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Dowry- As A Matrimonial Offence

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ABSTRACT

India venerates women as goddesses and mother. Rivers and the nations are named as women. There have been poets and great men in India who have crusaded that women should be treated on par with men. Right from politics down to the primary level, attempts have been made to debate the status of women, but due to cultural, educational, religious, economic and social reasons, women have become second rate citizens.

There is a notion in the society that men are superior and women are inferior. As a result, the society tries and is trying to oppress women at various levels and in different ways. Gandhiji has, said, " Our good day of national awareness is the day women attain awareness. Any family, society or nation that does not respect women will perish.

One among the practices that oppress women in India is dowry in the beginning it was the men who gave dowry (bride price) to the women. This custom is in vogue in some of the Gulf countries even today. Later, the parents of the bride started giving dowry to the men. Today the system of dowry and its practice have become a serious social problem.

Key words: *Women, Marriage, Practice, Socio-cultural, Dowry, Offences, oppression, Awareness.*

To awaken the people it is the woman who must be awakened. Once she is on the move the family moves, the village moves, the nation moves". "Jawaharlal Nehru"



INTRODUCTION:

This article is a theoretical study based on references of several articles prevailing on situation at the ground level in women's role in eradicating social evils and participating in developmental activities was selected as it represents the real India.

Gender- based inequality is an age-old phenomenon. Increasing concern and wider publicity given to the issue of gender inequity in recent years has, no doubt, brought some awareness among the people, but has not so far given an equal status to women in the society. Constitutional guarantee of equality has remained a theoretical concept and hardly the Indian women are allowed to rights and opportunities

bestowed upon them. In day to day life women are being treated unequally in many cases simply because they are women, giving them a lower status. Violence against women is largely a manifestation of their lower status in the society.

Violence and atrocities against women is not a new thing. Perhaps it is as old as mankind and has existed in all forms of society. But while such atrocities were rarely discussed, in the present day society, they occupy a major area of debate. Its growing dimension is creating serious problems for the society. The newspaper's reporting about the crime against women like bride burning, rape, sexual abuse of women under false promise of marriage, harassment to women at work place does not seem to create a fear of such crimes, but obviously it causes mental shock for a sensible person. In spite of all that is being said and done at non government as well as government level, the fact remains that the paths of women are still beset with several difficulties. The dowry menace in the society has always perturbed me. It has always hurt me to think about the mental condition of the poor parents who pay for their simplicity and honesty in terms of ill treatment and mental agony to their daughters in the in-law's houses. The plight of poor women who are unable to digest the torture, yet not able to raise their voice against it, has always pained me. I feel obsessed for the women placed in double jeopardy, firstly by the offenders for committing crime against them and secondly the society which makes the women responsible for all that happen because I have seen when I was working in "Santhwana Women help line" as family counsellor every day a woman with a new curse but the problem may be same nature may be different that is why I thought of bringing my experience in this form and as a researcher in this field when I met the investigation officers and they have also shared their experiences so the paper presents the practical feelings and experiences in the theoretical form.

DOWRY PROBLEMS:

Solemnisation of marriage is a social occasion. It signifies the creation of a bond between two individuals as also between two families. Two major types of transfer of material wealth take place at the time of marriage: in one the wealth travels in the opposite direction of the bride and in another it travels in the same direction of the bride. The former is called Bride Price and the later Dowry.

Max Radin has defined dowry as the property, which a man receives from his wife or her family at the time of his marriage. Dowry may be broadly defined as gifts and valuables received in marriage by the bride, the bridegroom and his relatives. The amount of dowry is regulated by factors like boy's service and salary, social and economic status of the girl's father, the social prestige of the boy's family, educational qualifications of the girl and the boy, girl's working and her salary, girl's and boy's beauty and features, future prospects of economic security, size and the composition of the girl's and boy's family and factors like that. What is significant is that girl's parents give her money and gifts not only at the time of her wedding but they continue to give gifts to her husband's family throughout the life. McKim Marriott holds that the feeling behind this is that one's daughter and sister at marriage become the helpless possession of an alien kinship group and to secure her good treatment, lavish hospitality must be offered to her in-laws from time to time.

One of the causes of dowry is the desire and aspiration of every parent to marry his daughter in a higher and a rich family to keep up or to add to his prestige and also to provide comforts and security to the daughter. The high marriage- market values of the boys belonging to rich and high social status families have swelled the amount of dowry.

Other cause of the existence of dowry is that giving dowry is a social custom and it is very difficult to change customs all of a sudden. The feeling is that practicing customs generates and strengthens solidarity and cohesiveness among people. Many people give and take dowry only because their parents and ancestors had been practicing it. Custom has stereotyped the old dowry system and till some rebellious youth muster courage to abolish it and girls resist social pressures to give it, people will stick to it.

Amongst Hindus, marriage in the same caste and sub-caste has been prescribed by the social and religious practices with the result that choice of selecting a mate is always restricted. This results in the paucity of young boys who have high salaried jobs or promising careers in the profession. They become scarce commodities and their parents demand huge amount of money from the girl's parents to accept her as their daughter-in-law, as if girls and chattel for which the bargain has to be made. Nevertheless, their scarcity is exacerbated and aggravated by the custom of marriage in the same caste.

A few people give more dowries just to exhibit their high social and economic status. Jains and Rajputs, for example, spend lakhs of rupees in the marriage of their daughters just to show their high status or keep their prestige in the society even if they have to borrow money. The most important cause of accepting dowry by the grooms' parents is that they have to give dowry to their daughters and sisters. Naturally, they look to the dowry of their sons to meet their obligations in finding husbands for their daughters. For instance, an individual who may be against the dowry system is compelled to accept fifty to sixty thousand rupees in cash in dowry only because he has to spend an equal amount in his sister's or daughter's marriage. The vicious circle starts and the amount of dowry goes on increasing till it assumes a scandalous proportion.

SOCIAL DIMENSIONS OF DOWRY MENACE

The social dimensions of dowry are far and wide. It not only affects adversely the marital relationship and social status of women, but increasing dowry demand, at times, even forces girls of marriageable age to commit suicide out of sheer frustration or for mitigating the suffering and mental tension of their parents. Again, many girls are compelled to remain unmarried because their parents cannot meet the huge dowry demands of the prospective bridegroom.

It hardly needs to be mentioned that the menace of dowry is essentially an outcome of the rapid industrialization and commercialization which have changed the standard of living of the people and resulted into disintegration of the family system. With the unprecedented growth in population many youths are left unemployed thereby causing unequal distribution of money and imbalances in social status. The consequential dearth of well-settled or earning bridegrooms has, to some extent, been responsible for dowry to perpetuate as social custom in the Indian society. The spread of education and drastic anti-dowry laws have not been able to contain the menace of dowry from extending its tentacles even to those castes and communities which were traditionally known to be averse to dowry system. The quantum and magnitude of dowry, however, varies according to the social status, profession and future prospects of the bridegroom and the sociocultural background of the families of the spouses.

There is yet another reason for dowry being taken as a compensatory measure. The parents who were required to give dowry for marrying their daughter tend to accept an equal amount or perhaps more, at the time of their son's marriage.

Thus, those who are compelled to give dowry are bound to feel aggrieved and think that there is nothing wrong if they accept it when it is their turn.

Dowry is primarily an evil associated with marriages in Hindu society, but the practice has made inroads in many sections of the Muslim and the Christian communities. The menace has also permeated into the Sikh community, but not to the extent as among the middle and upper class Hindus. Despite legal restraints, dowry continues to be a basic component of marriage system although its form, magnitude and the associated atrocities on the women vary according to the customary norms of the different communities.

ANTI-DOWRY LAWS

The unabated miseries and injustices caused to the young brides and their parents prompted our Parliament to bring an anti-dowry legislation in the form of Dowry Prohibition Act, 1961. Although some states already had their state laws enforcing legal restrictions on dowry, a central legislation, uniformly applicable throughout the country, was much needed to curb this menace.

Section 2 of the Act defines 'dowry' as any property or valuable security given or agreed to be given either directly or indirectly:

- a. by one party to a marriage to the other party to the marriage; or
- b. by the parent of either party to a marriage or by any other person, to either party to the marriage or to any other person at or before or any time after the marriage in connection with the marriage of the said parties but does not include dower or mehar in the case of persons to whom the Muslim Personal Law (Shariat) applies.

The definition of dowry as given in the Act is quite comprehensive and prohibits not only giving and taking of dowry but also tries to stamp out the practice of demanding dowry in any form either before or after marriage. It, however, permits customary presents to bride or bridegroom but they have to be entered in a list maintained in accordance with the rules made under the Act.

Section 4 of the Act prohibits and penalizes demand of dowry as consideration for a marriage between the parties thereto. This provision, however, created some doubts as to whether the articles or presents given after marriage, unless it was agreed at the time of marriage, would constitute consideration for marriage or not. The controversy has now been settled by the Supreme Court in its historic decision in L.V. Jadhav Vs. Shankar Rao, wherein the term 'dowry' used in section 4 has been interpreted to mean any property or valuable security if consented to be given on the demand made. The Apex Court further clarified that there is no warrant for taking the view that the initial demand for giving of property or valuable security would not constitute an offence of dowry and that an offence would take place only when the demand was made again after the party to whom demand was made agreed to comply with it.

