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RECENT TRENDS IN COMMERCE, MANAGEMENT, ACCOUNTANCY AND BUSINESS ECONOMICS

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CHAPTER 19

Enhancing Teaching Efficacy in High School through Emotional Intelligence

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ABSTRACT:

The aim of this research is to explore the connection between the emotional intelligence levels demonstrated by high school educators in the Suburban Districts of Mumbai and their proficiency in delivering teaching. The impact of teachers' abilities to sense, understand, and control their emotions on their effectiveness in the classroom is examined in this study using the Emotional Intelligence and Teaching Efficiency measuring scales. The study found a strong relationship between teachers' pedagogical capacity and emotional intelligence in the secondary school sector. The methodical technique and in-depth data analysis clarify the complex link between these two notions and advance our understanding of educational research.

INTRODUCTION:

The progress of a nation's cultural and social fabric is significantly enhanced by the presence of its educational institutions. These institutions play a crucial role in the spread of knowledge, fostering intellectual growth, and nurturing the development of critical thinking abilities in individuals. Through a well-defined and organised framework, educational institutions enable individuals to actively engage in their personal growth and contribute to the progress of their local communities, thus making a valuable impact on the advancement of society as a whole. Education institutions have a vital role to play in equipping individuals with the necessary knowledge and skills to thrive in their future endeavours. These educational institutions foster the growth of interpersonal skills and instill a strong sense of responsibility in their students. The impact of education on individuals' overall growth, encompassing intellectual, social, emotional, and physical development, cannot be overstated. Furthermore,

it plays a pivotal role in fostering a nation's progress and facilitating its economic well-being. Education enables individuals to actively engage in the socioeconomic fabric of society, making a substantial impact on its progress through the transmission of knowledge, abilities, and principles. Through the cultivation of critical thinking, creativity, and problem-solving skills, education has the power to profoundly transform individuals' lives, equipping them with the necessary tools to navigate the intricacies of contemporary society with success. In addition, education plays a crucial role in cultivating a moral perspective and a sense of civic duty, thereby shaping individuals who are not only proficient in their respective fields but also deeply connected to their surrounding communities. Consequently, a populace characterised by a profound level of education serves as the bedrock of a prosperous and flourishing nation, as it fosters ingenuity, propels economic advancement, and enhances the overall welfare of society. The exchange of information within educational institutions plays a pivotal role in enhancing teachers' proficiency across various domains, encompassing pedagogy, subject matter expertise, and overall competency. Through the active sharing and exchange of knowledge, educators can enhance their comprehension and proficiency in these domains, resulting in enhanced pedagogical approaches and a heightened level of expertise in their respective disciplines. The diligent pursuit of this goal leads to a notable enhancement in students' academic achievements. Having a dedicated scholar who cultivates a constructive and supportive environment is of utmost importance. Therefore, it is crucial to emphasize the pivotal role that education plays in the advancement and prosperity of a nation.

IMPORTANCE OF THE STUDY:

The educational system demonstrates a remarkable ability to incorporate state-of-the-art technologies in order to effectively cater to the emotional well-being of students. The role of academics in shaping students' character and cultivating self-discipline is of utmost importance. The incorporation of emotional intelligence and technology in the realm of education holds immense significance, as it cultivates emotional responsibility and enriches understanding of the learner's distinct circumstances. Through the harmonious integration of these two pivotal components, educators have the power to cultivate an atmosphere that fosters not only cognitive advancement, but also the holistic welfare of students. Recognized as a crucial element in the process of personal growth and maturation, emotional intelligence holds significant importance. It encompasses the capacity to identify, comprehend, and regulate one's own emotions, along with the emotions exhibited by others. Within the realm of education, the development of

emotional intelligence bestows upon students essential skills to navigate the intricate terrain of their own emotions, empowering them to proficiently manage their feelings and reactions. By cultivating a heightened sense of self-awareness and honing their ability to regulate emotions, individuals are able to not only enhance their overall well-being, but also empower themselves to Mastering emotional intelligence is paramount for educators to achieve optimal effectiveness. One can enhance this skill by effectively regulating their emotions and conduct. The ongoing research delves into the exploration of the potential correlation between the levels of emotional intelligence (EI) demonstrated by high school educators and their efficacy in the realm of instruction. The objective of this study is to provide valuable insights into the impact of emotional intelligence on the overall efficacy of high school educators. Let us delve into the realm of emotional intelligence and its profound influence on the outcomes of teaching. Through a thorough examination of this correlation, one can acquire valuable insights into the influence of emotional intelligence on the instructional approaches and outcomes of high school educators.

