyone has noticed the blue skies with clear air. More of the half air pollution is caused due to vehicles emissions but due to COVID-19 lockdown, there was a large reduction in the number of vehicles on roads. Which ultimately results to large improvement in air quality in India.

Reduction in water pollution: Water quality of yammuna and Ganga had improved and drop in the pollution levels due to reduced industrial activities during lockdown.

Positive effects on wildlife: Most rare animals found in cities, streets and parks, due to the lack of tourists, travelers and normal human intervention had made a wild animals come out. For example Dolphins were spotted in water off marine drive, Mumbai and nilgai in noida.

Skill enhancement and lot of online learning opportunities: COVID-19 has made a global impact on most of the sectors of economy. But there are lots of online learning opportunities, more time to build new skills, learn a new language, and learn cooking, photography, dance, arts and crafts etc via many online platforms for free of cost with use

of internet. Even for students there are lots of online opportunities which students can access from their homes.

Others: Quality time with family, we can say that, lockdown brings families closer than ever. Lot of time for relaxation and meditation.

FINDINGS: DATA ANALYSIS AND INTERPRETATION/ RESULTS

After the online primary data collection, task of drawing inferences was accomplished with the help of percentage and graphic method.

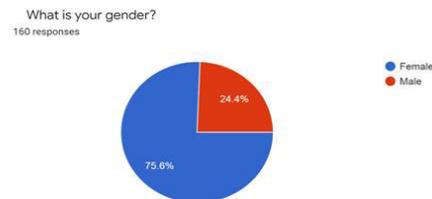


Figure 6 : Gender of the Respondents

Interpretation:

A total of 160 completed the online survey (with the use of Google Form questionnaire) 75.6% were female and 24.4% were male.

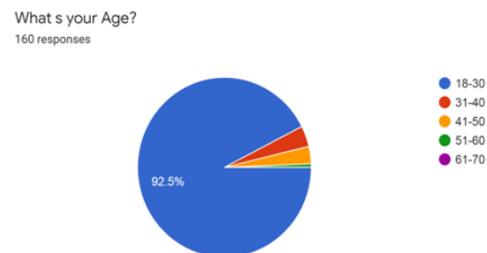


Figure 7 : Age of the Respondents

Interpretation:

From the above figure 7, it is clear that there majority of the respondents i.e. 92.5% are 18-30 age group.

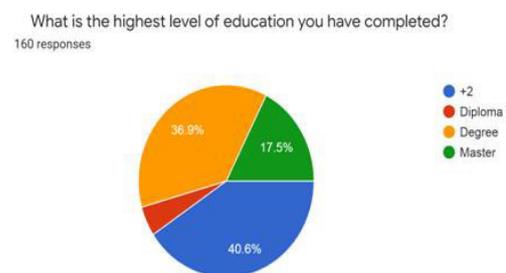


Figure 8 : Education level of the Respondents

Interpretation:

From the above graph it is clear that majority of the respondents are +2 (40.6%) Qualified and 36.9% are Degree, 17.5% education qualification is master and remaining diploma.

Q1. How stressed out are you during the lockdown?
160 responses

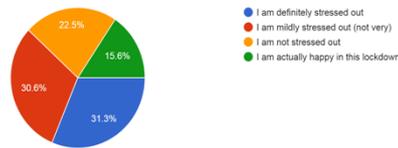


Figure 9 : How Stressed out are you during lockdown

Interpretation:

From the above Figure 9 it is clear that majority of the respondents are definitely stressed out (31.3%) during the COVID-19 lockdown, 30.6% respondents are mildly stressed out (not very) during the lockdown period, 22.5% are not stressed out and remaining 15.6% are actually happy in this lockdown.

Q2. It mentally put an impact on our health during the lockdown?
160 responses

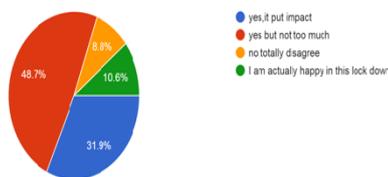


Figure 10 : Mentally put an impact on our health during lockdown

Interpretation:

From the above figure 10, it shows another observation on impact of lockdown where data result shows that majority of the respondents i.e.48.7% face mildly mentally impact (yes but not too much) on their health during the lockdown period, 31.9% are face mental impact on their health, 10.6% are actually happy in this lockdown, 8.8% are totally disagree that lockdown mentally put any kind of impact on their health.

Q3. It is right to say, in this busy era, where we were away from our own families, lockdown brings us together again?
160 responses

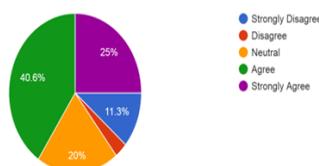


Figure 11. In this busy era, lockdown brings us together again

Interpretation:

From the above figure 11, it is clear that 40.6% of the respondents are agree that COVID-19 lockdown bring them together again with their families, 25% are strongly agree ,20% are neutral and 11.3% strongly disagree and 3.1% are disagree.

Q4. Is it fair to say, in this lockdown, our atmosphere gets more purify?
160 responses

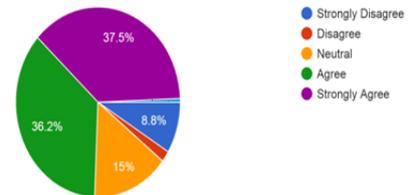


Figure 12: Is this lockdown, purify our atmosphere

Interpretation:

figure 12, showing study data where 37.5% of the respondents are strongly agree that atmosphere gets more purify due to COVID-19 lockdown, 36.2% are somewhat agree, 15% are neutral, 8.8% are strongly disagree and 2.5% are disagree.

Q5. Is this lockdown put any negative impact on your Productivity and daily routine?
160 responses

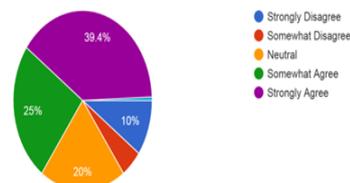


Figure 13: Negative impact of lockdown on productivity & daily routine

Interpretation:

From the above figure 13, is clear that 39.4% of the respondents are strongly agree that lockdown put negative impact on their productivity and daily routine, 25% are somewhat agree, 20% are neutral, 10% are strongly disagree and 5.6% are somewhat disagree. Here data interpretation suggests that lockdown negativity affects respondent's daily routine and productivity.

Q6. Is there any change in our personality(Anger, emotional, frustration, overthinking, etc) due to COVID-19 lockdown
160 responses



Figure 14: Change in personality due to COVID-19 lockdown

Interpretation:

From the above figure 14, it is clear that 66.9% of the respondents are felt change in their personality due to COVID-19 lockdown, 25.6% of the respondent felt little bit change in their personality, 7.5% of the respondents felt no change at all.

Findings of the study

Findings of the study explain as follows:

1. Majority of the respondents are definitely stressed out during COVID-19 lockdown.
2. Majority of the respondents felt impact on their mental health during COVID-19 lockdown.
3. Majority of the respondents are agree that in this busy era, where we were away from our own families, lockdown bring us together again.
4. Majority of the respondents are strongly agree that our atmosphere gets more purify because of this lockdown.
5. Majority of the respondents strongly agree that lockdown put negative impact on their productivity and daily routine.
6. According to the majority of the respondents, as they felt negative change in their personality such as anger, anxiety, fear, depression and etc due to COVID-19 lockdown.

Conclusion

Study data shows that according to majority of respondents strongly agreed to feel positive impact on atmosphere and bring them together again with their families due to lockdown but on other side majority of responds are stressed and notice negative change into their personality due to COVID-19 lockdown as they are bounded to say inside their home and not allowed to go outside and meet others. Recent study supports the impact of COVID-19 lockdown such as on human behavior and experiencing negative psychological changes. So, it is important to aware people about precautions of COVID-19. It is right to say that COVID-19 does not see any caste, religion, race etc so it is important for all of us to fight together with this pandemic.

LIMITATIONS OF THE STUDY

1. The study had been carried out for limited period.
2. Time was major limitation.
3. Sample size was limited.

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RETENTION OF EMPLOYEES: AFTER COVID- 19 PANDEMIC

Shilpa Soni
Narendra K. Shukla

ABSTRACT

Retention of Employees is always been a matter of concern for each organisation, be it a profitable organisation or non profit organisation, it may be an academic institution, any small firm or any of the commercial unit. This is so because, after spending lot of resources (men, money, material, machines etc.) in training and development of the employees so that they can be a part of profitization in an organisation, after certain period of the time especially when they are well trained, they leave the job. It may be any reason behind leaving the job, but losing a trained and good performing employee results into a great loss for any organisation. it will again be a matter of great concern at this moment of time i.e., after the COVID-19 pandemic. Thus, the research paper concentrates on the factors, which may be very important part of Human Resource Management, so that any of the organisations may not lose the capable and efficient or well performer employee. It also concentrates on various problems and solutions or strategies that may be followed by the employers, to retain their gems.

Key Words: Employee retention, motivation, retention strategies.

Introduction:

Employee Retention in today's scenario is the most important factor and a matter of great concern in each kind of organizations. Employee retention can be well expressed in terms of statistic, as the percentage of employees that remain in an organisation for a particular period of time. It can be calculated through a formula where total number of employee in an organisation is subtracted by the number of employees left the organisation in that particular period of time, and the received number is divided by total number of employees in that particular period of time and further multiplied by hundred. The number that we get after the calculation is the percentage of employee retention

If this scenario of covid-19 is taken into consideration, the human resource in each organisation has been badly affected, as most of the labourers have migrated to their respective home town, the availability of workers has reduced, this

reduction in number of workers has further resulted in the reduction in production which in turn resulted into increase in cost of production. Thus, in present scenario in such pandemic situation, it is very important for the organisations that they should take care of their employees, in respect of their basic needs as well as the problems they are facing at this period and the same shall be resolved as much as possible with the feeling that these workers are the part of their organisation same as a family member. So that, they may feel like home in organisation.

Strategies of Employee Retention

With the arrival of the problem of employee retention, various strategies have been formulated. Some of the most important and effective strategies are listed below:

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1. **Salary and Benefits must be Competitive:**

In most of the surveys, it is found that HR personals who hire the employees reports that the employee has left his older job due to salary. It was also found that benefits like career development opportunities, better location, insurance policies and other health care facilities have attracted employees to retain in organisation. Connecting to the present scenario, employees are feeling concern about the family members and health conscious, in such situations, these benefits will attract the employees and at the same time it will generate motivation, resulting the better performance and reduction in cost of production and more devoted employees.

2. **Right hire:** It is very important from the part of employer or HR manager to hire a right person. Hiring a quitter will again create problem. Thus, an efficient and devoted employee will retain longer. Some people are in habit of quitting again and again, as they don't get adjust in new areas. So, it would be better to hire an employee who can be retained.

3. **Work life balance and friend's corner:** To create work life balance is the most difficult task for every employee, because a person cannot satisfy everyone at the same time thus, employee has to go through various situations where they are proved wrong either by their colleagues or by their family members, which definitely creates bad impact on the performance of the employees. Thus, HR management must create a friend's corner, where employee can share their problems and they must be resolved in the best possible way. This will further result into happy and committed employee and are easily retained.

