PSYCHOLOGICAL ASPECTS IN
TEACHING AND LEARNING PHENOMENA

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Abstract

Teaching and learning means a shared communication between Students and teacher in a respectful environment where both take part actively so that there will be effective communication Between them. Different obstacles may appear in between teaching and learning process. To confront them, different tools and techniques along with the psychological aspects are vital. Psychology, which serves as a foundation of educational activities is defined as the study of mental process and behaviour of a learner so that a teacher can deal with the students with ample practices. In its broader sense, psychology serves all stakeholders who and which are involved in teaching learning phenomena. The term "Psychology" comes from the Greek words Psyche, meaning "breath, spirit, soul " and Logia meaning " Study of". This means psychology is the study of spirit or soul. Here, we concern about what sort of psychological behaviours come on the way during teaching and learning processes which have adverse and positive both effect on teaching and learning processes. learning is affected by a way of teaching, teacher's psychological knowledge, child's way of perception   and other psychological aspects in the surrounding. Other affecting factors such as School Management System and parents' negotiation play an important role to culture values among learners and teachers. Both teaching and learning are technical and practical exposure to the students and teachers. Nature and nurture equally play crucial role to make both teaching and learning effective and result oriented. psychologists claim that development follows a definite and predictable pattern however, It is not very easy to implement a finding of an individual to other exactly as every individual follows a distinct pattern of learning. This study connects the thesis on the ground of different four approach of human development: Behaviourist Approach, Psychoanalytic Approach, Humanistic Approach and cognitive Approach since they minutely examine how teaching learning is affected due to various psychological reasons.

Key words: *Nature, Nurture, Approach, Shared communication, psychoanalysis, reinforcement*

Introduction

Teaching and learning both are interrelated and interconnected exposures because learning is judged under certain level of achievement which is determined by effective teaching and conscious learning. we can upgrade teacher's teaching and enable learners to extend their learning motivation through different approaches of learning by different psychologists.

The study comprises how teacher's psychology affect in both teaching and learning processes. If a teacher wholeheartedly accepts teaching profession then s/he can perform from the core to quench the thirst of a teacher and students both. Mostly, teachers are not mentally prepared to be teachers themselves and this is the real threat of an academic field. Another issue discussed in the study is psychology of teaching. Infect, what teaching is and how a teacher needs to act as a teacher is discussed under this topic. Learner's are tabula rasa according to mentalist theory and their psychology needs to be understood well to go deeper for decent learning outcome. Certainly, child psychology needs to be kept in the centre for better outcome from teaching as nature and nurture highly influence in teaching learning process, both are operated well to make the learning result oriented. Similarly, Psychology of learning is another dimension of academic exposure. Any learning material along with teaching technique needs to meet the learner' s interest. Under this section, level of learning materials and child's capability to deal with them is discussed briefly. As a prominent discussion, different factors affecting psychology of teaching and learning both are addressed in the study. Final discussion is made under the topic" Practicality and Implication of Different psychological Schools of Thought" which centralizes how learning is affected universally due to different underlying factors in accordance to the findings by psychologists.

Literature Review

A teacher/trainer is responsible to coordinate the class and design courses that can be successful towards the objective for which every individual learner is expected to be dealt with different approach they need. The teaching process, which involves designing, preparing and coordinating a given class, must be at the level that will generate accurate predictions for the outcome of teaching and integrate the widest possible range of

psychological aspects to the benefit of all actors involved in learning. Whether in the classroom or in the science/ computer laboratory, psychological aspects can control accordingly to maximize the effect of teaching and lead the learners to penetrate the contents

Malik Shawal in John Dewey's Philosophy of Education: Psychological and Sociological, throws light upon the Psychological and sociological factors in John Dewey's philosophy of education. Dewey recognised the individual differences in children. But he was fully convinced that the individual grows and attains perfection in and through society environment or betterment of the individual is only possible in social setting. Every individual has a social self. He explores that the nature of the child is dynamic. Education therefore, should start with the psychological nature of the child. Dewey insisted that constant experimentation be made to learn the child's nature. The child should be regarded as the core of the whole educational process." Education must begin with a psychological insight into the child's capacities, interests and habits." said Dewey.

S.M. Rayhanul Islam writes in his article published by UNESCO, September 2015 that an education system is only as good as its teachers. Teachers play the main role to ensure universal and quality education for all. Innovative inclusive and result-focussed teaching is crucial to providing the best possible opportunities for millions of children, youths and adults worldwide. However in many countries, the quality of education is undermined by a severe deficit of teachers.

Whitehead (2011) suggests that before cultivating mindfulness in the classroom, teachers, first need to work on their own personal practice and transform the way they communicate and connect with others. Teachers need to embody the core characteristics of mindfulness (Crane, Kuyken, Hasting, Ruthwell and Williams, 2010) and this presence brings a new dimension to student – cantered teaching (Kernochan et . al., 2007). It allows the teacher to pick up a non-verbal expressions and subtle changes in the tone of voice of students and thus allows a deeper level of connection and enhanced engagement in the learning process (Kernochan et.al. ,2007)

Behaviourists argue that every individual is shaped and moulded by the process of associating between S-R (stimulus response) associating behaviour and their consequences.

Individual 's learning occurs automatically. This belief assumes that certain learning is possible through a learning chain.

The similar research by Akbar Soleiman Nezhad and Majid Vahedi (2009) centralizes that researchers studying teachers thinking and teachers knowledge. They helped typically to use cross-sectional rather than longitudinal approaches and those have not examined teachers learning on the development of teachers thinking over time. more recently, educational psychologist and teacher educator have begun working together to conduct a longitudinal study of how teachers learn to teach. They are studying the development of teachers knowledge, skills and dispositions related to teaching writing and mathematics in different teacher education programme. Hence, the study projects that a teacher longitudinal thinking over time is crucial and similar finding is that teachers longitudinal development of teaching skills too is equally prominent to address teaching effectively.

William E. Herman in Pedagogical Research in Psychology: Effective Teaching in the College / University Classroom has discussed that if teaching at any level is designed to be a truly reflective and effective enterprise, research on one's teaching is essential for professional development and self-improvement, the enhancement of student learning outcomes and the advancement of the profession. This requires an exploration of psychology at various dimension.

 A teacher's attachment with the learners as significant finding is discoverd as final study of this research. The role of a dynamic teacher with enough psychological knowledge is valued in overall achievement of either learner or in the effective presentation of teacher. Besides, different schools of thought in relation to psychology, influence teaching and learning procedure. They need to be circulated effectively in our everyday teaching and learning. Our findings may not be complete unless we link our findings with the theory of prominent psychologists.

Behaviourist Approach takes psychology as a part of science where humans are treated as animals because humans are only animals for researchers. Research on animals is found or matched directly relevant to humans. Watson can be seen as the founding father of the Behaviourist Approach, who was inspired by earlier research of Ivan Pavlov who discovered

classical conditioning and Edward Thorndike who discovered Operant Conditioning. The approach as a whole was inspired by the Empiricist Philosophy of Locke who argued that we are blank slates at birth and all knowledge is gained through experience.

Psychoanalytic Approach /Theory by Sigmund Freud centralizes his findings on the underlying psychological aspects where focus is centred on the unconscious mind rather than the conscious mind. It incorporates the terminologies Id, ego and super-ego with their meaning with the reference to psychological background with their implication in teaching and learning phenomena.

The Humanistic Approach is often called the "Third Force" in psychology against behaviourism and psychoanalysis (Maslow, 1968). It rejected the assumption of the behaviourist' s perspective and psychoanalysis both which are against the real human being's ideology. Humanistic psychology is a perspective that emphasizes looking at the whole person, and the uniqueness of each individual.

Cognitive Approach comes with Albert Bandura's findings on educational psychology which uses mental processes such as attention, perception, memory and decision making which focuses on how the interactions of thinking, emotion, creativity, and problem -solving abilities affect how and why you think the way you do.

Psychology is being studied for centuries minutely by distinct psychologists all over the world during different time period and most of the findings are directed to different developmental stages in human life. They are taken as means to further the horizon of knowledge in relation to psychology and its implication in learning.

Methodology

This research article has been built on the study of different literary sources and finding of different researchers in different time period. The wide use of different resources like, similar research article, different books related to psychology, Encyclopaedias, dictionaries, different literary critics, reviews on different articles, journals and periodicals, case studies, questionnaire and interview, internet exploration etc. have contributed to shape this paper in its form of today. Different Course books on child psychology have been used to cite

different terms and terminologies. To enhance strong learning environment psychology must be kept in centre and Teachers, students and guardians need to be cooperative to one another with better understanding. A teacher is responsible to make triangular relationship among the parties. So, a teacher at first needs to be a teacher mentally and spiritually. For this, we need to go through a thorough investigation of a teacher.

Teacher's Psychology

On the long run of academic race, we have been able to discover new academic dimension from time to time. Psychologists are still struggling for new findings. And we have realized that Knowledge gaining process and imparting knowledge go side by side. For this , one needs to go thoroughly what is teacher's psychology and how it affects in learning process because learning is determined by effective teaching. At first, a teacher must realize that s/he needs to be fully enthusiastic to teaching with a sound knowledge of psychology. If a teacher lacks enthusiasm to go deeply, certainly learning either is halted or is dismantled. A teacher therefore, is the life of learning process and s/he needs to possess psychological knowledge in depth.

A teacher must be there with decent background to be a teacher because learning is determined by the overall activities of a teacher. So teacher's psychology if is in favour of students, there may not come serious hazards in classroom teaching. Infect, teacher needs to be motivated towards his/ her profession. Otherwise, their teaching simply becomes waste of time by killing student's inner zeal of learning. A teacher if is there to describe only book's Print then a learner does not learn in proper manner. For this, a satisfied and energetic teaching is must. Dedicated teacher only can go through the students' problems with proper knowledge and experience to culture good behaviour among learners of different backgrounds. This enables him/her to go through every psychological aspect a teacher needs to explore for effective teaching and learning process. The following questions better clarify the area of teacher' s psychology which will be fruitful in effective and interactive teaching and learning phenomena.

• Does she/ he have real interest in teaching?

• Does she/he possess decent background to be a teacher?

• Is she/he is decent enough to deal subject matter sincerely?

• Does she/he have passion to explore adventures with children?

• Can he/ she sacrifice own feelings to encourage children in different conflicts?

• Can she/ he accept different challenges and be ready to go through different hurdles to secure decent learning environment?

Psychology of Teaching

Teaching itself is a challenging job in the sense that there come different hindrances on the way. A teacher therefore, needs to understand and act accordingly in teaching. Teaching simply does not mean to learn and bark at the printed materials. Certain procedures need to be followed for active participation of the students. However there are no hard and fast techniques which address the need of every student in equal manner because every individual is equipped with distinct learning mechanism. it's teachers responsibility to go through thoroughly and gain ideas on how to deal an individual student effectively in the class room.

The following questions clarify the psychology of teaching universally.

• Does presentation arise enthusiasm on learners?

• Do Teaching activities Create fair social relationship among students?

• Does overall management system of school / college keep the students ' psychology and teachers' psychology in the centre?

• Are guardians well connected to teaching learning processes?

• Does a teacher address the class with inner zeal?

• Is the teaching participatory based?

• Does a teacher care every individual in the classroom?

• Are monotonies broken time to time?

• Are the students awarded enough time to present their knowledge?

• Are poorer students treated softly?

• Are ambiguities clarified with sufficient examples?

• Does a teacher use modern means of teaching technology?

• Are assignments regularly given feedbacks?

• Does a teacher apply different approaches and techniques?

• Does a teaching contain sense of humour?

• Are project works, home assignments, tests and examinations given/held regularly and frequently as a part of teaching along with appropriate feedback?

Learner's Psychology

Psychologists have kept learners in the centre and have gone through several trials of researches so that they can come up with new findings in the field of teaching and learning. learners are always taken as a major content of their study.

Psychology has not always existed as it has today. Infect, it is considered a relatively young discipline, although as the eminent psychologist Herman Ebbinghaus explained, it has a short past but a long history . It relies on scientific methods to investigate questions and arrive at conclusions. In teaching and learning process, learners/students are kept in centre and numerous efforts are exercised to bring the learners in proper position. It must be realized that the contents, situation, capability of learner, maturity, practicality, etc. Should match learner's interest. Here, our target is to nurture the students effectively so that they acquire expected behaviour.

Various psychological findings have proved that the learners without interest cannot attain the target made for them. They do not act accordingly as they are required to. For all these, if learner's psychology is strong and committed undoubtedly, learning becomes more

effective. Certainly there are numerous influencing factors to affect learner's psychology which becomes clear after several questions and their replies in yes/ no.

• Are learners ready to learn?

• Are they happy during the period of learning?

• Is the homely environment supportive to them?

• Are they respected equally by the teachers and their friends?

• Are the teachers friendly to them?

• Can they Share their problems with the teacher/School administration?

• Is their economic status strong enough to address their daily basic requirements?

• Do the contents fit students' level?

• Are the contents well graded?

• Are they cared individually?

• Are the students with different talent encouraged differently with special attention?

• Is the applied evaluation system authentic?

• Are the students counselled psychologically?

• Do the teachers and family members interact friendly with them?

Above, we discussed what pre-requisites are there to address learners' psychology. Our venture remains incomplete without replying them and if we lack environment to address them, we should think that our target to understand the bond between learner and teacher, and learner and content remains incomplete and we do not succeed in our teaching and learning phenomena.

Psychology of Learning

The mechanism of learning procedure is being studied by several psychologists in different time periods. Most prominently, the toughest thing discovered is distinct learning capability

of the learners in same given environment. Moreover the students of same age with normal behaviour show wide range of variation in learning.

Every child begins his life as a learner as learning is a process involving both the whole being of the child and the total situation. As a process, it continues throughout individuals life. Man has the potential for complex learning but the rate of learning differs for different individual. Some people learn more and faster than others because of some interacting factors such as physical, social, mental and emotional factors that affect the learning process. According to Kingsley and Garry," Learning is a process by which behaviour is originated or changed through practice or training."

Here, we will discuss how we can get easy access to psychology of learning considering different questions which help us to discover major problems regarding psychology of learning.

• Is the content learner friendly?

• Do the subject matters arise curiosity among learners.

• Are the learning materials attractive?

• Can the students share their findings?

• Are the students rewarded time to time?

• Are there sufficient motivational factors?

• Do the students see opportunities in their learning?

• Are the stresses and conflicts of students managed psychologically?

• Does the teaching inspire the learners?

• Have the students been given enough time to understand and react?

• Are there given ample opportunities to practical education?

• Are the students made responsible socially and culturally?

• Do the students feel secure to be with their teachers?

If the students are nurtured naturally and with the psychology of learning, the academic scenario looks strong and there prevails real learning. There will be soft and natural learning . No students will suffer due to different kinds of hurdles and ambiguities with different sorts of obstacles in learning process. Even teachers become successful to adopt a proper route for their successful academic journey.

Practicality and Implication of different schools of psychological thought in Teaching and Learning

1. Behavioural Approach

Psychologist, Founder of Behavioural Approach, J.B. Watson said," Give me a dozen healthy infants, well-formed, and my own special world to bring them up in and I will guarantee to take any one at random and train him to become any type of specialist I might select – doctor lawyer, artist, merchant – chief, and yes beggar man and thief."

Different psychologists have turned up with different findings regarding behaviourism however they all agree that behavioural change in any living being is possible with certain series of stimulus and response(S – R chain). Teachers practise behaviourism to demonstrate how students need to act and react to certain stimuli. Here the patterns of repetition regularly strikes students' mind about what sort of behaviour they need to perform according to their teachers' wish . Here, positive reinforcement is key in behaviourist approach of learning. Furthermore, the approach reaches to the finding that behaviours are learned through interaction with environment and innate or inherited factors are less likely to affect any kind of learning adversely.

2. Psychoanalytic Approach

Sigmund Freud was the founder of this school of thought. He divided human personality into three significant components: id, ego and superego. The id acts to immediate gratification of its need regardless of external environment; ego tries to adjust id in accordance with the outside world, adhering to the reality principle. Super ego (conscience) inculcates moral judgement and societal rules upon the and forcefully reacts with moral

values. According to Freud personality is based upon the dynamic interaction of these three components.

In psychoanalytic approach, the focus is on the unconscious mind rather than on the conscious mind from which learners' internal interests are projected with certain remedies . It is built on the foundational idea that behaviour is determined by experiences from the past that are kept safely in conscious mind. It is practically beneficial in academic field so that a teacher can understand the student's internal desire and act accordingly to make the teaching more effective. A teacher can identify the pattern of a learner and even student's likes and dislikes both can be identified. A teacher can link students with their past and present which too benefits in promoting better result. Even the problems in relationship can be managed with psychotherapy. obstacles in learning like fears, fantasies, and hesitations can be eliminated with the knowledge of psychoanalytic approach. Thus the findings of this approach is influential to promote teaching and learning effectively.

3. Humanistic Approach

Humanistic approach of psychology is a perspective that emphasizes looking at whole person, and the uniqueness of each individual. It emphasizes the freedom and autonomy of learners. It connects the ability to learn with the fulfilment of other needs(building on Maslow's hierarchy) and the perceived utility of the knowledge by the learner.

students are given different choices that can range from daily activities to future goals. They are encouraged to focus on a specific subject area of interest for a reasonable amount of time they choose. This theory states that the student is the authority on how they learn and that all of their needs should be met in order to make learning effective. For example a hungry student must be fed before sending him to the classroom for learning. This approach furthermore inspires students to become self motivated. students are designed to make self evaluation. It prescribes that feelings and knowledge should go side by side in teaching learning process. The most important aspect of this learning approach is that the students are safe with their own ideology.

4. Cognitive Approach

Cognitive approach assumes that the mind actively processes information from our senses. This is an approach which uses experimental research methods to study internal mental processes such as attention, perception, memory and decision making.

George Miller (1920-2012) is known as the father of the cognitive revolution. He published The Magical Number Seven, Plus or Minus Two: Some Limits on our Capacity for Processing Information where he explains the mind's limited capacity in information processing. students are guided here to build transferable problem solving and study skills that can be applied in any subject.

Developing cognitive skills allows students to build upon previous knowledge and ideas. Apart from it, Cognitive learning strategies include asking students to reflect on their experience. They are devised to find a solution with their own distinct knowledge of any new problem. They are aided about what is being taught by encouraging them with discussion of related subject. furthermore, students are given ample opportunities to explore and understand how ideas are interconnected. The students are equally given opportunity to justify and explain their thought and experience with their own understanding. Thus, this approach of teaching has become another landmark to guide students to go thoroughly with their internal mechanism of their own thought and perception.

Conclusion

The overall study on how effective teaching can be organized by different dimensions of psychology has been the major agenda of this research. The findings assert that teaching and learning both are technical tasks and both require a very sensitive environment. Apart from it, two other dimensions of psychology: Psychology of teaching and psychology of learning have been discussed as a different horizon where one needs to realize for successful teaching and learning environment. Along with it , psychological findings need to be implemented. Children must be treated differently as their different behaviours. learning environment should be maintained with extended horizon. Teaching needs to be guided by different psychological findings. The traditional trend must be eliminated and

every child's internal talents should be identified and reinforced for that. For these all skills, a well trained teacher with strong determination and ample psychological knowledge must be there in the field of education. On the other hand , the findings of four psychological approaches: Behaviourist Approach, Psychoanalytic Approach, Humanistic Approach and Cognitive Approach to teaching learning are crucial for better academic exposure which must be implemented by the teachers in their class rooms and outside. The teachers are equally responsible to deal every student in special manner. So, they must acquire deep level of knowledge with different psychological analysis of different issues. Apart from these all aspects, the external environment also plays dominant to make teaching experience better with expected results. They help in shaping strong psychological base and therefore possible environmental facilities too needed to be given to the learners. This helps students to be stress free to some extent and the learners will have positive effects of them in their learning.

The hidden reality is teachers' satisfaction which plays vital role to make classroom effective. A satisfied teacher can only explore the treasure of knowledge   and rule the students positively. A common man with a narrow thought and weak motive cannot encourage the students to quench their academic thirst. On the other hand, There may come lots of hurdles during the time of teaching for which he/she needs to tackle the problems in a planning way. Certainly, There are some other more pre- requisites to be a teacher. In short a teacher needs to be innovative and dynamic to groom his/ her children accordingly.

Another bond of teaching and learning is the relationship between teacher and students which needs to be strong. Davie's (2003) suggests that teacher – students' relationships are associated with students' social and cognitive outcomes from early childhood through later adolescence. It is therefore suggested that the teachers' emotional exhaustion and negative teaching emotions need to be transformed. The finding of the study is that, with true relationship between students and teachers there arise a strong bond of understanding and this creates favourable environment for teaching and learning both. In a gist, the more time the teachers engage with their students the more effective will the teaching be.

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GREEN HUMAN RESOURCE MANAGEMENT IN
BANKING SECTOR OF NEPAL

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Abstract

This research seeks to provide a simplified text in respect of Green Human Resources Management and indeed has a great potential to serve the individual, society and business especially in case of Nepal as most of the international organization are familiar with Green Human Resources Management. It is focus on different aspects such as meaning of Green Human Resources Management, importance of Green Human Resources Management, requirements of Green human resource, Greening Human Resources Management functions and the findings of some Green Human Resources Management research studies. The purpose of this study is to examine the implementation of current Green Human Resources Management practices in banking sector of Nepal. The concept of green is to minimize environmental degradation and it's being used in the banking sector especially after COVID-19, which is presently known as green banking.

In the present study, green human resources management practices evaluated on banking sector, significant issues were pointed out, and recommendations were made for future researchers who wish to work upon this subject. It is hoped that this research project has some utility for generating an interest within potential researchers and for gaining a conceptual understanding of Green Human Resources Management.

Key words: *Green Banking, human resource management, organizational culture.*

Background

Going green means conservation of earth natural resources as well as supporting the preservation of personal resources i.e., family, friends, lifestyle, communities. So that we called Green HRM is the Conservation of Human Resource their work life and Family life. It means implementing determined lifestyle changes that will help individual to live in an eco- friendly way. HRM is the most challenging and exciting area within the management. Since its emergence the role of human resource management (HRM) is varying with the alteration of nature and expectations of employees and organizations in an ever-changing environment most notably as a sustained source of competitive advantage (Caliskan, 2010).

Green Banking is a term used for practices and guidelines that make banks sustainable in economic, environment and social dimensions. It aims to make banking processes efficient and effective as possible, with zero or minimal impact on the environment. The concept of green banking was developed in the western countries. Green Banking was formally started in 2003 with a view to protecting the environment. In March 2009, Congressman Chris Van Hollen of USA introduced a Green Bank Act with the aim of establishing a green bank under the ownership of the US government. The Green Banking practices can be categorized into two parts: Greening Processes, Products, Services and Strategies and Greening Infrastructure.

In the context of Nepal "green" is a new concept and is recently emerging in Nepalese organizations especially after COVID-19 due to the fair of the transmission of the virus. Only few of the organizations are following the strategy to be green to save environment and HRM is also recently flourishing functional area in Nepalese organizations. Some banks in Nepal have initiated green strategies either as a corporate responsibility or as a concern for the environment. Thus, adding of green concept in HRM may be the very new concept in Nepal as it is still one of emerging topic in the global scenario.

The main problem that researcher wants to explore is the HR practices relating to GHRM (i.e., current GHRM practices used by Nepalese banks). Human activities pose grave threats to nature and the fellow creatures. Human activities and negligence towards

environment have resulted global warming, natural calamities, water scarcity, wildlife extinction, greenhouse effect, etc. These are the serious matters of concern. Fortunately, the education system and initiatives by organizations have started creating a change in the human attitude towards the environment.

Thus, the main issue studied in this research is the current GHRM practices used by banking sector in Nepal. Moreover, the study had highlighted the impact of human resource management practices on green HRM.

Review of literature

GHRM is a new concept and using GHRM in banking sector is emerging topic in itself. Various researches have been done on the topic.

The concept of green banking was established in 1980 at Triodos bank from Dutch origin which started the environmental sustainability in the banking sector from the very first day. In 1990, the bank launched 'green fund' for funding environment friendly projects and all the other projects followed later. Wehrmeyer (1996) researches on specific HRM function i.e., recruitment where he found that recruitment practices can support effective environment management by ensuring that new recruits understand an organization's environmental culture and share its environmental values.

Ogrizek (2002) recognizes green or social responsibility as one of the banks' differentiator factors along with quality, service, image and reputation. Unfortunately, banks are not that much progressive and proactive in exploring the opportunities provided by the greening of the industry (McKenzie & Wolfe, 2004). However, environmental concern has provided some banks with an opportunity to make an environmental stance central to their brand or activities (Thompson & Cowton, 2004). To corroborate such arguments, banking industry needs to concentrate on using its human resource management to make its employees prepared and competent in environment performance. GHRM can act as a source of differentiator through stimulating innovative green services in banking sector.

Dash (2008) sees environmental issues as opportunities for financial institutions offering

investment possibilities through highly successful 'green funds' for green industry in green banking of Triodos Bank, also known as "Green Bank".

Sahoo and Nayak (2008) explore the importance of Green Banking and suggest possible policy measures and initiative to promote green banking in India. Christine (2001) finds that Austria was the first country in the European Union (EU) whose banking industry was allowed to participate in the European Eco-management and Audit Scheme (EMAS). A number of Austrian banks had already begun to establish internal environmental management system. Taking this bank as example, the banks all over the world are motivated to proceed with green banking initiatives. So, it is visible that green banking is the way of conducting the banking business along with considering the social and environmental impacts of its activities. Moreover, the first green bank commenced its operations in Mt. Dora, Florida, United States in 2009. The bank is known to focus entirely on environmentally friendly banking practices.

Romeo Owusu-Aning (2010) in his research on "Towards the paperless office: Best practices and exploration of enterprise rights management solutions for Ghanaian business processes" founds that there are a lot of benefits to be enjoyed from paperless office however a solid implementation process must be followed in order to achieve this success.

Mandip (2012) asserted that Green Human Resources refer to using every employee touch point to promote sustainable practices and increase employee awareness and commitments on the issues of sustainability. Basically, Green HRM includes the greening of human resource functions of an organization. Moreover, the emphasis has been on undertaking environment- friendly HR initiatives that would result in greater efficiencies, lower costs and better employee engagement, commitment and retention which in turn, help organizations to reduce employee carbon footprints by the likes of electronic filing, job-sharing, teleconferencing and virtual interviews, recycling, telecommuting, online training, energy efficient office spaces etc.

FNCCI (2012) in their study on "Green Jobs Practices in Nepalese Enterprises" reveals that industry created several environmental issues which are mainly related with poor housekeeping, haphazard disposal of scarps and open discharge of wastewater. In order to address these issues, the industry has been taking various measures to minimize environmental damages and promoting green jobs.

Mandip, (2012) conducted a descriptive research study to detail a model of HR processes involved in green HRM and to examine the nature and extent of green HR initiatives undertaken by ITC limited. For this study he used literature review approach and case study approach. From the study he found that the topic of environmental sustainability is attracting increased attention among management scholars.

Mathapati, (2013) conducted research named "Green HRM: A Strategic Facet". This review article identified how corporations today develop human resource policies for promoting environment management initiatives. The article pointed out that green HRM is the requirement of 21st century. The researcher came out with the conclusion that green HR efforts to date have primarily focused on increasing efficiency within processes, reducing and eliminating environmental waste, and revamping HR products, tools, and procedures resulting in greater efficiency and lower costs. The results included: electronic filing, ride sharing, job sharing, teleconferencing and virtual interviews, recycling, telecommuting, online training, and developing more energy efficient office spaces. With society becoming more environmentally conscious, businesses are starting to incorporate green initiatives into their everyday work environment.

