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Journal of Management and Research

(Children's Education society, The Oxford College of Business Management)

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Message from the Chief Editor



Dear readers,

On behalf of the Vidyaniketan Journal of Management Research team, I would like to extend a very warm welcome to the readers. Vidyaniketan is a Sanskrit word which means house of knowledge. This journal reflects the academic actions practicing managers interest in their specific disciplines of Management and the journal publishes papers on current issues of Finance, Marketing, Business Policy, Human Resource Management, Economics, Entrepreneurship and Information Technology. I take this opportunity to thank our book reviewers and anonymous paper reviewers, all of whom have volunteered to contribute to the success of the Journal.

I am grateful to Shri S. N. V. L. Narasimha Raju - Chairman of The Oxford Educational Institutions, my Colleagues and The Oxford College of Business Management for making Vidyaniketan Journal of Management Research a reality. The world today is changing at such an accelerated rate and we as educators need to pause and reflect on this entire system of education. It is also important for academic Scholars and business practitioners to exchange ideas and build the basis for future collaboration. India is undergoing several fundamental shifts, economic, demographic and aspirational which are only likely to gather momentum as the present decade unfolds. Vidyaniketan Journal of Management Research provides a perfect opportunity to immerse oneself in the advancement of the fast-growing field of study and publish the same in our journal.

The papers in this journal are selected using double blind referral process, internal and external review team. The Journal would serve the appetite of knowledge seekers, research professionals, students as well as practicing managers. Vidyaniketan Journal of Management Research has a competent editorial board along with a network of Scholars from around the world. Vidyaniketan Journal of Management Research encourages original thoughts and ideas that will encourage in the field of research. Any paper you wish to publish either individually or co-authored are much appreciated and will make a substantial contribution to the development and success of the journal. We welcome both theoretical and empirical papers based on your original ideas.

I am confident that the research papers will fructify into a teaching case that will be widely discussed across management institutes. I hope the readers will thoroughly enjoy the papers and provide their valuable feedback to enhance the quality in future issues of the journal.

From the Editors Desk



It gives me immense pleasure to present volume 8 issue 1 of VJMR, Jan - June 2020 issue. When the whole world is in the middle of the crisis, though less intensely felt. It is safe to suggest that the impact of this event in our daily lives is one of the most global and deeply penetrating in the world. The economy worldwide has been Hit hard; India has suffered one of the largest contractions. GDP rate has declined, India's growth in 2018 was highest but dropped due to Covid-19. unemployment rates were more, during India's first stringent national lockdown between April to May 2020. individual income dropped. The pandemic has brought severe economic hardship especially to young individuals who are over represented in informal work. India has a large share of young people in its workforce and this pandemic has put them to heightened risk of long-term unemployment. This has a negative impact on long term earnings and Employment prospects.

The research papers in this issue relates to “Financial behaviour, financial literacy and financial planning, consumer behaviour towards online shopping, impact of covid-19 on employment and Financial services and Agricultural Labour engagement during COVID 19.

Each of the article is well researched, thought provoking and provides immense contribution to the body of knowledge. These articles will provide new directions in the field of research. I am sure you will find the journal worth in terms of academic and research outputs and I expect suggestions for improving the standards of this journal.

Happy Reading!

Dr.Arpana.D
Editor



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FINANCIAL BEHAVIOUR, FINANCIAL LITERACY AND FINANCIAL PLANNING AN IMPLICATION FOR FINANCIAL WELL BEING

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ABSTRACT

Indians are facing major problems such a slow return on investment due to low financial literacy, debt trap, insufficient retirement fund and under insurance due to low financial literacy. Indian economy has witnessed a number of structural and fundamental changes in the financial markets. Over the past few decades, the study of how individuals make their financial decisions has become important to researchers, personal financial planners, investment counselors and policy makers especially considering the new changes that have increased the economic landscape complex. The development and advancement of the Indian economy and the extension of Financial markets through progression, privatization and globalization have given a path to aplenty of money related items either as a venture elective or a credit one. . The survey has revealed that people in India do not plan for long-term future and keep themselves away from investing in the long-term instruments though they save for long-term goals such as emergencies, education and old age. Financial planning is also affected by external factors like social and economic factors and also individualistic factors like financial awareness, financial literacy, saving habits, risk taking ability etc. Hence it is important to understand the practices followed by Indians about financial planning, This article reviews the effect of financial behaviors in ways that enhance financial capability. Hence an attempt is made to analyze the effect of financial behavior on financial planning and wellbeing of professionals.

Keywords: -financial behavior, financial planning, risk, wellbeing, financial literacy

Introduction

Financial literacy focuses primarily on better retirement life planning, gradual accumulation of wealth and better financial decision-making. From the initial stages of one's career, being financially literate becomes important. But due to some personal or professional hindrances they become financially illiterate. This leaves them with incompetent knowledge about financial dealings, unacceptable decisions etc., so, they have to be enhanced with financial knowledge and

tools which are needed to make informed decisions. Financial literacy impacts the promotion of financial inclusion which ultimately results in financial stability of any economy. The need for financial literacy in India has benefited importance because of low level of literacy and large section of population which is financially excluded from the formal financial setup. Since last decade, the Indian economy has witnessed a number of structural and fundamental changes in the financial markets. While Indian economy is on growth trajectory, there is a widespread realization amongst all in the financial spectrum that for such growth to be sustainable, a corresponding deepening of financial sector must precede. And, such deepening is possible, only when individuals and households are financially literate.

Introduction to financial planning

Financial Planning is the process of meeting life goals through the proper management of finances. In simple Financial Planning is what a person does with their money. Individuals have been practicing financial planning for centuries. Every individual who received money had to make a decision about the best way to use it. Typically, the decision was either spend it now or save it to spend later. Everyone has to make the same decision every time they receive money. Today in India financial planning means only investing money in the tax saving instruments. Thanks to the plethora of tax exemptions and incentives available under various sections and subsections of the Income Tax Act. This has led to a situation where people invest money without really understanding the logic or the rationale behind the investments made. Further the guiding force in investment seems to be the 'rebate' they receive from the individual agents and advisors. The more the rebate an agent gives, the more smug people are in the belief that they have made an decision of choosing the right agent who has offered them more rebate. In the process what is not being realized is the fact that the financial future is getting compromised.

Financial Planning Process Consists of the Following Six Steps

1. Self-Assessment:
2. Identify Financial, Personal Goals and Objectives
3. Identify Financial Problems or Opportunities:
4. Determine Recommendations and Alternative Solutions:
5. Implement The Appropriate Strategies to Achieve Goals:
6. Review And Update Plan Periodically

Constituents Of Financial Planning

- A good financial plan should include the following things
 - Investment planning
- Risk analysis and insurance planning
- Tax planning
- Retirement planning

Review of Literature

1. Anna-Maria Lizard (2019) The author in this article has analyzed how financial literacy affects everything from day-to-day to long-term financial decisions, and this has implications for both individuals and society. The lack of financial literacy is of great concern, and needs immediate attention, even in some of the most well-developed financial markets in the world. The Big Three questions aimed at assessing financial literacy go a long way in defining aggregate gaps in financial knowledge and highlighting vulnerabilities across demographics and topics of interest. Many such programs to provide financial education in schools and colleges, workplaces, and the larger community have taken existing evidence into account to create rigorous solutions. The author states that it's important to continue making strides in promoting financial literacy, by achieving scale and efficiency in future programs as well.

2. Due & Astana(2019) The author tries to investigate the financial literacy among the college students in Lucknow. The data for this study was collected through primary source with the help of well structured questionnaire using systematic random sampling technique. The data was collected from 200 respondents. Analysis of Variance statistical technique is used to analyse data. The empirical result from the study shows that there is a significant difference between the financial literacy among college students in Lucknow. The study concludes that the financial literacy is essential for taking sound financial decisions and for which imparting of financial education among college students is of at most importance.

3. **Surendra & subramanya sarma (2017)** examined and quoted how Teachers are one of the most influential people in our society. By having financial literacy and managing personal finance properly, they can become a role model to their students and help them to develop as fiscally and socially responsible citizens. The study found that the level of financial literacy among the teachers of higher education is satisfactory. Further no significant difference is found in the perception of Technical and Non-Technical teachers towards the financial literacy and financial planning.