4. **Teamwork Approach:** Many reports have been found where employees leave their jobs due to bad attitude of their bosses. This attitude of "boss" must be changed. If an employee is performing to its best, unnecessary pressure may lead him to quit. Thus each boss must act like a team leader where he/she has to guide team members rather than coercing them to do their jobs. Any target given to the employee may be achieved when they are devoted towards their work and are happy from within to do so.

5. **Performance Appraisals:** We loved to be appraised. The same goes with employees, performing a single task needs lot of devotion and hard work, and if the same is appraised, though the target may not be achieved but hard work must always be appreciated. An employee works hard only when he is motivated to do so, and if the same is not appreciated we may lose that motivational

aspect. It is same as a mother appreciating her child to do well and one day comes when the child do marvels. In the same way the employee will definitely perform excellent next time. Moreover good performers must also be rewarded with some extra money or a holiday package or any other form of reward so that he can perform better in the next turn.

6. **Employee Engagement:** Engaging employee does not mean that new projects are given to employees, rather they shall be engaged in some self development programs where they can learn new things in their jobs so that these may help them to perform better and feel interested or may not be bored with daily routine. Moreover in this COVID scenario, employee must be aware of their importance in an organisation. If an employee feels connected to organisation as a family member, he will never leave the job.

7. **Image building:** Each employee must feel proud to talk about his job in society, if he works for very reputed company. So the company must create an image in the mind of the employee, so that he shall feel proud to talk about the same.

8. **Communication:** When an employee enters his work place, it is only the communication style of the members/ colleagues that makes the new employee comfortable. The communication is important not only at the time of starting a new job but also it plays a vital role in long run in the performance of the employees. The bosses in organisation shall be particular about what is to be communicated to their employees and how their employees are understanding their part of job, how their getting the orders passed. It is very important that their shall be two way communication, so that the employees and the employers may understand each other in the right sense. If the employees seems leaving their jobs, than it is the responsibility of the immediate boss to ask and understand the reason behind his turnover, and the action for the same must be taken.

Literature Review

Various studies have been conducted in the topic of employee retention as it the most important part of Human Resource management. Some of these are listed below:

Atiya Towns (2019) in her dissertation report titled, "Effective Strategies to Improve Employee Retention in Higher Education Institutions" concludes that each organisation spends a lot in training and Development of their employees. She

also talks about the communication of local level managers. She also concludes that more the employee feel his useful and important for the job the more committed will be he for the organisation and retain longer.

Afenyo Sedem. k (2012) in the thesis titled “The Effect of Motivation on Retention of Workers in Private Sector: A Case Study of Zoomlion Company Ghana Ltd.” Explains how the intrinsic and extrinsic motivation creates impact on employee retention. He also explains that The findings of the study reveals that workers in the private sector are more satisfied with the general conditions of work such as hours worked each week, flexibility of schedules as well as salary and benefits. However they are more dissatisfied with the opportunities for promotion, recognition of work accomplished and job security. Also, most of the workers had plans to leave within 5 years, due to factors such as lack of opportunities for promotion, lack of job security, no recognition for work accomplished, failure to initiate an effective career development and retirement plan. It is recommended that management of the private sector pay much attention to the career plans as well as provides motivational packages for their workers to help retain them.

Daisy Ofosuhene Kwenin, Stephen Muthe, Robert Nzulwa (2013), in their Article, named, “The Influence Of Employee Rewards, Human Resource Policies & Job Satisfaction on Retention Of Employees in Vodafone Ghana Ltd.,” explained that, The purpose of this study is to investigate the influence of employee rewards, job satisfaction and human resource policies on employee retention in Vodafone Ghana Limited. The study surveyed 142 employees from Vodafon Ghana Limited. Data collection was done by means of a semi-structured questionnaire through personal contacts. Data was analyzed with descriptive statistics and Pearson Chi-square. The results showed that when organisations’ reward systems are adequate, it does not only lead to equity, but increase retention. The findings again showed that job satisfaction and favourable human resource policies have positive link with retention. A limitation of the study was that the questionnaire was voluntarily completed by respondents, the researcher therefore had no information about the non-respondents.

Manju Dhillon (2017), in her Research Paper titled, “Employee Retention A Real Time Challenges in Indian IT Sector”, explains that Employee retention has

become a major concern for corporate nowadays. Now organizations are recognizing that their competitive advantage lies not with capital or physical resources but rather with their human resources. The retention of the precious IT workers become difficult day by day due to complex nature and demands of the work and inability of management to understand their need leading them to change their jobs. When an employee is planning to quit then there are some factors that are responsible for his job change. These factors are organizational culture, social support, work -life balance, job stress, relationship with friends, management policies and career opportunities. This paper concludes that companies felt the importance of retention strategies and accepted that without it they won't be able to survive in competitive market. Some benefits like lucrative salary, flexible timing, better work environment and better career growth helps in retention. If any employee is leaving organization then HR department should intervene and know the exact reason for leaving. Organization should aim at developing effective retention practices and policies which increase employee retention.

Sultana Nazia, Bushra Begum (2013), in their Research Paper titled, “Employee Retention Practices in Indian Corporate: A Study of Select MNCs”, throws light on how MNCs in India are making strategic moves in retaining their talent. This study attempted to fill the gaps by analyzing the impact of three R's i.e. Respect, Recognition and Rewards on satisfaction level of the employees and by examining the various practices adopted by Indian MNCs in retaining their employees. The study concludes that steps must be taken by the organizations to relieve the employees from the workload through job rotation, change in work location and other recreational activities. It is also observed that implementation of three R's will increase retention. Most of the employees considered that the welfare measures and grievance handling procedure of their companies is quite inefficient. It was also found that most of the employees opted either yoga or other recreational activity to manage stress. Hence it is suggested that companies provide recreational activities and yoga/meditation to employees. It is also seen that conducting frequent reviews and not blaming the employees for policy errors also leads to employee retention. ESOPs are also considered as one of the best motivating factors for employee retention. This

paper has, therefore, examined and analyzed the employee retention practices adopted by Indian MNCs.

T Ravikumar (2013), in his research paper headed, “A Study on Impact of Team Work, Work Culture, Leadership and Compensation on Engagement Level of Employees in MSMEs in India”, explains that Employee engagement invokes passion for their work among the employees and drives them to meet and even exceed their expectations. Engaging employees is necessary to make them fall in line with the mission, goals and values of the organization and also to facilitate in settling issues and concerns between the employer and the employee. A large US-based financial services company analyzed the drivers of engagement among 12,500 employees in its major operating groups. The data on employee perceptions showed that the factors that have the greatest impact on engagement are:

A. The chance to do challenging work. B. Access to the needed information. C. Ability to reach career goals. D. Access to the needed training. Terilyn Monroe in her article stated that, to be high-performing organizations, employees need to renew their commitment to their work, their manager and their team every day and ultimately reach inspirational levels of engagement. She felt that powerful experiences that resonate inside an individual, validating the value systems and making him/her feel stronger and bolder are the ‘defining moments’ which make an employee successful. Stroud’s study utilized a Fortune 500 multinational corporation’s leadership competency model multi-rater feedback and employee engagement instruments to explore the relationship between the leadership competencies of senior organizational leaders ($N=163$) and the engagement of employees in their organizational units. The study results indicated that Integrity and Collaboration and Teaming are two specific competencies among senior leaders that appear to have meaningful positive relationships with employee engagement. Regression analysis of this study reveals that Team work, Work culture, Leadership and compensation impact the engagement level of employees in MSMEs in India.

Problems faced and Solutions during and after COVID-19 Scenario:

During COVID-19 pandemic, many problems are faced by both Employers and employees. As most of

the labours have migrated to their home town, the employers are at shortage of Human Capital and on the other hand these labours are now unemployed leading to adverse effect in the growth of Indian Economy. As being together each problem can be sort out, the same can be done in this era of COVID-19. Some of these problems are listed below with their solutions.

1. **Health and Safety Measures:** The foremost problem in the present situation for both the employees and employers is their safety measures. Everyone is aware of basic precaution of maintaining social distance and therefore they find themselves at risk when they enter the office premise. To solve this problem it is very important to maintain hygienic environment for the employers and for employees as well. There must be proper availability of hand washers or sanitizers. Everyone must use face masks for the safety measures.

2. **Availability of employees:** As most of the laborers have migrated, some of them are kicked out and some must have resigned due to fear of virus, so the employers are facing shortage of human capital. The problem is whether the available human capital is skilled, or they need to be trained, so that the cost of production can be managed, but training may lead to further increase in cost of production. The best way to come out of this problem is to retain the skilled employees by just fulfilling their needs. This will motivate them to work more efficiently as they will be aware of their importance in organization and will be more committed.

3. **Availability of Raw Material:** Another problem faced by employers specifically by MSMEs is availability of raw material. As all the markets are closed, and all the raw material is consumed through these markets. For such a situation a team must be made to collect the raw material from the production area itself. And in the long run all those workers who have migrated and don’t want to come back must be engaged in some other production or creative work in their respective area of skills.

4. **Maintain social distancing:** In the present scenario and after the covid pandemic the employers must keenly observe that social distancing is maintained. This will help everyone in the premise feel comfortable and safe.

5. **Mental Health Maintenance:** In the present scenario where 3 months have been passed after lockdown, now people are scared to come out of their houses. They feel safe at home and now that offices are opened and they are asked to attend the

office in regular basis, people are mentally not ready or they feel unsafe. They are also unsatisfied with the safety norms as some of them have germ phobias, so it is very important for the cleaning team in the office that they should take all those precautionary measures to maintain such phobias.

6. **Updating HR Policies:** Earlier employee use to regularly attend the offices and they use to come in time, but since a norm of social distance need to be fulfilled, the HR policy need to be changed a bit. The employees can be called in rotation or when they are needed in office else they can work from home itself. People with some health issues, old aged must be avoided to attend the office. Most of the work can be performed through digital connectivity like online conferences may be arranged. This will help the employees to be comfortable and will create a risk free environment for the one who are in office.

7. **Crises Management Teams:** Each organization must create a team which can work at the time of crises. The team must be active enough to deal with all kinds of issues of employees as well as of employers. These issues can be related to health (if anybody is suddenly ill or could not work or need immediate help if any of his/ her family members needs help), it can be a matter of any above stated problem.

8. **Contingency Plans:** The situations are such that there can be any problem like reduction in demand, unavailability of material, or as big as cancelation of contracts with foreign delegates, because Govt. is taking many new steps to make India as "Atmanirbhar", therefore the organizations must be ready with the contingency plans for each situation.

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Conclusion

In this descriptive paper all the problems related to Human Resource retention are well discussed. These problems are basically faced by many organization in the present scenario of COVID- 19 pandemic as well. This research paper tries to find solutions to these problems, specifically the problem of retention of employees. As most of the employees have lost their jobs, some of them are facing salary cuts, and some of them have resigned as they have migrated to their home town. Thus, this situation has created shortage of Human Resource capital, and most of the organizations have lost their efficient and skilled employees. Thus, paper tries to list all that measures needed to be taken so that these efficient and skilled employees can be retained. This is only possible with the effective communication between the employer and employees. This will help employer to understand the problems faced by their employees and if well rectified, the organization can never face the problem of shortage of skilled and efficient employees.