Prasad (2013) in his study "GHRM-Partner in Sustainable Competitive Growth" found that about a half of the companies surveyed practice strategic environmental management. "The Greening HR Survey" indicates that in U.S., 54% organizations incorporated environmental management in their business operations, 74% used online portals to reduce travel, 76% promote reduction of paper use and 60% implement wellness and fitness programs for employees.

Kaur, (2013) has done a work in green HRM by identifying it as today's success mantra. In this paper researcher has focused on various green initiatives like recruitment and selection, training and development, etc. at every functional area of HRM. Author identified that concern for environmental issues is the success mantra for a company to survive or expand their business. Further the author noted that in relation to HR green recruiting is the buzz word to attract aspirants of this generation and hence the HR manager should leave no stone unturned to fix environmental concerns in every strategy he frames regarding functional areas of HRM such as recruitment, selection, training & development, compensation, motivation etc. for the benefit of the company in particular and the benefit of society in general.

Sahin et al. (2014) found that as a reflection of sensitivity of banking sector toward sustainable development, The Turkish Banking Union cooperates with national and international organizations through "The Sustainability in Banking Working Group".

Popli (2014) has conducted research on Awareness and Implementation of green HR practices in industries in Nasik. From the research she came to conclusion that organizations in Nasik are well versed about the green HR concept that has been put forward to help them to keep the environment green but still few companies are not able to put it into practices in different functional areas of HRM. She also identified that the areas like training and development, performance appraisal system and some routine activities where non implementation of the concept green HRM takes place. Commercial Bank of Ceylon has already generated 40kW of solar power for its four branches and will increase this figure to 240kW when the installation of solar power systems at another five branches in Sri Lanka is complete (Daily News, 2015).

Table 1

HRM functions with its green policies, procedure or practices

HRM Functions	Green policies, procedure or practices
OB analysis	- Inclusion of environmental dimension in job description and job specification. Highlighting the organization's policy through job circular. - Requiring employee's green competencies as a special component in job specification. - Arrange training program both for managerial and non-managerial employees of the organization about the green practices both within and outside the organization. Determine employees green training needs analysis.
Training Performance management system	- Impart knowledge on green practices and policies by arranging seminars and programs in the organization. - Communicate those green practices as a criterion for performance evaluation of employees. - Provide employees with both financial and non-financial rewards for their green performance.

Source: Green policies, procedure or practices

Hatton National Bank (HNB) has embarked on a massive 1.3-megawatt solar power project to carry out its operations in an environmentally sustainable manner. This project is expected to generate two million kilowatt-hours of power per annum, which will enable HNB to cover 15% of its total power needs through solar energy which will reduce the carbon footprint of the bank by 850 metric tons (Daily Mirror, 2016). The same bank has also opened two green bank buildings in Sri Lanka (HNB, 2016).

Jain (2016), in her research paper named, "Green Human Resource Management" concept in Indian industries present scenario which aims to elaborate on various green practices that can be incorporated for building a green work place concluded that the green performance, green behaviors, green attitude and green competencies of human resources can be shaped and reshaped through adaption of green human resource management practices.

P.K and Sivasubramanaian (2016) in their study "Impact of GHRM Practices on Firm Performance: With special reference to manufacturing industry" investigate the degree of impact of GHRM practices on firm performance. The study concluded that green training, employee involvement and green recruitment have significant influence on firm's performance.

Rimi (2016) in her journal "Green HRM for Green Services: A Proposed Best Practices Green HRM Model for Green Banking Performance in Bangladesh" concluded that Banks' products and services are generalized and unpatented that can be easily copied. Therefore, they face difficulties in identifying the basis for differentiating themselves among the competitors.

K. Shaumya and A. A. Arulrajah (2016) in their study "Measuring Green Banking Practices: Evidence from Sri Lanka" has identified and explored 98 green banking practices among the four private sector Commercial Banks in Sri Lanka.

Despite its importance to managers, employees, customers and other stakeholders,

however, there are very few research studies that consider the role of human resource management systems in organizations striving to achieve environmental sustainability. There is thus a growing need for the integration of environmental management into human resource

management (HRM) green HRM research practice. Further he found that the focus on improving the operational efficiencies combined with up-gradation of technology have led ITC to be the only company in the world, of its size and diversity, to achieve the milestones of being carbon positive, water positive and achieving almost 100% solid waste recycling.

Shan, Dumont and Deng (2016) in his paper captioned "Employee's perceptions of Green Human Resource Management and Non-Green employee work out comes: The social Identity and stakeholder perspectives" identifies that perceived Green Human Resource Management influences non-green employee workplace outcomes through a motivational social and psychological process.

Chanderjeet (2017) in his study "Concept of GHRM in Banking Industry" focused on various GHRM practices followed by the banking industry. This study identifies the recruitment, training and employee motivation are important human dimensions to develop the employee engagement in green management principles. GHRM efforts have resulted in increased efficiencies, cost reduction, employee retention and improved productivity and also other tangible benefits.

Mishra (2017) carried out a study to understand the status of GHRM practices in the Indian Manufacturing sector and to explore factors that may encourage green behaviors. The findings suggest that the organizations have certain existing practices of GHRM, but these practices are neither formally organized under GHRM initiatives nor diligently followed. It further reveals though there are instances of organizations making efforts to increase awareness through informal means, only a few provided environmental training. In case of recruitment and selection, organizations are only practicing use of online portals and social media. In case of performance appraisal, there is no particular point about green behaviors.

Kamili (2018), in their research paper "Green HRM: Origin, Practices and Implications" aimed to find the Green Human Resource Management practices and the role of Green Human Resource Management practices in going green. The researcher suggested some social implication of Green Human Resource Management practices for green organization. According to Christian Vandenberghe (2021), The Influence of Green Human Resource Management on Employee- Green Behavior is seen in a study on the Mediating Effect of Environmental Belief and Green Organizational Identity. GHRM is one such field that is receiving lots of research focus since it is targeted at greening the firms and making them eco- friendly (Sharma, C., 2022).

Green Banking

Banks can contribute to improve the overall environment, the quality and conservation of life, level of efficiency in using materials and energy, quality of services and products even though environmental protection is not a primary goal of banking industry. So, green banking means promoting environmentally friendly practices and reducing carbon footprint from banking activities (Schultz, 2010). Banks play a very crucial role in the economic development of nations. A strong banking sector is needed for the creation of jobs, generation of wealth, and eradication of poverty, entrepreneurial activity, and overall prosperity of the country. Banking sector is one of the major sources of financing to the many industries and businesses. Banks should play a pro-active role to oblige industries for mandated investment for environmental management, use appropriate technologies and management systems (Masukujjaman and Aktar, 2013).

The ultimate objective of green banking is to protect and safeguard the natural environment. Basically, it can take place in two ways. They are technological innovation in banking and behavioral and management innovations in banking practices. Technological innovation in banking can help banks to reduce their negative environmental impacts. For example: using online banking instead of traditional banking system, online bills payment system instead of manual payment system, etc. These kinds of technological innovations in banking will reduce banks carbon footprint and negative environmental impacts.

Green Training and Development

The green training and development educate employees about environmental management and training should be given for the employees to educate also about energy, reduce waste, and diffuse environmental awareness in the banking organization. including top management as well (Mccloskey & Maddock, 1994). Training programs are used enhance specific skills and correct performance issues to empower employees with specific skills and correct performance issues to empower employees with the skills needed for current and future job requirement (Gomez-Mejia & Balkin, 1995.

As per Venkatesh, Lissy. TA, & Bhatt, (2014) orientation programs concerning green practices should be given to the new recruits along with proper guidelines listing out the corporate environmental policies and the benefits due to environment friendly practices like reducing carbon emissions, creating environment friendly products, etc. Any new initiatives taken by the management to increase environmental sustainability should be effectively communicated throughout the workforce.

Methodology

A descriptive as well as casual comparative research design was carried out for the purpose of carrying out this research. Data is more qualitative and followed by some quantitative data. The data had been collected by formulating a set of questionnaires and the questionnaire was distributed to the respondent. So, the findings of this research were based upon the primary survey. The questionnaire was 5-point Likert scale. The findings had been totally based on the data and facts provided by the sampled respondent. Apart from questionnaire, the expert opinion was obtained depending upon the necessity of the research. The research studied the awareness and implementation of GHRM in Nepalese Banking sector. Qualitative data here includes the measure of awareness about GHRM, whereas quantitative data are collected in Likert scale so that response could be quantified and measure easily in an unbiased manner using a statistical model viz. SPSS. The study is also based on various statistical tests such as correlation, regression, mean standard deviation and etc.

Research Framework

Independent Variables   **Dependent Variable**

```
┌─────────────────────┐
│     Environment     │
│ friendly Training and│────┐
│     development     │    │
└─────────────────────┘    │
                           │        ┌─────────────────────┐
┌─────────────────────┐    │        │  GHRM practices in  │
│     Environment     │    ├───────▶│  Nepalese banking   │
│ friendly performance│────┤        │       sector        │
│     management      │    │        └─────────────────────┘
└─────────────────────┘    │
                           │
┌─────────────────────┐    │
│                     │    │
│    Paperless HR     │────┘
│                     │
└─────────────────────┘
```
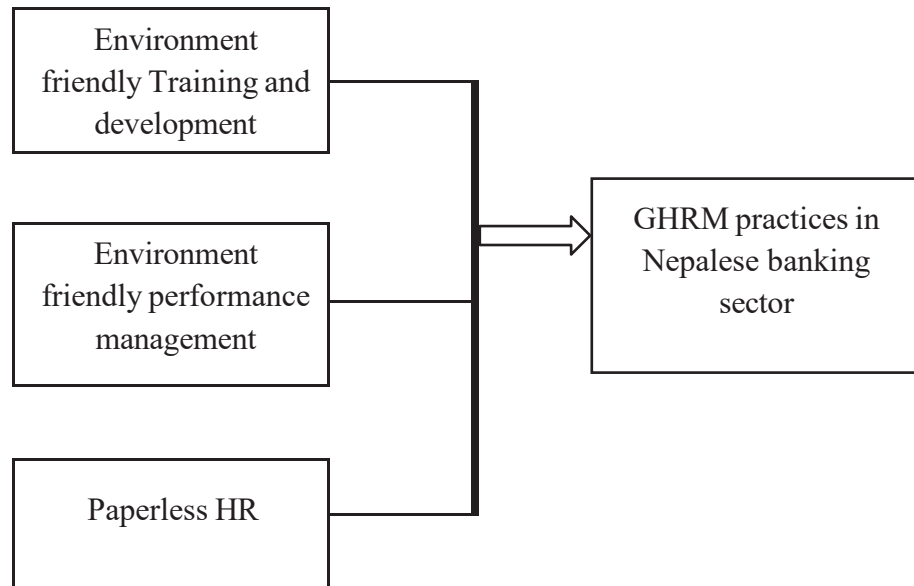
Figure 1 Contribution of Green HR

Method of Analysis

To analyze the collected data and test the expectations and hypotheses, the Statistical Package for Social Sciences (SPSS: Version20) for Windows 2007 was utilized. A number of Statistical tools were used. These included descriptive statistics to describe different characteristics of the respondents. Simple individual regression analysis was utilized to analyze the relationships between the dependent variable (GHRM practices) and each of the selected independent variables.

Results

Green practices following by Nepalese banking sector

Table 2 *Green practices using by Nepalese banking sector*

Green practices					
Description	No.	Minimum	Maximum	Mean	Std. Deviation
Bank follows the online training	100	1	4	1.55	.757
Bank follows on the job training	100	2	5	4.14	.603
Bank follows electronic filling	100	3	5	3.87	.506
Bank follows Teleconferencing	100	1	4	1.51	.689
Bank follows Tele commuting	100	3	5	4.22	.440
Bank follows Green Reward (an ethical eco-business set up with the simple vision of rewarding people for living sustainably)	100	1	4	1.32	.665
Valid No. (list wise)	100				

Source: Developed for Research

From the table 2, it can be found that three green practices i.e., on the job training, electronic filling and telecommuting have mean above three and other three i.e., online training, teleconferencing and green reward have mean less than three. This shows that respondents agreed that their bank follows some of the green practices. The highest mean of 4.22 shows that telecommuting is used by most of the banks and the lowest mean of 1.32 shows that respondents disagreed on the use of green reward in their banks.

Environment friendly or Green Training and Development

In order to understand the contribution of training and development in green human resource management practices respondents were asked about 1) conducting regular training sessions to generate an awareness of current environmental issues in bank, 2) whether employees actively participate in online training programs, and 3) managers are adequately trained to implement green HR practices. The results are given below in the table.

Table 3 *Green practices on Training and Development*

Descriptive Statistics					
Training and Development	**No**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**
Regular training sessions are conducted to generate an awareness of current environmental issue in bank.	100	1	5	1.81	.884
Employee actively participates in the online training programs.	100	1	5	1.56	.783
Managers in my bank are adequately trained to implement the Online training.	100	1	5	2.23	.827
Managers in my bank are adequately trained to implement the on-the-job training.	100	1	5	4.35	.716
Managers in my bank are adequately trained to implement the electronic filing.	100	2	5	4.32	.750
Managers in my bank are adequately trained to implement the Teleconferencing.	100	1	5	2.13	.928

Managers in my bank are adequately trained to implement the Tele commuting.	100	4	5	4.61	.490
Managers in my bank are adequately trained to implement the green reward.	100	1	4	1.41	.726
Valid No (list wise)	100				

Source: Developed for Research

Thus, table 3. shows that the highest mean is 4.61. Therefore, respondents agreed that managers are adequately trained to implement telecommuting. As per respondents, managers are also adequately trained to implement on the job training and electronic filling as their mean are 4.35 and 4.32 respectively. Other variables have mean in the range less than 3 which shows that respondents did not agree on any of the statements provided. This means Nepalese banking sector uses less environment friendly training and development practices which do not helps to promote GHRM.

Environment friendly or Green Performance Management

In order to understand whether green practices are included in performance management by Nepalese organizations respondents were asked about 1) every employee defines particular environment objectives,
2) banks count the contribution to environmental management and 3) green performance is financially rewarded and publicly recognized. Responses and its analysis are presented below.

Table 4 *Green Practices on Performance Management*

Descriptive Statistics					
Performance Management	**No**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**
In my bank, every employee defines particular environment objectives.	100	1	4	1.58	.741
Bank counts the contribution to environmental management.	100	1	4	1.53	.758
Bank financially reward and publicly recognized the environmental performance of employees like less use of paper, less use of non-renewable resources, etc.	100	1	4	1.48	.731
Valid No (list wise)	100				

Source: Developed for Research

Thus, table 4., it can be seen that mean of every variable is below 2. From this it can be inferred that most respondents did not agree on the variable given under performance management. So, in most of the Nepalese bank's employees do not define particular environment objectives, contribution to environment management is not appraised and green performance are not rewarded. Overall, in Nepalese banking sector there is no high appraisal on environmentally friendly work of employee.

Practice of Paperless HR

Being paperless is one of the important contributions to green strategy. Thus, for "Green HRM" to be successful HR practices in any organization must be paperless. To identify the

extent to which HR practices are paperless in Nepalese organizations respondents were asked about 1) organization encourages and follows E-HRM (use of online tools for every HR function) and 2) bank encourages employees to reduce use of paper. The result of these statements is presented in Table 5.

Table 5 *Practice of Paperless HR*

Descriptive Statistics					
Paperless HR	**No**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**
Bank encourages and follows E-HRM (use of online tools for HR practices).	100	2	5	3.58	.606
Bank encourages employees to reduce the use of paper.	100	2	5	3.30	.704
Valid No (list wise)	100				

Source: Developed for Research

From the table 5, we can see that respondents agreed on both the variables. The highest mean of 3.58 shows that most of the Nepalese banks encourage and follows E-HRM. Next mean of 3.30 also shows that most Nepalese banks encourage employees to reduce the use of paper. Thus, practice of paperless HR is existed in Nepalese banking sector.

Table 6 *Overall descriptive statistics of dependent and independent variables*

Descriptive Statistics					
Dependent and Independent variables	**No**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**
Average Green HRM practices	100	1	4	2.7683	.42170
Average green performance	100	1	3	1.5300	.70288

management					
Average paperless HR	100	2	5	3.4400	.58292
Green training and Development	100	1	4	2.8025	.53806
Valid No (list wise)	100				

Source: Developed for research

Discussions

Green HRM is still a major issue and can take an important part for the smooth running of green strategies in Nepalese banking sector. The fact that the role of central banks seems crucial in promoting green by taking into account climate change and environmental risks. With respect to Nepal, climate change is a real, briskly evolving and widespread hazard. The critical impacts of climate change appear to be on its water resources, especially glacial lakes and its hydropower generation. Water supply infrastructure and facilities are at risk from increased flooding, landslides and more intense precipitation events expected to arise from climate change. Despite these serious concerns, not much emphasis has been given to promote green human resource management in Nepal.

Recently, however, in Monetary Policy of 2017/18, Nepal Rastra bank (NRB) has clearly mentioned that for managing risks of banks and financial institutions, environmental and social risk management manual would be developed. Likewise, one of the objectives that need to be accomplished foe achieving the vision of "an effective, inclusive and stable financial sector that contributes to broad based economic growth" as delineated in Nepal's Financial Sector Development Strategy (2016/17-2020/21), is the development of a competitive financial system with social and environmental responsibility.

Furthermore, Nepal Ristra Bank is a member of Sustainable Banking Network (SBN), a knowledge-sharing network of banking regulators and banking associations set up in 2012 to support the development of environmental and social risk management by financial institutions and advance green and inclusive lending. As of January 2017, out of 37 SBN

member countries, 13 have already introduced green finance guidelines.

Green finance is a strategy for financial sector and broader sustainable development. There is a need to adopt current best practice in the management of environmental issues, and redefine the banking sector's role in, and ability to address, systemic environmental risk.

In 2011, Standard Chartered Bank launched a review of our financing position statements to ensure that they remain aligned with international guidelines and emerging risk issues. To further deepen employees' understanding of environmental and social risk in key industry sectors, the Bank also launched a one-day classroom course. In 2011 this was rolled out of frontline staff in Singapore, Mumbai and Dubai.

As part of commitment to sustainable finance, Standard Chartered Bank aim to capture the growing opportunities presented by renewable energy and clean technology sector in markets including Nepal. In 2007, Standard Chartered Bank committed to a five-year target of mobilizing $8.10 billion of financing towards this sector by 2012. In 2011, the Bank passed the lower end of that commitment reaching a total of $8.43 billion.

Standard Chartered Bank continually look for ways to minimize the direct impact on the environment, and set stringent targets for reducing the consumption of energy, air travel, water and paper. In 2008, the Bank set a target of having paper use from 50kg per FTE over three years. In 2011, bank met this target, reducing paper use to 25kg per FTE. Bank put significant effort into implementing water saving devices and improving energy efficiency across entire portfolio and since 2009 have reduced water consumption by 35 percent and total energy consumption by 6 percent.

Standard Chartered Bank Nepal was able to achieve a reduction in consumption of diesel, electricity and water by 2 percent, 12 percent and 13 percent respectively in 2011. The Bank, during the year added a video conferencing facility which is likely to help in reducing the overall overseas travel costs thereby contributing to reduce the air travel emissions.

Conclusions

Going green is an emerging strategy for every organization operating around the world and green HRM is rising as an important dimension for organizations that are focusing on going green strategy. While green HRM has been a global issue, we are far away from the implementation of green HRM in systematic way in Nepalese banking sector and other organizations.

It is very important to study the awareness and implementation of green HRM in Nepalese banking sector. From the study it has been concluded that Nepalese banking sector is not familiar with green human resource practices. Banks are not that focused on implementing green human resource management practices systematically. Banks are encouraging less use of paper but are not paperless. Banks are limited to using some of the green practices. It is concluded from the study that there exists positive correlation between green human resource management practices and each variables mentioned above. Thus, every variable mentioned above have significant contribution on green human resource management practices.

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THEME OF SENSORY PERCEPTION IN KEATS' POETRY

Bishnu Bahadur Thapa

Abstract

The intoxication of poetry comes to Keats through the world of his senses. However, his poetry remains trapped within the confines of his subjective perception. Specifically, this article has been prepared through selected extracts and analysis of his celebrated odes: "Ode on Indolence" and "Ode on Melancholy" which reveal and illustrate the curse of the poet. In the ode, "Ode to Autumn" the poet more clearly demonstrates his movement from the senses to the mind exploring into the poet's personification of the natural world as an eternal goddess and "Ode to a Nightingale" and "Ode to Psyche" depicts the essential characteristics of poetic inspiration for Keats: that it is an intellectual event. This article does not include the chronological order of the odes. It only tries to serve a thematic presentation to view the odes in the order that follows.

Keywords: Intoxication, Senses, Natural, Personification, Ode.

Introduction

John Keats was an English Romantic poet of 19th century English literature. In his short-lived life he faced many torments and had to witness the moment of death and suffering that shaped him as a poet and those moments are reflected in his work sensitively. In his poetry themes, motifs and ideas are associated with Romanticism with full realization. Human sense organs are not only important for sense perception. They are equally important for the perception of the notions of art, nature and mythology as the most powerful catalyst. In the year 1819, the English Romantic poet John Keats wrote six odes to evoke sensory perception within the mind of the reader.

An organism or individual must be capable of performing the neurophysiologic process of the stimuli in their environment for them to possess what is called a sensory perception. This process happens through the organs, usually the senses like sound, hearing, vision, taste, smell, and touch. The sensory perception involves detecting the stimuli, characterizing, and

recognizing it. The process of sensory perception stimulates when something in the real world encourages the sense organs.

For instance, stimulating the eyes or warmth, light reflects off a surface, emanates from a hot cup thereby stimulating the touch senses or receptors in the skin. The commonly known senses are represented as processes beneath sensory perception.

In English Literature, John Keats is taken as an English Romantic sensuous poet. He was one of the dominant figures of the second generation of Romantic poets along with Lord Byron and Percy Bysshe Shelley. His poetic works were published only four years before his death at 25 in the year 1821.

Every poem of John Keats deals with problems of his own. His poetry is objective. It is neither for the sake of criticism nor to apprise the people of any society. He gives neither any message nor does advise to his readers. His poetry lacks morality. His words are not sarcastic. He does poetry for the sake of poetry only. John Keats, hence, is considered as the purest poet in the history of English Literature. Romanticism is a movement in literature and the fine arts, beginning in the early nineteenth century that stressed personal emotion, free play of the imagination, and freedom from rules of form.

Even though his poems were not candidly accepted by critics throughout his life. His status heightened after his demise. He became one of the most cherished of all English poets towards the end of the 19th century English poetry. He had a significant influence on a diverse range of poets and writers at his time.

The poetry of Keats is considered as sensational use of language. It is the sensation which is one of a commanding feature of his whole poetic career. All of his poems along with his great odes include sense of emotional touch. The odes composed by Keats represent his highest poetic achievement are full of sensuous pictures. Argentine post-modernist literary figure Jorge Luis Borges has also mentioned that his first encounter with Keats' work was the most noteworthy literary achievement of his life.

Review of Literature

Sense perception simply means the use of the senses in our control to get a better indulgent of the world. It is the process of becoming aware of something through the senses.

When we use our senses with our possession in order to gain a better understanding of the surrounding around us. It means we are perceiving things and the phenomenon is known as perception. Sensory perception is the perception in which an individual or an organism is capable of processing any impetus in the environment. This act is done when the sense organs are coordinated with the brain. The five senses that we possess include sight, hearing, smell, taste, and touch and the sensory perceptions involved with these senses include recognizing, detecting, responding, and characterizing. The stimulus can be classified into five different types including chemical, mechanical, electrical, temperature and light. (www.vedantu.com/biology/sensory-perception)

An organism or individual must be capable of performing the neurophysiologic process of the stimuli in their environment for them to possess what is called a sensory perception. This process happens to be done through the organs, usually the senses like sound, hearing, vision, taste, smell, and touch. The sensory perception involves detecting the stimuli, characterizing, and recognizing it. The process of sensory perception stimulates when something in the real world encourages the sense organs.

The World Book Encyclopedia (2013) defines senses as " the means by which many-celled animals tell what is happening in their environment…These senses include balance, hunger, pain and thirst" (301). These lines mention that sense organs are not only the reaction to the external reality but also the expression of internal perception of persons in the real life experience of the persons. While talking about sensory perception *Pairavi's Comprehensive Dictionary (*2011*)* defines sense as "a faculty by which body perceives an external stimulus" (1126). It is a kind of awareness of something or feeling that something is the case.

For instance, stimulating the eyes or warmth, light reflects on surface, emanates from a hot cup thereby stimulating the touch senses or receptors in the skin. The commonly known senses are represented as processes under sensory perception.

Methodology

As a qualitative research paper, this research paper has been prepared on the basis of secondary data including the study of journals, internet source, encyclopedias, criticism of different critics and different reference books.

Analysis of Keats' Odes

We can observe his sensuousness perception in his noted Odes and poems analytically. "Ode to a Nightingale" is one of the most noted poems of sensuousness. In the second stanza of this ode, there is an explanation of the sensation of drinking wine. In the Ode, we can also notice the references of visual and auditory senses. The poet has also included the picture of a drunken whose mouth is purple stained because of the red wine he has drunk in the following lines:

> "With beaded bubbles winking at the brim,
>
> And purple-stained mouth;
>
> That I might drink, and leave the world unseen,
>
> And with thee fade away into the forest dim:"

In the above lines, descriptions of the wine are so sensuous that we see the bubbling wine. We not only hear the dance and sun-burnt mirth but also get an inkling of the taste of the long cooled wine.

 In the fifth stanza of the poem, the poet gives a highly sensuous description of the world of Nightingale.

> "I cannot see what flowers are at my feet,
>
> Nor what soft incense hangs upon the boughs,
>
> The coming musk-rose, full of dewy wine,
>
> The murmurous haunt of flies on summer eves.

In the aforementioned lines of the poem, the poet presents the description of the nature which ìindicates the sense of sight or its absence and the sense of touch and of smell by the end of the verse. Similarly, the sense of taste and hearing have also been incorporated with the evocation of "the coming musk-rose, full of dew wine".

His another ode "Ode to Autumn" can be enlisted as a flawless embodiment of concrete sensuous perception. The poem also gives a graphic description of the season with all its variety and richness. The whole atmosphere and the mood of the season can be observed through sensuous imagery and descriptions in the following lines:

> "with fruits the vines that round the thatch-eves run;
>
> To bend with apples and moss'd cottage-trees,
>
> And fill all fruits with ripeness to the core," (623).

His highly known ode "Ode on Melancholy" presents numerous sensuous pictures. There is the rain failing from a loud above and reviving the drooping flowers below and covering the green hill in an "April". There is the morning rose, there are the colours produced by the sunlight playing on wet sand and there is the wealth of "globed peonies". And then there is another wonderfully sensuous picture:

> "Or if thy mistress some rich anger shows'
>
> Imprison her soft hand and let her rave
>
> And feed deep, deep upon her peerless eyes,"

Keats saw that life is full of suffering and he himself was a prey to disease and pain. Where is then, beauty in life? He takes up this question in his "Ode On Melancholy". The poet finds melancholy even in the sweetest things of life; even when a man loves most fondly he bursts: joy's grasp against his palate fine", veiled melancholy comes and disillusions him. The moment of melancholy dwells with beauty, pain and suffering are not to be detached from joy for they together make up life like just day and night together make up time. Moment of happiness is just like a bubble of water and moment of sadness is just like a shadow with man. In other words, happiness can leave a man but shadow does not leave him throughout his life.

The "Ode on a Grecian Urn" includes a series of sensuous picture-passionate men and Gods chasing reluctant maidens, the fair youth trying to kiss his beloved, the happy branches of the tree enjoying an everlasting spring, etc. The ecstasy of the passion of love and of youth can be depicted charmingly in the following lines:

More happy love! More happy, happy love!

