

Traditional Retailing System and Emerging Malls in Maharashtra State

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Abstract:

Unorganized retail has dominated the Maharashtra market for decades but now organized retailing have started creating its own status in Indian retailing sector which is discussed in the following chapter under different sections. The current chapter reveals the Maharashtra at a glance, retailing system in India, its history and meaning, retailing formats, impact of the small scale of each vendor was perfect to cater to the reluctant Indian shopper while the large number of players kept several people employed. In this situation there was little motivation to bring organization into the sector. It took strong economic growth, liberalization of the economy and change in the Indian mind-set to realize the advantages of bringing organization to India's retail industry. Organized retail has a bright future in Maharashtra, but not one that will be easy to achieve.

Maharashtra at a glance:

Maharashtra occupies the western and central part of the country and has a long coastline stretching nearly 720 kilometers along the Arabian Sea. Maharashtra is the second largest state in India both in terms of population and geographical area (3.08 lakh sq. km.). The State has a population of 11.24 crore¹ which is 9.3 per cent of the total population of India. The State is highly urbanized with 45.2 percent people residing in urban areas. The State has 35 districts which are divided into six revenue division's via Mumbai, the capital of Maharashtra and the financial capital of India, houses the headquarters of most of the major corporate & financial institutions. India's main stock exchanges & capital market and commodity exchanges are located in Mumbai.

The gross state domestic product (GSDP) at current prices for 2011-12 is estimated at 11,99,548 crores and contributes about 14.4 per cent of the GDP. The GSDP has been growing at a rapid pace over the last few years. Presently industrial and services sector both together contribute about 87.1 per cent of the State's income.

The agriculture & allied activities sector contributes 12.9 per cent to the State's income. Maharashtra is the most industrialized State and has maintained leading position in the industrial sector in India. The State is pioneer in Small Scale industries. The State continues to attract industrial investments from both, domestic as well as foreign institutions. Progress on Human Development Index is often depicted as a benchmark of a state's progress of key development indicators. As per India Human Development Report, 2011 Human Development Index of India is 0.467 and State ranks 5th in the country with Human Development Index of 0.5722.

The State has maintained leadership position in the industrial sector in India. Presence of strong industrial sector remained backbone of the State's economic development. The industrial policy of the State has not remained static, but has undergone many changes with the passage of time. In order to address the challenges of globalization, liberalization and privatization, the State adopted first Industrial Policy in 1993,

which was revisited in 1995, 2001 & 2006 and recently the new Industrial Policy 2013 has been announced. Sectors which were exclusively in the public domain were opened to private sector, relaxation of norms for Foreign Direct Investment (FDI), favorable policies related to IT, BT, SEZ and Mega Projects, grape processing, etc. resulted in further development of the industrial sector in the State.

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Besides Mumbai, Thane and Pune, second-tier towns like Nasik, Aurangabad, Nagpur and Kolhapur have also emerged as Industrial centers resulting in remarkable industrial growth in the State. Maharashtrian citizens are living in comfortable houses. 6,587,266 (81.6%) of these have occupied the houses permanently indicating their stability in the area. 1,925,822 (23.9%) of the households are size of 4 members; indicating that they are nuclear families. 5,419,455 (67.2%) of the urban households are living in owned houses; indicating their economical stability. 6,645,419 (82.5%) of the urban households have separate kitchen room available and 4,524,341 (54.7%) of households are having independent sleeping room for married couples; indicating the standard of living of urban citizens. 7,608,033 (94.3%) of the urban households have electricity as a source of lighting and 6,584,731 (81.6%) have bathroom facilities within the house. 4,842,219 (60%) of the households are availing the banking services; indicates the modern life style. Apart from routine work and domestic activities the urban citizens are involved in activities like Anti ageing and healthcare Weight loss programmes, skin- and hair-care regimens, Education Professional re-education via part-time and online courses, Travel Trekking and adventure holidays, travelling to exotic destinations, Learning music of Hindustani and western kind, training for instrumental music, dance or a new language, cycling, joining a band, viewing and buying artistic paintings, books, and sculptures. Listening and buying old music and films from Bollywood, Hollywood or regional or world cinema, attending rock concerts, exhibitions of posters and vintage cars. They are also involved in spirituality Yoga, meditation, vipassana, following gurus and organized spirituality, religious holidays, Even many of the urban citizens are undertaking cosmetic Surgery Botox, facelifts, hair transplants, breast augmentation,

nose jobs, liposuction, and cosmetic dentistry. They all want to ride motorcycles, go on a solo journey to Laddakh, and drive cars to very long distance tours or pilgrimages

It can be concluded that human being in urban areas is living a life of certain standard. They are busy, caring, spiritual, health conscious and dynamic. The Indian society is changing and hence the Spending pattern of these urban citizens is also changing. The discretionary spending is capturing majority of consumer spending.

This is shift from necessities. The food expenditure is losing its share in total consumption it has gone down to 25% from 42%. This is because the citizens are mostly eating out during the working day and during nights on holidays, and eating out is part of discretionary expenditure and not the necessary expenditure. Spending on purchases that improve the economic prospects and quality of life is increasing.

The other major areas of increasing spending share are health, education, transport, and communication. Here also the shift from ordinary to stylish is experienced which has transformed these spending from necessary to discretionary spending. The spending on health care is almost 8% of the total spending. Means of private health care have become most important for urban Indians. Education and recreation spending is also growing by 5.5%. Educating the children has become priority for almost all Indians. The high income urbanites are spending more on better quality education. The spending on communication is 2.5% and there are many urban citizens who are using dual card cell phones. The transport has 18% share of spending. Personal products and services have 8.5% share in spending. Household products have 3%, Housing Utilities have 12%, Apparel have 5% and food and beverages have 38% share in total consumption⁵.

Retailing in India:

Retailing is one of the pillars of its economy and accounts for about 22 percent of its GDP. Organized retailing, in India, refers to trading activities undertaken by licensed retailers, that is, those who are registered for sales tax, income tax, etc. These include the publicly-traded supermarkets, corporate-backed hypermarkets and retail chains, and also the privately owned large retail businesses. Supermarkets and similar organized retail accounted for just 4% of the market Landscape of the Retail sector in India

One of the biggest opportunities and challenges that characterize the India retail sector is its structure. While it has matured over the years, it is still highly fragmented, with an estimated 12 to 15 million outlets. Its overall size is estimated to be INR 31 trillion (USD 534 billion) in 2013-14, with CAGR of 15 per cent over last five years, which is much higher than the growth of the Indian GDP in the same period.

With over 92 per cent of the business coming from the fragmented unorganized sector, such as traditional family run mom and pop stores and corner stores, the Indian retail sector offers immense potential for growth and consolidation. The revenue generated from organized retail (or modern retail) was INR 0.9 trillion (USD 15.5 billion) in 2009, INR 2.4 trillion in 2012 (USD 1.4 billion) and is expected to continue growing at an impressive rate to a projected INR 5.5 trillion (USD 94.8 billion) by 2018.11

Currently, India is one of the fastest growing economies in the world and by 2030, India would be one of the Top 5 economies in terms of GDP. The India retail market is estimated at US\$ 470 Bn in 2011, accounting for ~35% of GDP and is expected to grow to US\$ 675 Bn by 2016, @ CAGR of 7.5% sales will grow from US\$ 392.63 billion in 2011 to US\$ 674.37 billion by 2014 whereas its report for the first quarter of 2012 estimated that the total retail sales will grow from US\$ 422.09 billion in 2011 to US\$ 825.46 billion by 2015.

The growing wealth with the middle-class in India, the population size and the big percentage of population being in 30s, makes immense possibilities for entrepreneurial growth in the retail sector. It is projected to

become a US\$ 260 billion business over the next decade with around 21 per cent penetration Technopak Advisors Pvt. Ltd have estimated the category wise share of different consumer items traded under both unorganized and organized retail in India as on 2006,2011 and projections of 2016.The details of these estimates are given as under13:

Table 1: Indian Retail sector-share categories of retail shares in India.

Sr. No	Category	2006	2011	2016	CAGR %
1	Food and Grocery	217	325	425	5.50
2	Restaurants & Food Junction	4.6	8.8	15.8	12.5
3	Apparel	25	35	50.2	7.5
4	Furniture & furnishings	6.5	9.1	17.1	13.5
5	Healthcare & Fitness services	0.4	1	2.5	20
6	Consumer Electronics & Information Technology	16.5	22.7	42.8	13.5
7	Pharmacy	8	13.9	23.4	11
8	Jeweler, Watches etc	16.5	25.6	44.2	11.5
9	Beauty Services	0.6	1.3	3	18
10	Footwear	3.6	4.5	8.3	13
11	Others	11	23	42.5	13.1
	Total US \$(Bn)	310	420	675	7.5

Categories like Apparel market which is estimated at US\$ 5.5 Bn in 2011 and is expected to grow to US\$ 8 Bn by 2016, @ CAGR of 8.5% The organized Food and Grocery retail market in India is estimated at US\$ 9 Bn in 2011 and is expected to grow to US\$ 34 Bn by 2016, @ CAGR of 30% At 35%, Food & Grocery has the highest share of organized retail. Food & Grocery along with Apparel, Jewellery & Watches and Consumer Electronics & IT accounts for ~80% of the organized retail market in India in 2011 which is likely to grow in 2016.

History of Traditional Retailing in Maharashtra

While barter is considered to be the oldest form of retail trade, since independence, Retail in India has evolved to support the unique needs to our country given its size and complexity. They will continue to be present in most parts of the country and form an essential part of life and trade in various areas. The PDS or the Public Distribution System is the single largest retail chain existing in the country. The evolution of the public distribution of grains in India has its origin in the 'rationing' system introduced by the British during the World War II. By the year 1946, as many as 771 cities / towns were covered. The system was abolished post war, however, on attaining Independence, India was forced to reintroduce it in 1950 in the face of renewed inflationary pressures in the economy.

In Maharashtra, Bombay Bazaar, which stores under the label Sahakari Bhandar, and Apna Bazaars run a large chain of Co-operative stores. In the past decade, the Indian marketplace has transformed dramatically. It was at this time that many steps towards liberalization were taken in the period of 1985-90. It was at this time many restrictions on private companies were lifted, and in the 1990's the Indian economy slowly progressed from state led to becoming 'market friendly'.

Concept of Traditional Retailing:

Unorganized retail outlets employ more family labour than hired labour; on an average they employ 1.5 persons per shop from the family, and hired employees of Traditional Retail Format:

Kirana shops: This type of retail stores are independent and have emerged with the spread and density of population. Historically they are traced to the generation of surplus in agriculture that needed to be sold to obtain other essential commodities by the producer. This was accompanied by the emergence of a trading class in India. Generally the kirana, mom and pop and family owned retail stores represent the retail business in India. These are usually shops with a very small area, stocking a limited range of products varying from region to region according to the needs of the clientele or the whims of the owner. About 78% of these retail stores are family owned businesses utilizing only household labour. Even among the retail enterprises that employ hired workers the bulk of them use less than three workers.

According to ORG-MARG a small retailer is defined as one with an average turnover between Rs. 17,500 and Rs. 52,500 per annum¹⁷. Conventionally retailers source the merchandise from wholesalers and sell it to end users. Manufacturers distribute goods through carrying and forwarding agents to distributors and wholesalers. **Mandis and Weekly Bazaars:** These are the daily and weekly retailing where customers can get fresh vegetables, fruits daily in Mandis, each village, town city is having one or more mandis. Farmers bring fresh vegetables and fruit from their farms and sell in mandi. Whereas in weekly bazaar customers get everything of their household need on a fixed day of week in their town. Weekly bazaar is one stop shopping concept where all type of traders are having their stall in the Bazaar, where customer can get each and everything they need right from food to cattle and farming equipment, grocery to cloths and toys etc. in fact shopping mall culture is modern format of Bazaar structure. **Fairs and Festive shops:** India is having various festivals, on the occasion of these festivals local authorities or traders arrange fairs and festive shops where people get entertainment and they can shop at the same time. Normally fairs are arranged once in a year.

Impact of MRC (Modern Retail culture) on Traditional retail sector

The retail sector is expanding and modernizing rapidly in line with India's economic growth. It offers significant employment opportunities in all urban areas. In analyzing the impact of the increasing trend of large corporate entering the retail trade in the country. In addition, an extensive review of international experience, particularly of emerging countries of relevance to India, has also been carried out as part of the study.. The unorganized retail sector is expected to grow at approximately 10 per cent per annum with sales rising from US\$ 309 billion in 2006-07 to US\$ 496 billion. Yet, they see the advantages from a more efficient supply chain and logistics that accompany the growth of organized retail.

Emphasis on Organized Food and Grocery Retail: Implications for Kirana Stores and Street Vendors

Retail trade comprises a plethora of goods and services, including food and grocery, apparel, footwear, jewellery and accessories, books and music, medical services, household appliances and so on. In 2003-04, retail sales in India amounted to 61 percent (USD 234 billion) of the total private consumption expenditure of USD 375 billion²⁰. However, in view of the still evolving lifestyle patterns as far as goods and services other than food and groceries are concerned, and the persistence of widespread poverty and inequality in the country, as 77 percent of Indians spend less than Rs 20 per day²¹, an overwhelming majority of India's population spends large chunks of its income on food and grocery items. The 61st round of NSSO estimated that the share of food in consumption expenditure was 55 percent and 42 percent in

rural and urban India respectively²². Another report noted that in 2003-04, food and groceries accounted for 41 percent (USD 154 billion) of total private consumption expenditure and 77 percent (USD 180 billion) of total retail sales²³. The domination of this segment of retail has drawn the attention of the larger retailers in the country. As a result, 60-65 percent (around USD 15 billion)²⁴. Of the proposed investment for the expansion of organized retail is expected to be earmarked for food and grocery retailing. Apart from 12 million shops, an estimated 10 million street entrepreneurs derive their income from the retail trade in the country. A large majority of small shops and street hawkers are involved in food and grocery retailing.

Unorganized food and grocery retailers account for 99 percent of the total food and grocery retail sales in the country. However, massive investments by organized retailers with special emphasis on the lucrative food and grocery segment, evidently the major growth driver for the whole organized retail industry, has become a cause of great concern for the unorganized food and grocery retailers. On the basis of a study of the Indian food retailing sector noted that although there are more gainers than losers as organized retailers enter the Indian food retail industry, entry will have an adverse impact on the country's kirana stores. Even though there may be more gainers from organized retail in the country than sufferers, there is consensus that the process would have a significant impact on unorganized retailers, making it a matter of serious concern. The repercussions of organized food and grocery retail for the unorganized traders appear even more serious in view of the absence of any form of social protection during the time of contingencies, which is one of the key characteristics of the unorganized sector. Another issue is gradual governmental withdrawal on the social front over the years. Social sector expenditure as percent of total government expenditure (combined central and state governments) has declined from 22.3 percent in 2000-01 to only 20.4 percent in 2004-05, and as percent of GDP from 6.25 percent to 5.66 percent during the same period²⁵. Performance of Organized Retail in India.

The Retail Business in India is currently at the point of inflection. As of now, rapid change with investments to the tune of US\$25 billion were being planned by several Indian and multinational companies in the next 5 years. Organised retail is expected to garner about 16-18 percent of the total retail market (US\$65–75 billion) in the next few years. India has topped the A.T.

Conclusion

Today malls are gaining importance as the disposable incomes of consumers are increasing. Consumers visit malls to pass time shop and also to dine at the restaurants located in the malls. There is development of rich in mall segment, which is catering to particular segment of people, they are meant for specific types of products which are called as specialty malls. There are a significant number of new competitors in the retail sector, and the established players are seeking opportunity to expand rapidly. Currently, the government does not allow 100 percent foreign direct investment (FDI) in the retail sector. However, it is on the anvil and the entry of multinational retail chains would change the entire retail scenario of the country. Wal-Mart which took the franchising route to enter the country has now entered in to the joint venture (Bharati Wal-Mart). The government has allowed single brand retailers to make direct investments.

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Model of Management of Thai language, Culture and History in International School

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Abstract :

The research aims to 1) study the condition problems and guidelines for managing learning management according to the curriculum language, culture and Thai history at the upper secondary level in international schools. 2) create a management model for language, culture and learning management Thai history at the upper secondary level in international schools and 3) evaluate the quality of the management of language and cultural studies and Thai history at the upper secondary level in international schools. The population used in the research is 14 school administrators, heads of languages, culture and Thai history in 14 international schools and language teachers Thai culture and history at the upper secondary level in 52 international schools, derived from international schools that are teaching and learning at the upper secondary level in international schools from a total of 14 school total population of 80 people.

Keywords— model management Thai language, culture history international school

1. Background and Signification of the Research Problem :

In today's world society Learning foreign languages is important and essential in everyday life. Because it is an important tool in communication, education, seeking knowledge occupation creating an understanding of the culture and vision of the world community and aware of the cultural diversity and angle of the world society Bring friendship and cooperation with various countries Help develop learners to better understand themselves and others Learn and understand the differences in language and culture, tradition, thinking, society, economy, politics, government have a good attitude towards using foreign languages. And use foreign language for communication including access to various knowledge easier and wider with a vision of life learning foreign languages to aim for students to have a good attitude towards foreign languages can use a foreign language communicate in various situations seek knowledge to pursue a career and continue to study at a higher level both have knowledge and understanding of the various stories and cultures of the world community. Able to convey ideas and Thai culture to the world society creatively (Office of the Basic Education Commission Ministry of Education. 2008: 1) The Office of the Private Education Commission sees the importance of managing Thai language learning and culture for international schools and the development of Thai language courses and Thai culture in international schools to be suitable for the situation and potential of students in international schools. Thailand and international schools have to make learning standards and learning materials for Thai language and Thai culture to allow the school to adapt to the context of each school Subsequently, the Ministry of Education has laid down regulations on the determination of standards for international private schools at pre-primary, secondary and secondary levels, which have requirements regarding curriculum that International schools must arrange to learn Thai language and Thai culture for students of all levels. International students are required to study Thai language and Thai culture as a compulsory subject for 1 week / week for all Thai students. Set to study Thai language and Thai culture as 5 compulsory lessons / week, 1-time period is 50 minutes, in order to examine the quality of Thai language learning and Thai culture in international schools.

The Ministry of Education has a policy to instill Thai youths with patriotism, religion and a sustainable monarchy. The usage of Thai language correctly according to academic principles and situations, adhering to appreciation and being able to continue the tradition Thai tradition and good culture with knowledge and understanding in Thai history until able to seamlessly link the knowledge of Thai history to the current situation of Thai society in addition, the Ministry of Education has revised the core curriculum for basic education in 2008, the Office of the Private Education Commission. In order to clearly identify the elements of the course in accordance with the policy Which is a complete core curriculum and international schools apply to suit the context of each school (Office of the Private Education Commission 2015: 2-4).

The effect of changing the curriculum to suit the context of international schools and students Which makes international schools with foreign executives still do not have a full understanding of Thai language courses And must be ready to develop Thai language courses, Thai culture and Thai history Therefore it is the duty of the teacher to be responsible for finding the course Teaching methods as well as self-evaluation and evaluation by which the National Long school does not have a follow-up system of Thai language, Thai culture and Thai history as with other English courses therefore, Thai language courses, Thai culture and Thai history It is the duty of teachers to choose content and textbooks. In teaching and learning to students within their own schools and many international schools that have different concepts in teaching and learning such as using the teaching guidelines according to the readiness of the learner, usage of Thai language learning forms of the Department of Academic Affairs and the preparation itself without adapting to the different contexts of the International school (Pattama Nakasan. 2540: 137) and the problems found in international schools is that the administrators of international schools have an understanding of language courses Thailand does not fully support and not enough time to study and there is no standard for evaluation Which makes learning Thai language, Thai culture and Thai history inefficient and not suitable for the context of international schools (Nanthaporn Lertprasertkhong, 2009: 137). By using the Cambridge ICE CSE course, which is an English language course set out as follows (www.cambridgeinternational.org/ Search May 24 2018) and the ICE CSE exam results Thai language according to statistics recorded in Cambridge examinations since 2008-2017 for 10 years. There are more than 90 students at the level D, which is 50 percent, and within 10 years there are 3 years below 90 percent of the results. Bong describes the difficulty of taking the exam which indicates the skill of reading speed and writing analytical stories of Thai students who have to take the exam each year (Cambridge International Examination. 2018.) Accessed on June 7, 2018 <https://www.cambridgeinternational.org/Images/413612-cambridge-igcse-results-statistics-june-2017.pdf>.

Interviews with department heads with experience working in international schools 16 years starting as a teacher and promoted to the head of the Thai language department. Have experienced problems every year within their schools' International schools that use American or English courses Most of them are problems in learning management for students, namely 1, content that students need to learn a lot but at least 2 classes, the level of ability of students with differences in 4 skills and study in the same room 3, teachers The instructor must bring the story that the student is studying in English to adapt to the Thai language. 4, use the book to learn Thai language only as a guide only and 5 teachers must Find the content that is consistent with English lessons and suitable for the context of the school and the students (interviewed 3 people with the position of head of the Thai department in international schools and have more than 15 years of teaching and administration experience June 2018).

From such conditions the researcher has experience in international schools in teaching and administration of language, culture and Thai history at all levels. Therefore, interested in developing the management style of language learning management Thai culture and history at the upper secondary level of international

schools as a guideline for solving problems in learning management, language, culture and history to the administrators and teachers at the upper secondary school level in international schools.

2. Research Objectives:

1. To study the condition Problems and guidelines for managing learning management according to the curriculum language, culture and Thai history at the upper secondary level in international schools.

2. To create a management model for language, culture and learning management Thai history at the upper secondary level in international schools

3. To evaluate the quality of the management of language and cultural studies and Thai history at the upper secondary level in international schools.

3. Scope of Research

Research on management styles of language, culture and Thai history management at the upper secondary level in international schools This time is divided into 3 phases. Each phase will be detailed in the following topics:

Phase 1 to study the condition problems and guidelines for management of learning management according to the curriculum, language, culture and Thai history at the upper secondary level in international schools, divided into 3 parts, namely

1.1 Study documents and research

Population and sample groups were 14 school administrators, heads of languages, culture and Thai history in 14 international schools and language teachers. Thai culture and history at the upper secondary level in 52 international schools, derived from international schools that are teaching and learning at the upper secondary level in international schools from a total of 14 schools, totaling 80 people.

1.2 Study the problems and guidelines for managing learning management according to language courses Thai culture and history at the upper secondary level in international schools by interview.

Informant Group:

Information groups include 14 school administrators, heads of languages, culture and Thai history in 14 international schools and language teachers Thai culture and history at the upper secondary level in 52 international schools, derived from international schools that are teaching and learning at the upper secondary level in international schools from a total of 14 schools, totaling 80 people.

Population used in Research:

The population used in the research is 14 school administrators, heads of languages, culture and Thai history in 14 international schools and language teachers Thai culture and history at the upper secondary level in 52 international schools, derived from international schools that are teaching and learning at the upper secondary level in international schools from a total of 14 schools Total population of 80 people Sample group used in research

The samples used in the research are as follows: 14 school administrators, head of the department of language, culture and Thai history in 14 international schools and teachers of language, culture and Thai history at the high school level, 52 people, derived from international schools that have instruction in Upper secondary school level in international schools from a total of 14 schools, a total of 80 people.

Variables Studied:

1. Learning
 1. Course

2. Learning activities
3. Teaching materials
4. Evaluation and evaluation
5. Educational supervision
6. Support of NPO

2. Administrative process

1. Planning (P)
2. Practice to correct and check every step (D)
3. Inspection method ©
4. Improvement (A)

Phase 2: Create and examine the management of learning management for courses in language, culture and Thai history at the lower secondary level in international schools.

In creating a management model for learning management of courses in language, culture and Thai history at the upper secondary level in international schools The researcher will proceed as follows.

1. Drafting the management model for learning management of courses in language, culture and Thai history at the upper secondary level of international schools By applying the study results in step 1 to analyze and synthesize with various theories Which has been studied in Chapter 2 and then used such analytical results to be used as information in the drafting of the management of learning management curriculum for language, culture and Thai history at the upper secondary level in international schools

2. Examine the correctness and appropriateness of the management model of learning management of courses in language, culture and Thai history at the upper secondary level in international schools.

Informant :

Informant are 10 experts who have been selected by purposive sampling by experts from individuals with the following qualifications:

1. Be an expert in teaching and learning, teaching language, culture and Thai history in international schools.
2. Having experience in management Learning management in international schools for at least 5-7 years
3. Become a member of the International School Association of Thailand

Variables Studied :

1. Drafting the management model for learning management of Thai language, culture and history at the upper secondary level in international schools
2. Accuracy and suitability

Phase 3: Evaluation of learning management styles for language and culture courses and Thai history at the upper secondary level, international schools by using the evaluation form

The researcher will evaluate the learning management style management in Thai language, culture and history at the upper secondary level in international schools. Of accuracy and appropriateness
Population used in research

The population used in the research is the same group as the group used in Phase 1, being 14 directors, 14 department heads, and 52 upper secondary school teachers, totaling 80 people of 14 international schools.
With the group used in step 1

Sample group used in research

The samples used in the research are as follows: 14 school administrators, head of the Department of

Languages, Culture and Thai History in 14 international schools and language and culture teachers and Thai history at the junior high school level in 52 international schools, totaling a total of 80 people

4. Definition of Terms

Learning management model for Thai language courses, Thai culture and Thai history at the upper secondary level in international schools

1. International schools mean schools that provide education in the system that uses the curriculum of foreign countries in Thailand or a foreign course adapted Or create your own course that uses English and other languages as the main media Has determined the school type from the Ministry of Education classify the course into 4 main categories as follows: American formula Course of the Kingdom of England and Wales IB International Program (International Baccalaureate IB) and other international programs, such as Korea, Canada, France, Japan, Germany, Singapore, Switzerland, Australia, India, etc. All schools mentioned above must have language courses, Thai culture and Thai history. Determined by the Ministry of Education.

2. Language, culture and history courses mean to courses for international School Held for teaching and learning to all students and at all levels Who are Thai students and international students by requiring language learning Thai culture and history is a compulsory one lesson per week for international students. As for Thai students, it is compulsory to study at least 5 lessons per week. The period of time is 1 time, equal to 50 minutes.

3. English courses mean to courses held in the United Kingdom, England for all citizens between the ages of 5-15 years attend a compulsory education. The British education system is similar to education in many countries around the world. Start attending kindergarten, elementary school, secondary level And higher education In order to prepare students to learn, children between the ages of 3-5 years are kindergarten. Children aged between 6-10 years are compulsory education. Is called Primary School and Secondary School. Children between the ages of 11-15 years and students aged 16-18 will study at the College level. During the junior high school level, children 16 years of age must take the school exams called I-G-C-S-E. (International General Certificate of Secondary Education Exam) which is equivalent to Grade 6 of the Thai education system

4. Learning activities means learning management. Which allows the learner to achieve the achievement of the specified objectives, ie when the student is at the level 11 and has Thai nationality Must receive every Thai language exam and pass a very good level

5. Teaching materials mean to things that are individuals, materials, equipment and techniques. Which is an intermediary that allows learners to learn quickly and easily according to the purpose of teaching and learning as tools and intermediaries that are important in the teaching and learning process. The student body is correct and fast, resulting in the students changing their behavior according to the teaching objectives correctly and appropriately. Educators call the teaching name with names such as teaching equipment. Audio Visual Equipment Educational Technology Teaching media, educational media, etc.

6. Evaluation and evaluation means measuring and evaluating the results in the learning management process. Instructors proceed to develop learners and judge grades in the course. In the assessment can be evaluated Before school or after school to see the development of learners Instructors evaluate learning outcomes according to indicators that are targeted at each unit in various ways such as questioning, observation, homework examination. Expressions in performance practices Expressing various symptoms of students at all times at the event to see if achieving metrics or likely to achieve the indicators and fix the bugs periodically Continuous

7. Educational supervision means is an important tool in developing knowledge, thinking, ability, including

behavior, attitude, values and morals of individual person qualifications within the international school there is supervision of teachers for every term and everyone by using the supervisory level for those under the supervision and writing supervision reports Which can provide teachers with quality development and is a consistent study and self-improvement

8. The support of the Office of the Private Education Commission: OPEC) means The Ministry of Education has the authority and duties under the Private School Act BE 2550 that has the following duties: 1. To promote, support, coordinate and implement compliance with laws relating to private education. 2. To propose a strategic policy. Private education development plan, set the rules and standards for private education Including promoting academic support Quality Assurance Research and development in order to improve the quality of private education. Private education subsidies Work Protection Teacher Benefits Educational Personnel and those involved in private education management. 4. To be a center for supporting information and private education central registration, as well as monitoring and evaluating the results of private education management. 5. To work with or support the work of other agencies that Related or assigned

9. Planning of operations Planning (P) means developing a learning management plan that develops common desirable characteristics. By analyzing learners Course Analysis Teaching Planning Evaluation of courses Plan periodic teaching

10. Doing operation (D) means assessment operation before class Students practice learning activities Learning evaluation measurement Data Collection Create awareness and plan education

11. Checking check (C) means checking Evaluate results from participation in activities and inspections. Student portfolio Observe work performance during class time and study together with students. Examination of the work from the study Offer the job correctly according to the issue.

12. Improvement of Acting (A) means improvement of measuring instruments Improve the development of teaching and learning media, as well as improve and develop teaching and learning activities to be up to standards and maintain standards

Expected benefits :

1. The results of this research to get the management style of language learning management Thai culture and history at the secondary level in international schools to be appropriate and accurate.
2. Results from this research Get the management style of learning management in language, culture and history at the upper secondary level in international schools for students.

5. Conceptual Framework for Research :

The conceptual framework of this research Form of learning management for culture language courses and Thai history at the upper secondary level in international schools The researcher has set the conceptual framework of research based on the concept of National Education Act BE 2542, Section 22 Education Management All learners have the ability to learn, develop themselves. And learners are of the utmost importance in accordance with Section 24 for the educational institution to proceed Content Arrangement and the learning process is instructional media Activities learned from real experiences Practice in thinking to think, act as a love, and continue to learn. (National Education Act, 1999, Revised No. 3, 2010: 8-9) Hough and Duncan, 1970: 144) Learning management that the activities of people with 4 main principles and reasons are curriculum, learning management, measurement and evaluation, learning management

Sirichai said that the quality assessment (2011) consists of assessment experts. There is a belief that assessment is necessary for human activities. A good assessment will help build understanding and

develop better things. The poor assessment will be a counterweight and destroy the progress. The Board therefore proposed 30 criteria to be the norm of assessment activities. Which can be classified into 4 categories as follows (Sirichai Kanayawasee, 2011: 179-180)

International school Concept :

International School Association of Thailand Is an international education center in Thailand and a representative of the member school in the operation of all the matters related to international education by providing services to members and increase the potential member school with promotion and improve the quality of educational standards Student learning as well as morality and ethics in the operation of international education in Thailand Main obligation.

1. Promote the ethical requirements of the association Among member schools
2. Support communication and cooperation among member schools
3. Promote reputation and the honor of the member school to be apparent
4. Support professional development school development and networking for member school.
5. Support policy and the operation of the government sector According to approval and resolution of association.

The International School Association of Thailand was established in 1994. At that time, there were only 5 schools and the main objective is to coordinate with the Ministry of Education There are currently 120 members of the school, but the association is still doing its main function. To coordinate and work with agencies And organizations of the public and private sectors to enhance understanding about international education and the association has a role in the development of international education quality continuously Which not only benefits international schools among members But also contributing to the development of education in Thailand as a whole Quality of international education management Of the school, members of the association Is apparent And accepted by foreign organizations With a mission to evaluate And quality assurance of international education standards such as the Western Association of Schools and Colleges (WASC) (<https://www.acswasc.org/>), the New England Association of Schools and Colleges (<https://www.neasc.org/>), the Council of International Schools (CIS) (<https://www.cois.org/>) and CFBT Education Trust (<https://www.cfbtschoolstrust.com/>), members of the International Schools Association Thailand Is ready to support the needs of families and learners from all over the world Since the course of study with an international school that provides instruction based on the American System Schools that provide education based on English courses International Program International Baccalaureate (IB) (<https://www.ibo.org/>) and other national programs. There are also a variety of extra-curricular activities. To promote students' potential according to their aptitude Both sports All arts and design, technology, etc. have different sizes and school locations Distributed throughout all regions of the country and the achievement of international education management It is evident that students who have graduated from international schools in Thailand are accepted to enter higher education in leading universities around the world, including Thailand. (International Association of Thailand, searched on 10 June 2018 <http://www.isat.or.th/th/about-isat>).

List of international schools using English Courses :

1. Korean International School
2. Wells International School - Onnut
3. Traill International School
4. Harrow International School
5. Arbis International School
6. International Pioneer School
7. Shrewsbury International School, Bangkok
8. Trinity International School

9. St. Andrews International School, Bangkok.
 10. French International School Bangkok
 11. Bangkok Patana School
 12. Bromsgrove International School
 13. International Young Ambassadors School
 14. The Regent International School, Rama 9
- (List of international schools submitted 2016 annual report, searched on 30 July 2018).

Concepts of Thai Language, Culture and History courses for schools in the system International Type.

National Education Act BE 2542 and additional amendments (No. 2) B.E. 2545 have provisions regarding quality assurance within educational institutions and require that all types of schools implement the system and conduct internal quality assurance. In addition, every year, the school's agency is responsible for monitoring the quality of the internal quality assurance of the school. Sometimes in all three years and the Office of the Private Education Commission, which is the agency of the International School, has acted in accordance with the provisions of the said law. Which has determined the evaluation of teaching and learning of Thai language and Thai culture in international schools as determined by the Ministry of Education

The Office of the Private Education Commission see the importance of language teaching and learning. And Thai culture in international schools And have developed language courses And Thai culture in international schools to suit the situation and potential of students in international schools which are already diverse in context The first time in 2008 by the Office of the Private Education Commission in collaboration with the International School Association of Thailand and the International School Has appointed a working group consisting of experts from international schools to create learning standards and language learning materials And Thai culture so that the school can be adapted to suit the context of each school The Ministry of Education has a policy to instill Thai youths with patriotism, religion and a sustainable monarchy. Use Thai language correctly according to academic principles and situations, adhering to appreciation and being able to continue the tradition. Thai tradition and good culture have the knowledge and understanding of Thai history until being able to seamlessly link the knowledge of Thai history to the current situation of Thai society. In addition, the Ministry of Education has revised the Core Education Curriculum in 2008 for such reasons. The Office of the Private Education Commission therefore deems appropriate to develop and improve the language courses. And Thai culture in the new international school once again In order to clearly identify the elements of the course in accordance with government policies and the Ministry of Education Therefore, invited the experts in teaching Thai language and Thai culture in international schools, which were taught by various foreign courses And related persons come together to conduct a meeting between 13-17 July 2015 to develop and improve the curriculum to "Language, Culture and Thai History Courses in International Schools" which is a complete core curriculum and international schools can be applied to suit the context of each school. (Office of the Private Education Commission, 2016: 1-2).

Core courses in language, culture and Thai history in international schools To develop all students to achieve full communication skills in Thai language according to their potential for Thai national students, which is a major force in the future of the nation To be a good Thai Good and happy And still maintain the Thai tradition in accordance with the traditions, traditions and culture of goodness, adhering to the rule of democracy with the King as Head of State Have knowledge and skills in using Thai language correctly according to academic principles and situations Able to integrate the knowledge and experience gained from studying the course in this course for further study and daily life both in Thai society and the world society for foreign students Aim to develop students to have knowledge Understanding and respecting Thai culture which is the host culture Can use Thai language to communicate properly in Thai society and living in

Thailand with quality and happiness.

Principles :

Core courses in language, culture and Thai history in international schools There are important principles as follows.

1. It is a curriculum to create a complete Thai citizenship with a goal and standard of learning as a goal in the development of Thai youth in schools to become Thai with knowledge, skills and attitudes showing the wisdom of the ancestors. Language, culture, tradition and aesthetics
2. It is an educational program that cultivates Thai youth to love and respect the Thai monarchy that has contributed to the Thai nation for a long time. Nationalism and religion that he respected
3. It is a curriculum to cultivate Thai youth to love, respect and adhere to Burapha King and people who have influence on various changes. In the past and the history of the Thai nation Have understanding and pride in Thai wisdom.
4. It is an educational program that encourages foreign youth to have a correct understanding and have a positive attitude about Thai culture. Thai history Thai monarchy and able to communicate appropriately in Thai according to the language and culture of each person in Thailand
5. It is a curriculum that has a flexible structure and management to define both the subject matter of learning. Learning unit and time arrangement for teaching and use a variety of learning management methods Focus on integration focus on learners This is as appropriate for the philosophy and context of each school.
6. It is an educational program that focuses on learning by analytical thinking. Creative thinking, innovation Integrate Knowledge and use information technology for communication (ICT) in learning.

