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Research Paper HRM

HRM practices of the Leadership Qualities among the Elected Scheduled Caste Women Panchayat Raj Leaders of Tiruvarur District, Tamil Nadu, India.

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ABSTRACT

For the development in the mainstream politics and local governance there is a need for specific policies to be applied for women. Recent local government reform the 73rd Amendment Act 1992 came into effect from the April 24, 1993. All states enacted legislation by 23rd April 1994. The Panchayats previously were mere suggestions in the directive principles of state policy where as the 73rd Amendment resulted in the Panchayat Raj Institutions (PRIs) being conferred constitutional sanction. There is a quota for SC women in grassroot democratic institution called Panchayat Raj Institution. This paved way for enormous development in the decision making, leadership and involvement of SC women in Panchayat Raj. Such leadership qualities are to be assessed and encouraged with proper via media for the development of the grass root level capacity building for SC women.

KEYWORDS :

INTRODUCTION

India is the largest democracy in the world. The administration in the country is democratic where institutions of Panchayatraj hold a right place in the constitution. India is primarily a land of villages (6,25,000) and the real progress of the country directly depends upon progress of these villages. The most of the rural people are (SC) dalits. They need to be involved planning, decision making, monitoring and execution of development programmes in order to hasten the process of development. Unfortunately, the people are not actively involved in the development process because of the obvious reasons such as; lack of awareness, education, knowledge etc. Scheduled Caste population in Tamil Nadu is 19 percent. However, they are not uniformly distributed across the state, a district such as Kanyakumari having only 4 per cent of the population who belong to the Scheduled Castes, and in Thiruvarur it is 32.4 per cent (Census 2001). Reactions to the presence of Scheduled Castes have varied from place to place and even within the districts. Here for the study the leadership qualities among the elected scheduled caste women panchayat leaders of Tiruvarur district of Tamilnadu is focused.

STATEMENT OF THE PROBLEM

A leader is the one who can influence others easily for a purpose. A leader therefore is a visionary, a seeker and a learned man with skills and abilities to take decisions for the good of the community. The leader should have certain abilities to lead people and mobilize them in such a way that they are led in pursuit of a common goal or good. If the scheduled caste people with vision along with much learning, with much leadership skills and abilities comes to power as president in the locality especially the female leaders, definitively there can be meaningful progress towards sustainable human development, inclusion and stability can be better achieved through measures that promote and protecting human rights and the effective participation of all the marginalized can become inevitable one. And it definitively can bring a mass development in the society especially in the Indian society.

This study has contributed valid suggestions for improving the leadership qualities, Decision making abilities and increases the involvement in PRI. This study would be helpful for all the Panchayat leaders to develop their leadership qualities, District and state level Rural development board directors and of course for the NGOs who are working for the Dalit Empowerment, Women empowerment and rural development.

LITERATURE SUPPORT

E.K. Santha (1998), in her report, "Political Participation of Women in Panchayat Raj; Haryana, Kerala and Tamil Nadu," explains the various contributing factors towards the effective functioning of the women leaders amidst the various problems faced by them. There are recommendations made towards the effective functioning of the elected women representatives.

G. Palanithurai's (1999) article "Glittering Women Leadership" is a study of the impact of the training programme conducted for women leaders of Gram Panchayats of five districts in Tamil Nadu. While evaluating the impact of the training of women leaders it is found that now they are conscious about their roles and responsibilities and they are serious about the issues of women and the poor. More particularly there are certain skills they have acquired quickly while performing their roles in Panchayat administration. It indicates that there is discrimination against women in managing the institutions at the grass root.

RESEARCH METHODOLOGY

Objectives

- To study the socio-economic profile of elected SC women Panchayat leaders of Panchayat Raj Institutions.
- To study the leadership qualities of elected SC women Panchayat leaders of Panchayat Raj Institutions.
- To understand the quality of participation of SC women Panchayat leaders in Panchayat Raj Institutions.
- To understand the barriers affecting women SC Panchayat leaders' involment in Panchayat Raj Institutions.

Sampling

The universe of the present study is 51 Panchayat leaders in Tiruvarur district. Since14 respondents were not willing to participate in the research, the researcher collected the required data from the 37 women SC PRI Leaders. The primary data collection was conducted among these 37 SC women PRI Presidents, in Tiruvarur District, using census method. The researchers have adopted descriptive design for the present study. The data collection was carried out in the month of October 2014 only.

Tools of Data Collection

The researcher administered a self prepared interview schedule as the primary tool for collecting the data from the respondents. As secondary source of data the researcher collected from books, journals, articles and the web references.

CONCEPTUAL DEFINITION

Panchayat

Article 243 of the amended Constitution defines a Panchayat as "an

institution of self governance for the rural areas."