Forever warm and still to be enjoyed,

Forever painting, and forever young; (622).

The odes are representation of paramount importance as the utmost poetic accomplishment of Keats. They deal with sensuous pictures of human sentiments. In the poem Ode to Psyche, the poet presents a lovely picture of Cupid and Psyche lying in an embrace in the deep grass, in the midst of flowers of varied colours which we can observe in the following lines:

"Mid hush'd, cool-rooted flowers, fragrant-eyed."

The lovers lie with lips that touched not but which have not at the same time bidden farewell. We have more sensuous imagery when Keats describes the superior beauty of Psyche as compared with Venus and Vesper. Venus and Vesper are themselves described in sensuous phrases:

"Fairer than Phebe's sapphire region'd star,

Or Vesper, amorous glowworm of the sky"

A little later in the poem we are given pictures of a forest, mountains, stream, birds, breezes and Dryads lulled to sleep on the moss. One of the most beautifully sensuous pictures comes at the end where we see a bright torch burning in the casement to make it possible for cupid to enter the temple in order to make love to Psyche.

A bright torch, and a casement ope at night,

To let the warm love in!

Keats's another poem "The Eve of St. Agnes" which is equally famous for rich sensuous appeal in which there is a reference of Gothic window. Keats describes the rich colours of the window-panes of 'quaint device" on which were "stains and splendid dyes as the tiger-mouth's deep damask'd wing". The reference of musical instrument in poem appeals to our sense of hearing which we can perceive in the following lines:

"The boisterous, mid-night, festive clarion,

The kettle-drum, and far heard clarionet."

As mentioned in the poem the description of the feast arranged by prophyro is highly sensuous:

"While he from forth the closet brought a heap,

Of candied apple, quince, and plum, and fourd;

With jellies soother than the creamy curd,

And lucent syrops, tinct with cinnamon;

The apple, quince, plum, gourd, jellies and dates make our mouths watery. This passage of the spread feast of dainties is, indeed, splendid and inviting.

Our senses of sight and smell are equally gratified when the poet described the wintry moon throwing its light on Madeline's fair breast and the rose-bloom falling on her hands. We have a delightful combination of colours in these lines, as in the stanza describing the Gothic window:

"Full on this casement shone the wintry moon,

And threw warm gules on Madeline's fair breast,

As down she knelt for heaven's grace and boon;

Rose-bloom fell on her hands, together prest,

 And on her silver cross soft amethyst,

And on her hair a glory, like a saint."

Even more sensuous is the picture of Madeline undressing herself. As Madeline removes the pearls from her hair, unclaps the jewels one by one and loosen her fragrant bodice, she looks

like a mermaid in sea-weed and porphyro thinks himself to be in paradise. The phrases "Warmed jewels", "Fragrant bodice" and "rich attire" are particularly noteworthy here.

The stanza in which the poet presents the passionate love-making of porphyro and Madeline, again, has a richly sensuous appeal. Porphyro is represented as "beyond a mortal man impassioned far"; he is like "a throbbing star seen mid the sapphire heaven's deep repose and the rose blends its odour with the violet- "solution sweet".

Keats's one of the important poem taken as a short masterpiece, "La Bella Dam Sans Merci", has its own sensuous appeal. The lady is described as "full beautiful, a fairy's child", with long hair, light foot and wild eyes. The knight makes "a garland for her head and bracelets too, and fragrant zone". She finds him roots of sweet relish, wild honey and manna dew.

> "She took me to her elfin grot,
>
> And there she wept and sigh'd full sore,
>
> And there I shut her wild wild eyes with kiss four".

Keats's "Ode to fancy" is one of the highly noted Ode, full of a series of pictures which please our senses. The fruits of autumn, buds and bells of May, the sweet singing of the birds, the various flowers, the daisy, the marigold, the lily, the primrose are a kind of feast which we enjoy as we go through the poem.

The poets give the impressions receive by their eyes only. But in the case of Keats' poetry we can get immense appeal to our sense of sight, hearing, taste, smell and touch and sense of hot and cold. His sensuous remark "O for a life of sensation than of thoughts" is taken as his major issue of his poetry. He is a pure poet in sense of seeking not sensual but sensuous delight. His poetic remark vividly exhibits that he is a really praiseworthy poet of sensation in Romantic poetry.

Analytically, Keats is painter of words. In a few words he presents a concrete and solid picture of sensuous beauty if we observe the following lines:

> "Her hair was long, her foot was light
>
> And her eyes were wild."

Similarly, we can observe "Ode on Grecian Urn" again for the sense of sight is active.

> "O Attic shape! Fair attitude! With brede,
>
> Of marble men and maidens overwrought,
>
> With forest branches and the trodden weed;" (622).

The following lines of Keats represent the Sense of Hearing as the music of Nightingale produces pangs of pain in poet's heart: "The voice I hear this passing night was heard,

> In ancient days, by emperor and clown:" Similarly, sense of hearing is highly noticed in the "Ode on Grecian Urn":

> "Heard melodies are sweet, but those unheard,
>
> Are sweeter; therefore, ye soft pipes, play on;" (621).

The opening lines of "La Bella Dame Sans Merci" describe extreme sense of cold: "The sedge is withered from the lake and no birds sing".

In "Ode to a Nightingale", Keats describes different kinds of wine and the ideas of their tastes in the mood of intoxication.

> "O for a breaker full of the warm south,
>
> Full of the true the blushful Hippocrene," (619).

In the very poem "Ode to Nightingale", the poet cannot see the flowers in darkness. There is mingled perfume of many flowers. The poet presents the experience of smell even in the darkness in the following lines:

> "I cannot see what flowers are at my feet,
>
> Nor what soft incense hangs upon the boughs,
>
> But, in embalmed darkness, guess each sweet" (620).

Conclusion

 In nutshell, Keats always selects the objects of his description and imagery with a keen eye on their sensuous appeal. This sensuousness is the principal charm of his poetry. A general recognition of this quality leads to the consensus that Keats's poetry is particularly successful in depicting, representing or conveying 'reality' or experience that his poetic language displays a kind of 'solidity' or concreteness capable or convincing the reader of the reality of what it communicates and persuading him, almost, to imagine that he is literally perceiving the objects and the experience that the verse describes. Keats is a well-known poet of English Romantic era and a renowned sensuous poet of English literature because each sense reflects in his near about all his poems. Poetry comes to him as "Joy wrought in sensation." In Odes, sonnets or in Narrative poetry, Keats' expression is highly sensuous. His sensuousness is not only delicate and delicious but also aesthetic and tasteful. He had lived, he had loved and he had seen death, but as Keats had wished "Here lies one whose name was writ in water" to be written on his tombstone. It can be considered true that "A poet is not at all poetical. He is the most un-poetical thing in existence. He has no identity."

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CHALLENGES FACED BY SMALL AND MEDIUM ENTERPRISES IN PROVIDING EMPLOYMENT OPPORTUNITIES

Gopal Ale

Abstract

The major goal of this study was to determine how much SME have impacted the employment on Nepal. However, the study also surveyed how they (employees) feel about being employed in a SME and what is stopping a SME from truly bringing in employee satisfaction. The goal of this study is to investigate the effects that small and medium-sized enterprises (SMEs) have on employment, both on a psychological level for the individuals (most of them are from the Kathmandu valley) and on a wider scale, such as its impact on the GDP of the nation. Descriptive research design was my choice since it allowed me to identify and describe the features of the study population and their relationships, taking into account the nature of the study.

The respondents remain neutral with the statement "It is possible to improve your wellbeing financially and be settled by being employed in a SME". Thus, this concludes majority of the respondents who are employees in SME do not entirely believe that they could improve their wellbeing financially for the long term. However, they do not completely disagree as well.

Key words: *Small and medium Enterprises,Employment opportunity,self employment.*

Introduction

Small and mid-size enterprises (SMEs) are companies with sales, assets, or staff counts below a predetermined level. SMEs despite their modest size, are crucial to the economy. They are far more numerous than big businesses, employ a sizable workforce, and are often entrepreneurial in nature, helping to create innovation. What comprises a small and medium-sized firm varies

depending on the nation. SMEs make up 97 percent of all businesses in South Asia and provide between 40 and 60 percent of the region's GDP or value added. In the context of Nepal, it is a landlocked country in South Asia, with India bordering South, East and West and China bordering north and it is a member of the SAARC nations. Despite being bordered by India and China, the world's powerful countries, Nepal is a developing country and ranks third poorest country among the SAARC countries and 31st poorest country in the world. Nepal's economy is in the developing stage and is largely reliant on agriculture, with this sector employing roughly 65 percent of the total population and contributing for 31.7 percent of GDP. Until the mid-twentieth century, Nepal had been an isolated, agricultural nation with no schools, hospitals, roads, telecommunications, electric power, industry, or public service. Since the 1950s, the country has made strides toward lengthy economic growth. When compared to the past, the country was opened to liberalization, increase in financial development and an improvement in living conditions. Nepal, a diverse country blessed with natural beauty, has emerged as a top tourist destination enjoying substantial foreign incomes. Natural beauties such as Mt. Everest, the Himalayas and vast culture has made it hugely appealing to the tourists.

SMEs and its impact on employment

Historically, SMEs have contributed significantly to the creation of jobs in several nations around the world. Naturally, every firm starts as a small business started by an individual or a slightly bigger business established by a group of individuals. To progress into national level industries and create jobs, it is essential to give top emphasis to local investments based on Nepalese labor, talent, technology and raw materials. SME growth promotes competition and entrepreneurship, which helps the economy as a whole in terms of efficiency, innovation, and overall productivity. They are the main

channels via which fresh businesspeople feed the economy with an ongoing flow of inventions, skills, and ideas. The majority of entrepreneurs want to expand their businesses and become a larger organization but are hampered by a lack of knowledge, poor guidance, a lack of access to suitable and inexpensive financing, and a lack of skilled employees. The ecosystem supporting business is unreliable. The economy may be significantly affected by expanding access to business support services and simplifying the process for companies to raise investment capital. In Nepal, SMEs generate approximately 1.7 million job opportunities and contribute roughly 22% of the nation's GDP. However, SMEs in Nepal often belong to the unorganized sector because they are not registered. In Nepal, women are actively participating in SMEs in a variety of roles within the industry. However, only 12.8% of the 111,442 projected operating

SMEs are wholly or partially owned by women business owners. Additionally, the informal economy employs 84.6 percent of the nation's working population, with women accounting for a higher percentage in this sector (90.5 percent) than males do (81.1 percent). SMEs contributes to roughly 70% of all employment in Nepal and it is safe to assume that SMEs was and still is playing a key role in creating jobs in Nepall. It looked at the dynamic interaction between SMEs and employment in Nepal and discovered a considerable and favorable association between the two.

SMEs needs itself to be financially stable to be able to provide employment opportunities to the people. And to do so, an important factor for financial stability is Resource Management. Resources are any raw materials and in entrepreneurial terms, ideas and opportunities needed to start a business entity. The practice of managing, planning, scheduling and assigning people, money, ideas, raw materials and technology to a project is known as resource management. Nepal is rich in natural resources but with it being a

developing country lags behind in terms of technology and capital, so resource management comes as a challenge faced by most entrepreneurs. However proper resource management means resource utilization, resource allocation, better planning for projects and thus better return on investment (ROI). Effective resource management has been proven successful for the Nepalese entrepreneurs as seen in SMEs such as countless cafes/restaurants, small time retail shops and the established organizations such as Khalti, Chicken Station, Daraz, etc. who in their initial days started off as a small organization. So, there have been success stories for SMEs in Nepal, it would just need better resource management. Better resource management automatically attributes to better financial status for a company, and consequently a financial stable organization can provide employment opportunities to the people.

Another huge setback in the development of SMEs in Nepal is the trend of "brain drain" as there are better wages abroad in countries like US, Australia and U.A.E than in Nepal. Nepali graduates migrate abroad to further their study but do not return to their home country because settling their life abroad is much more financially stable for themselves as well as their family. Therefore, we can conclude that many potential bright minds are doing jobs, earning, living and establishing businesses in a foreign country rather than in their native country. An example of an entrepreneur who have found success overseas is Mr. Shesh Ghale, who co-founded Melbourne Institute of Technology (MIT) with his wife. There are countless SMEs abroad ranging from small restaurants to big organizations like MIT which also in its initial days were to be considered as a SME. As a result, the "brain drain" has impacted hugely on the status of SMEs as many potential bright minds are employed on a different country rather than in their native country which could've possibly shaped the outcome of financial status of businesses in Nepal and the resulting economy of the country as well.

Government policy also has a significant impact on the environment or investment climate in which the SMEs operate. Investment will be encouraged by predictable, stable policy; instability tends to prevent or at the very least delay investment. However, governmental policies can also affect whether or not firms are competitive and, consequently, whether or not they are likely to expand and add jobs.

Hence, the lesser literacy rate, limited education in the rural areas and the trend of brain drain has resulted in lesser skilled people outnumber the skilled workforce. Additionally, the stiff competition imposed by the larger companies and constant government policy change has made the smaller organizations difficult to penetrate the market. Therefore, skilled manpower prefers bigger companies rather than SMEs and this has forced the SMEs to recruit lesser skilled people, thus making their options to recruit employees limited and less skilled employees means lower efficiency. The competition from the bigger companies and the only option to recruit less skilled employees has made the growth of SMEs difficult. Consequently, the slow progress of SMEs directly means they cannot provide employment opportunities to more people, hence directly the economy of the country is affected. There are more small and medium organizations than the larger organizations in the world and so is the case in the context of Nepal. Consequently, the vast majority of the population are employed in SMEs than in larger organizations. In Nepal, Small and Medium Enterprises (SMEs) contribute to roughly 22% of the Gross Domestic Product (GDP). Large companies and government agencies excluded; SMEs contribute largely to the employment (1.7 million job opportunities) which is directly more than one third of the labor force in the country.

Review of literature

Relation between SMEs and Employment

An article entitled "Market study to understand job growth potential in SMEs in Nepal" was published by Irwin and Ibrahim (2020). This study thoroughly examines the true potential of employment opportunities in Nepal. According to the study and the most recent national economic census (GoN 2019), there were 923,000 establishments, of which nearly 98% were single entities (so independent businesses), 50% were registered, 30% were owned by women (with 22% in manufacturing and less than 10% in IT, but 40% in lodging and food), and 55% were owned by people under the age of 40. 1% of the company were held by foreigners. Home-based enterprises made up 40% of all firms.

Table 1 Actual sample population

District	Agribusiness	Manufacturing	Tourism	Services	Total
Kathmandu	28	47	75	90	240
Chitwan	37	52	52	60	201
Parsa	19	10	14	25	68
Kaski	35	32	18	18	123
Rupandehi	35	35	17	29	116
Total	**199**	**240**	**202**	**291**	**932**

The table 1taken from the report showed the actual survey of SMEs from various districts in Nepal. A total of 932 SMEs were surveyed with the services sector leading at 291, followed by Manufacturing, Tourism and Agribusiness at 240, 202 and 199 respectively.

A study entitled "The Role of SMEs in Employment Creation and Economic Growth in Selected Countries" was conducted by Dr. Dr. Ngui Thomas Katua (2020). The goal of this study was to investigate how SMEs

are defined in various nations. It goes into further detail about how SMEs contribute to job creation and economic growth in the specified countries. In addition, the article briefly discusses the difficulties SMEs face and recommends some solutions. The study concludes that in order to survive the economic downturn and recession, the SME sector has continued to be extremely inventive and adaptive. In addition, the research concludes that SMEs with their adaptability has continued to provide employment opportunities to the people and will likely to do so in the future. The study statistically states in the EU, SMEs account for over 99 percent of all businesses and employ about 65 million people. SMEs are seen as being primarily crucial for European employment in the European Union. In the European Union, one million new SMEs offer their services annually. In the European Union, SMEs make up 99.8% of all businesses and 65% of total revenue. Between 55% and 80% of all jobs in Western Europe, Japan, and the USA are held by SMEs. In the US, there are almost 23 million SMEs that account for more than 50% of the private working population and contribute more than half of the country's GDP. Based on the research, The SMEs have had a significant impact on Asian countries like India as well. The industry has frequently developed more quickly in recent years than the whole industrial sector. In India, the SME sector employs an estimated 31 million people across 12.8 million businesses, and in 2003, it was estimated that the labor intensity in the SME sector was about four times higher than that of large businesses. As per the study, there are estimated 26.1 million businesses in this sector, which employs roughly

59.7 million people.

Additionally, working papers, conference transcripts, newspapers, and other information sources were also researched. The OLS regression model was used for the research procedure in relation to the study's macroeconomic

variables (employment) and the index of SMEs in Nepal. It is made up of yearly data for all variables starting in 2046 B.S. that was received from the Ministry of Industry and the Department of Industry. The study comes to the conclusion that small and medium-sized enterprises (SMEs) contribute more to employment than large-scale industries on the basis of its 28 years of observation. The study's conclusion is that modifications to Nepal's SMEs have a large, favorable impact on the advancement of Nepalese employment. It implies that the number of SMEs in Nepal has a significant impact on the number of jobs.

An article entitled "Small Matters" was published by International Labor Organization (ILO) in October 2019 where evidence from throughout the world on how SMEs, microbusinesses, and the self-employed contribute to employment were thoroughly examined. The main motive of the objective was to add depth to conversations about job creation, particularly in light of the significant role SMEs played and what this meant for initiatives aimed at private sector growth and poverty reduction. For this report, data and evidence of (2009-2018) from throughout the world showing how much the self-employed and businesses of various sizes contribute to overall employment were used. A significant result was that the majority of employment worldwide is held by micro- and small businesses (SMEs) and independent workers. The data used to generate the estimates came from the most recent ILO database, which includes national household and labor force surveys from 99 countries, including Nepal and employment across all business sectors. The study looks at how the self-employed make up the majority of the agricultural workforce and almost all of them work under informal arrangements, the informal sector contributes significantly to employment in this area particularly in lesser developed countries such as Nepal. It was observed that the informal sector employed more people than

the formal sector. According to its data, the informal sector accounts for, on average, 62% of all employment across the 99 countries in the ILO database. Individual nations' rates of informal employment vary greatly, ranging from over 90% in Madagascar, Mali, Benin, and Côte d'Ivoire to less than 5% in Brunei Darussalam and various European nations (Austria, Belgium, Switzerland, Ireland, Luxembourg and Denmark). In high-income nations, prior research had already demonstrated that Micro and SMEs took a whole account for a sizable portion of overall employment.

The most recent figures, which show that micro- and SMEs, as well as self-employed individuals, account for 58% of all employment in high-income nations. The employment percentage of small economic units is significantly larger in low- and middle-income nations such as Nepal, where the majority of the world's population are found. The proportion of self-employed workers and employees of unregistered micro- and small businesses is negatively correlated with the GDP per capita of a nation. Nearly all employment occurs in businesses with 50 or more people in the lowest- income countries, where this percentage is close to 100%. The large number of independent entrepreneurs is primarily responsible for this concentration of employment in the smallest economic units. South Asia (66%) and sub-Saharan Africa (50%) are the regions with the biggest employment proportion of self-employment, followed by the Middle East and North Africa (44 per cent).

There have been a lot of researches/study on the basic or in-depth analysis on how SMEs function and how it deals with their oncoming obstacles. Most of the study concludes SMEs are vital to a country as its employees a vast majority of the people in a country, and thus much of a country's GDP relies on SMEs. There have been studies on how SME plays a vital role in the generation of employment opportunities in Nepal. However, there is little knowledge to how an employee behaves working for

the organization particularly in Nepal, and how their behavior impacts the growth of a SME. Thus, a psychological trait of an employee can change the outcome of the future of an organization, and it in turns influences the economy of the country.

Methodology

It is a form of survey study that is typically carried out to evaluate the beliefs, actions, or traits of a certain population and to characterize the current circumstances and occurrences. The goal of this study is to investigate the effects that small and medium-sized enterprises (SMEs) have on employment, both on a psychological level for the individuals (most of them are from the Kathmandu valley) and on a wider scale, such as its impact on the GDP of the nation. Descriptive research design was my choice since it allowed me to identify and describe the features of the study population and their relationships, taking into account the nature of the study.

The total sample size taken for the study was 150 respondents. For the best accuracy in results, the respondents who work for organizations in Nepal that have fewer than 99 employees overall were selected as SMEs do not have more than 100 employees. Additionally, in order to better understand the effects of SMEs across the country, a small number of respondents (22 to be exact) were also selected from cities outside the Kathmandu Valley. ATA analysis is the procedure used to organize, analyze, and give sense to the vast amount of data gathered during a research project. Mugenda, (2003). The process of obtaining, modeling, and changing data for the purpose of locating pertinent information, making inferences, and assisting in decision-making is known as data analysis (Blumberg, Cooper and Schindler ,2014). Mugenda, 2003 adds that data must first be sorted before they can be examined and presented.

Results

Many of the respondents from the survey strongly believed SMEs have a significant impact on employment and their contribution towards economic growth of the country is well known. However, the respondents also believed the poor management of SMEs due to limited budget and infrastructures have forced many of the youths in Nepal to further pursue their career abroad because making a living abroad would be much better financial wise. Almost half of the respondents did not agree that while being employed in a SME, they would be able to fulfill their fundamental demands, and this is likely due to low wage rates, and SMEs must be improving this sector so as to attract more employees as well as contributing more to the country's GDP. Likewise, majority respondents also chose "insufficient pay" is the number one factor which prevents SMEs from deploying sufficient motivation strategies, and similarly, majority of the respondent's agreed 'remuneration' or having sufficient pay would be the one factor lacking in majority of the SMEs.

Correlation analysis

The variables in a correlation matrix are ready. It is employed to confirm or deny the idea. It is a statistical tool used to describe how closely one variable is related to another in a linear fashion (Levis & Rubin, 1998). According to Brooks (2008), when y and x

are said to be correlated, y and x are being handled in a totally symmetrical manner. As a result, it is not claimed that changes in x lead to changes in y or vice versa; rather, it is merely said that there is evidence for a linear relationship between the two variables and that changes in the two are often

associated to the extent indicated by the correlation coefficient.

The Pearson's correlation is the bi-variant correlation statistic employed in the investigation. The degree, importance, and direction of the relationships among all the variables are displayed in a Pearson correlation matrix. By comparing the variation in one variable with the variation in another, the correlation is determined. Correlation coefficients might be zero, positive, or negative. If a correlation value is positive, it means that both variables' directions of variation are the same. When a correlation value is negative, it means that the directions of the two variables' variations are at odds with one another. When the correlation between the two variables is zero, both variables move randomly. The idea that if the Pearson's coefficient value (r) is close to 1, it means that the variables under test have a strong link with one another, must be mentioned because it is fundamental. The variables are closely related if the value is near to 0. There is no association if the value of p is 0. A perfect negative relationship between two variables is implied by a r of -1, though.

In table below, the correlation analysis was undertaken between consumer impact on employment and independent variables: Inadequate infrastructure, Political instability (Taxation, Law and order),Labor wage cost and Socio-Psychological factors. The table below shows that the, SME's Impact on employment has positive relationship with Inadequate infrastructure, Political instability (Taxation, Law and order), Labor wage cost and Socio-Psychological factors with coefficient 0.210,0.305, .180 and 0.301 respectively.

Table2 Correlation analysis of Independent Variables and Dependent variable

	Correlations				
	Inadequate Infrastructure	Political Instability	Labor Wage Cost	Socio-Psychological	Impact on employ

						Factors	ment
Inadequate Infrastructure	Pearson Correlation	1					
Political Instability	Pearson Correlation	.317**	1				
Labor Wage Cost	Pearson Correlation	.347**	.272**	1			
Socio-psychological Factors	Pearson Correlation	.209*	.203*	.566**	1		
Impact on Employment	Pearson Correlation	.210*	.305**	.180*	.301**	1	
	Sig. (2-tailed)	.010	<.001	.027	<.001		

A. Relationship between Inadequate Infrastructure and its impact on employment

The correlation analysis results presented in above table shows that Pearson Correlation Coefficient between inadequate infrastructure and impact on employment is r =0.210, which implies that the two variables are positively correlated. Further, this value indicates that there is positive and significant correlation between inadequate infrastructure of SMEs and its subsequent impact on employment. The correlation is significant at 0.05 Level as the p-value is 0.10.

B. Relationship between Political Instability and its impact on employment

The correlation analysis results presented in above table shows that Pearson Correlation Coefficient between political instability and its impact on employment is r =0.305, which implies that the two variables are positively correlated. Further, this value indicates that there is positive and significant correlation between political instability (Taxation, Law and order) and its

impact on employment. The correlation is significant at 1% level of significance as the p-value is less than alpha i.e., < 0.01

C. Relationship between Labor wage cost and its impact on employment

The correlation analysis results presented in above table shows that Pearson Correlation Coefficient between political instability and its impact on employment is r =0.180, which implies that the two variables are positively correlated. Further, this value indicates that there is positive and significant correlation between labor wage cost and its impact on employment. The correlation is significant at .05 level of significance as the p-value is 0.27.

D. Relationship between   socio-psychological factors and   its impact   on employment

The correlation analysis results presented in above table shows that Pearson Correlation Coefficient between socio-psychological factors and its impact on employment is r
=0.301, which implies that the two variables are positively correlated. Further, this value indicates that there is positive and significant correlation between socio- psychological factors, where the employees' psychology plays a huge role in their perspective towards working in a SME and its subsequent impact on employment. The correlation is significant at 1% level of significance as the p-value is less than alpha i.e.,
< 0.01.

Summary of hypothesis

Statistics are used in hypothesis testing to calculate the likelihood that a particular hypothesis is correct. An analytical system created for statistical analyses is used to test and assess each hypothesis separately (SPSS). Based

on the Pearson's correlation coefficient, each hypothesis is evaluated. Following are tests on each of these hypotheses:

Hypothesis	Null hypothesis	Remarks
H1	There is no significant relationship between inadequate infrastructure of SMEs and its subsequent impact on employment.	Rejected
H2	There is no significant relationship between political instability (taxes, laws and regulations) and its subsequent impact on employment.	Rejected
H3	There is no significant relationship between labor wage cost and its impact on employment.	Rejected
H4	There is no significant relationship between socio-psychological factors, i.e., the employees' perspective and its impact on employment.	Rejected

the p-value for the variables of inadequate infrastructure, political instability, labor wage cost and socio-psychological factors are .210, .305, .180 and .301 respectively with inadequate infrastructure and labor wage cost having r-value of 0.10 and 0.27 respectively being significant at 0.05 level. The p-value of variables political instability and inadequate infrastructure are less than alpha, i.e., <0.01, with r value of .305 and 0.301 respectively. So, the correlation analysis suggests it's rejecting the null hypothesis set by the research.

Regression Analysis

The coefficients under the regression outputs, which can be either positive or negative, show how much each variable has an impact on the dependent variable. The amount of total variation in the dependent variable (Y) that can

be explained by the variance in the independent variable is measured by R-square (X). R square's range extends from 1% to 100%. Less of the variation in Y may be explained by the variance in X if the R-square value is close to 1%. If the R-square is close to 100, it indicates that a significant portion of the variation in Y can be accounted for by the variation in X. R^2 values show the model's explanatory strength, and in this study, the adjusted R^2 value—which accounts for the reduction in degrees of freedom brought on by the addition of additional variables—was inferred to assess the models' explanatory power.