RESEARCH GAP

The review of literature revealed that a significant research has been done on financial literacy financial education and its need for financial wellbeing of an individual. There were also studies that focused on specific demographic attributes or industry scope of financial literacy. For example, financial literacy according to gender baby boomer generation, women who works in public sector, students, youth, financial advisors, bank clients. Similarly, there were numerous studies that aimed to identify which of these specific demographic attributes or industry scope were the determinants of financial literacy There have been more studies conducted to analyze the relationship between level of financial literacy and investment decision in national and international perspectives. There a lot of students which is being done on financial literacy among women. No study is being done using a combination of these three variables i.e. financial literacy, Financial behavior, Financial planning which is an indicator of financial wellbeing.

OBJECTIVE OF THE STUDY

1. To analyse the financial literacy level of professionals
2. To analyse effect of Financial behaviour on Financial Planning and wellbeing among professionals.

RESEARCH METHODOLOGY

The study is exploratory. Both primary and secondary data will be used for the purpose of the study. Primary data consist of administered questionnaire and interview will be conducted to collect required data. Secondary data will be collected through various books, journals, research articles, Internet and newspapers at national and international level. The study will also focus on establishing relationship between financial literacy and other constructs. For the current study, non-probability convenient sampling technique will be used. The study was done in Bangalore city. The professionals in Bangalore city are considered as population for the study,

Research Instrument

The survey was developed to investigate the financial literacy level, Financial planning and risk tolerance as predictors on Financial wellbeing among professionals. To serve this objective, there search instrument was divided into three sections.

Data Analysis Plan:

This study followed quantitative research approach which is attempted to prove the above said hypothesis with help of various statistical techniques using Software such as Jamovi,R 1.1 and SMARTPLS This section dealt with rationality of using various statistical techniques for different hypothesis.

Descriptive Statistics is used to examine each item which is captured through questionnaire, for each item or attributes both frequency and descriptive statistics such as min, max, mean and stdev. etc., is computed, it assesses the abnormal data point and eliminated unwanted data points for the further data analysis. This analysis ensured there is no abnormality or data entry error in the data set.

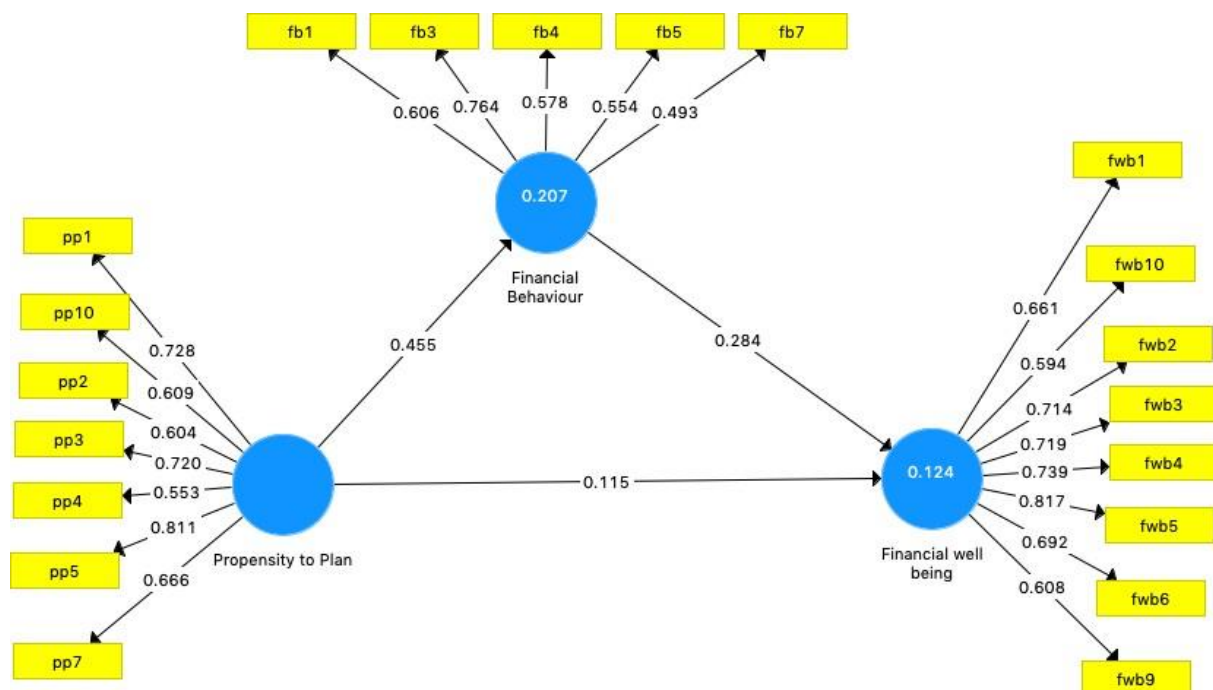
Tools for Analysis

1. Pearson Correlation
2. Partial Least Square Structural Equation model(PLSEM)
3. Reliability and validity test
4. Significant Difference Test and ANOVA

Hypothesis Tested

H1o: There is no effect of financial behavior as mediator between Propensity to Plan and financial wellbeing.

H1a: There is effect of financial behavior as mediator between Propensity to Plan and financial wellbeing



CONCLUSION

Financial literacy is the major challenge faced by all countries globally. Financial literacy is the mix of one's acquaintance, skill and attitude towards financial matters. It helps to make informed decisions and wellbeing of an individual. In today's world which has a market with complicated products, the need for financial literacy becomes predictable. Country like India which has high young population, the government is in a position to increase the level of financial literacy. The government and other private institutions have taken ladder through financial education programs. Financial literacy goes beyond the provision of financial information and advice. We reside in a world filled with uncertainties and crisis. Many a crisis could be resolved with the help of people but perhaps when it comes to financial crisis, there aren't much helping hands. It is very essential that individuals must think of their future and secure resources for any unforeseen events that demand financial resources to bail them out. The study revealed that that financial literacy acts as mediator effect between Propensity planning and financial wellbeing. There is also an indirect effect between the variables that is financial behavior, propensity to planning and financial wellbeing. Results suggest that professionals need to improve their knowledge of personal finances in the areas like creating contingency fund, systematic investing, risk taking ability, insurance planning and risk, return, benefits of various investment avenues. It can also be concluded that Investors should start planning soon, set measurable goals, look at the bigger picture and should not expect unrealistic returns on the investments and value of the plan lies in its implementation and it accurately reflects what personally trying to accomplish. The findings of this study suggest that there is a systematic lack of personal finance education in our education system this challenging issue needs to be addressed. The savings of Indian investors is very low <30% therefore it is important to start saving at an early stage and plan their finances better.

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CONSUMER BEHAVIOUR TOWARDS ONLINE SHOPPING

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ABSTRACT

The growth and spread of internet with an extraordinary pace over the last few decades has resulted in emergence of online purchasing of products and services. This study investigated factors influencing online buying behavior of Geothermal Development Company (GDC) employees in Erode town, Tamil Nadu. The study proposed four objectives which were to assess how perceived benefits, perceived risks, psychological factors and website design influence online buying behavior of Geothermal Development Company employees. Theoretical framework that guided the study were Technological Acceptance Model (TAM) and Theory of Planned Behavior (TPB) which are relevant to this study and were operationalized through a conceptual framework. The research design applied in this research was descriptive survey. The study recommends that various risk-reducing strategies should be developed by online retailers in addition to putting mechanisms in place to guarantee the quality of their merchandise and create avenues of settling disputes. Another recommendation is that online vendors should not give less priority to website design since consumers rarely focus on visual design, site content, ordering and transaction procedure in making purchase decision via the internet.