Title of the study:

The study's title, "Enhancing Teaching Efficacy in High School through Emotional Intelligence," conveys the topic's significance.

Operational definition of terms

The research delves into the notion of emotional intelligence, which pertains to the capacity of secondary school educators to seamlessly incorporate their emotions into their pedagogical practices. By acknowledging, comprehending, and effectively handling emotions, educators are empowered to navigate the intricate realm of teaching with enhanced emotional sensitivity. One can attain this by cultivating a deep sense of self-awareness, mastering the art of emotional regulation, demonstrating empathy towards the emotional journeys of others, and nurturing meaningful and positive relationships with others.

The faculty's capacity to profoundly impact students, cultivating a positive mindset that elevates their academic accomplishments and leaves a lasting impression, is a measure of teaching effectiveness. Achieving effective execution of pedagogical practices necessitates skillful classroom management, thorough preparation, deep subject expertise, nurturing personal attributes, and fostering positive relationships with colleagues.

High school teachers, also referred to as educators at the secondary level, have the important responsibility of imparting knowledge and providing guidance to students within

educational institutions. The establishment of this responsibility is rooted in the comprehensive research and evaluation conducted by examiners on the pivotal role of educators in high schools. The main goal of these courses is to provide students with the essential skills needed for higher education.

OBJECTIVES OF THE STUDY:

1. A study of secondary school teachers' emotional intelligence and pedagogical proficiency.
2. Looking into how secondary school teachers' EQ relates to their ability to effectively teach

Null Hypotheses of the Study

1. Male and female high school educators are statistically very similar on all measures of instructional effectiveness.
2. Among high school instructors, there is no statistically significant relationship between married status and teaching effectiveness or any of its characteristics.
3. Men and women high school teachers do not differ significantly on the Emotional Intelligence characteristics, according to the study.
4. Fourth, the research shows that high school teachers' Emotional Intelligence and its components do not differ significantly by marital status.
5. There is no statistically significant amount of relationship identified between emotional intellect and Teaching Effectiveness or any of its components.

METHODOLOGY:

A comprehensive study was conducted by the researcher, encompassing a sample size of 500 secondary school teachers in the Palghar and Thane regions, with the aim of assessing their level of emotional intelligence. Experienced educators in the field of secondary and tertiary education were carefully chosen through a meticulous random sampling process. Data for the investigation was collected using highly specialized instruments. Through a meticulous test-retest procedure, we have successfully validated the instruments. The reliability coefficient for the Emotional Intelligence test was 0.89, while the teaching effectiveness scale exhibited a reliability value of 0.877. Analyzed data using statistical methods, including the 't' test and correlation.

Table 1. Teaching Effective of High School Teachers

Teaching effectiveness and its Dimensions	High		Moderate		Low	
	N	%	N	%	N	%
Classroom Management	92	18.3	321	64.1	88	17.6
Preparation and Planning	73	14.6	306	61.1	122	24.3
Knowledge of Subject Matter	54	10.7	408	81.5	39	7.8
Teacher Characteristics	101	20.2	326	65.1	73.5	14.7
Interpersonal Relationship	98	19.5	316	63.1	87	17.4
Teaching effectiveness	90	18	325	64.9	86	17.1

Based on the data presented in Table 1, it is evident that a substantial majority of high school teachers, specifically 64.1%, exhibit exceptional proficiency in the area of classroom management. Furthermore, a notable portion of these educators demonstrate exceptional aptitude in the realm of classroom management, while a smaller subset may exhibit a lesser degree of expertise. A notable segment of the population, precisely 14.6%, exhibits exceptional aptitude in the areas of preparation and strategic organization. Their level of expertise in their respective field is quite remarkable, with a significant 10.7% possessing advanced knowledge. Based on the survey findings, a notable proportion of educators (14.7%) exhibited lower levels of traits, whereas the majority (65.1%) demonstrated moderate levels. According to the research findings, a significant proportion of individuals exhibit a moderate degree of interpersonal interactions, as evidenced by approximately 63.1% of the sample. A notably lesser proportion, around 19.5%, encountered difficulties in their interpersonal connections. Remarkably, only 17.4% of individuals reported having a substantial network of

close friends and family members. Based on the data, it appears that the effectiveness of the instruction is suboptimal in approximately 17.1% of cases. It should be noted that a significant level of effectiveness is exhibited by 64.9%.