For the organisations like MSMEs, each worker must be contacted personally may be through their immediate bosses and after preparing a list of these problems the crises management team should try to rectify the same as much as possible. Such problems must also be in the knowledge of the Govt. where they can take required steps to solve the same.

Most of the workers have migrated, some of them will definitely come back to their respective field of work but the remaining which are not coming back must be engaged in their respective specialized area. This will result the best utilization of skilled labour and will generate a step towards "Atmanirbhar Bharat".

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ROLE OF INFORMATION AND COMMUNICATION TECHNOLOGY IN DEADLY PANDEMICS COVID19

Babasaheb Dnyandeo Patil

ABSTRACT

Every disaster has a lesson for us, and if we do not take lessons from history, history more than often repeats itself. While India has had the experience of handling natural disasters like tsunamis and floods regularly, it has never been exposed to a pandemic like corona virus. Since the outbreak started, more than 1,25,000 cases have been reported globally. Technology cannot prevent the onset of the pandemics; however, it can help prevent the spread, educate, warn, and empower those on the ground to be aware of the situation, and noticeably lessen the impact. India can take a cue from China, which has heavily used technology to fight the deadly coronavirus. Information and communication technology ICT helps to manage such critical situation. For example, China is using drones that allow its authorities to scan through large crowds. Drones are equipped with thermal imaging and can quickly detect people who have a fever. Chinese giant, Baidu has developed an AI-powered non-contact infrared sensor system that has been used in places like railway stations to quickly detect a person suspected of a fever. Epidemics and pandemics have been threatening the human race time and again. SARS, H1N1, Ebola, and more have shown their teeth in the past, but with each such outbreak, we are learning new ways of fighting and managing such unexpected diseases that can potentially kill millions of people. Today, with converging technologies like mobile, cloud, analytics, robotics, AI/ML, 4G/5G, and high-speed internet, it has become possible to test several innovative approaches to pandemic response. This paper highlights various tools used for handling pandemic situation listed eight such areas where technology play a vital role.

Keywords: ICT, pandemic, epidemic, cloud, robotics.

Introduction

Epidemics and pandemics have been threatening the human race time and again. SARS, H1N1, Ebola, and more have shown their teeth in the past, but with each such outbreak, we are learning new ways of fighting and managing such unexpected diseases that can potentially kill millions of people. Misinformation about the number of fatalities, diagnosis and treatment options, vaccines, medicines, government policies, etc., creates more panic and anxiety among the population. The result can be widespread chaos, panic buying, hoarding of essential commodities, price rise, violence on the streets, discrimination, conspiracy theories, and so on. In order to reduce false information, companies like Google, Facebook, and YouTube are working tirelessly to guide people to the right, verifiable information such as that published by WHO or local authorities and government. By making accurate

information available to everybody, a transparent scenario can be created and the people can be informed about the right steps to take.

1. Drug Discovery on Covid19-

When a new pandemic strikes, the first question on everybody's mind is if there's a drug to cure it or a vaccine to prevent it. The world is now desperate to find ways to slow the spread of the coronavirus and to find an effective treatment. Technology is becoming an enabler to make the process faster. AI is playing important role in suggesting components of a vaccine by understanding viral protein structures, and helping medical researchers scour tens of heaps of relevant research papers at an unprecedented pace. Teams at the Allen Institute for AI, Google DeepMind have created AI tools, shared data sets and research results. In January, Google DeepMind introduced AlphaFold, a cutting-edge system that predicts the 3D structure of a protein

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based on its genetic sequence.

The University of Texas at Austin and the National Institutes of Health used a popular biology technique to create the first 3D atomic scale map of the part of the virus that attaches to and infects human cells—the spike protein. AI can help scientists find a Covid-19 Vaccine.

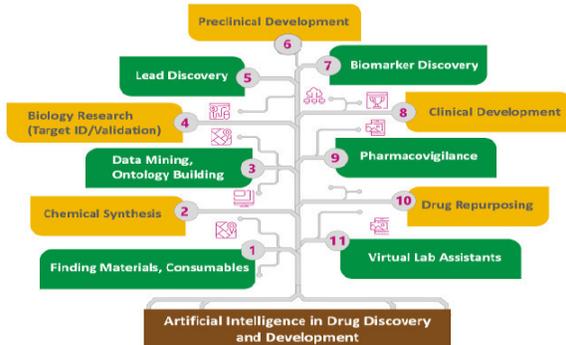


Fig. Drug Discovery with Artificial Intelligence

2. Increasing Traceability and Transparency by Sharing Data-

During a pandemic, clear messaging to the populace is critical to make sure they are informed and reminded to use appropriate precautions. Several groups are using the trending technologies like mobile, AI, ML and more, to provide visibility on the outbreak:

- Microsoft Bing launched an interactive COVID-19 map to provide widespread disease news.
- Sixfold has published a free live map of border crossing times for trucks to enable all of Europe's supply chains to understand expected delays in receiving shipments.
- Social platform like TikTok has partnered with WHO on COVID-19 to help keep their users knowledgeable with correct, timely facts, along with a live stream from the WHO where users will be able to ask questions and seek answers.
- Taiwan CDC central epidemic command centre (CECC) is combining health data with the travel data, to build a monitoring system and provide real-time alerts. For example, sending automatic alerts during clinical visits if they have travelled to the infected vicinity.
- In India, telecom operators like Jio, BSNL, Airtel, and more, are using the caller tunes to spread awareness about the pandemic.



Fig. Mobile Tracking System

3. Tracking People with Facial Recognition and Big Data-

In case of pandemic management, big data analytics can help in quickly identifying infected individuals, connect with them, track who they have come in contact with, and so on. Facial recognition technologies along with data can accurately identify people even if they are masked. Such technologies can help in monitoring movement and tracking of people who are quarantined. It can also help in keeping a tab on people and ascertaining whether or not they have been in contact with an infected person. CCTV cameras along with facial recognition technologies can help in identifying infected people who break the rules and step out despite being quarantined. Technology like Big Data & AI is very useful to fight against Corona virus.

4. Risk Assessment and Forecasting through Artificial Intelligence-

AI is becoming a vital part of healthcare today. AI-based data analytics and predictive modelling are enabling medical professionals to understand more about a lot of diseases. With the use of AI, more accurate forecasting about disease spread, medication, treatment, etc. could be done. Using AI platforms, it has become easier for researchers to quickly find relevant studies that can potentially lead to new insights or approaches to address the COVID-19 outbreak.

AI-based risk assessment tools are being designed by AI research companies to provide clarity amongst the confusion caused by the pandemic. These AI tools are helping in differentiating whether the patients have a common cold, flu, or COVID-19, whether or not the individual needs to be tested, and what tests are required.



Fig. AI based application

Baidu, a Chinese multinational technology company, has built AI-based solutions to effectively screen large populations and detect a change in their body temperature while they are on the move. This system can examine about 200 people per minute without disrupting the flow of people. Such technologies can be implemented in crowded areas, hospitals, train stations, airports, etc., to identify sick people quickly and quarantine them before they infect a larger population.

5. Contact-less Movement and Deliveries through Autonomous Vehicles, Drones and Robots-

Self-driving cars, drones, robots can all help at a time when the need is to avoid human contact. Autonomous vehicles can be used to transport affected people to and from healthcare facilities with ease, without risking the lives of healthy people. Robots can be used for delivering grocery, cooking means, sterilizing hospitals and patrolling the streets. Drones can be used for food deliveries, tracking population, carrying test kits and medicines to quarantine locations, thermal imaging to identify infected people, spraying disinfectant, and more. Many new areas and use cases are coming up where drones, robots and autonomous vehicles are being used.



Fig. Autonomous vehicles

In some of the severely affected areas, where humans were at a risk of catching the virus, drones came to the rescue. Drones were transporting both medical equipment and patient samples, saving time and enhancing the speed of deliveries, while preventing contamination of medical samples. Drones were also flying with QR code placards that could be scanned to register health information.

Agricultural drones were spraying disinfectants in the countryside. Drones powered with facial recognition were also being used to broadcast warnings to the citizens to not step out of their homes, and chide them for not wearing face masks. Antwork, a group company of Japanese dronemaker Terra Drone, carried medical samples and other essential materials in Xinchang when the city was grappling with the virus.



Fig. Cyberabad Police department to monitor the people movement during Covid19.

6. Technology Supported Temperature Monitoring-

The wireless thermometer guns and other similar infrared body temperature measuring devices have become the most important medical equipment that are being used at checkpoints of offices, airports, hotels, hospitals, train stations, shops, and other public places. These technologies assist in measuring the body temperature from a distance and turn out to be effective in pinpointing the individuals who might need further investigation. Automated thermal monitoring along with facial recognition is making the process faster and more effective.



Fig. Wireless Thermometer Gun

7. Remote working Technologies to Support Social Distancing and maintain Business Continuity-

As pandemics or other calamities keep threatening the business world, working from home ensures business continuity as well as facilitates social

distancing. In such a scenario, technologies that enable secure access to data, enterprise applications, virtual meetings, cloud conferencing, and virtual/mixed/augmented reality are the forefront leaders to ensure deliverables are not impacted. Remote working is a blessing that comes due to technology and is of one the greatest solution that helps us in social distancing.

Conclusion-

Today the greatest risk of worldwide catastrophe is pandemic, an enormously infectious virus that's more devastating and may kill many people. The transparency that we have gained through this current COVID-19 situation, we now understand that we were not geared up for this pandemic situation. The next pandemic is not a matter of "if it happens", ut "when it happens", would we be prepared in advance against the pandemic at an individual and collective level. What we actually need is preparedness. Indeed, the technology has advanced more and will continue to advance exponentially, but the human institutions and societies need to accelerate in adapting to it and continue investing in building the technology systems for the preparedness. After the COVID-19 outbreak, it is evident that, from AI to robotics, the technology innovations are helping to manage the epidemic and better equip to fight future public health emergency in a timely, systematic, and calm manner. It will help to boost economy of the country like India.

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SCHOOL LIFE AFTER COVID-19 PANDEMIC

Nandini Kanekar¹
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ABSTRACT

In this research paper we aim to describe school life after COVID-19. Corona virus disease -19 that is COVID-19 is also known as global health disaster of the century. It's a big challenge to the humankind as we all know that this is a respiratory disease and it spreads through one infected person to another person. Till date there is no vaccines or any medicines found on COVID-19 and in the other hand we all people are get lockdown in the home because to prevent from spreading of infections. But now the situation is we have to learn and live with CORONA. Till date all educational institutions are closed across the country, it is a big mission to the institutions when it eventually opens. It is a challenge for parents, students and teachers that how to take care of ourselves from CORONA. They have to ensure strict adherence of safety protocols. Students, teachers and other schools staff compulsory have to follow the protocol. All have to wear masks. All students and staff should sanitize there hand after an hour or should follow their respective protocols for safety of self and others too.