INTRODUCTION

Internet is changing the way consumers shop and buy goods and services, and has rapidly evolved into a global phenomenon. Many companies have started using the Internet with the aim of cutting marketing costs, thereby reducing the price of their products and services in order to stay ahead in highly competitive markets. Companies also use the Internet to convey, communicate and disseminate information, to sell the product, to take feedback and also to conduct satisfaction surveys with customers. Customers use the Internet not only to buy the product online, but also to

compare prices, product features and after sale service facilities they will receive if they purchase the product from a particular store. Many experts are optimistic about the prospect of online business.

In addition to the tremendous potential of the E-commerce market, the Internet provides a unique opportunity for companies to more efficiently reach existing and potential customers. Although most of the revenue of online transactions comes from business-to-business commerce, the practitioners of business-to-consumer commerce should not lose confidence.

It has been more than a decade since business-to-consumer E-commerce first evolved. Scholars and practitioners of electronic commerce constantly strive to gain an improved insight into consumer behavior in cyberspace. Along with the development of E-retailing, researchers continue to explain E-consumers' behavior from different perspectives. Many of their studies have posited new emergent factors or assumptions which are based on the traditional model of consumer behavior, and then examine their validity in the Internet context. They have developed a model indicating online shopping behavior and acceptance among customers in India. The model was tested with a survey sample (n=50). We used factor analysis technique to classify these factors which buyers keep in mind while shopping online.

FACTOR INFLUENCING ONLINE SHOPPING BEHAVIOR:

There are a lot of researches about online shopping. Most studies intended to investigate factors affecting consumers' purchasing behavior on the Web. Swaminathan, Lepkowska-White, and Rao (1999) referred vendor characteristics, security of transactions, content for privacy, and customer characteristics as factors influencing electronic exchange. Wolfinbarger and Gilly suggested that consumers purchase and shop online with both reasons: goal-oriented and experience-oriented. According to Miyazaki and Fernandez (2001), perceived risk affected consumer online purchasing behavior negatively. They also found that Internet experience is negatively related to the existence of concerns regarding the privacy and security of online purchase and the perceived risks of conducting online purchases. Donthu and Garcia (1999) proposed that risk aversion, innovativeness, brand consciousness, price consciousness, importance of convenience, variety-seeking propensity, impulsiveness, attitude toward advertising, attitude toward shopping, and attitude toward direct marketing would influence online shopping behavior and found that among them, age, income, importance of convenience, innovativeness, risk aversion, impulsiveness, variety-seeking propensity, attitude toward direct marketing, and attitude toward advertising were factors influencing online shopping behavior. Li, Kuo, and Russell (1999) found that "Consumers who make online purchase perceive the Web to have higher utilities in communication, distribution, and accessibility than those who do not make online purchases, and

frequent online purchases perceive higher utility than occasional online purchasers" and "Consumers who make online purchases consider themselves more knowledgeable the Web as a channel than those who do not make online purchases, and frequent online buyers consider themselves more knowledgeable than occasional online buyers.". Considering the prior studies, this study selected several factors below in order to explain what influences consumer online purchasing behavior.

OBJECTIVE

- To find out the factors that affect online shopping behavior.
- To study the Satisfaction level of Online shopper.

LIMITATIONS OF STUDY

- Many of the surveyed people did not reply all the questions.
- The time period given for study was very limited.
- The sample size was very small which may not represent the entire population of Indian women.

ADVANTAGES OF ONLINE SHOPPING

- Save Time – Do you have the specific list that you want to buy? With just a couple of clicks of the mouse, you can purchase your shopping orders and instantly move to other important things, which can save time.
- Save Fuel – The market of fuel industries battles from increasing and decreasing its cost every now and again, but no matter how much the cost of fuel are it does not affect your shopping errands. One of the advantages of shopping online is that there is no need for vehicles, so no purchase of fuel necessary.
- Save Energy – Admit it, it is tiresome to shop from one location and transfer to another location. What is worse is that there are no available stocks for the merchandise you want to buy. In online shopping, you do not need to waste your precious energy when buying.
- Comparison of Prices – The advanced innovation of search engine allows you to easily check prices and compare with just a few clicks. It is very straightforward to conduct price comparisons from one online shopping website to another. This gives you the freedom to determine which online store offers the most affordable item you are going to buy.

SUGGESTIONS

- ❖ Consumers should be educated on online shopping procedures with proper steps to be following while online shopping.
- ❖ Transactions should be safe and proper security should be assured to the people making online purchases.
- ❖ Government should play a pivotal role in encouraging online shopping
- ❖ E-marketers must give a thought to secure, time saving, information about product and services factors when they design their online product strategy.
- ❖ The study highlights that convenience, accessibility, scope, attraction, reliability, experience and clarity are the important factors considered by the online shopper.
- ❖ Usage of internet includes the consumer's purchase of product as well as the consumer intention to secure for product related information while experiencing the new technology.
- ❖ Banking should promote Debit card, Credit card facility in online shopping.

CONCLUSION

- The most preferred product of online buying is travelling tickets and clothing remains the least preferred choice of online shoppers.
- Among the payment options, Payment on delivery through cash is the safest choice of payment, while credit card is next preferred choice, online bank transfer is least preference choice.
- Online shoppers seek for clear information about product and service, time saving, convenience, security and delivery on time are all important factors for online shopping. The offers with punch lines "Attractive offers" do not attract online shoppers.
- Most of the consumers who have experienced online shopping are very satisfied.

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A STUDY ON IMPACT OF COVID-19 ON EMPLOYMENT IN INDIA

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INTRODUCTION

COVID-19 pandemic is not only a global health emergency, but is also leading to a major global economic downturn. In this paper, we provide some first results on how this economic downturn is going to affect employability, and what the main long-run repercussions for unemployment. This is due to the effect various youth lost their job due to the COVID-19.

We start by providing evidence that the effect of the current crises on employability of men and woman are likely to be sharply distinct from those of other economic downturns, job losses were much higher than for woman's, one reason is that relatively more than men work in industries heavily affected by a "standard" downturn (such as manufacturing and construction), where woman's employment are concentrated in less cyclical sectors such as health care education. In mean while the hospital where in demand for doctors and nurse for service for the pandemic COVID-19.

An even more important channel for differential impacts on unemployment that in course of pandemic, most US states along with other countries have decided to close schools and daycares facilities. In India the effect of unemployment, reaction of COVID 19 they the day-to-wages workers, where affected by the Lockdown in India many families members leaving the place of leaving turn back to home town for their survival and to save them self from hunger. Due to this effect the workers, where not given fired by the company for certain reasons. This was a fallback for other sectors workers who were working from other states, where there was no any option left at the time of lockdown.

PROBLEMS OF EMPLOYMENT IN INDIA

The millions graduates and also to the education system in the country as a whole, where for many years as much as 70 percent of the professional degree holders were found to be unemployable, a

survey has found that nearly half of the fresh pass-outs are employable now. (["ECONOMICTIMES"](#), December 10, 2019)

According to the India Skills Report by Whitebox, People Strong and CII, there is an overall positive trend in talent supply as over 46 percent of the students surveyed are found to be employable or ready to take-up jobs in 2019 against only 33 percent in 2014. The Prime Minister of India on 24 March 2020 announced a 21-day nation-wide lockdown with effect from 00:00 hours on 25 March 2020. The initial lockdown has now been extended up to 3 May 2020 by the Prime Minister, and the Ministry of Home Affairs has directed that the lockdown measures stipulated earlier continue during this period. This lockdown of nearly one-fifth of the world's population is to ensure effective social distancing to prevent the spread of Covid-19. The Finance Minister, Ms. Nirmala Sitharaman, on 26 March 2020 announced a relief package of INR 1.70 Lac Crore, under the Pradhan Mantri Garib Kalyan Yojana, especially for the underprivileged and poor population of the country. This includes the Government contributing both the employer's and employee's share of the provident fund contributions for the next three months in respect of the establishments/organization's with up to 100 workers, where a majority of the employees draw a monthly salary of INR 15,000 or less.