A new section 8-A has been inserted in the Act by the Dowry Prohibition (Amendment) Act, 1986 which has shifted the burden of proof on the accused in a dowry case to prove that he did not commit the offence u/s 3 or 4 of the Act. In other words, where a person is prosecuted for taking or abetting the taking of any dowry u/s 3, or the demanding of dowry u/s 4, the burden of proving that he had not committed the offence under these sections shall lie on him.

The Act also provides for setting up of Family Courts for the trial of dowry cases and also for restoration of dowry and stridhan property to the woman in connection of whose marriage it was given. Thus section 6 of the Act provides that if any person other than the bride has received the dowry, it should be transferred to her within three months of the marriage and in case of a minor bride, within three months after she has attained the age of 18 years. A person who denies a woman her dowry-property, shall be guilty of the offence of criminal breach of trust u/s 405/406 of the Indian Penal Code. The Supreme Court, in *Prabha Rani Vs. Suraj Kumar* categorically observed that stridhan property of a married woman, even if it is placed in the custody of her husband or in-laws, they would be deemed to be trustees and, therefore, are bound to return the same when demanded by her. With a view to avoiding any likely future dispute regarding stridhan property, it is provided that the presents made at the time of marriage should be entered in the list to be maintained in accordance with the rules made under the Dowry Act.

The working of the Dowry Prohibition Act over the years has shown that the main difficulty in the effective implementation of the Act is the lack of proper enforcement machinery, besides active co-operation of the appointment of Dowry Prohibition Officers. Consequently, a new section 8-B was inserted by the Dowry Prohibition (Amendment) Act, 1986, providing that the State governments may appoint such officers as they deem fit and specify their areas, powers and functions. The State Government is also empowered to appoint an advisory Board consisting of not more than five social welfare workers including at least two women, from the area in respect of which such officers exercise jurisdiction.

JUDICIAL TREND:

There has been a plethora of judicial pronouncements on dowry cases ever since the enactment of the dowry prohibition law. But even the drastic changes introduced by the amending Acts have not been able to contain this menace; on the contrary, it is on a constant rise. Expressing its concern Premchand observed as under:

"Degradation of society due to pernicious system of dowry and the unconscionable demands made by greedy and unscrupulous husbands and their parents and relatives, resulting in an alarming number of suicidal and dowry deaths by women, has shocked the legislative conscience."

In this case, the husband persistently demanded money from his wife and quarreled with her everyday over it. Reacting adversely, the wife said that she would prefer death to that sort of life. The husband, thereupon, responded by saying that he would feel relieved if she died. The wife, thereafter, set herself afire. The Supreme Court held the husband guilty of instigating his wife to commit suicide.

It must be stated that the mental torture caused to the wife due to maltreatment for bringing less dowry would amount to cruelty within the meaning of the newly created section 498-A I.P.C. even if the girl does not commit suicide.

An overall view of dowry violence and torture suggests that socio-psychological factors and suffocating surroundings of young wives are the main causes of this malady. In case of bride burning, the defence story generally tries to establish death due to fire accident destroying all the possible clues of deliberate burning. Therefore, there is need for an expeditious investigation in such cases within the frameworks of the amended provisions of the Indian Penal Code, the Code of Criminal Procedure and the Indian Evidence Act. The law has got to be augmented and geared up to combat the evil of dowry to prevent further degradation of the society.

METHODOLOGY

STATEMENT OF THE PROBLEM:-The social evil of dowry is deep rooted in our society. The offences of dowry, dowry-death, dowry-murders, dowry-suicides, demand of dowry etc. are the heinous crimes committed against the women. The researcher has selected the topic “DOWRY- AS A MATRIMONIAL OFFENCE” with the object of making an in depth study of the problem of dowry in general and an empirical study of dowry related offences in particular. A modest attempt is made to analyze critically the new trends set by the judicial activism in liberating women from the onslaughts of men.

The specific objectives of the study are as follows:-

- To study and analyze how the concept of dowry changed with the passage of time.
- To find out the causes for the acceptance of such a cruel practice by the society.
- To sociologically analyze whether there is possibility of misuse of the provisions relating to dowry.

HYPOTHESIS:-

The following hypotheses are formulated for the purpose of the study:-

- The vicious circle that focus many to accept dowry.
- Every parents desire his/her daughter to be married into the highest social group to keep up or to add to his/her prestige.
- Higher the level of education higher the demand of dowry, lower the education lesser the price of dowry, it has become the status symbol.

CONCLUSION:

Ironically, dowry demands have spurred the rate of divorce petitions and contributed to an irretrievable breakdown of marriages, leaving women to suffer badly. In fact, the very sanctity of marriage has been thrown to winds and it has now assumed the form of a commercial bargaining. The dowry menace has also contributed to sex delinquency to some extent, as many girls are compelled to lead a promiscuous life just to earn enough for meeting dowry expenses of their marriage. In recent years, it has been seen that not only brides but even the teenage girls, knowing full well that their parents will not be able to arrange dowry, are drawn to commit suicide out of sheer frustration and desperation.

The problem of dowry is associated with the institution of marriage where the security and the life of a girl for the rest of her life is involved. It would, therefore, be expedient that dowry-related crimes, excepting dowry deaths, and bride-burning, should be tried by Family Courts which provide a more congenial atmosphere for both parties to settle their differences amicably. It may also be suggested that besides punishing the erring husband or his relative, as the case may be, with a term of imprisonment, he should be deprived of certain civic rights such as disqualifying him from holding any public office or contesting election etc. That apart, his name should be widely publicized in local newspapers and the amount of fine imposed on him should be equivalent to the value of dowry property taken or demanded by him.

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Outbound Training and Its Effect on Employee Performance- A Review of Literature

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ABSTRACT

This paper in the form of Literature Review is a presentation of the major contributions of past research in the Outbound Training domain. It also serves to analyze the impact of Outbound Training program and the different ways to evaluating this type of training program.

The primary focus here has been to assess the valuable literature available in this space so far to the selection of evaluation methods and its effectiveness. Primarily, research has been conducted to study the effectiveness of managerial training programs and study its impact on employee performance. The valuable insights gathered from this study suggests a scope for future research to assess the evaluation techniques of managerial training programs and suggest ways to overcome the ineffectiveness of current gaps.

Key words: Outbound training, effectiveness, results, behavior

AN OVERVIEW

Outdoor Management Development (OMD) program is gradually being acknowledged as faster way of developing managerial efficacy. Kurt Hahn was first to employ, an outdoor experience that was created. This experience offered challenges and could be used for improvement of the employee as an individual and also the development of groups and team.

Lawrence Holt, head of a commercial shipping line in 1941, approached Hahn to deal with the crisis of lower endurance rate of young sailors. As per Holt, this problem of sailors was due to their own failure to trust on their own capability. Hahn advocated “adventure” as a training tool which would help youth to mature. He tried to create a similar setting involving those activities which the young sailors used in their day to day work. This activity helped these sailors to introspect, identify and accomplish their capabilities and build trust on them. Hahn’s concept of adventure training may be recapitulated as an activity which -- takes place outside, is designed to help trainees to introspect and determine their skills and strengths, a similar environment is created in which the trainees are expected to function and is based on exciting risky activities. This Outward Bound movement (OMD) started by Hahn continues to be operational in education and corporate world all over the world even today.

Economic slowdown, rapidly changing technology, higher attrition, and mobilization of workforce, younger workforce and many other such challenges have emerged for the Organizations over the past decade. These change agents have redefined the way business was done and have put the best practices to test across the world. Due to these factors companies are struggling to adapt new methodologies and setting up new practices to sustain in the dynamic environment. This uncertain environment has driven organizations to use “education and training” as tools for providing focus, building competency, increasing efficiency and commitment required to manage the “millennial generation” in dynamic organizations.

Employee's enrollment in training programs have increased over the years in order to develop the skills to sustain in this knowledge economy. Employers are also aggressive on this front and allocate resources (financial and logistical) to encourage employee training programs. Employers do so to remain competitive as well as to retain a skilled workforce.

Companies carry out training programs, both in-house and outdoor, for developing employee skills. Increasingly, companies are cheering the notion of learning outside the work environment called as "Outdoor training programs" or Outdoor Management Development (OMD) program. In this study, Outdoor training program is interchangeably used for Outdoor Management Development (OMD). These Outdoor training programs are expected to create awareness and promote out of the box thinking.

STATEMENT OF PROBLEM

On one hand, there is increased popularity and spending on outdoor adventure-based training programs while on the other hand critics are strong about its limited advantage. Therefore, research and evaluation is needed to demonstrate the effectiveness of outbound training.

OBJECTIVES OF THE STUDY

- To find if training need assessment is appropriately conducted before designing an Outdoor Training Program for the employees.
- To evaluate if there is a difference in performance of employees in terms of skill and behavior after undergoing Outdoor training programs and
- To establish a relationship between learning, outcome and training need identification of outdoor training program.

METHODOLOGY

Secondary data was collected through information published by selected organizations, training institutions, magazines, journals and other databases.