Regression Analysis

To predict how independent variables (inadequate infrastructure, political instability, labor wage cost and socio-psychological factors) would affect dependent variable (impact on employment), multiple linear regression analysis is used. The equation for the impact of independent variables is expressed in the following equation:

$$\hat{Y} = \alpha + \beta1\ X1 + \beta2\ X2 + \beta3\ X3 + \beta4\ X4 + ei$$
Where,
$\hat{Y}$ = Factors Affecting the impact on employment (dependent

variable) X1 = Inadequate Infrastructure

X2 = Political

Instability X3 =

Labor Wage

Cost

X4 = Socio-psychological factors

α = Constant $\beta1$, $\beta2$, $\beta3$ and $\beta4$ = Regression coefficients of Factor 1 to Factor 4 respectively ei = Error term

The results of model summary, analysis of variance (ANOVA), and beta coefficients of the impact of independent variables are presented in the following Tables 4.10.1,
4.10.2 and 4.10.3 respectively:

Table 4 Anova

ANOVA[a]

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.928	4	2.982	7.044	<.001[b]
	Residual	61.387	145	0.423		
	Total	73.315	149			

a. Dependent Variable: Impact on Employment

b. Predictors: (Constant), Inadequate Infrastructure, Political Instability, Labor Wage Cost, Socio-Psychological Factors

To determine whether the regression model is a reasonable description of the relationship between the predictor variables and the dependent variable, the ANOVA test was used to determine the statistical significance of the model. The ANOVA table's F-ratio measures how well the entire regression model fits the data. Regression analysis was conducted as part of the study using the multiple linear regression method. The F- statistic is significant at 0.01, as shown in table 4.10.2, showing that the model is suitable to evaluate the impact of SMEs on employment in Nepal. This suggests that the independent variables (socio-psychological factors, inadequate

infrastructure, political instability, labor wage costs) and dependent variable (impact on employment) status are all related

Conclusions

The major goal of this study was to determine how much SME have impacted the employment on Nepal. However, the study also surveyed how they (employees) feel about being employed in a SME and what is stopping a SME from truly bringing in employee satisfaction. The study also surveyed how would employees want to improve and the majority of the respondents chose "remuneration" factor as the most desirable area to improve which the SMEs are lacking to provide. Likewise, "insufficient pay" is also the most popular opinion for the respondents which would prevent their organization form implementing employee motivation strategies. The major goal of this study was to determine how much SME have impacted the employment on Nepal

SMEs Impacts on employment based on inadequate infrastructure

Inadequate infrastructure are the limited facilities in SME which impacts the SME's capability to generate employment opportunities. With a mean value of 2.07, majority of the respondents agrees that while being employed in a SME, they provide basic or necessary benefits such as health insurances, pay leaves, recognition, etc. Likewise, the majority of the respondents strongly believes however that due to lagging behind technology as Nepal being a developing country, the employment opportunities in Nepal is limited, and a stronger and strategy to stay up to date with the latest technology can help SMEs to provide better and favorable employment opportunities.

SMEs Impacts on employment based on political instability

Another important independent variable is political instability which directly influences employment opportunities, and SMEs must adapt itself to the

political factor. With the least mean value of 1.82, the majority of the respondents believe the governments' law of imposing strict lockdown during the Covid-19 pandemic has negatively affected their workplace. Contrarily, the majority of respondents disagree or don't agree as strongly with the statement that SMEs have continued to offer the finest facilities to the employees in response to changes in law and orders, with the highest mean of 2.23.

SMEs Impacts on employment based on labor wage cost

The third independent variable used for the research was labor wage cost. The cost or wage rate in SMEs directly impacts employment as employees seek for earnings. Two statements were asked for this independent variable, and in both cases, the respondents remained neutral. They were divided on whether SMEs pay their employees enough in accordance with their qualifications or whether working for a SME would allow them to earn more money.

SMEs Impacts on employment based on socio-psychological factors

Socio-psychological factors is the last, but most important independent variable, as the research study's main objective was to determine how have SMEs have impacted on employment and this variable examines the psychological aspect of the employee. With a mean score of 1.79, the majority of the respondents agrees that salary is the most important motivating factor, and lack of pay has forced employees to look for employment elsewhere. As stated earlier, "insufficient pay" is the major problem in SME preventing employment opportunities, hence with majority of the respondents agreeing with this statement, employees quitting their jobs

and looking for employment elsewhere whether in own country or abroad has been SMEs major setback. The best way to tackle to tackle this problem would be to provide reasonable wage rates, so that employees are earning as per they deserved and the employees clearly believes SMEs are not providing sufficient pay to their employees as per their qualification. The respondents remain neutral with the statement "It is possible to improve your wellbeing financially and be settled by being employed in a SME". Thus, this concludes majority of the respondents who are employees in SME do not entirely believe that they could improve their wellbeing financially for the long term. However, they do not completely disagree as well.

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EFFECT OF CASH MANAGEMENT ON PROFITABILITY OF SMALL MANUFACTURING BUSINESSES

Jhinnu singh Panjiyar

Abstracts

The small businesses that are being operated in Bardaghat Municipality might also be facing similar problems of cash management that it not yet known to us. It is not known if the owners of small business are following any cash management tools to better manage their cash and business operations. This research investigated the impact of cash management on profitability and sustainability on small and medium manufacturing business in Bardaghat Municipality. The study arrived at the conclusion that cash management had an insignificant but positive co-relationship with profitability and sustainability of small and medium size business based on the data obtained. This shows that good cash management practices slightly impact to profitability and sustainability of firms.

Keywords: *cash management, small and medium enterprises, profitability , sustainability.*

Introduction

Most of the Nepalese SMEs are involved in processing and manufacturing of food items, consumer and household goods, and textiles and related products, both for exports as well as the domestic market. Rice, pulses, oil and flour mills, dairy, aerated soft drinks, fruit juices and processed products, noodles, biscuits and light snack products, chocolates and candy, mineral water, dried vegetables, and some other household utilitarian and consumption goods have dominated SMEs activities in Nepal. Other areas of SMEs' involvement include forest fiber based industries, wooden and metal handicrafts, handmade paper and products, apparels and garments, woolen carpets, pashmina shawls and rugs and leather.

Cash management is essential to every business that desires to meet up with its short-term financial obligations. A company needs to maintain sufficient cash to keep its business running smoothly. Cash shortage will disrupts the firm's operation and can even lead to insolvency. Excessive cash will tie down unnecessarily long-term capital with a result that the return on capital employed will be low. A firm thus needs to maintain sound cash position.

SMEs' involvement is also high in metal and plastic household utensils, wooden, plastic and metal furniture, printing press, polythene pipes, utensils, jute products, poultry products, livestock products, wire drawing, nail and iron rod, sheet metal, gig and black pipes, rubber tires and tubes, plywood and boards, color paint products and zinc oxide. Agro-based industries like tea, vegetables and horticulture products, dairy and milk products, animal husbandry and floriculture are other areas where SMEs have started to invest. Due to the opening up of investment for infrastructure development to the private sector, investment in micro hydropower and tourism resorts and complexes have also been witnessed in some regions. At the micro, cottage and family level, a sizeable number of unregistered enterprises operate on a seasonal basis.

These small businesses cannot be the platform for growth and development if they are not profitable and sustainable. One possible reason for this prevalence is that small business owners are not equipped to identify the problem areas within their businesses, due to the lack of necessary skills and tools to increase profitability and sustainability.

The small businesses that are being operated in Bardaghat Municipality might also be facing similar problems of cash management that it not yet known to us. It is not known if the owners of small business are following any cash management tools to better manage their cash and business operations. Also it is also not know known how well they are managing their businesses in terms of cash management. This problem would be addressed with this study.

This problem would be addresses by looking for answers for the following research questions.

- What are the prevailing cash management practices of small manufacturing businesses within the domain of Bardaghat Municipality?
- What are the relationship between cash management and profitability?
- What are the impacts of cash management on sustainability of small manufacturing businesses?

Review of Literature

Cash management concept

Cash management is a broad term that refers to the collection, concentration, and disbursement of cash. The goal is to manage the cash balances of an enterprise in such a way as to maximize the availability of cash not invested in fixed assets or inventories and to do so in such a way as to avoid the risk of insolvency. Factors monitored as a part of cash management include a company's level of liquidity, its management of cash balances, and its short-term investment strategies (Springer, 2005).

According to Aliet (2012), cash management is the management of cash to maximize the cash held in the business that is not invested in buying inventory or fixed assets. It essentially is the management of cash to avoid the risk of the business becoming insolvent. The author added that cash management is a rather broad term that refers to the collection, management of cash as well as the payment of cash from the business. Without adequate cash flow, a firm can become technically insolvent even though assets far out way the liabilities. To reduce the chances for a firm becoming technically insolvent, the following parameters have been recommended to be employed in evaluating the effectiveness of a cash management system. This includes:

Cash conversion cycle

Operation cash flows

Working capital

Inventory management

Conceptual Framework

The conceptual framework is an analytical tool used to make conceptual distinction or organize ideas. Conceptual framework of the study explains the impact of cash management on profitability and sustainability in small and medium manufacturing businesses in Bardaghat Municipality.
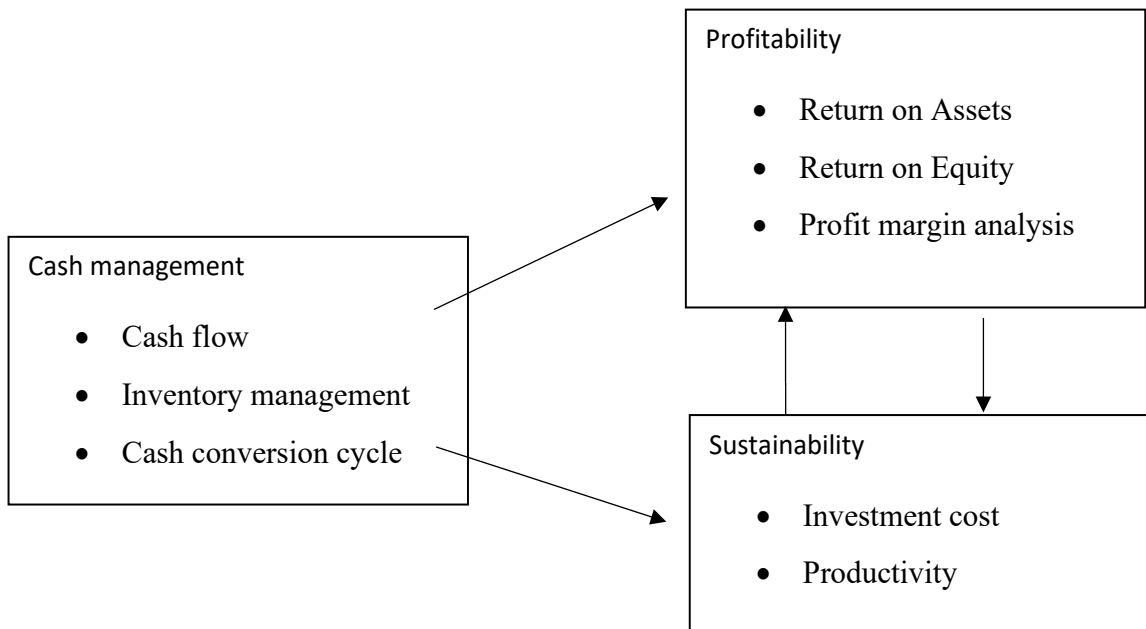

Figure 1: Conceptual Framework

Cash Management: Cash management is an independent variable where profitability and sustainability are dependent variables. There is an inverse relationship between cash

management and profitability and sustainability. Proper cash management increases liquidity and profitability position of business and drive towards long term existence.

Profitability: Profitability is dependent variable but it is also taken as an independent variable when sustainability is dependent. The long-term existence of business depends upon the profitability of that business. Business profitability is the justification f it's good performance.

Sustainability: Sustainability is an independent variable when profitability is dependent. Sustainable business is more profitable. Buyers will prefer the sustainable grower. Sustainability increases revenues and reduces cost.

Methodology

Research design

This research used descriptive and analytical research design in order to examine impact of cash management on sustainability of small manufacturing business. The methods of research utilize in descriptive research are survey method of all kinds, including comparative and co-relation methods.

Area of study

The study is carried out in Bardaghat Municipality main market with high number of business units. The study focused on commercial activities like retail trade business, manufacturing business and so on. Bardaghat is located at the East West Mahendra Rajmarga. Its main market is at the center of this town and has more many retail businesses inside this market.

Population: A population refers to the entire group of people, things, or events which are of interest to a researcher, who would like to investigate further. The population identified for this study consisted of all small and medium manufacturing businesses situated within the Bardaghat Municipality of Nawalparasi (west). As per the record of Bardaghat

Municipality, Lumbini Providence Act private manufacturing businesses are registered in Industrial Act related 91 and Commercial Act related 13 and Muncipality registration 392 registered small and medium manufacturing businesses. The researcher chooses to limit the study to just manufacturing businesses.

Sample: A sample is a subset of the entire population identified. More than 50% among 91 firms were taken for this study from the available population of the Small and Medium Manufacturing Businesses in Bardaghat Municipality. Since, Small and Medium manufacturing businesses both contains similar characters. So, The researcher has chosen 70 (small and medium) manufacturing businesses as a sample.

Data collection and processing procedure

To carry out the research, primary data have been used on this study. This is raw data collected by the researcher from the field. Primary data was gathered from respondents at Bardaghat main market through questionnaire and interview method.

Data collection instruments and methods

The researcher used a self-administered and structured questionnaire for the collection of data of the study. The questionnaire was specifically designed to accomplish the objectives of the study. After completing the questionnaire design, the process was conducted by the researcher who personally approached the business owners and explained the researcher's intentions related regards to conducting the study. The researcher also explained that the respondent's identity will not be exposed in this study. Also, the researcher personally asked questions from the questionnaire to the business owners and staff members for better understanding and reliability. The questionnaire was answered by the small and medium business owners or suitable representatives of the business owners. After receiving the response, data was decoded into excel file for further process.

Data analysis tools

Analysis is the systematic and careful examination of available facts so that certain conclusions can be drawn and an inference is made. This study uses the summary of descriptive statistics associated with the primary data analysis which is carried out on the basis of responses derived from questionnaire survey. Various related tools and techniques have been used for this purpose. Correlation analysis, mean and Standard deviation have been used for the analysis. For the analysis purpose, the collected data is used. The collected data are processed, analyzed and interpreted by using tools like Ms-excel, and Ms-word etc.

Variable description

There are two variables, independent variable (cash management) and dependent variable (profitability and sustainability).

- **Cash management:** Cash management is defined as a practice of the ability of controlling the cash inflows and outflows in a business. It is taken as independent variable for this study. There is a significant and positive relationship between cash management and profitability and sustainability to cash management.

- **Profitability:** Profitability is the difference between the sales generated by a business and the expenses incurred during the business operations. It is taken as dependent variable for this study. There is a significant and positive relationship between profitability and cash management and sustainability to profitability.

- **Sustainability:** Sustainability focuses on meeting the needs of the present without compromising the ability of future generations to meet their needs. The concept of sustainability is composed of three pillars: economic, environmental, and social- also known informally as profits, planet, and people. It is taken as dependent variable for this study. There is a significant and positive relationship between sustainability and cash management and profitability to sustainability.

RESULTS AND DISCUSSION

Respondents profile analysis

It includes the analysis of respondent's profile of responding their gender, education level, age, and engaged in the business which is one of the most important characteristics in understanding their views on their dignity towards their business. It indicates the level of maturity of individuals towards their goals which becomes more important to examine the response. It also indicates about the knowledge of cash management and the various techniques used in the business.

Gender profile

Under the gender analysis, the respondents are male and female. The status of male and female respondents on gender analysis is shown in table 1.

Table: 1 Gender profile analysis of respondents

Gender	Frequency	Percentage
Female	26	37.1
Male	44	62.9
Total	70	100

From Table 1, shows that out of total 70 respondents, 26 were female with 37.1% and the number of male respondents is 44 which is the highest percentage (62.9%) than female. It shows those males are more engaged in manufacturing business than female.

Table2 Education profile analysis of respondents

Qualification	Frequency	Percentage
Intermediate	22	31.4
Bachelor	36	51.4
Master and above	12	17.1
Total	70	100

From Table 2, we can identify the education profile of various respondents. Out of 70 respondents, 22 number of respondents have studied intermediate level with 31.4%, 36 number of people have studied the bachelor with the highest percentage among other level (i.e. 36%) and 12 were studied masters and above with having 12%.

Age profile

Under the age profile, the respondent's age is categorized on 15-25, 26-35, 36-45, 46-55 and above 56 years. The age level of respondents is shown in table 3.

Table3 Age profile of respondents

Age Group	Frequency	Percentage
15-25	6	8.6
26-35	36	51.4
36-45	18	25.7
46-55	9	12.9
56 and Above	1	1.4
Total	70	100

From Table 3, shows the age profiles of 70 respondents. The number of 6 respondents were falls under the 15-25 age, 36 respondents under the 26-35 age, 18 respondents under 36-45 age, 9 respondents under the 46-55 ages and only 1 respondent under 56 and above age. From which we can conclude that, the age group of 26-35 have the highest percentage with 51.4% among others involving in manufacturing business.

Working experience

Under the engaged business, the respondent's working experience are categorized on 1, 3, 5 and above 5 years. The working experience of respondents is shown in table 4.

Table 4 Working experience of respondents

Experience	Frequency	Percentage
1 year	5	7.1
3 year	25	35.7
5 year	21	30
Above 5 year	19	27.1
Total	70	100

From table 4, shows the activity of a person who devotes time, attention and labor to engaging in their activity. The research shows that, mostly the respondents are running their business on three years with the highest percentage of 35.7%. And only the few entrepreneurs are starting their business on their first year with the least of 7.1%.

Business Plan

It indicates that, whether the respondents have business plan or not before starting the business. It is categories on "yes" and "no" which is shown in table 5.

Table 5 Business Plan of respondents

Opinion	Frequency	Percentage
Yes	35	50
No	35	50
Total	70	100

Table 4.5, shows the frequency distribution about business plan. It can be seen that out of 70 respondent's survey 50 % have the business plan and remaining 50 % did not have the business plan before starting the business.

Attend on Training

It indicates that, whether the respondents are attending on workshop/ seminar/ training related to their business or not before starting the business. It is categories on "yes" and "no" which is shown in table 6.

Table 6. Attend on Training of respondents

Opinion	Frequency	Percentage
Yes	35	50
No	35	50
Total	70	100

Table 6, shows the frequency distribution about attending on business. It can be seen that out of 70 respondent's survey, 50 % have attend and remaining 50 % did not attend on training before starting the business.

Cash Sales

It indicates the portion of sales in cash on their business. It is categories on 25%, 50%, 75% and 100%. The sales in cash of respondents are shown in table 7.

Table 7 Sales Portion of respondent**s**

Sales Portion	Frequency	Percentage
Below 25%	21	30
26% -50%	24	34.3
51% -75%	15	21.43
Above 75%	10	14.3
Total	70	100

From table 7, shows the portion of cash sales of respondents on their business. The research shows that, mostly the respondents are selling 26% - 50% with the high percentage of 34.3.

Cash management techniques

It indicates that, whether the respondents are using cash management technique or not in there manufacturing business. It is categorized on 'yes' and 'no' which is shown in table 8.

Table 8 Analysis of cash management techniques

Opinion	Frequency	Percentage
Yes	29	41.4
No	41	58.6
Total	70	100

The above table shows frequency distribution for cash management techniques used in business. It can be seen that out of the 70 respondent's survey, 29 (41.4%) are using cash management techniques and remaining 41 (58.6%) are not using cash management techniques in there manufacturing business.

Cash management knowledge

It indicates that, whether the respondents have the knowledge of cash management knowledge or not in there manufacturing business. It is categorized on 'yes' and 'no' which is shown in table 9.

Table 9 Analysis of cash management knowledge

Opinion	Frequency	Percentage
Yes	69	98.6
No	1	1.4
Total	70	100

The table 9 shows frequency distribution about cash management knowledge. It can be seen that out of the 70 respondent's survey 98.6% have the knowledge and remaining 1.4% did not have the knowledge of cash management.

Descriptive Statistics of Cash management

It indicates the mean and standard deviation of the Cash flow analysis, Debtors management, Control of purchase of cash management which is shown in table 4.10.

Table 10 Detail description of cash management

Statement	Mean	Std. Deviation
You manage your cash flow easily in the business.	3.73	1.034
You have been keep the record of cash management.	4.51	.717
You charge interest on the customer's overdue account.	1.00	.000
You know what impact bad debts have on cash flow.	3.96	.999
You get charged interest on the overdue amount.	1.00	.000
You provide a discount if they pay their accounts within a certain period.	3.76	.842

The mean of the cash flow analysis is 3.73 and 4.51 meaning that all the respondents are agree with the statement of managing cash flow and keeping record of cash management. The standard deviation is 1.034 and .717 respectively indicative of deviation from the mean. The opinion of respondent is scattered and they don't have similar thinking on cash flow analysis or forecasting management.

Debtor's management or sell on credit generated a mean of 1.00 meaning that all the respondents are disagree with the statement of charging interest on the customer's overdue account and 3.96 meaning that all the respondents are agree with the statement of impact of bad debt on cash flow. It has the deviation from the mean of .000 and .999. The opinion of respondent is scattered and they don't have similar thinking on Debtors management or sell on credit.

Control of purchase or buy on credit had a mean of 1.00 meaning that all the respondents are disagree with the statement of getting charged on the overdue amount and 3.76 meaning that all the respondents are agree with the statement of providing a discount if they pay their accounts in certain period. The standard deviation are at .000 and 0.842 respectively indicative of a deviation from the mean.

Profitability Analysis

It examines the mean and standard deviation of the Return on Assets, Return on Equity, Profit margin under profitability which is shown in table 4.11.

Table11 Profitability analysis

Statement	Mean	Std. Deviation
Does organizations have earned more profit every year?	3.47	.944
You utilized your assets properly.	4.76	.432
Your annual sale is increasing every year.	3.21	.931
Do proper planning of tax helps to reduce tax.	3.79	.946
Your administrative cost is decreasing every year.	2.83	.900
Does your sales revenue has been increasing every year?	3.44	1.058

The mean of the Return on Assets are 3.47 and 4.76 meaning that all the respondents are agree with the statement of earning profit every year and utilizing assets properly. The standard deviation are .944 and .432 respectively indicative of deviation from the mean. Likewise, the mean of the Return on Equity are 3.21 and 3.79 with the standard deviation of .931 and .946 respectively which means that all the respondents are agree with the statement of increasing annual sales every year and proper planning of tax helps to reduce tax.

Similarly, the mean of profit margin is 2.83 meaning that all the respondents are disagree with the statement of decreasing administrative cost every year and 3.44 meaning that all the respondents are agree with the statement of increasing sales revenue every year with indicative of deviation from the mean are .900 and 1.058 lies. Thus the position of profit margin in concerned area is low than others.

Sustainability Analysis

It indicates the mean and standard deviation of sustainability under Investment cost and Productivity which is shown in table 12.

Table 12 Sustainability analysis

Statement	Mean	Std. deviation
Does your cost of capital is less?	3.11	1.123
The purchase of machinery and equipment is less.	3.26	1.003
The Initial cost of plant and machinery is low.	3.46	1.293
There is low wastage in production.	3.57	.894
Every year volume of production is being increased.	3.30	1.054
Your cost of production is decreasing every year.	2.14	.997

Table 12 shows the mean of investment cost are 3.11, 3.26 and 3.46 with standard deviation of 1.123, 1.003 and 1.293 meaning that all the respondents are agree with the statement of less cost of capital, less purchase of machinery and equipment and low initial cost respectively. Similarly, the mean of productivity is 3.57 meaning that all the respondents are

agree with the statement of low wastage in production, 3.30 meaning that all the respondents are agree with the statement of increasing volume of production every year and 2.14 meaning that all the respondents are disagree with the statement of decreasing cost of production every year. The standard deviation are .894, 1.054 and .997 respectively based on investment cost and productivity. Higher value of mean have the lower standard deviation which lies on productivity.

Conclusion

This research investigated the impact of cash management on profitability and sustainability on small and medium manufacturing business in Bardaghat Municipality. The study arrived at the conclusion that cash management had an insignificant but positive co-relationship with profitability and sustainability of small and medium size business based on the data obtained. This shows that good cash management practices slightly impact to profitability and sustainability of firms.

The findings of this study revealed that there is insignificant but positive correlation between profitability in the business and implementation of cash management practices. So, Implementation of cash management practices helps the business owner to improve their profitability. The findings is inconsistent with the previous findings because the owners, managers, staffs working within the small and medium manufacturing business of Bardaghat Municipality has low educational level and low financial status in comparison with the report analysis of previous findings. Besides that, the contextual factors are also legal within this finding. Because of which the findings is different in comparison to previous findings.

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OCCUPATIONAL STRESS: MEASURING ITS IMPACT ON EMPLOYEE PERFORMANCE OF NEPALESE SERVICE SECTORS

Mitralal Lamichhane

Abstract

This study examines the impact of occupational stress on employee performance of Nepalese service sectors. The results suggest that occupational stress has a significant and negative impact on employee performance. In addition, it was found that there was moderate level of occupational stress and high level of employee performance. Similarly, role conflict, role ambiguity, relationship at work and workplace bullying had significant and negative impact on employee performance

To come up with the findings, research design used in the study was descriptive and explanatory. The study was quantitative in nature. The sampling method adopted was convenience sampling. For the purpose of the study, a survey was conducted by distributing questionnaire and necessary information was gathered from 384 respondents.

Thus, the study recommends that the new technology is an important factor of occupational stress influencing the employee performance and the organization should focus on keeping up to date with the technologies to enhance the employees" performance.

Key words: *Occupational stress, service sectors, employee performance.*

Background

Organizational survival has been argued to be an important objective of every organization among which service companies cannot be neglected. As management in today organization creates „will to work" necessary for the

achievement of organizational goals, this has compared organizations to energize their workers through motivation and other promotional activities to work beyond their physical and mental abilities (Chabra, 2010; Cole, 2004). This has led to the emergence of stress in various organizations today known as occupational stress.

Employees are one of the important assets to an organization as employees help in increasing the overall productivity of the organization. So, if the organization lacks proper stress management it may cause the damage to the organization because employees suffering from occupational stress cannot perform properly and they cannot meet the desired goals of the organization which may again lead the employees to higher level of stress. Stress is one of the burning issues that need to be considered by the human resources department of an organization so that employee can comfortably produce quality work.

Only few of the research on occupational stress has been undertaken in Nepal as compared to different parts of the world. It seems that the service sectors of Nepal are unaware about the fact that occupational stress makes an impact on the employee performance. Very few research works has been found in banking sectors to identify the impact of occupational stress in employee performance in Nepal. However, as compared to Nepal many other countries has done research on identifying the impact of occupational stress on employee performance and most of the research has shown both the positive as well as the negative and significant impact of occupational stress on employee performance. Imtiaz and Ahmad (2009) exhibited that wherever there exists stress at job lower would be the performance of the employees. He proved it by correlation analysis and found that there is a significant negative relationship between occupational stress and job performance. He

has taken stressors like personal conflicts, relationship with supervisors and revealed that a unit increase in these stressors lead towards the lowering of the performance level.

Most of the previous studied supports this negative facet of the stress at work (Bashir &Ramay, 2010; Dar, Akmal, Naseem, & din Khan, 2011; Kazmi et al., 2008) but some evidence of the studies found that were conducted in Pakistan and illustrated and confirmed the positive relationship of work stress with the performance of workers as well as organizations. So, here lies the confusion whether occupational stress has a positive or negative impact on the employee performance. With the aim to remove this confusion and fill the gap the researcher thus attempts to find out the positive or negative impact of occupational stress on employee performance of Nepalese Service Sectors. The researcher is motivated to carry out the research to understand the impact of occupational stress on employee performance.