MEASURES TAKEN BY THE GOVERNMENT DURING LOCKDOWN DUE TO PANDEMIC COVID-19: AT THE TIME OF UNEMPLOYMENT SITUATION

The Covid-19 pandemic is a serious threat to many lives and livelihoods in India. Sensing the gravity of the situation, Prime Minister Narendra Modi announced a three-week lockdown for the entire country on Tuesday till April 14. On Thursday, finance minister Nirmala Sitharaman announced a ₹1.7 lakh crore Covid-19 mitigation economic relief package under the PM Garib Kalyan Yojana (PMGKY). the package offers the following: additional 15 kg grain (rice or wheat) and 3 kg of dal free to 80 crore poor Indians; ex gratia ₹1,500 (₹500 over the next three months) to 20 crore Jan Dhan account-holding women; free liquefied petroleum gas (LPG) to 8.64 crore Ujjwala beneficiaries; addition support of an extra one-time ₹1,000. Besides, the five crore families of MGNREGA workers will received increased wage support of up to Rs.2000.

The government will expedite payment of the first instalment (₹2,000) due in 2020-21 in April itself under the Pradhan Mantri Kisan Samman Nidhi (PM-KISAN). For the organized sector worker, will pay the Employees' Provident Fund (EPF) contributions of both sides for 80 lakh employees of small companies who earn up to ₹15,000 a month.

NEED FOR THE STUDY

Study on unemployment we will know more about our country that what population of our country is employed. We will know the types of unemployed in our countries like educated unemployed which is very common in urban areas. Many students with matriculation & post matriculation cannot find jobs. This leads to the waste of resource of our country. Other employed likes seasonal, disguised. Where the lockdown due to COVID-19 has made lot of people to suffer from the unemployment, where every people losing their job due to this pandemic this is an Impact to the Indian economy crises mite me faced due to critical situation, so it is important to study the about the Unemployment in India.

OBJECTIVE OF THE STUDY

1. To understand the reasons for unemployment in different sectors in Bangalore.
2. To analyze the economic impact of COVID-19 on employment

RESEARCH METHODOLOGY

Descriptive research methodology has been incorporated

SAMPLING

The sampling technique used the study is based on Simple Random sampling technique

SAMPLING

Simple size 71

SOURCE OF THE DATA

1. PRIMARY DATA

Primary data as collected by means of structured questionnaire. Data was gathered from the sample unit considered for Research. Questionnaire was used as research instrument for data collection.

2. SECONDARY DATA

Information will be collected from within different survey report, Journal relating to the and from the authorized union's website theoretical information from significant text book also served as secondary data.

SCOPE OF THE STUDY

The study aims to learn about the employability in India and increase the rate of unemployment due to COVID-19 lockdown from the different survey publishing report. The study is limited to factor such as unemployment rate, age level group, and Different sectors such as IT, finance, accounts sectors about the employability in India due to COVID-19 lock down period.

TOOLS FOR DATA COLLECTION

The data will be collected through a structured questionnaire

LIMITATIONS OF THE STUDY

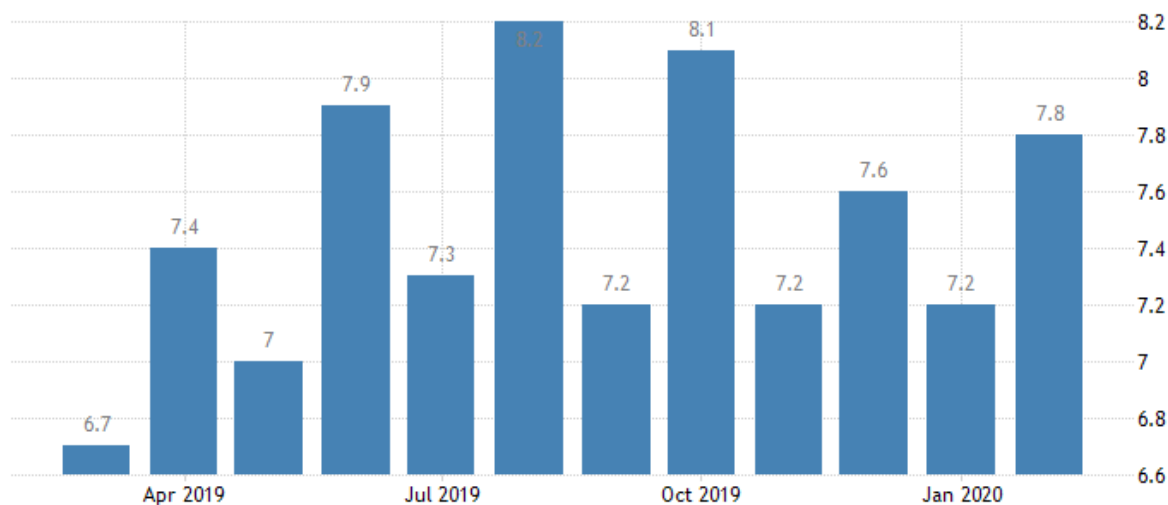
- Very limited time available for this study
- Sample size is comparatively small for a study of vast relevance

COMPARISION OF UNEMPLOYMENT RATE IN INDIA - BEFORE LOCKDOWN AND AFTER LOCKDOWN

- The unemployment rate in India rose to 7.8 percent in February 2020, the highest since last October, from 7.2 percent in the previous month. In rural areas, the rate increased to 7.4 percent from 6.0 percent in January, while in urban areas, it fell to 8.7 percent from 9.7 percent. The highest jobless rates were recorded in Tripura (28.4 percent), Haryana (25.8 percent) and Jammu & Kashmir (22.2 percent), while the lowest were recorded in Pondicherry (1.8 percent), Tamil Nadu (2.1 percent) and Goa (2.8 percent).

TABLE 1: Unemployment rate (%) in India from the March 2019 to February 2020.

• (Source: [TRADINGECONOMICS.COM](https://tradingeconomics.com), April, 2020)



ACTUAL	PREVIOUS	HIGHEST	LOWEST	DATES	UNIT	FREQUENCY	
7.80	7.20	8.20	6.70	2018-2020	percent	Monthly	
India Labour	Last	Previous	Highest	Lowest	Unit		
Unemployment Rate	7.80	7.20	8.20	6.70	percent	[+]	
Labour Force Participation Rate	49.80	50.40	63.70	49.80	percent	[+]	
Population	1312.24	1298.04	1312.24	359.00	Million	[+]	
Retirement Age Men	60.00	60.00	60.00	60.00		[+]	
Living Wage Family	19400.00	19200.00	19400.00	19200.00	INR/Month	[+]	
Minimum Wages	178.00	178.00	178.00	35.00	INR/Day	[+]	
Wages High Skilled	43200.00	46200.00	47300.00	43200.00	INR/Month	[+]	
Wages Low Skilled	10900.00	11300.00	13500.00	10900.00	INR/Month	[+]	
Youth Unemployment Rate	23.70	23.10	23.70	22.90	percent	[+]	
Employment Rate	46.80	47.80	50.80	46.80	percent	[+]	
Living Wage Individual	10300.00	10100.00	10300.00	10100.00	INR/Month	[+]	
Retirement Age Women	60.00	60.00	60.00	60.00		[+]	