REVIEW OF LITERATURE

Alliger, George M, Tannenbaum, Scott I, Bennett, Winston, Jr, Traver, Holly, Shotland, Allison (1997), elaborated on the framework proposed by Kirkpatrick (1959), who advocated four levels of evaluation technique and this model of training evaluation continues to be the most accepted. In Kirkpatrick's model, evaluation of training effectiveness is typically followed by questioning, effectiveness in terms of reactions, learning, behavior, or results. Thus, these determine the most apt method for evaluating training effectiveness. The first level, "Reaction" is operationalized by using self-report measures. Reaction measures are generally used as evaluation criteria though it is not a suitable substitute.¹

John Bank (1983), reviewed the effective use of the outdoors for management development and concluded that, a lot of work is to be done on constructing the conceptual framework for outdoor development in order to establish its learning intent. Evidence is mostly collected from trainers. It is also from the positive accounts from participants. But then it's important to understand -- the definition of OMD, the training outcomes and what results can it achieve?

Norman Crawford, (1988), in his research made an attempt to outline the experience and assess the value of a recent outdoor development program. Crawford pointed out that Outdoor management development though provides significant "bite", its main impact may well be in those areas relating to "working with and through other people". And he also emphasized on the importance of on-the-job back-up if participants were to maximize gains from their outdoor experiences.³

Ashraf Magdy Attia, (1988), pointed that a major limitation of training evaluation program is that it produces results that are subjective and not truly quantitative. An important implication of this study was that most companies evaluate the trainee's reaction or feelings about the training program, while very few companies measure knowledge, attitude and results of the trainees. Even if the reaction scores are to be interpreted, there are no cut-off points, standard techniques, benchmarks, norms, and methodology for evaluation.⁴

Honeycutt and Stevenson (1989), also in line with findings mentioned that 38% of sales managers in big companies were unable to evaluate training programs due to restrictions, such as „time and money“ and „difficulty in obtaining data“. This study proposed further research to examine the relationships between the four levels of the Kirkpatrick model (1959a) as assumed by Newstrom (1978), which states that there is a high sequential inter correlation among the criteria.

Alison J. Smith and John A. Piper, (1990), critically examined the history of evaluation techniques. In this research, they argued that though evaluation is considered important but very little effort is actually put to gauge the impact of the training program.⁵

Tannenbaum and Yukl (1992), also stated that learning of trainees is needed but is not a sufficient measure for change in behavior. In this paper, they stated that learning and behavioral to be conceptually linked and a further research can be carried out to understand it better.

Dainty and Lucas (1992), reemphasized the importance of review process of a training program in transferring the learning experience, and supported the learning cycle proposed by Kolb et al.(1984).

Krouwel and Goodwill(1992), in their study also suggested that the results of outbound training can only be measured by reviewing the experience in which is harnessed. If transfer of learning is to be accomplished, evaluation of the Outbound training processes to attain the desired results and establishing links to the work environment are indispensable. However, over the years, establishing transfer of learning has continued to remain an extremely tricky job.

Philip J. Jones and Clifford Oswick (1993), in their study inferred that, the only reliable way for an organization to attain valid and reliable information, about the resulting training outcomes was likely through the design and execution of its own evaluation process. They advocated that even if the own evaluation process was limited in scope, at least details of these limitations would help those utilizing the results. However, even today, the practice of training evaluation remains as indefinable and mysterious as it did in the 1950s. It is disturbing to see organizations being unable to quantify and accurately measure the impact of learning happening through the trainings after investing huge capital in this management development process.¹⁰

Dominic Irvine and John P. Wilson (1994) critically examined the soundness of OMD proposed in 1941 and its validity for modern era. In this article, the authors pointed that the credibility of OMD is dependent entirely on questionable subjective facts which add to chaos rather than clarity. They identified six elements as the essentials of OMD: The action is expected to be novel, it entails psychological risk, variation in complexity by introducing other components, the work environment can be replicated, performing various assignments without appropriate knowledge of the entire situation, it involves slight expertise; and the most important the experience can be reviewed. An important point here is that this "Outward Bound Movement" requires evaluation. The skills learned during the Outward Bound movement or outbound training should be transmitted from the training atmosphere to the work environment.¹¹

Beryl Badger, Eugene Salder-Smith, Edwin Michie (1997), presented a study on perceptions of the value and effectiveness of Outdoor Training Programs. The study pointed out that the companies believed in this form of training based on anecdote and their own perception but there was no clearly defined answers to its effectiveness. This study proposed a detail oriented and systematic research to prove the effectiveness of Outdoor training programs.¹²

H. Alvin Ng, (2001), in this study analyzed the effectiveness of OMD in Asia. This study involved a critical study of collectivism during Outbound trainings. This study showed that OMD programs had a positive impact on the Asian participants.¹³

Thomas A. Hamilton Cary Cooper (2001), studied the impact of OMD for team building skills. Advantages and disadvantages of OMD were discussed and idea of "experiential component" was discussed.¹⁴

Winfred Arthur Jr., Pamela S. Edens, and Suzanne T. Bell, (2003) recognized many design and evaluation techniques linked to the effectiveness of training, based on pertinent literature. In this study, they focused on evaluation methods, execution of training needs assessment, and the similarity between the task and the training delivery method.¹⁵

Scott D. Williams T. Scott Graham Bud Baker (2003), stressed and supported the uniqueness of Outdoor Training. One of the important question raised in this study was if the outdoor setting was actually affecting the learning experience of trainees. This study primarily focused on devising a model for measuring the ROI and proposed further research in this area.¹⁶

Burke, Veronica; Collins, David (2004), emphasized that though OMD programs are used extensively but there is a lack of empirical evidence to establish the effectiveness of OMD and the actual transfer happening to the workplace after learning through these programs. this study proposed a new framework to evaluate the actual transfer of learning.¹⁷ Burke, Veronica; Collins, David (2004), in another study evaluated the client's perspective of Outbound training program. This study demonstrated little evidence behind designing training programs to achieve effectiveness to optimize effect of OMD. These studies highlighted that providers of the training program and clients lacked an understanding of the pedagogy used in OMD and thus in turn affecting the desired results.¹⁸

Joseph Paul Pulichino (2007) conducted a detailed study of Kirkpatrick's four levels of training evaluation based on the previous training literature. This study was conducted to enable training

practitioners to understand the usage and benefits of all levels and Level 3 and 4 in particular. Besides, other interesting findings, one important insight was that Level 3 and 4 continues to be used less frequently.¹⁹

K. Skylar Powell and Serkan Yalcin (2009), in their research pointed out, that there has been very little progress in the efficiency of training program from 1952 through 2002. This study also suggested that though people learn, but the challenge is to develop managers, who apply their learnings, in the work place.²⁰

Diamantidis, Anastasios D; Chatzoglou, Prodromos D (2012), examined the medium-to long-term effects of training programs on Greek organizations where training was used for development. The study results indicate that the design of a training program is the most crucial factor and has a major impact on post-training job performance, followed by trainees' self-efficacy and post-training behavior.²¹

Darrin Kass and Christian Grandzol (2012), studied the value-added benefit of including an outdoor leadership development program called Leadership on the Edge (LOTE) in an experiential learning course in Organizational Behavior. After conducting this study, they felt that training effectiveness can be evaluated if the degree to which learners are able to transfer the skills to their professional and personal lives could be measured. These findings suggest that if reaction feedback from the training program is to be utilized, then acceptable levels of trainee evaluation have to be in place.²²

Giasuddin Bellary, Pulidindi Venugopal & Ganesan (2014), reemphasized that the training program's success depends on the training outcomes. This study also pointed out that although outdoor training is being conducted by many corporate houses, but insufficient research has been done in this area.²³

FINDINGS AND CONCLUSION

Training evaluation still remains an evolving practice; it requires further study and research that will lead to birth of better evaluation instruments, a more reliable and dependable model, and above all an improvement in the discipline of training itself. Outdoor programs offer relevant learning experience (Jones, 1993). As observed by David Pollit (2007), outdoor training helps employees to enhance interpersonal skills, develop technical knowhow and team building skills. The success of the program is based on the desired results. Therefore it is highly essential that the effectiveness of outdoor training and its effectiveness on employee performance is evaluated. This will turn benefit the training providers as well as the participants of the OMD program and thus in turn effect the bottom-line of the company.

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Remedial Efforts and Preventive Approaches in Relation to Diabetes Mellitus

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ABSTRACT

Diabetes, often referred to by doctors as diabetes mellitus, describes a group of metabolic diseases in which the person has high blood glucose (blood sugar), either because insulin production is inadequate, or because the body's cells do not respond properly to insulin, or both. Patients with high blood sugar will typically experience polyuria (frequent urination), they will become increasingly thirsty (polydipsia) and hungry (polyphagia). The paper designed to approach the rehabilitative and preventive exercised in relation to limit Diabetes undertaking the field approach of strength training, aerobic training and Yogic Exercises.

Key Words: Diabetes, Strength Training, Aerobic and Yogic Asanas.

INTRODUCTION

Diabetes, describes a group of metabolic diseases in which the person has high blood glucose because insulin production is inadequate, or because the body's cells do not respond properly to insulin, or both. In 2013 it was estimated that over 382 million people throughout the world had diabetes. Commonly referred as of three types:

- **Type 1 Diabetes** - the body does not produce insulin. Approximately 10% of all diabetes cases are type 1.
- **Type 2 Diabetes** - the body does not produce enough insulin for proper function. Approximately 90% of all cases of diabetes worldwide are of this type.
- **Gestational Diabetes** - this type affects females during pregnancy.