Keywords: COVID- 19, Global health, Children's, Schools, lockdown.

Introduction

COVID-19 is an infection spread by a new strain corona virus. It is also known as COVID-19 disease means CO stands for CORONA while VI stands for VIRUS and D stands for DISEASE and it was found in the year 2019 so it is called as COVID-19. It belongs from the same family that is Severe Acute Respiratory Syndrome (SARS). Common symptoms includes cold, breathing shortness, fever, cough. For the detection of this disease a testing is required for the confirmation. COVID-19 spreads through one person to the other person by direct contact through coughing, sneezing, or through respiratory contact or touching to the contaminated surface contact and from that to touching to nose, face, mouth. Now days COVID-19 disrupted significantly in various states in INDIA. Children's are the future of our country so it is more important to take care of them.

Mode of Transmission:

COVID – 19 is a respiratory disease which transmitted through droplets of sneezing, cough. . It found when infected persons get contact to other person when social distance is less than 1 meter.

Symptoms:

Fever, Headache, Sore throat, Difficulty in breathing, Loss of movements or loss in speech, Loss of taste and smell, Pain in chest, Cough, Cold etc.

Here we have some possible solutions to reduce the risk of COVID-19 pandemic to the education systems.

It is difficult to children, parents and staff and teachers returning to the school after unlock of COVID-19 pandemic for schools.

- First of all, allow children's for school whose parents have lost its job due to COVID-19 pandemic, school shall have provide them to the more and more number of installments for school fees so that children will not suffer.
- Before starting, school's buildings and classrooms shall be sanitize and also sanitize once in a day.
- School shall have maintained medical history of each students, teachers and staff that is for the sake of any kind of infection or disease.
- School shall have maintained healthy environment in the school.

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- Because of financial condition most of children's do not have mobile, laptop and internet facilities, in this case use powerful tools that are T.V. and radio for the purpose of study.
- Provide hygienic and healthy meal to the children's in current situation in rural areas, so that we can avoid malnutrition.
- It's also a big and critical tasks to the parents and family to supports their children.
- It is necessary to provide digital support systems to all the students and teachers or shall be providing digital platform for e-learning that is explore digital learning.
- One should do thermal mapping of students. Students Focus on good health behaviors such as covering coughs and sneezes with the elbow.
- School shall have restricted the activities such as assembly, competitions, sports activities, gatherings so that avoided crowding till vaccine made available.
- Timing of school shall be different for different class or grades for start and end time of the school, it is also applicable for the lunch break or short break can be helpful to avoid overcrowding.
- A distance of 1 meter must be maintained by all or between students for that school desks need to arrange in such way.
- School attendance shall be monitor for all staff and students.
- Sanitizers shall be place wherever possible like school entrance, toilets, and classrooms.
- Air flow from the class room shall be maintained well.
- All school shall have assigned a doctor in the school for any emergency kind of situation.

Conversation with child which will help to avoid transmission of COVID -19

- **Practices for hygiene:**

Schools teachers as well as parents shall have train to the students that how to wear a mask properly, how to wash hands for 20 seconds, for preschool students it is difficult task to handle them so for them school shall have to play a song or any music for 20 seconds for practice them to wash hand. Hand shall be wash before and after lunch break, also after using of toilets. Teacher shall instruct them do not touch to the surface of door handles, railing etc.

- **Social distancing :**

Each staff and students shall follow a social distancing at least 1 meter. For maintaining distance school shall have drawn circles in place wherever possible for maintaining distance like in hall for meeting of teachers, near washing area so that it will avoid crowding.

- **Model traning to the sudents :**

School shall play any kind of short movies for children that they will understand that how to wash hands, how to maintain distance and also tell them information on CORONA virus in the form of story or in the animation form.

Conclusion:

In this research paper we tried to discuss the things which help to reduce the risk of COVID-19 transmission in the children's and it is useful to others also. In this research paper we also tried to focus on preventive and control measures for COVID-19 and discuss that how to take care of children's when schools will reopens. This papers tells us that how to learn and live with COVID-19.

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TECHNOLOGY AND BUSINESSES POST COVID-19: OPPORTUNITIES FOR WOMEN EMPOWERMENT

Brinda Gobind Gurbuxani

ABSTRACT

“Life is a series of building, testing, changing and iterating.” — Lauren Mosenthal²

The COVID-19 pandemic has serious implications on people’s health as immediate problem, but it is drastically and negatively impacting businesses; and remains poignant over a prolonged period. The contagion continues to evolve and progress over the time, but now is the time to reframe, restart, resilience, re-imagination of the economic activities. The businesses have to focus on measures to adapt to new ways of working; consolidate workforce capacity; workplace automation; practice technology and artificial intelligence to maintain productivity, a sense of connection, and the physical and mental health of their employees. The organizations shall transform business through innovation and digitization of work process. In this transformative journey of digitization and automation, there may have mixed impact on employment; gender-neutral but varied across sector and regional boundary. The women workforce must challenge the pervasive barrier of skill development and access to technology to explore new job opportunities, avenues of businesses and economic advancement during this transition phase. The female gender across the business activity and income groups have to grasp this evolution phase as positive opportunity to advance their Tech-Skills, adopt to work from home and flexible work hours and overcome the patriarchal limitation imposed on them since eternities.

Keywords: Access to technology, digitization, Automation, Tech-Skill, Artificial Intelligence

Introduction

“The human spirit must prevail over technology.” - Albert Einstein³

Technology has revolutionized the businesses across the globe and businesses are expanding at an unprecedented pace in the shrinking market place. The technological innovations have great impact on businesses, industries and enterprises since steam engine to internet and further, in the modern world. The COVID-19 pandemic has serious implications on people’s health as immediate problem, but it is drastically and negatively impacting businesses; and remains poignant over a prolonged period. The contagion continues to evolve and progress over the time, but now is the time to reframe, restart, resilience, re-imagination of the economic activities.

The businesses have to focus on measures to adapt to new ways of working; consolidate workforce capacity; workplace automation; practice technology and artificial intelligence to maintain productivity, a sense of connection, and the physical and mental health of their employees. The organizations shall transform business through innovation and digitization of work process. In this transformative journey of digitization and automation, there may have mixed impact on employment; gender-neutral but varied across sector and regional boundary. The women workforce must challenge the pervasive barrier of skill development and access to technology to explore new job opportunities, avenues of businesses and economic advancement during this transition phase. The female gender across the business activity and income groups have to grasp this evolution phase as positive opportunity

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to advance their Tech-Skills, adopt to work from home and flexible work hours and overcome the patriarchal limitation imposed on them since eternities.

Technology has to be used and utilised as the integral part of the COVID-19 Exit-strategy. Technological solutions have been successfully used and utilised in China and South Korea to mitigate the crisis and succeeded to limit the spread of the virus, without adopting complete lockdown measures. The government in India too may adopt such quick fix as an answer to the COVID-19 problem. Technological tools may be used in businesses to adopt strong operating procedures and methods as ready to be implemented measures for safe, secure, corona free production, distribution and sale.

Description:

This global emergency has reduced workforce across all sectors of economy, schools and colleges are shut, demand for commodities, manufactured products, banking services, tourism, healthcare have vanished. But, in contrast to all above sector this world wide fear of corona has increased the demand for medical products like ventilators, oxygen support and safety gears and consumables such as sanitizers, gloves, PPE etc. The phase has witnessed increased demand in bandwidth of data services, online services of banking, E-learning, online webinars etc. and increased traffic on Youtube, Twitter, Whatsapp etc. E-age online teaching tools and apps are introduced, which are ready to replace the traditional schools and it has crossed all boundaries of State, City and Country. World class education and knowledge is available to all across the globe, worldwide. The COVID-19 cataclysm has provided opportunities in healthcare, disease prevention infrastructure, accelerated digital transformation in healthcare delivery and clinical management, pharmaceutical, vaccine and drug development. Supermarkets and online groceries have seen huge surge in demand. E-webinars, online meetings, E-pathshala, E-library and use of technology has replaced traditional methods and ways of the business processes.

The technological transformation of the manufacturing processes, business methodology, meetings, and supply chain management, education haulage system can be transformed as an opportunity for women empowerment. The women who lack behind in technical skills and knowledge of modern era business tools are in fear of losing occupation during this pandemic and subsequent

lockdown and recessions. Skill upgradation and technical education are helpful to the women and weaker section of employment, which may turn the wind and give positive direction to their economic empowerment.

Objectives:

This research paper aims to explore the use of technology in the business process and hence new prospects available to the womenfolk, and how the new world will leverage this opportunity to attain gender parity and provide the female in our society gender equal economic opportunity in an egalitarian society.

Research methodology:

The research paper is based on secondary source of data referring to books, e-journals, periodicals, magazines, e-newspapers, general websites, articles, research papers, conference proceedings, Government records, data and statistics of departments, as the study is relatively new the statistics provided by the Government has been referred. Qualitative, descriptive and phenomenology methodology has been followed by the researcher, which is based on the hypothesis that 'pandemic has stressed the economy, but amid the crisis exist window of opportunity to use technology in business process, and the E-Age tools gives an opportunity for affirmative action.'

Interpretation and Analysis:

Technology has been linked to innovative business startups and improvement in existing business avenues bringing in substantial development in the economic activities. The technology and business can prove game-changer in the economic development of women through owning, accessing and using technology. The modern era technologies such as mobile, computer and other digital solutions have great promises for generation of skilled job and growth of high-tech global business and services, as it opens the global market for the businesses. Technology has the required potential along with the businesses to empower the women via sustainable economic development of female gender in our societies.

Now, in this post-COVID period, technology and businesses is important tool and plays crucial role in the socio-economic development of women and provides new opportunities for their empowerment. The technological advancement in business processes have the potential to empower the

marginalized sectors in the patriarchal society. The factors affecting ways and means in participation of women in technology and businesses and tech startups and addresses the issues regarding women empowerment and socio-economic development of women.

For example the discovery and or innovation and or technological advancement of steel axes, changed the world of women and reformulated the entire social fabric and women's role in their empowerment. The steel axe introduced by missionaries in Australia improved the women's life as prior to this, the men controlled the production of axes, by passing the skills by one man to another, using a special stone available only in remote regions. Hence controlling her ability to use the axe. When the steel axes were introduced and became common the women also started using possessing it and men lost both his status and power. The women have opportunity to catch up with the changing technology in businesses, adapt to the changed custom and way of life to remain in active economic workforce.

The COVID-19 pandemic and subsequent lockdown has made the Information and Computer Technology a ubiquitous part of our life and businesses. The technology in businesses are emerging as promisable tools during COVID-19 for restart of economy with a positive affirmation and economic empowerment of women. The technology can be used for various other humanitarian acts, such as eradicating social evils of poverty, corruption and atrocities against women and crime under child abuse etc.

Indian woman faces enormous challenges in using technology and business for their own empowerment. Using and benefitting from technology and business, which requires training and education the women has to march towards complete empowerment. Poverty, inaccessibility to resources, availability of electricity, transport etc. are external factor influencing women empowerment. The necessary information must be collected and used by her to gain access of the business and technology for her empowerment.

