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Impact of Employee Turnover in the Hotel Industry: An Empirical Study of Select Hotels in Uttar Pradesh

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ABSTRACT

Hotel enterprise is part of Tourism Industry which is thriving in India than ever before, in line with 2019 record of World Economic Forum India has reached the 34th rank within side the world from forty in the course of 2017 (World Economic Forum;The Travel & Tourism Competitiveness Report, 2019). This has been end result of substantial efforts of the Government and the Industry fantastic steps in boosting its enchantment as a visitor and hospitality vacation spot at the globe. There are diverse International inn chains already in India that are increasing their room stock at a quick tempo to satisfy the destiny needs of lodging and enjoyment services. But with each fulfillment there comes a few types of issues or issues that are had to address as they could slow down the business enterprise or the enterprise as a whole. One of the primary problems which had been a part of each developing enterprise in beyond is to row out itself from the hassle of worker turnover rate. It is stated that worker turnover is one silent a part of human resource control that can have a poor effect for the business enterprise if controlled inadequately. This paper is a try to discover the motives why inn enterprise in India is going through this issue and what are the feasible outcomes of it at the enterprise which would possibly gradual or preserve nonetheless the growth of enterprise as forecasted.

Keywords: Competitiveness, Hotel, Tourism, Turnover, Uttar Pradesh

INTRODUCTION

Tourism industry of India is most dynamic industry, in this industry most employees are associated and many small enterprises are connected with industry. While talking about contribution of tourism industry in GDP it was 121.9\$ in 2020 and expected to be 512\$ till 2028. Contribution to GDP of tourism industry in India is

10.35% between 2019-2028 (www.ibef.org, 2021). Firms like Wyndham and Accor are expected to add few more properties in India to increase its footprints.

While industry is going great according to different reports and data's received from different sources another truth is high employee turnover and it should

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be looked with immediate attention.

The industry faces a significant sales challenge of around 40-50 percent. Organized (or organized Branded) Space typically offers regular training programs and learning and development initiatives throughout the year. It conveys not only presentation and maintenance skills, but also certain sophistication. Candidates with such skills are there demand for customer-facing and service-oriented positions in industries such as banking, financial services, retail and airlines above all human resources wars are intensifying in the industry, and almost every company is losing qualified professional's availability of better economic and professional opportunities. At the lower level, employees usually stay in one company about 6 months. This is a short period for employers to see the rewards of their training investment per employee. Employers want their employees to stay in the organization for an average of 36 months to recover their investment in training and, from the employee's point of view, gain sufficient experience in the group to add value to subsequent roles (Narayanan Ramaswamy, 2017).

Given the unorganized (~99.5%) and fragmented nature of the industry, it's miles tough to supply the attrition fees and sample with inside the sector. However, for the QSR and speedy meals segments, particularly the organized percentage this is taken into consideration to be consultant of the sector, the annualized attrition fees are as excessive as 90-100%. This is for personnel who have been with an agency for much less than 12 months. Typically, those personnel are first-time workers. For the ones who live with an agency for extra than 12 months, the annualized attrition fee decreases to ~60%, which is likewise very excessive. Such excessive fees are normally an end result of the mismatch in expectancies of each personnel and employers. Employees accept as true with that repayment and blessings aren't an honest mirrored image of the attempt required (Narayanan Ramaswamy, 2017).

A high turnover rate is a warning sign of low morale among organizational members, which is one of the factors that affect an organization's performance. Employee turnover may be very steeply-priced for a business enterprise, specifically if it's far a voluntary resignation of human capital funding from the business enterprise and the following substitute process. These substitute charges may also encompass the quest of the outside labor marketplace for a likely substitute, choice among competing substitutes, induction, formal and casual education of the substitute till she or he attains an affordable degree of overall performance this is equal to that of the man or woman who quit (Glynn, 2012).

This article aims to find the various implications of this high turnover rate in the hospitality industry in India, and to find the best ways and proposals to overcome and strengthen the industry with a stable workforce and increase productivity through various investigations and analysis. Do primary and secondary data related to the subject.