Objective :

Core courses in language, culture and Thai history in international schools Aim to develop students in international schools as follows

1. Thai students

To allow Thai students to become Thai Use Thai correctly Respect and adhere to the rule of democracy with the King as the head of knowledge, awareness and heritage. Thai tradition and culture Having responsibility and awareness of Thai citizenship, analyzing and understanding the situation of Thai history, therefore determining the objectives for the learners as follows:

- 1.1 Being Thai with virtue, ethics and desirable values Have pride and practice in accordance with Thai customs, traditions and culture and have an attitude to continue in the future
- 1.2 Having knowledge, ability and skills in communicating and using Thai language correctly according to academic principles and situations.
- 1.3 Have patriotism, religion, monarchy Have a sense of duty as a Thai citizen and the world Adhering to the rule of democracy with the King as Head of State
- 1.4 There is a conscience to preserve Thai culture and wisdom. Have a public mind that will benefit and create good things in Thai society and the world society
- 1.5 Have discipline and practice according to the principles of Buddhism. Or religion / ethics that he respected and adhering to the sufficiency economy philosophy in life.

2. Foreign students

To allow foreign students to have a better understanding and respect for Thai culture Behave according to Thai culture and communicate properly in Thai.

The structure of syllabus :

Thai language, culture and history courses for international schools are divided into 2 sub-subjects.

1. Language, Thai culture and Thai history for foreign students, consisting of the content and standards for students' competency level.

1) Thai language learning group for daily communication

2) Thai culture group and student culture.

3) Social Studies and Thai History Which studies about Thai society Thai geography and Thai history.

Standards for Thai Competen cy	
L 1 .1	Students engage in conversations, obtain and provide information, express feelings and exchange opinions in Thai appropriately .
L 1.2	Students demonstrate an understanding of the relationship between Thai language and culture, and use Thai appropriately for different occasions both within and beyond the school setting .

Standards for Thai Culture Competency	
C 1.1	Students demonstrate an understanding of the similarities and differences between the Thai culture and the studentscultures and apply themselves appropriately with the Thai cultural practices .
C 1.2	Students use English or the school primary language to communicate their knowledge and understanding of Thai culture, Thai society, Thai literature, Thai traditional practices in different regions, and participate in Thai cultural activities appropriately .

6.Research methodology :

This research the researcher has taken steps to ensure that the research is able to achieve the objectives of the management of learning management in Thai language, culture and history at the upper secondary level in international schools. Which the researcher has defined various details of the research in this research divided into 3 phases, each phase has details according to the following topics

Phase 1: study documents about management guidelines and problems in managing the learning management of courses in language, culture and Thai history at the upper secondary level in international schools The researcher is divided into 3 parts:

Part 1: Study of documents related to the management of language learning courses Thai culture and history at the upper secondary level in international schools Population and sample groups are related documents.

Part 2: Study of problems and guidelines for management of learning, language, culture and history courses at the secondary level in international schools by interview.

Part 3: Study of problems and guidelines for management of learning, language, culture and history courses at the secondary level in international schools by using a questionnaire.

Population used in research :

The population used in the research is 14 school administrators, heads of the Department of Languages, Culture and Thai History in 14 international schools and teachers of language, culture and Thai history at the upper secondary school level in 52 international schools, totaling 80 people. Teaching and learning at the high school level in international schools from all 14 schools of the school. International with high school level teaching in international schools Acquired by using the tables of Krejcie and Morgan, (1970).

Sample group used in research :

The samples used in the research are as follows: 14 school administrators, head of Thai language department, Thai culture and Thai history in 14 international schools and teachers of language, culture and Thai history, 52 people, a total of 80 students of international schools that are taught at the level Secondary education in international schools Acquired by using the table of Krejcie and Morgan, 1970).

Creating research tools :

The tools used in the research in Step 1 are the analytical form of the document. About the management style of learning management in Thai language, culture and history at the upper secondary level in international schools namely questionnaires, opinions about the management of learning management, language, culture and Thai history at the upper secondary school level in international schools, namely 1. Curriculum 2. Learning activities 3. Teaching materials 4. Evaluation and evaluation 5. Educational supervision 6. Support of educational administration in 4 areas: 1. Planning, = P 2. Practice and correct and check every step of Doing = D 3. Examination of methods The Check the duration and evaluate the performance of Checking = C 4. Improvement success, defects and improvements acting = A according to the level of the opinions of Likert scaling in the form of a table which is a question that allows the respondents to choose answers based on their opinions The questionnaire has a 5-level rating scale.

7. Conclusion

Management theory concepts

Human society is a society that has formed as a group, among them, is a community of various sizes, ranging from villages, sub-districts, cities and countries. In order to be able to perform various activities successfully for survival, peace and progress in those communities Therefore causes "Social institutions" and "administration" established social institutions, whether they are families, temples, schools and other organizations, both public and private sectors. Therefore, must facilitate or service for the benefit of the members and the prosperity of the society. Simon (Simon, 1958: 3) gives the meaning that "administration" means various activities in which two or more individuals collaborate to achieve one or more common objectives (Blanchard and Johnson) (Blanchard and Johnson, 2001), meaning "administration" Means the process of working with individuals and groups of people, along with administrative factors Including tools, budgets and technology to lead the organization to success according to its goals (Frederick W. Taylor, Frederick W. Taylor). All administrative tasks need to be done with the rules. Which is determined from careful study analysis In order to have the best way to produce more productivity for the benefit of all parties involved (Frederick W. Taylor refers to Sompong Kasemsin: 27) Paiboon Changphan (2532:17) Provides administrative means that means a system that consists of processes for bringing administrative resources, both material and people, to achieve effective objectives (Boonthan Dokthaisong (1994: 1) implies that management is the most effective management of existing resources to meet the needs of individuals, organizations or countries or management for everyone's profits. In the Drucker Organization, 1980: 6, said that administration is the art of working to achieve goals, together with others, to work by relying on others to do within The organization image said Human resources will be the main resource of organizations that come together to work in the organization. Which these people will use resources in other materials, machinery, equipment, raw materials, capital, as well as various information to produce products or services, distribute and respond to the satisfaction of society.

Conclusion the administration is an activity of 2 or more people. There is a collaboration to do one of the activities. By using various techniques and methods to achieve common objectives. Academic Administration Group There are procedures and procedures for academic administration as follows:

**1. Planning (Planning) 2. Organizing 3. Staffing 4. Directing 5. Co-ordination
6. Reporting and 7. Budgeting.**

Academic Administration Group has planned the work in the medium-term action plan (3 years) and the action plan, project, work and annual activities and also determines the roles That fulfills the intent The National Education Act is as follows.

1. Academic administration.

1.1 School curriculum development.

1) Preparing the school curriculum to be in harmony with the problems

The needs of learners, parents, communities and society in accordance with the core curriculum framework of basic education

2) Manage school curriculum

3) Supervision for the development of curriculum implementation in educational institutions

4) Follow, evaluate and improve school curriculum and report the results to education area acknowledged.

International School Management System :

The International School Administration said in (Yusadee Trongtokan 1997: 27-28) that work is related to the provision of teaching and learning activities in schools in order to create maximum development for students in all aspects. In terms of intelligence, physical, mental and social, academic administration, such as organizing various activities, are as follows: 1. Supervision of teaching and teaching equipment. 3. Classroom 4. Teaching teachers 5. Improving teaching and learning 6. Training for regular teachers 7. Academic work dissemination 8. Educational measurement 9. Research and research 10. School standard assessment Management of all kinds of activities in educational institutions or schools regarding the development of teaching and learning to be effective and most effective. Because the duty of every educational institution is to provide academic knowledge to students There are administrators or principals as academic leaders working with teachers, giving advice and coordinating for everyone to work together effectively Happy, satisfied, with unity, image and living conditions, as well as helping to spread to the home as appropriate with different management styles that are suitable for each school.

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The Management of Sustainable Community-Based Tourism: A Case of Ban Kokekrai, Nakorn Patom Province

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Abstract:

This research on the participation of the community in Lamphaya Floating Market, Nakhon Pathom Province to develop sustainable tourism has the objective of studying the participation of locals in the community to manage tourism at Lamphaya Floating Market sustainably and to identify ways to encourage locals in the community to co-operate in sustainable tourism management at Lamphaya Floating Market.

The research method involved the collection of both primary and secondary data. The primary data was obtained from interviews and questionnaires. The interview were in-depth interviews with structured interview questions. The researcher interviewed one participant, who identified other potential informants to interview, and the process was repeated until the interviews were completed. The qualitative data analysis involved Content Analysis, which was performed by coding interview transcripts. The quantitative method was also employed: 100 questionnaires were distributed through Accidental Random Sampling to locals living in the Lamphaya area and to local government officials (Sub district Administrative Organization) at Lamphaya Floating Market. This process produced results about how locals in the community co-operate in sustainable tourism management at Lamphaya Floating Market. All data are analysis was performed by computer program.

The research found that the participation of locals in tourism management was at a high level, especially in terms of location management. Locals participate in planning, attend meetings about policy, and discuss new ideas with regard to many things. However, while locals are able to evaluate tourism facilities as good or not good, they are not directly involved in the process of planning or policy or management. Locals co-operate to manage human resources very well, but they do not participate much in setting the rules of the village. This is because the rules are flexible, and are transferred from generation to generation rather than being fixed. On the other hand, locals participate in the management of the creative local product process at a high level.

Suggestions

1. The new generation should be encouraged to participate in tourism management.
2. The locals should think about the public and love the community more than seek private benefits through their own business.
3. Government should be involved in helping locals, and local government should be involved in meeting and planning about tourism management at Lamphaya Floating Market.
4. Locals and the community in the nearby area should be encouraged to recognize the importance of sustainable tourism management.

Keywords: ommunity-Based tourism, sustainable tourism, Ban Kokekrai

Introduction

Tourism management by the community is operated. And participate in driving the local tourism system in the form of community-based tourism, which is a widely accepted method of applying for sustainable tourism management Which focuses on creating a balance of economic, social, and conservation of natural

resources and the environment in tourist attractions Currently, the form of tourism management by the community is expected to be a tool to strengthen the local area. Both stimulate participation in environmental preservation, job creation, community product processing Income distribution to the community to solve poverty but in most cases, community tourism management often does not consider the potential, product differentiation. Tourism, including identity and traditional lifestyle, which is the foundation of communities in different areas in addition, the investment and support of the government is a large investment. Whether it is restoration Infrastructure Development and encouraging the private sector to invest in services such as hotels, shops, service facilities etc. (Bharadet Payakvichien, 2007). down) to rural communities but there is still lack of clarity in the policy and implementation of community tourism management as a service product such as the development of community management capabilities Creating a community network Extending in marketing Public relations and the promotion of tourism, community tourism

However, when compared to other countries Then Thailand has the capability and has the basic resource advantage. (Ministry of Tourism and Sports, 2012) with a variety of tourism resources distributed in all provinces and is ready to accommodate tourists with many tourist attractions that are world class beauty Unique from other regions Including the industries that support the linking of various tourist attractions. There are many potential tourist attractions ready to be developed. When considering the potential of tourist destinations in Thailand and countries in Asia by considering the famous tourist attractions About 104 destinations in Thailand are secondary to China. Japan and India, respectively, with the most famous marine and beach destinations in Thailand (Ministry of Tourism and Sports, 2012) with the outstanding potential of tourist attractions and tourism resources of Thailand as mentioned above especially the tourist attractions in the sea and beaches in the south Both Thai and foreign tourists want to travel. But whenever the tourism industry grows and develops more What will follow is the impact on society, community, environment and culture and traditions of local communities or tourist attractions.

In this study The researcher studied community participation. Sustainable community tourism management Case study of Lam Phaya Floating Market community tourism Nakhon Pathom which is a community of Watwithi way to sustainable tourism The main reasons for choosing to study the Lam Phaya Floating Market community Because this community is a Chinese community with a long history Which is basically a community that has a peaceful lifestyle Simple life Popular in business, service or tourism business that does not affect the way of life of the community due to the arrival of tourists But the tourism community of Lam Phaya Floating Market relying on tourism as a means of preserving the way of life and natural resources and Buddhist travel In order to receive useful information for understanding sustainable tourism The researcher uses case study research methodology to understand and participate in sustainable community tourism management. of tourism in Lam Phaya floating market community Nakhon Pathom and the potential for sustainable community tourism management of tourism in Lam Phaya Floating Market community Nakhon Pathom that will be useful for future sustainable tourism operations.

Objectives

A study entitled Participation of Lam Phaya Floating Market community Nakhon Pathom province for sustainable tourism management The main objectives of the study are as follows.

1. Study the participation of Lam Phaya Floating Market community. Nakhon Pathom in sustainable community tourism management.
2. Analyze the important elements for participation in tourism management of Lam Phaya Floating Market community. Sustainable Nakhon Pathom province.

Scope of research

1.Area scope This Study Have studied in the area of Lam Phaya Municipality And Lam Phaya Subdistrict Administrative Organization Area Located in the north of Nakhon Pathom province. Is a qualitative research under the interpretive research paradigm (Interpretivist Paradigm) using Case Study Research method to

collect data by interviewing and observing from the tourism community of Lam Phaya Floating Market Nakhon Pathom The researcher conducted both the researcher model and the observation from being a tourist who used to service the tourism community of Lam Phaya Floating Market. Nakhon Pathom.

2. Content scope focus on various issues as follows.

- 2.1 Participation of people in tourism development of communities in the Lam Phaya Floating Market
- 2.2 Potential of the community in sharing the benefits of managing the Lam Phaya floating market community by interviewing and collecting questionnaires consider the location facilities and personnel.
- 2.2 General opinion factors
- 2.3 Suggestions and general opinions on the development of community participation

3. Population boundaries

- 3.1 Population in this research Namely those who live in communities and leaders of communities in Lam Phaya Subdistrict Municipality and Lam Phaya Subdistrict Administration Organization (Lam Phaya Subdistrict Administration), totaling 100 people
- 3.2 Officers in government agencies both officials in Lam Phaya Subdistrict Municipality Personnel Officer of Lam Phaya Subdistrict Administration Organization (Lam Phaya Subdistrict Administrative Organization).

Materials and Methods

Collection of primary and secondary data The primary data were obtained from interviews and questionnaires by the interview form Is an in-dept. Interview with questions that are structured questions. The interview method is chosen when the informants or the respondents propose repeated respondents. Together, the researcher will stop by analyzing the data to analyze qualitative data with content analysis method by descriptive decoding, data from interviews, questionnaires were selected, sample selection using Accidental Random Sampling from the population, i.e., people living in Lamphaya Municipality, number 100 People in order to know the participation of communities in sustainable tourism management and then use the results from the questionnaire to analyze by using statistical data

- 1. Key informants used in the study are People responsible for tourism management of community tourism groups
- 2. The researcher collected data by interviewing the people responsible for the management of the Lam Phaya Floating Market community, including market executives and traders in Lam Phaya floating market. To guide sustainable tourism management and to analyze triangles (Triangulation) the researcher conducted a participant observation. And observe without participation by community residents and use tour services in the tourism community of Lam Phaya Floating Market Nakhon Pathom to verify the accuracy of the information obtained from the main contributor.
- 3. The tools used to collect data are structured interview forms. And using Case Study Research to collect data from community tourism groups The researcher will use the field note recorders. Camera to collect data Including the development of a potential analysis model for sustainable community tourism management based on indicators developed from relevant documents and research.
- 4. Data analysis method The researcher will prepare a field note from interviews and observations. And preparing details from data collection (Transcripts) and using Thematic Analysis method to answer research questions with the following process.
 - 1) Read details from data collection (Transcripts) that have been concluded from field notes, interviews and observations to define the code for coding, qualitative data.
 - 2) Review the codes found and identify the meaning and details of the codes and read the details from the data collection again to eliminate the code that is repeated or add new code.
 - 3) Group all the codes in the group that are meaningful or have similar details. In this process, the researcher will read the details from the data collection, including understanding the theory used in the research as a

framework for analyzing and determining the importance. Including identifying the meaning of the theme.

4) Check the accuracy and consistency of data analysis by inviting researchers who have at least 2 experience in qualitative research work, consider themes and analytical results in order to provide information minor error.

5. This study, the researcher spent 12 months studying from June 2017 to December 2018.

The Analysis of Data

A study entitled Community participation in sustainable community tourism management: a case study of Lam Phraya Floating Market Nakhon Pathom results are as follows:

In analyzing the potential of sustainable community tourism management, it was found that Lam Phaya Floating Market Tourism Group Nakhon Pathom Have the potential to manage in 4 areas, namely tourism resource potential Service potential and providing quality experience for tourists Potential of tourism management and the potential of community participation with the following research results.

1. Potential of tourism resources

Lam Phraya Floating Market Community Travel Group in the tourist area that is the land near Bangkok There are main tourist attractions in the area namely Phra Pathom Jedi and many other attractions for tourism potential of the tourism community of Lam Phaya Floating Market That has high attractiveness potential, including a variety of tourism activities Including sitting on a boat, paying homage to the monks, making merit, watching nature, watching the local agricultural career of the community Is a tourist attraction and main tourism product of Lam Phaya Floating Market Nakhon Pathom The study indicated that Most tourist attractions have a large number of commercial occupations. And travel cruises by providing services for small and large groups of tourists, not exceeding 10 - 20 people, which is consistent with the amount that the homestay can support The group considers that the importance of conservation of tourism resources should be given because such resources are a source of livelihood. Of people in the area Taking advantage of the same Tha Chin River in the livelihood of all people in the Lam Phaya Floating Market community Nakhon Pathom

2. The potential for service and providing quality experience for tourists

Most of the tourists who travel to Lam Phaya floating market Is both a Thai tourist and foreigners Which many travel from Bangkok and a tourist in Nakhon Pathom Province Lam Phraya Floating Market Committee Nakhon Pathom Has defined the tourism program of the community as a one-day trip (one-day trip) and has links to other travel network areas in Nakhon Pathom province as well 3. Potential of tourism management

In the past, travel to Lam Phaya Floating Market There are actions in the form of a natural service. But now Lam Phaya Floating Market Tourism Group Nakhon Pathom Jointly discussed and concluded to change the operation model from being a community enterprise group to a group of tour groups boat tour Travel Bicycle Group And traders And homestay is an ecotourism group which has many tourist network links in Nakhon Pathom Province Although the community tourism group in Nakhon Pathom seems to have many other community-related actions But the integration of tourism networks is systematic and sustainable. Which is consistent with the tourism management approach that is in line with Banplaiphongphang community Chiang Mai Province (Pharadej Pakakvichien, 2007).

3. Potential for community participation

The operation of the tourism community of Lam Phaya Floating Market Nakhon Pathom Is the operation of a community enterprise By members of the tourism community of Lam Phaya Floating Market Being a service provider to tourists, focusing on environmental conservation Including the way of life, community and culture of the community with funding from members and managed under the executive committee of the Lam Phraya Floating Market community tourism group Grouping with the Cultural Council of Bang Len District Have taken part in direct management In order to create awareness and create indirect participation of

community members in supporting tourism in the community in maintaining the way of life and traditional traditions of the community Participation in clean water throughout And indirect participation of villagers in Ban Lam Lam Phraya Floating Market With other occupations Which is consistent with what the World Tourism Organization says that sustainable tourism is related to (1) conducting tourism operations under the ability to support nature, communities, traditions, culture (2) Awareness of tourism activities that will affect the community, customs, culture, traditions and way of life of the community. (3) Community participation and distribution of income for the community and (4) linking the need to develop community choices and determining economic plans, the existence of communities and sustainable conservation of the environment and local culture in that tourist destination (WTO, 2011).

The Results of Qualitative Data Analysis

A study entitled the participation of Lam Phaya Floating Market, Nakhon Pathom Province in sustainable tourism management The objectives are: 1. Study the participation of Lam Phaya Floating Market community. Nakhon Pathom in sustainable community tourism management 2. Analyzing important elements for tourism management of Lam Phaya Floating Market Nakhon Pathom Province is sustainable for use in the management of tourism in the community. This study is divided into 2 groups, which the researcher chooses to study both groups of people that are important and related to tourism management by using random sampling, purposive sampling, and collecting data from in-depth interviewing with Lam Phaya Floating Market, Group 2, General Public Academic in Lam Phaya Floating Market The researcher summarizes according to the sample group interviewed. as the detail below.

Results of interviews about the personal data of executives and those involved with Lam Phaya Floating Market from interviews with executives and people related to the Lam Phaya Floating Market, 5 people were found to be 3 males and 2 females, aged between 50 - 65 years. Having experience working in Lam Phaya Floating Market for not less than 10 years. Time spent in the Lam Phaya Floating Market community for more than 20 years up.

Questions about participation in tourism management of Lam Phaya Floating Market

Based on the interview data of the executives and those involved with Lam Phaya Floating Market, the researcher can summarize the participation in tourism management of Lam Phaya Floating Market as follows: Participate in the meeting to determine how to manage the Lam Phaya Floating Market to share opinions on the management issues of restaurant operators on the raft in front of Lam Phaya temple check the restaurant operators to meet the standards food and beverages were of high quality to the consumers and tourists together donating property to improve Repair the rafts that tourists come to safely.

Based on the interview data of the executives and those involved with Lam Phaya Floating Market the researcher can summarize sustainable tourism management. Management should allow more people to participate as directors. The process of recruiting and selecting directors must be transparent and fairness. The committee should come to all sectors all related groups.

Suggestions for a guideline for the development of the image of Lam Phaya Floating Market

Based on the interview data of the executives and those involved with Lam Phaya Floating Market The researcher can summarize suggestions for managing the image of Lam Phaya Floating Market as follows: Subdistrict Administration Organization Lam Phaya Municipality See the importance of the image of Lam Phaya Floating Market Therefore, executives and related persons State agency staff in the area Create a service process Considered to be the key to driving the Lam Phaya floating market into the Nawathiwithi community People who live in Lam Phaya floating market must have knowledge. discipline Giving tourists all regions The general public has a positive effect on Lam Phaya floating market. With a better reputation and image.

Interviews about personal information of the general people.

Interviews about personal information of the general public General information of interviewees from an interview with the general population living in Lam Phaya floating market and tourist group the restaurant operator in the Lam Phaya Floating Market raft, 5 people, found that the number of male-female and 5 females is between 40-60 years old. Education level is lower than bachelor degree. There are more than 15 years of living in the community. There is no position in the community. Most professions are trading and farming.

Questions about participation in sustainable tourism management

From the interview data of the general public and such tourists, the researcher can summarize the participation in sustainable tourism management as follows: the general public, both former people New people who just came to live in the community or those who rent the products in Lam Phaya Floating Market This market has been sold for over 20 years. Those who sell in the Lam Phaya Floating Market have 70-80% of the villagers living in the community. There are monthly rent. There are antique and local products sold as souvenirs. Is a collaboration of people in the Lam Phaya area.

The agencies related to the development of Lam Phaya Floating Market the Bang Len district and the municipality play a role in the development of Lam Phaya floating market.

Allowing people in Lam Phaya village to have a career with income as a public participation. Should not collect fees that are too expensive for the villagers to live Have a profit to raise a family send child to study high school books This is true participation.

Summary and discussion of the study results

From the study of sustainable community tourism management Case study of Lam Phraya Floating Market Nakhon Pathom Can conclude that tourism in Lam Phaya Floating Market has the potential to manage sustainable community tourism in all aspects, including Tourism resources Service and providing quality experience for tourists Tourism Management And community participation The potential of these 4 areas is an important component of community tourism management which is consistent with Hunter (2002) Sharpley (2000), Office of Economic and Social Development, Northeast (2013) and Kosit Chaiprasit (2011).studied sustainable tourism management from communities in the Nonghoi Royal Project Chiangmai Province Which found that tourism potential consists of community potential and tourism resources Learning and developing potentials in managing activities and community participation But when considering the results of the research and found that it is no different from the results of this research, only there is a different group of tourism management potentials.

Summary of quantitative research

In this sampling of populations, according to the sampling method without using probability in this way, the accidental randomness method is chosen without pre-selection, but the population will then know that when they meet someone, they will conduct an interview and conduct a questionnaire based on the process prepared by the questionnaire. Participation, participation in the development and maintenance of Lam Phaya Floating Market, Lam Phaya Sub-district, Bang Len District, Nakhon Pathom Province of the people in the community. Fire, considering descending order were the people most involved in the implementation of destination management. Utilization in tourist attraction management and preserving the management of tourist sites with a sample of the population in the area and using the discussion in the topic, then the sample group will give a summary of the variables from gender and income.

Villagers in the community of Lam Phaya, Bang Len District, Nakhon Pathom Province, who answered 100 questionnaires, classified by sex, found that the most were male, 52 people and 48 females, who were related to Lam Phaya floating market and most were elderly or Aged 40 and up, having a career as a merchant, trading in the Lam Phaya floating market in the basic education level, income is in the range of 9,000-15,000 baht, followed by income. 15,000-30,000 baht per month. Most of them are residents of the area for more than 5 years.

Summary of Qualitative Research

In the research on public participation in Lam Phaya Floating Market Nakhon Pathom province on tourism development There is a conceptual framework for research that Floating market is an eco-tourism place. That is another way of society Tourists can relax and admire the nature at the floating market. And different services Related to the floating market, such as the ancient kayaking service Natural rafting service to see nature on both sides of the river and the way of life of villagers, being a unique identity that represents the community's way of selling and being sold at a cheap price because it is considered another highlight of the floating market as well. Simple lifestyle Is a place to relax and go to buy food to sit and eat on the water Experience the shady and the breeze that blows through, creating relaxation for tourists as well. The floating market is known as an ancient tourist attraction with a background worthy of preservation in order to convey the atmosphere in the past and reflect the well-being of the people in the community. Moreover, what the market is above the general market is the atmosphere. That is cool because it is next to the river Which can attract tourists to come to the floating market

- Communities learn together to find problems analyze problems Find solutions to problems and be able to solve problems, needs and potentials of the community

- Knowing the potential and readiness of the community to participate in the development and management of tourism in Lam Phaya floating market.

- Lam Phaya Floating Market has more tourists.

- Individuals and agencies in both the public and private sectors will benefit from this study. May be used in the development of Lam Phaya Floating Market. Especially in relation to tourism.

Discussions

The results showed that the participation of people in Lam Phaya Floating Market Nakhon Pathom with the development of tourism in 2018. Overall, participation is moderate. Can discuss the following results from the following:

1. The results of the research found that people have a common plan for managing tourist attractions at a moderate level. When considering each item in the order, it was found that all of the items were at a moderate level.

2. Participation in planning, preparation, preparation and facilities in tourist destinations When considering each item in the order, it was found that all of the items were at a moderate level.

3. Together to follow the plan to manage tourist attractions When considering each item in the order, it was found that all of the items were at a moderate level.

4. Mutual use in tourism management When considering in order, it was found that they were satisfied with the benefits from tourism activities such as accommodation services. Food service, etc. and receive benefits from selling local souvenir products in the middle level, followed by receiving benefits from income sharing from grants from various agencies in the development of tourist attractions and receiving benefits from joining as some tourist attraction personnel at a low level, respectively.

5. Participation in preserving and managing tourism sites when considering each item Found that all of the items were at a moderate level in all.

Suggestions

From the study of villagers in Lam Phaya community, Bang Len district, Nakhon Pathom province Can give comments and suggestions as follows.

1. This research has collected data from inquiries and interviews in Bang Len District, Nakhon Pathom Province that live in the community at Lam Phaya Floating Market. Which may cause the data collected from people in the community to have no variety or there is no relationship (Heterogeneous) very much

2. In the sustainable development of the floating market Should lead the way of participation or potential of tourism in the community to play a role or as a base for promoting tourism of the community in order to be consistent with the context and needs of tourists
3. Collection of information from tourists Coming from various places Varied in this research, a study of 100 people living in Lam Phaya Floating Market community, who lived in the community at Lam Phaya Floating Market Therefore, the results from the analysis of participation levels may be different from the collection of information that is different from this or areas that are different from this
4. There should be a study of the development of the floating market according to the Niwatthi community concept. According to government policy by using the questionnaire as a wide range that is different from the scope of the questionnaire only.
5. Government agencies should set criteria and guidelines for the development of tourist sites in one community Must think of both negative and positive effects and must also consider the traditional way of life of the community Beliefs, traditions, culture, peace, cleanliness and safety Is important.
6. There should be a study of the implementation of the development of Lam Phaya Floating Market to be used in order to improve or to further enhance the sustainable development of the water market.
7. There should be a study of factors that affect tourists' satisfaction. Or studying factors related to the upgrading of the OTOP community in response to the national development strategy in accordance with government policies to be the next master market.

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A Comparative Study of Government Policies During three Eras of kingship in Thailand

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Abstract

The purpose of this study was to examine to study the policies and concepts of Kingship of the absolute power government, King Rama 1-4, to focus on the social reforms done by modern government King Rama 5-7 and to study the success and failure of the constitutional government (King Rama 8 – and King Rama 9

Keywords: comparative government policies kingship

Introduction

Prehistory the earliest known inhabitation of present-day Thailand dates to the Paleolithic period, about 20,000 years ago. Archaeology has revealed evidence of prehistoric inhabitants in the Khorat Plateau in the northeast, who may have forged bronze implements as early as 3000 B.C. and cultivated rice during the fourth millennium B.C. Early History: In the ninth century B.C., Mon and Khmer people established kingdoms that included large areas of what is now Thailand. Much of what these people absorbed from contacts with South Asian peoples—religious, social, political, and cultural ideas and institutions—later influenced the development of Thailand's culture and national identity. In the second century B.C., the Hindu-led state of Funan in present-day Cambodia and central Thailand had close commercial contact with India and was a base for Hindu merchant-missionaries. In the southern Isthmus of Kra, Malay city-states controlled routes used by traders and travelers journeying between India and Indochina (present-day Cambodia, Laos, and Vietnam).

Nanchao Period (650–1250): Located on the southwestern border of China's Tang empire (A.D. 618–907), Nanchao served as a buffer for and later rival to China. The Tai, a people who originally lived in Nanchao, migrated into mainland Southeast Asia over a period of many centuries during the first millennium A.D.

Sukhothai Period (1238–1438): In 1238 a Tai chieftain, Sri Intraditya, declared his independence from Khmer overlords and established a kingdom at Sukhothai in the Chao Phraya Valley in central Thailand. The people of the central plain took the name Thai, which means “free,” to distinguish themselves from other Tai people still under foreign rule. The Kingdom of Sukhothai conquered the Isthmus of Kra in the thirteenth century and financed itself with war booty and tribute from vassal states in Burma, Laos, and the Malay Peninsula. During the reign of Ramkhamhaeng (Rama the Great, r. 1279–98), Sukhothai established diplomatic relations with the Yuan Dynasty (1279–1368) in China and acknowledged China's emperor as its nominal overlord. After Ramkhamhaeng's death, the vassal states gradually broke away; a politically weakened Sukhothai was forced to submit in 1378 to the rising new Thai Kingdom of Ayutthaya and was completely absorbed by 1438.

During and following the Sukhothai period, the Thai-speaking Kingdom of Lan Na flourished in the north near the border with Burma. With its capital at Chiang Mai, the name also sometimes given to this kingdom, Lan Na emerged as an independent city-state in 1296. Later, from the sixteenth to eighteenth centuries, Lan Na came under the control of Burma.

Ayutthaya Period (1350–1767): The city-state of Ayutthaya was founded in 1350 and established its capital

in 1351 on the Chao Phraya River in central Thailand, calling it Ayutthaya, after Ayodhya, the Indian city of the hero Rama in the Hindu epic Ramayana. In 1360 Ramathibodi (r.1351–69) declared Theravada Buddhism as the official religion and compiled a legal code based on Hindu legal texts and Thai custom that remained in effect until the late nineteenth century.

Ayutthaya became the region's most powerful kingdom, eventually capturing Angkor and forcing the Khmer to submit to Thai suzerainty. Rather than a unified kingdom, Ayutthaya was a patchwork of self-governing principalities and tributary provinces ruled by members of the royal family who owed allegiance to the king. The king, however, was an absolute monarch who took on god-like aspects. This belief in a divine kingship continued until the eighteenth century. The kingdom became increasingly sophisticated as new social, political, and economic developments took place.

In 1511 Ayutthaya received its first diplomatic mission from the Portuguese, who earlier that year had conquered the state of Malacca to the south. Ayutthaya concluded trade treaties with Portugal in 1516 and with the Netherlands in 1592 and established commercial ties with Japan and England in the seventeenth century. Thai diplomatic missions also went to Paris and The Hague. When the Dutch used force to extract extraterritorial rights and freer trade access in 1664, Ayutthaya turned to France for assistance in building fortifications. In addition to construction engineers, French missionaries and the first printing press soon arrived. Fear of the threat of foreign religion to Buddhism and the arrival of English warships provoked anti-European reactions in the late seventeenth century and ushered in a 150-year period of conscious isolation from contacts with the West.

After a bloody dynastic struggle in the 1690s, Ayutthaya entered what some historians have called its golden age—a relatively peaceful period in the second quarter of the eighteenth century when art, literature, and learning flourished. The rising power of Burma led to a Burmese invasion of Ayutthaya and the destruction of its capital and culture in 1767. Only a Chinese attack on Burma kept the chaotic Thai polity from Burmese subjugation.

Thon Buri Period (1767–82): The Thai made a quick recovery under the leadership of a half-Chinese military commander, Phraya Taksin. Taksin had escaped from the besieged Ayutthaya and organized resistance to the Burmese invaders, eventually driving them out. Taksin declared himself king and established a new capital at Thon Buri, a fortress town across the river from modern Bangkok. By 1774 Taksin had annexed Lan Na and reunited Ayutthaya in 1776. He was deposed and executed in 1782, however, by his ministers, who invoked interests of the state over Taksin's claim to divinity.

Early Chakri Period (1782–1868): Another general, Chakri, assumed the throne and took the name Yot Fa (or Rama I, r. 1782–1809). Yot Fa established the ruling house that continues to the present. The court moved across the river to the village of Bangkok, the kingdom's economy revived, and what remained of the artistic heritage of Ayutthaya was restored. The Kingdom of Bangkok consolidated claims to territory in Cambodia and the Malayan state of Kedah while Britain annexed territory in an area that had been contested by the Thai and the Burmese for centuries. Subsequent treaties—in 1826 with Britain and in 1833 with the United States—granted foreign trade concessions in Bangkok. The kingdom's expansion was halted in all directions by 1851.

The reign of King Mongkut (Rama IV, r. 1851–68) marked a new opening to the Western nations. To avoid the humiliations suffered by China and Burma in their wars with Britain and the resulting unequal treaties, Bangkok negotiated and signed treaties with Britain, the United States, France, and other European countries between 1855 and 1870. As a result, commerce with the West increased and, in turn, revolutionized the Thai economy and connected it to the world monetary system. Foreign demands for extraterritoriality convinced Mongkut that legal and administrative reforms were needed if Siam (as the Thai kingdom was officially known from 1855 to 1939 and from 1946 to 1949; prior to then, the Thai traditionally named their country after the capital city) were to be treated as an equal by the Western powers. Monkut's death in 1868 postponed further reforms, however.

Reign of Chulalongkorn, Reforms, and War (1868–1932): Real reform occurred during the reign of Chulalongkorn (Rama V, r. 1868–1910). After his formal enthronement in 1873, he announced reforms of the judiciary, state finance, and the political structure. An antireform revolt was suppressed in 1874, after which Chulalongkorn embarked on less radical approaches. In time, he ordered the gradual elimination of slavery and *corvée* labor. He introduced currency-based taxes and a conscription-based regular army. In 1893 a centralized state administration replaced the semifeudal provincial administration. The regime established European-style schools for children of the royal family, and sent government officials, promising civil servants, and military officers to Europe for further education. The first railroad line was opened between Bangkok and Ayutthaya in 1897, and it was extended farther north in 1901 and 1909. To the south, rail connections were made in 1903, linking with British rail lines in Malaya.