The most common diabetes symptoms include frequent urination, intense thirst and hunger, weight gain, unusual weight loss, fatigue, cuts and bruises that do not heal, male sexual dysfunction, numbness and tingling in hands and feet. If one have Type 1 and follow a healthy eating plan, do adequate exercise, and take insulin, you can lead a normal life. Type 2 patients need to eat healthily, be physically active, and test their blood glucose. They may also need to take oral medication, and/or insulin to control blood glucose levels. As the risk of cardiovascular disease is much higher for a diabetic, it is crucial that blood pressure and cholesterol levels are monitored regularly. As smoking might have a serious effect on cardiovascular health, diabetics should stop smoking. Hypoglycemia - low blood glucose - can have a bad effect on the patient. Hyperglycemia - when blood glucose is too high - can also have a bad effect on the patient.

Diabetes becomes a major problem now days all over the world. It's a big issue to discuss and advance research should be conducted on this topic. Exercises are key to control diabetes. One suffers from

diabetes when the blood cells do not respond to insulin produced in the body. When we follow a regular exercise routine, our body starts responding to insulin, helping to lower the blood glucose. Exercise also helps improve blood circulation in your body, particularly in the upper and lower limbs, where diabetic patients most commonly facing problems. It is an effective way to fight stress, both at the body and mind level, which in turn helps keep one's glucose, levels down. Studies have shown that exercises are as effective as the medications are while treating diabetes. Add more and more activity every day to the daily routine. This helps you metabolize your food in such a way that blood sugar does not stay in the blood streams for too long and reduces the impact of high blood sugars bringing it to a normal much faster. An exercise routine as daily workout adds best diabetes management. Consult a fitness trainer if you want to excel and this will help you with your heart health which becomes extremely important as a diabetic patient. Exercise can help to prevent diabetes in a number of ways:-

- Exercises help to burn calories, which will help you to maintain an ideal weight.
- Exercises leads to decrease the blood glucose level which ultimately leads to less requirement of medication.
- Exercise also helps improve blood circulation in your body, particularly in the upper and lower limbs, where diabetic patients most commonly facing problems.
- Exercises lower the level of cholesterol in blood which ultimately leads to lowers the chances of heart attack or heart stroke.
- Exercise helps reduce stress, which can raise your glucose level.
- The energy required for exercises helps to burn the excessive weight on the body.
- Exercises will leads to increase the sensitivity of the insulin in the body which ultimately helps to control the root cause of diabetes.

EXERCISES AND OTHER FIELD APPROACHS

Unlike other diseases diabetes, if you can take part in any physical activities some precautions should be taken, that for instance if your blood glucose isn't under control you may adversely affected by the exercises like high intensity exercises or exercises for longer duration. You should also wear comfortable shoes and insoles to protect your feet.

According to the American Diabetes Association, an effective diabetes exercise plan should include aerobic, strength training and flexibility exercises.

1. Aerobic Exercises

Aerobic exercise has very significant and effective benefits for people with diabetes. It increases sensitivity to insulin, lowers blood pressure, improves cholesterol levels, and decreases body fat. Walking is one of the best exercises for diabetes. Here are five other aerobic activities that give you the biggest results for your efforts:

- Stair climbing
- Cycling
- Swimming
- Skipping (or jump rope).

2. Strength-training Exercises

Strength training helps you to build muscle, which will increases your metabolism and allows you to burn more calories - even when you're at rest. Studies also show that dynamic strength training improves insulin sensitivity, fasting blood glucose and insulin, and glucose tolerance. It can decrease peak blood glucose levels, especially in women with diabetes. Here are some you can try at home:

- Resistance exercises using elastic bands, exercise tubing or a Pilates reformer
- Body exercises such as squats, lunges, and push ups
- Free weights using adjustable weights for your comfort level
- Resistance exercise three times a week. Build up to three sets of 8 - 10 repetitions using weight that you cannot lift more than 8 - 10 times without developing fatigue. Be sure that your strength training targets all of the major muscle groups.

3. Flexibility Exercises

Flexibility exercises or stretches keep joints flexible, improve your balance and range of motion, and reduce your risk of injury during exercise and other activities. Stretching also reduces stress, which can make diabetes worse. It also helps to burn calories and improve muscle tone. Some of the best flexibility exercises for diabetes are:

- Static stretches for all major muscle groups
- Dynamic stretches, which include speed and movement during the stretch such as side bends, arm swings, or alternate toe touches.
- Yoga
- Pilates
- While stretching is one of the best exercises for diabetes, it's not as simple as you may think. Do a warm up before practicing static stretches. Practice dynamic stretches only if your diabetes is under control and you're otherwise fit. Avoid ballistic stretches, which include bouncing during the stretch, as they're more likely to cause injury.

4. Asans of Yoga

•Pranayam:

Breathing in deeply and breathing out helps oxygenate your blood, and improves circulation. It also calms the mind and gives your rattled nerves some much needed rest.

• **Setubandhasana:** This pose not only helps keep one's blood pressure in control it also helps to relax the mind, improves digestion, relieves the symptoms of menopause in women and stretches the neck and spine.

• **Bal asana:** Known quite aptly as the child's pose this is a great stress buster. It gently stretches the hips, thighs and ankles, calms the mind and helps relieve stress and fatigue. It is also a great remedy for that lower back pain you might have from long hours of sitting..

• **Vajrasana:** This is a simple pose that is great to relax the mind, improve digestion and massages the kanda. According to Ayurvedic principles, kanda is a spot about 12 inches above the anus that is the point of convergence for over 72,000 nerves..

• **Sarvangasana:** This pose is essentially known for its ability to regulate the working of the thyroid glands. These glands are responsible for the proper functioning of the entire body including the digestive, nervous, reproductive system, regulating metabolism and respiratory system. Apart from that, it nourishes the spine with a good supply of blood and oxygen, helping you beat nervous system disorders, and improving your all round health.

• **Halasana:** This pose is great for those who sit for long hours and tend to have bad posture. It stimulates the thyroid glands, parathyroid glands, lungs and abdominal organs, therefore helping the blood rush to your head and face, improves digestion and keeps the hormonal levels in check. Read more about how halasana can beat bad posture and backache.

• **Dhanurasana:** This pose is great to strengthen your back and spine, stimulate the reproductive organs, beats stress and fatigue, relieves menstrual pain and constipation.

• **Chakrasana:** This pose is great to stretch the spine and relax the muscles of the back. Moreover it helps relax the mind and make it stress free.

• **Paschimotasana:** This is a forward bending pose that helps the blood to flow to the face. Apart from that, it helps the stomach function better, strengthens the thigh muscles and relaxes the back and arms.

• **Ardha Matsyendrasana:** This asana is specifically designed to increase the capacity of your lungs so it can inhale and hold more oxygen. It also loosens up the spine and relieves backaches and discomfort in the back.

• Even a little extra activity each day can help. Some basic steps can really help to make a difference if they become a regular habit, such as walking to the shops rather using the car or getting off the bus a stop early. Exercise checklist for people who have diabetes

General Awareness to regular noteon:

- Check your blood sugar level before and after exercising.
- Check your feet for blisters or sores before and after exercising.
- Wear the proper shoes and socks.
- Drink plenty of fluid before, during and after exercising.
- Warm up before exercising and cool down afterward.
- Have a snack handy in case your blood sugar level drops too low

CONCLUSION

Diabetes becomes a major problem now days all over the world. It's a big issue to discuss and advance research should be conducted on this topic. Exercises are key to control diabetes. One suffers from diabetes when the blood cells do not respond to insulin produced in the body. When we follow a regular exercise routine, our body starts responding to insulin, helping to lower the blood glucose. Exercise also helps improve blood circulation in your body, particularly in the upper and lower limbs, where diabetic patients most commonly facing problems. Exercises and Asana of Yoga which will help a person to control and prevent diabetes but proper care should be taken and done under the supervision of experts only.

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Women Empowerment- A Challenge Before Haryana Government

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ABSTRACT

In a male dominated society, women have always been underestimated and discriminated in all spheres of life be it their family and social life or their economic and political life. Despite traditional duties of managing households, rapid changes, technological developments and huge competition in the world is revealed the importance and necessity of empowering more and more. Over the years various efforts have been made by many Government and Non-Government organizations to promote women empowerment. Therefore, the aim of this paper was to find out what should be done to enhance women empowerment. The methodology adopted in this paper is to review critically the existing literature on empowerment both online and print. This study will contribute greatly to existing literature specifically in inspiring government and non govt. agencies to develop various strategies on how to achieve empowerment; the outcome from the review indicates that women empowerment is essential in this era of globalization to enable the country to respond quickly to any changes in the environment.

Keywords- Challenge, Women, Empowerment

INTRODUCTION

Women have been the most underprivileged and discriminated strata of the society not only in India but the world over. Despite all Government and Non-Governments' efforts, they have been highly ignorant clients of the financial sector. Women empowerment is one of the most important issues that have been in the focus of various policies and programs initiated by the Govt. and the non-govt. organizations.