Suggestions:

The restart, reform strategies should utilize this momentum for economic empowerment bringing fundamental change for the betterment of the marginalized female population. The cyber feminism and tech enabled business process reduces the changes of loss of work. The women need education for better tomorrow and a tech enabled business

services, education delivery through remote locations should be further promoted for economic development of women in post Covid-19 opportunity through proper automated business purposes.

Social security programmes such as Jan Dhan accounts, Ayushman Bharat and Pradhan Mantri Suraksha Jeevan Jyoti Beema Yojana enables direct cash credit in bank account to the migrant labourers, daily wage earners and vulnerable females, which form a significant chunk of the population. These schemes have tremendous potential to empower the marginalized and bring them under a safety net, especially women and senior citizens.

This pandemic and the after affects have highlighted the long pressed need of world class, modern proactive healthcare infrastructure for preparedness to handle such emergencies in future. To achieve self-reliance in healthcare sector Public Private Partnership (PPP) will be helpful, as the medical infrastructure requires huge infusement of capital and world-class research facility. The Government must actively plan in such direction so that basic healthcare is accessible and affordable for all.

The Covid-19 has induced some long term changes in consumption patterns that will help spur expansion and diversification of various digital business channels. The need to practice social distancing for a considerable time period will force people to stay at home and avoid public places. This can be a boon for existing e-retailers who can ensure contactless delivery of essentials at the consumers' doorsteps, and new startups to join the force of home delivery system. Remote working will increase demand for home broadband and virtual private network (VPN) services benefitting TELCOs. Entertainment will also go digital, we are already seeing a spike in virtual concerts and movies releasing digitally, thus creating opportunities for over-the-top (OTT) players. As the economy reboots, several new business ideas will abound and we may see the emergence of a new generation of women entrepreneurs. This is also the time for the economy to go cash light as digital payments may become the norm, creating a boom for fin-tech payment companies.

Some softer benefits such as work from home are excellent opportunity to narrow down the economic gender gap with flexible schedules, remote working. This step will welcome more women and mothers planning to resume their careers. Tools like videoconferences and virtual meetings will replace physical events and seminars, reducing stressing travel. The new concept of home-office, flexible

work hours, work from home, E-meetings, E-conference will push our businesses needed to advance the sustainability agenda of women empowerment. Atmanirbhar Bharat (self-reliant India), is the right thought and boost for our women entrepreneurs.

Conclusion:

The research concludes with the words of Winston Churchill⁴ famously said after World War II, "Never let a good crisis go to waste". The current pandemic has stressed the resilience and agility of the Indian economy and has put challenges of growth, sustainability and even reduction in gains in economic reliance and equality. However, it has also brought up various new opportunities, which are based on technological advancement of businesses, and it is up to her to how she capitalize on the opportunities, work in the positive direction, prepare plans and policy in right direction with well planned strategy to emerge stronger, self reliant, equal economic power and achieving gender-equality post the COVID-19 pandemic. Technology and Businesses have in past shown the way for empowerment of weaker sections. Technology along with businesses has the ability to eradicate human and social challenges and make human life comfortable and easy. The social problems can be discussed and have far reach in society by use of technological advancement. Businesses have the ability to enrich and prosper society without any discrimination. Opportunities in technology-enabled business are plenty and are well within the reach of the fairer sex.

The need of the hour is also the technology supported business processes, and the oppressed gender in the society can achieve the required technological upgradation with minute efforts and excel the global opportunities.

In words of Shri Junaid Ahmed⁵ "Women at the center of development has been an important story in South Asia. In these extraordinary times, when we are all united in our fight against the Covid 19 virus, these women's groups are playing a critical role".

The Pandemic is not gendered, but the women's response and measures to the crisis is required to be gender sensitized as; only if the foundational structures are built sensitively then it will have deep rooted positive impact on economic empowerment of women, which will be positively seen for generations to come. Technology and Business are two important tools to establish growth story for women through the economic independence, women empowerment and sustainable growth.

Reference

1. Ph.D. Research Scholar, Shri Jagdishprasad Jhabarmal Tibrewala University, Rajasthan.
2. Chief Technology Officer (CTO) at Glassbreakers as Enterprise Software Company in USA.
3. A German-born theoretical physicist known for the theory of relativity.
4. Prime Minister of the United Kingdom from 1940 – 1945, led the country to victory in the IIInd world war.
5. World bank country director in India.

THE BRIGHT SIDE OF COVID-19: IMPACT AND OPPORTUNITIES

Savita Shastri

ABSTRACT

The outbreak and spread of Corona Virus has taken the world by storm. Political heads, Economists, Researchers, Scientists, Medical professionals all are appalled and baffled with the reach and unstoppable pace of this Novel Virus. While the whole world sits back and grumbles at the disaster that lies ahead, there are few who see a silver lining behind this outbreak. The idea is to see the glass as 'half full' instead of calling it 'half empty'.

COVID-19, the global pandemic has impacted all aspects of life and economy. All countries big and small, developed and developing have been engulfed in the aftermath of this deadly attack. The dark side of this pandemic can be seen in rising number of deaths, economies crashing, failure of healthcare systems, loss of jobs, companies declaring bankruptcy and much more. There is however a bright side of COVID-19, which we need to focus on. The positive impact can be seen on some sectors of economy and also environment at large.

This paper discusses in detail the influence of COVID-19 on various aspects of our life like health and wellness, environment protection, spirit of nationalism, family well being, work life balance, quality of life, awareness levels, new business opportunities, flexible bureaucracy & governance and many more. It has also thrown at us a number of new business ideas and innovative styles of working.

The paper looks at positive impact of COVID-19 from four perspectives, impact on our work life, impact on our personal life, impact on economy and impact on environment. The paper also highlights the business opportunities that lie ahead of us. We as responsible citizens have to approach this global health crisis as an opportunity to unite and emerge stronger as a nation.

Keywords: COVID-19, Work Life Balance, Health & Wellness, Flexible Bureaucracy, Business opportunities

Introduction

COVID-19 or Corona Virus has become the most common and most often used term worldwide. It has taken all humans and the entire world by storm. Political heads, Economists, Researchers, Scientists, Medical professionals all are appalled and baffled with the reach and unstoppable pace of this Novel Virus. COVID-19 is the infectious disease caused by the most recently discovered Corona virus. This new virus and disease was unknown before the outbreak began in Wuhan, China, in December 2019. COVID-19 is now a pandemic affecting almost the entire world. Webinars, E-conferences, Journals and Researchers are all working around the theme of COVID-19, the main aim being to generate as many thoughts, ideas and ways to face this catastrophe that has hit our planet Earth. The negative impact of this pandemic is very obvious and out in the open.

However, every dark cloud has a silver lining behind it. So it is important that we try to look at the bright side of this outbreak. Optimism and Positivity can be virtues during these testing times when the entire universe is threatened by this

demonic virus. The positive impact of COVID-19 can be seen on various aspects of our life like health and wellness, environment protection, spirit of nationalism, family well being, work life balance, quality of life, awareness levels, new business opportunities, flexible bureaucracy & governance and many more. It has also thrown at us a number of new business ideas and innovative styles of working.

Literature Review

Very less literature and research has been found highlighting the positive impact of COVID-19. Majority of the research talks about the adverse effect of this pandemic. Some of the research articles that have been reviewed for this study are as follows:

(Yeo, 2020) This study talks about the impact of this outbreak on sports and exercise. From an individual perspective, geographical restrictions on outdoor exercise and the need to stay home have led to reduced physical activity and increased sedentary behaviour. Within the sporting community, all forms of organised sport such as marathon races, football leagues, even Summer

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Olympic Games have been either cancelled or postponed. The researcher further points out that as the pandemic runs its course, uncertainties persist regarding exercise safety, resumption of sporting activity and how to manage infected athletes.

(Britschgi, 2020) Comments that some environmentalists and members of the media think they've found a big silver lining in this whole global pandemic thing. Harmful emissions are down, and quarantine life is acclimating people to more sustainable ways of living. The writer also says that Corona virus-induced isolation and economic deprivation are forcing people to adopt planet-friendly behaviours that will hopefully become permanent habits and will lead people to live better lives.

(Rajeevan, M, 2020) Secretary of Earth Sciences in his interview with The Hindu points out the positives from the shutdown due to the Corona Pandemic. He says, "There has been noteworthy reduction in air pollution levels as vehicular traffic is low and construction and industrial activities have been halted. It could be said that the Earth is slowly and surely healing".

(Zhang & Zheng, 2020) The researchers aimed to investigate the immediate impact of the COVID-19 pandemic on mental health and quality of life among local Chinese residents aged ≥ 18 years in Liaoning Province, mainland China. The study indicated that the majority of participants (53.3%) did not feel helpless due to the pandemic. Additionally, the majority of participants (57.8–77.9%) received increased support from friends and family members, increased shared feeling and caring with family members and others.

(Laura, 2020) In the study the researcher investigated the immediate impact of the COVID-19 pandemic on eating habits and lifestyle changes among the Italian population aged ≥ 12 years. The researcher concludes that COVID-19 pandemic represents a massive impact on human health, causing sudden lifestyle changes, through social distancing and isolation at home, with social and economic consequences. Optimizing public health during this pandemic requires not only knowledge from the medical and biological sciences, but also of all human sciences related to lifestyle, social and behavioural studies, including dietary habits and lifestyle.

Objectives

The prime objective of this research is to present a positive side of COVID-19 outbreak. For the purpose of research, following would be the objectives:

1. To understand in detail the origin and spread of COVID-19 pandemic across the globe.

2. To identify the positive impact of COVID-19 pandemic from four perspectives:

- ✓ Impact on Work Life
- ✓ Impact on Personal Life
- ✓ Impact on Economy
- ✓ Impact on Environment

3. To evaluate the innovative ideas and business opportunities during and post COVID-19

Research Methodology

The research design is exploratory in nature, wherein the researcher tries to understand and study an aspect in detail. The research is based on secondary sources of information. Information available in newspapers, research articles, blogs, and websites would be source of data for this research. The researcher will also present own opinion based on readings and observation related to positive impact of COVID-19 pandemic.

Analysis & Discussion

Origin and Spread of COVID-19 Pandemic:

The Corona virus disease 19 (COVID-19) is a highly transmittable and pathogenic viral infection caused by severe acute respiratory syndrome Corona virus 2 (SARS-CoV-2), which emerged in Wuhan, China and spread around the world. On 31 December 2019, health authorities in China reported to the World Health Organization (WHO) a cluster of viral pneumonia cases of unknown cause in Wuhan, Hubei, and an investigation was launched in early January 2020. On 30 January, the WHO declared the outbreak a Public Health Emergency of International Concern (PHEIC)—7,818 cases confirmed globally, affecting 19 countries in five WHO regions.

The scientific consensus is that COVID-19 has a natural origin. It is believed that probable bat-to-human infection through those who consume bat and other such animals could be the primary reason for this outbreak. Several early infected had visited Huanan Seafood Wholesale Market; the virus is therefore thought to be of zoonotic origin. As of now this virus has taken control over the entire world. All continents and over 150 countries are in the grip of this pandemic. There is no clinically approved antiviral drug or vaccine available to be used against COVID-19.