Table 2. Emotional Intelligence of High School Teachers

Emotional Intelligence and its Dimensions	High		Moderate		Low	
	N	%	N	%	N	%
Self-Awareness	167	16.7	628	62.8	205	20.5
Self-management	184	18.4	648	64.8	168	16.8
Empathy	163	16.3	639	63.9	198	19.8
Social skill	113	11.3	752	75.2	135	13.5
Self-motivation	152	15.2	681	68.1	167	16.7
Emotional Intelligence	180	18	640	64	180	18

Upon analyzing the data presented in Table 2, it is evident that a significant portion of high school educators, precisely 16.7%, exhibit a noteworthy level of self-awareness. Conversely, a considerable segment of educators, comprising 62.8%, demonstrate a moderate level of self-awareness. A modest fraction of 20.5% demonstrates diminished quantities. A considerable segment of the population, accounting for around 16.8%, exhibits a limited inclination towards self-management. Conversely, a significant majority of 64.8% and 18.4% exhibit levels of self-management that can be considered moderate. The study revealed that a significant portion of the population, specifically 19.8%, exhibited low levels of empathy. Meanwhile, the majority, accounting for 63.9%, reported moderate levels of empathy. A smaller percentage, 16.3%, displayed high levels of empathy. Around 11.3% of individuals exhibit a moderate level of social skills, while 15.2% showcase a higher level of social skills. According to the research findings, it has been noted that a significant percentage of individuals, approximately 68.1%, exhibit a moderate degree of self-motivation. Furthermore, it is worth mentioning that a significant 18% of individuals exhibit elevated levels of Emotional Intelligence. In order to excel in their profession, educators should make a concerted effort to enhance their self-awareness, self-management, empathy, and emotional intelligence.

Null Hypothesis–1

1. Male and female high school educators are statistically very similar on all measures of instructional effectiveness.

In terms of subject matter expertise, classroom management, teacher attributes, interpersonal interactions, and teaching effectiveness, there are no appreciable differences between male and female instructors.

Table 3
Difference between Male and Female High school teachers in their Teaching effectiveness

The efficacy of instruction and its various aspects	Male (N=303)		Female (N=697)		't' value	Remarks
	Mean	SD	Mean	SD		
Effective Classroom Control	21.99	1.61	21.89	1.53	0.94	NS
Organizational Readiness	8.66	1.59	8.78	1.66	1.06	NS
Expertise in Academic Content	9.49	1.66	9.49	1.63	0.01	NS
Teacher Qualities	31.42	4.33	31.31	4.39	0.34	NS
Human Connections	12.04	1.63	12.06	1.56	0.76	NS
Educational Impact	83.61	6.47	83.54	6.42	1.53	NS

(At 5%level of significance the table 't' value is 1.96)

Table 3 shows that there is no discernible difference between male and female secondary school teachers in terms of effective instruction, classroom management, lesson preparation, subject matter competence, desirable traits, and interpersonal interactions.

Null Hypothesis-2

Among secondary school instructors, there is no statistically significant relationship between married status and teaching effectiveness or any of its characteristics.

Table 4
Contrasting Emotional Intelligence in High School Teachers of Different Genders

Emotional Intelligence and its Dimensions	Male (N=303)		Female (N=697)		't' value	Remarks
	Mean	SD	Mean	SD		
Self-Awareness	16.95	2.642	16.87	2.61	0.45	N

				2		S
Self-Management	27.64	3.855	26.63	3.78 6	3.86	S
Empathy	18.27	2.159	18.43	2.15 2	1.46	N S
Social Skills	29.36	2.638	29.48	2.69 3	0.63	N S
Self-Motivation	17.94	3.068	18.39	2.99 6	2.16	S
Emotional Intelligence	110.17	6.66	109.80	6.84	0.79	N S

(At 5% level of significance the table 't' value is 1.96)

Table 4 showcases significant differences in the levels of personal organization and motivation between male and female high school teachers. There exists a harmonious equilibrium between individuals of all genders in terms of their self-awareness, empathy, social skills, and emotional intelligence. Male educators showcase remarkable abilities in self-management, while their female colleagues exhibit a talent for inspiring and motivating students with great effectiveness.

Null Hypothesis-3

The effectiveness of high school teachers in managing their classrooms, preparing and planning lessons, possessing knowledge of their subject matter, exhibiting teacher characteristics, fostering interpersonal relationships, and teaching effectively is not influenced by their marital status.

Table 5

The difference between being married and unmarried High school teachers in their teaching effectiveness.

