Concept of Liberalisation :-
Progressive elimination of government control over economic activities is known as “liberalisation”.
Liberalisation refers to freedom to business enterprises from excessive government control and they are given freedom to make their own decisions regarding production, consumption, pricing, marketing, borrowing, lending & investments.
The major elements of Liberalisation in India includes the followings:

1. De-licencing of industries :-
The Industrial Policy 1991 abolished (cancelled), licencing for most industries which helped Indian companies to concentrate on productive activities.
The 6 industries that required licencing are alcohol, cigarettes, industrial explosives, defence product, drugs & pharmaceuticals, hazardous chemicals, etc.

2. Liberalisation of foreign investment :-
The necessity to obtain approval for foreign investment from various government authority often caused delayed. At present FDI is 100% in certain sectors such as infrastructure, exports, hotels, tourism, etc. The Liberalisation of FDI has resulted in certain benefits such as increased in inflow of foreign capital, Development of skills of Indian personnels due to foreign MNCs training transfer of technology by foreign partners to Indian firms.

3. Liberalisation of foreign technology imports :-
The liberalized import of foreign technology led to technological improvement in Indian industries. This helped in getting automatic permission for foreign technology imports and no permission was required for hiring foreign technitians & foreign technology testing.

4. Liberalisation of industrial location :-
The Industrial Policy 1991 stated that, there is no need to obtain approval from central government for industrial location. This enabled the Indian firms to set up industries at a right location of their choice without much interference from government authority.

5. Liberal taxation :-
The government of India has introduced liberal reduction in taxation rates on direct tax & indirect tax, customs, excise, service which has greatly benefited the firms operating in India.

Advantages of Liberalisation :-
1. Increase in foreign investment.
2. Increase in efficiency of domestic firms.
3. Rise in the rate of economic growth.
4. Control of price.

Disadvantages of Liberalisation :-
1. Increase in unemployment.
2. Loss to domestic unit.
3. Increased dependence on foreign nation.
4. Unbalanced development of sectors.
Concept / Advantages / Disadvantages of Privatisation

Concept of Privatisation :-
Privatisation is the transfer of control of ownership from public sector to private sectors.
It means the conversion of property rights from the public to private owners.
The two elements of Privatisation are as follows :
1. Dereservation of public sectors :-
The dereservation of public sectors has enabled the entry of private sectors in those industries which were reserved only for public sectors. This has led to improve customers service & efficiency of the firms. At present, 3 industries has reserved for public sector are Railways, Atomic energy, & Specified minerals.
2. Dis-investment of Public sector :-
Dis-investment is a process of selling government equity in PSUs (Public Sector Undertaking) to private parties. The disinvestment is undertaken to achieve good customers service, overcome political interference, overcome corruption in PSUs, improve efficiency of PSUs.

Advantages of Privatisation :-
1. Helps in reducing the burden on government.
2. Makes the PSUs competitive.
3. Greater autonomy for PSUs managers.
4. Industrial growth.
5. Better service to customers.

Disadvantages of Privatisation :-
1. Encourages the growth of monopoly power.
2. Privatisation may be prefer only for profit making PSUs.
3. Unbalance development of industries.
5. Increased in corruption.
Concept / Advantages / Disadvantages of Globalisation

Concept of Globalisation :-
Globalisation is a process of rapid integration or inter-connection between countries through trade, foreign direct investment, capital flow, migration, & the spread of technology. The main elements of Globalisation includes the followings:

1. Introduction of Foreign Exchange Management Act, 1999 (FEMA) :-
The government of India introduced FEMA 1999 to make foreign exchange transactions easier such as obtaining of funds by Indian companies from abroad, overseas investment by Indian firms, holding of properties in India by NRIs, holding of properties by India nationals abroad.

2. Reduction in custom duties :-
The government of India reduced the custom duties. The reduction in import duties has resulted in cheaper import into India.

3. Liberalisation of foreign investment :-
The government of India has liberalised foreign investment which in turns has given a good boost to Indian capital market.

4. Signing of WTO Agreement :-
India has signed a number of agreement in order to expand Indian trade worldwide. Some of the agreement includes TRIPS (Trade Related Intellectual Property Rights), GATS (General Agreement on Trade in Service).