REVIEW OF LITERATURE

Both old and young employees motivating and satisfying at work, but in a different way based on them for the sake of answering, I have ordered the motivators from largest to smallest average, older employees are motivated by workplace flexibility autonomy of work; good interpersonal relationships at work; Opportunity to work on your own speed; respect among employees; equal treatment of employees according to age; employers praise for good work; the possibility of working from home; reduce workplace strain through intergenerational collaboration cooperation with other employees; and distribution of labor at higher wages (Maja Rožman, 2017).

Employee turnover rates are determined on a case-by-case basis some employees leave the organization for several years it causes a negative effect on the organization in terms of overall cost and opportunity (Pamela A Yankeelov, 2009). Deploy the minimum

required services when personnel depart the enterprise, this could now no longer most effective effect on enterprise but additionally on personnel itself. Due to its miserable effect, worker turnover has been large subject matter for scholars, lecturers and managers.

Employee engagement is defined as an employee's strong emotional and intellectual activity. Attachment to a motivating job, organization, manager, or colleague Take extra effort (Julia Christesen Hughes, 2008).

(Wasmuth WJ, 1993) Indicate that increases in employee turnover are generally due to employee dissatisfaction with their current jobs and lead to attractiveness to other profiles or industries, which may be one of the leading causes of employee turnover. (Dariman, 1990) Argues that organizational productivity decreases as productivity begins to decline as a result of high turnover rates, (Meyer, 1993) states that turnover is close to a hidden part of human resources and has many negative effects on organizations. It also incurs unnecessary cash costs, wastes administrative effort, and lowers employee morale. (Griffith, 1991) Also noted similar results in many studies, (Tracey, 2000) argue that the organizational costs of employee turnover outweigh the loss of service quality. This also leads to demoralization of the employees working in this organization, which causes unmotivated employees to provide poor service and customers begin to decline.

(Mullins; Mullins, 2000), located that worker turnover leads lack of organizational fees of advertising, interview time, administrative expensive, supervision and training high worker turnover consequences motivation stage of the personnel working, as end result the agency faces low pride stage of personnel and occasional performance. (Walsh, 2007) Their observation was centered on benefits of worker turnover. They discover that it's far an herbal procedure of downsizing the workforce. But on the identical time they discover that

because of worker turnover the manufacturing and the income of the agency is adversely impact.

(Yang, 2008) Wrote that after a worker leaves any agency there might be lack of personnel and that could have an effect on the extent of provider provided.

OBJECTIVE

The purpose of this study is to understand an empirical approach for the sole purpose of examining the various factors considered by hotel owners on the effect of employee turnover on the hotel business.

METHODS OF STUDY

Possibilities explored in this study, 400 employees from classified hotels of Uttar Pradesh were selected for study and proper consideration given to departments while selecting data. Representatives from all positions e.g. entry level, Supervisory level, managerial level chosen to respond the questionnaire, study was conducted in hotels of Uttar Pradesh in Uttar Pradesh people of various cultures lives together and so are the employees in hotels. In Uttar Pradesh about 70 classified hotels are there (National Database for Accommodation Units, 2021).

In table 1 given below study was carried out with personnel of different department and positions, majorly of housekeeping department, human resource department and General Managers of few hotels. Their views are registered through telephonic interview in consultation with literatures present. In table we can see majority of respondents feels those employees' turnovers costs in terms of re-recruitment and training of newly recruited staffs. Few more factors are prevalent in impact of hotels operations are mentioned in table e.g. low performance, lack of motivation, less uniformity, assets loss, inability to meet productivity standards, low occupancy level, dissatisfaction of guests, lack of intradepartmental coordination, and goodwill dgrade.