SC's Participation in Panchayat Raj

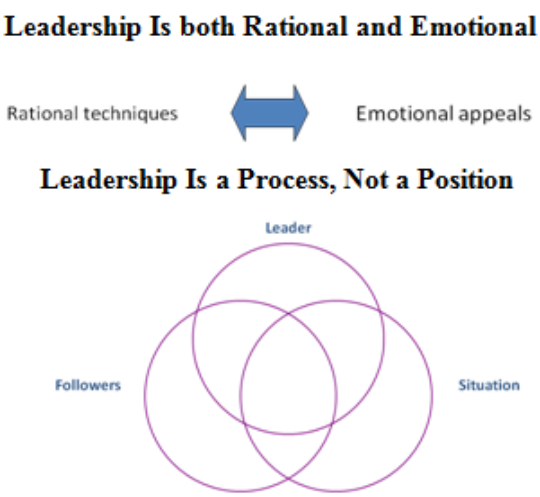
SC people are changing the governance in India. They are being elected to local councils in an unprecedented numbers as a result of amendments to the constitution that mandate the reservation of seats for SC people in local governance. In India, we call this new system as the Panchayat Raj Institution System (PRI).

Panchayat Raj Institution

The panchayat raj is a South Asian political system mainly in India, Pakistan, Bangladesh and Nepal. It is the oldest system of local government in the Indian subcontinent. The word "Panchayat" literally means "assembly" (ayat) of five (panch) wise and respected elders chosen and accepted by the local community. However, there are different forms of assemblies. Traditionally, these assemblies settled disputes between individuals and villages. Modern Indian government has decentralized several administrative functions to the local level, empowering elected gram panchayats. Gram panchayats are not to be confused with the unelected khap panchayats (or caste panchayats) found in some parts of India. Rohit Mullick & Neelam Raaj (9 September2007).

Leadership

Leadership has been described by Chemers M. (1997) as "a process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task".



Decision Making

Decision making is a process of selecting the best among the different alternatives. It is the act of making a choice. There are so many alternatives found in the organization and departments. Decision making is defined as the selection of choice of one best alternative.

Before making decisions all alternatives should be evaluated from which advantages and disadvantages are known. It helps to make the best decisions. It is also one of the important functions of management.

Sl.NO	Socio Demographical	Category	Frequency	Percentage
SN	Variables		Frequency (n-37)	Percent
1	Age	21-30 31-40 41-50 51 and above	1 14 15 7	2.7 37.8 40.5 18.9
2	Educational Status	College and above Hi. Secondary High School Middle Primary	7 6 14 6 4	18.9 16.2 37.8 16.2 10.8
3	Type of Family	Joint Family Nuclear Family	16 21	43.2 56.8
4	Monthly income of the family	0-10000 10001-20000 20001-30000 30001-40000 40001 and above	20 13 2 1 1	54.1 35.1 5.4 2.7 2.7
5	Type of occupation	Agriculture Coolie Homemaker	7 6 24	18.9 16.2 64.9
6	Religion	Hindu	37	100
7	Residence	Rural Urban	35 2	94.6 5.4
8	Marital Status	Married Unmarried Widow/Widower	34 1 2	91.9 2.7 5.4
9	Number of Children	0 1 2 3	2 4 14 11	5.4 10.8 37.8 29.7

Socio-Economical background of the respondents

Age

It is evident from the above table that 2.7% of the respondents belong to the 21-30 age group, 37.8% of the respondents belong to the 31-40 age group, 40.5% of the respondents belong to the 41-50 age group, 18.9% of the respondents belong to the 51 and above age group. This is in contrast to the findings of Ravindra B.Belli (2008) who in his work entitled "Leadership Behavior of Punchayat Leaders"has concluded the majority of the presidents belonged to middle age group(52.68%).

Educational Status

It is inferred from the above table that most of the respondents (37.8%) have done their High School education, 16.2% of the respondents have done their Middle School, 18.9% of the respondents have done their Primary School education, 16.2% of the respondents have done their Higher Secondary education,12% of respondents have done their College and above education level and 10.8 % of the respondent is illiterate.

Type of Family

It is inferred from the above table that majority 56.8% of the respondents hail from nuclear families and 43.2% of the respondents hail from joint families.

Monthly income of the family

The above table reveals that majority of the respondents (54.1%) have a monthly income in the range of Rs.0 – 10000, 35.1% of the respondents have a monthly income of less Rs 10001-20000, 5.4% of the respondents have a monthly income in the range of Rs.20001-30000, 2.7% of the respondents have a monthly income of above Rs.30001-40000 and 2.7% of the respondents have a monthly income of above Rs.40001 and above.

Type of occupation

It is evident from the above table that majority of the respondents 64.9% are home makers, 18.9% of the respondents have agriculture as occupation and 16.2% of the respondents are daily coolies.