Advantages of Globalisation :-
1. Free flow of foreign capital.
2. Free flow of new technology & production method.
3. Increased in Industrialization.
4. Increased in employment & income.
5. Benefits for consumers.

Disadvantages of Globalisation :-
1. Loss of domestic industries.
2. Unemployment.
Migration: Meaning / Types / Causes / Effects

Introduction :-
Migration means movement or shift of people from one place to another. People move from one place to another for temporary or permanent settlement due to social, political & religious reasons. Globalisation has made migration of people easy & common.

Types of Migration :-
The following are the different types of migration :-
1. Local Migration :-
It involves movement of people from one locality to another.
2. Regional Migration :-
It involves movement of people from one region to another.
3. Rural to Urban Migration :-
It involves movement of people from rural areas to cities areas due to industrialization.
4. Urban to Rural Migration :-
It involves movement of people from urban areas to rural areas due to higher cost of urban living.
5. Mars Migration :-
It refers to the movement of large group of people from one geographical areas to another.
6. Forced Migration :-
It refers to forced movement of people away from their home against their will due to violence, natural calamities or communal rights.

Causes of Migration :-
1. Economic factors :-
Unemployment and poverty forced people to migrate from one place to another. Rural people migrate to cities in search of employment opportunities for better salaries, incentives, higher standard of living.
2. Social factors :-
Migration may also takes place due to social factors such as family, marriage, children, etc. After
marriage a girl has to migrate from her place of resident to her husbands place & if a child decide to study elsewhere, the parents also migrate to the place where the child decide to study.

3. **Environmental factors** :-
Natural disaster such as flood, famine, earth quack,etc compel people to migrate to safer places.

4. **Medical factors** :-
Some people experience poor health conditions due to unsuitable climate and high population level. due to this, they migrate from one place to another for better medical & health care facilities.

5. **Political factors** :-
Political migration takes place due to political instability, communalism, linguism, regionalism, riots, terrorism, etc. which creates conflicts & violence in cities & states. Thus, political factors leads to migration of people to the place where there is proper law & order.

**Effects of Migration :-**
1. **Brain Drain :-**
There has been migration of Indian professionals, academicians, scientists, engineers, etc to foreign countries. Due to which their talent, knowledge & skills are denied to our country’s growth & development. Therefore, our country should undertake effective planning to solve the problem of brain drain.

2. **Increase of foreign exchange reserves :-**
When people migrate to foreign countries, earned foreign currency & sent it to their family in home country. There is an increase in foreign exchange reserve of the home country.

3. **Fusion of cultures :-**
International migration leads to fusion of culture due to exchange of cultural traits such as food habits, dressing style, language, etc which result in change of lifestyle & personality of the migrant.

4. **Hostilities towards migrants :-**
The migrants have to face hostilities from local people, who may not treat them well and they may even harm their life & property leading to torture & harassment.

5. **Social & psychological problems :-**
Migration leads to social problems such as overcrowding of people, growth of slums, increases crimes & evils, spread of diseases, etc. When people migrate to different places leaving behind their family, relatives & friends, they feel lonely, isolated and insecure which leads to many psychological problems.
Characteristics/Features of Human rights:

*Define human rights? What are the characteristics of human rights?*

Ans: (A)

It is very difficult to express “human rights”. This is because states differ in cultural background, legal systems and economic, social and political conditions. However, we can say that the rights that all people have because of their humanity are human rights. Human Rights are rational beings. They possess certain rights. These rights are commonly known as human rights. There are the rights that no one can be deprived of without doing him great injustice.

_Durga Das Basu brings out the essence of human rights. He defines human rights which every individual must have against the state or other public authority by virtue of him being a member of human family, irrespective of any other consideration._

(b) **Characteristics of human rights:**

1. **For Individuals:**

   Human rights belong to an individual because of his very existence. They are inherited by all individuals irrespective of their cast, religion, sex and nationality.

2. **Essential and Necessary:**

   These rights are essential for all individuals. In their absence, physical, moral, social and spiritual welfare is impossible. They are also necessary because they provide suitable conditions for moral upliftment of the people.

3. **Connection with human dignity:**

   The idea of human rights is bound with the idea of human dignity. Thus all those rights which are essential for the maintenance of human dignity may be called human rights.