During this time, British and French colonial advances in Southeast Asia posed serious threats to Siam's independence and forced Siam to relinquish its claims in Cambodia, Laos, and the northern Malay states. Although much diminished in territory by the 1910s, Siam preserved its independence, and the kingdom served as a buffer state between the British and French colonies. During this time, anti-Chinese sentiments came to the fore. About 10 percent of the population was Chinese, and ethnic Chinese largely controlled many government positions, the rice trade, and other enterprises, much to the resentment of the native Thai. Siam joined the Allies in declaring war against Germany during World War I (1914–18) and a small expeditionary force to the European western front. These actions won Siam favorable amendments to its treaties with France and Britain at the end of the war. Siam also gained, as spoils of war, impounded German ships for use in its merchant marine. Siam took part in the Versailles peace conference in 1919 and was a founding member of the League of Nations.

The Emergence of Constitutional Rule (1932–41): A bloodless coup d'état in 1932, engineered by a group of Western-oriented and nationalist-minded government officials and army officers, ended the absolute monarchy and ushered in a constitutional regime. The first parliamentary elections were held in November 1933, confirming Minister of Finance Pridi Phanomyong's popularity, but Luang Plack Phibunsongkhram (Phibun) used his considerable power as minister of defense to assert the superior efficiency of the military administration over the civilian bureaucracy. In 1938 Phibun succeeded as prime minister, with Pridi continuing with the finance portfolio. The Phibun administration promoted nationalism and in 1939 officially changed the nation's name from Siam to Muang Thai (Land of the Free), or Thailand. Foreign-owned businesses (mostly Chinese) were heavily taxed, and state subsidies were offered to Thai-owned enterprises. The people were encouraged to emulate European-style fashions. Betel chewing was prohibited, and opium addicts were prosecuted. Irridentist claims for lost territories in Cambodia and Laos were revived amidst new anti-French sentiment. Phibun cultivated closer relations with Japan as a model for modernization and a challenge to European power.

Thailand during World War II (1941–45): After World War II broke out in Europe (1939–45), Japan used its influence with the Vichy regime in France to obtain territorial concessions for Thailand in Laos and Cambodia. The war for Thailand began in earnest on December 8, 1941, when Thai and Japanese troops clashed on the Isthmus of Kra. Bangkok acceded to Japan's demands that its troops be permitted to cross the isthmus to invade Burma and Malaya. In January 1942, Phibun signed a mutual defense pact with Japan and declared war against Britain and the United States. Seni Pramroj, the anti-Japanese Thai ambassador to Washington, refused to deliver the declaration of war, and the United States refrained from declaring war on Thailand. Seni organized a Free Thai movement, and, with U.S. government support, Thai personnel were trained for anti-Japanese underground activities. In Thailand, Pridi ran a clandestine movement that, by the end of the war, with Allied aid had armed more than 50,000 Thai to resist the Japanese. During the early war years, Phibun was rewarded for his cooperation with Tokyo with the return of further territory that had once been under Thai control. Japan stationed some 150,000 troops in Thailand and built the infamous "death railway" across the River Kwai and through Thailand using Allied prisoners of war. The Allies bombed Bangkok during the war, and public opinion and the civilian political leaders forced Phibun out of office in June 1944.

Civilian Government (1944–47): Shortly after the war, Seni Pramoj briefly served as prime minister. In May 1946, a new constitution was promulgated. It called for a bicameral legislature with a popularly elected lower house and an upper house elected by the lower house. The name Siam was officially restored. The 1946 elections set the stage for Pridi's accession to the prime ministership. However, two weeks after the election Pridi was accused of being implicated in the untimely death of King Ananda Mahidol (Rama VIII, r. 1935–46), and he resigned and left the country. The new king, Bhumibol Adulyadej (Rama IX, r. 1946–), who was born in Cambridge, Massachusetts, in 1927, had spent the war in Switzerland and returned there after a brief first visit to Thailand in 1945. He did not return to Bangkok to take up his kingly duties until 1951, following a government-engineered coup.

Return to Military Rule (1947–73): The civilian government's failure eventually led to the restoration of the Phibun military faction. Phibun had been arrested in 1945 as a war criminal but was released soon afterward. A coup in November 1947 ousted the civilian leaders, and Phibun took over as prime minister in April 1948. During his second government (1948–57), Phibun restored the use of the name Thailand, reintroduced legislation to make Thai social behavior conform to Western standards, improved secondary education, and increased military appropriations. Phibun's traditional anticommunist position led to Thailand's continued recognition of Taiwan, and he supported the French in their actions against communist insurgents in Indochina. Thailand also provided ground, naval, and air units to the UN forces fighting during the Korean War (1950–53; Thai forces continued to serve in South Korea until 1972). Phibun brought Thailand into the new Southeast Asia Treaty Organization (SEATO) in 1954. In 1955 SEATO's headquarters was established in Bangkok, and Thailand offered the United States the use of Thai military bases. In an attempt to generate popular support, Phibun articulated a policy of democracy, but he was deposed in a bloodless coup in September 1957.

Military-controlled government continued between 1957 and 1967. There was talk under Prime Minister Sarit Thanarat of a "restoration" of the king, and a strong popular affection for the monarchy arose. The regime emphasized the kingdom's Buddhist heritage in an effort to gain support from monks for government programs. Anticommunism continued to influence Thailand's foreign affairs, and in 1961 Thailand, the Philippines, and newly independent Malaya (since 1963, Malaysia) formed the Association of Southeast Asia (ASA). In 1967 Thailand became a founding member of the Association of Southeast Asian Nations (ASEAN), a broader regional cooperative organization that replaced the ASA. At the same time, Prime Minister Thanom Kittikachorn decided to shorten the timetable for the country's transition from the military-dominated leadership structure to a popularly elected government.

In June 1968, a new constitution was proclaimed, but martial law, which had been imposed in 1958, remained in effect. Party politics resumed in 1968, and Thanom's United Thai People's Party carried the February 1969 National Assembly elections. The new government, however, had to respond to numerous issues: a Muslim insurgency in southern Thailand, communist guerrillas operating in jungle areas north of the Thai-Malaysia border, the successes of communist forces in Vietnam and Laos, and other regional unrest and protests against the government. In November 1971, Thanom carried out a coup against his own government, thereby ending the three-year experiment in parliamentary democracy. The constitution was suspended, political parties were banned, and the military took full charge in suppressing opposition.

Transition to Democratic Rule (1973–76): The stern moves by the Thanom regime led to popular dissatisfaction among university students and organized labor, accompanied by growing anti-U.S. sentiments. Some feared Thanom would even overthrow the monarchy and establish a republic. In a demonstration on October 13, 1973, some 250,000 people pressed their grievances against the government. The following day, troops fired on the demonstrators, killing 75 of them. King Bhumibol took a rare direct role, forcing the cabinet's resignation; Thanom and his close colleagues were allowed to leave the country secretly. Thammasak University president Sanya Dharmasakti was appointed interim prime minister, and it was he who fully credited the student movement with bringing down the military dictatorship. A new constitution went

into effect in October 1974, providing for a popularly elected House of Representatives. The elections were inconclusive, and conservative Seni Pramoj eventually formed a government that lasted less than a month. His brother, Kukrit Pramoj, then put together a more acceptable centrist coalition that lasted until January 1976. Seni returned as prime minister but only until October 1976, when security forces suppressed violent student demonstrations, and Seni was ousted. A military junta took control of the government, declared martial law, annulled the constitution, banned political parties, and strictly censored the media.

Military Rule and Limited Parliamentary Government (1976–92): The new government, led by Prime Minister Thanin Kraivichien, a strident anticommunist, was more repressive in many ways than the earlier military regimes. Strict censorship continued, and the regime tightly controlled labor unions and purged suspected communists from the civil service and educational institutions. As a result, many students joined the communist insurgency. Thanin was replaced in 1977 by General Kriangsak Chomanand. He promulgated a new constitution in December 1978 with a popularly elected House of Representatives and an appointed Senate, but the military controlled cabinet and Senate appointments. Economic instability, however, brought down the Kriangsak government in March 1980. The new prime minister, General Prem Tinsulanonda, commander in chief of the army and minister of defense, came to power by consensus among key politicians. He gave civilians a greater role in government by appointing civilians to his cabinet. A coup attempt in 1981 weakened Prem's government, and there was continual dissension among the civilian members of the government. Despite student and farmer demonstrations, Prem was reappointed as prime minister in April 1983. He survived a coup attempt in September 1985 and elections in July 1986. Prem was succeeded as prime minister following elections in July 1988 by General Chatichai Choonhavan, the leader of a multiparty coalition. The following years saw a series of military-led governments, efforts to reform, coups, new elections, and coalition party politics. Reforms were introduced in the business sector, the government allowed increased foreign investment, and relations with Cambodia, Laos, and Vietnam improved. Charges of corruption and abuse of power abounded, however, and Chatichai was removed from power in a bloodless coup in February 1991.

Multiparty Democracy, Since 1992: In March 1992, with a new constitution in hand and new elections held, General Suchinda Kraprayoon, one of the February 1991 coup leaders, became prime minister and leader of a five-party coalition. When those parties withdrew their support, Suchinda resigned in May 1992, and Anand Panyarachun, a civilian who had served as acting prime minister between March 1991 and March 1992, was named prime minister. Anand embarked on new reform measures, but he was replaced after the September 1992 elections by Democratic Party (Phak Prachatipat) leader Chuan Leekpai, the head of a four-party coalition. Chuan's government pushed through constitutional amendments that provided for more wide-ranging democratic practices, enlarged the House of Representatives, reduced the size of the appointed Senate, lowered the voting age from 20 to 18 years of age, guaranteed equality for women, and established an administrative court. In January 1995, the Thai Nation Party (Phak Chat Thai) won the largest number of House seats, and its leader, Banharn Silapa-Archa, headed the new coalition government. In March 1996, Banharn appointed the members of the new Senate; unlike earlier Senates, most members were civilians instead of military officers. The failure of his coalition, however, led to new elections and a new six-party coalition government in November 1996 led by General Chavalit Yongchaiyudh, head of the Phak Khwam Wang Mai (New Aspiration Party).

Chavalit made key economic portfolio appointments to his cabinet, but he failed to implement the austere fiscal policies needed to revive a weak economy. In mid-1997 a major financial crisis ensued, the baht—Thailand's currency—was devalued, the Central Bank governor resigned, and widespread protests took place. The government announced austerity measures, and the International Monetary Fund (IMF) intervened, but the economy continued to deteriorate. Despite a new constitution promulgated in October 1997, confidence in Chavalit continued to slide, and elections in November returned Chuan Leekpai to the prime ministership as head of a seven-party coalition. This transfer of power without military intervention, from one elected leader to another, represented a major breakthrough in the development of democratic

processes in Thailand. The baht continued to devalue, however, and social unrest recurred. By the summer of 1998, the economy had become more stable, although investigations into banking practices continued to uncover mismanagement and irregularities. With assistance from the IMF, Thailand gradually regained macroeconomic stability.

During the [Rattanakosin Period](#) the Chakri kings tried to continue the concepts of Ayutthaya kingship once again emphasizing the connection between the sovereign and his subjects. On the other hand they continued to not relinquish any authority of the throne. During this period (King Rama 2, Rama 3 and Rama 4) tried to create the first semblance of a modern government, creating ministries and appointing chief ministers to help with the running government. Most notable of these was Somdet Chao Phraya Prayurawongse and Si Suriyawongse, who both acted as Chief Ministers for King Mongkut and (as regent until 1873) to King Chulalongkorn, respectively.

King Chulalongkorn or Rama V ascended the throne as king of Siam in 1868. King Chulalongkorn; himself educated by westerners, was intent on reforming the monarchy along western lines. First he abolished the practice of kneeling and crawling in front of the monarch and repealed many laws concerning the relationship between the monarch and his people. Instead he created a monarchy based on western lines of an 'enlightened ruler'; absolute but enlightened. However he continued to preserve many ancient aspects and rituals of the old kingship, including his religious and feudal powers. In 1874 the King created a privy council, copied from the European tradition to help him rule his Kingdom. During his reign Siam was pressured to relinquish control of its old tributaries of Laos and Northern Malaya to Western powers, Siam itself narrowly avoided being colonized. His son King Vajiravudh or Rama 6 who succeeded in 1910 continued his father's zeal for reform and brought the monarchy into the 20th century. He was succeeded by his brother King Prajadhipok or Rama 7 in 1925. In June 1932, a group of foreign educated students and military men called "the Promoters" carried out a bloodless Revolution, seizing power and demanded that King Prajadhipok, grant the people of Siam a constitution. The king agreed and the people were granted a constitution in December 1932 by ending 150 years of absolute Chakri rule. From then on the role of the monarch was relegated to that of a symbolic head of state. His powers from then was exercised by the Prime Minister and the National Assembly.

In 1935 King Prajadhipok abdicated the throne, following disagreements with the increasingly authoritarian government. Rama 7 lived in exile in the United Kingdom until his death. The king was replaced by his young nephew Ananda Mahidol or Rama 8. The new king was 10 years old and was living abroad in Switzerland; a council of regents was appointed in his place. During this period the role and powers of the King was entirely usurped by the fascist government of Phibulsonggram, who aligned Siam on the side of the Axis powers during the Second World War. By the end of the war Phibulsonggram was removed and the young King returned. During the War many of the King's relatives were part of the Free Thai movement, which provided resistance to foreign occupation during the war and helped rehabilitated Thailand after the war.

After the mysterious death of Rama 8 in 1946 his brother, Prince Bhumibol Adulyadej or Rama 9, aged 19 years old, became the new monarch. To date he is the world's longest serving Head of state and longest reigning monarch. The King of Thailand, currently King Bhumibol Adulyadej is the world's longest reigning monarch, and has reigned since 1946. The Constitution stipulates that although the sovereignty of the state is vested in the people, the King will exercise such powers through the three branches of the Thai government. Under the constitution the King is given very little power, but remains a figurehead and symbol of the Thai nation. As the Head of State however he is given some powers and has a role to play in the machinations of government. According to the Constitution, the King is the Head of the Armed forces, required to be Buddhist as well as the defender of all faiths in the country. The King also retained some traditional powers such as the power to appoint his heirs, power to grant pardons and the royal assent. The King is aided in his duties by the Privy Council of Thailand.

Since 1932 the Head of Government of Thailand has been the Prime Minister of Thailand: usually the leader

of the largest party or the largest coalition party in the lower house of Parliament. The Prime Minister is, in accordance with the constitution selected; first by an election in the lower house then officially appointed by the King.

The Prime Minister as head of the executive branch is also the leader of the Cabinet of Thailand. The Prime Minister therefore retains the prerogative to appoint or remove any Minister he so chooses. As the most visible member of the government the Prime Minister represent the country abroad as well as the main spokesperson for the government at home.

There are three main eras in the history of Thai Government. The Thai Government formulated and implemented various.

Policies and programs for the sake of development of the society and ultimately the nation during all the eras. The constitutional government working more successfully. How the constitutional government is working? What are the policies of the Thai Government during three eras. Which era has become more popular among the people? Why? To find out the answers of all these questions the researcher purposefully selected the topic entitled "A comparative study of government policies during three eras of Kingship in Thailand.

II.LITERATURE REVIEWS

1. David K. Wyatt, Family policies in Nineteenth century, Thailand.

This book reveals that one of the most arresting periods in modern Thai history is the latter half of the nineteenth century, when a process of social and political development begun in the previous century reached its fruition when a single bureaucratic family obtained a virtual monopoly on high state office in the reign of King Mongkut (1851-68) and the first half of the reign of King Chulalongkorn (1868-1910). This situation had profound effects on the course of modern Thailand's foreign relations, reforms and modernization.

2. Anand Punyarachun (2007) The Monarchy: An Indispensable Institution, Bangkok Post, The author focused on the Monarchy. Is a form of government in which all political power is absolutely or nominally lodged with an individual. As a political entity, the monarch is the head of state, generally until their death or abdication, and "is wholly set apart from all other members of the state." The person who heads a monarchy is called a monarch. It was a common form of government in the world during ancient and medieval times.

3. Grey, Dennis (ed.) (1988) the King of Thailand in World Focus, Bangkok: Foreign Correspondent's Club of Thailand.

The world's longest-reigning monarch seen through the eyes of foreign journalists and photographers. A unique royal history spanning nearly eight decades of turmoil and triumph.

King Bhumibol Adulyadej, Rama 9 : Great Strength of the Land, ninth king in the Chakri Dynasty, Father of the Nation, peacemaker, Thailand's longest reigning monarch, the world's longest reigning living monarch. Jazz composer, saxophonist, artist, inventor, patent holder, sailor, philanthropist, animal lover, expert in agriculture and irrigation. Born in Boston and educated in Europe, this is an account of a teenager who ascended the throne in the shadow of tragedy to be confronted by turbulence at home and revolution in neighboring Indochina. For nearly half a century, King Bhumibol has remained inside Thailand, dedicating himself to the country's poor, and wielding moral authority according to his personal philosophy: Give more, take less.

This book documents a remarkable life through foreign newspaper, magazine and wire service reports as compiled by the Foreign Correspondents Club of Thailand. The original version of The King of Thailand in World Focus was undertaken in 1987 to coincide with King Bhumibol's 60th birthday. It has long been out of print, but remains one of the most insightful and readable works on Thailand's widely revered monarch.

4. Mc Cargo, Duncan (2005) "Network monarchy and legitimacy crises in Thailand," Pacific Review

This article argues that widely used ideas such as bureaucratic polity, constitutional monarchy, transitional

democracy and political reform fail to characterize accurately the recent politics of Thailand. Instead, Thai politics are best understood in terms of political networks. The leading network of the period 1973-2001 was centered on the palace, and is here termed 'network monarchy'. Network monarchy involved active interventions in the political process by the Thai King and his proxies, notably former Prime Minister Prem Tinsulanond. Network monarchy developed considerable influence, but never achieved the conditions for domination. Instead, the palace was obliged to work with and through other political institutions, primarily the elected parliament. Although essentially conservative, network monarchy also took on liberal forms during the 1990s. Thailand experienced three major legitimacy crises after 1992; in each case, Prem acted on behalf of the palace to restore political equilibrium. However, these interventions reflected the growing weakness of the monarchy, especially following the landslide election victories of prime minister Thaksin Shinawatra in 2001 and 2005. Thaksin sought to displace network monarchy with new networks of his own devising. This article suggests that conventional understandings of the power of the monarchy need to be rethought.

III. OBJECTIVES

1. To study the policies and concepts of Kingship of the absolute power government, (King Rama 1-4)
 2. To focus on the social reforms done by modern government (King Rama 5-7)
3. To study the success and failure of the constitutional government (King Rama 8 – and King Rama 9)

IV. HYPOTHESES

1. The king Rama (5-7) has formulated and implemented various policies of social reforms
2. The constitutional government is working successfully since its establishment.
3. Though the king of Thailand is a figurehead and symbol of nation under the constitutional government, he has very meagre role in the government activities.

V. METHODOLOGY

Since this problem of research is complex and Multilateral, one method cannot be used for investigation, Hence, the historical, analytical and survey method will be employed. Both primary and secondary sources will be used. In primary sources, official documents, files, records, election report, government gazettes shall be used. In secondary sources, original books, articles, websites and other materials shall be referred.

Tool of the study

A questionnaire will be constructed to know the opinion of the students as regards to the three eras of Thai Government.

Sample:

A sample of the present study consists of 300 postgraduate students studying in University, Bangkok, Thailand.

V. CONCLUSION

The monarchy of Thailand (whose monarch is referred to as the King of Thailand or historically as the King of Siam; refers to the [constitutional monarchy and monarch of the Kingdom of Thailand \(formerly Siam\)](#). [The King of Thailand is the head of state and head of the ruling Royal House of Chakri](#). Although the current [Chakri Dynasty was created in 1782, the existence of the institution of monarchy in Thailand is traditionally considered to have its roots from the founding of the Sukhothai Kingdom in 1238, with a brief interregnum from the death of Ekkathat to the accession of Taksin in the 18th century](#). [The institution was transformed into a constitutional monarchy in 1932 after the bloodless Siamese Revolution of 1932](#). [The monarchy's official ceremonial residence is the Grand Palace in Bangkok, while the private residence has been at the Dusit Palace](#). [Thailand's democracy has been very fragile and whenever the country was in crisis, the people hoped the monarch would intervene. But the King, although very concerned with political fragility, always resolved crises through democratic and constitutional means. In the past, the military often intervened when there were political crises, but they failed to launch political reforms to consolidate Thailand's democracy. A military coup](#)

is now becoming less and less acceptable, and the military knows very well that a military coup is not a solution to the country's political problems. Therefore, democratic development in Thailand will depend on the people themselves. The monarchical institution which has been a force unifying the Thai people will play a major role in helping to reconcile conflicts through the process of democratic development which, as a result, will make such development more peaceful and sustainable. Despite the introduction of the constitutional monarchy system in 1932, Thais continue to respect the King much as they did in the absolute monarchy period. This demonstrates that the institution of monarchy is deeply-rooted in Thai society, and the concept of kingship prevailing in that period was not much affected by the 1932 revolution. Although the legal authority of the monarch has been substantially curtailed to that of a Head of State, the people's reverence of the monarchy as an indispensable traditional institution is still prevalent. The system of absolute monarchy in Thailand can be traced back to the Sukhothai period when King Sri-Intradhit established a kingdom at Sukhothai in 1238 freeing itself from the control of the Khmer Empire. The patriarchal kingship was founded in that year based on the original Thai concept of the father-child relationship. It was believed that the Sukhothai people referred to their king as Pho-khun or 'revered' father. As Prince Dhani put it, "The monarch was of course the people's leader in battle; but he was also in peace-time their father whose advice was sought..." The monarchical rule was firmly established during the reign of King Ramkhamhaeng. The Indo-Buddhist influence on the conception of the kingship became more prevalent thereafter when the kings were referred to as Dharmaraja or the righteous ruler. In fact, King Ramkhamhaeng himself had set a model of the righteous ruler abiding by the dictates of Buddhist morality. The concepts of kingship and the government authority during the Ayudhya period were a mixture of Hinduism and Buddhism. The absolutism of the kingship during this period was based on Hindu theory which considered the king as god or Devaraja. But this absolutism was constrained by Buddhism which provided the concept of Dharmaraja or the righteous king. Therefore, as David Wyatt pointed out, "the Brahmanical concept of the Devaraja, the king as god, was modified to make the king the embodiment of the law, while the reign of Buddhist moral principle ensured that he should be measured against the law". The late Prince Dhani in his article on "the Old Siamese Conception of the Monarchy", also reflected on the nexus between Hinduism and Buddhism in the Thai concept of kingship. He pointed out that the rule and duties of the King was based on the Thammasat or Dharmasatra which "describes its ideal of a monarch as a King of Righteousness, elected by the people". The ideal monarch, as the prince noted, abides 'steadfast in the ten kingly virtues'. The Ten Royal Virtues or Tosapitrajadharma were drawn from both Hindu and Buddhist thought. King Asoka of ancient India who, in Somdej Phra Buddhajinavamsa's words, personified the Buddhist ideal of kingship tried to establish a Buddhist welfare state. He was known to be the one who observed the ten Royal Virtues which included charity, good conduct, sacrifice, honesty, gentleness, simplicity, freedom from anger, non-violent behavior, tolerance and inoffensive nature. Simplicity, freedom from anger, non-violent behavior, tolerance and inoffensive nature the influence of Buddhism on the Thai concept of kingship not only can be seen in the concept of Dharmaraja mentioned above but in the belief that the King is a Bodhisattva or incipient Buddha. According to Hinayana Buddhism, since the accumulation of merit is rewarded by rebirth to a better life, the King must be the one who had accumulated an abundance of merit in his former lives. In other words, he must be the one who has barami. The word barami can be translated loosely as charisma. But, in fact, it means more than charisma. Barami often refers to personal character or a disposition of benevolence and compassionate use of power. As William Klausner, a well known expert on Thai culture and society stated, "for barami one should also possess a certain gravitas which connotes a weighted dignity and seriousness of purpose. Barami is earned by a serious dedication to performing beneficial works and by doing so with dignity, wisdom and vision". Not every king in the Ayudhya period observed the Ten Royal Virtues or used his barami to wisely maintain his political legitimacy. Palace coups often were carried out to overthrow the King when his officers lost faith in him. Under the present system of constitutional monarchy, the theory of the Devaraja is no longer accepted, but the people continue to respect the present King as their 'revered' father. This is because of his barami which he has accumulated throughout more than sixty years of his reign. He is considered the Dharmaraja who has strictly observed the ten royal virtues, and this is where his moral authority comes from. His charisma or barami as a Dharmaraja,

as William Klausner rightly notes, 'is personal and not transferable'. The extent of one's barami depends on the possession of the ten kingly virtues and the ruler's righteous behavior. These attributes are personal and are not related to one having the title of Devaraja or Dhammaraja.

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A study of An Indispensable Skill Required to Promote Rural Entrepreneurship and Government Initiatives

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Abstract:

Asking whether there is a need for entrepreneurship in the country is like asking whether entrepreneur need air to survive. The answer is entrepreneur just cannot do without it! Entrepreneurs are an essential cog in the machinery that is the economy, without which the economy will not be able to function as efficiently. What makes someone a successful entrepreneur? It certainly helps to have strong technology skills or expertise in a key area, but these are not defining characteristics of entrepreneurship. Instead, the key qualities are traits such as creativity, the ability to keep going in the face of hardship, and the social skills needed to build great teams. If you want to start a business, it's essential to learn the specific skills that underpin these qualities. It's also important to develop entrepreneurial skills if you're in a job role where you're expected to develop a business, or "take things forward" more generally.

Key words: Skill development, Entrepreneurship, Motivation.

Introduction:

Entrepreneurship does not only imply being able to start and manage your own business but it also helps the economy in a lot of ways. For starters, it contributes greatly to the GDP of the country as entrepreneurship primarily involves production and supply of goods and services with a profit motive in mind. This is one of the most important needs for entrepreneurship. An entrepreneur also generates employment in the economy and helps in reducing unemployment as well as in improving the standard of living of the people. This is because more jobs mean more income from the people and more revenue in the economy.

Moreover, it is because of the entrepreneurs in the economy that realize the need of goods and services of the people that we do not have to depend on foreign goods. This, in turn, helps the country's money stay within the country. It also helps the country to earn foreign exchange by exporting the goods that are produced in excess in the country to other countries that have a demand for these goods and services. Another need for entrepreneurship in the country is that it helps to develop and nurture latent potential in the country. This is especially important in a country like India which has a huge population. This helps the overall growth of the country. It also improves the standard of living of the people living in the economy.

Objectives of study:

1. To understand the need of promotion of rural entrepreneurship.
2. To assess the required skill set to become a successful rural entrepreneur.
3. To know different scheme provided by Government to enhance the skills of rural entrepreneurs.

Research Methodology:

Research is based on secondary data, collected through renowned sources like books, magazines, research papers and research journals. Hence it is exploratory in nature. After analyzing the different schemes offered by government of India suggestions were given to concerned bodies related to overcome the scenario.

Need to promote rural entrepreneurship:

Entrepreneurship development is the driving force of socioeconomic growth of any nation. Sah (2009) stated that developing entrepreneurs in agriculture will solve the entire problem like dependency on agriculture, rural unemployment and migration from rural to urban areas, Personal qualities of an agri-entrepreneur, significantly affect the agribusiness (Brockhaus and Horwitz, 1986; Nandram and Samson, 2000). Agriculture and allied sectors are considered to be mainstay of the Indian economy because these are important sources of raw materials for industries and they demand for many industrial products particularly fertilizers, pesticides, agriculture implements and a variety of consumer goods (Bairwa et al., 2014). The development of entrepreneurship in village will create utilities and generation of employment at rural area. It starts from the innovation of the idea to establishing, nourishing the enterprise at rural sector.

Jobs in agriculture sector are limited. Migrants coming from villages in search of employment to obtain decent livelihood are forced to do lower job in urban areas to sustain themselves and their condition becomes poor to poorer. So it becomes need of the day to promote agripreneurship and establishment of enterprises related to agriculture raw material at rural areas. The trend of establishment of rural industries will reverse the migration to urban areas. People prefer more to buy cost effective products. The total cost of the product will be reduced to start enterprise based on local available resources. Rural entrepreneurship will not only bring prosperity in villages but will also save energy, consume in the transportation of bulky amount of raw materials and human-resources to the nearby urban areas for employment.

Balanced development is the need of hour and it is possible only when rural areas will flourish. Growth of rural entrepreneurship may lead to reduction in poverty, growth of slums, pollution in cities and ignorance of inhabitants. It helps in improving standard of living and literacy rate of rural people. Rural industries include traditional sector and modern sector. Former consists of khadi and village industries, handloom, sericulture, handicraft and coir while the latter include power looms and small scale industries.

Skills are central to improve employability and livelihood opportunities, reduce poverty, enhance productivity, and promote environmentally sustainable development. Therefore coordinated efforts are needed to develop an integrated approach that improves access to relevant, good quality education and training to all rural women and men. Skills development in rural areas requires various types of skills provision, using innovative methods of delivery, and capitalizing on existing social institutions in particular:

Required skill set for rural entrepreneurs:

- The ability to manage money: Very simply, if entrepreneur can't manage money, entrepreneur can't manage a business. Do entrepreneur know where the money goes each month? Do entrepreneur live off less than entrepreneur earn? If the answer to these questions is no, entrepreneur struggle to manage a business budget as well.
- The ability to raise money: Once entrepreneur can manage money, they must know how to get more? In order to get investment, entrepreneur need to not only understand where to get money, but how to convincingly make a case that entrepreneur business is a good risk as well.
- The ability to be productive: This is a big topic, because there's no one right way to be productive that works for everyone. Learn about their peak energy times, routines, and the productivity tools that work for entrepreneur in order to create own plan for success.
- The ability to make entrepreneur friends: According to entrepreneur Jim Rohn, "Entrepreneurs are the average of the five people you spend the most time with." Improve their odds of success by finding entrepreneur friends who will be able to understand entrepreneur struggles and give entrepreneur much needed insight.
- The ability to identify strengths and weaknesses: As a business owner, entrepreneur doesn't need to be perfect at everything. Entrepreneurs do, however, have to understand where entrepreneur are strong and where entrepreneur are weak. Assessing this will inform everything from the business decisions entrepreneur make, to the partners they bring on, and to the employees they hire.

- The ability to hire effective people: Speaking of hiring, this is easily one of the most important skills any entrepreneur could have. Having great people on entrepreneur team will give them access to new strengths, while also building a company culture that people want to be a part of. Hiring the right people is essential to get where they want to go.
 - The ability to train new staff: When the entrepreneur bring on someone new, a robust on boarding process will ensure that they know what to do and not do. Not only will this help keep their company moving the correct direction, it will increase the commitment level of good employees and give entrepreneur grounds to follow up on misconduct.
 - The ability to manage staff: Once entrepreneur have the right people, they need to manage them well. Early on in their business's growth, you'll be everyone's manager, so it pays to be effective. If entrepreneur don't already know how to manage, take the time to learn how to motivate, encourage, and develop your staff.
 - The ability to conduct basic SEO: In the beginning, entrepreneur should be doing the work of every business department. With that in mind, do entrepreneur understand [basic SEO \(search engine optimization\) and digital marketing? If not, entrepreneur wants to brush up on this area before entrepreneur launch a business.](#)
 - The ability to connect via social networking: Along with SEO, social networks represent a key part of any business's marketing strategy. Not only will entrepreneur need to understand each platform, they should arm themselves with the best strategies for getting their startup and personal brand noticed on each one.
 - The ability to focus on the customers: To be clear, without customers, entrepreneurs have no business. Make sure all of their pitches, products, and services are focused on actual customer needs. If entrepreneur don't know what these are, research and ask questions so that they are able to give great customer service.
 - The ability to close a sale: Letting customers know that the entrepreneur understand their pain is important, but asking for the sale is where many entrepreneurs get stuck. If they are not clear about this step, try enrolling in a sales workshop to learn these much-needed skills.
 - The ability to spot new trends: Business moves fast, so entrepreneur got to have the ability to see changes coming in the industry. Make it a point to keep up to date on new startups and the advances in technology that could be poised to disrupt their field.
 - The ability to deal with failure: No business venture is a straight line to success; knowing how to deal with ups and downs is essential. Remember that every successful person out there failed dozens of times before getting a win. Failure isn't the end - it's just a data point on the way to success.
- The government of India has taken this issue seriously and is working actively to train and develop our youth for global competition. Many plans and scheme are enforced by government to achieve scalable skilling which would deliver higher productivity with highest levels of quality. Some of the schemes that the entrepreneurs must make use of are as under:

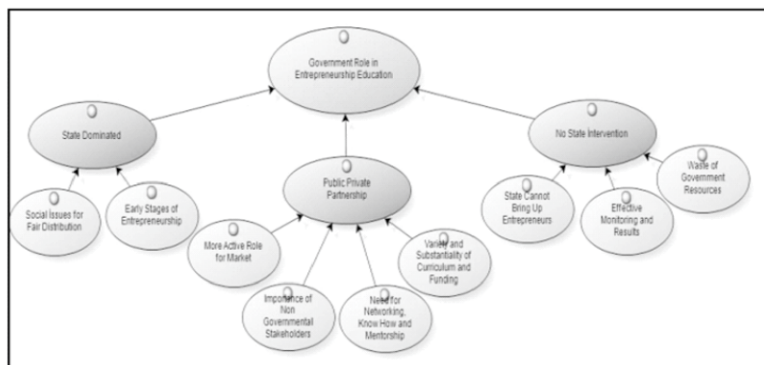


Figure 1: Three main views of government role in entrepreneurship educationa

Source: http://isarder.org/2018/vol.10_issue.2_article06_full_text.pdf

Participants supporting the government dominance in providing and financing entrepreneurship education efforts acknowledged that, in general, entrepreneurship education is a mechanism actually needed to be performed by the state actors, especially in countries where the entrepreneurial culture has just been developing. However, they explained that government must maintain entrepreneurship education until non-state actors such as angel investors reach the maturity level. Some participants expressed that the state must be the major actor in entrepreneurship education in order to ensure social stability and a fair distribution of resources, since they argued that the state is the only source to deliver the entrepreneurship education to all individuals in society on an equal basis that will allow everyone to benefit.

The second group of the participants stated that entrepreneurship education would be successful only if everyone in the entrepreneurship ecosystem played its role accurately. They also pointed out that public-private partnership should be favored instead of the government domination or just the private actors providing entrepreneurship education.

The third group expressed that non-governmental organizations would be better off in entrepreneurship education and would have more effective results, as they are more flexible than the state, they can make decisions faster, they have a variety of resources and they have experience about entrepreneurship. These participants point out a conceptual and natural conflict for government intervention that the entrepreneurs are the major players of the free market which should be safe from government regulations. Another issue of conflict which is stated by some of the participants is the government's lack of knowledge about the characteristics of entrepreneurs needed in the market and necessary conditions for them to be successful. In this context, some participants reported that they have very serious doubts about educating successful entrepreneurs with formal entrepreneurship education and stated that formal entrepreneurship education in Turkey is not effective at all.

DDU-GKY : Deen Dayal Upadhyay Gram Kaushal Yojana

This is a placement linked skills development scheme aimed at developing the rural entrepreneurship of India. The scheme has to date taken up 66 special projects. 15 states currently have 5 projects running under this scheme with many such projects being in pipeline. This program funds lots of training programs under various categories. This scheme caters to over 250 trades like Hospitality, Health, Construction, Automotive, Leather, Electrical, Plumbing, Gems and Jewellery etc.

National Employability Enhancement Mission: NEEM Scheme

NEEM scheme is a great initiative by AICTE and Government of India for enhancing skill development. It has an on the job training model. It enables the trainees to go for paid OJT or apprenticeship. This scheme is a great way for trainees to garner essential work skills and get paid at the same time. The hiring party also benefits in a great way. They don't have to worry about meeting the legal obligations as the trainees are the responsibility of the NEEM Agent. The government here has a provision of appointing NEEM Agents who would take care of every legal obligation and compliance for the hiring company.