Review of literature and framework

Occupational stress

Occupational stress is becoming a challenging factor to the management in the day- to-day running of business organizations globally (Vanishree, 2014; Donaldson- Feilder et al, 2011). This is so because employees tend to work hard to outstand their competitors for their survival, to be leaders in the market, and to gain large customer share, under tensed or frequently changing environmental conditions which create state of depression, tension and emotional exhaustion (Ahmed, et al., 2011. When demands or output expected from an employee far outweighs the available inputs or resources then stress can be manifested. The negative impact of occupational stress on the organizational performance and productivity is undeniable (Shinde &

Anjum, 2014). Occupational stressors contribute to organizational inefficiency, ineffectiveness, job dissatisfaction, intentions to quit, turnover, absenteeism, low productivity, huge medical bills on the organization, social vices (alcoholism, and drug abuse) and health-related sickness such as hypertension and cardiovascular problems (Ahmed, et al.,2011).

Occupational stress is an outcome or response to certain stimuli in the environment.

Nowadays, occupational stress has become more apparent and leads to low morale of employees. The major causes for occupational stress can be attributed to technological changes, poor working conditions, long working hours and various other social factors. Occupational stress is like a double-edged sword, it can be both productive and unproductive. It can be productive when it guides or motivates people to work more and perform efficiently and effectively. It may allow them to identify opportunities, problems and help to solve the problem through the available opportunities which in result may lead to enhanced job productivity. It can be unproductive when occupational stress factors create more pressure to work but don"t lead to definite outcome. Occupational stress is prevailing in every employee"s day- to-day life, and it impacts their job performance.

Workplace pressure is growing day by day because people are facing rapid change in economic and business situations, change in customer expectations and change in expectations from their own role and position in the organization (Moten, 2009). According to ILO (1986) "Occupational stress is recognized world-wide as a major challenge to individual mental and physical health, and organizational health." Although stress includes both good and bad aspects, but it is not necessarily bad. Robbins and Sanghi (2006) also contributed "normally stress is discussed in a negative manner; it

also has a positive value. It is an opportunity when it presents a potential gain." Rubin et al., (2008) contributed the same "Stress cannot be always negative or harmful, leads to negativity and indeed, the absence of stress is death." But the impact of stress is unavoidable on employee performance. According to Usman and Ismail (2010) "One of the major impacts of stress is on employee performance. "So, it needs to be carefully examined. Stress is a state of condition that has a direct impact on emotions, thought process and physical conditions of a person.

It is necessary to note that stress is caused by stressors which are the circumstances that bring a situation where things are not stable or certain within an individual. Bowing and Harvey (2001) further argue that there exists an impact on organizations, and society as a result of stress. This is because stress works as the major factor for bringing a lot of anxiety, depression and stress-related disorders on the employees which leads to poor employees" performance and low level of productivity on the part of employees.

Employee performance

Every organization carries out its operations or tasks through the help of humans, machines, materials, and money. The principal component of an organization is its human resources that is, „people at work". The human resource or workforce serves as the main, generating, and live resource as opposed to other resources which are non- living. Performances can be separated into organizational and employee performance. In other words, employee performance is also known as job performance of an employee at workplace. It is considered as a factor of the utmost importance for any organization to achieve the success or goal. According to Otley (1999), the productivity and the success of the organization is fully dependent on the

employee performance. The higher the performance level of the employees, the greater is the organizational achievements. Herzberg et al. (1959) defined in terms of managerial aspect of the performance as "let an employee do what I want him to." On the other hand, according to another study, the capability of a person to achieve its goals and targets as well as satisfying the expectations of his supervisors or achieving the organizational objectives led down by the upper management is said to be job performance of an employee (Gloet, 2006; Lewis, 1999; Mathis & Jackson, 2011).

Mangkunegara (2009) defines it as the work results based on quality and quantity achieved by employee in doing his or her job. (Rivai & Jauvani 2009) define work performance as the appropriate role performed or played by the employee that express the real behavior of the employees for achieving the desired goals. Based on the opinions above, it could be concluded that work performance is a work result of work achievement of one"s quality and quantity achieved in an organization in performing its job.

Employees perform different jobs in an organization depending upon the nature of the organization. Individual performance is of high relevance to the organization and individuals alike. According to Kanfer (2005, 336) showing high performance when accomplishing tasks results in satisfaction, feeling of self-efficacy and mastery. Moreover, those who perform well in their tasks are mostly to get promotion, award, honored and are more open to career opportunities. A good employee performance is necessary for the organization, since the success of the organization is dependent upon the employee's creativity, innovation, and commitment (Ramlall, 2008). For the employee behavior at work performance criteria are one of the great standards. These criteria contain more than how an employee does the work. How well the employees do their jobs are identified as compared with a set

of standards determined by the employer. Later, the employer rates the performance of the employees with those set of standards. Just how much work an employee can and must do it directly affects how well it is done. Employers demand high productivity and high-quality services from employees which must be done in furtherance of the organization's goals and objectives. If employees bear workload too much, it can effect on their performance which can also affect the organization. On the other hand, if they do not have enough work to do, they may be less engaged and encouraged or motivated to work for the organization. Thus, it may hamper the organization and the business may suffer from financial loss. Employee performance is a first and foremost concern for any organization. All owners expect their employees to give an excellent performance want their employees to have excellent performance so that their organizations can stand out in the market and become more competitive than their competitors. Occupational stress has been consistently taken as one of the causative factors of variance to the performance at job.

Another study by Imtiaz and Ahmad (2009) exhibited that wherever there exists stress at job lower would be the performance of the employees. He proved it by correlation analysis and found that there is a significant negative relationship between occupational stress and job performance. He has taken stressors like personal conflicts, relationship with supervisors and revealed that a unit increase in these stressors lead towards the lowering of the performance level. Similarly in 2010, another study was conducted in Nigeria of their managers in organizations. Z score test was applied and brought into being a negative relationship with performance of the managers. (Ashfag & Muhammad, 2013) in their hypothesis work, argued stress has a negative impact on employee performance when it reaches a certain

undesired point.

Accordingly, Fonkeng (2018) who conducted research in a microfinance institution in Cameroon to examine the effect of work stress on employee performance. The study revealed that the participants endured excessive amount of stress which negatively affected their performance. Ajayi (2018) stated that job stress significantly reduced the performance of an individual. The result showed that stress was caused by all the factors of stress in Nigerian bankers and negatively impacts their performance. In addition, Pandey (2020) conducted a study on 200 Nepalese employees working in the banking sector and found that all the stress factors significantly but negatively are associated with employees" performance. His result also showed that overall stress level decreased the employees" performance.

Role Conflict

According to the role theory, when there are contradictory demands between two persons which is the major cause of incompetent decisions, then role conflict occurs. In a very simple way when a person enters in an organization, he is provided with the job descriptions and objectives of the organization. At this time he is clear about his role at his/her workplace but sometimes, there exists two or more supervisors for giving orders and to be satisfied, so here in this situation an employee becomes perplexed to whom he has to obey and therefore conflict occurs between the administrators (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964; Katz & Kahn, 1978; Turnley & Feldman,2000).

Many researchers discussed about this concept and found negative relationships with job behaviors and attitudes like job satisfaction, employee turnover and organizational commitment in employees (AlAameri, 2003;

Amabile & Gryskiewicz, 1987; Bagozzi, 1978; Bedeian & Armenakis, 1981). While Afzal et al., (2009) conducted a study in banking work environment. The findings revealed that this role conflict has considerable effect on performance of the bankers. While recent research clarifies that as employees of today are more efficient and compelled to do their jobs in any situation, so this study found a positive relation with employee performance. These results shows that higher the level of conflict, higher would be the performance level (Munir, 2011).

Role Ambiguity

Generally, the concept of role ambiguity is considered as it directly relates with the occupation performance. Employee performance deals with the operations or tasks performed by the workers or in simple words; the tasks assigned by the supervisors (top management) to accomplish. When a person is perplexed for the assigned tasks or simply, he/she does not know what to do then he/she are unable to perform well at his/her job (Rizzo et al., 1970). It is commonly observed that role ambiguity has a negative effect on performance of the employees and previous researchers found this relation significant (Jackson & Schuler, 1985). Likewise, according to Babin and Boles (1996), there exist a significant negative relationship between role uncertainty and job performance of the employees.

Work Overload

Work overload is the most important of all the determinants causing stress in the work settings that workers tackle at their jobs. The heavy assignment of tasks, nreachable deadlines and long working hours combine in the concept of work overload. It is our common observation that if there is a burden on our minds, performance pressure from the top-level supervisors then there is an impact on performance of the employees as well as the organizations.

This concept of work overload is used in previous research as a determinant of role stress. In a previous study, self-administered questionnaires were distributed among frontline employees of state possessed companies in New Zealand. The analysis showed a significant correlation between employee performance and role overload (Rod et al.,2008).

However, there are also some limited studies that found no relationship between work overload and job performance (e.g. Khan & Akbar, 2015; Ahuja et al., 2007; Qureshi et al., 2012). Another researcher identified positive relation of employee performance with performance pressure and work overload. This study took 203 government auditors as the respondents from government auditors in National Audit Department of Malaysia. From the analysis conducted, it was found that work overload is not significant in influencing the government auditors" job performance (Johari et al., 2020).

New Technology

The search to ease the hardships in life especially the economic difficulties, has led to many innovative activities and inventive drives. Technology has created the tool and processes to accomplish various tasks that ease human activities and can lead to new products and new ways of doing things. Many businesses are using technology to stay competitive by creating new products and services and using technology to deliver these products and services to their customers.

Nuskiya (2018) conducted a study in the Banking Industry in Sri Lanka where the result showed that information technology significantly impacts on the employees" performance. Many employees agreed that it reduces the work lord and error rate as well as it increases the employees" satisfaction and motivation.

Workplace Bullying

Bullying at workplace is a very serious issue and can be found in every other organization. Workplace bullying is about a personalized, often sustained attack on one colleague by another colleague using behaviors which are emotionally and psychologically punishing (Arynne, 2009). Workplace bullying constitutes any persistent behaviors, unwanted, offensive, humiliating behaviors towards an individual or group of employees.

Ikyanyon, (2013) found a negative relation between workplace bullying and employee performance. This study examined the individual and interactive effect of workplace bullying and job satisfaction on job performance among employees in a federal hospital in Nigeria. 192 employees of a federal hospital in Nigeria voluntarily participated in the study. From the analysis conducted, it was found that employees who perceived low level of bullying performed higher than those who experienced higher levels of bullying at work.

Methodology

A research design plays an important role for conducting the research. Thus, it acts as a roadmap of the study. In order to perform this research study, quantitative approach towards descriptive and explanatory casual research design is used for empirically speculating the research objective. Since, the population of employees working in the service sectors of Nepal is unknown, the researcher used Cochran's 1977 formula to determine the sample size for unknown population.

So, the optimal sample size for this study is 384 employees working in

different service sectors in Nepal. For carrying out the study the sample that is used from the different service sector is divided into five major categories i.e. educational, telecom, information technology, bank, and health sectors. Survey method is used for generating data and information from the targeted participants. A well-structured questionnaire is administered to collect data pertaining impact of occupational stress on employee performance. The questionnaire contains questions related to respondent profile and 5 point Likert scale for the sake of uniformity for measuring the variables understudy.

In order to analyze the data, first of all the responses are coded and entered into the SPSS statistics 20. Then, SPSS and Microsoft Excel is used to organize, manage, analyze and interpret the data. The study uses the following methods of data analysis.

Descriptive statistics consists of frequency, mean, percentage and standard deviation to describe the characteristics of the data. Frequency is used for respondent profile. Mean and standard deviation are used to assess the impact of occupational stress on employee performance from various factors of occupational stress. Overall employees" performance is measured by averaging the mean score of role conflict, role ambiguity, and work overload, relationship at work, new technology and workplace bullying.

Correlation analysis is used to examine the relationship between variables. It indicates how or to what extent variables are associated with each other. The relationship between occupational stress factors and employee performance is determined by correlation analysis.

The Multiple Regression Model is used to identify dominant factor among the six factors in occupational stress that have closer relation with employees" performance. Multiple correlation coefficients (R), coefficient of

determination (R²), adjusted R², and the standard error of the estimate is calculated through SPSS.

Results and discussion

Respondent Profile

Out of the total respondents, 45.1 percent were married respondents and 54.9 percent were unmarried. The researcher had send the questions to the employees working in the different service sectors i.e. education, telecom, information technology, bank and health. Even though the respondents are from different Nepalese service sectors the highest participation is from bank (23. percent), telecom (20.8 percent), information technology (19.5percent), health (18.8 percent) and educational (17.4 percent). 17.4 percent have been working in the Nepalese service sector for a period of less than a year. 35.2 percent have been working for 1-3 years, 10.2 percent have a job tenure of 4-6 years, 12.8 percent have the tenure of 7-9 years and 24.5 percent have been working in the sector for more than 9 years. Maximum respondents had been working in Nepalese service sector for a period of 1-3 years.

Table 1 *Current Situation of Occupational Stress in Nepalese Service Sectors*

	Mean	Std. Deviation
Role Conflict	2.5318	0.56
Role Ambiguity	2.2031	0.64
Work Overload	2.5599	0.67
Relationship at work	2.7417	0.70
New Technology	3.6422	.56
Workplace Bullying	2.4214	0.55

Overall Occupational Stress Level and Employees' Performance

One of the main purposes of this study is to assess the overall impact of occupational stress level on the employees" performance of Nepalese Service Sectors. Mean and Standard deviation had been calculated to see the mean scores which are listed in table 2.

Table 2 Overall Occupational Stress level and Employees' Performance

	Mean	Std. Deviation
Occupational Stress	2.68	.39
Employee Performance	3.71	0.55

Table 3 *Correlation between Occupational Stress Factors and Employee Performance*

Variables	Pearson Correlation(r)
Role Conflict	-.558**
Role Ambiguity	-.642**
Work Overload	-.525**
Relationship at work	-.529**
New Technology	.642
Workplace Bullying	-.628**

**. Correlation is significant at the 0.01 level (2-tailed).

Discussion

This study is oriented onto measuring the impact of occupational stress on employee performance of Nepalese service sectors. Furthermore, the research was conducted to access the level of occupational stress, access the level of employee performance, to examine the relationship between occupational stress factors and employee performance and to identify the dominant factor influencing employees" performance of the Nepalese service sectors.

Occupational stress is a complex and dynamic concept. Undesirable level of stress affects the overall performance of the employees and as well as organization. Occupational stress was measured as a summation of the facets: role conflict, role ambiguity, and work overload, relationship at work, new technology and workplace bullying. A moderate level of occupational stress was found with a smaller variation among the employees working in Nepalese Service Sectors. Employee performance among the employees was found to be at a high level as it had the mean value of 2.91.

The study indicated that there was a negative relationship between occupational stress and employee"s performance (r = -.611). This finding was consistent with the study Imtiaz and Ahmad (2009) exhibited that wherever there exists stress at job lower would be the performance of the employees. He proved it by correlation analysis and found that there is a significant negative relationship between occupational stress and job performance. Finally, the study findings corroborate Ijaz and Khan (2015), who also noted that the impact of occupational stress on employee performance in the industrial sector of Pakistan was negative and significant.

In this study, new technology had the highest mean value and role ambiguity had the lowest. This indicates that employees of Nepalese service sectors are satisfied with the advancement of new technology. The study conducted by Nuskiya (2018) showed that information technology significantly impacts on the employee performance. Many employees agreed that it reduces the work lord and error rate as well as it increase the employees" satisfaction and motivation.

Conclusion

Occupational stress is one of the major issues prevailing in the organization that affects the employee performance which in result affects the overall productivity of the organization. Occupational stress can bring both positive and negative impact on employees" performance. Stress can bring positive effect on employees of any organization, but it depends on how the employee can handle the stress faced by them but when the stress handling capacity of the employee exceeds over the limit then the stress can negatively impact the employees" performance. Therefore, stress management must be taken as a predominant or a factor of the utmost importance in order to reduce the occupational stress so that the Nepalese service sectors can achieve its goals.

The formulated objective of this study was firstly to identify the impact of occupational stress on employee performance of Nepalese service sectors. From the results and findings presented in chapter IV, following can be drawn for conclusion. There exists medium level of occupational stress on employees" performance of Nepalese service sectors. A negative relationship has been found between occupational stress and employees" performance.

Role Conflict had a negative and statistically significant impact on employee performance. Role Ambiguity had a negative and statistically significant impact on employee performance. However, Work Overload had a negative but statistically insignificant impact on employee performance. Relationship at work and workplace bullying had a negative and statistically significant impact on employee performance. New Technology had a positive but statistically significant impact on employee performance. Among the six different occupational stress factors, new technology has the dominant impact on employee performance.

In a nutshell, it can be concluded that Nepalese service sectors should focus on how to minimize the occupational stress factors as successes of many organizations depend on the employees" performance. Since new technology is considered as the most dominant factor has a positive significant impact on employee performance, the organization should focus on keeping up to date with the technologies so as to enhance the employees" performance. Similarly, other occupational stress factors like role conflict, role ambiguity, work overload, relationship at work and workplace bullying must be given highly importance as they have a significant and negative impact on the employees" performance. If these factors are not kept in check by the organization, they can lead to the downfall of the organization. Furthermore, Nepalese service sector can play an integral role in educating the employees on managing the stress because employees are the most valuable resource of every sector. Without competent employees, no institution can succeed to outrun its competitors. The success of every type of sector depends on the employees. Therefore, the Nepalese service needs to ensure that employees are provided the best working and stress-free conditions.

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NEURO-LINGUISTIC PROGRAMMING (NLP) STRATEGIES IN REDUCING FEAR AND ANXIETY IN ADOLESCENTS

Purnakala Pandey

Abstract

A feeling of helplessness, inner-suffered, and worry about things on which we are unaware or not clear is known as anxiety, as well as a comprehensive feeling that something bad is going to happen. We experience anxiety subjectively and interpersonally communicated, at the same time, we need to be worried; feelings of anxiety are a necessary survival instinct as it gives us a kind of impetus to move ahead in our life. Neuro-Linguistic Programming (NLP) is a communicative approach that employs a positive view of anxiety and how it can help shape life changes, and that is the topic of this article. This article uses a Systematic Literature Review, investigating the ways and techniques of reducing anxiety and fear in adolescents with help of different research carried out regarding the topic. The study indicates that- using NLP we can have good communication as it is a linguistic training and can help reduce anxiety and fear in adolescents and promote changes in a person's behavior patterns. NLP techniques include anchoring, reframing, sensory acuity, rapport building, pacing, and leading. Such techniques can improve skills and attitudes, knowledge, communication skills, self-management, and mental health; reduce work stress, and maintain self-efficacy.

There are five chapters in this research paper. The first deals with the introduction, introduction of NLP, anxiety and fear, and adolescents, the problem statement, purpose of the study, research questions, significance of the study and delimitation of the study The second chapter deals with the literature review related to the topic. The third states the methodologies Research type, techniques and tools, data collection methods analysis and interpretation of the data applied in the race of the study. The fourth chapter deals with the findings and discussion, and the last conclusion.`

Keywords: *Anxiety, fear adolescents, Neuro-Linguistic Programming, NLP*

INTRODUCTION

Neuro-Linguistic Programming (NLP) is defined as "a set of tools and techniques" that are used in the field of psychology. There are three terms used to denote the meaning of this technique, they are 'Neuro' which refers to our mental processes involveed in our sensation and receiving information, 'linguistics' refers to how we use language and programming, and the word 'Programming' means our brains follow certain patterns. So, neuro-linguistic programing is the training of our brain using language. On paper, this may sound a bit complicated, but both therapists and clients perceive NLP as very useful for treatment. It is for those who want to heal from psychological issues like trauma.

The terminology was coined in the late 1960s by Richard Bandler who was involved in his undergraduate studies with the University of California at that time. Bandler, being a computer science student, yet, maintained a strong interest in psychotherapy.

In the book, ***Applications of Neuro Linguistic Programming***, Bandler (1983) defines "NLP as a model of how our brains work, how language interacts with the brain, and how to use this knowledge to systematically and methodically "reprogram" ourselves and others (p. 4)."

The term NLP encompasses"three most influential components involved in producing human experience". These include neurology (neuro), language (linguistic) and programming (programming). Sheoran (2016) defines,

Neuro:

The word 'Neuro' originated from Greek, pertaining to the nervous system, specifically in this case, the brain operates in the manner in which individuals use their senses to understand and process their environment.

Linguistic:

'Linguistics' refers to the scientific study of language along with its structure, nature, and modification. The field of linguistics involves the study of language, its origin, aspects, and usage too. Language is believed to be the determination of thought.

Programming:

'Programming' refers to an individual's behavior, specifically how an individual organizes his/her thoughts, ideas and actions and whether it gives the expected or unexpected results. NLP becomes so effective when we know how the physical, emotional and psychological needs are communicated by our brain. It also helps to know the way of changing behavioral patterns and destructive thought.

Purpose of the study

The study aimed at finding whether NLP training help in reducing fear and anxiety in adolescents and helps them to reduce fear and anxiety through neuro linguistic programming techniques.

Research Questions

The research questions of the study are as follows:

1)   What are the NLP training techniques to reduce anxiety and fear in adolescents?

2)   How do NLP training strategies help adolescents in reducing fear and anxiety?

Significance of the study

The study will help all adolescents to find the causes of fear and anxiety and also help parents to deal with their teenage children. This study is most significant for adolescents who are undergoing many problems and are in problems due to the lack of knowledge of the causes and reducing techniques of fear and anxiety.

The World Health Organization (WHO) explains that the common mental disorders are depression and anxiety with highest prevalence. WHO declares that more than 200 million people worldwide (3.6%) suffer from anxiety while 322 million people from depression worldwide (4.4%) and nearly half of them are from the Southeast Asia and West Pacific Region. Therefore, this is most important to study about the situation of adolescents and find the appropriate precautions to reduce it.

REVIEW OF THE RELATED LITERATURE

This portion is to study and examine journals, articles, and other research papers related to the present study. In this regard, the researcher reads many research papers, articles, and journals. The researcher, here, has presented the materials which are obtained through the study of the importance of literature, and from the related field of this study. Firstly, the researcher starts the discussion of literature with NLP and its techniques. The discussion is related to different kinds of NLP methods and techniques used in NLP training strategies. Moreover, the researcher moves to discuss the problems of fear and anxiety in the adolescents which hinders the learners in learning language too and also discusses the usefulness of NLP training strategies in reducing fear and anxiety in adolescents and feel free to expose to.

Neuro Linguistic Programming (NLP) and its usage.

Neuro-Linguistic Programming (NLP) is a model of understanding about the works of mind. It is also a series of techniques or processes that help us to know and understand ourselves better and how what we think affects our physical and mental state, and improve our communication with others.

Kotera et.al. (2018) view, "Neuro-linguistic programming (NLP) is an approach to communication and personal development focusing on how individuals organize their thinking, feelings, and language (p. 1)." It teaches us how to "program" our minds to achieve our goals; personal, professional and business goals. It shows how our thoughts and beliefs impact our mood and the actions that we take.

We create a set of beliefs that are reflected in our way of thinking and acting based on our experiences in life, and our social and cultural environment. For example, if a child grows in

a totally male dominating atmosphere, will be very different from a child that grows in an environment where there is equality between women and men in his/her beliefs, way of being and acting. So, neuro-Linguistic Programming (NLP) strategies are based on understanding, studying, and finding how these beliefs are formed in our brains. Moreover, it studies the way of "programing them in our mind" and develops processes that can help change that programming if needed.

The way and manner of thinking ourselves determines the work we perform in our lives. Furthermore, how we talk and what we think of ourselves influences the emotions we feel on a daily basis and this determines our beliefs and our actions. For example, the child creates such a kind of belief and therefore" being good for nothing" will form part of his programming and beliefs if a father tells his son that he serves no purpose and will never be someone important and he says all the time, in most cases.

Neuro-Linguistic Programming (NLP) seeks to understand how we program ourselves that way and what mental patterns can help modify or eliminate limiting beliefs as mentioned above. **NLP Technique consists of sensory acuity, reframing, anchoring, rapport, pacing, and leading. Counseling includes reframing, anchoring, rapport, criteria, cause and effect, complex equivalence, presuppositions, pacing current experience, neurological level, and mirroring.**

The whole purpose of NLP is to modify or eliminate limiting beliefs or patterns and create a positive change of status through thought and language mainly directed to our subconscious.

Hidalgo (2002) presented his experiences and said "An example from my personal life is a time when I developed a phobia of heights and bridges. It was not a normal fear, but an irrational fear, senseless. Crossing a short bridge will provoke panic and paralyze me. It was thanks to NLP and Hypnosis that I managed to overcome it completely."

NLP is very effective with phobias and fears. It is important to notice. Always consult our doctor first and note that neither hypnosis nor NLP is 100% effective. Sometimes they do not work. And another problem is that there are not many scientific studies of how NLP works and its effectiveness. Yes, there are many studies on the use and effectiveness of hypnosis. When I talk about the effectiveness of NLP it is more based on clients' testimonials and testimonials from others who have used NLP.

Hidalgo (2022) proposes the uses of NLP as follows:

It reduces allergies, fears and phobias, stress, .depression, , self-esteem, addictions, personal growth, in sports, improving athletic performance, learning, development and achievement of personal goals, professional and business, team work, solutions to problems in the workplace, likewise, Motivation, communication, and assertiveness, couple relationships, sales, changing limiting beliefs. It also helps in developing positive beliefs, team work, learning and creativity, solution of personal and labor disputes, and more…

The key and the power of NLP is that it teaches us and shows us how our thoughts, the language we use to communicate with ourselves or others influences the results. If you look, you will find that many sales persons, political and religious leaders use ideas based on Neuro-linguistic Programming.

If we learn to communicate better with ourselves we can be happier, healthier and more successful. If we learn to better communicate with others, we can influence our relations with others in a positive way.Applications of Neuro-Linguistic ProgrammingThere are no fields where NLP training is not being fitted to apply.

Every domain of human aspects NLP training is used. Most of them are already listed above.

Personal Development

NLP can help us understand ourselves better and change how we think, feel, and behave. This can help us achieve our goals and live a happier, more fulfilling life.

Therapy

NLP has been used as a form of therapy for mental health issues such as anxiety, depression, phobias, and addiction. It can help people to understand their thoughts and emotions. These contribute to their problems and change the way they think and behave. This is to overcome them.

Business

NLP can be used in business to improve communication skills, negotiation strategies, team-building skills, and leadership qualities. It can also help people to manage stress levels and boost productivity.

Education

NLP can be used in education settings to help students learn more effectively and increase their self-confidence. It can also help teachers to become more effective and to engage with their students more successfully.

Health

NLP can be used in healthcare settings for pain management, stress reduction, performance enhancement, and personal development. It has also been applied to the treatment of phobias such as fear of public speaking or flying. Many health practitioners teach this NLP technique to many throughout the world. These include doctors, nurses, dentists, chiropractors, psychologists, hypnotherapists, counselors, etc. This is known as therapeutic NLP.

Leadership

NLP is a powerful leadership tool. This can help leaders to more effectively communicate with and motivate their team members. It also helps to improve the quality of decision-making. It also helps to minimize stress levels during change management situations, etc. This also helps individuals who want to become effective managers at work. This is also in other settings such as school or sports teams.

Defining Anxiety

We live, we are told, in an anxious world. We're anxious about our jobs, our families, our futures. This has been exacerbated by the current economic and global climate. So how can

we ease our anxiety, and how can NLP work help with this? Abdivarvarmazan and Sylabkhori(2016) define, "anxiety is the prediction of a future threat, it is also a warning signal; it warns of an imminent risk and enables man to perform necessary measures for countering the risk(p. 68)."

Anxiety involves insecurity or threat whose source is cannot be clearly understood by the individual. Anxiety includes feelings of uncertainty, insolvency, and physiological arousal. An anxious person complains about nervousness and restless tensions as well as irritability. They often have problems falling asleep and get tired too easily. Anxiety is defined as worry for a foreseen problem. On the contrary, fear is defined as a reaction to immediate risk. Psychologists place emphasis on the feature of "immediacy" of fear against the feature of "predictability" of anxiety. Fear is usually about a risk or a danger that is not unfolding, while anxiety is usually referred to a danger in the future.