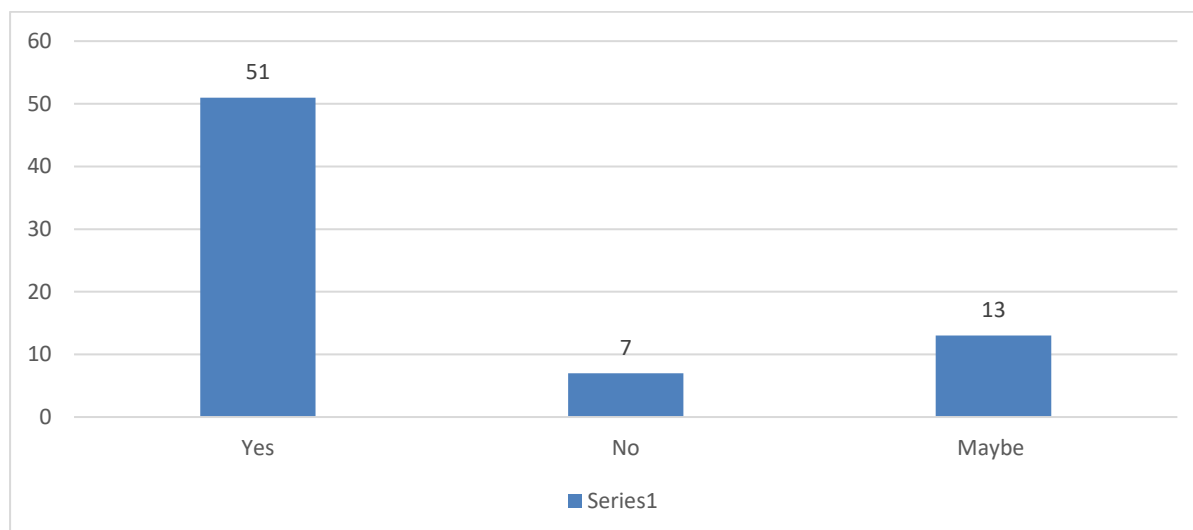
This shows that unemployment was certain less before compared to COVID-19 lockdown period, the analysis shows that the extended rate of unemployment rate showed a mile increase in the starting initial stage and took to peak stage where extending of the lockdown to extend as the unemployment rate to increase , so the wage earners are all being affect by the COVID 19 who are majority from other states who came put to survive have better of the people where life was question who couldn't leave go to their home town to their hometown so people was unable to fulfil the basic needs in India.

TABLE 2: TABLE SHOWING COMPARISION OF EMPLOYMENT BEING EFFECTED MORE DUE TO LOCKDOWN OTHER THAN NORMAL DAYS

Particular	No. of Respondents	Percentage
Yes	51	71.80%
No	7	9.90%
Maybe	13	18.30%
Total	71	100%

(Sources: Primary Data)

GRAPH 1: TABLE SHOWING COMPARISON OF EMPLOYMENT BEING EFFECTED MORE DUE TO LOCKDOWN OTHER THAN NORMAL DAYS



INTERPRETATION:

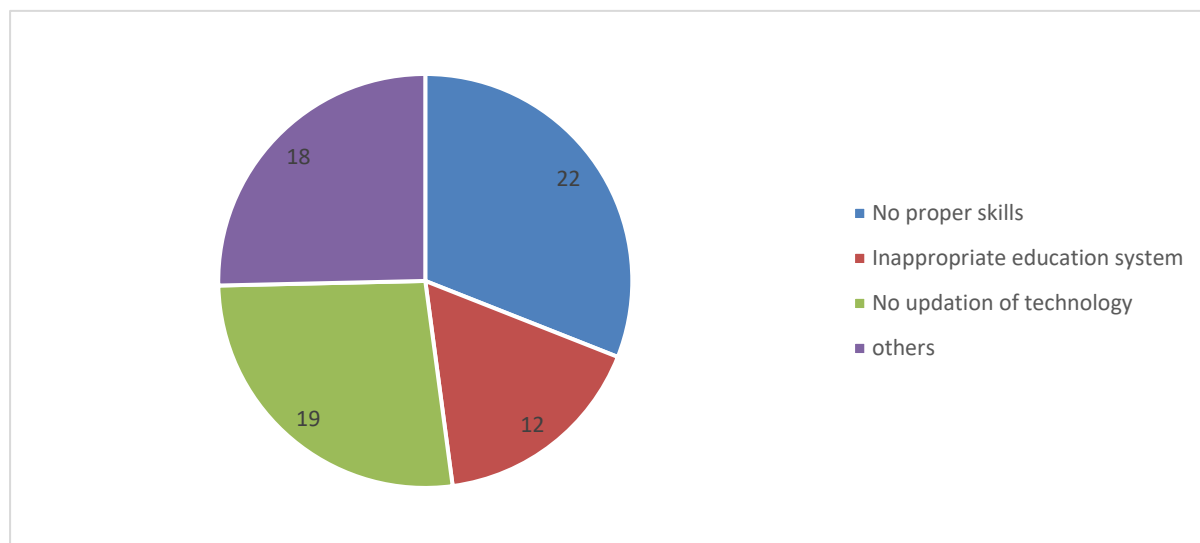
It is interpreted that out of the Total Respondents. 71.8% of the Respondents have answered 'Yes', 9.90% of the Respondents have answered 'No'. 18.30% of the Respondents have answered 'Maybe', therefore, Majority of have said that there is unemployment rate is high due lockdown covid-19 compared to normal days.

TABLE NO 3: TABLE SHOWING MAJOR REASONS FOR LOSING JOBS NOWADAYS

Particulars	No. of Respondents	Percentage
No proper skills	22	31%
Inappropriate education system	12	16.90%
No updating of technology	19	26.80%
others	18	25.40%
Total	71	100%

(Sources: Primary Data)

CHART 2 :TABLE SHOWING MAJOR REASONS FOR LOSING JOBS



INTERPRETATION:

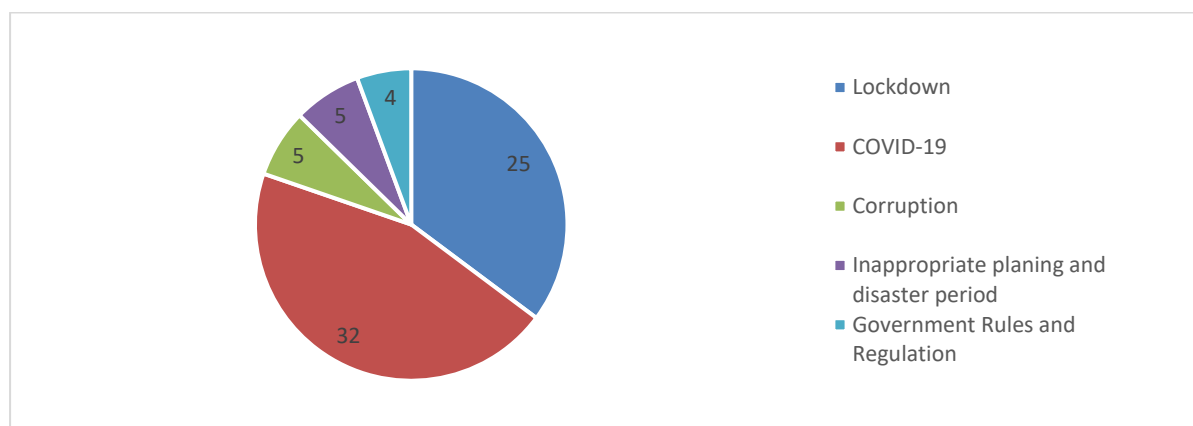
It is interpreted that out of the Total Respondents. 31% of the Respondents have answered 'No Proper skills'. 16.90% of the Respondents have answered 'Inappropriate education system'. 26.80% of the Respondents have answered 'No Updating of technology'. 25.40% of the Respondents have answered 'others'. Therefore, Majority of the People have answered that 'No Proper skills', where are lacking more skills so it's the main reason for Unemployment

TABLE NO 4 SHOWING THE REASON WHY THE JOB MARKET IS AFFECTED

Particular	No. Of Respondents	Percentage
Lockdown	25	35.20%
COVID-19	32	45.10%
Corruption	5	7.00%
Inappropriate planning and disaster period	5	7.00%
Government Rules and Regulation	4	5.60%
Total	71	100%

(Sources: Primary Data)

CHART NO. 3 : TABLE SHOWING THE REASON WHY JOBS ARE BEING AFFECTED IN MANUFACTURING INDUSTRY



INTERPRETATION:

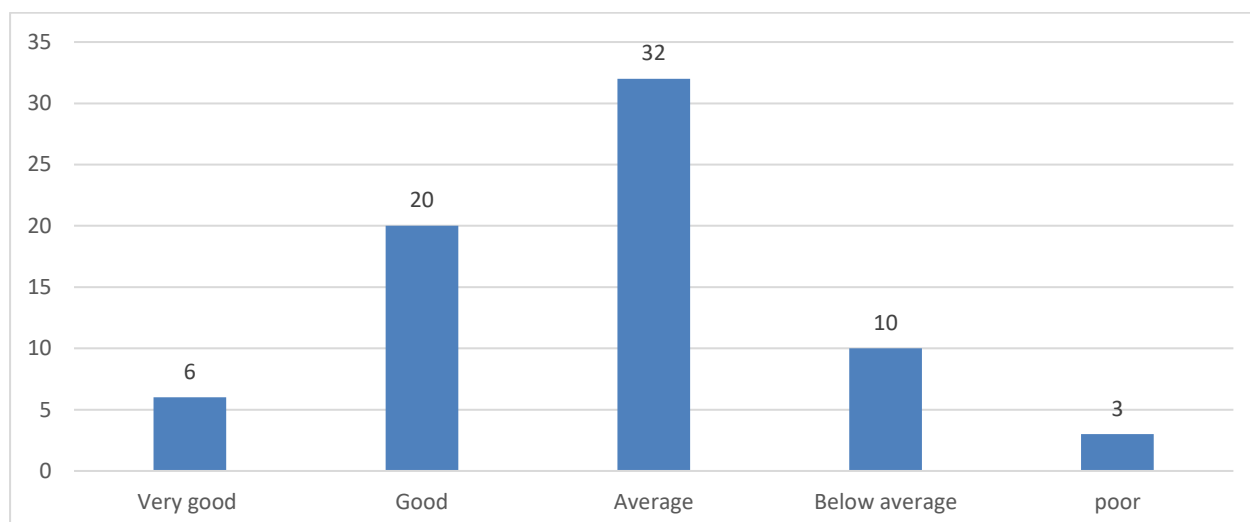
It is interpreted that out of the Total Respondents. 35.20% of the Respondents have answered 'Lockdown'. 45.10% of the Respondents have answered 'COVID-19'. 7% of the respondents have answered 'corruption'. 7% of the Respondents have answered 'Inappropriate planning and disaster period'. 5.60% of the Respondents have answered 'Government rules and regulation', Therefore Majority of them have answered manufacturing industries was affected more during 'COVID-19 Period'.

TABLE NO 5: TABLE SHOWING HOW TO RATE THE INDIAN GOVERNMENT INITIATIVE ON REDUCING THE IMPACT OF COVID-19

Particular	No. of Respondents	Percentage
Very good	6	8.50%
Good	20	28.20%
Average	32	45.10%
Below average	10	14.10%
poor	3	4.20%
Total	71	100%

(Sources: Primary Data)

GRAPH NO. 4 :TABLE SHOWING HOW TO RATE THE INDIAN GOVERNMENT INITIATIVE ON REDUCING THE IMPACT OF COVID-19



INTERPRETATION:

It is interpreted that out of the Total Respondents. 8.50% of the respondents have answered 'Very good'. 28.20% of the respondents have answered 'good'. 45.10% of the Respondent have answered 'Average'. 14.10% of the Respondents have answered 'below average'. 4.20% of the respondents have answered 'poor'. Therefore, Majority of the respondents have said Average performance where done by government in India.

FINDINGS

- Majority (47.9%) of the respondent's family earning is economically good.
- Majority (50.7%) of the respondent's the world economic growth will revive period will take more than one- two years.
- Majority (71.8%) of the respondents are given yes for employment was affected more during lockdown compared to normal days.
- Majority (31%) of the respondents are given "no proper skills" for people losing their job know a days.
- Majority (52.1%) of the respondents are given more of them prefer government jobs.
- Majority (42.3%) of the respondents are being unemployed and seeking for job over the period of 0-3months.
- Majority (69%) of the respondents are given yes for presence of foreigner in country is the reason for increase in unemployment.

- Majority (50.7%) of the respondents are given yes for at this COVID lockdown period where unemployed people benefited by the government over the basic needs.
- Majority (40.8%) of the respondents are given due to lockdown period economic breakdown the employers cannot afford to hire me because the cost of hiring might be more.

SUGGESTION

1. To increase employment, it is essential to increase production in industries sectors. Development of small and cottage industries should be encouraged foreign trade be encouraged and production of industries, minerals and plantation should be accelerated Greater the demand for labour.
2. Demand for labour is directly related to the productivity of labour. Higher productivity generates higher profits and therefore, greater demand for labour According, Productivity (implying efficiency) of labour must improve.
3. Technique of production should suit the needs and means of the country the needs and means of the country. It is essential that labour intensive technology is encourage in the place of the capital-intensive technology. Quick yielding industries be given preference.
4. During the COVID-19 the employees should be given batch vice work and social distancing is to be done. Precaution should be taken where the people, are not getting proper safety and the employees must be given the hand sanitizers and liquid for wash their and clean and compulsory mask and gloves to stop spreading, such kind if precaution would have helped workers at safe high gene.
5. There is a need of huge investment in human capital to enable the manpower for raising productivity, real earnings and facilitating the movement from casual to regular employment and also from the low paid to high paid jobs.
6. Highly capital intensive technology is not suitable to India. In a developing country like ours, industry alone cannot be the main source of employment. Therefore, efforts should be made to choose between the capital investment and human skills consistence. We should not wholly depend on imported technology.
7. Development of rural infrastructure, another labour intensive activity, may accelerate the process of development.

8. India's trade with the world is the key contributor in propelling business and creating jobs. With greater accessibility to global markets business across in India's diverse geography can take their products to newer shores, in turn supporting the government's make in India and Job creation vision.

CONCLUSION

Unemployment in India is one of the important problem faced by the employees and workers where the due to certain reasons and causes the unemployment occurs, where there are certain issues that should be in front of the people where they have given their opinion for the unemployment. The action and promotion of the unemployment precaution made by the government where they can provide certain benefits from the side business and regulation of the business. India is one of the fastest developing nation and economy of the world where the job markets and opportunities are developing rapidly and requires good quality of human capital for managing and working in organizations to ensure to growth and development and also to face the unemployment due certain drawbacks with in employees such as lack skills and lack of technology updates with the people there are also certain problems from both the perspective, even the certain action must be taken to develop their skills and working capacity in India opportunity.

So, due to this reasons Government of India has announced certain scheme that can be benefited for both rural and urban area such as Sampoorna Grameen Rozgar Yojana (SGRY), Swarn Jayanti Gram Swarozgar Yojana (SGSY), and Prime Minister's Rozgar Yojana (PMRY).

The present unemployment do include all impact on economic growth and issues in India during COVID-19 lockdown period has slightly increase, where certain measures can be taken such as increase in technology, help providing sufficient funds to the entrepreneurs, increase in productivity, Recommendation of unskilled workers selection must be stopped. Hence, the employees must increase capability and standard working and Industries must increase the productivity, so the employees will get benefited with employment opportunities in India.

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A STUDY ON COVID 19 CRISIS IMPLICATIONS AND ITS LASTING IMPACT ON FINANCIAL SERVICES.

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ABSTRACT

It is important to know the recent and speedy development of the COVID-19 occurrence, several nations have needed organizations to limit or suspend business operations, additionally to having enforced travel restrictions and quarantine measures. These measures and policies have considerably noncontiguous (or are a unit expected to disrupt) the activities of the many entities.

In some industries such as tourism, hospitality, transportation, retail and entertainment, disruptions are more immediate, although there are also some expected knock- on effects on other sector, such as manufacturing and financial sector. As the epidemic continues to progress and develop, forecasting the full scope and length of its market and economic impact is difficult at this juncture.

As economies reopen corporate have planned to combine remote work with time in the office to get the best mix of productivity and collaboration. But with the increased feeling of employee burning out and getting the balance of new hybrid model right is critical. Organizations with clear communication are now concentrating on benefits to employee wellbeing and productivity. Along with employee burn out and increased anxiety, affected not only the financial services but also the major players of all industry. And now financial sectors are reexamining and remaking the entire servicing easier.

More than 70% of employees in finance say that their sense of purpose is defined by their work and financial companies ignore this to do at their peril because employees also say that if their job doesn't give them purpose, they will leave for one that will have a great impact after the pandemic and all the employees of the sector remained indoors.