The contact of Indian culture with that of the British also brought improvement in the status of women. The third factor in the revival of women's position was the influence of Mahatma Gandhi who induced women to participate in the Freedom Movement. As a result of this retrieval of freedom, women in Indian have distinguished themselves as teachers, nurses, airhostesses, booking clerks, receptionists, and doctors. They are also participating in politics and administration. But in spite of this amelioration in the status of women, the evils of illiteracy, dowry, ignorance, and economic slavery would have to be fully removed in order to give them their rightful place in Indian society. This situation lead the investigator to work in this area and collect the views of post-graduate students of education regarding the status of women in past, present and according to them what will be the status of women in Indian society. To serve this purpose, the investigator had to formulate objectives such as, to know dignitary women regarding their achievements at world level, the women who are admired by Indian society and who had done remarkable works in the past of India, to know and access the views of post graduate students of education regarding the status and condition of women in the past, present and future time, to know and access the views of post graduate students of education regarding the necessity of education for women. And she got some remarkable results i.e. the position of women will be above men in future and will be the role model for the country, according to students, necessity for educating women is not only for family, society and country, but also for their self-development and self-recognition and personal success.

Thousands of women joined the Satyagraha army of the Gandhi ji. They raised their voices against the Rowlatt Bill, Salt Laws and Forest Laws and went to jail as a consequence of their defiance. During the civil Disobedience movement women like Sarojini Naidu, Kamala Devi Chattopadhyaya, Lado Rani Zutshi, Durga Bai and many others became war dictators, Sarojini Naidu was not only the first Indian Woman to become the President of Indian National Congress in 1925 but was also the first woman to lead the biggest salt raid in Bombay. While men were in prison it was left to the women of India to guide and lead the people during the critical periods. In a bid to achieve their aim they had to face Lathi (Wooden Stick) blows and bullets, but once they had decided to come out and work for freedom, there was no going back from it. Swaroop Rani Nehru, wife of Motilal Nehru, was one of many who received lathi blows.

The demand for independence brought in other concessions for Indians in the form of Govt. of India Act, 1935. By virtue of this ministries were formed in provinces after general elections. Women contested the seats and were elected. Vijay Lakshmi Pandit became first woman minister while Ansuyabai Kale and Sipi Milani became the deputy speakers of central province and sindh assemblies respectively.

The post-independence period, particularly in case of women has been a continuation of era of social reforms, economic uplift and political recognition. Struggle for equity justice and parity between two human beings continues.

ANTI FEMALE PRACTICES AND THEIR CORRECTIONS

In spite of the liberal provisions made to ensure equality to all citizens and thereby to women as well, the women continue to suffer from oppression. In pre-independence era, woman had no property rights; she was not legally authorized to adopt a child. Efforts to reduce and remove the disabilities were made by enacting acts of Parliament. The Hindu succession Act of 1956 empowered the Hindu women to inherit property. In addition to these acts, a number of other laws have been passed to eliminate undesirable practices and protect, promote and safeguard the interest of women. Some of these were Dowry act, suppression of prostitution and immoral traffic act of 1958. It may be explained here system of Dowry was actually introduced with lot of good intentions. The primary purpose of providing dowry was to provide Bride as a security in case her husband dies or she gets divorce. But unfortunately society later used as business transactions. More dowries became one of the essential qualifications for girls to get married to prospective boys.

The year 1976 witnessed passing of Bill for equal remuneration to men and women for same type of work. Another progressive step was taken by amending the factories act which made it obligatory on employer to provide creches for children of working in factories. At about the same time maternity benefit was extended to those women who hitherto were not covered under the act of 1958. The laws relating to dowry, rape and violence against women were amended to make them more stringent to ensure that culprit is punished. For instance, in case of violence against women, the criminal law amendment act of 1983 recognized for the first time domestic violence inflicted by husband or any of his relations and such violence became an offence under the act. Prevention of Sati or widow burning was passed in 1987 which was preceded by amendments to Dowry act of 1961 in 1984 and 1986. The offence has been made cognizable and non bailable. It also provided for Dowry Prohibition officers at state level. The other progressive amendments related to abortion, marriage, divorce, right to children and right to property. It appears that women had to ask for, agitate, demand and advocate legal remarks to reduce and

or eliminate the hardships inflicted on them. It has also to be understood that there is still a need for —stringent laws, sensitive judiciary and effective enforcement. The Indian women has come long ways in making progress both in education, holding Govt. and private job.

EMPOWERMENT

The empowerment of women refers to providing the necessary rights and responsibilities to women in order to make them self-reliant. Traditionally, Indian women have been brought to become workers or servants to serve the man – dominating world. Even in mythology, there is no gender equity and women were deprived of their legal rights, to get property, education privacy, social status and they were never treated as participants in any developmental works. Empowerment is the process of building capacities of women, creating an atmosphere which will enable people to fully utilize their creative potentials. Empowerment gives women, the capacity to influence decision making process, planning, implementation and evaluation. The status of women empowerment in India using various indicators like women's household decision making power, financial autonomy, freedom of movement, political participation, acceptance of unequal gender role, exposure to media, access to education, experience of domestic violence etc. based on data from different sources. Gender gap exists regarding access to education and employment. Household decision-making power and freedom of movement of women vary considerably with their age, education and employment status.

Social values, norms

What are the factors that limit girls' choices about education? For example (taken from the UK before women gained widespread access to education):

- belief that women's role is domestic/childcare and does not require formal education
- belief that women's reproductive abilities will be damaged by education
- belief that education will cause women to challenge their socially ascribed gender roles
- belief that education will threaten institution of marriage

Empowerment in development studies

There is no single, widely accepted definition of empowerment. On the one hand it is argued that —it is only by a focus on change to existing patterns of power and its use that any meaningful change can be brought about (Oakley 2001; 14). On the other hand it can be said to involve —recognizing the capacities of such groups [the marginalized and oppressed] to take action and to play an active role in development initiatives (Oakley 2001; 14). Oakley identifies five key uses of the term empowerment in development studies. These are: empowerment as participation, empowerment as democratization, empowerment as capacity building, empowerment through economic improvement and empowerment and the individual (Oakley 2001; 43). He considers the link between empowerment and participation as the strongest in practice, The World Bank, for example, —began to recognize several stages of participation: information sharing, consultation, collaboration and finally, empowerment (World Bank 1998; 19). In this primarily project- based view of empowerment the term is depoliticized, divorced from power structures and inequalities. Oakley cites Oxfam as an example of the more radical view which identifies empowerment as —essentially concerned with analyzing and addressing the dynamics of oppression and —explicitly rejects the notion that 'participation' in development in donor- funded projects is a sign of 'empowerment' (Oakley 2001; 43).

Empowerment as democratization is concerned with macro-level political activity. Empowerment is seen as the basis on which democratic structures and practices can be built. This approach leads to

strategies of support for civil society structures and grassroots organizations. Capacity-building in general is often regarded as empowering, although there are many approaches, some of which seem little more than training. Empowerment through economic improvement is an approach which (unsurprisingly given women's well- documented relative lack of economic power) has been extensively used with women. Based on the assumption that women's relative powerlessness is primarily a function of their poverty, such interventions often focus on microfinance and small business development activities, targeted at women. Empowerment at the individual level is strongly influenced by Freire's work and includes consciousness raising and the development of a critical faculty (Freire 1974). However, despite its having —identified empowerment as a... primary development assistance goal... neither the World Bank nor any other major development agency has developed a rigorous method for measuring and tracking changes in levels of empowerment (Malhotra, A. et al 2002).

OBJECTIVES OF THE STUDY

Over the years various efforts have been made by many Government and Non- Government organizations to promote women empowerment. Therefore, the aim of this paper was to find out what should be done to enhance women empowerment.

HARYANA

Haryana is a state located in the northern part of the country and has New Delhi as its neighbor along with Punjab and Rajasthan. Gurgaon is one of the most promising areas of Haryana and has developed a lot in recent times. Gurgaon has been the center of development for many IT companies thus there has been an influx of youth population into the state. Haryana shares its capital with the state of Punjab. Chandigarh is the capital of both Punjab and Haryana. Haryana has often been criticized for its low sex ratio something the state government has to work on.

The Population of Haryana according to the 2011 census stands at about 25 million, making it the 17th most populated state in India. The state lies in the northern part of the country and is well connected to the capital of India. There is a huge influx of population into Gurgaon, which is a part of Haryana from Delhi. The state is spread over an area of about 44000sq. km. making it the 20th largest state in the country in terms of area. The density of population per sq. Km. is about 570 which is above the national average. The state has a growth rate of about 19% which slightly exceeds the national growth rate of about 17%. The population of the state is rising considerably due to rapid efforts towards development and progress. The literacy rate in the state is about 76% a figure that has improved tremendously in the last few years due to the consistent efforts of the government. The sex ratio in Haryana leaves a lot to be desired as it lags behind the national average by 70 points. The statistics in the Haryana Census 2011 reveal facts that can be instrumental in planning for a better development plan for the state. The largest city in the state of Haryana is Chandigarh while Faridabad is the capital city of the Haryana. The languages spoken in the Haryana state includes Hindi and Haryanvi. In total Haryana (HR) state comprises 21 districts. The ISOCODE assigned by International Organization for Standardization for Haryana state is HR.