Deendayal Antyodaya Yojana – National Urban Livelihoods Mission – DAY-NULM

The main aim of DAY-NULM is to arm the urban poor household with requisite skill development that they need for a sustainable livelihood. This scheme conducts programs which would enable the urban poor to learn skills which would provide them with regular employment.

Director General of Training – Modular Employable Skills – DGT-MES

Ministry of labor along with the government of India has in synergy launched the modular employable skills MES under the aegis of SDI or skill development initiative. This scheme focus on school dropouts or the people who do not have relevant work skills, particularly from unorganized sector. The motto is to train the

people working in the unorganized sector so well that they get sufficient employment at proper companies. This scheme has been functional since 2007. It has shown some very promising results by far. Thousands of unemployed school dropouts have been benefited by this scheme.

Ministry of Labor and Employment – MoLE

MoLE or ministry of labor and employment is one of the oldest organizations in India working towards the welfare of the labor class. Its major objective is to safeguard and protect the interests of the working labor class. This organization lays special emphasis on the upliftment of urban and rural poor. This government agency is responsible for making and formulating child and women welfare schemes also. National Career Services which helps such people get post-training and skilling jobs is also a part of the ministry of labor and employment.

Ministry Of Skill Development and Entrepreneurship – [MSDE](#)

MSDE or ministry of skill development and entrepreneurship is the nodal agency which is responsible for taking note of all the skill development schemes and missions that are floating in the country. It takes care of building the relevant skill up gradation programs across the country. According to the official statement, the MSDE has the following objective.

“The Ministry is responsible for the coordination of all skill development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up-gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created. The Ministry aims to Skill on a large Scale with Speed and high Standards in order to achieve its vision of a 'Skilled India'.

It is aided in these initiatives by its functional arms – National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils (SSCs) as well as 187 training partners registered with NSDC. The Ministry also intends to work with the existing network of skill development centers, universities and other alliances in the field. Further, collaborations with relevant Central Ministries, State governments, international organizations, industry, and NGOs have been initiated for multi-level engagement and more impactful implementation of skill development efforts.”

Suggestions:

Government and Non-Government Officials initiate necessary steps to augment entrepreneurial skills in the center of rural entrepreneurs by arranging entrepreneurial training programmes. However, owing to poor publicity on training programmes offered by Government agencies, only a very few entrepreneurs have participated in the training programmes. Hence, it is suggested that wider publicity should be arranged pertaining to the training programme organized. Thereby, more rural entrepreneurs may avail with the facility in attending the entrepreneurial development programmes and get benefited.

Even though after undergoing training programmes rural entrepreneurs face difficult in applying their learned tactics in reality. To make their business success, it is advised that experts have to offer realistic training and to provide updated knowledge and real time case studies. Technical skills are required by entrepreneurs for successful operation of the business in the digital age. Entrepreneurs are advised to keep them updated about the newest technology. Now-a-days, too many vocational training centres are promoted by Central and State Governments. Hence, it is advised that entrepreneurs should properly make use of training programmes offered by various government and non-government agencies. Entrepreneurs are to be well versed in their technical knowledge, which assists them to carry out their production without hindrance and to select modernized equipment for enlarging their production and to reduce the cost of production. Successful entrepreneurs must have good communication skill, which assists them to clearly communicate the message

to their customers. Thus, it is suggested that academic institutions may organize communication skill oriented programmes for rural entrepreneurs.

Entrepreneur's by attending entrepreneurial events, conferences, seminars or meet-ups, spending time with other entrepreneurs will help them to improve their entrepreneurial skills. Entrepreneurs should keep their learning and personal development active. There are so many online courses, both free and paid, that teach a variety of entrepreneurial skills such as Skill Incubator, Udemy and Udacity. Soft skills are intangible and cannot be measured. It is not easy to make their mark in this world. To be successful, entrepreneurs not only require educational qualification but they should be phenomenal in their action. Entrepreneurs are an idea people, their business starts as an idea, and the soft skill is used to attract, hold and assure the success of an every entrepreneur, if an entrepreneur have a clear idea of execution about his business, definitely he/ she will present his business needs to their stakeholders boldly and confidently.

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Role of Zilla Parishad Schemes and Socio-Economic Development in Rural Maharashtra.

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Abstract:

Social welfare schemes are playing a vital role in improving the social and economic condition of the rural peoples. Through this schemes government's main attempt is to provide basic social needs and economic facilities to the weaker section of the rural society. It also helpful in economic growth in the rural areas. Overall development of the country is the ultimate goal of the government, for that both government offer various social welfare schemes for rural poor. Because without rural development overall development of the country is impossible. Therefore rural peoples participate is very important in rural development process. Government of state and central offers many numbers of the social welfare schemes by the Zilla parishad. Zilla parishad brings various schemes of the government and it implemented in rural areas for rural development. Role of Zilla parishad role is very important in the rural development process.

Keywords: - social welfare, schemes, rural development, Zilla parishad, economic, implementation, improve.

Introduction :

Rural development is an integrated process, which includes social, economical, political and spiritual development of the poorest section of the society. Ultimate goal of rural development must be improve the quality of rural life of rural peoples. This makes is essential to go beyond the income related factors such as prices, production and productivity to a range of non-income factor that influence quality of life and hence inclusiveness of rural development. The problem of rural people is major national problem of India. Because rural India is the real India. A social and economic condition of rural society is not satisfied as urban people. Rural people facing various difficulties in India. Social background of rural people's is most neglected by the government; therefore rural society is more backward.

India lives in its villages. And while a cities have grown immensely over the last 20 years. Rural areas have not seen that kind of development. For India's economy to be strong, the rural economy needs to grow. Rural area still plagued by problems of malnourishment ,illiteracy, unemployment and lack of basis infrastructure like school, collages, hospital, sanitation, etc. this is left to youth moving out villages to work in cities. This could be compared to the brain drain from India to US. Our villages need to grow in tandem with cities and standard of life has to improve their for inclusive growth to happen. If rural India is poor, India is poor.

India lives in many generations and visiting rural areas very easily shows that they lag behind cities behind cities by decades. While we have latest services and products available in our cities now. Village are still coping with age old products. It is easy to see the rising disconnect between cities and villages.

Basically what we need is to empower the rural people by providing them education and proper health

care. They need to have to infrastructure like electricity and water so that they can free the cycle of drought and floods. We need to give them self employment so that they want to stay in villages. Instead of migration in cities. There is need to empower the villager and not just supporting them by food subsidies, loan waivers which end up crippling them. India will grow only when rural India marches hand in hand with cities in twenty first century.

A society or community can be classified as rural based on the criteria of lower population density, less social differentiation, less social and special mobility, slow rate of social changes etc. Agriculture would be the major occupation of rural people.

Maharashtra is one of the economically developed states in India, which has 36 districts, hundreds of Tehsil and villages are thousands. But we found wide disparity in rural development across the states, region and districts within the states. The Marathwada region is comparatively more backward region in general, and the districts like Beed, Parbhani, Osmanabad and Hingoli in particular as a result it is special importance and essential to review the role of rural local bodies in rural development with justice by taking into consideration their socio-economic with reference to backward districts in general and Beed district in particular in era of 73rd constitutional amendment. As Beed is one of the most backward district in Marathwada region Maharashtra state. At village maximum people lives in rural areas. Rural people face different problems due to illiteracy, poverty, mismanagement it resulted poverty moreover. Due to underutilization of available resources alleviation of rural poverty has been prime consideration of Indian planning. For alleviation of poverty government of India launched specific programme and is trying to improve one quality of rural people. Rural development involves raising one social and economical status of one rural population on a sustainable basis through optimum utilizing of local resources.

Objectives of the study:

1. To know the social welfare scheme of the government toward rural development.
2. To study impact of social welfare schemes on rural social economic development.

Need and significance of the study:

The rural community is one of the largest population group in Maharashtra. It is calculated nearly 60 % in the total population of Maharashtra. This has a big role in working population. Most of rural population is economically backward. Near about 30% population of rural area is in below poverty line. Most of rural families have not their own asset, home, land, factories and properties therefore they facing the poverty and backwardness. Many rural uneducated and poor families can't get information and benefit of various social welfare schemes. My effort through this study to provide necessary and useful information to get benefit and opportunities of improvement of life to the rural peoples.

Research methodology:-

The research methodology adopted for this study as following:-

Most of the rural development schemes introduced and offered by government of the state and central both, through zilla parishad, other organizations and NGOs. For this research study primary and secondary data sources to be used. For the purpose of this study has multistage simple random sampling method is used.

Collection of data:

For the completed of this study through collecting information for study primary data also secondary data sources are used through direct intimated with the selected proponent in the selected area for the study.

1) Primary data -

- **Questionnaire for rural beneficiaries.**

2) Secondary data-

- Government published books about rural development.
- Zilla parishad published data.
- Zilla parishad annual reports.
- Various books and magazines of rural development schemes.

Review of Literature -

Robert chambers (1983) : "Rural Development' Putting the last first", Longman, London , Page-147.

Has emphasized that rural development as a strategy which enables a specific group of people, poor rural women and men to gain for themselves and their children more of what they want need, in rural areas. V.Gopal krishna Asari (1985), on the other hand, has attempted at studying the factors interacting with science and Technology and Society within a policy perspective. He further analyzed the horizontal transfer of technology change in rural development in an Indian setting.

Saxena A.P. (1980) has opined that the development efforts should be directed towards the poor, to the extent that development plans must reflect the realities concerned for the eradication of poverty in rural areas. Norman T. Uphoff (1982) has stated that "the modernizers" favored central policy and planning as the best solution for India's under development. Further, he has remarked that :it has been administrative rather than political" Shivalinga Prasad (1989), on the other, has quoted that the development is not merely the provision of opportunities but also their actual utilization by the people for whom they are intended and involves the creation of facilities necessary for such utilization.

The United Nations report :- Rural Development had viewed that efforts of the people of emphasized to improve the economic, social and cultural condition in the life of nation. it mean that this change would bring about a change in their socio-economic status, and improve their living condition.

World Bank (1975):-"The Assault on World Poverty: problems of Rural Development , Educational And Health", Baltimore, md, jons hapkins University Press.

Rural Development is the strategy designed to improve the economic and social life of specific group of people, the rural poor. it involves extending the benefit of development to the process among those who seeks livelihood in rural area. The group include small scale farmers, tenants and landless. the world bank and other international agencies and institution placed emphasis increasing production, raising productivity increasing employment and mobilizing whatever land, labor and capital factor of production were available.

At the same time, rural poverty and inequalities had to be reduced by development involving values and quality of life issues and participation of the poor people in development activities and in decision making. central government has empowered panchayat raj institution and other local self government to initiate and participate in development activities. International agencies just concluded 'world sammit-2002' on sustainable development at Johan burg, South Africa, which has taken the decision to continue the fight against poverty in the world. Dube S. C. (1956) says that the development programmes have not been an easy task in a heterogeneous society like ours. They have required a highly trained and a sensitive bureaucracy to enable people in evolving a common minimum programme, in keeping with their diverse needs as the basis of the programs of the local community have remained merely a slogan as the officials have not even been familiar with the methods of ascertaining these needs. L. M. Singhvi (1987) has stated that his panchyati raj institutions of rural development programmes, at the lower levels.

Sr.No.	Schemes	Scheme offered by	Main objectives of the scheme
1	Stitching machine	State Government	To provide self-employment to the rural unemployed women in the state.
2	Agriculture Tools	State Government	To provide income source permanently to SC/ST family.
3	Land distribution	Central Government	To Provide mean's of earning to the SC/ST community and empower them.
4	Supply of Goals	State Government	To Provide free education and foods to poor rural student
5	Rural Youth Training	State Government	To Train Rural Youth for self employment
6	Residential School	State Government	To provide free education and foods to poor Rural student.
7	Pradhan mantri Awas Yojna	Central Government	To provide Permanent House To Rural Economically Backward people.
8	Toilet Assistance	Central Government	To Achieving The aim of S wachha Bharat mission
9	Ramai Awas Yojna	State Central	To provide Permanent House To SC/ST families.
10	Employment Guarantee schemes	Central /State	To Provide minimum employ for fulfilling minimum need of Rural labors.
11	Tanda Sudhar Yojna	State Government	To provide basic infrastructure to the concerned area people.
12	Dalit Vasti Sudhar Yojna	State and Government	To provide basic infrastructure to the concerned rural people.

C Table no.02 Agricultural schemes

Sr.No.	Schemes	Total beneficiaries (2017-18)	Nature of assistance	Total amount
1)	Land distribution	618	2 acre irrigated or 4 acre non-irrigated	16 lack to 20 lack
2)	Agricultural tools	6,915	Mini tractor, sprinkler, Agri spray	5000 to 2 lack
3)	Goat distribution	4,755	10 female +1 male goat	78,000
4)	Stitching machine	8462	1stitching machine	7000

Table no.03 Housing schemes

Sr. No.	Schemes	Total beneficiaries	Nature of assistance	Amount
1)	Pradhanmantri Awas Yojna	6,15000	2 room+1toilet(1,26,000+12 000)	1,38,000
2)	Ramai Awas Yojna	10,230	2room+1toilet(1,26,000+1 2,000)	1,38,000
3)	Rural Toilet	657000	1 toilet	12000

Table No 4 - Other rural development schemes

Sr. No.	Schemes	Total beneficiaries	Nature of assistance	Amount
1)	Dalit vasti sudhar yojna	3260	Cultural hall, road ,electricity	10 lack to 20 lack
2)	Tanda sudhar yojna	940	Road, electricity, water facility	6 lack to 15 lack
3)	Rural youth training	-	3 months training	-
4)	Residential school	32350	Std.5 th to Std.10 th	-
5)	Employment Guarantee Schemes	270360	100 days employment	1,80,000

ALL TABLES Source: (Zilla Parishad field survey (2017-18)).

Following schemes are Important to Improving socio-economic Condition of Rural people in Maharashtra : Above table no.1, 2 and 3 give the detail information about the implementation of social welfare schemes in Maharashtra state. Schemes are very helpful in improving socio-economic condition of the rural people. Major Conclusion's:

Social welfare schemes of the governments are most importance for changing rural people life standard as urban area, specially for social and economically backward peoples in rural area.

Most of rural people are largely depends on such social welfare schemes and also they gives well response to the schemes.

Social welfare section and economically backward rural people are the main beneficiaries of the schemes and both government offers various development opportunity to the rural peoples through this scheme.

More effort are needed to promote social welfare schemes, so as to tap its maximum potential. There is need to develop awareness among the people by wider publicity through villages in this vast country.

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ISSUES AND CHALLENGES IN THE IMPLEMENTATION OF GOODS AND SERVICE TAX (GST) IN INDIA

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INTRODUCTION

GST is a valued added tax on goods and services that is paid by the final consumer while the retailer will be taking credit of the tax he has paid while buying goods for retailing. So in this all the services of retailer or the chain behind him is taxed apart from the actual value of production of that good.

The GST has changed the whole scenario of current indirect tax system. It is considered as biggest tax reform since 1947. Currently, in India complicated indirect tax system is followed with imbrications of taxes imposed by union and states separately. Experts say that GST will help the economy to grow in more efficient manner by improving the tax collection as it will disrupt all the tax barriers between states and integrate country via single tax rate.

2. LITERATURE REVIEW

· Monika Sehrawat and Upasana Dhanda (2015) in their research article entitled, “GST IN INDIA: A KEY TAX REFORM” focused on advantages of GST and challenges to be faced in its execution and also explained that this comprehensive tax system will subsume all indirect taxes of states and central governments and unified economy into a seamless national market.

· Lourdunathan F and Xavier P (2017) in their research study entitled, “A study on implementation of goods and services tax (GST) in India: Prospectus and challenges” concluded that Efficient formulation of GST will lead to resource and revenue gain for both Centre and States majorly through widening of tax base and improvement in tax compliance.

3. OBJECTIVE OF THE STUDY

1. To critically analyses the difference between present indirect taxes and GST.
2. To evaluate the advantages and challenges of GST
3. To study the impact of GST

4. RESEARCH METHODOLOGY

The Researchers used an exploratory research technique based on past literature or secondary data from respective Journals, Bulletins, Books, Newspapers, and Editing Articles from Magazines etc.

5. PRESENT INDIRECT TAXES

Before understanding the GST, one must know what the current indirect structure system is. Because GST is going to be replaced by the current indirect tax.

GST will unify all the following existing indirect taxes under an umbrella:

Table 1: Taxes to be included in GST: State and Central Taxes

STATE TAXES	CENTRAL TAXES
Value Added Tax (VAT)	Excise Duty
Entertainment Tax levied by states	Additional Excise Duty
Luxury Tax	Excise Duty under Medicinal and Toilet Preparation Act.
Tax on Lottery, Betting and Gambling	Service Tax
Entry Tax other than for local bodies	Additional Custom Duty commonly known as Countervailing Duty (CVD), Special Additional Duty(SAD)
	Surcharge
	CENVAT

(Source: Empowered committee of state finance ministers government of India)

The above table shows the existing indirect taxes which are going to be included in GST. The State taxes such as Value Added Tax (VAT), Entertainment Tax levied by states, Luxury Tax, Tax on Lottery, Betting and Gambling, Entry Tax other than for local bodies and Central taxes such as Excise Duty, Additional Excise Duty, Excise Duty under Medicinal and Toilet Preparation Act, Service Tax, Additional Custom Duty commonly known as Countervailing Duty (CVD), Special Additional Duty (SAD), Surcharge, CENVAT etc. are going to be merged in GST.

6. IMPACT OF GST ON PRESENT INDIRECT TAX STRUCTURE

- Present indirect system allows for multiplicity of taxes, the introduction of GST has rationalized it.
- Existing taxes i.e. Excise, VAT, CST, Entry tax have cascading effect of taxes. Therefore, we end up in paying tax on tax. GST has replaced all the above mentioned indirect taxes.
- GST will lead to credit availability on interstate purchases and reduction in compliance requirement.
- In the present service tax act, many services are untaxed, in the GST most of the services are being brought under the regime of tax.

7 ADVANTAGES OF GST

The following advantage are expected from the implementation of GST:

- **Free the manufacturing sector from cascading effect of taxes**
In order to reduce CST and cascading effect of tax, in correct indirect tax structure most of the big companies want to manufacture their product in house only. In the GST Act, CST has been abolished and therefore there will be no cascading effect of tax which will assist to outsourcing, subcontracting and division of labor. As a consequence of this specialization will increase in future which will ultimately reduce the cost of production. Because of this the cost of production of domestic company will come down and the prices will also be reduced which will help them to compete in international market. It will also result in increased export and help country to reduce current account deficit.

- **Introduction of Single Tax Computation**

GST will abolish the cascading effects of taxes and for both central government and state government there will be a single base for computation of tax. Most of the indirect taxes will be covered under GST.

- **No Tax on Export**

It is proposed in the GST that there will be zero tax on the export of goods. It will not only help domestic companies to increase export but also will help them to price their products at low rate which will ultimately help them to compete with international companies in the world market. It is expected that along with increase in export, it will also help in the fulfillment of objective of 3.5% share of India in world exports by 2020.

- **Simple and Easy Tax Structure**

The multiple taxes levied by Central and State Government will be replaced with the introduction of GST as a single tax structure. It is expected that GST tax structure will be easier and simple than the existing indirect tax structure. GST will reduce in the accounting complications for the companies and is expected that it will make them more competitive and boost the economy by 1 to 2%.

· **IGST- Effective Mechanism**

In present indirect tax structure central sale tax (CST) is paid on interstate trade of goods. CST is paid only on interstate trade of goods and not on supply (transportation) of goods. But, in GST tax regime IGST is levied on interstate trade and supply (both) of goods and services. As a result of this an effective logistics system will come up which will stop the tax evasion with the help of warehousing by big corporates. This will safeguard small and medium enterprises from unhealthy competition of big corporates.

8. CHALLENGES IN IMPLEMENTING GST

· Targeted deadline will not be achieved

There will be huge impact of Goods and Service Tax on the purchase and sell of goods and services produced in India. There is a serious doubt on implementing GST by the central government's targeted deadline of December, 2017.

· **Impact of Demonetization**

The Central Government has taken a very historical decision of demonetization of high value currency on November, 8 2016. It has impacted on the GDP, employment, prices of the product etc. it is considered that it is not the appropriate time to implement GST and could have an unstable effect on the economy

· **Jurisdiction of Central and State Government**

The central government continues to uncompromising on issue of jurisdiction over assesses with the state governments.

· **Political reasons**

Political reasons are determining the fate of GST, which is not the correct thing, because ideally GST is an economic and tax reform, and economic and tax reforms should not be dictated by political. Political ideology will create hindrance in the effective implementation of GST.

· **Rate of GST**

The rate determined or fixed on certain goods and services in the GST is likely to be opposed by the different political parties and the public in general.

· **Impact on Working Capital of Companies**

GST will also have impact on cash flow and working capital of the organizations. Cash flow and working capital of business organizations which uphold high inventory of goods in different states will be badly affected as they will have to pay GST at full rate on stock transfer from one state to another. Currently CST/VAT is payable on sale and not stock transfers.

· **Compensation to States**

Currently, VAT is highest contributor in tax revenue of state governments. But after GST reform this will subsumed along with surcharge and cess into GST. Due to which state governments will occur revenue loss for sure and they will be more dependent on finance commission for tax devolution

· **Other Issues**

- a. Union government need to coordinate with 30 states for "input credit" due to transfer of credit in SGST.
- b. State tax officials training and development before implementation of GST.
- c. Effective credit mechanism is essential for GST. Owing to CENVAT it is not a problem but for states again it is a major challenge.
- d. Analysts say that real estate market will be cramped by GST and it may result in 12% down turn in demanded of new houses because of increased cost up to 8%. (A study commissioned by Curtin university of technology)

9. CONCLUSION

The study highlighted that there was complicated indirect tax structure in India before the introduction of Goods and Service Tax. Most of the present indirect tax levied by central and State government will be incorporated into one tax i.e. GST. GST will abolish cascading effect of tax. Its implementation will also results in lower cost of doing business that will make the domestic products more competitive in local and international market as it will be charged at lower prices. GST will also enhance export of the country as export will have zero tax rate in GST. There are various challenges in way of GST implementation like political issues, impact of demonetization, differences between central and state government over their jurisdiction, loss of revenue for the state at the initial implementation of GST, tax rates in the GST, bad impact on the working capital condition of the company etc. The Central Government will require more investigative research to safeguard the clashing interest of various stake holders and achieve the obligation for a fundamental reform of tax structure in India.

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A STUDY OF STATUTORY ROLE IN HOSPITALITY EDUCATION SYSTEM : GLOBAL PERSPECTIVE

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Abstract:

Education is the key to success in any discipline. If the education system is strong enough it support the entire nation to develop and show increase in economical growth. It also helps to improve the living style of the people and per capita income. It helps the people to live happy life and create knowledgeable individuals. In India there are two main apex bodies govern all the education system and to promote technical education and maintain the standard.

Hospitality education is also the integral part of the education system. There are almost 22 courses run all over India in 633 different colleges. All these colleges are approved by the education bodies like AICTE, UGC, universities, NCHMCT, IGNU AND YCOMU, and other open universities. They are having many different types of course ranging from under graduate degree courses to master degree and higher education like PhD in some cases.

Hospitality is service sector and part of tourism business. Travel & Tourism generated 10.2% of global GDP and 292 million jobs in 2016

At present, 1 in every 11 people worldwide is employed by the tourism sector. Total contribution by travel and tourism sector to India's GDP is expected to increase to Rs 32.05 trillion (US\$ 492.21 billion) in 2028. India was ranked 7th among 184 countries in terms of travel & tourism's total contribution to GDP in 2017. So job market for the hospitality graduates are booming . It needs to be backed up by the hospitality education system. In general terminology it is call as hotel management and catering technology and tourism management colleges which are creating the backup system for this growth.

Key Words: Statutory Bodies, Hospitality, Education System, Manpower, Research.

Introduction:

Any education system compiles good universities, infrastructure, and college and good teachers, these are few basic things. Teachers play a vital role in development of nation building. That's way it is called as noble profession. Country like India is developing nation at its pace and it required good education system to support the same.

As per world travel and tourism Council (WTTC), India is one of the favorite tourist destinations from the year 2009 and will continue to be one of the favorite till 2020. As current scenario there is lot of jobs available in the hospitality and tourism. This required good backup by the skilled manpower. And good manpower is created by the education system.

There are 22 courses which belong to hotel management to which a person is eligible to pursue after 12th, Graduation, Post Graduation. They can get admission in all the affiliated Universities spread across the states of Delhi, Maharashtra, Tamil Nadu, Andhra Pradesh, Telangana, Punjab, Madhya Pradesh, Gujarat, etc. There are 633 colleges offering hotel management that a student can take admission in throughout India. AICTE is main body which governs all affiliated colleges throughout India. All India council for technical

education (AICTE) was set up in November 1945 as a national apex advisory body to conduct a survey on the facility available for technical education and to promote development in integrated manner. After that The University Grants Commission (UGC) came into existence on 28th December, 1953 and became a statutory Organization of the Government of India by an Act of Parliament in 1956, for the coordination, determination and maintenance of standards of teaching, examination and research in university education.

National Council for Hotel Management and Catering Technology (Society) was set up in the year 1982 by Govt. of India as an autonomous body for coordinating growth and development of hospitality management education in the country. Through the Council, these institutes offer 11 (eleven) different professional programs leading to award of Certificate, Diploma, Post Graduate Diploma, Bachelor and Master Degree. Through this system only 21000 hospitality graduates pass out annually and requirement is much more. Hospitality industry contributes 8.78% of total employment in India. Planning commission of India show the second largest developing sector of Industry and also the big job provider employment to skilled and unskilled people.

Aim: Aim of the study is to bring the focus on hospitality management studies and suggestion to update the educational channels for the global market prospective.

Objectives:

1. To overview the current education system of hospitality industry.
2. Understanding of hospitality industry as job market.
3. To understand the role of governing bodies in setting up institutions.
4. Slippage of hospitality education system.

Methodology:

The study is based on the direct interview with the hospitality professionals, Students and teachers in hospitality education field also information from the major statutory body like AICTE, UGC, DTE and University and Private Colleges.

Review of literature:

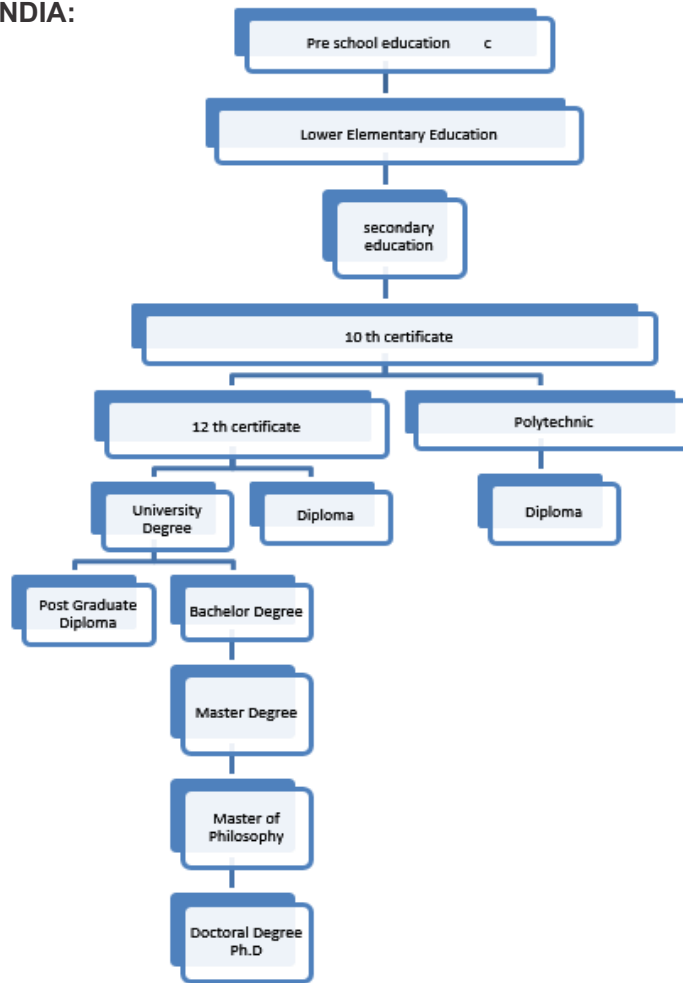
Hospitality education in Maharashtra:

In Maharashtra there is only one institute is affiliated to NCHMCT. Other student's enroll for the MAH HMCT CET exam which is conducted by the Pune University. There are only 11 affiliated institute having only 530 seats over all. All NCHMCT affiliated colleges award the degree from the IGNOU open distance learning university of Delhi .Other colleges are affiliated to different universities in Maharashtra and comes under UGC rules. Some other colleges also come under YCMOU, open distance learning university of Maharashtra. They have various courses Bsc HSCS , Bsc HOCS , Bsc Aviation and hospitality mgt, and post graduate Msc in distance learning mode .All together this make the complex situation who wish to choose their career in hospitality and tourism industry .

Duration for some courses like BHMCT is Bachelor degree in 4 years and other colleges comes under UGC have BSc degree complete the curriculum in 3 years time at same time few government colleges award diploma in hotel management in 3 years time.DTE that is director of technical education deliver the diploma in 2 years time .More over the entire course fees are different starting from 30000/- to 1.5lakh per year. For students it is very difficult to judge what course they should opt for their better future. Looks like all the authorities run their courses as per their convenience and colleges are allowed to charge as they can get the approval from the authority. Lack of synchronization among the different statutory bodies makes it more difficult task to choose the best.

Following are the few courses available in hospitality and tourism under the various faculty of different university.

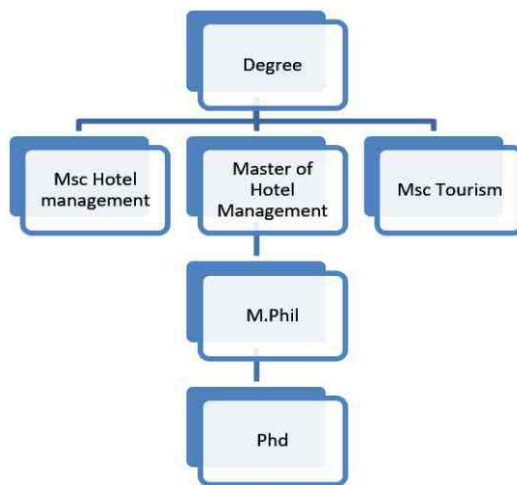
EDUCATION SYSTEM IN INDIA:



<https://wenr.wes.org/wp-content/uploads/2018/09/WENR-0618-Country-Profile-India.png>

Chart above can explain the flow of education; it does not include all the awards and study patterns.

Post Degree Education chart:





State wise list of AICTE colleges and total no. of colleges for degree and diploma:

State	Degree	Students	Diploma	Students	Total students
1. Madhya Pradesh	1	60	0	0	60
2. Chhattisgarh	0	0	0	0	00
3. Gujarat	1	60	0	0	60
4. Mizoram	--	--	--	--	--
5. Sikkim	--	--	1	60	60
6. West bengal , Kolkata	2	120	10	780	
7. Tripura	--	--	--	--	--
8. Meghalaya	--	--	--	--	--
9. Arunachal Pradesh	--	--	1	20	20
10. <u>Andaman&Nicobar</u>	--	--	1	20	20
11. Assam	--	--	--	--	
12. Manipur	--	--	--	--	
13. Nagaland	--	--	--	--	
14. Orissa	2	120	1	60	180
15. Jharkhand	1	60	1	45	105

Students prospective in comparison

Above system is set by the various statutory bodies for the 12+ level of education, within that student need to choose the given options which is degree and diploma. This is offered by the various colleges approved by the government of India that is AICTE, UGC, all national and state level university, NCHMCT, DTE, private bodies. Following are the various courses offered by the above told bodies as a option for the

12th passed students. As per rules of the university above courses are offered by different stream like management science and science. There are almost 30 no. of courses available in various colleges and universities which can cater large group of people students around India.

Things to point out all the courses have different course titles like BHMCT, Bsc. Hospitality mgt, Bsc HM, Bsc HOCS and many others. General criteria for the admission for the following course is 12th any stream (arts/commerce/science).NCHMCT is the statutory body which conduct nationwide entrance test for the selection of the students and all together intake for the same is 1200 students in 104 affiliated colleges.

Drain of hospitality resources to international market:

There is huge market for Hospitality and tourism professionals. Due to less restriction to get student visa and

16. Bihar	--	--	2	180	180
17. Uttar Pradesh	7	350	3	270	
18. Uttaranchal	4	300	3	140	440
19. Chandigarh	--	--	--	--	
20. Haryana	1	60	--	--	60
21. Himachal Pradesh	--	--	--	--	
22. Jammu & Kashmir	--	--	--	--	
23. New Delhi	3	210	--	--	
24. Punjab	2	120	--	--	
25. Rajasthan	3	180	--	--	--
26. Andhra Pradesh	--	--	6	290	290
27. Pondicherry	--	--	1	20	20
28. Tamil Nadu	--	--	13	810	810
29. Karnataka , Bangalore	20	1395	--	--	1395
30. Kerala	2	120	4	300	420
31. Maharashtra	11	530	19	1185	1715
32. Goa	--	--	2	120	120
33. Daman & D, Dadar, N.H.	--	--	--	--	--
Total colleges	60	3685	63	4020	7,705

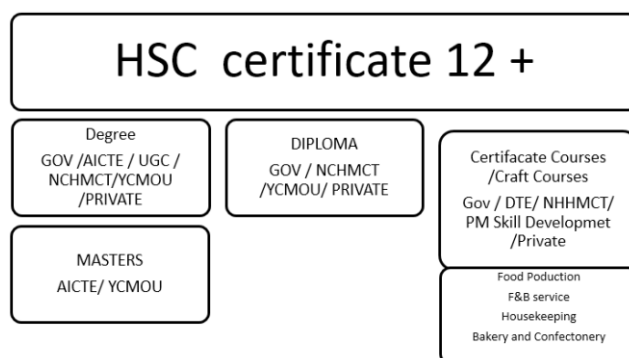
National Council for Hotel Management and Catering Technology.

NCHMCT State wise list of colleges and no. of total colleges for degree and diploma

The Council regulates academics in the field of Hospitality Education & training that is imparted at the 21 (twenty one) Central Govt. sponsored Institutes of Hotel Management, 19 (nineteen) State Govt. sponsored IHMs offering Degree level program; 3 (three) State Govt. sponsored IHMs offering Diploma/Craft Certificate level programs, 1 (one) PSU owned Institute, 13 (thirteen) private Institutes and 9 (nine) Food Craft Institutes that function in different parts of the country. (The last two programs are in collaboration with Indira Gandhi National Open University).

Courses	Central Gov	State Gov	Private	Food craft institute	PSU	No of seats
MASTERS	4	--	--	--	--	100
PG DIPLOMA	1+5	--	--	--	--	30+120=150
Bsc DEGREE	20	20	12	9	1	4988+2059+64+1168=8279
DIPLOMA	10	12	--	--	--	1030+730+220+200+230=2410
CRAFT COURSE	11	1	2	--	--	529+30+60=619

EDUCATION SYSTEM IN HOSPITALITY MANAGEMENT AND TOURISM:



work visa it is very easy to travel around the world for hospitality professionals. International companies provide good facilities and better opportunities, money. Because of this reason many skilled professional are choosing to travel abroad for their bread and butter. On the other side of coin it is found through survey that there are lot of misconception about hospitality field .Even educated people do not have good vision about the carrier in hospitality. Country of 1.35352 billion people needs lot of manpower in the field of hospitality to provide the services like food, accommodation, housekeeping and other basic needs.

Job Market in USA:

Globally 212 Million people were employed in hospitality industry. In 2016 US Market had 596000 open jobs in hospitality industry and unemployment rate was 10.3%. It states that the jobs no. given above remains vacant. At the same time 768000 people were fired from the jobs. Travelers spent almost 255 Billion Dollars on food, drinks, and other tourism facilities in 2015 which supports 1.9 million jobs in US. Rather than this many non-hospitality businesses are hiring hospitality professionals to build up an beneficial relationship with their customers and make them feel at home.