INTRODUCTION

The effect of COVID-19 pandemic on banking is said to be serious-fall in demand, lower incomes, shutdown of productions, and has adversely affected bank's sector. Employee shortages, insufficient digital sophistication, and strain on existing infrastructure are exacerbating the situation as companies scramble to cope with the effect of COVID-19 on financial services, the banking industry is expected to support consumers in this hour of need, in addition to facing its own challenges. While banks have well-defined business continuity plans, they may be inadequate in handling a crisis of this scale and impact or address the large number of varying challenges emanating from the situation. The current crisis is serious challenge, given the fundamental proposition of banks to customer is confidence and credibility, the response to which will have a lasting effecting their long-term results, success, and market positioning.

As financial services beset with change, the global pandemic upended financial services of them as well as their clients triggering the alterations that will affect market and the economy as a whole. The fallout of such crisis forced sectors of finance for nearly decades to come and banks are adopting historic measures to stave off the finance sectors being clueless ushering in the new phase of ultra-low interest rates that seem at least permanent for time being. Meanwhile social mobilizations and many other changes are making financial services more risky and unpredictable. All these kind of activities are occurring against the back drop of financial innovations that was kicked into overdrive last and this year by the sudden need to switch nearly the finance functions virtually amidst curfew.

Statement of the problem:

The COVID-19 pandemic has led to a dramatic loss of human life worldwide and presents an unprecedented challenge to public health, food systems and the world of work. All are speaking about the 'new normal' and yet no one is clear on what this is going to be. Whatever the new normal is expected to be, the sectors which are getting affected the most and which will continue to be severely impacted would be sectors which touch people's lives on a daily or regular basis. One such sector would be the financial services sector which primarily includes banking companies non-banking financial services and insurance industry. The effect of the COVID-19 outbreak,

however, is expected to be very widespread across organizations, including areas related to the supply chain, management of working capital, customer support, capital and fund raising operations, finance functions etc. The above reasons have made it imperative for the researcher to understand the risk perception of financial services during pandemic.

Review of Literature:

Maria Nicola ,(2020) in his article researched on “The socio economic implications of the pandemic has resulted in many million confirmed cases affecting the financial service and impending economic crisis and recession and these have led to reduced workforce across all economic sectors and cause many jobs to be lost .”

Zaid Alsafi,Catrin Sohrabi,Ahmed kerwan 2020 in their paper researched on the fund raising management of working capital amidst the pandemic and its effect on financial services and the industry.

Objectives of the study

- To understand the covid 19 implications and its effect on financial services.
- To understand the impact of pandemic on the compensation of workers and on the effects on insurance rates on home owners.
- To analyze the state of economy in finding the excess or idle funds.
- To find out the spreading economic spread outs in case of financial sectors.
- To bring into lights the recalibrating and future of financial services.

Need for the study

The corona virus outbreak has impacted both financial markets and consumer sentiments; and with the ongoing liquidity concerns and lockdown situations it seems there's more trouble brewing for financial institutions. The study needs to find the impact of covid 19 on financial implications. It is needed to study the changes the virus made in the financial institutions.

Sampling:

Sample Universe: The population considered for this study are the financial institutions of the metropolitan Karnataka.'

Sampling Method: The sample was selected using simple random sampling.

The RBI provided a borrowers with such waivers which include a moratorium on paying a principal and relaxing interest on their classifications as a non performing asset or a restructured asset. To help borrowers tide over a temporary financial problems, this was introduced. Banks will, however, need to recognize and track borrowers tide over a temporary and long term financial challenges. These borrowers will be supplied with the consequently.

Because of the pandemic, assessing the degree and adequacy of collateral available to them and the subsequent provisioning may become too tedious or difficult for a bank to assess. Additional disclosures may be required in the financial statements and the capital adequacy calculation for COVID-19.

Therefore, banks will be expected to retain comprehensive risk management functions and to individually control their borrowers in order to recognize and distinguish the permanent impact from the temporary impact and to make reasonable provisions.

- **Under the Marginal Standing Facility (MSF)**, RBI has allowed banks to borrow overnight by dipping up to 2 percent into the statutory liquidity ratio at their discretion. With the immediate impact, this cap has been raised to 3 percent. Up to 30 June 2020 this measure will be applicable.
- **The current policy rate corridor has been extended by the central bank**
- from 50 bps to 65 bps. in the proposed corridor, the reserve repo rate will be 40 basis points (bps) lower than the policy repo rate under the liquidity adjustment facility (LAF). it will continue to be 25bps above the policy repo rate for the MSF rate.
- **Policy repo rate has also been reduced** under the LAF from 5.15% to 4.40% (i.e., by 75 basis points) with immediate effect. Therefore, the MSF rate and the standing bank rate decreased from 5.40 percent to 4.65 percent.

Findings

- It is found that banks could be at risk of increased bad loans or non-performing assessment (NPAS) if the borrowers using the moratorium are unable to produce cash or the money generated is insufficient to cover the interest and payments needed in a timely manner.
- It is found that the collection or accumulation of provisions and losses could take place in the period from which the exemptions are lifted.
- It is found that If the pandemic lasts for longer than expected , deposit withdrawal could lead to the substitution of low cost deposits with high-cost borrowings, resulting in a negative effect on net interest income, spread and margins.
- It is found that due to the state of economy resulting in either excess funds lying idle or being invested in low yielding investments, banks cannot find sufficient avenues for lending.

Suggestions:

- There should certainly be demanding behavior by banks.
- However, there should be enough PO's and benefits if banks had strong risk managements functions and could collaborate with borrowers who demonstrate promise and are able to adjust to the new standard.
- To support them through this whole period, there should be right group of borrowers and partners with them.
- REPO rate can further be cut down.
- Can further announce slew of measures as a relief measure towards the outbreak.

Conclusion:

The human and business impact of the COVID-19 pandemic continues to unfold globally. The rapid pace at which the pandemic is spreading and the global actions taken to curtail it are having an unprecedented impact on the way business runs. While it is too early to fully understand the long-term effect of these events, financial institutions across the banking and capital markets, insurance and asset management sectors must prepare for its impact. The pandemic turned to be the most serious challenge to financial institutions and as the economic fallout spreads even retail banks find themselves missing their own priorities that require steps reposition the future and need to work harder to recalibrate the future to keep distribution channels open, despite the rough situation and managing revenue, customer expectations despite near zero interest rates and growing pressure on consumers. To put in a nut shell, an eye should be kept on financial brandings and its issues to define the future of finance sector.

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A STUDY ON AGRICULTURAL LABOUR ENGAGEMENT DURING COVID 19

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Abstract: Indian economy was negatively affected by an unexpected health crisis in 2020-21 with highly contagious Covid-19. The on-going health crisis of Covid-19 has affected all walks of life. Quarantine and isolation are the remedies to overcome the virus. Efforts made to control the virus by limiting human movements resulted in economic slowdown that will affect the functioning of agricultural and food systems.

Central source of the Indian economy is agriculture. Around 60% of the country's population depend agriculture for their day-to-day living. The economic shock will be unadorned for India because of the prevailing unemployment problem, less incomes, rural distress, undernourishment and widespread inequality. The study covers not only the problems of labour engagement on agricultural sector during covid but also some remedial measures needed for same.

The severity of pandemic is likely to impact labour engagement in agriculture and food system both in short term as well as long term basis. In the short term, governments must succeed multiple challenges of health crisis, managing shock to the economy. In the long run, farmers may find it difficult to get return for their cultivated crops.

Keywords: labour engagement, casual labourers, bonded labourers, economic shock

Introduction: Agricultural sector is an important part of Indian economy and at present India is the 4th largest producer of agricultural products in the world. Every year, Indian farmers face risk like low rainfall, rate volatility, flood, draught and rising debt.

India's agricultural sector books for 17-18% of India's GDP and employs 60% of country's workforce. Agriculture plays have an important role in the rural development of the country

which is an essential link in the supply chain of the manufacturing sector. Some of the main agricultural crops produced in India are rice, cereals, pulses, oilseeds, sugarcane, cotton, jute etc. 43% of Indian geographical area has occupied by agricultural sector.