Table No. 1

Approximate Population	2.54 Crores	2.11 Crores
Actual Population	2,53,51,462	2,11,44,564
Male	1,34,94,734	1,13,63,953
Female	1,18,56,728	97,80,611
Population Growth	19.90%	28.06%
Percentage of total Population	2.09%	2.06%
Sex Ratio	879	861
Child Sex Ratio	834	964
Density/km2	573	478
Density/mi2	1,485	1,239
Area km2	44,212	44,212
Area mi2	17,070	17,070
Total Child Population (0-6 Age)	33,80,721	33,35,537
Male Population (0-6 Age)	18,43,109	18,33,655
Female Population (0-6 Age)	15,37,612	15,01,882
Literacy	75.55%	67.91%
Male Literacy	84.06%	76.10%
Female Literacy	56.91%	59.61%
Total Literate	1,65,98,988	1,20,93,677
Male Literate	97,94,067	74,80,209
Female Literate	68,04,921	46,13,468

Source: Census 2011

As per details from Census 2011, Haryana has population of 2.54 Crores, an increase from figure of 2.11 Crores in 2001 census. Total population of Haryana as per 2011 census is 25,351,462 of which male and female are 13,494,734 and 11,856,728 respectively. In 2001, total population was 21,144,564 in which males were 11,363,953 while females were 9,780,611. Literacy rate in Haryana has seen upward trend and is 75.55 percent as per 2011 population census. Of that, male literacy stands at 84.06 percent while female literacy is at 56.91 percent. In 2001, literacy rate in Haryana stood at 67.91 percent of which male and female were 76.10 percent and 59.61 percent literate respectively. In actual numbers, total literates in Haryana stands at 16,598,988 of which males were 9,794,067 and females were 6,804,921. Sex Ratio in Haryana is 879 i.e. for each 1000 male, which is below national average of 940 as per census 2011. In 2001, the sex ratio of female was 861 per 1000 males in Haryana.

PROBLEMS BEFORE HARYANA TO GAIN EMPOWERMENT

Horrible fact is that 30 Million Women are missing in India, One RAPE every 54 minutes, One molestation every 20 minutes, One kidnapping/ abduction in every 45 minutes, Women teasing act every 5 minutes, One dowry death in 1hr 30 minutes, One act of cruelty in every 33 minutes, 70% contribution in production, 1% ownership, 0-6 sex ratio in Haryana (2001) is 820, Sex Ratio in Literates in Haryana—617, Child Sex Ratio – Bottom Ten Districts in India.

Myths & Realities

1. Reduction in the number of women would enhance their worth Economic theory of Demand & Supply does not hold good Women cannot be equated with Onion or Tomato In most South Asian Societies low sex ratio reflects their lower status (Haryana as well) Rape, forced marriages, polyandry, social insecurity, sex stereotyping, purchase of brides will increase Women will be compelled to stay within their homes Powerful will have a JANANKHANA others will resort to menial means To murder a women on refusal to have forcible sex will become an accepted norm.

2. **Laws cannot curb sex determination tests-** (i) True any progressive law in isolation cannot solve a social problem. (ii) Legal action coupled with awareness campaign and suitable policy interventions can be effective, (iii) Unlike other problems like dowry, sati & child marriage, this issue has an additional player i.e. DOCTOR who is law abiding by and large but some are playing dirty game
3. Banning SD would infringe upon women's right to choose the sex of offspring Women from poor countries have never asked for a right to decide the off springs sex. Will not be given this right easily. Where she cannot take decision regarding her a) Education b) Health c) Marriage d) Economic freedom How about sex preference? Son Preference at the cost of girl. In a consumerist society demand for a choice could be created & nurtured.
4. Sex Selective Abortion is an effective tool for population control/ family planning Development & Women empowerment is the best contraceptive. Son Preference is a fact but it is not an important determinant of India's rising population. Women are not the Reproductive machines. SD test and SSA only eliminates the Undesirable sex. It does not guarantee the desirable birth. Repeated abortions adversely affect the already compromise the health status of women. Net reproductive rate target is 1 (decrease the number to decrease the population) Not good for societal health.
5. Sex Determination tests are safe and accurate Sonography can tell after 20 weeks and not accurate. SD will not alter the sex ratio of the population How can you oppose SSA if you are not opposed to abortion? SSA are more Humane than dowry murders or Sati.
6. **Gender Inequality Facts** - Gender inequality exists in most parts of the world, like Mortality inequality, Natality inequality, Basic facility inequality, Special opportunity inequality, Professional inequality, Ownership inequality, Household inequalities Household and Cultural Biases.
7. **Status of Women**--Some indicators Percent of births in past 3 years for which mother received Percent of women Ages 25 -- 49 married before age 18 (Haryana) 59.9 22.7 (Punjab) Percent of in the past 3 years Birth of order 3+ (H) 41.6 (P) 39.6 Percent of women ages 15 -- 49 With any Anemia (H) 47.0 (P) 41.4 Percent of women ages 15-49 with Any antenatal checkup (H) 58.1 (P) 74.0
8. **Cultural Biases-** Factors which maintain gender System, All religions have lower status for women, Patriarchal framework of society and family is against women, Judiciary also have gender biases, Political Institutions, Economic Institutions, Media –Print and electronic as well, Educational Institutions and Our day today life values.
9. Cultural Practices maintaining gender, Medicines for Son Birth, Thali bajana aur Mattam manana, Celebration of son –Sweet distribution, 6th day celebration as —CHHATHI for Bo, 5 kg Ghee and 10 kg Ghee, Namkaran sanskar for Boy, Funeral is to be lit by Son, Different Dresses, Different Hair Styles, Honour Killings, Khansama is male, Halwai is male, Suhag, Vart- karva chauth.

10. Cultural Practices, She will eat last of all, Vans ka Chalaney wala, Pati parmeshwar- gambler, drunkard or womanizer, Different plays, Kanyadan, Life of a Widow women, Budhapey ka sahara, Son Preference and Daughter Aversion in Folk Songs, Inheritance Rights

11. Implications of Gender- Declining sex ratio, Increasing Atrocities on Women, Increasing Domestic Violence on women, Disturbed family life of marriagable age people, Many women for rich and polyandry for the poor, Purchase of Brides, Dehumanization of women and society as a whole and Increasing Fatwas of Panchayats

12. National Commission for Women- The National Commission for Women is a statutory body constituted under the National Commission for Women Act 1990 to protect and promote the interests and to safeguard the rights of women. From January to December 2000, the Commission received a total of 5,268 complaints, which included dowry deaths 527, murder 235, rape 277, molestation 11, dowry harassment 963, sexual harassment 131, bigamy 110, desertion of wives 267 and other types of harassment 2,747.

13. Purchased Bride Survey Total no. of surveyed villages 12, No. of Gotras in surveyed villages 3 – 93 Sex Ratio (general) 759 – 976 Sex Ratio (Schedule Castes) 632 - 941 Women brought from other States 50

WHAT IS REQUIRED?

1. Policy Initiatives-

- (I) Registering & monitoring of all pregnancies from 6th weeks onward & not from 12th weeks, Increase marriage age of girls from 18 to 21, Stop child marriages, Provide compulsory, free, quality education to all girl children up to Secondary school level (Real Access should be there), Extend 50% representation to women in all decision making bodies of the state to introduce a feministic political culture conducive to women friendly political action, Eradicate child Labour and guarantee employment for adult women., Bring policy and legal measures to ensure that women have rights and control over productive resources, for the economic empowerment of women, Provide life-sustaining resources such as health, nutrition, water, education to all the children without gender bias.
- (ii) Entrust power to panchayats to maintain a register of demographic profile with the details on vital statistics. Frame the child policy and girl child policy to protect the interest of the girl children. Extend gender sensitization training to policymakers, planners, administrators and implementers at all levels. Promote gender perspective in to all policies and sectoral programmes.

2. Administrative Reforms –

- (I) The health Secretary should issue necessary Guidelines and orders for periodical reporting of births, deaths and abortions by all the private hospitals and Government hospitals, to the state and this should be made public on request. Registration of all births and death should be made compulsory at village level, through the statutory health committee formed under panchayati raj institutions. Activate the health committee at the panchayat level to monitor the health services at the village level.

(ii) Sex of the foetus for all second trimester abortions to be documented clearly. Publish a scientific report every year on the causes for the declining child sex ratio and the steps taken by the Govt. to stop the decline trend. Form Monitoring cell at the panchayat level to look into the incidence of atrocities on women and girl child. Maintain the disaggregate data by sex and age related to children and make it open to public.

(iii) Women Empowerment Cell should be sensitized and check their working regularly.

3. Legislative Reforms –

- (I) Strict implementation of the Prenatal Diagnostic Techniques (Regulation and prevention of Misuse) Act 1994, PNDT Act amendment Rules 2003 and compulsory registration of all genetic counseling centers, Genetic Laboratories and Genetic clinics. Take stringent action against the violators of the Pre Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act 1994, by formulating suitable procedures which empower the appropriate authority to take action 20 police cases and 8 machines sealed by 31.12.2003. Punishment? Stop all medical technologies that imbalances the birth ratio of female children. Strictly enforce all progressive legislations and enact legislation to protect the rights of the girls and women.
- (ii) Enacting a central legislation for ensuring registration and monitoring the functioning of all private clinics as there is a growing trend in commercialization of medical profession. Necessary amendments in PNDT Act & MTP Act which takes away the punishment for victim women. PNDT (regulation and prevention of misuse) Amendment Act 2003 empowering the Advisory committee for monitoring the prenatal diagnostic centers should be strictly implemented and strict enforcement of MTP Act etc.