View of job provider:

In growing market of India almost all the hospitality industry are privatized and companies look for the cheap work force. This industry is specifically service provider to huge market available to all types of local, national and international customers. While seeking the growth rate of Profit Company they hardly pay any attention to the educational qualification of the employees. They have set criteria of choosing the candidate for the specific job available. For them all the degree diploma candidates are same. Because of this few students passed their one year diploma get the good pay scale than the student passed 4 year degree. Due to the private sector they go for best and cheap solution of man power which can create huge backlog of the graduates and down grade the pay packages of degree students.

More over that there is almost no jobs available in the government sector. Few departments like Indian railways (IRCTC), military canteens, central government canteen around the state assemblies and parliament house in Delhi provides job for the hospitality graduates. Their selection criteria for the job are below the class 4 level that is 8th pass and 10th pass. And class 2&3 is diploma holder. Government have the policy of privatized the hospitality services all over and not interested in the matter of this students education level and their pay scale .

For the candidates wish to join the teaching profession in hospitality few master level courses are available but seats are very limited. In Maharashtra there are only 2 institutes serving the Msc hotel management or Msc hospitality management having on intake of 40 students. For further studies M.phil or PhD they need to opt for the other stream of management science or tourism management .There is no further studies available in the field of hospitality .To become university professor it important to pass Net or CET exam but the hospitality subject is not available. So they also don't get paid as per the UGC guide lines. Though it look very attractive and flourish industry HRD Ministry and education department hardly pay any attention to set thumb rule entry system for the growth of the hospitality professionals .

Hospitality is the service sector and these pass out graduates are employed in many sectors as follows:

- Star category hotel
- Standalone restaurant
- Fast-food companies
- Flight kitchens
- Cruise industries
- Industrial canteens
- Institution canteens
- Mall management
- Entertainment theaters
- Theme parks
- Aviation industry
- Air port staff
- Hospital management
- Food manufacturing industry
- IRCTC Railway canteens
- Military service
- Hotel restaurants bar
- Housekeeping agencies
- Event management industry

Result and Discussion:

Hospitality professionals are required by almost all the industry because of no set rules are defined about job market .This market is very volatile. Very few people got good pay scale and large no of hospitality graduates did not. It is not only industry and pay scale but also our education system, the way we adopt the hospitality professionals. Current education system is just meant to serve the basic requirements of hospitality job market. There is no set rules the define the status of the hospitality professional. Due to lack of governance this sector ending up working 12 to 14 hour shift this is reality. To strengthen the system it need to start form the footing of the structure that is education system. It need to synchronized to show the same level of education like other study

Role of Government Industrial linkages and HRD:

Basically research talks about current situation of hospitality education .But looking at bigger picture of education sector there are lot of reform are introduced by the Mr. Prakash Javadekar the incumbent Union Minister of Ministry of Human Resource Development (MHRD), Government of India. There is no post such as Education Minister as of now.Tourisum ministry do not support any research work in the field of hospitality or nether create any committee to set norms for higher education. Like other fields there is no Mphil or Phd available in the field of hospitality and no exams were conducted for the like NET or SET for junior researcher or university professor.

Conclusion:

Hospitality and tourism are the service base industries and need lot of employment. And to providing skill employment is the main job of the education field. According to a report by KPMG, growth rate of the hospitality in India is 16.1 per cent CAGR to reach Rs 2,796.9 thousand corers in 2022. The hospitality sector encompasses a wide variety of activities within the services sector and is a major job provider both direct and indirectly. It needs to support by the very skilled man force to sustain the growth rate. Good skill force is created by the very clear vision that required the alignment of the hospitality education with the global hospitality market.

Limitation:

Hospitality and tourism industry developing very fast and most of it participates are private companies. On other side education field is in developing in very slow pace. Due to lack of resources and funds there are lacunas in the setting up the one single body to look after this education sector.

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Sustainability in Field of Manufacturing: An Overview

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Abstract:

Maintainability has brought huge consideration up in assembling research in the course of the most recent decades and has turned into a critical driver of the improvement of inventive advancements and the executives ideas. The ebb and flow part means to give an organized diagram of the wide field of research in reasonable assembling with a specific spotlight on assembling innovation and the executives. It expects to portray the job of assembling in manageability, layout the corresponding approaches essential for a progress to practical assembling and determine the need for taking part in interdisciplinary research. In view of a writing audit, it gives a organizing system characterizing four correlative regions of research focussing on investigation, blend and change arrangements. The difficulties of the four territories of research fabricating advancements item improvement ("what is being delivered"), esteem creation systems and worldwide assembling impacts ("how to roll out a foundational improvement") are featured and represented with models from ebb and flow look into activities.

Manufacturing Technologies

This layer explicitly addresses the two elements of significant worth creation process and gear. It centers on the improvement of creation innovations, machine-apparatus ideas and industrial facility the executives methods guaranteeing that whatever must be delivered, it tends to be finished with economy of assets which in like manner maintain social norms. This initially requires deciding explicit pointers which empower the distinguishing proof of enhancement potential at the procedure and at the machine level. Instances of these are found in the "particular vitality utilization," an empiric model created by Kara and Li (2011) for material evacuation forms and dependent on measures on machine devices, or the "electrical testimony proficiency," an expository model created by Sproesser et al. (2016) for welding forms. At office level, digital physical frameworks (Low et al. 2005) and metering methods (Kara et al. 2011) can be utilized couple with proper office models and reproduction systems (for example Herrmann and Thiede 2009) so as to empower ideal controlling of procedures inside an assembling framework. Concerning improvement of new innovations, existing endeavors envelop, for precedent, the enhancement of welding advancements as far as asset utilization (Sproesser et al. 2015) or the advancement of new inside cooled cutting procedures (Uhlmann et al. 2012). At the assembling cell level, lifetime-expanding additional items for machine-apparatuses (Kianinejad et al. 2016) and of computerized working environments anticipating musculoskeletal strain by specialists (Krüger and Nguyen 2015), can be referred to as precedents. While such arrangements structure an essential reason for economical assembling, macroeconomic computations underscore that applying best accessible sectorial advances in all local industry divisions over the world would decrease CO2 emanations to 33% (Ward et al. 2015). This demonstrates arrangements are required past the assembling innovation level so as to reach for example the factor 4 or 10 stuck by a few creators as a vital goal of natural decrease of human exercises (for example Weizsacker 1998). This layer is explicitly tended to in the part "Arrangements—Sustainability-driven Advancement of Manufacturing Technologies"

Product Life Cycle

This layer explicitly addresses the factor of significant worth creation item. It centers around empowering the task of item improvement forms deliberately prompting items which accomplish equalization of the three components of supportability, for example which create low ecological effects while conveying socially valuable capacities, all accessible at sensible generation and buy costs. This requires the application of strategies permitting item improvement groups to methodically coordinate maintainability criteria into their choices. Over the previous decades, an extensive assortment of techniques for this sort has been created. As ahead of schedule as 2002, Baumann et al. distinguished in excess of 150 strategies for "green item improvement", for example concentrating entirely on the ecological measurement of supportability, while Pigosso (2012) all the more as of late distinguished 106 of them. The wide scope of strategies created by established researchers drove Ernzer and Birkhofer (2002) to express that the trouble never again lies in creating plan strategies, however lies rather in choosing the significant techniques and applying them effectively. In actuality, existing methodological help for manageable item improvement is frequently scrutinized for being ineffectively incorporated into the item improvement process, at last prompting extra effort with respect to item advancement engineers, and in the meantime to low industry dispersion (Rosen also, Kishawy 2012; Knight and Jenkins 2009). Tending to this very issue, Pigosso et al. (2013) built up a development demonstrate which permits a well ordered, guided coordination of manageable item advancement strategies in organizations. At a progressively operational dimension, Buchert et al. (2014) created an IT-instrument went for supporting the choice of the proper technique for guaranteed structure issue. From the flipside of the procedure, some different creators have endeavored to diminish the decent variety of apparatuses through the advancement of coordinated systems (for example Dufrene et al. 2013). In all cases, a key factor for compelling thought of manageability in every day item improvement exercises is found in the combination of techniques in data frameworks, for example, Product Lifecycle Management (Stark and Pfortner 2015). Given the high number of imperatives applying to item improvement which limit the arrangement space range alongside the feasible dimension of advancement, parts of the examination network have endeavored to recover degrees of opportunity in their interests, by cultivating elective generation or utilization designs. An all around inquired about subject here is found in the idea of item administration frameworks through which: "it is in the monetary and focused enthusiasm of the maker/supplier to cultivate ceaseless development in lessening the natural effects and enhancing social value and attachment" (Vezzoli et al. 2015). Another in part covering field of research is found in the participative plan models taking into account a more profound mix of the voice of the last client in the structure procedure, for example, client focused structure or open source plan (Aitamurto et al. 2015; Bonvoisin and Boujut 2015). This layer is explicitly tended to in the part "Arrangements—Sustainable Product Improvement"

Value Creation Network

This layer tends to the esteem creation factor association just as the mix of esteem creation modules into esteem creation systems. It addresses the capacity of the esteem creation systems to help maintainable generation and items. How practical an item turns out to be, may, for example, be resolved not just by its structure, yet in addition by a variety of decisions made in the esteem creation organize that are not available to the item improvement group. All the more explicitly, a given item can't be professed to be manageable all around or unavoidably, however in connection to a given setting and related use (Manzini and Jégou 2003). The remanufacturability of an item, moreover, just establishes potential that is conceived out of the item plan itself, and must be acknowledged by the transaction of exercises including, in addition to other things, turn around coordinations, item disassembling and testing. How feasible a transportation framework dependent on electric vehicles turns out to be for a given territory, for instance, may rely upon the thickness of the

populace and the presence of a fitting open transportation arrange. Following Haapala et al. (2013) in that interest, at that point, the inquiry lies not just in which forms are performed, yet in addition where these procedures are performed. This inquiry is outstandingly essential in a universe of globalized supply chains where concentrated procedures tend to be re-appropriated to rising nations (Andersson and Lindroth 2001; Bonvoisin 2012). Mulling over this, approaches are required to help guarantee the advancement of authoritative foundation which encourages maintainable items also, preparations. Two basic perspectives recognized by Jayal et al. (2010) are multi-objective and incorporated esteem creation arranging. One test lies in moving from the coordination of freely overseen associations with person benefit amplification conduct, to progressively coordinated arranging. The other challenge is to go past benefit minimisation and coordinate a few measurements into the basic leadership process in quest for associating esteem creation modules. This layer is explicitly tended to in the part "Arrangements—Sustainable Value Creation Networks"

Global Manufacturing Impact

This last layer tends to the infiltration rate of reasonable arrangements, for example how far feasible basic leadership strategies are actualized practically speaking. So as to clear the route for vital social change, inquire about which goes up against the triple job of measuring stick (estimating supportability), guidepost (setting targets) and multiplier (rousing towards a heading), is what is required. The primary job requires the advancement of techniques for estimating the genuine manageability execution of items and assembling exercises, looking at enhancement possibilities and distinguishing exchange offs between the accomplishments of different targets. As a focal strategy in economical building, Life Cycle Evaluation (LCA) and considerably progressively pertinent, Life Cycle Sustainability Assessment (LCSA) (Finkbeiner et al. 2010), figure as basic parts of the arrangement. These devices anyway speak to overwhelming apparatus that remain too tedious and troublesome for architects to acknowledge, and thusly barely relevant in everyday basic leadership. Specifically, a first errand lies in outfitting engineers with the learning and structure of reference important to choose suitable pointers among the immense measure of markers accessible. A second quandary underlined by Jaya et al. (2010) lies in the improvement of quick and advantageous manageability assessment methodology which yield results as exact as LCA. The second job requires the advancement of strategies for setting proper manageability targets. For instance, most LCA pointers (for example an unnatural weather change potential) have been basically produced for deciding the maintainability execution of an item or procedure in similar terms (for example in examination with another item or procedure conveying a similar capacity). Consequently, they can bolster producing that dependably endeavors to "be more reasonable than previously" however can't guarantee that assembling is reasonable in supreme terms (Bjørn and Hauschild 2013). However, regardless of anyway valuable they might be for looking at procedures or items, these markers should be supplemented by a supportability investigation in progressively supreme terms. This incorporates both the setting of clear maintainability reference values/targets (for example greatest enabled CO₂ outflows to meet the 2° objective) and the advancement of strategies to dissect the manageability of items and procedures with respect to these objectives (as proposed by Bjørn et al. 2016, for instance). The third job includes the general exertion connected to the data exchange to industry, policymakers and the overall population, so as to invigorate the essential social change. One fundamental switch in that interest pushed by Haapala et al. (2013), Mihelcic et al. (2003) and Garetti and Taisch (2012) is non other than unadulterated what's more, straightforward instruction. From one perspective, producing related educational module ought to furnish engineers with a more extensive comprehension of the idea of maintainability and of the impact of their exercises on societal and ecological frameworks. They ought to most likely recognize enhancement potential in specialized frameworks towards manageability, assess ideal arrangements, and take choices in like manner. At the same time, they ought to be made to value the socio-specialized nature of reasonable fabricating, alongside the impact of the conduct

of customers and clients on the opposite side of the range. Then again, the genuine change towards maintainability depends on designers, yet in addition on the "ecological" what's more, "mechanical education" (Mihelcic et al. 2003) of the more prominent citizenry, which would enable individuals to settle on edified and adjusted purchaser choices. Considering exact perceptions appearing the two ideas of manageability what's more, assembling may not commonly be surely knew (for example Roeder et al. 2016), a gigantic need is available for the incorporation of every single such worry in instruction plans, from elementary school to college. This layer is explicitly tended to in the part "Execution Perspectives"

The above definite layers are not just corresponding on the subjects which they address, however in like manner related. Stock and Burton (2011) note that maintainability "necessitate[s] arrangements educated by different foundations that solitary disciplines appear to be not able give, and perhaps, are even unequipped for giving" what's more, in that they underline the need for coordinated effort between the controls. They separate among multi-and interdisciplinarity: while multidisciplinary is described by the concurrence of various logical orders with parallel goals in a typical research field, interdisciplinarity looks to connect disciplinary holes in context by including distinctive teaches in the accomplishment of a shared objective. Together with Schäfer (2013), they even supporter for transdisciplinary look into, for example the incorporation of non-scientist partners, for example, delegates from endeavors, organization or NGOs, end-clients or subjects in the procedure of delivering arrangements of complex socio-specialized issues. One contention for this is the very idea of manageability can't be expressed all around, however rather must be considered inside every single explicit social setting. This necessity is sponsored by the solid perception worried by Mihelcic et al. as of now in 2003 that designing controls need connective oversight of societal issues, that people in general experiences issues acknowledging what precisely designs do, and that engineers will in general disregard the social measurement connected to the socio-specialized issues which they constantly address. A further inclination to detachment of designing disciplines, moreover, creates a danger of floating towards what has been as of now reprimanded by scholars of the mechanical society, for example, Ellul (1964) or Illich (1982), and alluded to as "second request issues" in the maintainability banter. That is, entirely specialized answers for sociotechnical issues serve to increment technicisation and create new socio-innovative issues in a fast surge, serving at last to intensify the circumstance that should be alleviated. One run of the mill case of the consequence of such procedures is the frequently referred to "bounce back impact," characterized for instance by Hertwich (2005) in a mechanical biology point of view as "a conduct or other fundamental reaction to a measure taken to decrease natural effects that balances the impact of the measure." The issue in this manner lies in the inclination of specialists to create uneven mechanical arrangements, or then again, better stated, the general propensity with respect to building orders to "produce sharp answers for issues that don't exist." Overcoming this issue along these lines figures tremendously in the quest for manageable assembling arrangements. In particular, spans must be worked between orders very much practiced in inquiring questions (for example humanities) and orders proficient in creating arrangements (for example designing). Shockingly, between and transdisciplinarity approaches in research remain ridden with hindrances. The significant difficulties of such methodologies are featured for precedent by Schäfer (2013):

Researchers ought to be available to expanding their viewpoints, for example recognizing that joint effort with different orders gives them chances to address questions that are not available inside the system of their own control. For instance, generation innovation designers can create cleaner creation innovations with the assistance of preservationists, enabling them to recognize the applicable parameters. Exact perceptions demonstrate that the absence of satisfaction of this essential necessity might be a huge purpose behind the disappointment of an expansive part of transdisciplinary ventures.

Disciplines ought to recognize the epistemic qualities and strategies for other disciplines, which may turn out to be especially prickly between, for instance, building and humanities—the previous being commonly

founded on positivist and the last on constructivist epistemology.

Considering that separation of specialized phrasing obstructs basic comprehension between orders, the cultivating of basic comprehension requires the improvement of a typical language. This requires thus that specialists (1) recognize terms may have diverse implications in their separate controls (2) agree to attempting of recognizing potential errors and characterizing the terms (3) maintain a strategic distance from specialized language in interdisciplinary trades.

A hindrance for receptiveness of specialists towards between and transdisciplinarity may lie in the association of the scholarly world in very particular orders. In the setting of the assessment of research and distribution of research awards driven by discipline-related quality criteria, between and transdisciplinarity research might be hindered.

In spite of the fact that the four troubles referred to here may sound paltry, encounters in major interdisciplinary research ventures demonstrate that they are unequivocal surely. Despite the fact that persuaded by the need of creating answers for manageability and by the multifaceted nature of the issue, scientists may well neglect to develop enthusiasm for interdisciplinarity inquire about and in widening the focal point of their movement. Writing on between and transdisciplinary manageability inquire about as of now gives a few indications on the most proficient method to address these difficulties, that ought to be sure be all the more deliberately taken into account in the arranging and activity of research ventures managing building what's more, supportability.

Conclusions

In this commitment, the ebb and flow field of research in maintainable assembling has been screened, with a specific spotlight on innovation and the board. In view of this audit, this article gives a meaning of the term economical assembling just as an organizing structure characterizing four correlative territories of research: fabricating advances ("how things are delivered"), item improvement ("what is being delivered"), esteem creation systems ("in which hierarchical setting") and worldwide assembling impacts ("how to roll out a fundamental improvement"). These layers have been shown with precedents from flow examine activities tending to investigation, combination or progress issues, while their separate main challenges have been lit up. This article earnestly expresses the equivalent significance and the complementarity nature of these four layers, while we moreover underline the need of the interdisciplinary idea of activity towards economical assembling. Since singular fields of aptitude can't get a handle on the whole multifaceted nature of the challenges raised by manageability, scientists are welcome to consider the breaking points of the arrangements they can offer, and to look for expanded points of view past the boondocks of their skill.

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Social Welfare, Capital and Work: Reflection of a Hong Kong Social Worker

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Abstract:

This paper shares the impression of the creator as he sees that welfare frameworks are presently drawing in more discussions out in the open discussions. He detects that social work calling is getting to be minimized by different standard divisions, as it neglects to get engaged with new what's more, elective answers for manage difficulties of welfare and monetary change. The paper follows the changing origination of social welfare, welfare state, and social work. The cutting edge meaning of social work and its center purposes have recognized social work from the tight origination of social welfare. The origination that social welfare is social work is in this manner misjudged. Albeit social work envelops a scope of center purposes, an essential connection is as yet missing in the global definition, which is social capital building. Social capital is tied in with systems administration association with trust, commonality and correspondence, which empowers systems to cooperate all the more productively and successfully than people and individual systems acting alone. The paper gives the pilot encounters of the Community Investment and Inclusion Fund of the Government of Hong Kong Special Administration Region. The Fund means to fabricate social capital at network levels by giving direct concedes to community ventures of NGOs and the private division, just as government subvented NGOs willing to change itself to receive the social capital building approach. The encounters show that social specialists need to receive a change in perspective to outfit themselves with expansive helping points of view and multi-abilities so as to wind up a compelling social capital manufacturer and profit themselves as accomplices of all parts in the general public in managing difficulties of the cutting edge times.

Introduction

This paper shares the impression of the creator as he sees that welfare frameworks pull in more discussions openly banter. The social work calling also is getting to be minimized by different standard segments. Social work needs to locate the missing connection that associates itself with the advanced time. The reflection starts with the discussions on social welfare now and again of society's quick change, and people in general misguided judgment that social work is social welfare. The reflection proposes that social work as a calling ought to incorporate building social capital as one of its center purposes with the goal that it could really serve all people groups of a general public.

Traditional and prevailing conception of social welfare

Social work has frequently been taken as an equivalent word for social welfare. In any case, the term social welfare has a free significance, and may mean diverse things in various locales on the planet. In Hong Kong welfare arrangements are regularly taken as those administrations worked, financed or checked by the Social Welfare Department of the Hong Kong SAR Government. Clearly as a custom most social work

graduates will search for employments in welfare administrations. In any case, this pattern is changing and the change is brought about by a scope of complex variables, both inside and outer to the social work calling. It additionally mirrors an adjustment in strategy bearings and methodologies in welfare arrangements. Such changes will have significant effect on social work calling and these will be talked about beneath.

Social welfare and welfare state

Social welfare for the most part alludes to states' administrations intended to shield subjects from the monetary dangers and frailties of life. The western style social welfare programs were introduced in light of industrialization in urban communities. Throughout the decades, a general agreement is achieved that states are in charge of ensuring each one of those helpless to think about themselves for whatever reasons. Social welfare involves right as opposed to of need. Financing of states' social welfare programs essentially originates from open income. In this respect, social welfare is one of the frameworks of exchange installments to cross over any barrier between poor people and the rich. As the organization and nature of social welfare programs winding up progressively extensive and differentiated, covering progressively more areas of the society, meeting increasingly distinguished requirements; the prior form of social welfare has changed considerably in the cutting edge period.

In the cutting edge period social welfare is regularly translated with a wide importance to incorporate open arrangements of instruction, wellbeing, and lodging and open help. As such, it is all the more properly associated with the origination of the welfare state. In a perfect welfare express the administration assumes a key job in the assurance and advancement of the financial what's more, social prosperity of its residents, in light of the standards of uniformity of chance, impartial dissemination of riches, and open duty regarding those powerless to profit themselves of the negligible arrangements for a sensible standard of life.

Reforming the welfare system

The perfect welfare state where the state is the key player maybe never exists. It has been proposed that, in view of European experience, the business sectors and welfare frameworks are connected in various ways (Ferge and Kolberg, 1992), bringing about veering encounters in dealing with market disappointments (for example drawn out joblessness), and welfare cut. The moving of the weights of consideration to casual minding frameworks when stood up to with an unsure modernization of the economy has offered ascend to a plausibility in rebuilding the connection between the state, economy and common society to encourage the change from a welfare state to a general public of prosperity (Evers and Wintersberger, 1990). For explicit administration segments, for example in the area managing the consideration for the older, there develops a typical motivation for the change, which is described by a move from institutionalized to customized consideration game plans; increasingly strong administrations for casual family carers; better coordination between administrations in a pluralist welfare framework; and more noteworthy interest in administration arranging and the executives (Kraan et al., 1991). There is moreover expanding acknowledgment for the need to scan for a superior parity and blend of suppliers from state, common society and the private division. The discussion and situation brought about by clashing qualities and standards among suppliers of various areas would proceed, as well as scan for approaches to pay for expense of consideration, and require more arrangement investigate (Evers and Svetlik, 1993; Evers, Pijil and Ungerson, 1994).

Changing conception of social welfare in Hong Kong at times of economic transformation and financial crisis

The term social welfare today has never pulled in such a great amount of debate as in the history of Hong Kong. Amid the decade prior to the difference in sway in July 1997, Hong Kong had profited by a mutilated and air pocket economy. Its open welfare using had expanded many overlay, so was the job of the legislature. Amid this period, numerous new welfare arrangements were made to meet developing social

issues and issues, without giving due respect to the coordination and interfacing of old and new arrangements, just as their long haul supportability. Not long after 1997, Hong Kong started to feel the effect of the Asian money related emergencies, to be trailed by the breakdown of the genuine domain showcase and the intense difficulties of financial change. Subsequently the joblessness rate hits recorded statures, and the economies' withdrawal proceeds unabated. The Government is currently confronting an emergency that if its verifiable spending deficiency can't be returned, the money related frameworks will be under serious difficulties from universal monetary networks. In the meantime, the personal satisfaction in the network is disintegrating quickly. More individuals are picking or compelled to live on open help, number of single parent families and separated from families are expanding quickly, number of family savagery cases is expanding, and progressively youngsters are living inactively without work and tutoring. Hong Kong can never again bear to depend on its conventional welfare way to deal with manage every one of these difficulties. Open conclusions towards the welfare framework have changed. In the first place, there was an open clamor that low compensation workers are acquiring not exactly those individuals, with comparable family foundation, accepting open help; more individuals are enticed to avoid paid work, and fall into the standardized savings net. The expression that welfare breeds reliance instead of serving its unique capacity of social security for the poor has turned into a well known news thing, despite the fact that the genuine picture of the foundation of the considerable number of individuals on government disability isn't totally that basic. Second, welfare administrations are no long taken as free administrations. Expense charging just as discovering ways of raising assets from non-government sources has turned out to be standard prerequisites. Third social welfare ought not to be the sole worry of government, NGOs, and administration beneficiaries. It ought to be possessed and shared by different segments, the rich and the elites. Welfare framework ought not to isolate the rich and poor people, yet crossing over them through systems of regular concern. Fourth, supportability of welfare arrangements has picked up a basic spot in approach plan. Manageability alludes to the proceeded with limit of activity without depending exclusively on government financing, however with help from non-government subsidizing sources.

Social work, not social welfare

Social work calling started its main goal in belligerence that social welfare was not philanthropy. It has received strengthening and prosperity of people, gatherings and networks as its center practice. Social work is to be grounded on social equity, guided by points of view that are creating and basic, sustaining individuals' quality, and identifying assorted variety. Social work as an equivalent word of social welfare is an erroneous recognition. Present day social work has in actuality retired away the idea social welfare. The International Council on Social Welfare (2003) embraces a statement of purpose which is "to advance types of social and financial improvement which mean to lessen destitution, hardship and helplessness all through the world, particularly among distraught individuals. It takes a stab at acknowledgment and assurance of central rights to sustenance, cover, instruction, medicinal services and security. It trusts that these rights are a basic establishment for opportunity, equity and harmony. It looks for additionally to propel fairness of chance, opportunity of self-articulation and access to human administrations." It is critical to take note of that the term social welfare does not show up in the statement of purpose, yet rather social and monetary advancement. Worldwide Association of Schools of Social Work and the International Federation of Social Workers characterize worldwide social work in July 2001 that it "advances social change, critical thinking in human connections and the strengthening and freedom of individuals to improve prosperity. Using hypotheses of human conduct and social frameworks, social work mediates at the focuses where individuals communicate with their surroundings. Standards of human rights and social equity are crucial to social work." In accordance with this definition, IASSW's dialog archive on worldwide qualifying guidelines for social work instruction and preparing (The Joint Committee of the International Association of Schools of Social Work and IFSW, 2002), recognizes the accompanying center reasons for social work:

Facilitate the consideration of underestimated, socially avoided, seized, defenseless also, in danger gatherings of individuals;

Address and test hindrances, imbalances and treacheries that exist in the public arena;

Assist and activate people, families, gatherings and networks to improve their prosperity and their critical thinking limits;

Encourage individuals to participate in backing with respect to appropriate nearby, national, territorial and additionally global concerns;

Advocate for, and additionally with individuals, the detailing and focused on usage of strategies that are predictable with the moral standards of the calling;

Advocate for, and additionally with individuals, changes in those auxiliary conditions that keep up individuals in minimized, confiscated and powerless positions;

Work towards the security of individuals who are not in a situation to do as such themselves, for instance kids needing care and people encountering dysfunctional behavior or mental impediment inside the parameters of acknowledged and morally stable enactment.

A key idea is absent from the rundown of social laborer's center purposes, which is about social venture or social capital building. By including this idea, the difference in worldview of the social work calling might be encouraged, and the change will be seen in in any event the accompanying zones:

from a helping point of view to a far reaching social improvement viewpoint

from issue introduction to social capital building

from compartmentalized consideration to add up to mind, interfacing among formal and casual consideration, and the private area

from administration conveyance to limit assembling and long haul maintainability

from a pushing aptitude expert to a multi-ability proficient

Hong Kong's Community Investment and Inclusion Fund (CIIF): An alternative to traditional welfare approach

The Government of Hong Kong Special Administrative Region set up a Community Venture and Inclusion Fund in August 2002 by to help the community endeavors of network associations and the private segment. The store intends to empower shared concern and help among individuals;

to advance network support at the nearby dimension; what's more, to help cross-sectoral projects to create social capital. Given these destinations, the CIIF hopes to: (1) advance network support, common help, backing and social incorporation gave through fortified network arranges in the network which will thusly help strengthen the feeling of having a place in the network, upgrade the informal organizations of people and families, expand the help base accessible to help them to determine their issues and address normal concerns; and (2) empower and encourage collaboration between associations of various nature, (for example, non-legislative associations and the private segment), just as cross-sectoral cooperation, (for example, welfare offices and training associations) in long range interpersonal communication what's more, network bolster ventures. To achieve these objectives, the Fund energizes base up arrangements that look to advance the improvement of social capital, and by supporting nearby or region wide network ventures started by the network itself. This would at last advance joint endeavors between local gatherings, corporate bodies or on the other hand proficient gatherings and the Government to add to the social prosperity. CIIF not just separates itself from customary government subsidizing for social welfare administrations. It offers need to joint endeavors of NGOs and the private area that does not have government subsidizing, just as supports conventional government financed activities to change its methodology in managing neighborhood challenges. The accompanying two representations will feature the noteworthiness of CIIF with regards to welfare change and monetary change.

Conclusion

The creator's appearance on the social work involvement in Hong Kong demonstrate that the customary models are presently observed to be lacking to manage difficulties of the advanced time, realized by the quick financial and welfare change in our general public. The social work calling, if keeps on entertaining itself with an inside segment job, working what's more, centering itself basically with aiding and support purposes, may get itself progressively minimized by the standard society. The social work calling ought to exhibit to the general population that it isn't about social welfare, and it has the ability to convey effective undertakings that are practical through social capital working among systems from cross areas in the general public.

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The future HR Requirements and the Skill Development Achievements of India: A Review & Synthesis of Recent Government Reports

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Abstract:

Many economists have predicted that in the coming decade, India will be the third largest economy in the world following only the US and China. These predictions have also highlighted the demand for the skilled manpower for the country. At the same time India will witness a huge labour market by having the maximum young population as working population.

To meet the future human resource demands, the Govt. of India has taken many initiatives. Amongst which the Skill India campaign has proved to be much effective for creating skilled human capital for the nation.

This paper reviews and synthesises different Govt. reports to understand and evaluate the different facts and figures about future HR requirements of India and the achievements of Skill India initiative.

Keywords: future HR requirements, skilling achievements

Introduction:

The 'Make in India' campaign initiated by the Indian government has accelerated the economic growth. Many economic analysts have predicted that in the next decade, India's economy will rise to the third largest in the world, following only the US and China. Economists have also highlighted the demand for the skilled manpower for the country.

But country's low education attainment and low skill intensity create a major challenge in preparing the workforce. OECD Economic Survey India -2017 highlights very important points that around 30% of youth aged 15-29 are neither employed nor in education or in training despite Govt. taking many initiatives to decrease the dropout rates and it is also estimated that only 4.7% of the total workforce has undergone formal skill training¹.

According to the Economic Survey 2017-182, "Upgrading human capital to the demands of a technology-intensive workplace" is one of the four challenges need to be addressed seriously in order to fight off the worries of an approaching —Late Convergence Stall in the process of economic development. The failure in producing skilled and quality HR will prove increasingly costly and will likely to affect India's growth in the coming years.

To meet the future human resource demands, the Govt. of India has taken many initiatives. Amongst which the Skill India campaign has proved to be much effective for creating skilled human capital for the nation.

Objectives

- To understand the future HR requirements of India.
- To analyse the skill development achievements by comparing with future HR requirements.

Research Methodology:

This study is descriptive in nature. The paper reviews and synthesises different Govt. reports to understand and evaluate the different facts and figures about future HR requirements of India and the achievements of Skill India initiative. The paper is completely based on secondary data collected from Government websites and reports, research papers and journals.

Understanding the Future HR Requirements of India and Analysing the Skill Development Achievements:

Table 1: Future HR requirements (estimates in Millions)

	2017	2022	Incremental HR requirement	Average HR increment per year (calculated)
	510.8	614.2	103.4	20.68

Source :Table 2, Skill India – Annual Report 2017 – 2018³

Table 2: Year wise estimated future HR requirements (estimates in Millions)

	2017	2018	2019	2020	2021	2022
	510.8	531.48	552.16	572.84	593.52	614.2

Table 3: Skilling Achievements from 2014-15 to 2016-17 (in Lakhs)

Year	2014-15	2015-16	2016-17	Average (calculated)
No. Of persons trained	76.12	104.16	90.78	90.35

Source: Annexure -2 , Skill India – Annual Report 2017 – 2018⁴

Table 4: Comparing incremental future HR requirements and skill development achievements (in Lakhs)

Average estimated HR increment per year	206.8
Average skilling achievement per year	90.35
Percentage Achievement	43.69%

Table 5: Comparing total future HR requirements and skill development achievements (in Lakhs)

Year	2017	2018	2019	2020	2021	2022
Total estimated HR requirements	5108	5314.8	5521.6	5728.4	5935.2	6142
Expected Skilling	1.77%	1.67%	1.64%	1.58%	1.52%	1.47%
Achievement after comparing with current pace i.e. 90.35 lakhs per year						

Table 6: National Skill Development Corporation's (NSDC) performance (2017-18)⁵

Placement Percentage*	47%
Placement percentage (PMKVY2)	15%
* *Placement percentage is based on trainings through NSDC fee-based training partners and Innovation Partners and does not include trainings under special schemes such as <u>Udaan</u> , SSC-Non-PMKVY certifications.	
Source : Table 6 , Skill India – Annual Report 2017 – 2018	

Findings:

- India is expecting approximately 4% of increment in HR requirements every year.
- But with the current pace of skilling achievement of Skill India initiatives, India doesn't seem to even meet the 2% of total future HR demand.
- Indian education system is still not impressive enough to fill the gap.
- Even after different initiatives taken by NSDC, the placement of trained persons is not even 50%.

Conclusion & Suggestions:

- In order to meet the future HR demand, India needs to intensify its Skill India movement.
- Despite achievement by Skill India campaign, the percentage is still very low. Hence the factors which are restricting to higher skilling achievements need to be addressed specifically.
- Traditional education system also needs to be linked directly with the Skill India programs.
- More efforts should be made for the placement of trained & skilled persons.

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The future HR Requirements and the Skill Development Achievements of India: A Review & Synthesis of Recent Government Reports

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Abstract:

Economic policy industrial and agricultural in Thailand aimed of research1). To study economic development policy of Thailand. 2) To study impact of economic policy on industrial development of the Thailand. 3) To study various rural development schemes in Thailand and 4) to study impact of economic policy on rural development of the Thailand. Methods of data collection-To collect the data from textbook, magazine, newspapers, doctrines etc. Which are concerned with economic development polices. -Analyze the collected data, discuss with scholars and gave conclusion and suggestion. -To do documentary research only. growth. Pro-poor economic and industrial policies focus on increasing the economic returns to the productive factors that the poor possess, e.g. raising returns to unskilled labor. In the past, there was not much population. Agricultural production is for household consumption and among relatives, the rest is exchanged in society.

Keywords: economic policy industrial and agricultural development Thailand

Introduction

The majority of the country's population is in the countryside. Rural development is therefore an important issue that allows people to live well and be conventionally happy. In development, it must be carried out in many areas such as education, administration, public health, agriculture, industry and others because these will be the basis for occupation and employment of the people. In this regard, I would like to discuss only on agricultural development. The majority of the population, about 65 percent, are farmers living in rural areas. Agriculture is therefore the main occupation of farmers. If the development of agriculture is correct, then farmers will have more income and well-being.

The countries Accelerate economic and social development causes because they want to raise the standard of living and well-being while the economic development is aimed at increasing the national income level. Which is higher than the increase in the population in the country This is because the development of the country is possible - how little is dependent on the economic structure of that country.