According to Nompo et.al (2021) "Anxiety is experienced by individuals subjectively and communicated interpersonally, anxiety is necessary to survive, but the level of severe anxiety is not in line with life. Anxiety can arise when individuals face new experiences such as entering school, starting a new job, or giving birth to a baby (p. 497)."

How NLP works

Zamini et al (2007).opine:

"Neuro-linguistic programming or programming based on a nervous language is a regular approach whose aim is to increase individual effectiveness. The fundamental principle in neuro-linguistic programming is that people think of the world in their own peculiar ways, see it, hear it, touch it and understand it. Neuro-linguistic programming is concerned with thinking structure and thinking templates rather than certain thoughts existing on minds."

The term NLP refers to neuro-linguistic programming which places emphasis on three themes: "neuro" part implies this notion that all behaviors originate from visual, audio, tactile, olfactory and tasting neurological processes. With the help of five senses, people feel the world, receive the information, and then use this therapeutic information. "linguistic" part implicates this notion that the individual uses language for adjusting his behavior and

thoughts, and to establish communications with others. "Programming" part includes choosing ways whereby one can attain intended results for organizing allegations and conducts. Secondary qualities of sense are certain qualities of each sense. There are mainly five senses: visual, audio, tactile, tasting and olfactory. In addition, there is another sense named balance. Generally, in their communications, people tend to one of these four neuro systems, where NLP, using this system, determines accurate distinction between elements and change of elements in peoples' perceptions so that new and more effective experiences are created.

People differ in using various senses. Visual people perceive the world as images. For this, the words they utter are imaginative. Audio people rely on audio terms and words and by the time of communications, they are exposed to physiologic states. In tactile, peoples' sentences, notions are sensual and the words are rational, reasoning based, mixed with rationality and reasoning. Most people make use of all of their sensual systems for communications; however they only tend to use one of them. Therefore, if people are influenced by different subjective mindsets and an effective relationship is established, one has to change the type of words and behaviors via understanding "neuro-linguistic programming" principles so that the mindsets conform to the viewpoint they have of the world.

NLP is an abbreviation for 'Neuro-linguistic programming', it is the process that practitioners use to reach into the subconscious mind and help people achieve their goals and personal development. It can be good for us to have a certain amount of stress as it helps to strengthen us and push us to achieve goals. However, too much stress puts a strain on us, meaning that our bodies produce excess chemicals, which will slowly but surely impact our health over time, in a negative way. This will explain three techniques that will help to overcome stress and anxiety.

1) **Build a routine**

By having a routine and sticking to it, we allow ourselves to be in control and get a sense of discipline. We are also more likely to focus on and complete tasks that are important to us. A routine doesn't have to be hectic or unrealistic, it can include; eating

breakfast, getting some fresh air, taking time for self-care or staying connected with family and friends.

2) Focus on what it is that you want

Many people worry when they have particular things coming up such as a meeting, an event, an interview etc. It is easy to overthink the situation and worry about all of the bad things that could happen or go wrong. By thinking negatively about something, you are subconsciously creating a reality within your imagination and experiencing the negative things that may go wrong before the event has even taken place. Instead, try to focus on the best possible outcome, what is it you want to achieve? By thinking positively, you are more likely to reduce your anxiety.

3) Be here, in this exact moment

Instead of letting your mind take you somewhere else, act on what is happening at that exact moment in your life. Use your body and senses to focus your mind and distract you from something that may or may not happen in the future. There are many benefits to living in the moment including the fact that it helps us to live more fully and absorb what we are currently experiencing.

Many scholars have been studying and having experimented on the effectiveness of NLP training in different areas and aspects of the human world. For example, the usefulness of NLP training in different aspects of medical, social, psychological, economics, and political affairs. Here, the study concentrates on the effectiveness of NLP training strategies in reducing fear and anxiety in adolescents.

NLP refers to communicating with the brain in the language in which it is most naturally fluent. From teaching organization to management, strategizing and communication skills, Neuro-Linguistic-Programming works effectively in practically any field of work imaginable.

Nompo et al (2021) carried research and proved - that Neuro-linguistic programming has a good role, in overcoming individual problems by increasing the use of individual strategies including involving coping strategies in it.

Though, Abdivarmazan (2014) in his review research entitled "Neuro-Linguistic Programming for the Treatment of Adults with Post-Traumatic Stress Disorder, General

Anxiety Disorder, or Depression: A Review of Clinical Effectiveness and Guidelines" claimed that The literature search did not find clinical evidence on NLP for the treatment of adults with PTSD, GAD, or depression. Therefore we can have a doubt that whether NLP training reduce anxiety and fear in adolescents

However, Goddard (2019) states that according to the case study published in the Iranian Journal by three scientists on "How NLP Worked on Occupational Stress in Critical Care Nurses", it is claimed that NLP can reduce the stress of nurses by half.

The staggering conclusion was recognized after surveying 60 nurses with parameters such as Expanding Nurse Stress Scale (ENSS),

Out of the 60 nurses in critical care who signed yes for the survey, the researchers divided people into experimental and control groups with the former being NLP-treated people and the latter the control group. After conducting up to 18 sets of 180-minute sessions with the experimental groups, statistics of the experiment were recorded. The purpose of this research paper was to discuss the fundamentals of Neuro-Linguistic Programming and its practical application in reducing stress and anxiety in Nurses.

The findings of the research was that Job stress when recorded for nurses in the critical unit before the experiment was 120 to 121 while it halved to 64.53 for the experimental group of nurses. However, the control group remained at 120.96! Therefore this study helps to understand that NLP training can reduce the level of anxiety and fear.

Wake, L. and Leighton, M. (2014) carried out research aiming to determine if neuro-linguistic programming (NLP) tools and techniques were effective in alleviating the symptoms of post-traumatic stress disorder (PTSD) in clients from the Military and Emergency Services. Their findings suggested that NLP has potential as a therapeutic tool in the treatment of symptoms of anxiety and depression associated with a self-report of PTSD. Those candidates experienced an improvement in their emotional state when NLP was used. This study also helps to claim the impact of NLP in treating anxiety and reducing fear in adolescents.

Likewise, a coach-trainer, author Steinhouse (2020) writes on his blog site on "How to Get Over Anxiety Using NLP Techniques" and proposed three major techniques that help to overcome stress and anxiety. They are; Build a Routine, Focus on What it is that You Want, and Be Here in the Exact Moment.

Another experimental research carried out by Fakehy and Haggag(2016) on "Effectiveness of a Training Program using Neuro - Linguistic Programming (NLP) to Reduce Test Anxiety in Consideration of Biological Feedback" strongly supports the NLP program for reducing anxiety and fear.

This empirical study assessed pre-test and post-tests of a study sample consisting of 30 students aged 19.5 years that were diagnosed with high test anxiety. The results showed statistically significant differences in the average score of test anxiety before and after applying the program mean (P<0.05) for the post-test results were better than the pre-test ones. Moreover there were statistically significant differences between the experimental groups when they took the post-test. In sum, the NLP program had a highly positive influence in reducing test anxiety and undesirable biological changes when applied to the experimental group. R5

Likewise, Wake et al. (2013) presented a reasoned and evidenced argument for the clinical effectiveness of NLP-based techniques in the treatment of phobias anxiety, PTSD, depression and addictions, alongside a supported commentary of other therapeutic applications. This study also supports that NLP training that we use on such people will work to reduce any fear and anxiety. Other Korean writers, Won Dal and Ki-Moon (2010) carried out research to find out the effectiveness of NLP training to reduce anxiety in Dental Patients. The study aimed to examine the strategy of NLP psychology so that dental phobic patients can be treated effectively and efficiently by the application of behavior management. This study proved that patients can be induced to have more positive attitudes and experiences through NLP in future dental treatment.

The effectiveness of NLP training on psychological characteristics of people has been seen in different studies. Patric (2017) in his study has indicated that usage of NLP can be effective at every level of communication, and the psychological problems are reduced.

Likewise, Hall showed that, using NLP human communication can be improved and anxiety can be mitigated.

Another research carried out by Deol (2012) showed that attention to the deep and superficial structure of the speech (the principles in NLP) can be effective in interpersonal relationships and reduce anxiety.

So, all the above-mentioned empirical research carried out to find the effectiveness of NLP training in reducing anxiety clarifies that out of some of the exception, NLP training effectively reduces anxiety and fear in adolescents to make them involved them in different activities. Such types of studies help adolescents to understand themselves and cope with all kinds of mess-ups and enhance their lives ahead.

METHODOLOGICAL PROCEDURE

All the tools and systems used for the study are presented in this chapter. The research methods, paradigm, tools for data collection, the methods and approaches to analyze the collected data are included in this chapter. It also provides the principles of planning, designing, organizing, and conducting research. The research paradigm determines the methodological decisions, and guides the selection of the data gathering analysis method. In a course of data collection, the researcher reviewed different articles related to the topic as mentioned under the review section, and then listed the resources from where they were taken. And the collected data were organized and made copies for notes. The authenticity of the sources was ensured, checked biases, asked questions, analyzed and evaluated. The analyzed data were arranged, highlighted on the basis of the pattern recognition process, and read and re-read to come up with valuable ideas.

The data of the study were collected from secondary sources, the research articles, experiments, books, journals, etc. and tried to dig into the notion of NLP programming, its effects on anxious people, and the mitigating measures proposed by the studies.

While collecting data for this study, the researcher reviewed different foreign and home research conducted by scholars/researchers. All the read materials were collected and listed. The selected documents were studied based on contents and themes related to my research

study. While analyzing the collected data, the researcher employed content and thematic analysis tools keeping the research questions in mind.

The data, analyzed through content and thematic tools, were discussed and interpreted objectively, and then brought some ideas from the data analysis process regarding the effectiveness of NLP programming in reducing fear and anxiety in adolescents. NLP can help reduce anxiety and can promote changes in people's behavior patterns through good communication. NLP has other influences such as realistic perceptions of self, self-esteem, emotional and behavioral control on human beings.

FINDINGS AND DISCUSSION

After the collection of the data, the researchers analyzed and interpreted them by employing the appropriate tools. The findings of the study present that patients with anxiety often overuse what is known as modal vocabularies like shoulds, oughts, musts, and so on. Therefore, the patients who are suffering from such problems should be discouraged to use such obligatory words so that they would not feel pressure for any tasks to perform. Studies have shown that the person suffering from anxiety and fear mostly uses the common sentence 'I must work harder.' Although this clause is useful for building careers for the growing people however, it can turn into a curse for some people as it can make them a bit as 'bad'. This inner, hyper-moralistic world was often governed by nebulous forces. "People say if you don't work hard you're a lazy slob". This meant there was no source they could turn round and challenge. Often such maxims contained unjustified assertions, such as prejudices or factual errors, which had never been questioned, hit the adolescents.

It is observed that much of our modern anxiety is based on nagging, i.e. harassing, fear that we are not in control of our own minds. It's the old gremlin of the Freudian unconscious, full of nasties. NLP takes a different approach to treating anxiety. Yes, there is an unconscious mind. But it seeks to help us, even if it doesn't always make a very good job of it. Steinhouse (2020) states that "NLP provides many ways of helping it. The NLP techniques help us better."

CONCLUSION AND RECOMMENDATIONS

Neuro-Linguistic-Programming works effectively in practically any field of work imaginable from teaching organization to management, strategizing and communication skills. NLP is to communicate with the brain in the language in which it is most naturally fluent. NLP helps to understand the foundations of NLP which make Neuro-linguistic-programming so effective in helping to facilitate how the brain communicates the emotional, physical, and psychological needs. It focuses more on thought process rather than only problems.

There are some communication skills of NLP training that prescribes some techniques. If we regularly follow those techniques like; meditation, scanning our own body, following some guidelines; building a routine, focusing on what it is that you want, be here in this exact moment, etc help reducing anxiety and fear in adolescents.

So the life of adolescents will be easier if they are able to overcome their fear and anxiety through NLP training. The NLP program helps individuals develop and acquire skills to perform any tasks and to succeed in them. This reduces fear of any kind and reduces anxiety. This was confirmed by a previous study that used NLP to reduce anxiety and increase control of the experimental sample. The results of the study agreed with those who showed that one session of hypnosis and NLP can decrease severe anxiety.

The studies mentioned above, and the books and articles read about NLP presents ideas regarding the NLP program. It is a long-term training which helps adolescents study them positively, and promote themselves in any field without anxiety. For that sake, adolescents who have undergone anxious moments should be trained. Though some of the studies have shown neutral results of the intervention of NLP training in removing anxiety in adolescents, most of the studies mentioned above have presented positive results. This can strongly theorize the notion that the NLP program helps maintain emotional hiccups in adolescents.

The adolescence is the period of being mentally fluctuated. Difficult to make any decisions and due to high ambition they make mistakes that eventually turn into anxiety. If they are anxious about any dreadful events, they should be trained by following the steps of the NLP training program. They will feel relief, and their anxiety is reduced. Along with this, the adolescents step on the floor of their own progress.

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SOME EVIDENCES OF QUALITY IMPROVEMENTS PARTICIPATION OF QUALITY ASSURANCE AND ACCREDITATION (QAA) PROCESS OF DJMC

Sagar Mani Pandey

Abstract

The article evokes the major procedures to be followed by Higher Education institution for the participation of QAA process Dibyajyoti Multiple Campus (DJMC). It also explains the ownership interest in QAA with special reference to DJMC, which is one of the accredited campus among 84 accredited campus of Nepal. This paper covers a comprehensive analysis of DIMC'S some operational aspects. It demonstrates overall academic environments heath the institutional system and effects along with institutional system and effects along with institutional strengths in terms of policy and procedures, teaching learning and evaluation system, research, consultancy and evaluation system, research, consultancy and extension, student support and guideline, public information as well as infrastructural facilities in quality assurance and accreditation process. It also facilities DJMC are current status of plans and progress: infrastructures and human resources inventory.

Keywords: *quality assurance, accreditation, curricular Aspects,*

Introduction

Dibyajyoti Multiple Campus (DIMC) is one of the leading community campuses of Nawalparasi district, established in 2047 BS with the nonprofit motive. Geographically, it is located on the lab of religious place Daunne hill of Nawalparasi east, west highway. DIMC has crossed 32 summers and winters in its life cycle. The campus celebrated its own silver jubilee year in 2072 BS. The campus was started with academic program of proficiency certificate levelin faculty of humanities and social sciences in PCL from the academic year

2074 BS. The campus developed into a multiple campus after it got affiliation to run classes of PCL in management 2048 BS ad Bachelor's level in humanities in the year 2054/055. The campus got the affiliation to run M.B.S. program in 2064/065 B.S. and M.Ed. program in 2066/067 BS with specialization courses on EPM and Nepali. Currently, there are six different programs running from Bachelor degree to Master degree level in management, Humanities and education faculty comprising more than 1300 students in total. Currently, it runs allj the programs in morning except B.B.A within the short period of time DIMC has proved as the center of excellence. In 2018 AD University grants commission of Nepal has certified as one of the accredited campus of Nepal. QAA certification is the latest example of its excellence.

The main objectives of this paper is to explain the main operation to be followed by Higher Education institution for participation of QAA process and obtaining accredited certificate with special reference of Dibya Jyoti Multiple Campus of Bardaghat Nawalparasi.

Procedure for QAA

In consents of four-stage process which is combination of self-study and peer review.

The four stages are as follows.

a) Submission of Letter of Intent (LOI)

b) Preparation and submission of self-study Report (SSR)

c) Peer Review

d) Final decision of Accreditation (UGC,Guideline,2013, P.6-7)

DIMC is the candidate for institutional accreditation in higher education since the acceptance of Letter of Intent (LOI) to UGC, Quality Assurance and Accreditation Division (QAAD). Since then QAA technical committee reviewed, suggested and approved the SSR on the basic of institutional accreditation process.

PEER REVIEW VISIT

QAAC(Quality Assurance and Accreditation committee)

Formed a peer review team (PRT) in the Co-ordination of prof Dr.Jayraj Awasthi. On the basis of SSR report submitted to UGC, QAA Division, a high level of peer Review Team visited the campus. The PRT offered the following priority recommendations to take as mandatory towards completion of accreditation process within 6 months.

1) Increase the number of books, journals and references.

2) Classroom should be made digitalized.

3) Canteen facility of senior faculties in each department to improve quality education.

5) Internal Exam should be managed properly.

6) Multiple outdoor and indoor sports facilities should be strengthened.

CERTIFICATION OF QAA.

DIMC developed an action report on the basis of priority recommendation given by peer Review team (PRT) and submitted to QAA division of UGC, Nepal. After intense review of the report finally UGC decided for accreditation to DIMC. UGC organization a grand ceremony and awarded International Accreditations Award to DIMC.

Improvements of institution after QAA

In the process of Quality Assurance and Accreditation, DIMC has made various efforts to maintain the quality of education. The criterion wise benchmarks improvement after participation QAA process as follows.

Improvements on policy and procedures

With well-defined vision, mission, goal and objectives, DIMC has its own written legislation. The campus has made long term vision, programs and strategies to achieve the specified goals and objectives. The department, non-teaching staff all equally participate and responsible towards Their duties and responsibilities. The campus has adopted different mechanism for internal quality, monitoring and cheeks. The public information cell gathers all the feedbacks from the stakeholders that help to improve the quality of campus. Campus has made website to deliver information and get necessary feedback from the stakeholders. DIMC has formulated a 3 member research committee which carries out different research works and manages the research activities. The teacher and students are encouraged to carry out research activities. Teachers are provided with study leave and some financial support. The campus has estimated some budget for research programme. Teachers are frequently sent to participate in research seminar and workshop so that they could refresh their potentiality.

Being a community based public campus, it has many challenges. The political instability lack of responsibility of public people towards campus, frequently changing policy of TU, lack of sufficient fund is the challenging faction of the campus. Due to the lack of technical subject, financial support is very less. Still the campus has opportunities to lunch various academic programs as per the demand of general public by providing academic excellence.

Impact on curricular Aspects

To develop the overall activation of the campus beside the course, the campus encourages the students to participate in extracurricular activities. The campus also conducts interaction programs with concerned people on teaching learning program. The campus has collected different feedbacks from public information cell and tries to implement such feedbacks to make further academic policy of the campus. The campus has made quality circle (QC) to maintain classroom and make then responsible for this study.

Impact On Teaching Learning and Evaluation System

The Campus assesses new graduates through academic records and performances. Similarly, the admission ensures the students through prospectus, banners, FM radios hoarding boards and local television. Though, at present, the Campus hasn't followed written entrance examination test for the students of bachelor level except semester wipe class. The Campus provides transportation facilities for those who are very far from the campus. The campus also provides scholarship to those who are from minority remote area as well as martyr's children. The campus believes that teaching learning activities remains impossible without using different new methods and procedures, so, teachers are encouraged to prepare annual plan and provided necessary suggestions in order to meet the academic goals of the campus. The campus has made internal examination committee to conduct internal examination. The overall performance of the students is evaluated periodically on the basis of their performances. To make fetching learning activation easier, the campus collects students evaluation on institutional experience. The campus has installed free wi-fi facility for teachers and students.

Impacts on infrastructure and learning resources

The campus has been utilizing the physical facilities to conducts the education programs 5 years strategic plan. At present the campus has its own fascinating RCC buildings. The campus has facilities of advanced computer lab, Library administrative, account and exam section the computer lab is well equipped with sufficient computers and internet facilities. In the library bar coding reading system is installed. Bright Software Company has launched its programme in different department such as account, administration and exam section to run daily works effectively and smoothly. The library has sufficient text books, reference books, national and international books magazines. The Campus has library management committed according to the provision of campus legislation. It maintains the necessary rules and regulations as well as the facilities provided to the sweats. There is a separate campus cafeteria within the campus premises. Campus has well felted conference hall where the students can conduct different cultural program and seminars.

The campus has not been able to manager the hostel facility yet for the students who are out of the district. The campus has the plan to construct a hostel for the sweets from distance. The campus has the plan to construct a hostel for the solvents from distance. The campus has sufficient land to manage playground and to build separate administrative building.

Impact on student support and guidance

The EMIS section provides all the information to the new graduates about the admission procedures, required testimonials, free structure, school are ship facilities etc. The Campus also has an alumni association to support the academic environment. The Campus has been able to publish annual report annual catcher and prospector regularly since

The Campus has been providing clear drinking lot and cold water to the students and feathers. The canteen provides hygienic food and campus has separate neat and clean toilet for boys and girls. The campus has setup first aid box and first aid room. The campus has set up well fascinated AC rooms for BBA and master level students.

The campus notifies its all information through its own website and Facebook page. Further information about the campus is given to the public through bulletin, mobile application, prospectus, server, journal, annual repost, general meeting and notice board service. The information practice has positive impacts for the entire development of the campus.

Problems and for the coming issues

During accreditation process DIME has faced many problems and after accreditation it has new emerging concepts regarding quality maintenance in higher education. Campus has challenges to re-accredit. The problems faced in the process of accreditation and the for the coming issues after accreditation are mentioned below.

1) After submission of LOI, the preparation of SSR. The conceptual difficulties rained.
2) In SSR question are easy to answer but difficult to provide the evidences as annexes.

3) After participating is QAA program, the duties and responsibilities of the faculty members teaching and won teaching personnel, program coordinator is clearly defined.

4) Academic research journal and annual report have been regularly started to publish.

5) After QAA, BBA semester wise class has been started.

6) More difficulty created to summit teacher's participation in further efficiency development programs.

CONCLUSTION

Quality Assurance and Accreditation (QAA) has been reclogged as one of the important aspects in this regard. QAA system ensures that institutions of higher education fulfill a set of criteria, not only at institutional level but also in their academic programs to offer belter results of the society. Realizing the importance, UGC Nepal has initiated the development of system for QAA in the country through the Second Higher Education Project (SHEP). QAA division is praiseworthy which plays the vital role for the development of the Campus. SHEP internal to bring comprehensive reforms in higher education and research thought a set of incentives for promoting effective management and financial sustainability of academic institutions, and by improving access for academically qualified under-privileged students including girls, dalits and educationally disadvantaged janjati to higher education through the provision of financial resistance scheme and enhanced capacity of higher secondary school. Dedicated management committee cultured and disciplined students harmonious relationship between the local people, stakeholders, parents and students, proper management of classroom and interactive teaching earning environment are positive impact after Undergoing in the process of QAA.

However launching goal and caret oriented professional programs is becoming the major challenge of community based Campuses because of graduation and port graduation of DIMC is still very low which is major problems of this institution.

DIMC has clearly defined vision mission, goals and objectives specified in the strategic plan. The policies and programs are expected to be a children through output based performance indicators envisioned in the strategic plan, which will adopt a collaborative team spirit in decision making and sharing of information to the public. In order to launch professional and technologies there should be the unity of accredited campus to design curriculum conduct examination as well as publish results.

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महाकाव्यात्मक मूल्यका आलोकमा तरुणतपसीको विश्लेषण

शेषकान्त पौडेल

लेखसार

तरुण तपसी आधुनिक नेपाली महाकाव्यको इतिहासमा उच्च कोटिको शैली, शिल्प र कवित्वको उत्कृष्ट नमुना मानिने काव्यकृति हो । साहित्यको इतिहासमा महाकाव्यकै कोटिमा राखेर चर्चा गरिदै आएको भए पनि आख्यान तत्व र नायकीय भूमिकामा रहेको कमजोरी स्वीकार गरी स्वयम् लेखनाथ पौड्यालले नव्यकाव्यको संज्ञा दिएकाले यसको महाकाव्यकारितामा विभिन्न प्रश्नहरू उठाइएका छन् ।शास्त्रीय रुढिका आँखामा यो कृति महाकाव्यका रूपमा कमजोर रचना देखिए पनि यसले बहन गरेको वैचारिक विराटता, कवित्व शिल्प, काव्यात्मक आयाम, जीवन जगतको विस्तृत दिग्दर्शन,अनुभूतिको विस्तृत यात्रा र वृक्ष तपस्वीका माध्यमबाट प्रस्तुत भएको विश्व वोधको वजिलो वैचारिक अभिव्यक्तिले यो कृतिलाई महाकाव्यकै कोटिमा राख्नुपर्छ ।

प्रमुख शब्दकुञ्जिका: *नव्यकाव्य, वस्तुविधान, प्रबन्धकाव्य, आख्यानीकरण, दिग्दर्शन ।*

विषयपरिचय

प्रस्तुत लेख महाकाव्यात्मक मूल्यका आलोकमा तरुण तपसीको विश्लेषण गर्ने कुरामा केन्द्रित छ । यो लेखमा महाकाव्यात्मक विशिष्टताका आधारमा तरुण तपसीको अध्ययन विश्लेषण गरिएको छ । यस सन्दर्भमा पूर्वीय तथा पाश्चात्य महाकाव्य सिद्धान्तका सापेक्षतामा यसको महाकाव्यकारिताको मूल्याङ्कन गरिएको छ । यस सन्दर्भमा पूर्वीय तथा पाश्चात्य महाकाव्य सिद्धान्तको समेत सामान्य चर्चा यहाँ गरिएको छ ।काव्यको विश्लेषण गर्ने सन्दर्भमा काव्यको रचना सन्दर्भ, महाकाव्यकारिताका दृष्टिले तरुण तपसीका विविध पक्षको विश्लेषण, आख्यानीकरण तथा वस्तुविधानको योजना, वैचारिक वा दार्शनिक पक्ष, शैली, शिल्प र संरचना पक्षको विश्लेषण गरिएको छ । विश्लेषणबाट प्राप्त निष्कर्षका आधारमा यसका सवल पक्ष र दुर्वल पक्ष केलाउँदै यो कृतिलाई महाकाव्यकै कोटिमा राख्नुपर्ने निष्कर्ष प्रस्तुत गर्दै यसका महाकाव्यात्मक विशेषताहरू पहिचान गरिएको छ ।

सामग्री सङ्कलन र अध्ययन विधि

प्रस्तुत लेख पुस्तकालयीय विधिबाट प्राप्त सामाग्रीका आधारमा तयार गरिएको हो । विवेच्य कृति तरुणतपसीको महाकाव्यकारिताको विश्लेषणका निम्ति सैद्धान्तिक आधारका रूपमा अध्ययन गरिएका आधार सामग्रीहरू द्वितीय स्रोतका अध्ययन सामग्री हुन् । कृति विश्लेषणका लागि सैद्धान्तिक आधार निर्माण गर्ने सन्दर्भमा पूर्वीय तथा पाश्चात्य महाकाव्यमान्यताको

सैद्धान्तिक विश्लेषण गरिएका सामाग्रीहरूको अध्ययनका लागि पुस्तकालयीय विधिलाई नै प्रमुखविधिका रूपमा अवलम्बन गरिएको छ । अध्ययन विधिका रूपमा विश्लेषणात्मक विधिलाई नै प्रमुख विधि मानिएको छ ।