Religion

It is inferred from the above table that 100% of respondents are Hindus.

Residence

The above table shows clearly that the vast majorities 94.6 % of the respondents are having the rural as their residence and 5.4% respondents are having urban as their residence.

Marital Status

It is seen from the above table that the respondents ried, 2.7% of the married and 5.4% of a vast majority of (91.9%) are mar- respondents are un- the respondents are widow/widower.

Number of Children

It is evident from the above table that 37.8% of respondents are having two children, 29.7% of respondents are having three children, 10.8% of respondents are having only one child and 5.4% have no children.

One way analysis of variance between various educational levels of the respondents and their perceived levels of their participation in PRI

S.No	Education	Respondents(n=37)				
		DF	SS	MS	$\bar{x}$	Statistical Inference
1.	Participation in PRI Between Groups Within Groups	4 32	77.820 2657.369	19.455 83.043	C1=63.86 C2=65.50 C3=63.07 C4=66.67 C5=66.25	F=.234 p(.917)>0.05 Non Significant

Various educational stages :C1-Primary, C2-Middle,C3-High school,C4-H.Sec,C5-college and above

It is very clear from the above table that there is no significant difference among the respondents with varied educational levels and their participation in PRI.

One way analysis of variance between various educational levels of the respondents and their perceived levels of their decision making in PRI

S.No	Education	Respondents(n=37)				
		DF	SS	MS	$\bar{x}$	Statistical Inference
1.	Decision Making in PRI Between Groups Within Groups	4 32	954.012 8695.988	238.503 271.750	C1=92.14 C2=78.33 C3=89.14 C4=83.33 C5=79.75	F=.878 p(.488)>0.05 Non Significant

Various educational stages: C1-Primary, C2-Middle, C3-High school, C4-H.Sec, C5-college and above

It is very clear from the above table that there is no significant difference among the respondents with varied educational levels and their decision making in PRI

One way analysis of variance between various educational levels of the respondents and their perceived levels of their leadership in PRI

S.No	Education	Respondents(n=37)				
		DF	SS	MS	$\bar{x}$	Statistical Inference
1.	Leadership in PRI Between Groups Within Groups	4 32	319.329 12154.238	79.832 379.820	C1=111.57 C2=104.83 C3=113.21 C4=112.67 C5=110.0	F=.210 p(.931)>0.05 Non Significant

Various educational stages: C1-Primary, C2-Middle, C3-High school, C4-H.Sec, C5-college and above

It is very evident from the above table that there is no significant difference among the respondents with varied educational levels and their leadership in PRI.

S.No	Education	Respondents(n=37)				
		DF	SS	MS	$\bar{x}$	Statistical Inference
1.	Involvement in PRI Between Groups Within Groups	4 32	523.111 2220.619	130.778 69.394	C1=83.29 C2=79.00 C3=73.71 C4=80.67 C5=75.50	F=1.885 p(.137)>0.05 Non Significant

Various educational stages: C1-Primary, C2-Middle, C3-High school, C4-H.Sec, C5-college and above

It is very evident from the above table that there is no significant difference among the respondents with varied educational levels and their involvement in PRI.

SALIENT FINDINGS OF THE STUDY

- Most of the respondents (40.5%) belong to the age group of 41-50 years.
- Most of the respondents (37.8%) have done their primary education.
- Majority of the respondents (56.8%) hail from nuclear families.
- Majority of the respondents (54.1%) have a monthly income below Rs. 10000
- Majority of the respondents (64.9%) are homemakers.
- All of the respondents (100%) are Hindus.
- A vast majority of the respondents (91.1%) are married.
- Most of the respondents (37.8%) have two children.
- There is no significant difference between the types of family of the respondents and their perceived levels of participation, decision making, leadership and involment in PRI
- There is no significant difference between the various educational qualifications of the respondents and their perceived levels of participation, decision making, leadership and involment in PRI.

SUGGESTIONS

- The real empowerment of SC women PRI leader is to bring about an attitudinal change in them.
- Interaction between enlightened/educated rural women and illiterate elected SC women PRI leaders is to be encouraged.
- Interaction between enlightened/educated urban women and illiterate/literate elected SC women PRI leaders is to be encouraged

CONCLUSION

The 73rd Constitutional Amendment seeks to radically alter the power relations in the villages by reserving seats for scheduled castes, tribes, backward classes and women. However, in the absence of proper education, training and economic independence, these groups especially the SC women PRI leaders are unable to assert themselves. Illiteracy, poverty and unemployment impair the very process of participatory development in our country. The provision of reservation of seats for SC women has been manipulated by their male counterparts –dominant caste vice presidents - their husbands – but yet it has certainly empowered the SC women to some extent.

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