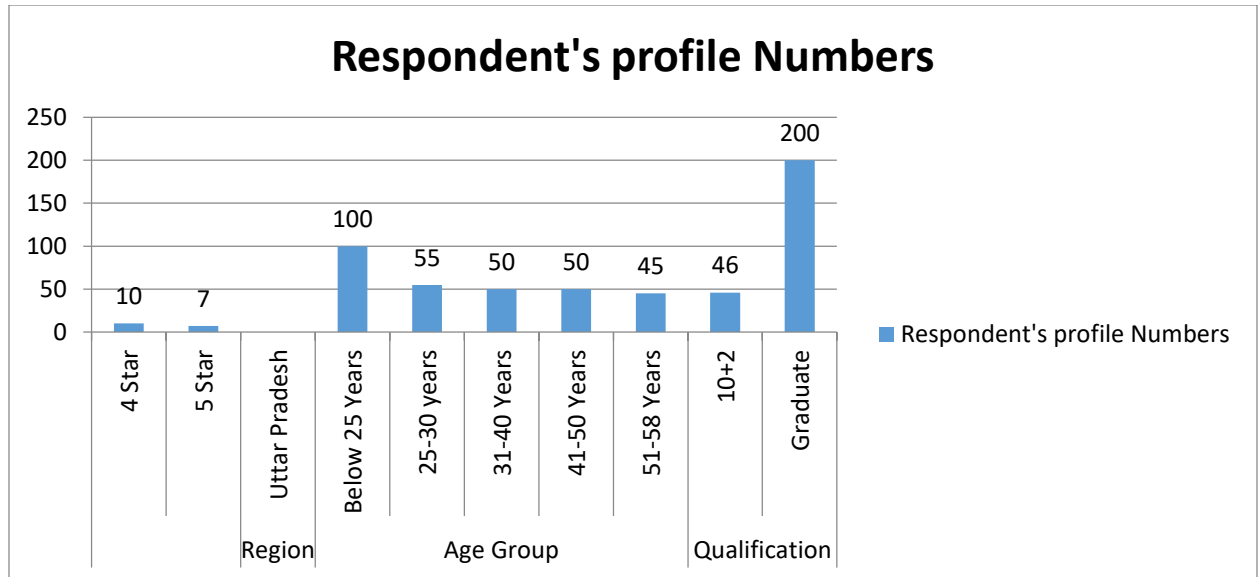


Chart 1: Various factors impacting Hotels operations on employee turnover of Uttar Pradesh

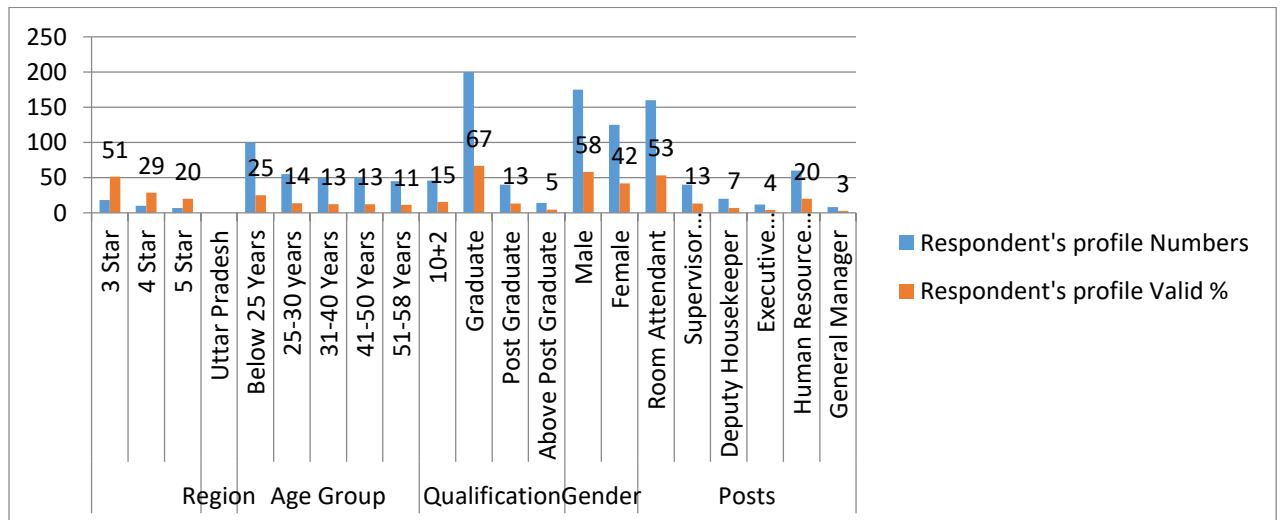


Chart 2: Respondent's profile

Study was conducted in 35 hotels of Uttar Pradesh in which 51% hotels are 3 stars, 29% hotels are 4 stars, and 20% hotels are 5 stars. Talking about positions 53% was entry level, 13% Supervisory level, 7% mid managerial

level, 4% Managerial level, 20% human resource personnel, and 3% General managers.