Teaching effectiveness and its Dimensions	Married (N=876)		Unmarried (N=124)		't' value	Remarks
	Mean	SD	Mean	SD		
Classroom Management	22.01	1.57	21.33	1.29	4.56	S

Planning and Preparation	8.76	1.62	9.06	1.70	0.06	N S
Subject-matter expertise	9.56	1.66	9.02	1.38	3.39	S
Teacher qualities	31.57	4.40	29.80	3.92	4.24	S
Effectiveness of Interpersonal Relationship	12.06	1.60	11.98	1.50	0.52	N S
Teaching effectiveness	83.95	6.47	80.81	5.45	5.14	S

(At 5% level of significance the table 't' value is 1.96)

Secondary school teachers' abilities in three areas—preparation and planning, interpersonal relationships, and classroom management—were not significantly different across marital status groups (Table 5). On the other hand, married and unmarried educators perform very differently in terms of student achievement. Expertise in managing a classroom, knowledge of one's subject field, and other excellent traits are hallmarks of teachers who have research academics on staff. When asked to rate their own competence as educators, married educators often receive an 83.95.

Null Hypothesis 4

The level of self-awareness, self-management, empathy, social skills, self-motivation, and emotional intelligence is similar among high school teachers regardless of their marital status.

Table 6

Variation in Emotional Intelligence between Secondary School Teachers Who Are Married and Those Who Are Not

Emotional Intelligence and its Dimensions	Married (N=876)		Unmarried (N = 124)		't' value	Remarks
	Mean	SD	Mean	SD		
Self-Awareness	17.02	2.59	16.04	2.67	3.91	S
Self-Management	27.18	3.92	25.19	2.52	5.47	S
Empathy	5.473	5.47	18.60	1.89	1.18	N S

Social Skills	29.40	2.72	29.75	2.30	1.36	N S
Self-Motivation	18.28	3.12	18.06	2.13	0.77	N S
Emotional Intelligence	110.2	6.87	107. 4	5.7 4	4.00	S

(At 5%level of significance the table 't' value is 1.96)

Table 6 reveals that secondary school teachers' levels of empathy, social skills, and self-motivation are not significantly different based on marital status. On the other hand, emotional intelligence, self-control, and self-awareness are very different. When compared to their non-married counterparts, married educators score higher on measures of emotional intelligence (110.2), self-awareness (17.02), and self-management (27.18). It appears that married educators tend to do quite well in these domains.

Null Hypothesis 5

1. There is no statistically significant amount of relationship identified between emotional intellect and Teaching Effectiveness or any of its components.

Table 7

The relationship between high school teachers' efficaciousness as teachers and their emotional intelligence

Emotional intelligence and dimensions of teaching effectiveness.	Value	Remarks
Classroom management	0.237	S
preparation and planning.	0.085	S
Knowledge of subject matter	0.175	S
Teacher characteristics	0.417	S
Interpersonal relationship.	0.164	S
Teaching effectiveness.	0.367	S

(At 5%level of significance the table 't' value is 1.96)

Table 7 presents evidence that indicates a strong relationship between secondary educators' Emotional Quotient and their skill level in several teaching domains. These

factors cover a broad spectrum of elements, including a profound grasp of academic subjects, skill in classroom management and organization, foresight and preparedness for future requirements, mastery of teaching methods, a strong rapport with students, and proficiency in delivering engaging lessons.

IV. FINDINGS AND DISCUSSIONS:

The study's findings unveiled that 18% of high school teachers possess advanced pedagogical skills, with an equivalent percentage showcasing exceptional emotional intelligence. Those working in secondary school demonstrate impressive skills in self-management due to the increased responsibilities they bear for their families. Women in the field of education often exhibit remarkable levels of self-motivation, which can be attributed to a multitude of factors such as personal challenges and societal influences. Married high school teachers possess a diverse range of personal backgrounds, which enhances their capacity for self-reflection, self-control, and emotional intelligence. Their marriage experiences have also played a significant role in refining their abilities to effectively manage classrooms, comprehend subjects, exhibit personal qualities as educators, and excel in teaching. The study revealed a notable correlation between the emotional traits and their proficiency in educational content, classroom supervision, organization and structure, teacher attributes, interpersonal rapport, and teaching prowess. The observed correlation was deemed to be of considerable importance. The meticulous strategizing, unwavering engagement in the classroom, and unwavering commitment that they demonstrate serve as the foundation upon which their professional journey is built. In a broader sense, these discoveries underscore the significance of emotional intelligence in bolstering the efficacy of diverse training methodologies.

V. CONCLUSION:

For the purpose of equipping students with the necessary skills to navigate obstacles and capitalize on favorable circumstances, it is imperative that teaching be regarded as a vocation. By gaining an understanding of pedagogical concepts, educators are able to elevate their educational abilities. The role of secondary educators holds immense significance as they strive to comprehend the potential of their students and enhance their teaching effectiveness by effectively managing emotions and fostering a well-structured educational atmosphere.