4. **Irrevocable:**

   Human rights are irrevocable. They can not be taken away by any power or authority. They belong to a person simply because he is a human being.

5. **Necessary for fulfillment of purpose of life:**

   Human life has a purpose. The term “Human rights” is applied to those conditions which are essential for the fulfillment of this purpose. Since rights are bound with the purpose of human life, no government has the power to curtail or take away these rights.

6. **Universal:**

   Human Rights belong to each and every one of us. The values which form the basis of these rights are inherent in human nature.

7. **Rights not Absolute:**

   Each right carries with it some special duties and responsibilities. So each right is subject to certain limitations. These limitations may arise due to the need for:
   - Respecting the rights of others
   - Protecting National Security
   - Maintaining public order
   - Safeguarding public health.
8. Dynamics:
They are dynamic in nature. As societies change, rights also undergo changes. Judges have to interpret laws in such ways that they are in tune with the changed social values.

9. Rights have limits to the states power:
Human rights imply that every individual has legitimate claims upon his or her society for certain freedoms and benefits. So Human Rights limit the states power.
For example, 6 freedoms that are given under the ‘Rights to Liberty’ forbid the state from interfering with the individual.

Universal Declaration of Human Rights (UDHR):

Articles of UDHR :-
The 30 articles of UDHR are as follows:

Article 1 :-
All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2 :-
Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth or other status.

Article 3 :-
Everyone has the right to life, liberty and security of person.

Article 4 :-
No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5 :-
No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6 :-
Everyone has the right to recognition everywhere as a person before the law.

Article 7 :-
All are equal before the law and are entitled without any discrimination to equal protection of the law.

Article 8 :-
Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9 :-
No one shall be subjected to arbitrary arrest, detention or exile.

Article 10 :-
Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.
Article 11 :-
Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

Article 12 :-
No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation.

Article 13 :-
Everyone has the right to freedom of movement and residence within the borders of each state.

Article 14 :-
Everyone has the right to seek and to enjoy in other countries asylum from persecution.

Article 15 :-
Everyone has the right to a nationality and shall not be deprived or denied the right to change his nationality.

Article 16 :-
Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family.

Article 17 :-
Everyone has the right to own property alone as well as in association with others.

Article 18 :-
Everyone has the right to freedom of thought, conscience and religion.

Article 19 :-
Everyone has the right to freedom of opinion and expression.

Article 20 :-
Everyone has the right to freedom of peaceful assembly and association.

Article 21 :-
Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

Article 22 :-
Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation.

Article 23 :-
Everyone has the right to work, to free choice of employment, without any discrimination, has the right to equal pay for equal work and right to form and to join trade unions for the protection of his interests.

Article 24 :-
Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25 :-
Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

Article 26 :-
Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
Article 27 :-
Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

Article 28 :-
Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29 :-
Everyone has duties to the community in which alone the free and full development of his personality is possible. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law.

Article 30 :-
Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

Define Stress and Explain the Causes of Stress.

Stress :-
Robert baron defines stress as “a state of psychological and/or physiological imbalance resulting from disparity between situational demands and individuals ability and/or motivation to meet those demands.”

Stress is the general term applied to the pressure people feel in life. Stress is said to be positive when a situation offers an opportunities for a person to gain something. Eustress is the word used to describe positive stress. Stress is said to be negative when a person faces social, physical, organisational or emotional problems.

Causes of Stress :-
The factors or conditions that caused stress are called “Stressors”.
The four causes of stress can be broadly divided into four groups :-

[A] Organisational Stressors :-
The organisational stressors also called as ‘job related stressors’ are caused due to the following factors :

1. Role Conflicts :-
It takes place when different people have different expectation from a person performing a particular role. Role conflicts occurs if the job is not as per expectation of an individual or when a job demands a certain type of a behavior that is against a person’s moral values.

2. Role Ambiguity :-
It takes place when the person does not have a clear idea about his task and responsibilities in doing a job. Role ambiguity occurs when a person lacks proper knowledge of the job or lacks the skills to perform a particular task which creates confusion in the minds of the workers and may lead to stress.
3. Working conditions: -
The poor working conditions, poor lighting, improper ventilation, unhygienic sanitation facility, excessive noise and dust, presence of toxic gasses, etc creates physiological and psychological balance in a person thereby causing stress.