The disease spreads primarily from person to person through small droplets from the nose or mouth, which are expelled when a person with COVID-19 coughs, sneezes, or speaks. These droplets are relatively heavy, do not travel far and quickly sink to the ground. These droplets can land on objects and surfaces around the person such as tables, doorknobs and handrails. People can

become infected-by touching these objects or surfaces, then touching their eyes, nose or mouth.

According to WHO (World Health Organization) as on 24th June 2020, the number of infected cases stand at 91,29,126 and 4,93,797 deaths have been reported so far globally. These figures continue to surge with every passing hour. India which implemented Lockdown in the initial stages of the outbreak was successful in containing the spread of the disease but now the situation has turned grim. The figures released by WHO put India in 4th position with 4,56,183 in terms of infected cases, the death rate has however being relatively low as compared to other nations.

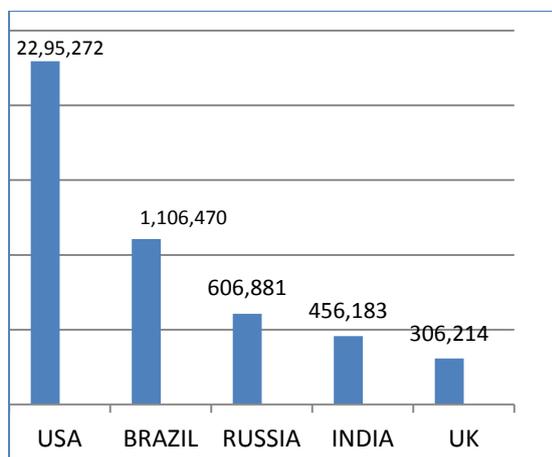
The cure for COVID-19 lies only in taking precautions and following the 3 point plan:

Quarantine means restricting activities or separating people who are not ill themselves but may have been exposed to COVID-19. The goal is to prevent spread of the disease at the time when people just develop symptoms.

Isolation means separating people who are ill with symptoms of COVID-19 and may be infectious to prevent the spread of the disease.

Physical distancing means being physically apart. WHO recommends keeping at least 1-metre distance from others. This is a general measure that everyone should take even if they are well with no known exposure to COVID-19.

Chart – 1: Top 5 Countries in terms of Corona Virus Infected Cases (As on 24th Jun 2020)



Source: World Health Organization
(<https://www.who.int/>)

Positive Impact of COVID-19 Pandemic:

Impact on Personal Life: Our lives have changed drastically over the past few months. Some of us have adjusted to these changes positively while others can't stop complaining. The philosophy here is to think positive and look at the Bright side. It is easier said than done. Hence, let us look at some of the aspects of our personal life which

have been impacted positively by this global pandemic.

- ✓ **Quality of Life** – Owing to the severely competitive and fast paced life, all of us have been living like robots, having very less time to enjoy the little things in life. Spending time with elders, watching Television or enjoying a cosy meal with spouse, playing indoor games with little ones, all seemed “too busy to do” prior to this outbreak. The lock down has made us do all these things which seemed difficult or not important. Family bonds have strengthened and quality of life has catapulted high.
- ✓ **Nutrition and Food Habits** – The busy life style has always impacted our food habits in a very bad way. Relishing a chocolate cake at a pastry shop was always an easier option as compared to baking one at home. This outbreak has made us enjoy home cooked food which obviously has better nutrition value. Eating junk food has almost gone out of our lives.
- ✓ **Cleanliness & Personal Hygiene:** Indians are never spoken about for their hygiene levels. This Corona virus has made all of us extremely conscious and aware about the importance of maintaining cleanliness and hygiene. Washing hands repeatedly, sanitizing them, maintaining safe distance, washing fruits and vegetables thoroughly, all this to avoid infection. People who never covered their mouth while coughing or sneezing are seen with masks, credit goes to Corona.
- ✓ **Health and Mental Fitness** – Staying indoors without any social activity and enjoyment has tested our mental strength. We as social beings have been forced to stay away from people; most of us have accepted and handled this change impressively. Working out at home, yoga and meditation has improved our levels of physical fitness.
- ✓ **Spirit of Nationalism** – The most commendable aspect of this outbreak is how we as Indians have emerged united beyond all our differences. The whole country and its people have shown support and trust in its leadership and complied with all the instructions. People have been gracious in extending help to the poor and the needy during these testing times. All of us have been in sync in fighting and beating this deadly virus.

Impact on Work Life: Work and Work place were inseparable terms. People never imagined that their homes would turn into workplaces. The way business and companies are being managed as a

result of this outbreak is commendable. Employers have shown responsible behaviour in ensuring health and safety of its people. Following are some of the aspects where the positive impact of COVID-19 can be seen.

- ✓ **Flexible Work Arrangements** – ‘Work from Home’ as a concept was synonymous to the IT Sector, but today this concept has been adopted by all kinds of companies. Teachers and professors are delivering lectures online; homes have turned into call centres to address customer complaints and marketers are tracking their clients from the comfort of their homes. This has allowed freedom to employees and also protection against the pandemic.
- ✓ **Work – Life Balance** – Working late hours in a stressful environment has adversely affected many families. COVID-19 has provided an opportunity to people to spend more time with their family thereby striking a positive balance between their work and family commitments. The stress of driving through city traffic is no more a reason for fatigue and exhaustion.
- ✓ **Increased Savings** – Travelling to work and eating out has been a major part of expense for all office goers. With the lock down and work from home, people are able to improve their savings by cutting down on their travel and food expenses. Consuming home cooked food has also brought a positive impact on people’s health, which in turn reduces the spending on hospital bills and medicines. From the organization point of view, meetings are being held on Zoom, Go to meeting and other platforms which has resulted in saving of time as well as money.
- ✓ **Increased Accountability and Trust** – The Stage II of the Hawthorne Studies conducted during 1924 – 32 highlighted the impact of autonomy and freedom on accountability and responsibility among workers. Work from home has made people more responsible towards their job and organization. The trust bestowed by the employer is effective in enhancing commitment and loyalty among employees.
- ✓ **Employee Friendly Work places** – Employers have never been so conscious and alert about the health and safety of its people. Not only owing to the government guidelines, Organizations have presented themselves responsibly in ensuring the work places are safe for its employees. Regular sanitization drives, screening at the entrance, checking for Arogya Setu update, enforcing donning of

masks are the precautions which have made work places safe and employee friendly.

Impact on Economy: COVID-19 has made a denting impact on local, national as well as global economy. The dark side of this pandemic can be seen in economies crashing, failure of healthcare systems, loss of jobs, companies declaring bankruptcy and much more. There is however a bright side of COVID-19, which we need to focus on. The positive impact can be seen on some sectors of economy and also environment at large.

- ✓ **Domination of Agricultural Sector** – One of the aspects which has stayed safe from the adverse impact of this global pandemic is the Agriculture sector. The agricultural production during the COVID-19 outbreak has been as per the target. Luckily the villages and rural population have not been adversely affected by this pandemic. This has brought into limelight the stronghold of Agricultural sector on our economy.
- ✓ **Elimination of Middlemen in Agriculture** – Another positive outcome of this global pandemic can be seen in the elimination of middlemen in the supply chain management of agricultural produce. Due to the lockdown and restrictions on opening of markets and movement of goods, government has intervened in a proactive way by bringing agricultural products straight to the consumers. Farmers have benefitted by this direct intervention.
- ✓ **Reduction in Gold & Fuel Consumption** – Gold and Fuel constitute the two most important items in India’s imports. Our trade deficit is due to high imports of these two items. Lockdown due to COVID-19 outbreak has halted all the social gatherings, festive celebrations, weddings and events. This has reduced consumption levels of Gold and Silver jewellery which has curtailed our import of Gold. Travel restrictions imposed during lockdown has reduced consumption levels of petrol and diesel, thereby impacting our economy positively.
- ✓ **Make in India** – The current Government is very focussed on bringing India in a powerful position and developing it as a manufacturing hub. All the banks have slashed interest rates on loans and are encouraging small business to start and sustain. Relief packages announced during COVID-19 are aiming at promoting local businesses.
- ✓ **Reduction in Crime Rate** – A bright side of this global pandemic can be seen in reduction of crime across the country. With restrictions imposed on movement of people, it has

reduced rate of chain snatching incidents, mugging, eve teasing and even rape incidents. Due to closure of educational institutions and universities, incidents of ragging have almost been nil. The society has become a safer place owing to the lockdown due to COVID-19 outbreak.

Impact on Environment: Before the start of the COVID-19 pandemic, the air around us had been deemed very toxic to breathe in due to the amount of greenhouse gases that had been emitted over the centuries. The Earth faced rising temperatures, which in turn led to the melting of glaciers and rising of sea levels. Environmental degradation was happening fast due to the depletion of resources such as air, water and soil. But after the corona virus lockdown commenced, there have been slight changes in the environment.

- ✓ **Improved Air & Water Quality** – Travel restrictions imposed during lockdown has curtailed traffic and vehicular emissions. Even industries were closed down and not allowed to function. This in turn led to the pollution in the air dropping significantly, as there was a marked decline in nitrous oxide emission. When it comes to water quality, because of the lesser human footfall even the oceans are recovering and marine life is thriving. In areas like Venice, the water became so clear that the fish could be seen and there was better water flow.
- ✓ **Positive effect on Wildlife** - The lockdown has seen a decline in fishing, which means that the fish biomass will increase after over-fishing almost depleted it. Apart from that, animals have been spotted moving about freely where once they would not dare to go. Even sea turtles have been spotted returning to areas they once avoided to lay their eggs, all due to the lack human interference. We are waking up to the chirping of birds all thanks to lockdown.
- ✓ **Positive effect on Vegetation** - Plants are growing better because there is cleaner air and water, and because yet again there is no human interference. With everything at a standstill, plants are allowed to thrive and grow and produce more coverage and oxygen. Less litter also means lesser clogging of river systems, which is good in the long run for the environment.
- ✓ **Awareness & Compliance** – COVID-19 has made us more aware about medical ailments and also improved our protective mechanism. Following all the rules during lockdown has made more complaint towards law. It has

indirectly impacted our ethical standards in a positive way.

Innovative Ideas and Business Opportunities:

Every challenge presents a unique opportunity to achieve success. All the while, businesses have been forced to act fast in response, During the spread of this deadly virus, new business ideas have come up to help others suffering through the crisis while attempting to stay on solid ground financially. The current business trends are a mix of brand new approaches and the accelerated use of emerging technologies and platforms, such as live-streaming and virtual reality, to reshape business models and engage with consumers in creative ways.