CONCLUSION

Study was conducted for evaluation of hotels business and employee turnover, impact of employee turnover on hotel business. It is found that if an employee leaves organization it means there will be loss for organization either direct or indirect. When employee leaves organization who is trained and performing meeting performance and productivity standard human resource personnel has to search for a talent and then recruit and train. But in between the flow of work has been broken and this impacts business of organization. In other hand when one employee leaves organization others feel pressure and they may leave or get frustrated and when an employee in hotel is not happy then he or she couldn't give her 100%.

SUGGESTIONS

Human resource personnel and owners of hotels should plan some programs to reward outperformers because when an employee works really well he/she expects some fair appraisal and that can be the one way to retain employees. The other way of retention can be through participation of employees in decision making when employee is part of decision he/she feels valued, honored. Many of employers only think if they are paying salaries to an employee that is all but every person needs some satisfaction for him/her and that should be taken care by employers.

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The Implication of Naira Devaluation to the Nigeria's Economic Development

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ABSTRACT

The fundamental intend of the study is to estimate the implication and relationship between economic development (RGDP) and currency devaluation in Nigeria. The above intent was achieved through a review of related literatures. The central augment of the study based on devaluation and whether its improve or worsen the economic climate as debated over time with varying empirical evidences in developed and developing economies. Data for analysis were extracted from the Central Bank of Nigeria Statistical Bulletin of and publications of the National Bureau of Statistics period of 2003 to 2019. Adopting ordinary least square (OLS) technique since data are not stationary, unit root test was equally employed. The study established that devaluation is not peculiarly Nigerian, however the findings revealed that it does more harm than good as far as Nigeria is concerned since the needed requirement to ensure the nation gain from devaluation are not present in the system. Exchange rate, import, export and interest rates were used as proxies for currency devaluation; while real GDP was used to measure growth. Conclusion is that devaluation benefits exporting economies. For an economy that is structured like Nigeria's, devaluation will surely complicate the problem at hand, rather than solving it, since it's highly import dependent.

Keywords: Devaluation, exchange rate, import, export, economic imbalance, current account deficit

INTRODUCTION

Economic growth and development globally play host to three core fundamentals of short and long run economic targets for the achievement of a stable and sustainable economic growth, employment generation and a bare minimum inflation rate with a favorable trade position. The achievement of the above economic targets and in

ensuring a stable and profitable economy, nations over time adopts monetary and fiscal policies to control aggregate shift in demand curve. Empirical research reveled and established an economic world that has in the earlier period witness economic depressions in 1910 and 1930s herein refer to as the "Great Economic Depression" which negatively impacted on the global economy with a particular effect on domestic currencies

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thus, propelling the nations to adopt devaluation as the last resort and as a key to economic boost.

In contemporary era devaluation has being embrace in line with the traditionalist argument as a key macroeconomic policy in most developing economies. Currency devaluations in relation to changes in value of currencies play host to expansionary and contractionary effects which are strictly based on the structural pattern of the economy, with the International Monetary Fund (IMF) and World Bank clinching to currency devaluation to boost domestic firms with protection.

Nations in conjunction with economic theories and in line with traditionalist argument consensually embrace devaluation as a fiscal policy and as a means of enhancing domestic economies in the long-run through net export to stimulate economic diversification, boost in domestic industries and increase domestic international competitiveness, improve trade balance, employment generation and balance of payment alleviation provided the Marshall-Lerner conditions are satisfied. The Marshall-Lerner condition established that devaluation enhances expansion where the sum of price elasticity of demand for export and the price elasticity of demand for imports is greater than unity (>1) (Acar as cited in Ayen 2014 p.103).