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Abstract

Corporate governance is a set of guidelines that determine how a company operates and how effective it is. This document offers a clear and straightforward outline of the guidelines and protocols that individuals in charge of managing a registered company need to follow. Accepting accountability is an essential responsibility for the benefit of the shareholders. In today's business world, the concept of corporate governance covers a broad spectrum of principles and practices. People are given the flexibility to customise their corporate governance attire according to their unique preferences. The present study aims to explore corporate governance in the context of India. In conclusion, the paper offers a comprehensive overview of how corporate governance has influenced India's present economic state.

Keywords: *Corporate social responsibility (CSR): definition, importance, social, economic, and environmental dimensions, management, relevance in India*

INTRODUCTION

CSR is a way for organisations to take charge of their actions and make sure they are meeting legal requirements, upholding moral values, and adhering to global and local standards. Companies have the option to adopt various rules and guidelines, including those related to the environment and workforce, or they can choose not to follow any at all. The main goal of corporate social responsibility (CSR) programmes is to foster a positive influence on the environment and various groups of people, including customers, employees, shareholders, local communities, and other relevant entities.

In India, several prominent companies such as Tata Group, Aditya Birla Group, and Indian Oil Corporation have made commendable endeavours to make a positive impact on society.

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Numerous organisations have been actively contributing to society through generous donations and coordinating charitable events. In today's world, the primary goal of CSR is to enhance the company's influence on society and its various stakeholders.

Many companies establish dedicated teams to foster CSR, developing strategies, guidelines, and objectives to advance their CSR initiatives. The dedicated staff members are essential for the successful execution of these programmes, as they play a crucial role in this process. Companies have various initiatives as part of their CSR efforts, such as supporting local communities, improving educational opportunities, conserving the environment, and promoting healthcare. Companies such as Bharat Petroleum Corporation Limited, Maruti Suzuki India Limited, and Hindustan Unilever Limited have implemented a holistic strategy for their expansion initiatives. Their efforts revolve around enhancing healthcare and hygiene amenities, constructing educational institutions and residential complexes, and empowering rural communities through skill enhancement and business education.

More and more companies are collaborating with non-governmental organisations (NGOs) to leverage their expertise and create initiatives that tackle broader social issues. As an illustration, SAP India has joined forces with the Hope Foundation to improve the well-being of homeless children, with the goal of accelerating social change and driving positive socio-economic development in India.

LITERATURE REVIEW

Management research has seen a rise in the concept of corporate social responsibility (CSR), which focuses on how companies utilise their profits and the strategies they employ to generate them. Since the Companies Bill was introduced in 2013, it has attracted considerable interest. The bill requires companies to allocate 2% of their net profits to support a range of social causes. Various organisations, both big and small, have shown interest in this initiative, including Indian corporations. The purpose of this article is to offer a thorough comprehension of CSR and assess its progress within the Indian context. The primary emphasis is on the rules and regulations governing CSR in India, with a specific focus on the involvement of small and medium-sized enterprises (SMEs).

1. Abigail McWilliams and Donald Siegel thoroughly analysed a supply and demand model, which resulted in the development of

CSR. After careful assessment of the advantages and disadvantages, managers can determine the optimal level of CSR, according to their findings. In addition, they propose a balanced connection between CSR and financial results.

2. Deepa Aravind's research delves into the exploration and comprehension of CSR in Indian businesses, with a specific focus on ethical considerations, administrative aspects, forward-thinking approaches, and perspectives of shareholders. CSR has gained significant importance in business strategy, capturing the interest of top executives in multinational companies. It promotes the alignment of business operations with moral values and is recognized as a hub where different initiatives come together to improve the socio-economic environment of the community.
3. Reena Shyam's study offers valuable insights to address the obstacles faced by India's CSR sector and enhance the implementation of CSR projects in the country. Businesses demonstrated a wide range of social responsibility tactics in the 1900s, including generously contributing to charitable organisations, actively engaging in community events and initiatives, placing a strong emphasis on employee welfare, and advancing religious values and beliefs. Over the years, there has been a shift in the perception of CSR, with increasing recognition of its potential to benefit companies and contribute to their long-term prosperity. In India, companies must allocate at least 2% of their net income to corporate social responsibility (CSR) initiatives, provided they fulfil specific requirements. The Companies Act of India in 2013 has had a profound impact on the realm of Environmental, Social, and Governance (ESG) investment in the country.
4. Shivaram Rajagopal emphasises the significance of effectively implementing and overseeing this law. Sabharwal's investigation centres on how well companies are adhering to it in order to advance the nation's social and economic development. Sankar Sen delves into the realm of market research studies that highlight the growing impact of CSR on consumer purchasing habits.
5. Nidhi is currently studying the impact of Corporate Social Responsibilities in the banking sector of India. Corporate social responsibility involves the adoption of practices by companies that go beyond their legal obligations, with the goal of making a