WOMEN AND GOVERNANCE PROGRAMME BY HARYANA

1. To make women self-employed, the Corporation has proposed to provide financial assistance to 10,000 women every year under the loaning scheme.
2. Naveen Jindal will soon be launching a Women and Governance Programme (WGP) in his constituency Kurukshetra in Haryana, to train women for leadership roles. Since one-third of seats in Panchayati Raj institutions are reserved for women, the programme aims to prepare women for positions that are now mandated for them. WGP will arm them with information about their roles and responsibilities, leadership and government schemes, in addition to equipping them with knowledge about issues such as reproductive rights and health. Set-ups like WGP will help imbibe a sense of self-esteem among women and make them aware of their rights and duties towards building a strong and healthy community.
3. **Manthan:** A Project on Rural Women and Adolescent Girls in Haryana (Manthan) is an effort to understand villagers, especially women and adolescent girls' social, cultural and psychological problems which hinder their well-being, flow and optimal human functioning.
4. Pension to widows and destitute women (Widow Pension). She is widow, destitute without husband, parents and son(s). The pension is provided @ Rs.750/- p.m. per beneficiary.
5. A woman of age 18 years and above is eligible for grant of pension under the Scheme if she is domicile of Haryana and has been residing in Haryana State for the last one year at the time of submission of application and her own income from all sources is below ` 30,000/- per annum;

6. She is destitute due to desertion or physical/mental incapacity of, (a) Husband in case of married woman; or (b) Parents in case of other women.

7. Ladli Social Security Allowance Scheme (LADLI): Any family where biological single parent/parents are domicile of Haryana or working for Government of Haryana and having no son, biological or adopted, but only daughter/daughters are eligible to get benefit @ ` 500/- per month under this Scheme. Gross Annual Income from all sources of the family must not exceed Rs.2,00,000/-

8. Dairy Farming Spurs Women Empowerment In Haryana: There are over 35,000 cooperative societies in Haryana having around 46 lakh members. The dairy sector alone has about 700 exclusively women cooperatives with membership of around 39,000. These societies have done remarkably well, thus ushering in a new era of prosperity. Women engaged in agricultural activities are taking up dairy farming as an allied trade. Rural women, guided by the Haryana Cooperative Federation (HARCOFED) and other rural development agencies, are supplementing their income by introducing innovative schemes under dairy cooperatives (Bhanu P Lohumi).

9. In the recent times, microfinance has been emerging as a powerful instrument for empowering women particularly, the rural women. Apart from the informal sector of finance the formal and semi-formal sectors like commercial banks, NGOs etc. are taking much interest in providing microfinance to women considering it to be a profitable commercial activity. Women are also participating in the microfinance movement by availing the microfinance services being provided by the various financial channels.

CONCLUSION

Since the beginning of this decade, much has been achieved in empowering women in the economic and social fields. An increasing volume of development financial resources has been devoted to achieving that objective. Consequently, many region have been able to report increased female literacy and enrolment rates, improved gender equality in education, reduced infant and child mortality rates, declining maternal mortality rates and expanding access to reproductive health services. The participation of women in formal economic activities has also registered a noticeable improvement.

—When women move forward the family moves, the village moves and the nation moves. It is essential as their thought & their value systems lead the development of a good family, good society & ultimately a good nation. Indian government has taken several steps towards empowering women. Empowerment of women also requires participation and co-operation of men as they benefit by having educated mothers, wives, daughters and sisters. The economic empowerment will allow raising women's self awareness, skill development, creative decision making and it may also lead to produce better citizens and a new and modern India. Govt. support is quite encouraging for women entrepreneurs. Hundred thousand women will be trained in trade related activities. Through constructive interaction with various R&D organizations like national research and development co-operation and department of science and technology and others, women can today develop new project ideas. The small Industries development Bank of India (SIDBI) plans to reserve 9 billion dollars of marketing development assistance for project promoted by women.

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Student Perceptions of the Sub- Element of Integrity : Case Study at University Malaysia Pahang

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ABSTRACT

This study aims to key out the perceptions on the integrity of the elements that comprise the discipline, responsibility and honesty. This study used a survey method using questionnaires. 138 respondents were chosen through random sampling. Data were analyzed descriptively involves measuring the mean, standard deviation and correlation. The results showed that a large number of respondents indicated that the factor of integrity takes on a significant role in the forming of individual identity. These components need to be raised from time to time so that positive values will not vanish from the psyche.

Keywords: *Students, integrity, students' performance*

INTRODUCTION

Integrity is the main pillar of a country's prosperity. In General, integrity can be decided as the honesty and transparency of any sort of fraud. According to Michael Heng in the national integrity plan (2004), integrity is a superior quality that survives as a whole and focuses on the individual and the organization. It is set up on the ethics in action a day. Integrity is a concept in ethics reasoning (Widang & Fridlund, 2004) due to its integrity are closely related to the formation and strengthening of good ethics.

According to the Commission on integrity (2013), integrity are properties that there needs to be someone to form a private are perfect. Integrity aspects of sincerity, transparency, trust, truth, stick to principles and not easily influenced. Integrity is also a guideline or goals that used to make a decision that depends on the accuracy and honesty.

The study issued by the Transparency International reveals that there is a tight correlation between corruption and poverty, which is corruption happen spurred by factors of poverty (report on the Corruption Perception Index, 2006). Review in 2012 registered CPI index by 4.9 and be in a position 54 of 176 countries. This shows in 2012 happens to an increment in the CPI index for the year 2010 (report of the Corruption Perception Index, the 2012).

In May 2010 for the first time the Ministry of higher education Malaysia launched guidelines for Academia related affairs of academia in the public and private education institution (Utusan online, 2010). Established in the guidelines for the academic integrity, there are half a dozen core values of academic integrity set out as guidance academics the value trust, wise, accountability, respect, transparent and honest. Should be, cultivate integrity not only among academics. It should be extended to the students. This is because students also act a role in assuring the success of the enculturation of academic integrity as the passport of the Minister of higher education Minister Datuk Seri Mohamed Khaled Nordin (2010), whereas academic integrity among students is important because if a pupil is having high integrity, they will be capable to create a culture of excellence in academic achievement and personality. Therefore, this work is designed to identify students ' perception of the value of integrity and review the case studies preliminary in a University only.

METHODOLOGY

The study is quantitative in nature, using questionnaires. Respondents made up of 138 people undergraduate Faculty of civil engineering and natural resources, Universiti Malaysia Pahang. The total population of students in the Faculty of 220 people students. Below is the formula utilized to set the number of samples:

$$S = \frac{X^2 NP (1-P)}{d(N-1) + X^2 P (1-P)}$$

S = Number of Sample

$$X^2 = \text{The Chi Square with significant degree of } .10 = 2.71 \quad .05 = 3.84 \quad .01 = 6.64 \quad .001 = 10.83$$

N = Number of Population

P = Proportion of maximum population 50 %

d = Significant level in this case used 5%

Through the study, the researchers used a questionnaire where respondents are required to choose the right answer. Researchers chose this method because the survey form easily administered, requires no skills respondents to produce adequate ideas through writing and facilitate the process of breaking down the data. Questionnaire design consists of four divisions, namely, section A, part B, part C and part D.

Part A

This section consists of questions related to respondents ' profile such as age, gender, and year of study.

Part B, Part C and Part D

This part contains questions concerning the domain integrity, chosen field of responsibility and honesty. At that place are five answer options based on the degree of accuracy of the respondent as in table 1 below.

Table 1: Likert Scale to determine out the accuracy based on respondents ' self

Accuracy Scale Respondents	Code
Not right with myself	(NR) 1
Less accurate with myself	(LA) 2
Almost exactly with myself	(AE) 3
Right with myself	(R) 4
Very accurate with myself	(VA) 5

RESULT AND DISCUSSION

The Background Of The Respondents

Profile of respondents is shown in table 2 and 3 below. Based on table 2, the number of male respondents was a total of 40 people, namely 29 per cent and the female respondents a total of 98 people, 71 percent. The act of male respondents less than female respondents as the act of male scholars as a whole for the year 3 Faculty of public and natural resources Problem is a total of 80 students and female students a total of 147 student.

Table 2: Gender Distribution of Respondents

Gender	Amount of Respondent	
	Amount	Percentage (%)
Male	40	29
Female	98	71
TOTAL	138	100

Table 3 presents the distribution of achievement cumulative grade point average (CGPA). Based on studies performed the highest percentage obtained CGPA was among students by 2.5-3.0 which is a total of 63 people students or 45.7 percent, while the lowest number was 9 people students or 6.5 per cent, i.e. a CGPA of 2.0 to 2.5. Overall, based on this study in terms of the profile of the respondents showed a CGPA of undergraduate level moderated between 2.5-3.5 at 80.5 percent or 111 respondents.