In the past, there was not much population. Agricultural production is for household consumption and among relatives, the rest is exchanged in society. Later, when the population increased, the demand for food increased as well. Therefore, the production and consumption patterns were changed to produce for trading and in the end it is for commercial production When manufactured in trade, it requires a lot of farmland. Therefore, requires deforestation in order to obtain the area for planting until now, about 28 percent of the forest area is left in the whole area of the country, but still needs more productivity Expanding the production area is difficult. The possible way is to increase productivity per unit area. In increasing productivity, many production factors are needed, such as irrigation, fertilizers, pesticides and others, which require total

capital. Increased productivity is sufficient to a certain extent, but it causes adverse consequences, such as rain, fall, seasonality, toxic air, degraded soil, waste water and others, resulting in more resource utilization. And pollution to living things Therefore, what to do, therefore, will develop agriculture for humans to have enough food for consumption and not destroy the environment.

Economics Development

A process that contributes to continuous economic prosperity over a long period of time that will enable the improvement of social conditions by focusing on raising the livelihood of the country Causing an increase in real income per person (per capita real income) over a long period of time in order to provide equal income distribution resulting in a better standard of living for the general public. Which consists of the following elements

1. There is a high level of economic growth.
2. Continuous economic growth
3. There are improvements and changes in the appropriate social structure. Economic development is a long-term analysis aimed at increasing aggregate supply, increasing production efficiency in order to increase productivity of the economic system. Increasing use of resources or domestic employment

The Purpose of Economic Development

Every country in the world wants to raise the level of national economic development. Developed countries want to maintain good living standards and the wealth of the country. Developing countries want to raise the standard of living of people and increase the wealth of the country to be equivalent to developed countries. Can summarize the objectives of the country's economic development as follows

1. To increase the national income of the country by using various measures and policies Promote savings, investment, production which show better living conditions and economic status of people in the country
2. To provide employment at a high level Unemployment will affect the economy and society of the country. Therefore, the government must find ways to promote investment in the country in order to create employment. People in the country have work. Stimulate consumption and domestic investment
3. Establishing and maintaining domestic product price stability means controlling domestic inflation to a reasonable level. Due to the increasing population, the country's economy is expanding. The amount of revolving funds increases. Opportunity to generate high domestic inflation The government therefore has to find ways to control inflation by using monetary and fiscal policies.
4. Distribution of income thoroughly and fairly When economic development is fully grown, the effects of development are not distributed to many people, considered an incomplete economic development. Must have income distribution Distribute wealth to people in the country equally so that the gap of income is less.

Economic growth and economic development

Economic growth is to expand production capacity of products and services by increasing the quantity and quality of resources. production factor and production efficiency which has resulted in higher GNP and Real GNP per capita

As for economic development, it is a process of steady growth and economic development for a long time. Which results in a higher income for the individual and an equal distribution of income Most people benefit from increased income equally. Can live comfortably with value and freedom in various fields Including changes in economic structure, society, political system, attitudes towards administrative education and social values by relying on the rate of economic growth (GNP Growth Rate) as a measure of economic development

There are 5 goals in economic and social development:

1. Higher income and standard of living
2. Better income distribution
3. Having a job
4. Conservation of natural resources and
5. Control of pollution

Economic development has the following important concepts.

1. Balanced growth is a simultaneous investment in all parts of the national economy in order to create a system-wide connection. Because one industry will create a market And is the source of supply of other industries And should encourage international trade to expand the market.
2. Unbalanced growth is the only investment in industries with high interdependence rates. Making the country development to be fast but development is concentrated, resulting in a large distribution of income.
3. Balanced development is a development of both quantity, quality and fairness in society. Resulting in economic expansion coupled with income distribution and development distribution to the region as well as human resource development, quality of life, environment and natural resources. Sustainable development is a development that maintains balance in terms of people, society, economy and environment both in terms of quality, quantity and fairness in society, continuously and consistently. Use resources to meet current needs without destroying the ability to use resources of people in the latter generation.

Thai Economic Development Guidelines

Economic growth of Thailand after using the development plan Counting at a relatively high level The expansion of the economy has changed from the agricultural sector, especially rice exports, as the main income of the country (Strong Rice Economy), which is to promote the development of the export industry. labor Low production costs Resulting in production advantages, able to compete in the world market, since Thailand has used the 1st Development Plan to date The structure and economic system of the country has changed dramatically. Can summarize the past development results as follows

1. Economic growth and income distribution problems

The production structure has changed from the agricultural sector to the industrial sector. Produce for export Free trade and investment opening as a result, the overall economy of the country is expanding rapidly but the growth is not uniform. The industry is concentrated only in large cities. There is an inequality of income distribution.

2. Economic growth and natural resource use problems

The cause of the expansion of products or national production, both in the agricultural and industrial sectors, which requires a lot of production factors, including limited natural resources Causing the invasion of forest land, water sources. The result is Natural resources deteriorate and rapidly disappear.

3. Depression and unemployment problems

In the past The government and people spend a lot of money. Including the popularity of using products from abroad Developing countries rely on large amounts of foreign capital and technology. Is the main reason that the Thai trade deficit has increased Resulting in a rapid decrease in international reserves.

4. Competition problems and competitiveness in Thailand

Trade and investment liberalization intensifies international competition. In addition to the cost of production that makes Thailand able to compete with foreign countries Important issues include policies and economic, political and social stability of the country. While the current situation of the country's competitiveness is declining continuously due to the increasing cost of labor Which results in the country having to improve the

quality of the product Meet international standards

Economic development has the following important concepts.

1. Balanced growth is a simultaneous investment in all parts of the national economy in order to create a system-wide connection. Because one industry will create a market and is the source of supply of other industries and should encourage international trade to expand the market

2. Unbalanced growth is the only investment in industries with high interdependence rates. Making the country development to be fast but development is concentrated, resulting in a large distribution of income

3. Balanced development is a development of both quantity, quality and fairness in society. Resulting in economic expansion coupled with income distribution and development distribution to the region as well as human resource development, quality of life, environment and natural resources

Sustainable development is a development that maintains balance in terms of people, society, economy and environment both in terms of quality, quantity and fairness in society, continuously and consistently. Use resources to meet current needs without destroying the ability to use resources of people in the latter generation

National Development

Country development is economic development. To be able to produce and higher competition Environmental development for ecological balance Development of appropriate technology Psychological Development Including systemic rural development and effective results That said, this is important. And guidelines for future development in the country by focusing on the development of all aspects in order to increase the following potential

1. Agricultural development Is an agricultural product that can be used as a product that every nation can use, such as after crushing Powder making powder to cook food that is needed around the world, making it ready to add The value of the product

2. Educational promotion industry in calculation - foreign languages For dealing with other countries around the world for trade, investment, calculation is suitable With financial engineering, scientific systems Biology physics Caused by calculations Therefore, education should be improved, accelerated to be effective. Correctly for the development of science and technology Concluded that privatization is effective in the industry of dependency seeking Foreign technology in the field of technology engineering, so Thailand is definitely not worthy of losing American and Japanese.

3. Promoting the quality of life of Thai people Encourage laws that are suitable for social justice. Prevent and suppress social problems Promote education to suit the changing of the country if Thailand is a country That the change of education and morality is a religion that is consistent with proper technology

4. Develop national level to be capable of politics Contacting the country administration Including the ethics of the ruling class

5. Develop the Army Air Force system to be a formidable force In order to prevent the country that is a bullying and to negotiate various aspects to see Our country is awesome. And as a potential for defense, which will create confidence in the military system as Americans interact with other countries effectively.

Important factors in national development consist of the following important factors:

1. Economic factors Consists of important elements, namely, natural resource capital Human resources, entrepreneurs and technology

1.1 Capital (Capital) Capital is an important factor. Is the key to economic growth The important thing of development is Diversification and sufficient investment to achieve the goals set forth in the National Economic and Social Development Plan.

1.2 Natural Resources Natural Resources and the environment has benefits such as forests, wildlife, land, minerals, oil, natural gas, etc. and is important to human life by using these resources in economic development Natural resources are important factors for national development. If any country has many resources Will make that country, there are many opportunities to develop. But must know to use it to have sufficient benefits used effectively and there are ongoing developments that will make that country Can have sustainable natural resources

1.2.1 Make people better The government has managed the natural resources for economic benefits.

1.2.2 Natural resources are fundamental factors for agricultural development, tourism service industry. Causing revenue both directly from the manufacturing sector and service

1.2.3 Utilizing natural resources for various uses That generates income Such as digging natural gas, various minerals used to substitute for import and can also be exported to foreign countries Cause income to develop the country

1.2.4 Natural resources Can be used to build electric power plants Generate electricity for public consumption, such as bringing minerals, coal, natural gas, oil and water energy.

1.2.5 Natural resources, rental of forests, sea water sources, waterfalls, mountains, etc., used as a resting place and a tourist attraction Can be a revenue to develop the country

1.2.6 Used in transportation such as sea, river, canal, can be used to transport raw materials, goods and travel of people. Support trade for economic development

1.3 Human Capital is an important factor affecting the economic development of the country by emphasizing on the efficiency and value of the population as the principle of population education. Covers gender, age, education level, working conditions, fertility, birth rate, mortality rate and migration rate, etc. The quality of people Is a production unit that is important to the economy and develop quickly.

1.4 Entrepreneurship is considered an economic factor. Affecting image production and economic development The entrepreneur therefore has a duty and the role of real economic. Development in the country

The duty to decide the production of products and services that will produce what amount will choose the factors in production. Is the right choice of technology for production Product and service market expansion Is a burden of risk and various uncertainties arising from the investment Entrepreneurs have such duties in order for the business to operate efficiently.

1.5 Technological advances Resulting in increased efficiency and productivity of products and services Causing changes in employment Income Distribution Market Structure Trade and investment Which makes the economy and society change Due to technological advances.

2. Political factors

Political factors are important factors. And influencing economic development Political concepts or political philosophy has many forms Each model has a different influence on the economy and business. Such as socialism, liberal or communist political systems, etc. In addition, the economic policy guidelines are related. Or can change under the political framework, such as political stability governing form and management can be described as follows

2.1 Political stability peaceful country Without war, political system

In the country continue to run smoothly Countries with political stability Will make people, businessmen, investors have confidence in their careers The government can set policies and set measures in the full development

2.2 Administrative form Affecting economic and social development such as the communist system Socialist systems, liberal systems, etc. The government system, no matter which system If the parents of the country Lack of responsibility, lack of honesty, lack of vision Aim to seek personal benefits Cannot lead the country to succeed in economic development Therefore, in the development of the country must be a country manager must have real intention. Capable of brainstorming, cooperation from the people in the country to enable the country to achieve economic, social and environmental development

2.3 Management Parents in addition to having a vision Strategic Planning National policy on economic and social plans Management of the country to achieve the objectives as specified to develop the economy, create a society and manage the politics to be stable

3. Social factors

Include values, relationships of individuals, families, social classes Religion and culture Values are things that people who are interested in wanting to be or are living with various values, such as Social psychology values include obedience to adults, love, solitude, ethical values that are believed in religion, law of karma, adherence to mercy, political values such as adhering to the rule of democracy Uphold the needs of the people Personal relationship Individuals have membership Being a part of society, having a relationship related to the group that they are members of. The family is considered the smallest institution. The family has contributed to instilling values for family members to reason, dare to think, dare to make honest decisions and so on. It is considered a valuable human resource for economic development. And social classes Religion and culture It is considered to have a great influence on individuals with teachings and practices in various religions. There are practices and things to instill faith. Values for people Is a stimulator or hinder economic development.

Strategy to adjust the economic structure to be balanced and sustainable

Focus on Production structure adjustment to increase productivity and value of products and services on the base Knowledge and being Thai By restructuring the agricultural sector Industrial sector And service sectors that use cluster development processes and supply chains Including community networks based on modern knowledge Local wisdom and Thai culture And biodiversity To create high quality and high value products Have brand recognition in the market Including creating a good investment atmosphere To attract foreign investment And promote Thai investment abroad As well as systematic knowledge management Infrastructure development and logistics system Organizational reform Regulatory updates And develop standard systems in various fields Including the implementation of international trade policies to support the restructuring of production and increase the competitiveness of the country

Immunization of the economy by effectively managing the overall economy to maintain stability Economic stability and supporting the restructuring of production by raising funds to the sector Efficient production develop state enterprises to operate efficiently on the principles of good management in order to enable efficient use of resources and maximum welfare for the delivery country. Enhance systematic savings to be a source of funding and guarantee people's lives and increase energy efficiency and the development of alternative energy sources for Reduce dependence on energy imports and save foreign currency Supporting fair competition and distribution of benefits from development Fairly By promoting competition, conducting business in a free, fair and anti-monopoly system Spreading the development of infrastructure to a balanced and fair region allowing people to access the service thoroughly, sufficiently and in accordance with the needs of the area Increase the efficiency and coverage of the foundation's financial services Able to support community development and foundation economy by strengthening community financial organizations Including implementing fiscal policies to promote income distribution by distributing the power of taxation

Budgeting and disbursement And indebtedness under the framework of fiscal discipline to the local.

Industrial development in Thailand

Development "means making progress, improving the industry, therefore means that the industrial sector grows The term industrial development in English is industrial development, but there is another term that is commonly used. industrialization in these two English words has some different meanings. The term industrial development refers to industrial development, but the term industrialization Meaning to make or become an industrial economy If any country has Industrial activities, such as manufactured products and employment in the industrial sector of the country, will have a higher proportion. We tend to call countries that have the prosperity of the industry as industrial countries. There may be underdevelopment of the industry in some aspects, such as having obsolete technology or have low production efficiency. However, the term industrial development with industrialization Often used to mix Which means the growth of the industry Which is a characteristic of industrial development.

Countries often hold industrial development as one of the important goals for development leading to economic growth efficient use of resources and make the people earn and have a higher standard of living Industrial development is therefore considered an important way to make economic progress. And lead to prosperity in other areas Such as technology development and quality of people for this reason, the term "industrial development" and "economic development" are mixed and some people have the same meaning.

Changes in the Thai industry

Originally, Thailand had developed the industry to a limited extent. In the Ayutthaya and early Rattanakosin period Major industries mainly produce handicraft products. And processing of agricultural products easily Later, there was a rice mill, sawmill, brewery, brewery, sugar factory and cement plant that had characteristics as industrial plants. Over a period of ten years after World War II Industrial development policy focuses on investment by the state. Have established state enterprises to produce many industrial products There are many industrial products manufactured by state enterprises, such as textiles, sugar, paper, weaving, sacks, policies of state enterprises in general, inefficient. And private enterprises are reluctant to invest in manufacturing industrial products Because they have to compete with state enterprises The industry caused by private investment at that time was not much. And most of them are small, such as rice mills, sawmills, and handicrafts by the government to support the construction of utilities such as the improvement of electric power And transportation This proposal has been implemented by the Thai government in the future.

In the year 1960, there was an enactment of the investment Promotion Act. In order to provide benefits to investors according to this Act, education in the development of Thai industry Therefore considered that Thailand entered the era with a new industry since about 1960. Since then, there have been many new industries. There is foreign investment in many industries such as electrical appliances industry car and motorcycle assembly, chemicals and textiles, etc.

Industrial development during the first 10 years from 1960 to 1969, emphasizing import substitution strategies. Production of products to replace products before that. Imported for domestic sales Including products that are composed of parts such as car assembly and electrical appliances Subsequently, during the 3rd Economic Development Plan (1972-1976), the export industry began to increase. This has occurred for many reasons: some import substitution industries have started to slow down. And there is much criticism that The import substitution in the industry has helped to save a lot of the country's currency. Because of the capital goods intermediate products and most raw materials rely on imports It also results in the concentration of industrial plants near Bangkok. Because the factory is located in a nearby market place and in areas with complete facilities Those scholars at that time supported the export promotion strategy in

industrial products. Because that the development of exports makes the industry more efficient There is economies of scale because there is a world market as a market. And Thailand has labor advantages and agricultural raw materials Seeing new industrial countries such as South Korea and Taiwan that have a very high economic growth rate from export development Also affects the concept of industrial development as well.

Conclusion

Summary of the guidelines for the development of agriculture in Thailand for farmers to have sustainable happiness encourage "professional farmers" to be both "researchers" who use their own "farms" as "laboratories" and "teachers in the land" that use "master farms" that have developed into "classrooms" and "Training field" for farmers in communities and nearby areas by all sectors involved, to cooperate together to encourage reinforcement

Such thinking framework is to enhance the capacity of farmers from the foundation of local wisdom. And then continue with research in farm operations by professional farmers Which will help drive the drive along All over the country Even livestock and fisheries use this framework. And should use a prototype farm as a learning resource for students of the College of Agriculture in the local area in order to create quality farmers in the future to continue the country's agriculture.

The process of creating a professional farmer to increase rapidly and economically should start from (1) creating a map of "professional farmers" in the community (2) organizing a forum to exchange knowledge about the ideas and local wisdom of professional farmers that (3) Encourage imitations to build up through research in farm operations by professional farmers (4) Decipher the ideas, knowledge and experience gained from the experiment. And organizing a forum to exchange knowledge with the outside, such as academics, farmers, professionals from other communities, etc. (5) encouraging and encouraging new imagination and create a suitable management system (6) use a successful model as a learning resource for farmers in the community and (7) promote group integration Create a network and collaborating with more diverse development partners.

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Major Issues & Challenges of Globalization in Automobile part Manufacturing Industries of India.

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Abstract:

The purpose of the paper is to discuss the upcoming issues & challenges due to globalization in automobile part manufacturing sector of India.

Since India is a developing nation with a huge demographic dividend we would like to find out various issues & it's related challenges of this sector due to the impact of globalization & what are the measures to be taken to tackle these challenges & how.

Introduction:

Globalization is a process of interaction between two economies of the world

When we talk about globalization for India, its objective and implementation becomes different. The reason is the culture, demography, educational standard, acceptance for innovation etc. Globalization in relation to India has been a two way process. The global forces had a considerable impact on India at all levels of its life.

In the year 1991, when the Indian economy undergone significant shifts in policies. This new model for the economy was termed as LPG or Liberalization, Privatization and Globalization. The objective of this model was to make the economy of India the fastest developing economy. This term 'Globalization' can be described through four major parameters;

1. Free flow of goods and services between two economies due to reduction in trade barriers.
2. Opening a new direction for flow of capital and investments among two economies.
3. Easy flow of technology from one country to another.
4. Movement of workforce among countries.

Objectives:

1. To analyse the impact of the aforesaid four factors of globalization in India and its consequences on automobile parts manufacturing sector.
2. To suggest actions to overcome the challenges.

The issues and Challenges:

Issues in India related to free flow of goods and services between two economies due to reduction in trade barriers.

Free trade is supposed to reduce barriers between nations but the Washington's post story says "The problem is that the big G20 countries added more than 1200 restrictive export and import since 2008: impacting India's trade.

Issues in India related to Opening a new direction for flow of capital and investments among two economies.

Despite India offering a large domestic market, rule of law, low labor costs, and a well working democracy, its performance in attracting FDI flows has been far from satisfactory. A restrictive FDI regime, high import tariffs, Non liberalisation in exit barriers for firms, stringent labor laws, poor quality infrastructure, High corporate tax rate , centralized decision-making processes, and a very limited scale of export processing zones along with requirement of reforms in Indian financial sector make India an unattractive investment location.

Issues in India related to Easy flow of technology from one country to another: when one compares India's techno-economic performance with some of the advanced countries or even other fast progressing developing countries, one finds that there are much to be done.

S&T policies in India have complex connections with economic competitiveness, societal development, national security and even with foreign policy. The government policies must comprise of steps to encourage scientific-technical research to best exploit the S&T gains for the desired social, economic, political goals. However, technology diffusion demands that government in our country should gradually become facilitators than controllers of technology. This can only bring a paradigm shift in the ways of technology development and exchanges, thus calling for a serious review of S&T policy in our country is very much required at this step.

We not only have to achieve the right mix of traditional and modern S&T knowledge for the rural India, but we also have to fine-tune the technology policies and implementation methods to optimize our existing technology strengths as well as create new core strengths in critical and enabling technologies for maximum benefit to Indian R&D and Indian technology needs. Otherwise we run the risk of converting our valuable asset of young population into a loss or a liability.

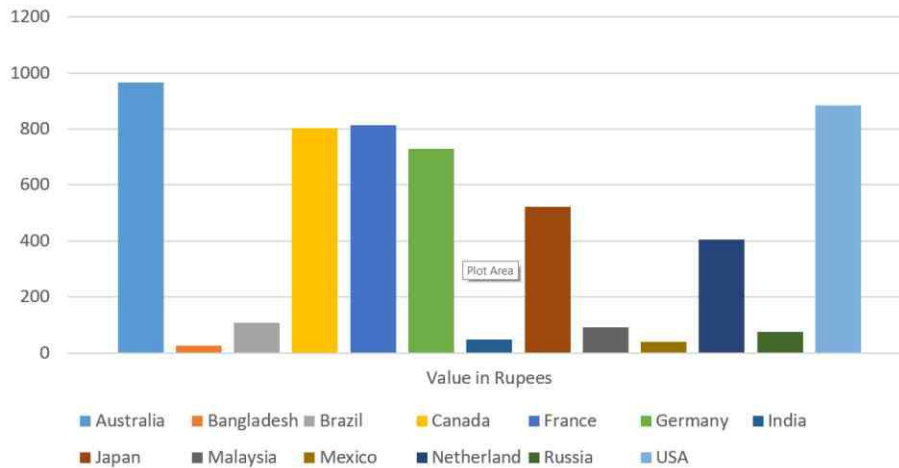
Issues in India related to Movement of workforce among countries: Firstly, free movement of labour depends on the economies in question due to different wage structures of different nations. As an example, in wages in different part of different countries:

Problem in easy movement of labour :-

For understanding this problem of easy movement let us see the per hour minimum wages in different countries:

Countries	Per hour minimum wages	Respective currencies	Value in Rupees
Australia	18.93	Australian dollar	967
Bangladesh	31	Taka	26
Brazil	5.67	Brazil Real	108
Canada	15	Canadian Dollar	804
France	10.03	Euro	813
Germany	9	Euro	730
India	48.5	Rupees	49
Japan	803	Japanese yen	522
Malaysia	5.28	Ringgit	91
Mexico	11	Mexico peso	41
Netherland	5	Euro	406
Russia	70.5	Russian rubble	75
USA	12	USD	950

Per hour wages in different countries



· Above data says that there are tremendous difference between rates of hourly wages among various countries. Hence, in a country like India where hourly wages is very less, we cannot expect movement of trained work force from higher paid wages countries to lower paid wages countries and in such cases movement of labours can only be one way. This is also not happening for India because of less technical advancement of our country, but with focus on easy flow of technology in our country as discussed earlier, globalization could be beneficial for the working people of our country for generating more employment.

· Though translational organizations investing in installing plants in other countries provide employment for the people in those countries for getting them out of poverty but instead of India being a labour oriented country due to less knowledge of automation, IOT, and other technologies we are unable to take advantage out of it and the advanced countries are selling their technology to us and also pushing their technocrats in our country for running & installation of their technology.

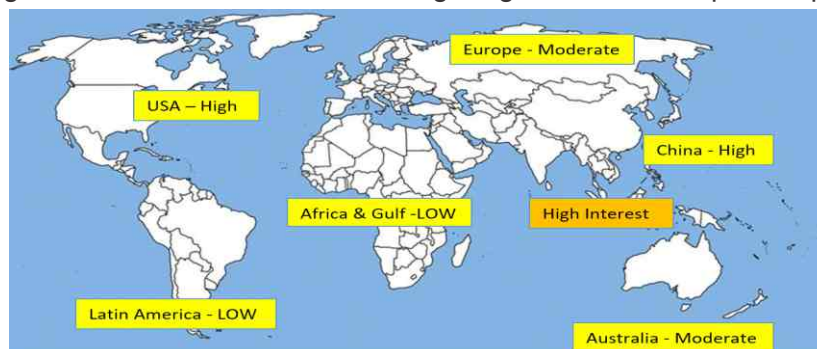
Challenges of Globalisation

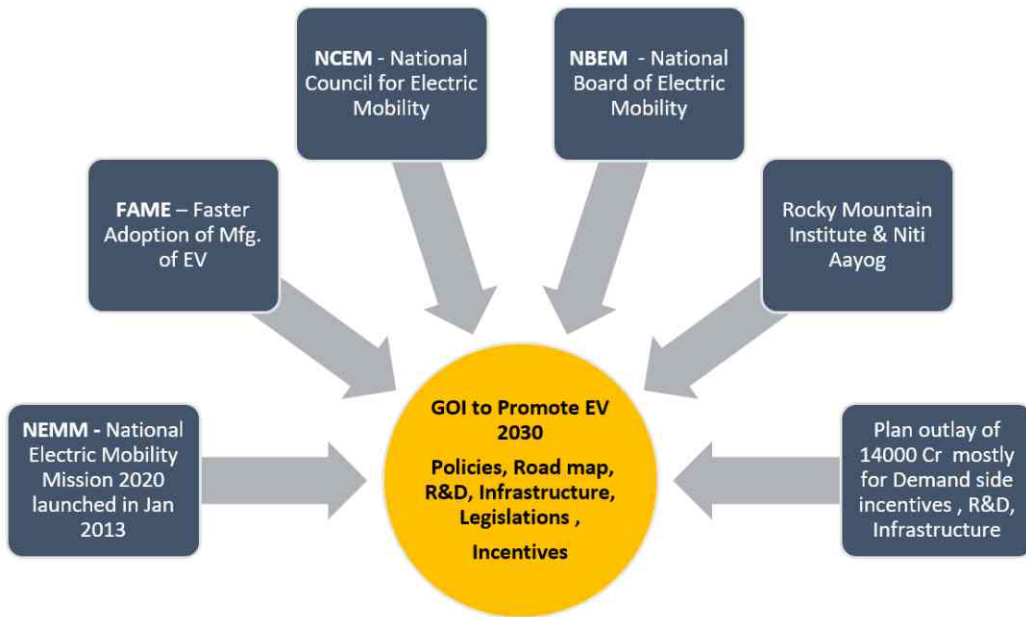
Now let us discuss specifically technology related two major challenges of globalisation in automobile parts manufacturing sector in our country

1.E Mobility:-

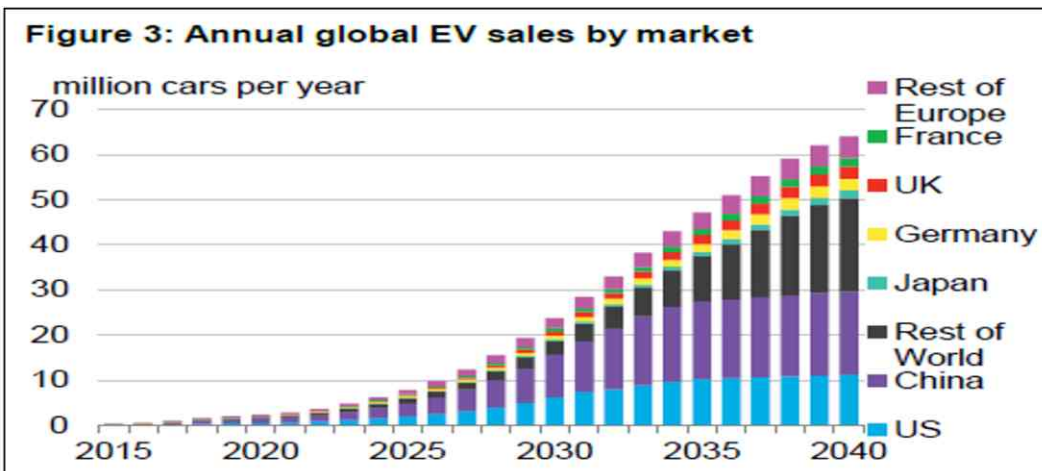
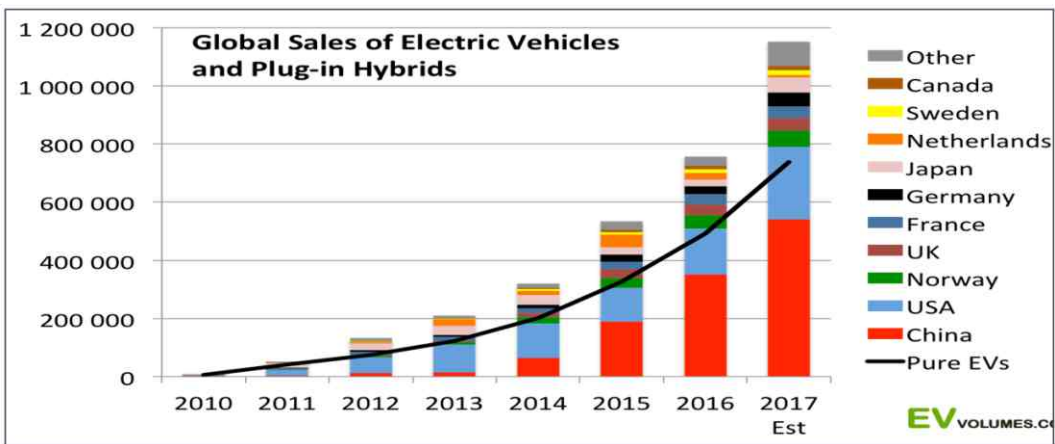
While discussing on this we need to see the penetration of EV across the globe (Fig-1). Thus, immediate proper emphasis on E vehicles should be given to capture this opportunity. If we talk about E mobility, Govt. Of India's Energy Security department is the main driver. With the aim to promote EV, Govt. Has decided to make policies, road map, R&D , infrastructure, legislations, incentives to promote EV in 2030 with the help of various govt. Agencies as shown in (Fig-2). For this all the Govt agencies are required to work cohesively to make it a success but things have to move faster for achieving the goal within the stipulated period.

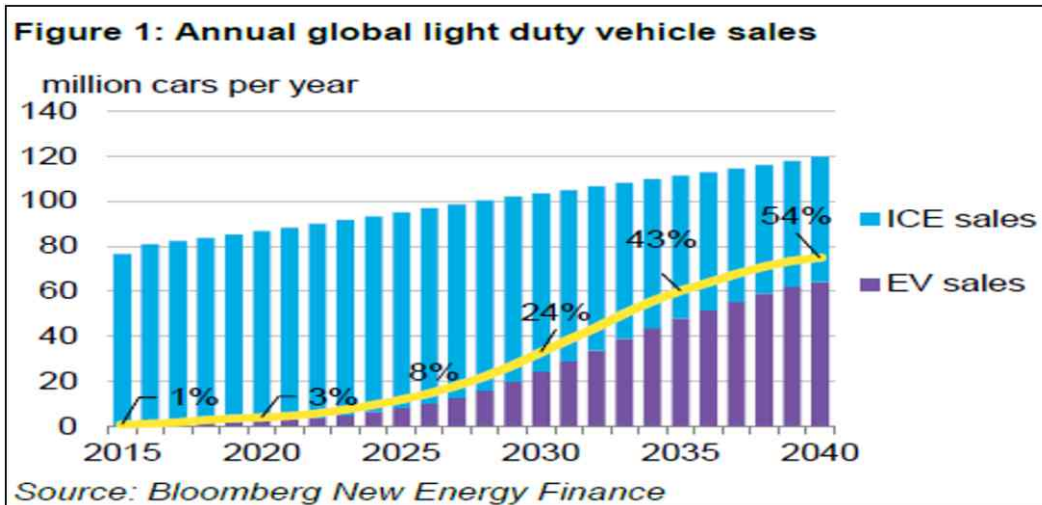
Penetration of EVs across Globe





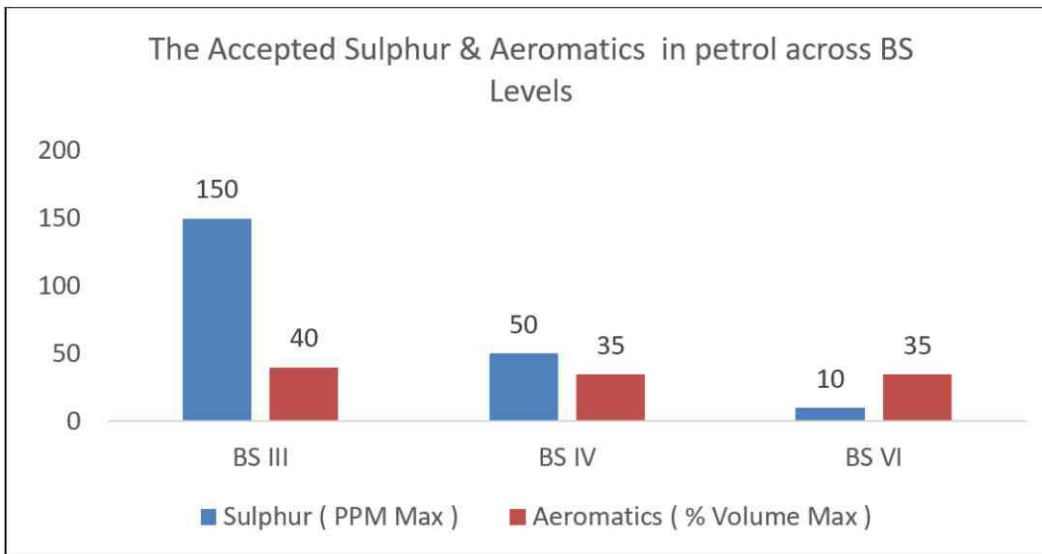
If we see the trend of last 7 years (Fig-3), by 2040, 54% of global car sale and 33% of global car population will be electric. Trends & Statistics – Globally Last 7 years...





2. Challenges in Switching to BS VI norms:

The move from BS-IV to BS-VI will primarily require fuel to have significantly lower Sulphur content. Presently, the Sulphur content in BS-IV petrol and diesel is 50 parts per million (ppm). BS VI-grade fuels, however, are to have a Sulphur content of 10ppm.



For Automobile 4 WH Vehicle Manufacturer

- High level of technology up-gradation in automobile sector.
- Research & Development in Diesel Filter technology & catalytic reduction technology.
- Less transformation lead time to adopt changes from BS IV to VI which compromise Product Quality & Product Safety
- For a 1.5 lit diesel engine, the transformation is expected to cost around Rs.75, 000 depending on the existing injection parameters.
- The decision will make cars, sports utility vehicles (SUVs), trucks, buses and auto parts more expensive.
- For 2 wheelers upgradation to BS VI standards, the industry will have to adopt Electronic fuel Injection (EFI) system which will cost around Rs.5,000/- extra for a mid- size motor cycle.

Conclusion:

This paper describes the issues, challenges and effects of Globalisation in automobile die casting industry and what are measures to be taken in a country like India to embrace globalisation. Globalisation has created divisive economic resentments. Non-core countries like India face significant impacts due to globalisation in relation to core countries. India should establish a domestic political consensus to accept the neo-liberal model of globalisation. We must develop interest on both core and non-core sides of geo political divide. Though during last two decades trade has grown remarkably due to globalisation, completely transforming the global economy but it has also some distributional consequences. With opening up of trade the demand and supply of goods and services shifts in all the economics. As a consequence local market respond and price charges. Thus imports & exports have knock-on effects on all prices including those in non-traded sectors. In India for some group of people has a negative effects on wages and employment with a positive effect with increased availabilities of products of lower manufacturing cost countries giving an opportunity of availability of products in India leading to unemployment in India. We have also seen globalisation became a major driver of income inequalities, Due to rate of minimum wages of different countries around the globe. Thus it is important for a country like us to make policies related to unemployment benefits and some social securities by redistribute the gains from some of the sectors benefitted from globalisation.

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Social Capital and Community Economic Development: Case Study of Phakkha Subdistrict Administration Organization, Sa Kaeo

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Abstract:

Education Social capital and community economic development: a case study of Phakkha Subdistrict Administration Organization Srakaew Province There are 1 research objectives for: 1) studying social capital for sustainable community development in community economics (income) of Phak Kha Subdistrict Administration Organization Watthana Nakhon District And 2) propose guidelines for sustainable community development in the area of Phakkha Sub-district Administration Organization, Watthana Nakhon District, Sa Kaeo Province Research methodology Using quantitative research methods The sample group is the population that lives in Phakkha Subdistrict Administration Organization area. Watthana Nakhon District 361 people in Sa Kaeo Province. Research tools were questionnaires and analyzed by simple regression analysis.