The covid-19 pandemic affects the entire food system. It affected all elements of food system from farming, primary supply, processing, trade, logistics and final demand. Despite many exceptions during lockdown, the agricultural sector in India has experienced major disruptions.

Labour Engagement

Labour engagement can be referred to as a positive attitude held by worker towards his work and its values. An engaged labour is well informed about his work and works in unison with the co-labourers for the betterment of performance within the job for the benefit of the sector.

Objectives of the study

1. To determine the force of covid-19 on cultivation.
2. To identify farming labour engagement issues during Covid.
3. To suggest some remedial measures for Agricultural labour engagement during Covid

Methodology

Descriptive study was conducted with both primary and secondary data and has been collected from, various surveys, telephonic interview, magazine journals and websites. Convenience sampling is adopted by the researcher in the current study since the researcher tries to describe the labour engagement during covid-19. Data collection was done using telephonic interview and surveys regarding labour engagement of employees in cultivation sector. Responses were collected from 31 labour forces that were engaged in cultivation sector with the help of percentage and weighted mean.

Global Effect

The Covid-19 pandemic has headed an extreme loss of human life across the world and presents an unmatched challenge to public health, food systems and the day-to-day work of the world. Nearly half of the world's global workforce is at risk of dropping their livelihoods. Foremost, no income means no food, or, less food or less nutritious food.

The pandemic has been affecting the entire food system and has laid insecurity of rural and urban distress. Closures of countries border areas, restrictions on trade and detention

measures have been preventing laborer's and farmers from accessing markets. For instance, buying inputs and selling their produce and shortage of agricultural workers from gathering crops disrupted domestic and international food supply chains. As breadwinners lose jobs, fall ill and die, the food security and nutrition of millions of people are under danger. In fact in low-income countries, particularly the most marginalized populations, which include small-scale farmers and indigenous peoples, are hardest hit.

In the emerging and developing world, it is the time for global solidarity and support, especially with the most vulnerable population. Only by standing together, we can overcome the intertwined health and social and economic impacts of the pandemic and prevent its acceleration into protracted humanitarian and food security calamity.

Sustainable Development Goals can be achieved by pooling our expertise and to support countries in their crisis. We need to develop long-term sustainable strategies to address the challenges facing the health and agric-food sectors. Priority should be given for food security and malnutrition challenges, tackling rural poverty, in particular through more and better jobs in the rural economy. Moreover extending social protection to all, facilitating safe migration pathways and promoting the formalization of the informal economy is also a part of longterm sustainable strategy. With ambition and urgency, we must rethink the future of our environment and tackle climate change and environmental degradation. Only then, we can protect the health, livelihoods, food security and nutrition of all people and ensure labour engagement in farming sector.

Effects on India

In the declaration of lockdown, the agricultural value chain in India has been adversely affected by the Covid-19 crisis. The sector caters the food consumption needs of the whole country in addition to serve the top exporters of agricultural produce in the world. The sector also has been facing its share of challenges, but has been as severe during covid-19 because of the domestic and international travel restrictions.

When India's nationwide lockdown was announced in March, the immediate reaction was a mass migration of migrant labour back to rural hometowns. The harvesting process, which usually starts in mid-April, was thrown completely off balance. The labour scarcity has also affected the supporting infrastructure around India's agriculture sector. For instance, storage units and milk processing plants are understaffed. Labour scarcity also affected the chained

operations in the manufacturing sector and use of irrigation equipment in India. Irrigation related manufacturing units was operating at 30% of its potential capacity during covid-19 due to labour scarcity.

Labour engagement in transportation sector has also affected in the nationwide lockdown. Movement across state borders has been heavily restricted, which has blocked the movement of crops and consequently their sale. In addition, lack of machine repairers, mechanics and other such support staff services were in trouble. Global exports were also faced transport and Logistics problems ,more stringent custom restrictions, as well as a shortage of containers and shipping vessels.

Data analysis

Percentage analysis and weighted mean was used to study on Agricultural labour engagement during Covid-19.

Percentage analysis

Percentage value of some of the responses collected through telephonic interview and survey in Agricultural labour engagement is given below.

Variables	Percentage
Is protection work environment provided during covid	74% responded neutral
Is protection kits provided to agricultural workforce during covid	100% strongly disagree with the statement
Is epidemic really frightened them during covid	90%strongly agree with the statement
Is conveyance facility available to reach work place during covid	71%responded strong disagreement.
control of employer in labour engagement during covid	61%responded disagreement
support of family membersin employee engagement during covid	87% strongly disagree with the statement
Labour scarcity was a real issue during covid	84% responded strongly agree

Is raw material and other supply chain logistics are available during covid	87%responded strong disagreement
capable market availability during covid to sell off finished product	68% responded disagreement
Alertness of safety and Health issues on covid period	77%responded neutral

Weighted Mean

Weighted mean of the responses collected through telephonic interview and survey in farming labour engagement is given below.

Variables	Weighted mean
Is protection work environment Provided during covid	2.92
Is protection kits provided to agricultural workforce during covid	1.39
Is epidemic really frightened them during covid	1.96
Is conveyance facility available to reach workplace during covid	1.58
control of employer in labour engagement during covid	2.3
support of family members in employee engagement during covid	1.08
Labour scarcity was a real issue during covid	3.85
Is raw material and other supply chain logistics are available during covid	1.13
capable market availability during covid to sell off finished product	2.03
Alertness of safety and health issues on covid period	2.57

Interpretation

Average of weighted mean=1.958 which means labour engagement was seriously affected due to covid on agriculture sector as the majority of respondents opined disagree towards the statement.

The above results show that labour engagement is having a strong negative impact on agriculture sector during covid. It was found out that labour scarcity as the most ranked variable during labour engagement in Agriculture sector during covid. The next variable which shows 2nd rank in the study is the need for providing safety environment. 3rd ranked variable under study exhibits the lack of awareness of safety and health issues of labourers in agriculture sector during covid. It was also found the lowest ranked variable for labour engagement is then on-availability of safety kit in farming sector at the time of covid.

Findings and suggestions

Major findings of Labour engagement issues in Agriculture sector during covid- 19 .

1. Deficiency of safety kits during work

Due to the greater demand, stocks are limited and while supply chains ,supplies will remain uncertain during Covid-19.

2.Fear of epidemic

When fear is too extreme, this may have harmful effects both at the individual level and at the societal level.

3. Lack of mobility of labourers

The rapid spread of the pandemic resulting in wide spread lockdowns that fastened down on mobility, commercial doings and social connections in the metropolis.

4. Scarceness of mobile supply chain logistics

However, the primary concern faced by the road transport segment is driver scarcity and ensuring the health safety of the available drivers in the metropolis

5. Non-availability of raw material supplies

Lack of orders, shortage of raw materials brought big worries for all sectors in the metropolis during covid period.

6.Scarceness of sell off units

Farmers usually sell their crops through an established supply chain which found difficult to operate because of maintaining social distancing during covid-19 in the metropolis.

7.Boundary entry restrictions

During growing concerns over rising corona virus cases, several Indian states have tightened their border restrictions which also affected the metropolis.

8.Labour scarcity

Since majority of the migrant labourers were returned to their home town there arise a shortage of labour scarcity in agriculture in the metropolis during covid.

Suggestions:

Major suggestions for Labour engagement issues in Agriculture sector

Listening to your employees allows them to get it all out there and makes them feel cared for and heard. Provide more opportunities in releasing their pent-up emotions.

1.Management

During covid-19, employees need to have a trust on leaders to take the right direction and to make hard decisions.

2.Isolated Work

We have to recognize and manage remote working to help our teams stay healthy, happy and productive which can also influence their focus, a sense of group and inspiration.

3..One-on-One Conversation

One-on-one conversation is an effective way to improve communication with employees and boost their commitment towards work.

Conclusion

Today, there is an opportunity to respond effectively to the current crisis by distribution of workforce in a more productive, sustainable and resilient food system. In addition, agricultural

regulatory reforms coupled with labour reforms also can help in building an environment for the entire food system. The unanticipated shock of covid-19 needs a shift to a more forward viewing policy package that invests in the productivity, sustainability and the resilience of the global food system through labour engagement.

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