सैद्धान्तिक अवधारणा

प्रस्तुत लेख महाकाव्यात्मक मूल्यका आलोकमा तरुणतपसीको विश्लेषण गर्ने कुरामा केन्द्रित छ । महाकाव्यको विश्लेषण गर्ने सैद्धान्तिक आधार पूर्वीय तथा पाश्चात्य काव्य चिन्तन परम्परामा स्थापित महाकाव्य सिद्धान्तलाई मानिएको छ ।पूर्वीय महाकाव्य चिन्तन परम्परामा भामहदेखि विश्वनाथसम्मका सैद्धान्तिक दृष्टिकोणहरू र पाश्चात्य साहित्यमा अरिस्टोटल र उनी पछिका विभिन्न चिन्तकका धारणाको समष्टिबाट स्थापित महाकाव्य मान्यता नै महाकाव्य विश्लेषणका सैद्धान्तिक आधार हुन् । महाकाव्यको सैद्धान्तिक चर्चा गर्ने सन्दर्भमा पूर्वीय तथा पाश्चात्य महाकाव्य चिन्तकहरूले महाकाव्यको कथानकसँग सम्बन्धित कथानकीय स्रोत, आयाम, आरम्भ र अन्त्य, कथानकीय विकासजस्ता कुरामा आ–आफ्नै खालका सैद्धान्तिक दृष्टिकोणहरू प्रस्तुत गरेका छन् । त्यस्तै गरी महाकाव्यको चरित्रविधान तथा नायक, उद्देश्य, परिवेश, रस, छन्द, भाषाशैलीजस्ता विषयमा पनि स्पष्ट सैद्धान्तिक दृष्टिकोणहरू प्रस्तुत गरिएका छन् । विभिन्न काव्य चिन्तकहरूका दृष्टिकोणका समष्टिका रूपमा स्थापित यिनै अवधारणालाई नै महाकाव्य विश्लेषणको सैद्धान्तिक आधार मानिएको छ ।

छलफल तथा विश्लेषण

तरुणतपसी नेपाली महाकाव्यको इतिहासमा उत्कर्ष काल मानिने देवकोटा युगको विशिष्ट उपलब्धि हो । परिष्कारवादी कवि लेखनाथ पौड्यालले शास्त्रीयतावादी रुढिका आधारमा तरुणतपसीलाई महाकाव्य भन्न नसकेर नव्यकाव्यको नामकरण गरेकाले यसको महाकाव्यकारिता विवादित भए तापनि शास्त्रीयतावादी रुढिबाट मुक्त भएर हेर्दा यो कृतिलाई महाकाव्य मान्ने प्रयाप्त आधारहरू छन् । आख्यान र चरित्रविधानका दृष्टिले दुर्बलता हुँदाहुँदै पनि वैचारिक तथा दार्शनिक गहनता, उच्च कोटिको शैली शिल्प र संरचना, विचार र कवित्वको अपूर्व सन्तुलन जस्ता कुराहरूले यो कृतिलाई महाकाव्यको कोटिमा राख्ने प्रयाप्त आधार दिएको छ । यिनै विविध पक्षको सेरोफेरोमा केन्द्रित रही तरुणतपसीको विश्लेषण यहाँ गरिएको छ ।

रचना सन्दर्भ

तरुणतपसी कवि शिरोमणि लेखनाथ पौड्यालको कवित्व यात्राको तेस्रो चरण २००८–२०२२ को सर्वाधिक उपलब्धिपूर्ण काव्यकृति हो । शैली शिल्पको तिब्र परिष्कार, सामाजिक चेतनालाई सुदृढ रूपमा प्रस्तुत गर्ने चेतना, अध्यात्मवादी दर्शनको युगसापेक्ष व्याख्या,सामाजिक आर्थिक क्षेत्रका विकृतिप्रतिको असन्तुष्टि जस्ता प्रवृत्तिका साथ लेखनाथको कवि व्यक्तित्व खारिदै गएको सन्दर्भमा तरुणतपसीको रचना भएको हो । तरुणतपसीको रचना सन्दर्भको चर्चा गर्ने क्रममा कविको सिर्जनशील प्रतिभाको परिपक्व रूप, कविको जीवन भोगाइका व्यक्तिगत सन्दर्भर तात्कालीन साहित्यिक परिवेशलाई तरुण तपसीको रचना सन्दर्भसँग जोडेर चर्चा गरिएको छ ।

कविको सिर्जनात्मक क्षमतामा आएको परिपक्वता,राष्ट्रिय तथा अन्तर्राष्ट्रिय युगबोध, दार्शनिक चिन्तनको विकासजस्ता कुराहरूतरुण तपसीको रचना सन्दर्भसँग सम्बन्धित छन् ।तरुण तपसीको रचना गर्नु पूर्वको लेखनाथ पौड्यालको जीवनकाल,कविको वैयक्तिक जीवन भोगाइकोदुखद घटनाका रूपमा बीस वर्षको जवानीमा भोग्नु परेको कान्ताविरहको प्रभावअनि कान्ताविरही कवि लेखनाथ पौड्याललाई स्वर्गद्वारी महाप्रभुबाट कविता रचना गरी जीवनबोध गर्न दिएको प्रेरणालाई समेततरुण तपसीको रचना सन्दर्भका रूपमा चर्चा गरिएको छ (अवस्थी,२०६४१ पृ.३३) । वैयक्तिक जीवनका यी अनुभूतिले लेखनाथलाई वृहत् आकारको काव्य रचनातर्फ आकर्षित गर्‍यो ।

महाकाव्यको इतिहासमा देवकोटाको उदयसँगै लेखनाथको मानसिकतामा जागेको महाकाव्य सिर्जनाको चेतना पनि तरुणतपसीको रचना सन्दर्भसँग सम्बन्धित छ। लक्ष्मीप्रसाद देवकोटाले २००२ सालमा शाकुन्तल महाकाव्यको रचना गरेर सिर्जना गरेको ऐतिहासिक लहर पनि तरुणतपसी महाकाव्यको रचनासँग सन्दर्भित छ । तीन महिनामा शाकुन्तल महाकाव्य रचना गरेको कुरा प्रमाणित गर्ने सन्दर्भमा दश दिनमा सुलोचना महाकाव्य रचना गरेपछि समसामयिक साहित्य जगतमा आएको महाकाव्य रचनाको लहरबाट प्राप्त प्रेरणा तथा महाकाव्य रचनामा लाग्नुपर्ने मनोवैज्ञानिक दबाबसँग पनि यो महाकाव्यको रचनासन्दर्भ जोडिएको छ । महाकवि लक्ष्मीप्रसाद देवकोटाले तीन महिनाको छोटो अवधिमा शाकुन्तल महाकाव्य लेखेर आफूलाई नेपाली भाषाको धरतीमा महाकाव्यगङ्गा अवतरित गराउने स्रष्टाका रूपमा स्थापित गरे । यो महाकाव्य नेपाली महाकाव्यको इतिहासमै प्रथम प्रकाशित वृहत् आयामको मौलिक नेपाली महाकाव्य मानियो (अवस्थी,२०६४, पृ.१०९) । नेपाली साहित्यमा स्तरीय र मौलिक गुणको महाकाव्य पूर्ण रूपमा अभाव रहेको अवस्थामा २००२ सालमा शाकुन्तल महाकाव्यको प्रकाशनले एक प्रकारको तरङ्ग सिर्जना गर्‍यो । तत्कालीन भाषानुवाद परिषदका अध्यक्ष पुष्कर शमशेर राणा लगायत साहित्य जगतका स्थापित व्यक्तित्वहरू बालकृष्ण सम, लेखनाथ पौड्याल लगायतका साहित्यकारहरूको बीचमा शाकुन्तल रचनाको विषयमा कुरा चल्दा यो महाकाव्य रचना गर्न तीन महिनाको समय लागेको कुरालाई कसैले विश्वास गर्न सकेनन् । यही सन्दर्भमा महाकवि देवकोटाले कुरै कुरामा यस्तो महाकाव्य त तीन महिना त के दश दिनमै तयार गर्न सक्ने कुरा गरेपछि होडबाजीका रूपमा सुलोचना महाकाव्य लेखनको अभियान थालनी भयो र दश दिनको अवधिमा देवकोटाले सुलोचना महाकाव्य पूरा गरे । देवकोटाको यस प्रकारको बिजुलीवेगी कवित्वबाट सोमनाथ सिग्द्याल,बालकृष्ण समसँगै लेखनाथ पौड्याललाई पनि महाकाव्य सिर्जनाको अभियानमा लाग्नुपर्ने नैतिक दबाव सिर्जना भयो । यस प्रकारको ऐतिहासिक सन्दर्भसँग पनि तरुण तपसीको रचना सन्दर्भ जोडिएको छ।

तरुण तपसीमहाकाव्यको स्वरूप

तरुण तपसी नेपाली साहित्यको इतिहासमा महाकाव्यात्मक सिर्जनाका रूपमा महत्त्वपूर्ण रचना मानिन्छ । यसका रचनाकार लेखनाथ पौड्याल स्वयमूले यो काव्य रचना गरिसकेपछि शास्त्रीयतावादी रुढिका आधारमा महाकाव्य भन्न हिच्किचाएर शास्त्रीय परम्परामा उल्लेख नै नभएको नव्यकाव्यको संज्ञा दिएकाले तरुण तपसीको महाकाव्यकारिता विवादित भएको हो ।

तरुण तपसीको रचना गर्ने सन्दर्भमा लेखनाथले महाकाव्यकै रूपमा यो कृतिको रचना गरेका हुन् । रचना गरिसकेपछि उनले यो कृतिलाई पूर्वीय काव्य परम्परामा चर्चा गरिएका काव्य, कोशकाव्य, खण्डकाव्य, महाकाव्यजस्ता विधाका सन्दर्भमा

प्रस्तुत गरिएका शास्त्रीय लक्षणसँग तुलना गरेर हेरे । विशेष गरी विश्वनाथले प्रस्तुत गरेका प्रबन्धकाव्यका विविध भेदसँग तरुण तपसीको तुलना गरियो ।

पूर्वीय काव्यशास्त्रमा महाकाव्यलाई जीवनको व्यापकतालाई समेट्ने लामो आयामको कथानक भएको, कथानकको स्रोत इतिहास पुराण वा लोकप्रसिद्ध र सज्जनाश्रित भएको, कथानकको थालनी नमस्कारात्मक आशिर्वादात्मक वा वस्तुनिर्देशात्मक मङ्गलाचरणबाट भएको, कथानकीय विकास नाटकीय पञ्चसन्धियुक्त भएको, कथानक विभिन्न सर्गमा विभाजित भएको र सर्गको सङ्ख्या आठभन्दा बढी भएको सर्गहरू ज्यादा लामा छोटा पनि नभएको, कथामा सज्जनको प्रशंसा र दुर्जनहरूको निन्दा गरिएको, नायक वीर सद्वंशीय धीरोदात्त गुणले युक्त भएको, राजकीय कूलका एकभन्दा बढी नायकको प्रयोग पनि महाकाव्यमा हुन सक्ने, शृङ्गार, वीर र शान्त रसमध्ये कुनै एक रसलाई अङ्गी रसका रूपमा प्रयोग गरिएको र अङ्ग रसका रूपमा अनेक रसको प्रयोग गरिएको, महाकाव्यमा अनेक छन्दको प्रयोग गरिएको, एउटा सर्गमा एउटै छन्दको प्रयोग र सर्गान्तमा छन्द परिवर्तन गरी पछिल्लो सर्गको सङ्केत गरिएको, महाकाव्यको नामकरण नायक, प्रतिनायक अथवा कथानकका आधारमा राखिएको, चर्तुवर्गफलप्राप्तिलाई महाकाव्य रचनाको उद्देश्य मानिएको, दिन रात, चन्द्रोदय,सूर्योदय,युद्धवर्णन, जलक्रीडा, समुन्द्रयात्रा ,यज्ञ, विबाह,पुत्रजन्म आदि व्यापक परिवेशको चित्रण गरिएको प्रबन्धात्मक विधाका रूपमा चिनाइएको छ (थापा,२०४२, पृ.४६) ।तरुण तपसीमा महाकाव्यका प्रस्तुत गरिएका यी मान्यतालाई जस्ताको त्यस्त खोज्ने हो भने महाकाव्य भन्न हिच्किचाउन पर्ने प्रशस्त आधारहरू छन् र यसैले गर्दा शास्त्रीयतावादी लेखनाथले शास्त्रीय रुढिका आधारमा तरुण तपसीलाई महाकाव्य मान्न सकेनन् ।

पूर्वीय काव्यशास्त्रमा प्रबन्धकाव्यको अर्को भेद कोशकाव्यलाईश्रृङ्खलित इतिवृत्त भएको परस्पर असम्बद्ध श्लोकबाट निर्मित निश्चित आख्यान नभएको वर्णनात्मक काव्यका रूपमा चिनाइएको छ। त्यस्तै गरी खण्डकाव्यलाई जीवनको एक खण्डलाई समेट्ने छोटो कथानक भएको, एक रसात्मक प्रस्तुति भएको, सर्ग रहित वा आठभन्दा कम सर्गमा विभाजन भएको, चतुर्वर्गमध्ये एउटा उद्देश्यमा केन्द्रित भएको र सन्धिबन्धन नभएको मध्यम आकारको प्रबन्धकाव्य मानिएको छ । पूर्वीय काव्यशास्त्रमा उल्लेखित यी मान्यताका आधारमा कुनै पनि विधासँग मेल नखाएपछि लेखनाथ पौड्यालले तरुण तपसीलाई नव्यकाव्यको नामकरण गरेका हुन् ।

काव्यकार लेखनाथ पौड्याल स्वयमूले नव्यकाव्यको संज्ञा दिनु र पूर्वीय तथा पाश्चात्य काव्यशास्त्रमा उल्लेख गरिएअनुसारको आख्यान र चरित्र तत्वको संयोजन कमजोर देखिएका कारण यसको महाकाव्यकारिताका विषयमा अनेक प्रश्न उठाइए । यस सन्दर्भमा शास्त्रीयतावादी कवि सोमनाथ सिग्द्याललेतरुण तपसीलाईखण्डकाव्यको उदाहरणका रूपमा प्रस्तुत गरे । यसलाई राममणि रिसालले वृक्ष तपसीको जीवनको पूर्ण वयान गरिएको आधुनिक प्रतीकवादी प्राकृत महाकाव्य मानेका छन् (रिसाल,२०५०, पृ.६०) । त्यस्तै गरी लक्ष्मीप्रसाद देवकोटाले विषयवस्तु अत्यन्त गम्भीर र प्रभावकारी हुँदाहुँदै पनि पात्र र कथावस्तु शास्त्रसम्मत नभएकाले यसलाई अल्पमहाकाव्यको संज्ञा दिएका छन् (अधिकारी, २०६६, पृ.६३) ।वासुदेव त्रिपाठीले आख्यान र चरित्र पक्षमा दुर्वलता देखाउँदै यसलाई क्षतिपूर्ति गर्ने विचार र कवित्वको महानताका आधारमा महाकाव्य समकक्षी रचना मानेका छन् । यस प्रकारका विविध दृष्टिकाणले गर्दा काव्य समीक्षाको लामो इतिहासमा तरुण तपसीको महाकाव्यकारिता निर्विवाद रहन सकेन तापनि काव्य समीक्षको इतिहासमा यसलाई महाकाव्यकै रूपमा विश्लेषण गर्नेहरूको मत बलियो छ । यति हुँदा हुँदै पनि

यसलाई सुलोचना, शाकुन्तल, आदर्श राघव, चिसो चूल्लो आदिजस्तो निर्विवाद महाकाव्य मानिएको छैन । यसैले गर्दा तरुण तपसीको महाकव्यकारिता समीक्षाको विषय बन्दै आएको छ ।

शास्त्रीय रुढिका दृष्टिबाट हेर्दा तरुण तपसीमा प्रयाप्त महाकाव्यात्मक सीमा अवश्य छन् तापनि यसलाई महाकाव्य मान्न सकिने बलिया आधारहरू पनि त्यत्तिकै छन् । महाकाव्यकारिताका दृष्टिले तरुण तपसीको कमजोर पक्ष आख्यान र चरित्रविधान नै हो । पूर्वीय काव्यशास्त्रमा कथानकका सन्दर्भमा जीवनको व्यापकतालाई समेट्ने लामो कथानक, इतिहासप्रसिद्ध सज्जनाश्रित, लोककथा,दन्त्यकथा, पूराणका रूपमा प्रसिद्ध कथा तथा कविकल्पित स्रोतबाट लिइएको कथानक, लौकिक अलौकिक विषयको वर्णन, पञ्चसन्धिका रूपमा कथानकको विकास, मङ्गलाचरणबाट शुरु भई सुखान्त परिणतिमा अन्त्य,सर्ग सर्गमा विभाजनजस्ता कुराहरूलाई महाकाव्योचित कथानकका विशेषता मानिएको छ । पाश्चात्य साहित्यमा पनि महाकाव्यको चर्चा गर्ने सन्दर्भमा कथानकलाई सर्वाधिक महत्त्व दिइएको छ । महाकाव्यमा पुराण, इतिहास वा अन्य स्रोतबाट लिइएको उच्च कथानक हुन्छ । कथानक वीर भावनाले युक्त हुन्छ र त्यसमा जातीय वा राष्ट्रिय सार्थकता घुसेको हुन्छ । अद्भूत तथा आश्चर्यजनक कामको वर्णन हुन्छ । त्यस्तै अचम्ममा पार्ने उपकथा जोडिएका हुन्छन्, लेखक मूल कथाबाट बाहिरितिर बहकिन पनि सक्छ, अतिशयोक्ति, साहस तथा बहादुरीको चित्रले महाकाव्यका पाठकलाई प्रभावित पार्न सक्छ भन्नेजस्ता दृष्टिकोण प्रस्तुत गरिएको छ (गौतम, २०५५, पृ.३) । महाकाव्यको कथानककासन्दर्भमा यस प्रकारका मान्यतालाई रूढिका रूपमा हेर्ने हो भनेतरुण तपसीको कथानकीय संयोजन महाकाव्योचित छैन तर शास्त्रीय रुढिलाई छोडेर हेर्ने हो भने यसलाई महाकाव्य मान्न सकिने प्रयाप्त आधारहरू छन् ।

चरित्र विधानका दृष्टिले पूर्वीय तथा पाश्चात्य महाकाव्य सिद्धान्तमा महाकाव्यका पात्र वा चरित्रको चर्चा गर्ने सन्दर्भमा नायकमा केन्द्रित भएर चर्चा गरिएको छ । महाकाव्यमा महान् पात्रका कार्यव्यापारको चित्रण गरिनुपर्छ भन्ने पूर्वीय काव्यशास्त्रमा स्थापित दृष्टिकोणले महाकाव्यको पात्रविधानलाई सङ्केत गरे पनि महाकाव्यका परिभाषामा मूलतः नायकको विषयमा केन्द्रित दृष्टिकोणहरू व्यक्त भएका छन् । यसै सन्दर्भमा भामहले महान् नायकका महान कार्यको वर्णनमा जोड दिएका छन् भने दण्डीले नायक चतुर तथा उदात्त हुनुपर्ने कुरामा जोड दिएका छन् । त्यस्तै गरी रुद्रटले महाकाव्यको नायक वीर, विजयाकाङ्क्षी,नीतिज्ञ र व्यवहारकुशल हुनुपर्ने कुरामा जोड दिएका छन् भने विश्वनाथले सद्वंशी,दैवी वा राजकीय गुण भएको, धीरोदात्त गुणले युक्त नायक हुनुपर्ने धारणा राख्दै महाकाव्यमा बहुनायकको प्रयोग समेत हुन सक्ने धारणा प्रस्तुत गरेका छन् ।

त्यस्तै गरी पाश्चात्य साहित्यमा पनि महाकाव्यको नायकका सन्दर्भमा महत्त्वका साथ चर्चा गरिएको छ । अरिस्टोटलले दुखान्तीय मान्यताका केन्द्रीयतामा नायकका सन्दर्भमा आफ्ना विचार व्यक्त गरेका छन् । उनले महाकाव्यको नायक कुलीन,प्रसिद्ध,भद्र र यशश्वी हुनुपर्छ तर कुनै न कुनै प्रकारको मानवीय दुर्वलताको गुण नायकमा हुनुपर्छ भन्ने धारणा राखेका छन् (न्यौपाने,२०४९, पृ.१०३) । महान नायकको दुखान्तीय चरित्रदोषका कारण महाकाव्य दुखान्तीय परिणतिमा अन्त्य हुनुपर्ने कुरामा अरिस्टोटलले जोड दिएका छन् । यस अर्थमा महाकाव्योचित नायक तथा कथानक अनुकूलको चरित्रविधान महाकाव्यको महत्त्वपूर्ण तत्त्व मानिएको छ ।

पूर्वीय तथा पाश्चात्य काव्यशास्त्रीय चिन्तन परम्परामा प्रस्तुत भएका यस प्रकारका कथानकीय तथा चरित्रविधानसम्बन्धी दृष्टिकोणअनुसारको कथानक तथा चरित्रविधान तरुण तपसीमा छैन तापनि यसलाई महाकाव्य नै मान्न सकिने बलिया आधारहरूका रूपमा यसको आख्यानीकरण तथा वस्तुविधान, वैचारिक वा दार्शनिक गहनता, विशिष्ट प्रकृतिको शैली शिल्प र संरचना, कवित्व र विचारको बलियो सङ्गठन जस्ता पक्षहरूलाई लिन सकिन्छ।

भावनाको आख्यानीकरण तथा वस्तुविधान

तरुण तपसी आख्यानीकरण तथा वस्तुविधानका दृष्टिले कमजोर काव्य कृति मानिन्छ। यही कमजोरीका कारण लेखनाथ पौड्यालले यसलाई नव्यकाव्यको नाम दिएकै कारणले यसको महाकाव्कारिताका विषयमा अनेक प्रश्नहरू उठाइए। आख्यान तत्व शास्त्रीय अभिमत अनुसारको नभए पनि काव्यमा प्रस्तुत भएको विशाल अनुभूति र सुगठित संरचनाले यसलाई महाकाव्य भन्न सकिने आधार प्रदान गरेको छ।

विषयवस्तुको केन्द्रीयतामा कविले आफ्ना अनुभूतिलाई विस्तार गर्दै जाँदा विषयवस्तुको आख्यानीकरण हुन्छ र यसैबाट कृतिको संरचना निर्माण हुन्छ। कथानक, वातावरण र पात्रको संयुक्त नाम नै आख्यान हो र आख्यान महाकाव्यको मूल तत्व हो। त्यसैले पूर्वीय र पाश्चात्य महाकाव्य सिद्धन्तमा महाकाव्यलाई परिभाषित गर्ने सन्दर्भमा आख्यानलाई सबैभन्दा बढी महत्त्व दिएर यसको स्रोत, सङ्गठन, विकास, व्यापकता, आरम्भ र अन्त्य जस्ता पक्षहरूलाई समेत आधार मानिएको छ। तरुण तपसीको आख्यानीकरणमा कथानकीय दुर्वलता र अनुभूतिको तिब्रता देखिन्छ। कविको अनुभूतिको विस्तृत अभिव्यक्ति नै तरुणतपसीको आख्यानीकरणको उपज हो र अनुभूतिकै रूपमा महाकाव्यमा जीवनको सम्पूर्णताका साथै मानव सभ्यताको विस्तृत दिग्दर्शन गरिएको छ। वृक्षको जीवन गाथालाई आख्यानका रूपमा प्रस्तुत गरिएको छ। आरम्भमा कान्ताविरही कवि भौतारिँदै चौतारामा पुग्नु, कविता लेख्न प्रयास गर्नु, चौतारोमै निदाउनु, तन्द्रावस्थामै अमरपदसँग साक्षात्कार हुनु, दिव्य तपस्वी प्रकट भई आत्मकथा सुनाउनु, वीचमा केही जिज्ञासा बाहेक सिङ्गो मानव सभ्यताको इतिहास सुनाएपछि कविलाई पीडाबाट मुक्तिको अनुभूति हुनु जस्ता सीमित घटनाहरूमा यसको आख्यान तत्व केन्द्रित छ। यस किसिमको अत्यन्त क्षीण कथानकलाई अनुभूतिले विस्तार गरेर १९ विश्राम र ५८१ श्लोकको महाकाव्यात्मक संरचना निर्माण गरिएको छ।

क्षीण कथात्मकता भए तापनि अनुभूतिको विस्तारबाट निर्माण भएको आख्यानीकरण र महाकाव्योचित संरचनाले यसलाई महाकाव्यकै कोटिमा राखेर चर्चा गर्न सकिन्छ। यसभित्र प्रस्तुत गरिएको आत्म गाथालाई आदि, विकास र चरमोत्कर्षका रूपमा विभाजन गर्नुपर्दा कान्ताविरही कविको चौतारोमा आगमन र तरु तपस्वीको दर्शनसम्मलाई आदिभाग वा आरम्भ, रुखको आत्मकथाको प्रसङ्गलाई कथानकको विकास र वृक्ष तपसीका कुरा सुनेपछि कविले योगीको रूप धारण गरेको र सांसारिक स्थितिलाई देखेर कविको मनमा उत्पन्न अनुभूतिलाई चरमोत्कर्ष मान्न सकिन्छ। वृक्ष तपसीको कहानीमा महाकाव्योचित घटनाको क्रमिक विन्यास छैन। युगौ युगदेखि वृक्ष तपसीले भोगेका अनुभूतिलाई जे जसरी सुनाइएको छ, त्यसैमा महाकाव्यको विकास गतिशील भएको छ। कविले कथानकको विधान गर्दा कुनै रुढ बन्धन लिएको देखिदैन र योजनाबद्ध प्रस्तुति पनि छैन। महाकाव्यका लागि अपेक्षित ठोस कथानक नभएकाले यसको वस्तुसङ्गठन ज्यादै सूक्ष्म, कमजोर र अन्तर्मुखी छ। कथानकीय विकासमा चरित्रको भूमिका खासै महत्त्वपूर्ण छैन। वृक्ष तपसीको एकोहोरो अभिव्यक्ति र स्रोता कविको निष्क्रिय उपस्थितिले

पात्रहरूको विकास महाकाव्योचित देखिँदैन । समग्रमा कवित्व, विचार र अनुभूतिका दृष्टिले बेजोड हुँदाहुँदै पनि आख्यानीकरण र चरित्रविधान तरुणतपसीको ऋणात्मक पक्ष देखिन्छन् ।

क्षीण कथानकमा अनुभूतिको तीव्र वेग र भावको गहनता छ । २७ श्लोकसम्म काव्यको पृष्ठभूमि, २८औँ श्लोकमा कविको जिज्ञासा र त्यसपछि १९औँ विश्रामको २२औँ श्लोकसम्म तपसीको जीवनकथा सुन्ने क्रम र २३,२४ र २५औँ श्लोकमा कवि पात्रको प्रतिक्रिया २६औँ श्लोक र केही बीच बीचका श्लोकमा प्रबन्धकारका टिप्पणी प्रस्तुत गरिएको छ । महाकाव्यमा प्रस्तुत विषयवस्तुलाई विविध अर्थमा हेर्न सकिन्छ । अभिधात्मक दृष्टिले हेर्दा यसमा वृक्षको लामो जीवनगाथा प्रस्तुत भएको छ । वृक्ष तपसीलाई द्रष्टा र भोक्ता मानवीय पात्रका रूपमा प्रस्तुत गर्दै यसैका माध्यमबाट सिङ्गो मानव सभ्यताको लामो इतिहासप्रतिको आलोचनात्मक दृष्टिकोण अभिव्यञ्जित छ । त्यस्तै गरी कवि स्वयम्को जीवनबोधको व्यञ्जनात्मक अभिव्यक्ति पनि यस काव्यमा प्रकट भएको छ । विश्राम एकदेखि १९ औं विश्रामसम्म प्रस्तुत गरिएको विषयवस्तु यसप्रकार रहेको देखिन्छ:

१. काव्यको पृष्ठभूमि तथा कवि र तपसीको संवाद थालनी ।

२. तपसीको वाल्यावस्था, युवावस्था आदिको वयान र लेखनाथको आत्मदर्शन ।

३. शरद ऋतु चर्चा, वृक्षमा परेको धक्का, रुखमा चराको बास, जरामा किराको आक्रमण आदि ।