The results of the study showed that the social capital of communities in Phakkha Subdistrict Administrative Organization District, Watthana Nakhon District, Sa Kaeo Province significantly affected community economic development (income). With the same direction ($\beta_1 = .427, p < .001$). Policy recommendations Phakkha Subdistrict Administration Organization There should be a plan to support the community to manage their own communities. That can create a career, income, and practical suggestions Phak Kha Subdistrict Administration Organization Must create networks in various areas for sustainable development of their communities Strong in the income of the community, such as various fund networks

Keywords: Social Capital, Community Economic Development, Phakkha Subdistrict Administration Organization

Introduction

Thailand has a major economic restructuring. Especially in trade and investment that has a policy to open doors to welcome both imports and exports from ASEAN countries The government therefore urged the development of special economic zones in areas with geographical potential. Especially in provinces with areas adjacent to neighboring countries, in order to promote trade Marketing and investment Any other reason is to improve the quality of life of people. (Office of the Board of Investment, 2015), but such problems are social problems at the local level and are the basis that must be accelerated greatly. Importantly, if such social problems are still chronic, it will certainly affect the economy in the future. The development of the country to be stable, sustainable and prosperous according to the national strategy for 20 years, will be fuzzy and not visible at the end of the tunnel as expected

Economic restructuring as described above Spatial Economic Development Policy The government therefore aims to develop the economy along the border. Which is defined as a special economic zone policy. The goal is to create an economic link with neighboring countries in the ASEAN region, namely Cambodia, Laos, Myanmar, Malaysia, etc. The depth of this policy also benefits the quality of life development. Of people in the first phase in 5 border areas and Sa Kaeo province is one of the first frontier areas that is influenced by this policy

Sa Kaeo Special Economic Zone is one of the first developed special economic zones or known as a pilot area for development. Can be considered as the East-West Economic Corridor, covering 4 sub-districts in 2 districts, namely Aranyaprathet and Watthana Nakhon District, with a total area of 332.0 square kilometers (207,500 rai), 260 kilometers from Bangkok, Sa Kaeo Special Economic Zone Therefore, it is extremely important to the development of Burapha Bhiwat in the future. In this article The researcher presented a case study of Phakkha Subdistrict Administration Organization. Which is in the area of Watthana Nakhon District Srakaew Province Because with preliminary empirical data from the survey area The community still has a problem of inequality and has to face the problem of cravings until the debt burden in the occupation dimension is still a problem that is still encountered, especially for farmers who are still at a high cost, causing the way with the inadequate income. Current spending

In addition, development plans for special economic zones and capitalism, which are driven at the ASEAN region Community in Phakkha Subdistrict Administrative Organization Area Must adapt to the competition and develop to gain an economic advantage But with the potential and resources Including unbalanced social capital causing unfair income distribution problems Causing the problem of ultrasonic sequins Which is a chronic problem that the community has long been facing Importantly, the area in the community will be diminished, causing the resources or capital in the existing community to not be utilized.

From the above problems Phak Kha Subdistrict Administration Organization Therefore has adopted the sufficiency economy philosophy according to the guidelines of His Majesty King Bhumibol Adulyadej Boromnarabopit, King Rama IX, as the main guideline for the implementation of the four-dimensional space development under the policy "Sa Kaeo City of Happiness under the 4 Su Kaeo Happiness Model" which is the policy of Sa Kaeo Province Shows the integrated work of all sectors By adhering to people and areas as a common goal in improving the quality of life for people to be good people, good health, good income and good environment On the philosophy of sufficiency economy (Office of Sa Kaeo Province, 2014) by the important issues mentioned above In regard to unfair income distribution Causing the problem of ultrasonic sequins Which is a chronic problem that the community has long faced The researcher therefore presents in the case of social capital and community development in the community economy of Phakkha Subdistrict Administration Organization. There is a question of research: social capital affects sustainable community development in the community economy (income) of Phak Kha Subdistrict Administration Organization, however

Research Objectives

In this study, the objectives were to study social capital on sustainable community development in the community economy (income) of Phakkha Subdistrict Administration Organization Watthana Nakhon District Srakaew Province in addition, this study also aimed at Propose guidelines for sustainable community development in Phakkha Sub-district Administrative Organization Watthana Nakhon District Srakaew Province.

Conceptual Framework

Independent Variable) Controlled variable

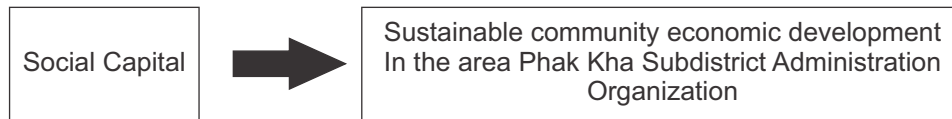


Figure 1: Conceptual framework for research on social capital and community economic development: Case study of Phakkha Subdistrict Administration Organization Srakaew Province.

Research Hypothesis

Social capital of communities in Phak Kha Subdistrict Administrative Organization Area Watthana Nakhon District Sa Kaeo Province has an effect on community economic development (income)

Research Methodology

Research Design

This research, the researcher used quantitative research. (Quantitative Research) by collecting data from the questionnaires of the sample contributors There are steps to conduct research as follows.

Step 1 Documentary research by studying and collecting information from various media, including academic documents, journals, articles, theses, research reports and internet information to be the basic information Then, the data is considered together with related concepts, theories and research. To create a conceptual framework for research and research hypothesis

Step 2 Creating research tools in this research, the questionnaire was distributed to the Phakkha Subdistrict Administrative Organization. Watthana Nakhon District Srakaew Province Spread the questionnaire to the sample living in the area. And using the data obtained in statistical analysis to test the hypothesis set

Population and Samples

1) Population: Population in research is the population that lives in Phakkha Subdistrict Administration Organization area. Watthana Nakhon District Srakaew Province Total population of 5,520 people (Sa Kaeo Provincial Administration Office, 2017)

2) Samples The sample group in this research is the population that lives in Phakkha Subdistrict Administration Organization area. Watthana Nakhon District Srakaew Province A total of 5,520 people were randomly assigned to the size by using the sample size table of Robert V. Krejcie of Minisota University and Earyle W. Morgan of Texas University (1970: 607-610). In the study, 361 people

Research Instrument

Use questionnaires as a tool to collect data to test the hypothesis of 361 data sets and sample groups that live in Phak Kha Subdistrict Administration Organization area. Watthana Nakhon District Srakaew Province Which is information about social capital Community economic development The answer is a rating scale, divided into 5 levels as shown in the table.

Opinion level	Average
most	5
much	4
moderate	3
few	2
fewest	1

Score level 4 means to the level of importance of much opinions.

Level 3 means the level of importance of moderate opinions.

Score level 2 means the level of importance of a few opinions.

Score level 1 means the level of importance of the fewest opinion.

Interpretation of mean score can be divided according to the concept of Best (1981) as follows

Average	Rating level
1.00 – 1.80	fewest
1.81 – 2.60	few
2.61 – 3.40	moderate
3.41 – 4.20	much
4.21 – 5.00	most

Table 2: Show interpret meanings according to the average score.

Finding Confidence Reliability

The researcher selected the local administrative organization in the area of the industrial estate establishment, economic zone in Trat province. Which is nearby in testing the confidence of the tool by choosing a sample group and used the questionnaire to try-out with the sample group in order to find the confidence of 30 sets using Cronbach's alpha coefficient analysis, the test results showed that Cronbach's alpha coefficient was .959. The questionnaire was reliable.

Data Collection and Data Analysis

The researcher collected data by collecting questionnaires in the sample research. And then use the data to process and analyze the data using the computer program The researcher used descriptive statistics such as frequency, percentage, mean, standard deviation. For interpretation, level, opinion and inferential statistics for hypothesis testing is a simple regression analysis that determines statistical significance at .05 level

Results

Descriptive statistics analysis

The results of general data analysis of 361 respondents found that 173 were male, accounting for 47.9 percent. There were 188 women, accounting for 52.1 percent. Most of them were between 41-50 years old. Most of them were hundred. 25.8 per cent and most of them are under-bachelor degree Accounted for 89.2 percent of farmers' occupation, 39.1 percent, and most of the monthly income was less than 5,000 baht or 47.1 percent

The analysis of social capital levels showed that the overall level was at a high level (= 3.86, SD = 1.01) and the level of community development in the community economy (income). The overall picture was at a moderate level (= 3.44, SD = 1.24).

Hypothesis testing

Model: Community

economy = $a + \beta_1$ social capital.

independent variables	Variable : Community Economic Development (Income)		
	Coefficients (Beta)	t	Significance
Social capital	.427***	8.933	.000
R = .427 R ² = .183 Adjusted R ² = .180			
F = 79.794			
Sig. = .000 n = 361			
* Statistical significance at the level of .05 **			
statistical significance at the level of 01 ***			
statistical significance at the level of .001			

Table 3 Analysis of social capital factors affecting community development in community economics income. From Table 3, it was found that the social capital of the community in Phakkha Subdistrict Administrative Organization Area, Watthana Nakhon District, Sa Kaeo Province significantly affected community economic development (income). Which has the same relationship ($\beta_1 = .427, p < .001$) which is in accordance with the research hypothesis by the social capital variables explain 18% of community development in the community economy (income)

Discussion

Social capital of communities in Phakkha Subdistrict Administrative Organization Area Watthana Nakhon District Sa Kaeo Province has a significant impact on community economic development (income). With a relationship in the same direction Which is based on the research hypothesis Discuss whether When adding the questionnaire to consider additional, it can be said that most community members have used it as information in planning. Define guidelines for family spending modestly (Household life plan) and allowing the community to bring members' information, bring information from every household to summarize the results as an overview of the community for preparation. And improve community plans However, members of the community still have to record the items and the amount of money that is receipts. And spending items that occur in the household or belonging to a regular person, such as taking notes on a daily, weekly or monthly basis, and summarizing the results as comparative statistics to be used in considering the balance sheet of households, spending behavior that is harmful to life Still at a moderate level If wanting to develop income, those involved at all levels should be encouraged and given great importance. Especially the closest agencies like the local government organization that have important duties to promote and develop the income of the community to be strong and sustainable

Further discussion may adopt social capital factors which are at a high level to adjust to the community in the area to have regular cooperation activities on a regular basis There is a network for creativity in order to create activities and income, such as savings groups, tigers and others, allowing villagers in the community to learn and understand or "know" well. If the analysis is deep, the villagers have a relationship therefore, formed a bond Because of the integration of important networks, the establishment of groups and network groups These grew stronger. Because when all those groups were formed Therefore trust each other The trust that makes the community unity helps to share. It is known as an intangible social capital. (Mutual trust) that allows villagers to receive more economic benefits (Source of funds) or income

from the formation of the community development group itself

The results of this study are consistent with the research of King Prajadhipok's Institute (2011: Abstract) Social capital for sustainable community development: a case study of the community in the Krabi power plant in Khlong Khanan Subdistrict, Pakasai District and Taling Chan District, Nuea Khlong District Krabi province found that the social capital of trust and confidence in institutions is at a relatively high level and still trusting people in the village. The grouping is often a matter of activities, cooperative loan funds and membership of various volunteer networks. In addition, it is in the same direction as the research of Arthit Buddabuang (2011: Abstract) which has been studied. subject The ability to use social capital for the Bang Phrai community, Bang Khonthi district, Samut Songkhram province The study indicated that Ban Bang Prai community has the most prominent social capital, which is the "social network" that is strong. There are many works and awards, followed by "knowledge and wisdom", especially in the 3rd career position, which is "sympathy, reciprocity, generosity, helping each other" which has been shown from the past to the present. With the use of social capital in 3 levels: 1) levels for the benefit of life and their own families 2) benefits to groups or networks of occupation and entrepreneurship, income and 3) groups or networks Develop the community as a whole And in making the community Having the characteristics, relationships and conditions that the community desires Must rely on the process of driving, including raising awareness for the community to start thinking about developing communities together, searching for potential and social capital in the appropriate community Creating more leaders or leaders Cooperation with government and private agencies Participation in the whole community Public and private sectors Continuous monitoring and evaluation

Conclusion

Social capital of communities in Phak Kha Subdistrict Administrative Organization Area Watthana Nakhon District Sa Kaeo Province has an effect on community development in the community economy (income) and has a relationship in the same direction. If wanting to develop income, those involved at all levels should be encouraged and given great importance. Especially the closest agencies like the local government organization that have important duties to promote and develop the income of the community to be strong and sustainable Suggestions from research results

From research studies on Social capital and community economic development: a case study of Phakkha Subdistrict Administration Organization Srakaew Province The researcher has the following suggestions:

1) Policy recommendations

(1) Phakkha Subdistrict Administrative Organization There should be a plan to encourage the community to participate in the management of their own communities. By being a sponsor of the budget, such as creating a community development group Various networks that can create a career, income Supporting knowledge and continuous monitoring to achieve sustainability.

(2) If the community development plan proposed by the public for the Phakkha Subdistrict Administration Organization No action has been taken to prepare the development plan. Due to the development of the Tambon Administrative Organization, there are many. Causing sometimes the needs of the people not being thoroughly responded for example, in terms of income, therefore, Phakkha Subdistrict Administration Organization There must be a written document issued to clarify the reasons in order to examine the plan, the plan administrator or the person following the plan.

2) Workshop suggestions

(1) Phakkha Subdistrict Administrative Organization is necessary to create networks in various areas. For sustainable development of their communities By having to develop new relationships with a network that

can integrate social capital that strengthens the community in the income of the community, such as various fund networks Manageable as well

3) Suggestions for further research

(1) There should be a comparative study with other subdistrict administrative organizations in the same economic context in order to know how different the results are. Which the results of the study can be used to further develop various aspects

(2) There should be a study of social capital and community development in the community economy (income) in terms of more qualitative. Because they will understand the social conditions in depth rather than quantitative studies that give results that do not cover actual problems.

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A Study of Production and Operations Management through process parameters leading to increase production effacy

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Abstract:

Production and Operation the executives give the way to investigate and actualize activities on the most proficient method to avoid waste, how to make value and how the organization can separate itself from its rivals. This separation has turned into the way to survive in this ruthless universe of rivalry. Truth is told "Tasks" incredibly impacts, specifically or in a roundabout way, the value manufacture basis of the organization. production and task the executives is the science blend of procedures and system that ensure production of products and ventures of the correct quality, in the correct amounts and at opportune time with the base expense inside most limited conceivable time. The fundamental highlights of a production and activity work is to unite individuals, machines and materials to give merchandise and enterprises to fulfilling client needs.

Definition

Meaning of Production Management: One can't differentiate the start and end purpose of Production and Operation Management in a foundation. The reason is that it is interrelated with numerous other utilitarian territories of business viz. Marketing, finance, Industrial relations arrangements and so forth .Alternately, Production and Operation Management isn't free of promoting, monetary, and faculty the board because of which it is hard to plan some single suitable meaning of Production and Operation Management.

Production and Operation Management is a lot of general standards for Production economies, office configuration, work configuration, plan structure, quality control, and stock control work study and cost band planning control. This definition clarifies the primary zones of an effort where the standards of production and task the executives can be connected.

Operation Function

The activity capacity of an organization is the part that produces the Organization product. The product might be physical goods or services. This capacity plays out a few exercises to 'change' a lot of contributions to a helpful yield utilizing a transformation procedure. The transformation procedure is the way toward changing contributions of work, materials, capital and the executives into yields of products and ventures. The essential components of a change procedure are appeared below



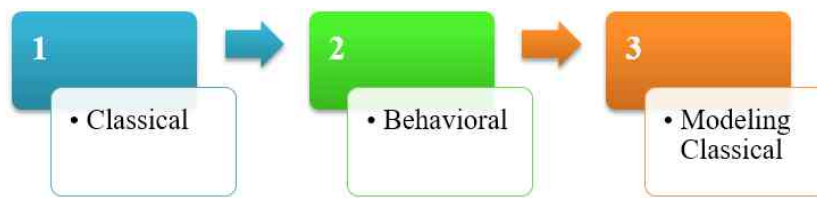
Basic Elements of Conversion Process

Evolution of Production & Operation Management

Time and Motion Studies (Scientific Management): It has gone through different stages to achieve the present stage. Its underlying foundations return to the idea of "division of work" upheld by Adam **Smith in his book "The Wealth of Nations" in 1776. He perceived the monetary advantages of specialization of labor, He suggested separating the activity into subtasks and reassigning laborers to particular responsibilities in which they would turn out to be exceedingly talented and effective. In the mid twentieth century, Frederick W. Taylor actualized Smith's hypotheses and articulated his hypothesis of "scientific management".** The premise of scientific management was an emphasis on machines and arrangement of their usage. This idea prompted "time and movement consider "Right on time in the 20th. century, Frank and Lillian Gilbreth built up a progressively methodical and complex technique for time and movement ponders considering the breaking points to physical and mental limit and significance of good physical condition. The Hawthorne Studies by Elton Mayo, in 1927, brought about the Human Resource Movement. These advancements changed the manner in which activities were overseen in numerous organizations amid that period

Frame Work for Managing Operations

An operation manager whose activity is to deal with the way toward changing over sources of info (land, labor, capital and management) utilizes the accompanying three methodologies:



The executives have added to scientific management and process introduction speculations. The premise of scientific management is an emphasis on monetary proficiency at the production center of the organization. Financial effectiveness refers the ratio of outputs to inputs. The executives are worried about work productivity.

1. Planning incorporates all exercises that build up a strategy. These exercises control future basic leadership.
2. Organizing incorporates all exercises that set up a structure of responsibilities and expert.
3. Controlling incorporates all exercises that guarantee that genuine implementation is as per arranged implementation.

Conduct the board is one of the essential speculations of the executives underlining human relations and social sciences. Human relations marvel perceived by social researchers that individuals are mind boggling and have needs and that the subordinate director relationship specifically influence profitability.

To contemplate the Operation Management the accompanying three methodologies are made for the edge work for overseeing tasks:

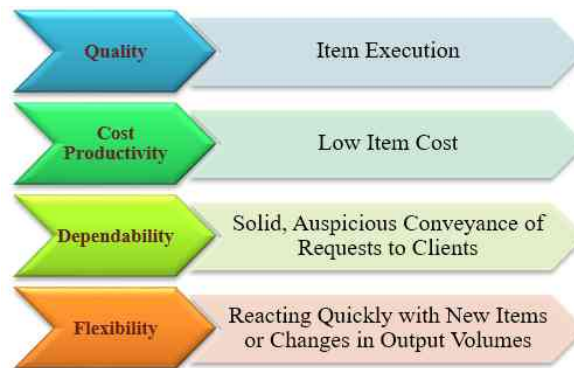
1. Planning: The operation manager characterizes the targets for the activities subsystem of the organization and the strategies, projects and methodology for accomplishing the destinations. This stage incorporates clearing up the job and focal point of activities in the authoritative generally technique. It likewise includes arranging, offices planning and utilizing the change procedure.
2. Organizing: Operation manager build up a structure of jobs and stream of data inside the task subsystem. They decide the exercises required to accomplish the responsibilities subsystem's objectives and relegate duty expert for doing them.
3. Controlling: To ensure that the plans for the activities subsystem are practiced, the operation

manager should likewise practice control by estimating genuine output and contrasting them with arranged output. Controlling costs, quality and calendars is at the exact heart of tasks the executives. Next to arranging, sorting out and controlling the different exercises of the task subsystem, the Operation manager is additionally worried about the accompanying two methodologies.

4. Behavior: Operation manager are worried about how their activities to design compose and control impact human conduct. They likewise need to know how the conduct of subordinates can influence the board's arranging, sorting out and controlling activities. In activities we are keen on the conduct of administrators also particularly their basic leadership conducts.

5. Models: As Operation manager designs, arranges and controls the change procedure, he experiences numerous Problems and must settle on numerous choices. They can much of the time streamline these troubles by utilizing models.

Operation Strategy



Decision Making In Production Management

Decision making approach production management principally comprises of following advances:

1. Comprehension: A stage brought together mindfulness is gotten from tactile procedures about the marvel under thought.
2. Conception: It is the plan of structure of defining thoughts or ideas about the wonder shaped from understanding.
3. Investigation: The thought or ideas from origination gives numerous elective decisions. The system of gathered data about the conceivable results from these choices and after that to look at their benefits and bad marks is known as as investigation.
4. Deliberation: This suggests the psychological gauging and evaluation of benefits and outcomes of different plans.
5. Selection: Investigation and consideration gives the rules to choose the best option for the given circumstance keeping in view the general enthusiasm of the organization.
6. Implementation: This is the last phase of basic leadership process. The data about the option chose is conveyed to the concerned individuals for utilizing it to get the ideal arrangement.

Trends in Operation Management

1. Dismantling of Trade Barriers: One of the ongoing advancements which could possibly influence the activity the board rehearses in the nation is the opening up the Indian market to remote challenge. Starting 1991, the Union Government brought new changes for simple import of outside products in India. Not with standing cost weights from abroad players Indian manufacturing firms needed to confront expansive scale

dumping of products. Hence the new market situation sets new needs for task the executives and manufacturing firms need to look up to the new test. Other than this new test, Indian manufacturing firms have more noteworthy possibilities for market development, by virtue of changed economy, for two critical reasons. The first is the general engaging quality of Indian firms because of factor cost advantage, as a result of moderately minimal effort of work. The second favorable position for India is the expansive introduced base of specialized labor, producing knows how and involvement in manufacturing and activity the board. These advancements are probably going to influence task the executives rehearses in the nation.

2. The Environment: Technologies, to make items more earth friendly will be produced. Stringent legislations and their compliance will be compulsory. Reusing and reuse of waste will be embraced in numerous enterprises. New innovations will be created to give advantages to the organizations.

3. Production Manager Should Concern About Production Planning: In each responsibility the Production Manager is in charge of creating the required amount of produces so as to meet the stipulated conveyance date. The amount to be produced relies on the size of the interest while the time by which the production ought to be finished is controlled by the conveyance date. Additionally, the production division needs to make courses of action for info factors and likewise needs to produce in financial part amount. To accomplish every one of these targets appropriate manufacture arranging is vital. Manufacture arranging includes the age and distinguishing proof of elective approaches and to choose the ideal option.

4. Production Control: It is the obligation of the production manager to utilize the assets available to it's in the most ideal way just as to manage the tasks so that the ideal conveyance plan is kept up. This is finished by steering, planning and assessment amid the manufacture procedure.

5. Production Manager Should Concern About Quality Control: It is the duty of the production manager to manufacture the goods and services of the ideal particulars. Despite the fact that the nature of the completed products can be guaranteed by investigation of the completed products, however It is smarter to utilize measure which limit the probability of delivering flawed things.

6. Method of Analysis: There can be various manners by which a few activities can be executed. Production manager should choose the most proficient and efficient strategy to play out the activity.

7. Plant Layout and Material Handling: The physical management of assembling parts and the gear for taking care of the material amid production process has extensive impact on expense of production. The material taking care of structure and the plant format ought to be most productive for the given circumstance.

8. Proper Inventory Control: Inventory suggests every one of the materials, parts, supplies, devices and in process or completed item kept in stock for quite a while. The acquisition strategy of these things requires a watchful thought and investigation. The buys ought to be arranged in financial parcel sizes and the season of procurement ought to be scheduled to the point that the interest in stock is at the most reduced conceivable dimension. This suggests assurance of monetary parcel size and re orders level.

9. Work Study: Method study and work estimation strategies are connected to discover the connection between yield of goods and services and contributions of human and material assets. The production manager should attempt to locate the most fitting technique for performing different tasks engaged with the production procedure in order to acquire the ideal utilization of the assets just as expanding the efficiency. Production manager ought to have the capacity to produce the enthusiasm of the specialists to expand their activities by giving them wage motivations. This will result in an expansion in labor efficiency.

10. The Cost of Production Varies with Different Methods of Production: The Production manager is dependable to pursue a deliberate way to deal with control capital and use structured such that the ideal benefit is guaranteed. The idea of issues related in the manufacture the board is with the end goal that the Production manager ought to have the limit just as the inclination to utilize subjective and quantitative

techniques for investigation to get the ideal arrangement. "

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Administrative of Bangkok Metropolitan as Thai Special Local Government

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Abstract:

The title of the study is Local Administration is determined up on theoretical base of decentralization and democratic idealism which emphasized to give the opportunity and support the people to take participation in the political procedure and self- administrative activity in one level which will be possible for the important characteristic of local government which stressed to have free authority to govern oneself such as there are election, organization or necessary institute in self- administration whereas the most important thing is the people in the locality who can take participation in widely self- administration. Bangkok Metropolis with being the capital city to be the centralization in every side of the country along with various problems and one problem is very important one to be known as the difficult problem to solve such as the traffic problem, that is, it is because, the enlargement by Bangkok Metropolis together with cars and different vehicles have more added every day while the roads and the routs of communication are increased in limit quantity including the system of transportation in completed and uncover on the areas, so it causes general people to like using private cars more and more when having used the more private cars and then it made traffic to be jammed and the more quality of service and the service of cars because poor. The people struggled to buy the private cars more added more in order to escape poor service on the bus to circle as the vicious cycle no ended day; and it made the traffic solution become hopeless in the sight of the persons who take in a charge of and the country admit raters in the past; and to think very easily in the traffic solution on Bangkok Metropolis

Keywords: administrative Bangkok metropolitan Thai special local government

Introduction

The Kingdom of Thailand, located in Southeast Asia on the Gulf of Thailand and the Andaman Sea. It is bordered by Laos to the Northeast, Myanmar to the North and West, Cambodia to the East, and Malaysia to the South. Thailand, although rich in rubber and in mineral resources, was never colonized by Europeans and has existed as a unified monarchy since 1350. The capital, BANGKOK, an attractive blend of Western and Thai architecture, was established in 1782. Thailand extends about 2,500 kilometers from north to south and 1,250 kilometers from east to west, with a coastline of approximately 1,840 kilometers on the Gulf of

Thailand and 865 kilometers along the Indian Ocean. Geographically speaking, Thailand is divided into six major regions: the mountainous north where elephants work forests and winter temperatures are sufficiently cool to permit cultivation of temperate fruits such as strawberries and peaches; the sprawling northeast plateau, largely bordered by the Mekong River, where the world's oldest Bronze Age civilization flourished some 5,000 years ago,- the central plain, one of the world's most fertile rice and fruit-growing areas; the eastern coastal plain, where fine sandy beaches support the growth of summer resorts', western mountains and valleys, suitable for the development of hydro-electric power; and the peninsular south where arresting scenic beauty complements economically vital tin mining, rubber cultivation and fishing.

It is the policy of the Government to promote the country's political development towards participatory democracy in order to give the people the opportunity for greater self-government and protection of their own rights. In addition, the Government is committed to improving efficiency, creating greater transparency and eliminating corruption in public administration and services, with a view to enhancing social justice and national development at present and in the future.

In Thailand, the transfer of planning, decision making and administrative authority from the central government to the local administrative units, local government, or nongovernmental organizations to a certain degree may have begun over forty years ago when the Municipal Act of 1953 was adopted. The country has six types of local self-government (LSG), namely, Changwat (provincial) Administrative Organizations (CAOs), municipalities, sanitary districts, Tambon (sub district) Administrative Organizations (TAOs), Bangkok Metropolitan Administration (BMA) and Pattaya City.

Bangkok, the capital of Thailand is situated on the low flat plain of Chao Phraya River which extends to the Gulf of Thailand. Its latitude is 13 45' North, and the longitude is 100 28' East. The total area of Bangkok is 1,568.737 sq. km. divided into 50 districts. Bangkok has a monsoon type of climate, which can be classified into three main seasons: rainy (May-October), cool (November-January) and hot (February-April). The average annual temperature was 29.2 C in 2002. The highest temperature average in 2002 was 33.3 C and the lowest temperature average was 25.1 C. The average wind velocity was 2.23 m/sec. The relative humidity is high throughout the year. The provision of well-developed infrastructures has enabled development of Bangkok as the focal center for economic, culture and administrative activities. Thus, Bangkok is regarded as the growth flagship of the Central Region and the whole country.

The governor is the chief executive for the BMA administration with assistance from four deputy governors appointed by the governor. The governor is elected by popular vote of Bangkok constituents with a four-year term. The operations of the BMA activities are, however, supervised by a permanent clerk (chief clerk), who is the highest official among the BMA officers. Under the permanent clerk are 12 bureaus, each with a director and having different functions ranging from planning to city police.

Bangkok City has been undergoing rapid urbanization and industrialization since 1960. The increasing population is due to the development of infrastructures such as road networks, real estate developments, land value, public policy as well as advancing economy which resulted in expansion into the surrounding areas. Bangkok Metropolis lies on both banks of the Chao Phya, the main river of Thailand, 20 kms upstream from the Gulf of Thailand. King Rama I, the founder of the present Chakri Dynasty built the present capital in Bangkok in 1782. The Royal Founder took great care to build palaces and temples of the new capital in the same style of Ayuthaya, the previous capital, which in turn had its origin from Sukhothai, the first Thai capital built in the 13th century. Both former capitals, now national historical parks, have been placed in the UN's list of world cultural heritages. Bangkok is considered the center of economic growth of Thailand and has therefore has long experienced and the impact of industrial expansion as well as a rapid increase in population. The number of motor vehicles has significantly increased, leading to traffic congestion and deterioration in quality of environment. One of the most severe environmental concerns facing our city is air pollution. It affects the quality of life of over 10 million inhabitants of the Bangkok Metropolis, including their

work productivity. The environmental deterioration brought about by the air pollution has also adversely affected tourism and the national image, and this has resulted in both direct and indirect economic loss. Bangkok traffic has become a priority issue for the government. Several traffic commissions have been formed but to no avail. Air pollution problems in Bangkok are mostly the result of heavy traffic congestion and a rapid raise in the number of motor vehicles. The problems have also been aggravated by the lack of sufficient and effective maintenance of vehicles. It has been estimated that the number of motor vehicles in Bangkok accounts for roughly one - third of the total number of vehicles in the country.

The strategic issues, strategic objectives and core strategies are specified by individual strategy and used as guiding framework of development directions but the need is not only to implement the policies and plan but to make it working. Moreover, the indicators of achievement in strategic issues and core strategies should be more specifically supervised, follow-up and evaluated; they must reflect the results to be obtained by the public and can be used for specifying the operational goals for developing the Bangkok City into a live able city according to the international evaluation criteria.

The BMA is increasing its role in urban economy development by supporting investors both local and international ones in various ways such as provision of information about potential projects, contact persons and related legislation. Any development project under its responsibility will be announced for investors especially those with big investment such as wastewater treatment, solid waste disposal, mass transport system and etc.

Social control entails rules of behavior that should be followed by the members of a society. Some of the rules of conduct fall into the realm of good manners as the culture defines them. As such they describe behavior that is socially desirable but not necessarily compulsory. Other rules of conduct are not optional and are enforced by laws. In complex, large-scale societies, laws are usually written down formally so that they can be known clearly to everyone. This is not the case with laws in small-scale societies such as those of foragers, pastoralists, and horticulturalists. Their laws commonly are much more informal, being rarely written down. Since they are part of the evolving oral tradition that is familiar to members of these societies, there is no need to explain them to anyone. However, people visiting from other societies are not likely to know what the laws are until there is a dispute. Law is the paramount agency of social control. It has gradually replaced religion and morality as the basic instrument for achieving social order. Social control is necessary for preserving civilization since its main function is human control over "internal or human nature" which is absolutely necessary for the conquest of external, i.e. physical, nature. This control over human nature upholds civilized society and deters antisocial conduct which is at variance with the postulates of social order. Law, as a mechanism of social control, is primarily the function of the state and it operates "through the systematic and orderly application of force by the appointed agents." However, law is not enough; it needs the backing-up of home training, religion, morality and education.

Bangkok Metropolitan is one another formation of local administration, even though there will be the Act of legislation in specific government service administration, but it must be under the constitution law which is the principal law of the nation also, physically speaking Bangkok Metropolis is the local administration organization as the special formation and it means it is the capital of the country also. Besides, in the state, it is the capital which belong to 70 the central city in every side of the country until there was someone said that Bangkok Metropolis is Thailand, so Bangkok Metropolis administration has the importance, it is effective to economic, society, politic and government of the country; and further more, in the state, it has been the capital of the country since 1782 Bangkok Metropolis has been developed and changed about the style of administration and/or the management all over; The background of the administration and the government service management of Bangkok Metropolis together with the reason of revolution or the establishment of the organization in each form which can be possibly Bangkok Metropolis at the present ; and it can brief respectively as shown below (Nathanon Daveesin M.P.P. from

1. To provide the system of administration in the city style; since Ratanakosin the capital in 1782 throughout the reign of His majesty the King Chulachomklau, he preceded administration as the same at that of administration in Ayuthya period that is the system of Wiang (city) (catusadom Unit Consistin of Wiang, Wang, Clang and Na) to be responsible by cabinet.

2. To provide the system of administration in the lieutenant governor of a circle in 1894 (the 5th reign) there were improvement, development and evolution modern administration system as the style of the administrative Unit, Bangkok Metropolis depended on the Ministry of the Municipality, Municipal Minister was the commander, for other monthons depended on the Ministry of Interior, later in 1922 (the 6th reign King) there was proclamation to gather the Ministry of Municipality with the Ministry of Interior and Samunakhonban as the leader to be in charge of the operation in Bangkok the same as that of Lord lieutenant of a circle (samuha desaphiban) as the leader to be in charge of the operation in other Monthon (a former administrative unit presided over by a lord lieutenant).

3. To provide the system of Province and Municipal after to change the administration in 1932, it had enacted the main legislation dealt with 2 copies of administrative system : an act of legislation concern the administrative government service of the Kingdom of Siam in 1933 that made the cause of reformation into new administrative system by abandonment of Monthon Municipal while to divide the part of government service into government service of central administration and local administration because of , these two copies of Laws, Bangkok and Thonburi, individual had provincial status and it was divide into district and Sub-district the same as that of other provinces countrywide; and for the part of local government service administration, there were Bangkok municipality and Thonburi municipality consisting of provincial organization and the public Health like local administration in other provinces everywhere.

4. To provide the system of the capital city Administration because of Bangkok province and Thonburi both of them have close relation with each other both in the history and the government for a long time and earns of a living of the people go on in the direction of the same province and to manage government service unit for a service to the people made in the manner to have together work unit such as court work ; register for certain activities should gather Bangkok and Thonburi as the same province in order that government could go on economically and efficiently until it was able to give rise the prosperity to both provinces right now ; it would increase the facility to the people more and more. So it had promulgated a group of revolutionists, the copy 24, on December 21, 1964 associated Bangkok province and Thonburi province in the status of regional civil service as only one province named Nakhonluang “Bangkok Thonburi” for the sake of civil service administration and for the facility of the people in the side of provision of local administration of Nakhonluang Bangkok Thonburi ; and it should organize the special form of government that was differentiated from other localities such as the musicality for specific capital city or metropolis in order to support municipality of metropolis to be able to manage the locality efficiently and agreed with the policy of the central government service administration more and more, so it had promulgated the mission of revolutionists, the copy 25, on December 1971, to associate Bangkok municipality metropolis and Thonburi municipality together named “Municipality Metropolis” and gathering Bangkok provincial administration organization with Thonburi provincial administration organization in the status as the local civil service joined together named “the capital city organization Bangkok”

Major causes of Maintenance of Law & order

The task and function of local administration organization has got the importance both in reflection on the level of decentralization and having freedom of local administration organization within any other states in the side of the level of political and administrative institutions of local administration organization and in the side of structural determination within local administration system. In this part, it will emphasize to suggest the idea in providing the task and function of the local administration organization to appear generally what its

principle and formation are, what local administration organization can do or not it lays on the way of thought and any determination and at the same time in the task and duty that the locality provided has the condition or not, so it becomes the background for laying out the principle and formation in arrangement of task and function of local administration organization that has appeared generally in which it consists of 3 main ideas below

1. The task as in the legislation of law (Ultra vires) the principle in determination of the task and function for local administration organization in this way, means the task of local administration organization that has how much limitation and what it covered in, will be assigned by the law given the authority to local administration organization to be able to manage in such a task. Besides it displayed that the task which local administration organization can provide and do, will have the law to approve or denote as the authority and the function of local administration organization if local administration organization has operated to do some affairs that the law has never denoted, this us regarded as to do with violation of limitation of the authority and duty that oneself can do or it is to use the authority over the law assigned so within such a principle, the task and duty of local administration organization is limited by the law itself.