4. Rotating shift: -
Stress may occur to those individuals who work in different shifts. Employees may be asked work in day or night shifts and people who cannot adjust to the shift timing may face stress problems.

5. Work overload: -
It means doing too much of work in which alloted time. When an employee is asked to do many things in very little time, he may experience the stressful situation.

6. Work underload: -
It expects an employee to do very little work or too simple work because of which the person feels bored and leads to stress.

7. Organisational structure: -
The organisational structure such as poor organisational relationship, excessive rules and regulation, leadership of superiors, lack of participation in decision-making, poor performance of the organisation, modern organisational changes, etc caused stress.

[B] Group Stressors: -
The group stressors are caused due to the following factors:
1. Lack of Group Cohesiveness: -
Cohesion refers to the ability of a group to remain together. Cohesiveness helps to developed team spirit among the members. Lack of cohesiveness leads to poor relations within a group which in turn may lead to stress.

2. Lack of social support: -
Employees feel contented by sharing their jobs or problems with other members. In the absence of such social support, it can be stressful to the members of a group.

3. Interpersonal and intergroup conflicts: -
Interpersonal and intergroup conflicts takes place due to differences in perception, attitudes, values and believes between two or more individuals or group as these are the sources of stress.

[C] Individual Stressors: -
The individual stressors are as follows:
1. Personality: -
The personality of a person is the leading factor of stress in individual. A lazy personality person is more affected by stress and sincere personality person is less affected by stress.

2. Changes in life: -
The changes in life includes accident or death of a loved one, growing old, etc and these changes are highly stressful.

3. Career changes: -
The career changes such as a person suddenly switching over to a new job with new responsibilities getting promotion or demotion, transfer, etc causes stress to a person.

4. Frustration: -
Frustration is another cause of stress which goes along with on individuals personality. When a person is unable to reached the set goals, one experiences frustration, reacts aggressively and behaves in an immatures manner due to stress.
[D] Environmental Stressors :-
The environmental stressors also called as extra-organizational stressors are as follows :

1. Civic amenities :-
Inadequate or lack of civic amenities such as improper water supply, air & noise pollution, lack of proper transport facilities etc in the area in which one lives can be cause of stress.

2. Caste and religion conflicts :-
The conflicts due to caste and minority religions creates stress among people. Employees living in area subject to caste and religion conflicts do suffer from stress.

3. Technological changes :-
The changes in the technological field causes stress to employee through problems such as fear of losing job or the need to adjust to new technology.

4. Other Environmental factors :-
The other environmental factors such as political factors, law and order situation, social and cultural changes, natural calamities, etc are the factors of stress to people.

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Define Conflict and Explain the Causes of Conflicts

Definition :-
Conflict can be defined as “a process in which one party perceives that another party has taken or will soon taken actions that will harm the first party”.

Conflict is any situation in which two or more parties finds themselves in opposition.

Causes of Conflicts :-
The following are the causes of conflict in an organisation :-

1. Organisational Changes :-
The factors such as changing technology, social, cultural, and political environment leads to organisational changes which are likely to create conflict.

2. Different set of values :-
People in an organisation have different set of values. For instance, some people value honesty, sincerity and integrity whereas others may not. Such differences may result in a conflict.

3. Personality clashes :-
There are differences in personality because everyone does not think, feel, look or act alike. The differences in personality can be a caused of conflicts among people in an organisation.

4. Threat to status :-
Status is important to many individuals in an organisation. When there is a threat to one’s status, conflicts arises and that person may make any possible effort to maintain and preserved the status.

5. Differences in perception :-
People view things differently due to their past experiences and expectations. Conflicts occurs between two persons having different perception of the same object.
6. **Competition** :-
Conflicts may arise as people or groups compete with each other for rewards or resources.

7. **Problem of multiple roles** :-
When a person has to play multiple roles, it can caused an intrapersonal conflicts.

8. **Problems in setting goals** :-
There can be clash or conflict between the superior and the subordinates in setting a goals or priorities in the organisation.

9. **Lack of trust** :-
Every relationship requires trust, a capacity to depends on each others words or actions. It takes time to build trust, but it can be destroyed in a moment. Lack of trust caused conflict in the organisation.