- ✓ **E-entertainment** - The lockdowns and restriction on movement of people has not only led to an increased demand for content but has also changed content consumption patterns. The public adhering to the Advisory on Social Distancing has led to an increase in consumption of content on other mediums such as television, digital streaming platforms, and gaming platforms. Short Movies are being streamed online and apparently are very much like by the audience. In fact, reportedly, viewership across several digital entertainment platforms in India has increased by almost 20%.
- ✓ **Successful Business Ideas** – The spike in demand for masks led small-scale entrepreneurs to set up or pivot to manufacturing masks by investing very little money ranging within Rs 20,000-Rs 30,000. Surgical gowns saw a spike in demand during the pandemic. Many businesses set up production units to manufacture surgical gowns, especially for the healthcare community. Demand for hand sanitizers has risen 100 times since the pandemic began. Most companies have been easily able to pivot to manufacturing this product, especially after existing brands struggled to keep up with the pace of consumption. To prevent multiple people from touching the same surfaces, touch less dispensers are being employed widely. Several entrepreneurs have pivoted to explore this business opportunity.
- ✓ **E-Learning / Online Classes** – The Edtech sector has shown a lot of promise during the corona virus pandemic, especially since it has forced people to become more tech-savvy and a little less intimidated by the concept of online education. These platforms have seen a manifold rise in the number of users almost overnight, and helped a largely tech-illiterate population get a glimpse of what the future of

education could look like. Paid online tutorials, master classes, webinars, and online workshops have also become popular, and many self-starters have used this option to build a name for them.

- ✓ **Ayurvedic Products** – Best known for advocating the use of naturally healing and immunity-boosting herbs, Ayurveda is an Indian medicinal legacy that has shown clinical promise. Indian entrepreneurs have been able to tap this ancient practice and give it a somewhat modern twist by coming up with herbal teas, ayurvedic snacks, juice shots infused with herbs, among others. Organic Products and Immunity enhancing products have gained huge popularity. The Ayurvedic snacks business can be started with an investment under Rs 50,000.
- ✓ **SBI COVID-19 Funding Scheme** - One of the largest Indian lenders, The State Bank of India has introduced a funding scheme to assist small and medium businesses to continue their operations. As per an article by Business Standard, SBI will make additional credits available via Covid-19 Emergency Credit Line (CECL) to its existing borrowers on an ad-hoc basis. CECL will be in force till 30th June. Loans of up to 10 per cent or a maximum of up to INR 200 Crores under existing fund-based working capital (FBWC) will be provided under CECL.
- ✓ **Government e-Marketplace (GeM)** - The launch of GeM was announced in the budget speech 2019. Anyone can sell their goods to the government easily via this platform. All you need to do is register your products on the platform. After a simple step of authorization, the government buys your goods from you and pays you online. GeM is one of the best places to help those in need and at the same time, it keeps the business running.
- ✓ **MSME Ideas Portal** - Launched by Mr. Nitin Gadkari, the idea behind MSME Ideas Portal is to facilitate venture capital inventors to connect with businesses. This portal will also act as a central repository to explore the schemes offered by the central and the state government to the growing MSMEs during these times of a pandemic. Primarily, the portal aims to cater and assist MSMEs based in rural and semi-urban areas. The pre-requisite for MSMEs to be a part of this is to have a patented business idea.

COVID-19 has proved to be an opportunity for the current government to present themselves as Responsible Leaders. The Indian Government both

state and centre has presented a united and strong source of governance by implementing lockdown so effectively. The coordination between Indian Railways and state governments in shifting the migrant labour has been commendable. Hence, COVID-19 has shown the depth and strength of our leadership.

Conclusion

COVID-19, the global pandemic has impacted all aspects of life and economy. All countries big and small, developed and developing have been engulfed in the aftermath of this deadly attack. The dark side of this pandemic can be seen in rising number of deaths, economies crashing, failure of healthcare systems, loss of jobs, companies declaring bankruptcy and much more. There is however a bright side of COVID-19, which we need to focus on. COVID-19 has brought quality changes in both our work life as well as our personal life. The positive impact can also be seen on some sectors of economy and also environment at large. A lot of new business ideas and opportunities have cropped up. This pandemic looks to last, hence, we have to learn to live with this and live positively. We as responsible citizens have to approach this global health crisis as an opportunity to unite and emerge stronger as a nation.

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THE STUDY OF DIGITAL TRANSFORMATION AND INNOVATION MANAGEMENT IN THE FIELD OF EDUCATION DUE TO THE IMPACT OF COVID – 19

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ABSTRACT

The petrifying and severe impact of COVID-19 has shaken the world to its core. Further, most of the Governments around the world have temporarily closed educational institutions in an attempt to contain the spread of the COVID-19 pandemic. In India too, the government as a part of the nationwide lockdown has closed all educational institutions, as a consequence of which, learners ranging from school going children to postgraduate students, are affected.

These nationwide closures are impacting over 91% of the worlds' student population. Several other countries have implemented localized closures impacting millions of additional learners. UNESCO is supporting countries in their efforts to mitigate the immediate impact of school closures, particularly for more vulnerable and disadvantaged communities, and to facilitate the continuity of education for all through remote learning. The UNESCO report estimates that the coronavirus pandemic will adversely impact over 290 million students across 22 countries. The UNESCO estimates that about 32 crores students are affected in India, including those in schools and colleges.

Therefore, the government has come up with e-learning program. Many ed-tech firms have tried to leverage the occasion by offering free online classes or attractive discounts on e-learning modules. These measures have been met with overwhelming response by students with some startups witnessing as high as 25% uptick in e-learning. Remote learning seems a viable solution to students during this time as they offer convenient, on -the- go and affordable access to lessons. E-learning also comes as an interesting and interactive alternative as compared to classroom teaching.

Introduction –

At the end of February as alarm bells began to sound on the growing spread of the COVID-19 virus, the World Bank established a multi-sectoral global task force to support country response and coping measures. At the time, only China and a handful of schools in other affected countries were enforcing social distancing through school closures. A little over two weeks later, 120 countries have closed schools impacting almost a billion students across the globe that have seen their schools close for varied lengths of time.

Sometime in the second week of March, state governments across the country began shutting down schools and colleges temporarily as a measure to contain the spread of the novel coronavirus. This is a crucial time for the education sector—board examinations, nursery school admissions, entrance tests of various universities and competitive examinations, among others, are all held during this period. Closures will not only have a short-term impact on the continuity of learning for more than 285 million young learners in India.

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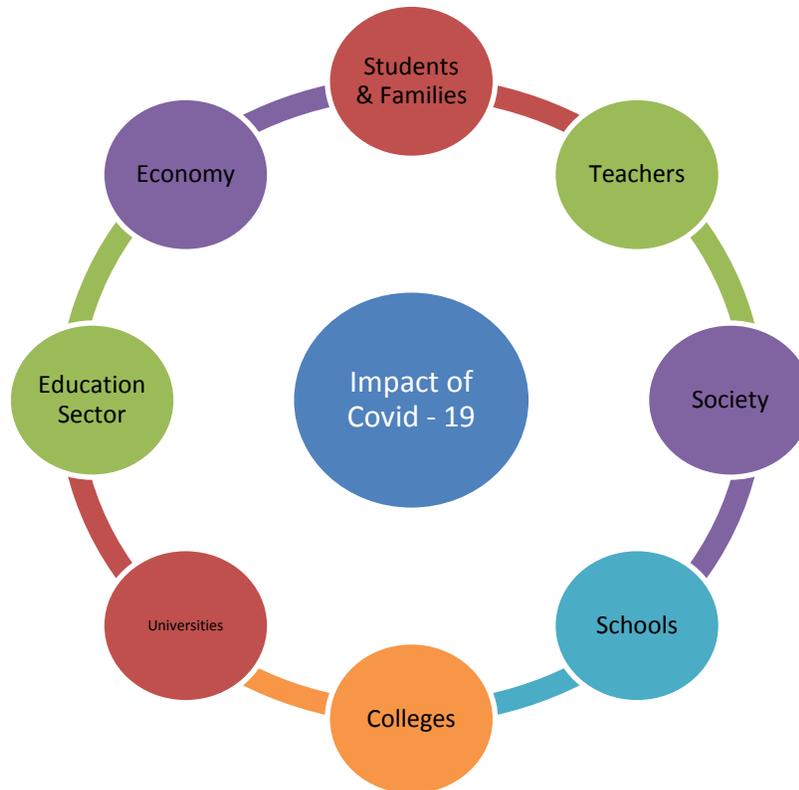
Objectives of the study –

1. To study the various elements of education sector which are being affected by Covid – 19.
2. To study the ways in which the elements are being affected.

COVID-19 is impacting almost every sector of the economy. And, the education sector is no exception. Schools, colleges, and institutes are close even, and students are at home with the least contact with friends.

The Impact of Covid – 19 is studied on the following elements –

1. Students & Families
2. Teachers
3. Society
4. Schools
5. Colleges
6. Universities
7. Education Sector
8. Economy

**Impact of Covid – 19 on Students & Families –**

Everything is virtual, with no physical movement. Schools, universities, institutes of all levels have deferred or dropped examinations. Indeed, even graded tests like GRE, SATs, GMAT, ACT are on a delay, and the fate of students hang in a critical state!

The students, in addition to the missed opportunities for learning, no longer have access to healthy meals during this time and are subject to economic and social stress.

Many such students have now been barred from leaving these countries. If the situation persists, in the long run, a decline in the demand for international higher education is expected. Perhaps to the disappointment of some, children

have not generally been sent home to play. The idea is that they continue their education at home, in the hope of not missing out too much.

Families are central to education and are widely agreed to provide major inputs into a child's learning, as described by Bjorklund and Salvanes (2011). The current global-scale expansion in home schooling might at first thought be seen quite positively, as likely to be effective. But typically, this role is seen as a complement to the input from school. Parents supplement a child's maths learning by practising counting or highlighting simple maths problems in everyday life; or they illuminate history lessons with trips to important monuments or museums. Being the prime driver of learning, even in conjunction with online materials, is a different

question; and while many parents round the world do successfully school their children at home, this seems unlikely to generalise over the whole population.

So while global home schooling will surely produce some inspirational moments, some angry moments, some fun moments and some frustrated moments, it seems very unlikely that it will on average replace the learning lost from school. But the bigger point is this: there will likely be substantial disparities between families in the extent to which they can help their children learn. Key differences include (Oreopoulos et al. 2006) the amount of time available to devote to teaching, the non-cognitive skills of the parents, resources (for example, not everyone will have the kit to access the best online material), and also the amount of knowledge – it's hard to help your child learn something that you may not understand yourself. Consequently, this episode will lead to an increase in the inequality of human capital growth for the affected cohorts.

It is also possible that some students' careers might benefit from the interruptions. For example, in Norway it has been decided that all 10th grade students will be awarded a high-school degree. And Maurin and McNally (2008) show that the 1968 abandoning of the normal examination procedures in France (following the student riots) led to positive long-term labour market consequences for the affected cohort.

Impact of Covid – 19 on Teachers –

Teaching is moving online, on an untested and unprecedented scale. Student assessments are also moving online, with a lot of trial and error and uncertainty for everyone. Many assessments have simply been cancelled. Importantly, these interruptions will not just be a short-term issue, but can also have long-term consequences for the affected cohorts and are likely to increase inequality.

The closure of schools, colleges and universities not only interrupts the teaching for students around the world; the closure also coincides with a key assessment period and many exams have been postponed or cancelled.

Internal assessments are perhaps thought to be less important and many have been simply cancelled. But their point is to give information about the child's progress for families and teachers. The loss of this information delays the recognition of both high potential and learning difficulties and can have harmful long-term consequences for the child.