The Nigerian economy is recognized to be a mono-cultural and oil driven with oil contributing 95 percent of foreign earnings, 80 percent to GDP, an above 90 percent of total export valued at \$47.8 billion thus placing Nigeria as the 49th largest exporter and import at \$39.5 billion placing Nigeria as the 53rd largest globally (Observer of Economic Complicity, 2015).

However, Nigeria in modern era is not immune from global economic and financial crisis with Nigeria currently trapped in the web of exchange rate volatility propelling the adoption of devaluation as a feasible way out of the financial and economic quagmire (Akindiyo and Olawole 2015).

Currency devaluation embraces fiscal policy which bothers on calculated cutback in the value of domestic currency to maximize gains in trade (Aiya, 2014). Cooper as cited in Momodu and Akani (2016) currency devaluation is likewise considered a shocking policy

undertaken by government, with most government being indisposed to devalue. Devaluation occur due to trade and payment deficit with Thailand, China, Mexico, Czech Republic devaluating strongly, willingly or unwillingly, owing to deficits in trade exceeding 8% of GDP (Momodu and Akani 2016).

Nigeria experiences her first currency devaluation at 10% in 1973 in response to U.S. devaluation of the same year with foreign exchange reserves growth at 773.5% in 1974. According to International Monetary Fund report 2015 (IMF) nations can devalue their currency to correct "elementary disequilibrium" in trade and balance of payments.

Aiya, (2014) currency devaluation became known during the 1986 Structural Adjustment Programme of Babangida-led Administration in Nigeria calculated to achieve a pragmatic exchange rate for the naira that was over-valued and to correct economic and trade imbalances. Decades after the SAP, Nigeria still play host to economic and trade imbalances.

Todaro (1982) augured that "the implication of devaluation is unhealthy for economic development since valued currency equally worsens trade and balance of payment. Aguiar, as cited in Momodu and Akani (2016) argued that devaluation leads to increase in export competitiveness which makes export goods less expensive and import more expensive, with less domestic consumption thus encouraging production and exportation to boost output growth. Momodu and Akani (2016) the monetarists argued the non-existence of devaluation effect on real variables in the long run with the view that exchange rate devaluation affects real balance in the short run without any effect on real variables on long run, based on the Purchasing Power Parity (PPP) assumption, which states that increase in exchange rate on the short run leads to increase in output and balance of payments while devaluation effect in the long run neutralize increase in output and favorable balance of payment via rise in prices.

The above arguments are controversial in nature and thus propel further empirical investigations on the implication of currency devaluation on the development of the Nigerian economy.

STATEMENT OF THE PROBLEM

Nigeria in the face of vast human and natural resources is still operating a mono-culture economy with oil contributing 95 percent of foreign earnings, 80 percent to GDP, an above 90 percent of total export valued at \$47.8 billion and import at \$39.5 billion. The over dependency on import goods has endlessly increase over decades now, thus causing foreign exchange market uncertainty thus increasing demand for foreign exchange with unstable supply. The impact over time has being more negative than the positive impact projected by devaluation of naira. The financial and economic crisis due to corona virus pandemic has negatively affected foreign exchange market thus creating room for currency devaluation which few economist embrace as head way to economic recovery by the Monetary policy Committee (MPC) of the Central Bank of Nigeria in last third quarter of 2020.

The fundamental question and problem still remain is the Nigerian investment and business climate favorable to boost locally produce goods and magnetize foreign earnings in the face of devaluation? Since exchange rate has an inverse correlation with Real Gross Domestic Product, thus increase in exchange rate decrease GDP and decrease in exchange rate increases Real Gross Domestic Product. Then what is the implication of devaluation to the growth of the Nigerian economy?

CURRENCY DEVALUATION

Momosu and Akani (2016) affirmed currency devaluation to be an endogenous factor affecting economic performance globally where requires factors to aid achieved it positive benefits are not available in a nation. Yilkal, (2014) perceives devaluation as a deliberate reduction in the value of currency in a particular nation in relation to other currencies of nations partaking international trade within the framework of fixed exchange rate.

Okaro (2017) currency devaluation is habitually triggered when there is deficit in trade balance and balance of payment (BOP/BOT) with the 2020 naira devaluation in Nigeria associated to shocks springing out from the declining oil price and external economic and financial shocks.