positive impact on society as a whole. Business Ethics, also referred to as Responsible Corporate Conduct or Responsible Business Practices, is a type of internal regulation that is seamlessly integrated into a company's operational structure. CSR has gained significant importance in various sectors, including the financial industry and banking establishments. Financial institutions and banks are actively working to promote lending and investment practices.

6. Jaysawal and Neelamani's research takes a creative and straightforward approach, using qualitative methods to examine different initiatives in the field of CSR. They also shed light on the significant challenges encountered in these initiatives. A wide range of research has been conducted in different fields related to ethics and corporate social responsibility (CSR).
7. Mridula Goel and Preeti E. Ramanathan have delved into the stakeholder theory of the firm as a framework for comprehending CSR. India's IT sector is well-known for its impressive CSR reports, while the pharmaceutical industry has the lowest average rating of 20.

Indian companies, particularly those in the information technology sector, have been actively documenting their efforts in corporate social responsibility. On the other hand, an examination of the top 100 companies' CSR reporting in India for the fiscal year 2012-2013 showed that the focus is mainly on providing brief updates on progress and development. Many CSR reports focus on showcasing the effects on society and the environment caused by their products or services. However, there is a noticeable lack of openness when it comes to involving stakeholders and implementing the necessary measures.

OBJECTIVES:

1. To better understand the concept of corporate social responsibility (CSR)
2. Analysing the development of corporate social responsibility (CSR) in India and the changing trends
3. Understanding the rules governing corporate social responsibility (CSR)
4. Investigating the initiatives of corporate social responsibility (CSR) in India, with a particular emphasis on small and medium enterprises (SMEs).

5. Investigating the challenges faced by corporate social responsibility in India
6. Providing suggestions to enhance the efficiency of corporate social responsibility initiatives

1 Research Methodology:

The innovative study utilises data from diverse sources to delve into unexplored areas. The descriptive research methodology provides a systematic approach to tackle research issues, with a focus on the scientific process. Before embarking on their research, researchers should thoughtfully plan their approach and develop a well-structured course of action. The research framework pertains to the organisation of the study, whereas the descriptive research design aims to offer comprehensive descriptions. This method is commonly employed for research that centres on the characteristics of a particular group. The researcher's methodology plays a vital role in attaining the desired results in their research project.

2 Corporate Social Responsibility Methodology

Corporate Social Responsibility (CSR) involves a methodical assessment of a company's influence on the community and its responsibilities. The evaluation process encompasses a wide range of factors within an enterprise, such as consumers, vendors, ecosystems, staff, and societies. An effective CSR strategy should prioritise adherence to legal requirements, as well as the promotion of growth, development, and long-term sustainability. Indian companies have demonstrated a thoughtful approach in embracing CSR initiatives, acknowledging the significance of cultivating ethical relationships with the community. They dedicate resources to develop guidelines, tactics, and objectives for CSR initiatives, and allocate separate funds for their implementation. Typically, these programmes are crafted with a focus on established societal values or customised to align with the company's specific industry. There has been a notable change in the Indian corporate landscape, with a growing emphasis on building sustainable and ethical relationships with the wider community.

3. CSR Trends in India

Indian companies invested a significant amount of money, totaling US\$1.23 billion, in diverse projects during the 2015-16 financial year. These projects encompassed areas such as education, skills enhancement, social welfare, healthcare, and environmental

conservation. The Prime Minister's Relief Fund experienced a remarkable surge, skyrocketing to a staggering US\$103 million, which is a substantial leap from the previous year's \$24.5 million. The education sector was allocated a funding of US\$300 million, while the healthcare sector received US\$240.88 million in funding. Unfortunately, there was a lack of financial support for projects aimed at reducing child mortality, improving maternal well-being, promoting gender equality, and supporting community initiatives. Reliance Industries took the lead in spending, with the National Thermal Power Corporation (NTPC) and Oil & Natural Gas (ONGC) following suit. In 2015, there were a total of 99 projects initiated by foundations. However, in 2016, this number saw a significant increase, reaching a total of 153 projects. Many businesses are now establishing their own charitable organisations, allowing them to have greater control over their corporate social responsibility (CSR) expenditures. Companies are anticipated to increase their CSR spending in 2017, as they align themselves with government initiatives such as Swachh Bharat and Digital India.