Table 3: Performance Distribution Cumulative Grade Point Average (CGPA)

CGPA	Amount of Respondent	
	Amount	Percentage (%)
4.0 – 3.5	18	13
3.5 – 3.0	48	34.8
3.0 – 2.5	63	45.7
2.5 – 2.0	9	6.5
TOTAL	138	100

STUDENT PERCEPTION OF THE ELEMENTS OF INTEGRITY

There are several elements that are reviewed in this section which involves student views to integrity includes discipline, responsibility and honest. Each student has their own views on the elements under review. This is because these elements are closely related to themselves as a respondent.

i) Discipline

Discipline is the first element under review. The survey found nearly half of undergraduates stated that these ingredients are extremely accurate with themselves at 43 per centime. While 35 percent said these elements almost right with themselves while the lowest percentage was 0.5 per cent expressed the elements contained in the field of study is not accurate with themselves. Grounded along the resolutions of this survey, indicates that about 95 percent of the respondents were disciplined. This can be viewed on the basis of table 4 below.

Table 4: Student Perception of Discipline

No	Items	NR (%)	LA (%)	AE (%)	R (%)	VA (%)	Min	SD
1	I've followed all the rules	0	8.7	50	31.9	9.4	3.42	0.781
2	I feel guilty if abetting in violation of university	0	2.9	35.5	47.8	13.8	3.72	0.733
3	I think that discipline can improve productivity	0	2.9	22.5	48.6	26.1	3.98	0.778
4	I prefer to complete tasks assigned lecturer of	2.9	8	42.8	37.7	8.7	3.41	0.869
5	I even abide by the rules of recitation even had a friend who did not mind	0	2.9	31.9	44.9	20.3	3.83	0.782
6	I like to follow the rules set because it taught me	0.7	3.6	38.4	42	15.2	3.67	0.803
7	I will submit to the procedures in the laboratory even though it annoys	0	2.2	24	47.1	26.1	3.97	0.773
OVERALL PERCENTAGE		0.5	4.5	35	43	17	3.71	0.559

ii) Responsibilities

Zamrah (1999) showed that a positive attitude can produce a brilliant and visionary. Based on the results of the study (table 5) against elements of responsibility found 48 per cent students stating these elements right with themselves while only 5 percent expressed this element deficient with themselves. In addition, 28 percent of respondents expressed this element almost right with themselves. Thus, the outcomes of this study show that students of Universiti Malaysia Pahang are the person who is responsible for carrying out the tasks presented. According to Azrul (1988), one of the student's success in the area, he is the formation of attitude, where attitudes have a substantial kinship with the

responsibility to understand and complete the tasks presented. In addition, a student in charge of studies, will always complete assignments, always present in the class, eager to learn and strive in his studies (Kamaruddin, 1997).

Table 5 : Student perception of Responsibility

No	Items	NR (%)	LA (%)	AE (%)	R (%)	VA (%)	Min	SD
8	I feel guilty if they do not fully realize the assignment made by the reader	0	3.6	30.4	42.8	23.2	3.86	0.815
9	I am sure that each task is completed within the required time frame	0	4.3	18.1	49.3	28.3	4.01	0.801
10	I do not like to see friends casually work	0	8	33.3	41.3	17.4	3.68	0.854
11	Into the habit of doing my work in earnest	0	5.1	29	50	15.9	3.77	0.776
12	I am willing to usurp the responsibility given	0	3.6	22.5	55.1	18.8	3.89	0.742
13	I appreciate the government's policy as a student	2.9	2.2	39.9	43.5	11.6	3.59	0.835
14	I stated the head of the group, if there are matters that involve my work flow	0	4.3	25.4	52.9	17.4	3.83	0.76
OVERALL PERCENTAGE		0.4	4.5	28	48	19	3.8	0.58

iii) Honest

The third element under review is honest. Honest plays an significant part in producing students capable of strong molding. Grounded along the outcomes of the study found 47 percent said these elements right with themselves and 5 percent expressed this element of inaccurate and deficient with themselves. In addition, 35 percent expressed almost exactly with themselves. As a consequence of this survey indicated that overall student UMP in charge of duties and abide by the principles that have been put. This can be viewed on the basis of table 6 below.

Table 6: Student perception of Honest

NO	Items	NR (%)	LA (%)	AE (%)	R (%)	VA (%)	Min	SD
15	I'll be dependable if not met in any lawsuit	0.7	4.3	42.8	34.8	17.4	3.64	0.845
16	I would be embarrassed if not honest in action	0.7	2.2	34.1	47.1	15.9	3.75	0.772
17	I feel guilty if not honorable in our language	0	0	31.2	48.6	20.3	3.89	0.712
18	I am willing to accept the risk that the truth of our words	0	2.9	28.3	52.2	16.7	3.83	0.734
19	Honesty in our words are important criteria for progress in education	0	0.7	23.2	52.9	23.2	3.99	0.704
20	I do not disclose confidential information about the task to not be	0.7	1.4	22.5	44.9	30.4	4.03	0.81
OVERALL PERCENTAGE		0.4	2	30	47	21	3.85	0.56

THE RELATIONSHIP BETWEEN GENDER WITH STUDENT ACHIEVEMENT

Statistical analysis the relationship between gender with student achievement found that there is a significant relationship. Is the coefficient of correlation between gender with student is $r = 0.145$, $p = 0.045$. It shows gender influence the achievements by students.

Table 7: Relationship between Gender with Student Achievement

Factor	Correlation(r)	Significant level (p)
Gender	0.145*	0.045

*** Significant at confidence level 0.05**

The study carried out by Rohani Arbaa (2010), shows that there are significant differences between male and female students in the full range of learning them. In addition, the study conducted by Rowe (2002: 2000) and MacDonald et al. (1999) demonstrated that male children are less committed to the education and they are more at risk of having low academic achievement.

THE RELATIONSHIP BETWEEN THE ACHIEVEMENT OF STUDENTS WITH THE ELEMENTS OF INTEGRITY

i) Discipline

Discipline is an action that shows the proper behavior and obedience to the rules that have been set. Among the index numbers in these elements is in conformity with the stipulated time, comply with the prescribed order at disciplinary, complete the tasks in the order specified and in writing or academic study.

Table 8 shows the Correlation Analysis to see the relationship between the achievement of students with discipline. Is the coefficient of correlation between the accomplishment of students with discipline is $r = -0.184$, $p = 0.030$. There is a significant relationship between the achievement of student discipline. It is proven that if scholars possess the attitude of discipline in their achievements which will affect higher achievement. This is because the subject plays a significant part in forming good behavior and hence will make students consistent in bearing out their jobs.

According to S. Samuel Peng (1993), performance, academic students very related to discipline students. A good level of discipline is promising positive results as well as vice versa. In addition, the results of a study conducted by Sousson, Helen (1995) in Florida found that the emphasis on self-discipline to improve academic achievement. This is because a student is disciplined be able to control his character and thus enable them to concentrate on their studies.

Table 8: Relationship between discipline, responsibility and honest with student achievement

Factors	Correlation(<i>r</i>)	Significant level (<i>p</i>)
Discipline	-0.184*	0.03
Responsibility	-0.194*	0.023
Honest	-0.194*	0.023

* Significant at confidence level 0.05

ii) Responsibilities

Responsibility is the attitude and behavior of an individual in carrying out their tasks and duties that should be done to themselves and society. Established on the findings of this study, responsibilities and achievements of students receive related, if pupils are responsible for themselves and their education, in terms of academic achievement also increased or maintained.

Table 8 shows the relationship between the responsibility for the achievement of students. Based on this table there is a significant relationship. This implies responsibilities and achievements of students are interconnected at the correlation $r = 0.194$, $p = 0.023$.

The study carried out by Julie Sprinkle (2009), found there is a positive relationship between student responsibilities the achievement at the University. Sukiat (1993) says there are six key factors in

responsibility. Such elements include the character work, willingness to tolerate risk, performing their duties provided, in the rules of life, survival and commit social. These factors play an important role in shaping the attitude of responsibility.

iii) Honest

Honest refers to conduct that is based on disabled make themselves credible does one person in terms of words, actions and work carried out. Honest attitudes play a significant part in order to achieve success in a subject or attempt. This attitude will be forged through experience or phenomena travelled.

Table 8 presents the relationship between honest with the accomplishment of students. Is the coefficient of correlation between the accomplishment of students with honesty is $r = -0.194$, $p = 0.023$. Thither is a substantial relationship between students' achievement, honest ingredients. It is proven that if scholars hold an honest attitude in ourselves will affect their achievement, high achievement is vice versa.

A survey conducted by Norhani Bakri et al (2005), to identify the cause of poor learning performance among the students found that one element is the attitude of trust against yourself. In the study found trust plays a significant character in student accomplishment.

The outcomes of this study showed that the ingredients carried in the integrity play an important function in creating community and high-value human capital regardless of nationally or internationally. Discipline, responsibility and honest interconnected in the melding of individuals. If an individual does not hold these values in itself, this will create a company with low integrity. In addition, through these elements can also build up a companionship that is civilized, moral and have respect for each other.

CONCLUSION

In terms of the average of the three values is examined at a restrained grade. Although nearly half of the respondents who said 'right' and 'very accurate' but this presents the notion that having an initial step to increase this share. This is because the subject of integrity is one of the subjects that are significant because this will disable the impairment of the function of the system. The outcomes of this survey show that pupils deliver a positive position on these factors.

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