Andersen and Nielsen (2019) look at the consequence of a major IT crash in the testing system in Denmark. As a result of this, some children could not take the test. The authors find that participating in the test increased the score in a reading test two years later by 9% of a standard deviation, with similar effects in mathematics. These effects are largest for children from disadvantaged backgrounds.

Importantly, the lockdown of institutions not only affects internal assessments. In the UK, for example, all exams for the main public qualifications – GCSEs and A levels – have been cancelled for the entire cohort. Depending on the duration of the lockdown, we will likely observe similar actions around the world. One potential alternative for the cancelled assessments is to use 'predicted grades', but Murphy and Wyness (2020) show that these are often inaccurate, and that among high achieving students, the predicted grades for those from disadvantaged backgrounds are lower than those from more advantaged backgrounds. Another solution is to replace blind exams with teacher assessments. Evidence from various settings show systematic deviations between unblind and blind examinations, where the direction of the bias typically depends on whether the child belongs to a group that usually performs well (Burgess and Greaves 2013, Rangvid 2015). For example, if girls usually perform better in a subject, an unblind evaluation of a boy's performance is likely to be downward biased. Because such assessments are used as a key qualification to enter higher education, the move to unblind subjective assessments can have potential long-term consequences for the equality of opportunity.

In higher education many universities and colleges are replacing traditional exams with online assessment tools. This is a new area for both teachers and students, and assessments will likely have larger measurement error than usual. Research shows that employers use educational credentials such as degree classifications and grade point averages to sort applicants (Piopiunik et al. 2020). The increase in the noise of the applicants' signals will therefore potentially reduce the matching efficiency for new graduates on the labour market, who might experience slower earnings growth and higher job separation rates. This is costly both to the individual and also to society as a whole (Fredriksson et al. 2018).

- As discussed above, all major entrance examinations are postponed including engineering,

medical, law, agriculture, fashion and designing courses, etc. This situation can be a ringing alarming bell mainly in private sector universities. Maybe some faculties and employees may face salary cuts, bonuses and increments can also be postponed.

The **lockdown** has generated uncertainty over the exam cycle. May be universities may face impact in terms of a slowdown in student internships and placements, lower fee collection that can create hurdles in managing the working capital.

- Another major concern is that it can affect the paying capacity of several people in the private sector, which is catering to a sizeable section of the students in the country.

Impact of Covid – 19 on Society –

Five, Indian traditional knowledge is well known across the globe for its scientific innovations, values, and benefits to develop sustainable technologies and medicines. The courses on Indian traditional knowledge systems in the fields of yoga, Indian medicines, architecture, hydraulics, ethnobotany, metallurgy and agriculture should be integrated with a present-day mainstream university education to serve the larger cause of humanity. The severe short-term disruption is felt by many families around the world: home schooling is not only a massive shock to parents' productivity, but also to children's social life and learning.

Impact of Covid – 19 on Schools –

The structure of schooling and learning, including teaching and assessment methodologies, was the first to be affected by these closures. Only a handful of private schools could adopt online teaching methods. Their low-income private and government school counterparts, on the other hand, have completely shut down for not having access to e-learning solutions.

In this time of crisis, a well-rounded and effective educational practice is what is needed for the capacity-building of young minds. It will develop skills that will drive their employability, productivity, health, and well-being in the decades to come, and ensure the overall progress of India. The

COVID-19 pandemic is first and foremost a health crisis. Many countries have (rightly) decided to close schools, colleges and universities. The crisis crystallises the dilemma policymakers are facing between closing schools (reducing contact and saving lives) and keeping them open (allowing workers to work and maintaining the economy).

Going to school is the best public policy tool available to raise skills. While school time can be fun and can raise social skills and social awareness, from an economic point of view the primary point of being in school is that it increases a child's ability. Even a relatively short time in school does this; even a relatively short period of missed school will have consequences for skill growth. But can we estimate how much the COVID-19 interruption will affect learning? Not very precisely, as we are in a new world; but we can use other studies to get an order of magnitude.

Two pieces of evidence are useful. Carlsson et al. (2015) consider a situation in which young men in Sweden have differing number of days to prepare for important tests. These differences are conditionally random allowing the authors to estimate a causal effect of schooling on skills. The authors show that even just ten days of extra schooling significantly raises scores on tests of the use of knowledge ('crystallized intelligence') by 1% of a standard deviation. As an extremely rough measure of the impact of the current school closures, if we were to simply extrapolate those numbers, twelve weeks less schooling (i.e. 60 school days) implies a loss of 6% of a standard deviation, which is non-trivial. They do not find a significant impact on problem-solving skills (an example of 'fluid intelligence').

A different way into this question comes from Lavy (2015), who estimates the impact on learning of differences in instructional time across countries. Perhaps surprisingly, there are very substantial differences between countries in hours of teaching. For example, Lavy shows that total weekly hours of instruction in mathematics, language and science is 55% higher in Denmark than in Austria. These differences matter, causing significant differences in test score outcomes: one more hour per week over the school year in the main subjects increases test scores by around 6% of a standard deviation. In our case, the loss of perhaps 3-4 hours per week teaching in maths for 12 weeks may be similar in magnitude to the loss of an hour per week for 30 weeks. So, rather bizarrely and surely coincidentally, we end up with an estimated loss of around 6% of a standard deviation again. Leaving the close similarity aside, these studies possibly suggest a likely effect no greater than 10% of a standard deviation but definitely above zero. Let us tell you that due to the closedown of educational institutes it is estimated to affect around 600 million learners across the world.

Impact of Covid – 19 on Colleges/Institutes –

Needless to say, the pandemic has transformed the centuries-old, chalk–talk teaching model to one driven by technology. This disruption in the delivery of education is pushing policymakers to figure out how to drive engagement at scale while ensuring inclusive e-learning solutions and tackling the digital divide.

Four, it is also important to reconsider the current delivery and pedagogical methods in school and higher education by seamlessly integrating classroom learning with e-learning modes to build a unified learning system. The major challenge in EDTech reforms at the national level is the seamless integration of technology in the present Indian education system, which is the most diverse and largest in the world with more than 15 lakh schools and 50,000 higher education institutions. Further, it is also important to establish quality assurance mechanisms and quality benchmark for online learning developed and offered by India HEIs as well as e-learning platforms (growing rapidly). Many e-learning players offer multiple courses on the same subjects with different levels of certifications, methodology and assessment parameters. So, the quality of courses may differ across different e-learning platforms.

The careers of this year's university graduates may be severely affected by the COVID-19 pandemic. They have experienced major teaching interruptions in the final part of their studies, they are experiencing major interruptions in their assessments, and finally they are likely to graduate at the beginning of a major global recession. Evidence suggests that poor market conditions at labour market entry cause workers to accept lower paid jobs, and that this has permanent effects for the careers of some. Oreopoulos et al. (2012) show that graduates from programmes with high predicted earnings can compensate for their poor starting point through both within- and across-firm earnings gains, but graduates from other programmes have been found to experience permanent earnings losses from graduating in a recession.

Impact of Covid – 19 on Universities –

A multi-pronged strategy is necessary to manage the crisis and build a resilient Indian education system in the long term. One, immediate measures are essential to ensure continuity of learning in government schools and universities. Open-source digital learning solutions and Learning Management Software should be adopted so teachers can conduct

teaching online. The DIKSHA platform, with reach across all states in India, can be further strengthened to ensure accessibility of learning to the students.

Impact of Covid – 19 on Education Sector –

The pandemic has significantly disrupted the higher education sector as well, which is a critical determinant of a country's economic future. A large number of Indian students—second only to China—enroll in universities abroad, especially in countries worst affected by the pandemic, the US, UK, Australia and China.

Three, strategies are required to prepare the higher education sector for the evolving demand–supply trends across the globe—particularly those related to the global mobility of students and faculty and improving the quality of and demand for higher studies in India. Further, immediate measures are required to mitigate the effects of the pandemic on job offers, internship programs, and research projects.

Impact of Covid – 19 on Economy –

The bigger concern, however, on everybody's mind is the effect of the disease on the employment rate. Recent graduates in India are fearing withdrawal of job offers from corporates because of the current situation. The Centre for Monitoring Indian Economy's estimates on unemployment shot up from 8.4% in mid-March to 23% in early April and the urban unemployment rate to 30.9%. Two, inclusive learning solutions, especially for the most vulnerable and marginalized, need to be developed. With a rapid increase of mobile internet users in India, which is expected to reach 85% households by 2024, technology is enabling ubiquitous access and personalization of education even in the remotest parts of the country. This can change the schooling system and increase the effectiveness of learning and teaching, giving students and teachers multiple options to choose from. Many aspirational districts have initiated innovative, mobile-based learning models for effective delivery of education, which can be adopted by others.

A Cyclical Approach to education in emergencies

What we are learning from COVID-19, similar to what we have seen in previous pandemics, is that preparedness is crucial. While different scenarios exist, several of them assume that the COVID-19 spread will happen in waves, which means the process of addressing it should be cyclical. Countries not yet impacted should begin

“preparing,” starting with a response plan. This would facilitate “coping” once the crisis hits and minimizing the negative impacts. The plan can include introducing protocols for screenings in schools, rolling out hygiene practice campaigns, imposing school closures, offering distance learning, using closed schools for emergency purposes, etc.

As the emergency phase dissipates, communities could move into a “recovery” mode, with governments implementing policies and measures to regain lost time. The approaches may include adjustments to the academic calendar, prioritizing students in grades preparing for high-stakes examinations, and continuing with distance learning in parallel to schools. Countries that have shown greater resilience in repeated crises, such as those in East Asia, are the ones that were able to benefit from lessons learned and to respond quickly to new crises, such as this one. They have been able to use the momentum to re-prepare, investing and reinforcing systems going forward.

It is critical to jointly work building on the experience of previous outbreaks (SARS, Ebola, etc.) in support to Governments in understanding the options available. The World Bank is working with countries across the globe in each of the three stages of preparing, coping and recovery. Educational administrators and policy makers can use this crisis as an opportunity to introduce new learning modes that can reach everyone, to prepare for emergencies, and to make the system more resilient.

According to the UNESCO Institute for Statistics, the COVID-19 pandemic has led to the closure of schools in 188 countries, affecting more than 1.5 billion students and 63 million primary and secondary

teachers worldwide. The interference in the education system due to the continuous COVID-19 is a reminder that there is a need for transformation.

Suggestions –

Possible alternatives or solutions for interrupted education during COVID-19

- With the help of power supply, digital skills of teachers and students, internet connectivity it is necessary to explore digital learning, high and low technology solutions, etc.
- Students those are coming from low-income groups or presence of disability, etc. distance learning programs can be included.
- To provide support for digitalization to teachers and students.
- The necessity to explore digital learning platforms.
- Measures should be taken to mitigate the effects of the pandemic on job offers, internship programs, and research projects.
- ED tech reform at the national level that is an integration of technology in the present Indian education system.
- Postponed or rescheduled the examinations
- Cleaning and sanitization of premises.
- Consideration of long term uncertainty etc.

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