4. The Significance of Corporate Governance in India

Enhancing corporate governance greatly enhances the trust and confidence that shareholders have in a company. Board members who are actively involved contribute to a favourable perception of the organisation, which can have a direct impact on stock values. Corporate governance is highly valued by foreign institutional investors when making investment decisions. In India, corporate practice is primarily focused on audit and finances, which have a significant impact on businesses and shareholders. The Indian Companies Act of 2013 focuses on promoting business growth and attracting foreign investment through the implementation of forward-thinking strategies that streamline legislative and regulatory reforms. These measures are in line with global standards and best practices, promoting transparency in corporate governance and increasing shareholder involvement in decision-making. By implementing this approach, we can safeguard the interests of society and shareholders, while simultaneously driving India's economic progress in the global markets.

5 Constraints and Prospects for the Future

This document explores corporate governance in India, analysing aspects like ethics, internal management, and the selection of auditors

and audit committees. The connection between legal rules and the political economy context is deeply intertwined, as many listed companies and large corporate groups in India have their roots in family-owned enterprises. With the evolution of equity markets, numerous family-owned enterprises made the strategic decision to become publicly traded by listing themselves on stock exchanges. Nevertheless, traditional management methods continued to prevail, as organisers maintained an unequal distribution of power when making decisions.

In order to tackle this problem, the Companies Act of 1956 introduced regulations that required company Boards to seek approval from the Central Government for certain decisions. These decisions included surpassing a designated threshold for managerial remuneration and granting loans to directors. SEBI formed a series of committees to enhance governance standards for Indian corporations. The current standards of corporate governance have been developed through thorough discussions conducted by various committees. These standards are outlined in the Companies Act, SEBI listing regulations, and Clause 49 of the listing agreement.

Currently, listed companies in India must adhere to the requirement of having one-third of their Board composed of independent directors. It is important to disclose any transactions involving related parties, include comparative metrics on managerial compensation, establish audit and nomination committees, and have the CEO and CFO sign off on the adherence to governance norms in the financial statements. If minority shareholders, holding 10% of voting rights, suspect instances of "oppression and mismanagement," they have the option to take companies to court.

Inadequate governance can have detrimental effects on shareholders, as it may result in fraudulent accounting practices, transactions with personal connections, excessive executive pay, preferential treatment for family members, and risky business mergers. Poor governance can have far-reaching consequences, affecting multiple stakeholders in a company's operations. This includes financial institutions, suppliers, employees, and customers who rely on the company's brand, products, or services. The ongoing conflict at Infosys has led to a significant decline in stock prices and may create an atmosphere of uncertainty for both clients and employees. Hence, it is crucial for all parties concerned to place utmost importance on corporate governance.

6. Major Concerns in Indian Corporate Governance

In India and other Western economies, corporate governance is shaped by a focus on ensuring management accountability and promoting discipline in corporate practices. On the other hand, in India, there is a lack of empowerment when compared to Western economies. This is because majority shareholders have more influence, as the board is subordinate to them. The primary cause of corporate governance violations in India stems from the ongoing conflict between majority and minority shareholders. Boards of public sector units (PSUs) are typically appointed by the relevant ministry, often led by bureaucrats rather than professionals with a background in professional management. PSU boards face challenges in operating as authoritative boards in line with corporate governance codes due to certain limitations. The exercise of compliance undermines the effectiveness of corporate governance codes.

In India, multinational corporations (MNCs) are known for following corporate governance regulations. However, the authority of the majority shareholder often takes precedence over the desires of minority shareholders in the Indian division. Subsidiary managers often face challenges when it comes to complying with local laws, as they may not have the necessary authority to fulfil this responsibility effectively.

Studying instances of corporate governance abuses in India can be particularly challenging when it comes to family businesses and business groups, given their intricate nature. Over time, the Indian business environment has witnessed a consistent presence of family dominance, which has remained unchanged. However, families have progressively strengthened their position within the landscape of Indian businesses.