If to consider from the point in the matter of only affair in the state to hold as the principle in providing the task and function as in the law maybe to see that being free for local administration organization according to the principle of self-government which will have rather limit because of local administration organization, it can provide specific duty that the law denoted only, for example, if the law denotes that to wipe out the garbages is known as the duty of local administration organization, it can operate to manage such a task but if local administration organization will operate to construct school, even though it will be the desire and the need within society of the locality, in this case, it is regarded that the said local administration had used the authority over than the law assigned indeed etc;

2. The affairs according to general competence within the state organization that the system of local administration has management of affair as in general competence, this means local administration can manage the duty broadly as far not to do violation to the law of affected to the authority of other administration institution, that is, it is to hold the principle of the necessity and the desire of society significantly; if society in the locality has the cause to call for what they want, local administration organization can operate in such activities in order to respond to the problem and the desire of society possibly, therefore in the principle of law, it did not have evidence to identity any task and important function for local administration organization to promote in the detail of activity but it will give the freedom to local administration organization to be able to go on any activity to respond the desire within society of oneself.

Among social and political change in Thailand, three general strategies for action are being debated. The first is to work within the existing system and to press for changes in law, law enforcement, institutions, and mindsets, through various forms of social action and political lobbying. The second alternative is to form a political party to provide a more direct channel for change. The third alternative is the so-called New Anarchism-people should just ignore the state, pursue their preferred way of life, and seek strength within the community and through networking between communities.

Conclusion

The portion separating management without the unity because the important cause of the problem is: ere is no unity in the city management, the city problem, the people problem, the plan for developing Bangkok Metropolis to be forced to use with Bangkok Metropolis only one unit and there is no plan to develop Bangkok and surrounding provinces of Bangkok Metropolis. There is no determination of the authority and function between the government sector and Bangkok Metropolis suitably and precisely; the service of government sector overlapped with Bangkok Metropolis a lot while in the part of the government itself had separately managed without the unity. The District Council comes from election directly by the people but it has no status as the local council not to be able to express the role as the agent of the people efficiently and

confusingly.

Decentralization of Bangkok Metropolis is still the problem in the following characters: There is still no decentralization to Bangkok Metropolis to have absolute authority in the task and function, enforcement to use the law, to arrange the city order of the government sector. To transfer the task to Bangkok Metropolis in number 84 tasks known as the failure not accordance with the volition of the Constitution and the act to set up the plan and the gradation of decentralization in 1998 not to support and encourage the management of Bangkok Metropolis more strongly, opposite there are a lot of tasks which affected the quality for giving a service that the people can receive.

Conclusion of Bangkok Metropolis Government Policies

1. Freedom from Internal Control

Thais are free to do what they want because in Thailand government give authority and freedom to do what they want.

2. Freedom of Speech

The law provides for freedom of religion, and the Government generally respects this right in practice; however, it does not register new religious groups that have not been accepted into one of the existing religious governing bodies on doctrinal or other grounds.

3. Effective Fair Police Force

Police officers in Thailand still don't have enough powers to protect citizens because there are some people who are more powerful than police so it is difficult to arrest them when they do something wrong. However, normally police are responsible for citizen.

4. Private Property

Thailand government has always protected the right of Thais to own property. In Thailand people have to prove that they own the property before they can do anything with it. A person who owns a property must have a title deed to show that the property is owned by him/her legally.

5. Commercial banks

The Bank of Thailand had revised the notification regarding the usage of the Internet network for undertaking of commercial banking business by issuing a new. The objective is to expand the scope of the usage of the Internet network for undertaking of commercial banking business in order to support both commercial bank and electronic commerce transactions which play an important role in future economic development of the country

6. Communication system

The communication in the capital city of Thailand is quite good. There are many modes of communication in Bangkok. For example, cell phones, faxes, telephone and etc. However, those communications aren't widespread in countryside.

7. Transportation

The transportation of Thailand carries many modes of transportation. Such as, airport, train, railway, highway, waterway, buses. However, those transportations aren't widespread in countryside.

8. Education

Thailand's education requires students to at least graduate a high school or grade 12. Most of Thai students always keep studying until they at least graduate a university. There are multiple universities offered to students. And Thai education is also considered to be one the best in Asia.

9. Social mobility

In Thai society, Thai always accept and respect people with high education. People who have special

abilities can get good jobs, so Thai people can succeed their needs without any connection, on the other hand, we can say that there usually is no need for people to know someone with a high position in a society in order to get a good job.

10. Freedom from outside control

Thailand is free from other countries because Thailand has never been defeated by other countries. Thailand isn't a colony of any country. So Thais are subject to the laws of the country only.

11. Foreign currency transaction

Thais usually don't transact to foreigners by using foreign currency. But there are some people like to accept US dollars from foreigners. However, if you really want to transact to Thais, you should convert your money to Thai currency first because there are still tons of people who don't like taking other foreign currency.

12. Border control

Thai government has given so much attention on illegal goods because there are many people who make illegal products. For instance, there is tons of illegal software, CDs, waiting for you to buy. Therefore, it is suggested that the government should try to increase the punishment for people who make illegal copies.

13. Cultural, Language Homogeneity

Thais always respect the history of Thailand. They never surrender the culture. Thais are friendly to foreigners. They always welcome all the visitors. The official language of Thailand is Thai, Thai is spoken everywhere, 99% of language used in Thailand is Thai.

14. Political effectiveness

Recently, Thai government has solved a lot of problems about economics and politic which improves the business climate in the country. Therefore, Thai government has made a lot of successes in the past 3 years.

15. Honest Government

Corruption is still a serious problem in Thailand, many of the governors corrupt. The poor are still poor because there is less progress in Thailand. While the poor are still poor but people who corrupt become rich.

16. Common Laws

From the study it is known that equality really exists in Thailand because some questionnaires personal experience, shows that a lot of poor people who aren't treat as well as they should be. Normally, the law is good but there are some officers who break the rule. Therefore, person with lots of money will be treated a lot better than the poor.

17. Domestic budget management

The country's debt problem must be resolved by the creation of income. Therefore, the Government would support and promote the process of income creation for the people at all levels. Towards this end, the Government would promote the principles of the Sufficiency Economy in accordance with the potential of each community at the grassroots level of the country. The Government would also support villagers to join together in conducting economic activities at the community level, accelerate the development of small- and medium-scale entrepreneurs, promote mutually beneficial and supportive linkages between such entrepreneurs and large-scale enterprises, and provide access to domestic and overseas markets in order to systematically strengthen the income creation process for the people.

18. Protection of public health and safety

The foundation of the Thai public health system has been laid since the early days in the Thai history. It has been developed from the period when there was no state agency responsible officially for health activities. It can be stated that the Ministry of Public Health is the main national health agency that plays important role in health program development and the improvement of health status of Thai people.

19. Environmental Protection

The Ministry of Industry, while proud of its achievements to date, is well aware of the toll rapid economic development has taken on the Kingdom's natural environment and quality of life.

Supporting the greening of Thailand is one of the MOI's top priorities. Besides monitoring individual factory pollution control and assisting firms with environmental problem solving, the MOI plays a central role in highlighting investment opportunities in Thailand's environmental sector.

Several MOI agencies are engaged in environmental services. The Department of Industrial Works monitors effluent and emissions, regulates environmental policy, and reviews the required environmental impact assessment prior to license issuing.

20. Pro-business climate

People usually give respect to persons who have a power to open up a business. And they also feel that all businessmen, Thai or foreign alike. Therefore, people can be confident that when they invest in Thailand, they will receive fast, fair and transparent treatment.

Recommendations

Access to Information

about the Environment

- 1) Every government office should be able to make available information associated with their area of work, free of charge.
- 2) Private actors particularly in the industrial sector should be open for public access to facility-level information. Which allows people to have direct access to the facilities' information database on releases and emissions.
- 3) The existing laws related to access to information should be.
- 4) Apart from appeal mechanisms, people should have more channels for their convenient access to information.
- 5) The Constitution of Thailand should also guarantee the public's right to know.
- 6) The government should support alternative media for information dissemination especially at local level, such as community's radio stations.

Access to Participation in Decision-Making

- 1) The government should make an effort to establish the Public Participation Act to guarantee the public's right to, to receive information and express their opinions, to participate in the decision-making process, and to present petitions.
- 2) Public participation should be carried out 1) before a decision is made, 2) during the project implementation, and 3) after the project is completed (monitoring process)
- 3) The government should allow people to participate in the decision-making on projects that will rely on foreign loans.
- 4) Apart from providing policy guidance to the government, Thailand's National Economic and Social Development Board should also put more emphasis on communicating with the people in order to learn about their real needs and act as their representative in dealing with the government.
- 5) The term 'decision-making' should be clearly defined by law and publicly acceptable. The law should spell out scopes, levels, decision-makers, outside participants, mechanisms and channels for the proper public participation process.

Access to Justice

- 1) Laws should be amended to conform with the Constitution, for example on relation to public participation in land use planning.
- 2) The general public must have equal access to justice in decision-making.
- 3) A legal system is not the only mechanism to ensure access to justice. Alternative ways and means should be explored to provide opportunities to the general public to actively participate in a decision making process

at relevant levels. Information used in the process must be academically accurate, legitimate and publicly acceptable. Decisions should be based on consensus, not voting.

Capacity Building for Meaningful Public Participation

1) The Office of the Decentralization Committee under the Office of the Prime Minister should promote the role of Tambon Administration Organizations as service centers to provide administration information and assistance in access to justice at sub-district level.

2) Tambon Administration Organizations should establish separate committees to oversee administration matters and budgets in their respective areas.

3) Capacity building for Tambon Administration Organizations should include enhancing administration of law and order awareness and understanding of administration problems, legal matters and a concept of public participation.

4) The government should build the capacity of civil society organizations in understanding legal matters, and provide financial support for their efforts to monitor the degree of public participation in administration decision making.

5) Government agencies should aim at being an alert organization that are well prepared and able to change their attitudes from 'authoritative' towards 'service minded', as well as recognize that people can make their own decisions for themselves.

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Globalization and Its effect on India

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Abstract:

Globalization implies distinctive things to various individuals. It very well may be characterized just as a development of monetary exercises crosswise over political limits of country states. All the more imperatively it alludes to a procedure of developing monetary coordination, expanding financial transparency and developing monetary association between nations on the planet economy. It is related not just with a sensational spread and volume of cross-fringe monetary exchanges yet additionally with an association of monetary exercises which straddle national limits of the world. Globalization in India is commonly taken as coordinating the economy of the nation with the rest of the world. This thus infers opening up the economy to outside direct venture by giving offices to remote organizations to put resources into various fields of monetary exercises in India; evacuating limitations and snags to the passage of MNCs; enabling Indian organizations to go into remote coordinated efforts in India and furthermore reassuring them to set up joint endeavors abroad; doing gigantic import advancement programs by changing over from quantitative limitations to duties in any case, and afterward cutting down the dimension of import obligations impressively; and rather than plenty of fare motivating forces deciding on swapping scale alteration for advancing fares. Regardless of whether seeds of globalization sown in pre-change period as numerous concessions were conceded to outside capital, MNCs were permitted to enter various essential divisions to which their entrance was recently limited and prohibited. The investigation is absolutely in view of auxiliary information. It will have a dialog on negative and positive effects of globalization on Indian economy.

Introduction

The genuine push to the globalization was given by the financial changes of 1991 started by Administration of India. The period 1980-81 was set apart by serious equalization of installment challenges. The second oil stun pushed up the import bill generously while sends out failed significantly behind. In this way exchange shortage rose to galactic statures. Amid seventh arrangement, private settlements likewise demonstrated an inclination of smoothing out. Subsequently, net invisibles could back just 24 percent of exchange deficiency in the seventh arrangement. The issues were aggravated by inlet war in 1990-91. The exchange shortfall in this year took off to Rs. 16,934 crore and invisibles additionally recorded negative income. In this manner, current record shortfall was as extensive as Rs 17,369 crore in 1990-91. The issue got additionally emphasized by India's expanded dependence on mind-boggling expense outside advertisements borrowings and non-occupant stores all through the 1980s as the stream of concessional help was extensively not exactly the necessities. Capital was streaming out of the nation what's more, nation was near defaulting advances. Alongside these bottlenecks at home, numerous unforeseeable changes cleared the economies of countries in western and Eastern Europe, South East Asia, Latin America and somewhere else around a similar time.

Indian economy had encountered real arrangement changes in the mid 1990s. The new monetary change famously known as Liberalization, Privatization, and Globalization (LPG), went for making the Indian economy as quickest developing economy and all inclusive aggressive. The arrangement of changes attempted concerning modern division, exchange just as budgetary part went for making the economy progressively effective. With the beginning of changes to change the Indian economy in July of 1991, another section has unfolded for India and her billion or more populace. This period of monetary progress has not just had colossal effect on the by and large financial advancement yet in addition on the outlook of Indian individuals who could get free from conventional, difficult reasoning, superstition, and lack of education.

There were the monetary impulses at home and abroad that required a total redesigning of our monetary strategies and projects. Real measures started as a component of advancement, privatization and globalization in mid nineties incorporated the accompanying:

1) Devaluation: The initial move towards globalization was the cheapening of the cash by 18-19 percent against significant monetary forms in the global remote trade showcase. These measures were taken to determine the equalization of installment emergency.

2) Disinvestment: In request to make the procedure of globalization smooth, under the privatization plot, the vast majority of people in general division endeavors were sold to private part to offer chance to private players in the economy.

3) Dismantling the Industrial permitting routine at present, just three enterprises are under mandatory permitting routine, fundamentally on the bookkeeping of natural wellbeing and vital contemplations. An essentially altered approach tuned in to the changed authorizing approach is set up. No mechanical endorsement is required from the administration for areas not falling inside 25 kilometers of the fringe of urban areas having a populace of more than one million.

4) Allowing outside direct venture over a wide range of businesses and empowering non obligation streams. The division has set up a liberal and straightforward remote speculation routine where most exercises are opened to remote venture on programmed course with no farthest point on the degree of outside speculation

5) Non-occupant Indian plan: the general approaches and offices for FDI as accessible to remote financial specialists and organizations are completely accessible to NRIs also. What's more government has expanded a few concessions particularly for NRIs and abroad corporate bodies having in excess of 60 percent stake by non-Indian occupants.

6) Abolition of MRTP Act: Monopoly and Restrictive Trade Practices act was annulled as per the procedure of progression. It was necessary for financial specialist to get endorsement from government to have further limit extension under MRTP Act.

Globalization has positive just as negative impacts. One side if globalization has quickened the development rate of GDP on the opposite side it has creates high imbalances among Indian individuals. There are few individuals who are misusing the assets of economy and the vast majority of the extent of national salary is controlled by them. This sort of unequal circulation of pay is creating destitution, joblessness and so on.

Globalization as a Boon

1) The development rate of GDP of India has been on the expansion from 5.6 percent during 1980- 90 to 7 percent in the time of 1993-2001. Over the most recent fifteen years with the exception of a few a long time, rate of GDP development was in excess of 7 percent. It was 9.2 percent in 2006-07. At present in 2016 GDP

is developing at 7.4 percent appeared association spending plan 2016-17.

2) The outside trade saves were \$39 billion (2000-01), \$107 billion (2003-04), \$145 billion (2005-06), and \$180 billion of every 2007. As indicated by hold bank of India, India's outside trade saves are \$351.83 billion as on 19 Feb, 2016.

3) The combined FDI inflows from 1991 to 2006 were Rs. 81566 crore (\$43.29 billion). The parts pulling in most elevated FDI inflows are electrical gear including PC programming (18 percent), Service Sector (13 percent), Telecommunications (10 percent), and Transportation industry (9 percent) and so on.

4) In 2010 India's offer was 55 percent in Global Outsourcing market.

5) India's rank was fourth in market capitalization in 2005, it was gone before by USA, Germany and China. In any case, at present its rank is ninth, it implies it is currently gone before by eight nations and India's position has exacerbated however India could join trillion dollar showcase by experiencing all good and bad times. India's market capital is \$1.6 trillion and it is 2.5 percent of world's capital market.

6) according to the Forbes list 2015, India has 100 very rich people. There were just 40 very rich people in India according to forbes 2007 rundown. The advantages of these 100 tycoons are more than aggregate interest in the 91 open part endeavors by the focal legislature of India.

Globalization as a Curse

1) India is home to the biggest number of youngster workers on the planet. The statistics found an increment in the youngster workers from 11.28 million out of 1991 to 12.59 million of every 2001. M.V. establishment in Andhra Pradesh found almost 40,000 lakh kids for the most part young ladies between 7 what's more, 14 years old, worked for 14-16 hours per day in cottonseed creation over the nation of which 90 percent are utilized in Andhra Pradesh. Neediness and absence of security are primary driver of kid work. Post change period has seen extreme increment in youngster work in light of the fact that due to LPG arrangement the job of open area was decreased. Along these lines corporates are working revenue driven rationale as it were.

2) Agriculture part is the foundation of the Indian economy. Over 50 percent individuals are working in agribusiness segment. This part has been ignored by government in post change period and offer of farming has decelerated constantly. At the season of autonomy, farming was contributing almost 50% of the GDP however at this point its offer is just 14 percent in absolute GDP of nation. Purposes behind backwardness of horticulture are absence of open venture, obligation of ranchers and nearness of delegates between dealers (ranchers) and purchasers.

3) Job and social instability: globalization has produced issues like occupation and social frailty. Open division gives occupations alongwith social just as professional stability and other benefits too. In any case, in the cutting edge period an individual can find a new line of work however neither one of the hes would get a neither secure employment nor government managed savings. Along these lines, expanding uncertainty in the public eye is propagating other social shades of malice like endowment framework, wrongdoings, and joblessness and so on.

4) Poverty and joblessness: according to the Forbes list 2015, India's number of extremely rich people has crossed 100 and the riches they have is more than the interest in broad daylight segment endeavors by focal government. This has prompted wide scope of disparities of riches among Indian individuals. A few people are such who kicking the bucket from starvation and some are kicking the bucket because of utilization of intemperate nourishment in our nation. Subsequently, Malnutrition, kid work, and wrongdoings are on the ascent. Still a huge extent of individuals in India living underneath destitution line even India has been not able accomplish thousand years advancement objectives in the event of numerous markers. Regardless of whether India's present age is instruction however Indian youth is experiencing joblessness

and they need to get by on subsistence compensation. Regular, underemployment and basic joblessness are found in India.

A Comparison with other Developing Countries

Consider worldwide exchange a lot of world stock fares expanded from .05 percent to .07 percent in the course of recent years. Over a similar period China's offer has tripled to nearly 4 percent. A lot of worldwide exchange is like that of the Philippines an economy multiple times littler as indicated by IMF gauges. Over the previous decade FDI streams into India have found the middle value of around 0.5 percent of GDP against 5 percent for china and 5.5 percent for Brazil. FDI inflows to china presently surpass US \$ 50 billion yearly. It is just US \$ 4 billion on account of India.

Arrangement Implications/Suggestions

1) For the situation of farming, if the FDI is permitted 100 percent in multi-brand retail area, at that point agriculturists can get profitable costs for their harvest. Agriculturists are getting small costs for their produce because of numerous sorts of middle people between venders (ranchers) and purchasers.

2) UNCTAD had underlined the extensive measure of misfortunes to the exchequer of creating nations (\$100 billion per year) because of the directing of FDI through assessment shelters thusly early usage of GAAR (General enemy of shirking rule) is required which has been postponed by present government. Arrangement creators need to take comprehension of the way that it is residential venture which has given an overwhelmingly extensive offer of india's capital arrangement ought not be disregarded on account of remote fear.

3) Communal disharmony has been the issue of discussion for present government. Regardless of whether India's simplicity of working together position has enhanced to 34 however because of viciousness, riots and struggles at household level India has lost its global notoriety. As of late tumult by jats in Haryana for reservation was horrible to the point that shops, shopping centers were set aflame. After the withdrawal of challenges when proprietors were encouraged to begin their shops and shopping centers alongside budgetary help they would not do as such. Reason is that they are feeling unreliable in such condition. In this way, common amicability is must to draw in remote just as household speculators.

4) To draw in speculators from various nations foundation, Social just as physical ought to be made strides. Social framework incorporates instruction and wellbeing then again physical framework incorporates transportation, vitality, saving money administrations and so on. A decent and effective framework can assume a fundamental job in the growth of globalization process.

5) The administration has officially set the ball rolling. It has loose FDI standards to energize both local and outside organizations to make in India move their items abroad. Indian populace has poor aptitude or they don't have abilities by any stretch of the imagination. The Indian managers have been battling with intense lack of gifted labor in spite of India having the biggest pool of youthful populace on the planet. Reason: Lack of required mastery for explicit occupations. According to the work agency report 2014, the present size of India's formally talented workforce is just 2 percent. This separated there is additionally test of employability of huge areas of the routinely taught youth. The Indian instruction framework has been producing splendid personalities however ailing in the aptitudes sets required for explicit employments.

In this way, there is requirement for suitable and satisfactory expertise advancement and preparing which can change over this power into the biggest wellspring of actually gifted labor. The aptitude India mission propelled by government is relevant activity to give answer for the

issue. Just a vocation prepared and gifted workforce can receive the rewards of remote direct venture.

Conclusion

Globalization has its very own negative just as positive effects in present day time. Our arrangement suggestions have been against regular man. It is the administration which can receive the rewards from globalization on the off chance that it gets ready and actualize expert individual's strategies to pull in remote direct speculation. There is case of many created just as creating nations, for example, south ASEAN nations like china, who have yielded a great deal from globalization by exchanging everywhere throughout the world. Our strategies are impacted by huge corporates and elites it is demonstrated by the expanding number of extremely rich people in India according to Forbes list. Indeed, even our races are financed by corporates so it is clearly that administration arrangements are too affected by corporates to satisfy their own individual interests. It is the arrangements of china and Russia who have used the outside direct speculation to lift masses over the neediness line. Such arrangements and disposition ought to be received by India towards globalization. Just professional poor strategies and workforce prepared for occupations will be helpful for government who trusts the hypothesis stream down impact. Up to this point stream down impact has not been seen by Indian individuals. Indians are as yet hanging tight for good days.

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A Study of Provincial Administrative Organization and Its Role in Socio-Political Development in Nonthaburi Province Thailand

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Abstract:

The objectives of this research were 1).to know general profile of respondents consisting of personal information regarding sex, age, educational qualification, marital status, occupation, income, and family constitution 2)to study the role of Provincial Administrative Organization in political modernization regarding socio-political uplift of the Nonthaburi provincial people. 3)to study the role of Provincial Administrative organization in the induction of mass mobilization and participation into the political process 4)to study the role of Provincial Administrative Organization in the building of the Democracy regarding the emergence and development of democratic values in politics and means of strengthening democratic set of values. 5)to find out the problems coming in the way of socio-political development of Provincial Administrative Organization 6)to identify alternative options this may improve the socio-political system educational crisis and socio-political development of Provincial Administrative Organization in Nonthaburi. It is neither possible nor necessary to cover the whole of the population from the study because it is too large in number. A study of a portion of it is conducted. Therefore, the following stages of sampling will be adopted for drawing the sample. A simple random sampling method will be adopted. Total number of selected beneficiaries of the socio-political development programmes will be reduced in proportion to constitute the final universe on the simple random sampling method to give an equal chance of being included in the sample. Accordingly, 5 percent of the universe will be selected as the sample of the study. Thus, total selected respondents representing the universe were 400 in number. The lottery method of random sampling will be used to draw the number of selected respondents from Nonthaburi provincial inhabitants

Keywords: provincial administrative organization socio-political development Nonthaburi Province

Introduction

Modernization in Thailand has taken the form of uneven rural development, on the other hand, and business-bureaucratic partnership of both within an international orbit of powerful strategic and market force. The political consequences of this form of modernization, contrary towards the democratic-pluralist conceptions of Western development theories are a) increasing divergence, instead of integration of the powerful and educated Bangkok elite and the rural and urban mass; b) prevention of autonomous political parties because of the mutual advantageous association of Thai bureaucrats with Chinese businessmen who dominate the political process; and c) reinforcement, not neutralization' of the bureaucratic state and its business partnership. Directly contributing to these consequences are more than two decades of American strategic interests in Thai stability and the continuing Japanese economic interests in profitability.

The growing divergence between the concentrated power of a small urban elite, looking always to

Bangkok for the promotion of career and material advantages, and the large, dispersed, unorganized rural majority, has result in an ever-widening economic gap, as we have seen, and no less importance, a psychological distance between the two. For the urban elite, abstract in the affairs of the metropolis, have last contact with the villagers, fail to understand their problems and while paying lip service to rural.

In fact, traditionally Thailand is an agricultural country with the majority of the people being involved, either directly or indirectly, in some form of agricultural cultivation. About 33 million (66%) out of 50 million of population are in rural areas and out of 33 million 10 million (22%) are still poor.

Rapid industrialization has, however, brought many changes in the life style of Thai people, particularly in the urban areas, and special disparities in the standard of living in some pockets. Keeping in view these facts, the government has initiated programmes to increasing the living standards throughout the country at the same time, the government has made the people better instrument to live in the new industrialized society.

The new administrative system was improved to achieve administrative unity by having a body with direct responsibility for both regional as well as national levels. In each level, there has been close co-ordination amongst relevant offices. Rural people and local organization were urged to participate in the socio-political development process. Organizations were set up, responsible for 4 levels of rural development: national, provincial, district, and sub-district and village levels.

The role of Provincial Administrative Organization in socio-political development in rural Thailand aims at the overall development of the poor in rural areas to enable them to genuinely help themselves with the assistance of the government, to allocate and supply the resources equitably and to pay attention to their basic problems. The main principle is to make people help themselves and their community so as to establish self-generating economy. The plan also has improved unity, efficiency and ability of the administrative organs of rural development. In view of this fact the present study is aimed at searching the influence of the role of Sub-district Administrative Organization in socio-political development on the village inhabitants. The present study concerns itself to overall socio-political development of rural areas in general and to socio-economic condition of the village inhabitants in particular. Main aim of the present study, thus, is to asses the influence of the role of Sub-district Administrative Organization in socio-political development at grass-root level with regard to the kind and degree of socio-political development of the inhabitants of Muang district under Nonthaburi province of Thailand. The study will focus mainly the field of socio-political development and benefits people have derived till now, and the relevant factors that are responsible for the success and failure of the socio-political development programmes in attainment of their objectives. With this perspective in mind the researcher has selected this area for the study so that study can be based on a scientific approach in order to get more depth and clarity of the problems. Thus, the problems selected for research for research are being studied on the basis of research methodology discussed as below.

Objective of the Study

The objectives of the study are as follows:

1. To know general profile of respondents consisting of personal information regarding sex, age, educational qualification, marital status, occupation, income.
2. To study the role of Provincial Administrative Organization in political modernization regarding socio-political uplift of the Nonthaburi provincial people.
3. To study the role of Provincial Administrative organization in the induction of mass mobilization and participation into the political process.
4. To study the role of Provincial Administrative Organization in the building of the Democracy regarding the emergence and development of democratic values in politics and means of strengthening democratic set of values.

5. To find out the problems coming in the way of socio-political development of Provincial Administrative Organization.

6. To identify alternative options which may improve the socio-political system educational crisis and socio-political development of Provincial Administrative Organization in Nonthaburi.

Hypotheses of the Study

The following hypotheses have been tested during the course of the study.

1. The present Provincial Administrative system is not helpful to socio-political development yet.

2. The mass mobilization and participation in politics are less due to civic inertia of the member of Provincial Administrative Organization.

3. The level of the building of democracy at the provincial level depends upon a means of strengthening democratic set of values.

4. The development of democratic values in politics at provincial level is not improved due to the misuse of power of Provincial Administrative Organization to interfere in the political participation of the people.

5. The benefits derived from the socio-political development programmes depend upon the level of education of the people and the members of Provincial Administrative Organization in Nonthaburi.

Definition of Significant Terms

There are a very few key terms that have special significance in present study. Some of them are defined operationally because here these terms are used with the following meaning in view.

Administrative Organization: It is referred to the representatives elected by villagers from each village in each sub-district to carry out the improvement of the efficiency of the work of Provincial Administrative Organization.

Administration: It has been used for denoting the management of affairs especially in government or business. In the present context administration refers to the government of people who make up the managing body for the administration and implementation of the government programmes introduced for the socio-political development of people and the body working at provincial level.

Development: Generally two terms are used; the one is growth and the other is development. Growth refers to the quantitative increase whereas development refers to qualitative aspect. Here development implies that there is material gains among the provincial inhabitants as well as they have built their confidence to meet the demands of improvement

Material development: This term denotes that the increase in socio-political yield, enhancement of social and economic standard of the provincial inhabitants of dwellers.

Improvement of social status: It is specific that refers to better social facilities made available to the provincial inhabitants and other facilities being provide to the people and development of better social security among them.

Improvement in standard of living: It denotes to administration of better and advanced methods or techniques of socio-political development, easy availability of financial assistance and facilities of marketing.

Mental development: It is not used with its traditional meaning. In present study it refers to provision of better and advanced education facilities and their proper utilization among the provincial dwellers.

Moral development: This term implies that the individuals who are developed morally are free vices and bad habits that are harmful to the individual as well as to the society and politics. It also implies that individual is free from superstitious belief.

Improvement in socio-political development: This term is used to improve socio-political development. It refers to the support of materialistic facilities, availability of subsidiary to develop all social

and political projects in the provincial level available for the provincial dwellers.

Research Methodology

Methodology plays a very significant role in a social and political development research. To undertake the study some set research techniques are well-standardized and acknowledged and through them a proper control on different variables can be kept. With the growing complex of socio-political development in life and the attendant challenges which modern societies typically represent adoption of these techniques by the researcher in various disciplines dealing with different aspects of the social reality has become imperative. However, when the role in socio-political development has to be evaluated, then the most popular technique is to conduct a quantitative research. The present study is based on this category of research. The following are important points in the research methodology of this study.

Area of the Study

This area of the study was confined at Nonthaburi Provincial Administrative Organization and hence the Nonthaburi provincial inhabitants will be covered. The present study focuses its attention on the Provincial Administrative Organization's role in socio-political development on the development of provincial inhabitants and the areas of Nonthaburi province..

Sampling Design

It is neither possible nor necessary to cover the whole of the population from the study because it is too large in number. A study of a portion of it is conducted. Therefore, the following stages of sampling will be adopted for drawing the sample.

A simple random sampling method will be adopted. Total number of selected beneficiaries of the socio-political development programmes will be reduced in proportion to constitute the final universe on the simple random sampling method to give an equal chance of being included in the sample accordingly 5 percent of the universe will be selected as the sample of the study. Thus, total selected respondents representing the universe were 400 in number. The lottery method of random sampling will be used to draw the number of selected respondents from Nonthaburi province.

Methods of Data collection

Preliminary information will be collected through the secondary sources, i.e., Government reports, documentary and library references, Census reports and other statistical information. Information about Nonthaburi province and Provincial Administrative Organization will be collected from the information Centre at the Province Headquarter. For the primary data interview method for the beneficiaries and questionnaire method for the members of Provincial Administrative Organization will be used. In case more number of the Nonthaburi provincial inhabitants is having low level of education a direct interview method will be the most suitable structure. Interview schedule will be the proper tool of data collection for such a group of respondents. With regard to the members of Provincial Administrative Organization questionnaire method will be adopted. These questions will be structured to suit to the objectives of the study. These tools of data collection will be supplemented by observation and discussions so as to get an insight into the working and impact of socio-political development programmes.

Tools for Data Collection

Under the above mentioned method of data collection included field work based on (1) the structured interview schedule for some beneficiaries who have low level of education; and (2) personally administered questionnaire used for some beneficiaries and the members of Provincial Administrative Organization.

Before the construction of the interview schedule and the questionnaire main factors on which the questions and statements to be formed are finalized as follow:

1 The first factors are related to the identification and some information regarding the administration and various socio-political development programmes.

2 The second factors are dealt with awareness and benefits of the various socio-political development programmes implemented in the areas of Nonthaburi province.

3 The third factors are related to the socio-political development of the province and Provincial Administrative Organization's role.

4 The fourth one is dealt with the problems and obstacles in the effective socio-political development administration of Provincial Administrative Organization.

All these for major factors or aspects will be studied to understand the Provincial Administrative Organization and its role in socio-political development on the inhabitants of Nonthaburi province of Thailand. Related to each main factor questions and statements will be collected from books, journals, magazines etc. Some of statements will be framed and their positivity as well as negativity will be determined. This will be done by using a simple item analysis method.

Analysis of Data

Analysis of the data is the most important part of the research work. The processed data is to be used to arrive at the definite conclusions. The research cannot be completed without analysis of the data. Only by analyzing the data one can know the views of the respondents toward certain problems. At the first stage of analysis the sample will be classified on the basis of identification data such as age, sex, occupation, education, income, family structure etc.

At the second stage the data will be presented in the univariate and bi-variate tables which present cross tabulation of frequency counts, whenever necessary Chi-square technique will be used and some of the data will be presented in the forms of diagrams and charts.

Conclusion

Local government practices in Thailand have become more participatory or governance- oriented since the promulgation of the Constitution of 1997 and the Decentralization Plan and Process Act of 1999. Several local governments have applied modern concepts of New Public Management and participatory approaches in performing their tasks. Local administrative initiatives to increase participation in recent years. Six case-studies are discussed to identify the factors that drove the local government initiatives and how local governments responded to such factors.

Thailand is a constitutional monarchy with the monarch as the head of state. While almost every government since 1932 has accepted constitutional authority, the country has had 17 constitutions, the most recent drafted in 2007. All of these documents have provided for a National Assembly with a prime minister as head of government. Power is exercised by the bicameral National Assembly, the Council of Ministers, and the courts in accordance with the provisions of the constitution and laws passed by the National Assembly. The constitution of 2007 (largely based on that of 1997) provides for the direct election of members of the lower house of the Assembly, the House of Representatives, to four-year terms, five-sixths from single-member districts and the remainder based on proportional representation from the political parties. It also requires the prime minister to be a member of the House of Representatives. Members of the upper house, the Senate, are directly elected to six-year terms. Legislation originates in the House of Representatives, but it can be modified or rejected by the Senate.

Finding of the research

1. People need provincial administrative organization to lift up the quality of life
2. The people lack of participation of the people in local government activity in the decision making process and not updated the system Provincial Administrative Organization of local government system.

3. Public participation and knowledge in law
4. Provincial Administrative Organization (PAO) not sufficient in communication and public relation and information.
5. Local politician should be improve themselves to service the people in the area.
6. The people should get the benefit from PAO because they paid tax.
7. The law have some problem with local and central overlap.
8. PAO should have good governance in performance networking and communication

Recommendations

Every local government office should be able to make available information associated with their area of work, free of charge.

1. Private sectors particularly in the industrial sector should be open for public access to facility-level information. Which allows people to have direct access to the facilities' information database on releases and emissions.
2. The existing laws related to access to information should be apart from appeal mechanisms, people should have more channels for their convenient access to information
3. The Constitution of Thailand should also guarantee the public's right to know by the people in the area.
4. The government should support alternative media for information dissemination especially at local level, such as community's radio stations.
5. The local government should make an effort to establish the public participation Act to guarantee the public's right to receive information and express their opinions, to participate in the decision-making process.
6. Public participation should be carried out before a decision is made, during the project implementation, and after the project is completed (monitoring process).
7. The local government should allow people to participate in the decision-making on projects from foreign loans.
8. Apart from providing policy guidance to the local government, Thailand's National Economic and Social Development Board should also put more emphasis on communicating with the people in order to learn about their real needs and act as their representative in dealing with the local government.
9. The term 'decision-making' should be clearly defined by law and publicly acceptable. The law should spell out scopes, levels, decision-makers, outside participants, mechanisms and channels for the proper public participation process.

Suggestion

1. The Office of the Decentralization Committee under the Office of the Prime Minister should promote the role of Provincial Administration Organizations as service centres to provide administration information and assistance in access to justice at sub-district level.
2. Provincial Administration Organizations should establish separate committees to oversee administration matters and budgets in their respective areas.
3. Capacity building for Provincial Administration Organizations should include enhancing administration of law and order awareness and understanding of administration problems, legal matters and a concept of public participation.
4. The local government should build the capacity of civil society organizations in understanding legal matters, and provide financial support for their efforts to monitor the degree of public participation in administration decision making.
5. Government agencies should aim at being an alert organization that are well prepared and able to change their attitudes from 'authoritative' towards 'service minded', as well as recognize that people can make their own decisions for themselves.

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