Farhi, Gopinath and Itskhoki (2012) classify currency devaluation as a fiscal policy in relation to money supply adjustment to boost declining domestic economy.

Akindiya and Olawole (2015) observed that African nation's has a predisposition for the fact that devaluation is an instrument employed by the International Monetary Fund (IMF) and World Bank for fiscal equalization and stability of an economy that is declining financial and economically. Aiya as cited in Akindiya and Olawole (2015), currency devaluation embraces popularity in Nigeria during the Babangida led administration in 1986 giving birth to the structural adjustment programme designed to achieve a pragmatic exchange rate with Nigeria play host to her first devalued currency at 10% in 1973 in relation to the U. S. devaluation of the same year.

Todaro 1982 as cited in Akindiyo and Olawole (2015) a nation's currency is devalued when there is a strict depreciation as to the official rate at which its Central Bank is prepared to exchange the local currency increases. Campbell, 2004 as cited in Akindiyo and Olawole (2015) currency devaluation is a deliberate downward adjustment in the official exchange rate established by a government against specified standard or another currency to boost its development.

Akindiyo and Olawole (2015) recognize three key traditional approaches to currency devaluation as follows: the elasticity approach, the absorption approach and the monetary approach.

The elasticity approach embraces devaluation as an instrument upon which a country's balance of trade can be improved on the satisfaction of Marshall-Lerner condition.

The absorption approach established that, without elasticity trade balance can improve if and only if there is geometric increase in (GDP) than domestic spending.

The monetary approach to the exchange rate, devaluation or depreciation decreases the real supply of money, resulting in an excess demand for money.

Nigerian economy in relation to World Bank indices report 2003-2015 ranked the economy as one of the most unstable in the world with the key defy embracing macroeconomic instability motivated basically by external terms of trade shocks, monoculture pattern of

the economy with over 95 percent of earnings from oil with Bonny light crude oil price averaging at \$94/barrel with the monthly average oil price between 2010 and end of 2014 at \$104.4/barrel.

Regardless of the positive premium gains arising from the benchmark oil price of \$79, \$77.5 and \$65 in 2013, 2014 and 2015 respectively, Nigeria external reserves declined precipitously from \$53.6 billion in 2008 to current \$30.9 billion in March 2015 (CBN, 2015). The declining trend established in external reserves echo the current concern of the CBN to devalue in order to defend the economy in the face of the dwindling reserves and economic and financial activities.

Determinants of devaluation (Naira) in Nigeria

Currency devaluation globally is a product of decline in domestic currency in relation to major currencies of the world with its impact on the domestic economy depending on factors like:

- a) **Competitive Advantage:** lost in competitive value of export goods in relation to fixed exchange rate, devaluation can be beneficial to boot its international competitive advantage and economic growth.
- b) **The business cycle:** In recession, devaluation boosts growth without propelling inflation, while, in boom, devaluation propel inflation in the economy. The state of the international economy matters as it control domestic economy along with macroeconomic variables.
- c) **Elasticity of demand for exports and imports:** Currency devaluation in relation to increase in current account is achievable only on the long run since demand is inelastic in the short run. A fall in the price of exports leads to only a small increase in quantity where demand is price inelastic. Therefore, the value of exports may actually fall with devaluation impact felt only at the long run, since demand is inelastic in the short run, thus over time demand may become more price elastic with a superior effect.
- d) **Capital Flight:** Capital flight is equally embrace as a factor since foreign investors run introverted of currencies in emerging markets exposed to oil price turbulence.
- e) **Inflation:** Inflation rate effect depends on factors such as; Spare capacity in the economy. Devaluation in recession is doubtful to propel inflation with import prices not only a determinant of inflation, increase in wage equally affect inflation.

FOUNDATION FOR DEVALUATION (NAIRA)

Currency devaluation has being adopted by nations globally to achieve positive economic and financial objectives with why nations like Nigeria embrace devaluation:

- i. **Boost Exports:** currency devaluation is embraced to aid increase in export and domestic goods competitive strength in the international community. Domestic devaluation makes export cheaper for the other countries thus increasing the nation's net export strength.
- ii. **Promoting Domestic Industries:** devaluation globally decreases import and reduces domestic demand for imported goods and in turn boosts and protects domestic industries.
- iii. **Improved Current Account and Balance of Payment Position:** deficit in balance of payment propel the adoption of devaluation policy to correct deficit in balance of payment. Improvement in current account and Balance of Payments depends upon the Marshall Lerner condition and the elasticity of demand for exports and imports.