7. The Need of Solid Research

India's corporate governance reforms encounter a range of obstacles, such as the presence of controlling shareholders, companies' reluctance to adopt reforms, inadequate external monitoring systems, a scarcity of unbiased directors, and ineffective regulatory oversight caused by the existence of multiple regulatory bodies. India should focus on creating a policy framework that is both innovative and easy to understand, while also keeping up with global progress and addressing relevant concerns. India's approach to corporate social responsibility (CSR) has adapted to mirror shifting cultural norms surrounding the contribution of businesses to enhancing social welfare. CSR is built on the

concept that corporations and public policy have a shared responsibility to tackle social issues. CSR can bring numerous advantages to organisations, including boosting employee motivation, generating financial gain, and enhancing overall worth. A number of Indian companies have adopted CSR and incorporated it into their operations. They have established dedicated divisions to develop policies, create strategies, and set goals for CSR. Monetary assets are distributed among various divisions to support initiatives, taking into account cultural beliefs and societal values. The input of the labour force plays a crucial role in the successful execution of these programmes. CSR initiatives encompass a wide range of sectors, including community development, education, environmental preservation, and healthcare services. Adopting CSR is essential for businesses to enhance operational efficiency and reap financial benefits.

CONCLUSION

In conclusion, this paper highlights the significance of incorporating robust corporate governance principles within a company. Enhancing overall effectiveness is crucial for India, a developing nation, to prioritise the improvement of its corporate governance regulations. The future of corporate governance is becoming clearer, with a shift towards encouraging investors to adopt an ownership mindset rather than just focusing on trading. We will provide a more concise outline of the responsibilities and duties of autonomous board members, and ensure that the rewards allocated for distribution are given to shareholders based on the factors that drive motivation. In the future, there will be a shift in the way things are done, with a new system that focuses more on stakeholders rather than just the market and shareholders. This innovative system aims to ensure that finance is held responsible for protecting the public's best interests.

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A CONSTRUCTIVE APPROACH IN EMPOWERING RURAL WOMEN THROUGH SELF HELP GROUPS

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ABSTRACT

More and more people are realizing that women entrepreneurs are the main forces behind economic growth and development in developing nations. India's women's status has changed significantly in recent years, primarily due to changes in culture, globalization, and the advent of industry. Self Help Groups (SHGs) were first introduced in rural regions as a means of empowering women living in rural and semi-urban areas and enhancing their general well-being. While there has been some success reported by men in our nation, women have largely benefited from the SHG movement, which has enabled them to engage in a range of economic activities. The Rural Development Initiative in India is carried out with the backing of NABARD.

Keywords: Women Empowerment, Self Help Groups (SHGs), NABARD, Social

INTRODUCTION

Self Help Groups (SHGs), which offer a distinctive method of financial intermediation, are a prominent feature of India's financial environment. For women participating in SHGs, the method blends easily accessible economic solutions with a framework of self-management and personal growth. Governmental or non-profit organizations frequently assist and facilitate the formation of self-help groups (SHGs). Self-help groups (SHGs) are essential to many sectors of the economy, including banking and community development initiatives, because they provide a multitude of advantages that are socially and financially inclusive. SHGs are vital to women's empowerment because they allow them to increase their savings and apply for credit—a service that banks are increasingly providing. It is possible for self-improvement collectives (SICs) to operate

OBJECTIVES OF THE STUDY

1. Investigating the influence of support networks on the empowerment of women dwelling in rural regions.
2. To draw attention to the benefits of the SHG-Bank Linkage Scheme.

METHODOLOGY FOR DATA COLLECTION

The study's foundation is data that was previously accessible. Numerous sources of information, including academic journals, books, and websites of financial institutions, are excellent tools for locating pertinent data.

LIMITATIONS OF THE STUDY

- Pre-existing secondary data, which may have significant limitations, was gathered from a range of sources and used in the study.

The researcher is having trouble gathering primary data through on-site visits to rural areas and engaging with Women Self-Help Groups (SHGs) because of limited resources and a busy schedule.

- The lack of funding for this project and the researcher's personal payment for all costs was a significant obstacle to conducting the survey.

India's rural women face a multitude of obstacles and disadvantages. Even while women make significant contributions to a wide range of economic endeavors, particularly in the field of agriculture, their economic relevance is often overlooked. There are numerous drawbacks resulting from this particular group's poverty. India may take a number of different measures to end poverty in its rural areas. Providing economic support to rural regions, particularly with an emphasis on empowering women in these areas, has showed exceptional success in tackling poverty in the rural sections of India. Giving women in distant areas financial assistance or loan alternatives has a substantial impact on their empowerment, affecting not just their financial well-being but also their social status.

Prioritizing the improvement and advancement of the economic wellbeing of women residing in rural parts of India is crucial, as the Indian government and local authorities have recently recognized. The dynamics of the household are significantly shaped by women. Women's participation is clearly necessary and of utmost importance, but in their daily lives, they often face barriers and challenges. Agricultural labor and household duties are just two of the many activities in which women actively participate. There is a strong guarantee against gender-based discrimination as per the Indian Constitution's provisions. Contrary to popular belief, rural