४. हेमन्तको आगमनसँगै वृक्षले भोग्नुपरेको पीडा ।

५. हरियालीपूर्ण आनन्द, चरामाथि सिकारीको आक्रमण, हिंसाको उदय ।

६. व्याधाको क्रूरता, घाइते चरीको व्याथा, करुणको अजस्र प्रवाह ।

७. रुखमा चरा बस्न छाडेको अवस्थामा आध्यात्मिक ज्ञानको आव्हान ।

८. आत्मज्ञान प्राप्त तपसीले सम्पूर्ण पथिकलाई आश्रय दिएको सन्दर्भ र सामाजिक आर्थिक असमानताको अभिव्यक्ति

९. अनाथहरूले प्रकृतिको उपभोग गर्न नसकेको अवस्था, वर्गभेदको उदय ।

१०. प्रकृतिले समान अवसर दिए पनि समानता हराएको स्थिति, भोको अथितिको सम्मान गर्न नसकेको पीडा, फलहरू शक्तिशालीहरूले सञ्चय गरेको अवस्था र पुँजी सञ्चयको अवस्था ।

११. पैसाको आविस्कार र पुँजिवादको विकास ।

१२. अँध्यारोमा जुनकिरी देखिएको, उज्यालो अँध्यारोको द्वन्द्व, जुनकिरीको आशा, कविको जीवनदर्शन ।

१३. शोषक र श्रमिकको अवस्थाबाट उत्पन्न चिन्ता ।

१४. धर्मको विकृत रूपको विकास, मूर्तिपूजाको अवस्थाप्रति चिन्ता ।

१५. बूढो धर्म र तरुनो विज्ञानको द्वन्द्व, मानवताको परिकल्पना ।

१६. ब्रह्म साक्षात्कारपछिको अनुभव ।

१७. रजो र तमो गुणलाई विजय प्राप्त गरी सत्व गुणको आर्जनबाट मुक्ति प्राप्त हुने धारणा ।

१८. पँजिवादी अर्थव्यवस्थाप्रति व्यङ्ग्य ।

१९. तपसीप्रतिका अत्याचारको वर्णन, तपसीको विलय र कविको मोक्ष्यानुभूति ।

उल्लेखित विषयवस्तु र कविका वैचारिक अनुभूतिको विस्तारका माध्यमबाट तरुणतपसीमा आख्यानीकरणको विधान गरिएको छ । अतः यसको आख्यान तत्वभित्र समावेश भएको विषयवस्तुलाई हेर्दा यसमा तरुको जीवनगाथा, मानव समाजको विकासयात्राको विस्तृत सन्दर्भ, अतीतदेखि २०औँ शताब्दीसम्मको मानव सभ्यताको विकासका सन्दर्भमा भएको वन तथा प्रकृति विनासको गाथा, प्रकृतिको व्यक्तिविधान गरी त्यसले अवलोकन गरेको समाज विकासको विस्तृत सेरोफेरो, सामन्तवादी–पुँजिवादी युगका सामाजिक तथा आर्थिक शोषण, वर्गीय विषमता,सञ्चयवृत्ति, धार्मिक पाखण्ड र अन्धविश्वास, विज्ञानका ध्वंशात्मक पक्ष आदिको आलोचना, आर्ष साम्यवादी सञ्चेतना, विश्वप्रेम र मानवप्रेममा आधारित आध्यात्मिक मानवतावाद जस्ता कुराहरूको गहन प्रस्तुति यसमा देखिन्छ ।विषयवस्तुको मूल आधार प्रकृति, समाज र कविको विचारधारालाई बनाइएको छ ।

वैचारिक तथा दार्शनिक पक्ष

वैचारिक तथा दार्शनिक पक्षको उच्चता तरुण तपसीको सवल पक्ष मानिन्छ । शास्त्रीय महाकाव्य चिन्तन परम्परामा वैचारिक तथा दार्शनिक पक्षलाई खासै महत्त्व दिएको देखिँदैन । महानहरूका महान कार्यको वर्णन हुनुपर्ने भामहका चिन्तनमा वैचारिक महानताको सङ्केत भएपनि शास्त्रीय चिन्तनमा दार्शनिक तथा वैचारिक महानको विषयले खासै स्थान पाएको देखिँदैन ।

तरुण तपसीमा विचारको प्रतिपादन गर्ने विषयलाई काव्यको प्रमुख उद्देश्य मानिएको छ ।तरुण तपसीका माध्यमबाट आफ्नो विशिष्ट विचारको प्रतिपादन गर्ने प्रयत्न र विचारलाई थाहा नै नपाउने गरी कवितात्मक रूपमा प्रस्तुत कुरामा तरुण तपसीको मूल उद्देश्य केन्द्रित छ । आख्यानको सिलसिलाभन्दा विचारको कवितात्मक अभिव्यक्ति तथा कवितात्मक शिल्पसाधनाका माध्यमबाट विचारको अभिव्यक्ति तथा विचारलाई भावमय बनाउन प्रकृतिलाई उत्कृष्ट काव्यशिल्प प्रदान गरिएको छ ।पूर्वार्धमा पूर्वीय आध्यात्मिक दर्शनका यथावत प्रयोक्ताका रूपमा र उत्तरार्धमा पूर्वीय दर्शनको युगसापेक्ष पुनर्व्याख्याताका रूपमा कवि प्रस्तुत भएका छन् ।सुरुमा सांसारिकताबाट मुक्तिको चाहाना र पछि गएर सांसारिकतालाई स्वीकार्दै भौतिक बन्धनबाट मुक्तिको चाहाना तथा सांसारिक मुक्तिविना पनि समाजलाई स्वस्थ बनाउन सकिने विचारको अभिव्यक्ति काव्यमा गरिएको छ ।तरुण तपसीले एउटा वृक्षको रुदनलाई मात्र नबुभेर समस्त मानव जातिका आस्था, अहङ्कार,भावना, प्रेमर द्रौवल्य, उच्चता र निचतालाई समातेर दर्शन गराउँदै भविष्यलाई औल्याएर आधुनिक उच्छृङ्खलतालाई सावधान हुन सन्देश दिएको छ (सम, तरुण तपसी भूमिकाःघ) । समाजमा व्यप्त विकृति र विषम परिस्थितिबाट मुक्तिको चिन्तन नै तरुण तपसीको प्रमुख वैचारिक धरातल हो ।

महाकाव्यमा विचारलाई उच्च कवित्वकला प्रदान गरेर प्रस्तुत गर्न लेखनाथ पौड्याल अत्यन्त सफल देखिन्छन् र उनको विचार पूर्वीय दर्शनबाट पूर्ण रूपमा प्रभावित देखिन्छ । पूर्वीय दर्शनका वैदिक चिन्तन, उपनिषद, साङ्ख्य, योग र वेदान्त दर्शनका चिन्तनधाराबाट प्रभावित भई त्यसको युगसापेक्ष व्याख्या गर्दै त्यसैका आधारमा समाज परिवर्तनको मार्ग पहिल्याउँने प्रयास महाकाव्यमा गरिएको छ । त्यसैले तरुण तपसीको विचारलाई पूर्वीय दर्शनको लेखनाथीय संस्करण मानिएको छ र काव्यमा आध्यात्मिकताप्रति आस्था र धार्मिक विकृतिप्रति परिवर्तनको चाहाना व्यक्त सशक्त रूपमा व्यक्त भएको छ ।आध्यात्मिकता र

सामाजिकताको समीकरण तथा आध्यात्मिकताका दृष्टिले समाजको र समाजका दृष्टिले आध्यात्मिकताको व्याख्या महाकाव्यमा गरिएको छ।

महाकाव्यको प्रमुख वैचारिक पक्ष सांसारिक तृष्णाबाट मुक्त भई मोक्षप्राप्तिको मार्गमा लाग्नुपर्ने विचारको अभिव्यक्तिसँग सम्बन्धित छ।जीवनका बहिर्मुखी प्रवृत्ति (विज्ञान) र अन्तर्मुखी प्रवृत्ति(दया,माया, परोपकार) मध्ये बर्हिमुखी प्रवृत्तिको सक्रियताले मानिसलाई सांसारिकतातर्फ धकेल्छ भने अन्तर्मुखी प्रवृत्तिको क्रियाशीलताले मानिस मोक्ष प्राप्तितर्फ अग्रसर हुन्छ भन्ने विचार महाकाव्यमा प्रस्तुत भएको छ । मानिसमा युगौंदेखि विकसित हुँदै आएका दैवी र आशुरी प्रवृत्तिसम्बन्धी धारणा व्यक्त गर्दै दैवी प्रवृत्तिको विकासका निम्ति अन्तर्मुखी प्रवृत्ति क्रियाशील हुनुपर्ने विचार महाकाव्यमा प्रस्तुत गरिएको छ ।आजको समाज स्वस्थ बनाउनका लागि आध्यात्मिक दर्शनलाई प्रयोग गरिनुपर्छ र आध्यात्मिक चेतनाको पूनर्जागरणबाट मात्र आजको समाजमा विद्यमान शोषण, दमन, अत्याचार र विभेदको अन्त्य हुन सक्छ भन्ने वैचारिक निष्कर्ष महाकाव्यमा प्रस्तुत गरिएको छ ।ईश्वर, स्वर्ग, नरक जस्ता कुराहरू वास्तविक नभएर सबै मानिसले बनाएका कुरा हुन्, मोक्ष प्राप्ति अर्को कुनै लोकमा नभएर यही संसारमा गर्न सकिन्छ तर वर्तमान मान्छे जडवादले चेतनाशुन्य र रोगी भएको छ, त्यसको उपचारका लागि भौतिक उपचार नभएर आध्यात्मिक उपचार हुनुपर्छ भन्ने विचार तरुण तपसीमा व्यक्त भएको छ ।आध्यात्मिकताबाट विमुख हुँदै गएको वर्तमानमा मानवता र आदर्शको धरातलमा पहिरो गई धार्मिक महल चकनाचुर भएको दृष्टिकोण प्रस्तुत गर्दै जीवनको नश्वरता र स्वार्थी मानवको तुच्छताको अभिव्यक्ति काव्यमा प्रस्तुत गरिएको छ। सांसारिकताप्रति निष्काम हुनुलाई नै जीवनको सफलता मान्दै यसका लागि आध्यात्मिक चिन्तनबाट खारिएको विशुद्ध मानिसको जन्म लेखनाथको चाहाना काव्यमा प्रस्तुत भएको छ । त्यसैलेआध्यात्मिक दर्शनलाई सांसारिक जीवन स्वच्छ बनाउनका निम्ति प्रयोग गरिनुपर्छ र जडवादले रोगी र चेतनाशुन्य भएको आजको मान्छेको उपचार भौतिक प्रगतिबाट नभएर आध्यात्मिक चेतनाको पूनर्जागरणबाट हुनुपर्छ भन्ने दृष्टिकोण काव्यमा प्रस्तुत भएको छ।तरुण तपसीको वैचारिक पक्षको सन्दर्भमा लक्ष्मीप्रसाद देवकोटाले प्रस्तुत गरेको विचार महत्त्वपूर्ण मानिन्छ । देवकाटाका दृष्टिमा ऋषिमय साम्यवादी चिन्तन जहाँ बाघ र भगेरा मितेरी लगाउँछन् र लेखनाथको साम्यवाद आदर्शवादी साम्यवाद हो जसले बाघमा नङ्ग्रा छ भन्ने स्वीकार्दैन र बोको लाचार छ भन्ने मान्दैन ।

उपनिषद, गीता र पुराणका विचारबाट तरुणतपसीको वैचारिकता प्रभावित देखिन्छ । पैसाको निन्दा उपनिषदबाट प्राप्त चिन्तनको प्रभाव हो । आसुरी र दैवी चिन्तन तथा निष्काम कर्मको सन्देश गीताको प्रभाव हो र सृष्टिका कथा र परोपकार पुण्य तथा परपीडन पाप भन्ने विचारमा पुराणको प्रभाव स्पष्ट देखिन्छ ।वेदान्त, साङ्ख्य र योग दर्शनबाट पनि उनको चिन्तन प्रयाप्त प्रभावित छ । भेद र अभेदको चिन्तनमा वेदान्तको प्रभाव देखिन्छ । प्रकृतिको विषम जगतबाट साम्यको स्थितिको खोजी साङ्ख्यको प्रभाव देखिन्छ अनि चित्तवृत्ति र समाधि स्थितिको प्रसङ्ग योग दर्शनको प्रभावका रूपमा देखिन्छ । पूर्वीय दर्शनबाट गहन रूपमा प्रभावित हुँदै पूर्वीय दर्शन र आध्यात्मिकताको समाजसापेक्ष व्याख्या गर्ने सन्दर्भमा मौलिक विचारको प्रतिपादनबाट पूर्वीय दर्शनको समाजसापेक्ष पुर्नव्याख्या तरुण तपसीमा गरिएको छ । हाम्रा धर्मग्रन्थले व्याख्या गरेको स्वर्ग र नरकलाई आजको समाजभन्दा भिन्न नठानेर मानिसको व्यवहारबाट नै स्वर्ग र नरक निर्माण हुन सक्छ भन्ने धारणा काव्यमा प्रस्तुत भएको छ ।सांसारिकता भनेको पुंजी जम्मा गर्ने परम्परा हो, संसारमा भएका सबै द्वन्द्व मानवभित्रका आसुरी र दैवी प्रवृत्तिका द्वन्द्व हुन्, मान्छेभित्रका शोषण र सञ्चयका

भाव बहिर्मुखी प्रवृत्ति हुन्, यिनलाई त्यागेर अन्तर्मुखी प्रवृत्ति भित्र्याउन आध्यात्मिकतातर्फ फर्किनुपर्छ भन्ने विचार यो काव्यमा व्यक्त भएको छ । लेखनाथ गान्धीको आध्यात्मिक मानवतावादबाट पनि विशेष प्रभावित देखिन्छन् र यसैको प्रभावस्वरूप सत्य, अहिंसा र सर्वधर्म समभावका वैचारिक आधारहरूको अनुसरण गर्ने कविका रूपमा समेत देखिन्छन् (पराजुली,२०४५ः२३४) । त्यसैले मानवता, विश्वबन्धुत्व र आदर्शवादी साम्यवादी चिन्तन तरुणतपसीको वैचारिकताको निष्कर्ष देखिन्छ ।

शैली, शिल्प र संरचना

शिल्पको चमत्कार, कवित्वको परिष्कार एवम् विचार र कवित्वको अपूर्व सङ्गम तरुण तपसीको स्तुत्य पक्ष हो ।परिष्कारपूर्ण शैलीशिल्प लेखनाथ पौड्यालको कवित्वको मूल पहिचान हो र तरुण तपसी यसको उत्कर्ष हो । तत्सम शब्दको कुशल प्रयोगका साथै भर्रा नेपाली शब्दको समेत उचित संयोजनले यो काव्यको शिल्प संयोजन उत्कृष्ट बनेको छ । स्वभाविक अलङ्कार विधान, एउटै श्लोकमा अनेक अलङ्कार र अलङ्कारको प्रयोग बाह्य सौन्दर्यका लागि मात्र नभएर अनुभूतिको अभिन्न अङ्ग बनेर प्रस्तुत भएकाले पनि काव्यको शिल्प पक्ष उच्च कोटिको बनेको छ । माधुर्य र प्रसाद गुण तथा शान्त रसको कुशल प्रयोगको विशिष्टताले पनि यसको शैलीगत चमत्कार विशिष्ट बनेको छ ।

छन्द प्रयागका दृष्टिले मुलतः शिखरिणी र केही मालिनी र सुन्दरी छन्दको कुशल प्रयोग यो काव्यमा भएको छ । शिखरिणी छन्दका ५४४ श्लोक र अन्य छन्दका ३७ श्लोकबाट काव्यको संरचना निर्माण भएको छ । कवित्वको उच्च स्तरको सङ्गठनका सन्दर्भमा नेपाली भाषाको औंठीमा छाँट पारेर नकुँदी जोडिएको एउटा पनि श्लोक नभएको टिप्पणी बालकृष्ण समले गरेका छन् (सम,तरुण तपसी भूमिकाःक) । अन्त्यानुप्रासमय शिखरिणी छन्दको माधुर्यपूर्ण कलाकारिता नेपाली काव्य जगतकै अद्वितीय नमुनाका रूपमा देखिन्छ ।त्यसैले लेखनाथलाईलक्ष्मीप्रसाद देवकोटाले वार्णिक छन्द प्रयोगका दृष्टिले नेपाली साहित्यका एक अविजेय एकछत्र सम्राट मानेका छन् ।

महाकाव्यात्मक शक्ति

तरुण तपसीको कथानकीय विधान र नायकीय भूमिकालाईशास्त्रीयतावादी रुढिका आधारमा मात्र हेर्ने हो भने यसको महाकाव्यकारितामा प्रश्न उठाउने केही आधारहरू अवस्य छन् तापनि कतिपय विशेषताहरूले यो कृति नेपाली महाकाव्यकै इतिहासमा उच्च शिखर मान्न सकिने आधारहरू पनि यसमा छन् । काव्यशास्त्रमा भनेजस्तो कथानकीय स्रोत र घटनाको विकास नभए पनि यसको आख्यानले लेखनाथको अन्तर्चेतनाभित्रको वृक्ष र वृक्षको अन्तर्चेतनाभित्रको विश्वकथालाई नै आख्यान बनाएर जीवनको व्यापकतालाई मात्र होइन, सिङ्गो मानव सभ्यताको दिग्दर्शन प्रस्तुत गरेको छ ।

नायकीय भूमिका र चरित्रविधानको पक्ष महाकाव्यको शास्त्रीय मान्यताको अनुकूल छैन तर यहाँ नायकीय स्वरूप प्राप्त गरेको वृक्ष तपसी युगौं युगदेखि मानव सभ्यतालाई नियाल्दै आजको मानिसलाई सांसारिक तृष्णाबाट मुक्त भई मोक्षप्राप्तिको मार्गमा लाग्नुपर्ने सन्देश दिँदै दया, माया, मानवता र विश्वबन्धुत्वको मार्गमा लाग्न प्रेरणा दिने विराट ज्ञानराशीको शक्तिशाली भूमिकामा

देखिन्छ । त्यसैले समीक्षकहरूले कमजोर मानेका र स्वयम् लेखनाथले समेत महाकाव्योचित मान्न नसकेका आख्यान र नायकीय भूमिकामा समेत महाकाव्य मान्न सकिने महान गुणहरू प्रयाप्त छन् ।

आख्यान र चरित्रविधानको आलोच्यपूर्ण कमजोरीबाहेकका अन्य पक्षले त यो कृतिका सम्पूर्ण महाकाव्यात्मक सीमालाई क्षतिपूर्ति गरेर पनि निर्धक्क महाकाव्य मान्न सकिने आधारहरू प्रदान गरेको छ । यो काव्यमा अनुभूतिको विस्तृत यात्रा समेटिएको छ र अनुभूतिको आख्यानीकरणले कथानकीय कमजोरीलाई धेरै हदसम्म क्षतिपूर्ति गरेको छासर्गका रूपमा १९ विश्राम महाकव्यका लागि प्रयाप्त आयामको विस्तार छ ।चार पाउका ५८१ श्लोकलाई महाकाव्य मान्न सकिने आयाम मानिन्छ ।विचार र कवित्वको उपयुक्त सन्तुलनले कथानकीय कमजोरी तथा नायकीय भूमिकामा देखिएको कमजोरीको क्षतिपूर्ति गरेको मान्न सकिन्छ ।भावको गहनता, विशाल अनुभूति र सुगठित संरचनाले यसको महाकाव्यात्मक गरिमा स्थापित भएको छ ।क्षीण कथानकमा पनि अनुभूतिको तीब्र वेग र भावको गहनता छ ।युग विराटता, शैलीको प्रौढता, युगीन जीवनदर्शनको अभिव्यञ्जना, शान्त रसको परिपाक र ध्वन्यात्मक अर्थ गाम्भिर्यताजस्ता कुराले यसको संरचनात्मक सङ्गठन बलियो बनेको छ ।पूर्वीय आँखाबाट प्रस्तुत भएको युगवोध र विश्ववोध प्रभावकारी छ र त्यो थोरै संवादात्मक र धेरै वर्णनात्मक रूपमा प्रस्तुत गरिएको छ र यो दोस्रो विश्वयुद्धपछिको मानव चेतनाको अभिव्यक्तिका रूपमा प्रकट भएको छ ।चैतन्य पक्ष उत्कृष्ट छ, वैचारिक गहनतालाई हेर्दा यो युगकाव्य, सामाजिक काव्य, प्राकृतिक काव्य, इतिहास र वर्तमान मानवताको काव्य, आध्यात्मिक काव्य सबै हो र यसका साथै सामाजिकताको आध्यात्मीकरण र आध्यात्मिकताको सामाजिकीकरण पनि हो ।त्यसैले यसलाई आध्यात्मिकतालाई सामाजिकतामा प्रयोग गर्ने अद्वितीय कृति मानिन्छ ।सामाजिकता र आध्यात्मिकताको समीकरण, चैतन्यको व्याप्ति यसको महत्त्वपूर्ण प्राप्ति, वेदान्त, शाङ्ख्य र योग दर्शन चिन्तनको चूरो अपूर्व प्राप्ति हो ।उच्च कवित्व कला, स्वतस्फूर्त छन्दचेतना वा माधुर्यताको शिखर काव्यका अविजेय गुण देखिन्छन् । काव्य सिर्जनामा प्रतिभा पहिलो, व्युत्पत्ति सहयोगी र साधनाको महत्त्वपूर्ण भूमिका देखिन्छ ।महाकाव्यात्मक स्वरूप र नव्यकाव्यको नामकरण, विचार र कवित्वकलाको अपूर्व सन्तुलन, तीब्र युगवोध तथा समाजवोध, संरचनात्मक सुगठितता, घनत्वपूर्ण भावप्रवाह, दार्शनिक चेतना, प्रकृति चित्रण, चित्रात्मकता, आख्यान र चरित्र तत्वको दुर्बलता आदि तरुण तपसीका महाकाव्यात्मक विशेषता हुन् ।

त्यसैले तरुण तपसी शास्त्रीय रुढिका आँखामा महाकाव्यका रूपमा कमजोर रचना देखिए पनि यो कृतिले बहन गरेको वैचारिक विराटता, कवित्व शिल्प, काव्यात्मक आयाम, जीवन जगतको विस्तृत दिग्दर्शन,अनुभूतिको विस्तृत यात्रा, सर्गका रूपमा १९ विश्राम र वृक्ष तपस्वीका माध्यमबाट प्रस्तुत भएको विश्व वोधको वजिलो वैचारिक अभिव्यक्तिले यो कृतिलाई महाकाव्यकै कोटिमा राख्नुपर्छ ।

महाकाव्यकारिताका दृष्टिले दुर्बल पक्षहरू

महाकाव्यात्मक कमजोरीका दृष्टिले तरुण तपसीको चर्चा गर्दा आख्यानात्मक पक्ष र चरित्र विधानको पक्ष नै कमजोर मानिन्छ । यसमा वृक्षको जीवनगाथालाई आख्यानका रूपमा प्रस्तुत गरिएको छ तर आख्यानीकरणका लागि आवश्यक पर्ने घटना, पात्र र वातावरणको संयोजनका दृष्टिले कमजोर छ ।अत्यन्त भिनो र सूक्ष्म आख्यान हुनु नै यस काव्यको सबैभन्दा ठूलो समस्या

हो ।आरम्भमा कान्ताविरही कवि भौतारिँदै चौतारामा पुग्नु, कविता लेखन प्रयास गर्नु, चौतारोमै निदाउनु, तन्द्रावस्थामै अमरपदसँग साक्षात्कार हुनु, दिव्य तपसी प्रकट भई आत्मकथा सुनाउनु, बीचमा केही जिज्ञासा बाहेक सिङ्गो मानव सभ्यताको इतिहास सुनाएपछि कविलाई पीडाबाट मुक्तिको अनुभूति हुनु जस्ता सीमित तथा सूक्ष्म घटनाहरूमा यसको आख्यान तत्व केन्द्रित छ ।

शीर्षक सन्दर्भ

तरुण तपसीको शीर्षक दुई शब्दात्मक शब्द संरचनाको छ । तरु तपसीको अर्थ वृक्ष तपसी र त्यही वृक्ष तपसी तरुण साक्षी बनेर मानव सभ्यताका अनेक युगहरूलाई द्रष्टाका रूपमा अवलोकन गरेर कविलाई सुनाएको अनुभव नै काव्यको विषय हो अनि त्यही द्रष्टा तपसीलाई तरुण तपसीको संज्ञा दिई यसैका नामबाट काव्यको नामकरण गरिएको छ ।आदिम युगदेखि बीसौं शताब्दीसम्मका प्रवृत्ति तथा समाज विकासका क्रममा देखा परेका अनुकूल प्रतिकूल आरोह अवरोहको अन्तर्द्वन्द्वग्रस्त अवस्थाको अवलोकन गर्ने तरुण साक्षीको भूमिकामा रहेको वृक्ष तपस्वीलाई नै तरुण तपसीको संज्ञा दिइएको छ। मानव सभ्यताको इतिहासका युग विशेष (आदिम साम्यवादी युग, दास युग, सामन्तवादी युग, पूँजिवादी युग, समाजवादी युग र साम्यवादी युग) को विकासका सन्दर्भमा पूँजिवादी युगको विकाससम्मका मानवीय क्रियाकलापको द्रष्टा बनेर वृक्ष तपस्वीले सम्पूर्ण मानवीय क्रियाकलापको वर्णन गरेको छाकवि स्वयमूलाई जीवनवोध गराउने स्वर्गद्वारी महाप्रभुको स्वरूपका रूपमा वृक्ष तपस्वी उपस्थित भएको मानिन्छ। सिङ्गो मानव सभ्यताको विकासक्रमको साक्षी बनी आजको मान्छेलाई दया, परोपकार, अहिंशा, सेवा, त्याग, समताभाव, चारोवृत्तिजस्ता दैवी प्रवृत्ति अगाल्न प्रेरित गर्ने जागरुक तपसीका रूपमा प्रस्तुत वृक्षलाई तरुण तपसी संज्ञा दिएर यसैका आधारमा शीर्षक राखेकाले शीर्षक सार्थक छ।

निष्कर्ष

तरुण तपसी नेपाली महाकाव्यको इतिहासमा देवकोटा युगको उच्च कोटिको शैली, शिल्प र कवित्वको उत्कृष्ट काव्यकृति हो । साहित्यको इतिहासमा महाकाव्यकै कोटिमा राखेर चर्चा गरिदै आएको भए पनि आख्यान तत्व र नायकीय भूमिकामा रहेको कमजोरी स्वीकार गरी स्वयम् लेखनाथ पौड्यालले नव्यकाव्यको संज्ञा दिएकाले यसको महाकाव्यकारितामा प्रश्न उठाइएको छ।

शास्त्रीय रुढिका आँखामा महाकाव्यका रूपमा कमजोर रचना देखिए पनि यो कृतिले बहन गरेको वैचारिक विराटता, कवित्व शिल्प, काव्यात्मक आयाम, जीवन जगतको विस्तृत दिग्दर्शन,अनुभूतिको विस्तृत यात्रा, सर्गका रूपमा १९ विश्राम र वृक्ष तपस्वीका माध्यमबाट प्रस्तुत भएको विश्व वोधको वजिलो वैचारिक अभिव्यक्तिले यो कृतिलाई महाकाव्यकै कोटिमा राख्नुपर्छ। सवलता र दुर्वलताको कसीमा तरुण तपसीलाई हेर्दा विचार र कवित्वकलाको अपूर्व सन्तुलन, तीव्र युगवोध तथा समाजवोध, संरचनात्मक सुगठितता, घनत्वपूर्ण भावप्रवाह, दार्शनिक चेतना वजिलो पस्तुति जस्ता कुराहरू सवल पक्ष देखिन्छन् भने आख्यानात्मक पक्ष र चरित्र विधानको पक्ष कमजोर मानिन्छ।

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