Abolaji (2014) devaluation boosts local industries via increase in import prices. But this is not the case in Nigeria because of high dependency on imports goods, with Nigeria importing virtually everything.

From another observation in 2014, a weak domestic currency could equally trigger inflation, according to DenjaYaqub, from the Nigeria Labour Congress (NLC), adding: "People will have to pay more for goods and services."

Implication of Currency Devaluation on Nigerian Economy

Currency devaluating globally is an end product of monetary decision to improve the nations near collapse

economy, improve balance of trade and payment positions and boost economic activities.

In a monoculture economy like Nigeria where vast percentage of goods and service are imported, the devaluation implication will cause exports to become less expensive, making it more competitive on the global market which in turn means imports more expensive thus protecting domestic industries and encourages domestic consumption where economic and investment climate are favorable.

Currency devaluation is an attractive option for nations in recession like Nigeria, devaluation with its positive results also embraces negative consequences as such making imports more expensive, domestic industries are protected thereby making them become less efficient and effective without the pressure of competition, business parameters in Nigeria are likely to be adversely affected with increase in rate of inflation, thus reducing the purchasing power of the populace along high unemployment rate. Exports increase in relation to imports increases aggregate demand, which thus leads to inflation. Devaluation condenses the price domestic output of a nation and boost export volume. The 2016 cum first and second quarter of 2017 decision to devalue the Naira, according to CBN governor, Godwin Emefiele, was to cut down negative speculations in the foreign exchange (forex) market, predominantly by the banks owing to undue pressure on the naira and excess liquidity in the banking system in real terms expression, devaluation sum up at 8.38% of the Naira.

To cut down negative speculations in the foreign exchange (forex) market, the naira ought to be devalued thus moving the mid-point of the official window of the (forex) market by 100 basis points from 12 percent to 13 percent, with the key goal of tightening monetary policy framework to allow a degree of flexibility in exchange rate, curtail speculative activities and foreign reserves depletion. Devaluation signal CBN commitment to its operational sovereignty to foreign investors, the superior concern is that the highly expected economic may be far away, considering the far-reaching negative implications of currency devaluation, playing host to increased cost of production, with a lower profit margins for companies and higher cost of commodities, especially imported. The above will inevitably affect the general wellbeing of the populace.

METHODOLOGY

Research Design

The study will adopt ex-post-facto (descriptive) research design, employing already existing quantitative data from 2003-2019 annual time series data of (16) years period published by the central bank of Nigeria on relevant variables. The variables involved are not manipulated by the researcher (Onwumere, as cited in Alexander 2019). Another justification for the research design is the desire to employ secondary data for the test of hypothesis formulated.

Nature and Sources of Data

Annual secondary data of published variables are employ, as collected from the central Bank of Nigeria - Statistical bulletin (various issues) from 1999-2016. The key unit of measurement for all variables employ is naira. However, the study embraces a systematic time series economic approach of testing whether the nature of time series data employ are stationary or non-stationary avoid spurious result before adopting any econometric technique for analysis of any kind.

Sampling Techniques

The sampling technique adopted in this research is the non-probability sampling method it is the convenience sampling method, based upon the convenience of the researcher. The estimation sample is from 1999-2015, a total of 16 annually observations.

Model Specification

Model specification involves the determination of the dependent and explanatory variables based on specified theoretical sign and size of the parameters. The study is largely quantitative and roots its source on existing studies and methodologies. A model is a simplified view of reality designed to enable a researcher describe the essence and inter relationship within the system or phenomenon it depicts Onwumere, as cited in Alexander, (2019). The analytical procedures adopted to test the hypotheses are discussed below and these include:

Ordinary Least Square

In order to facilitate the estimation of the time series data extracted for the study, the ordinary least square method of multiple regressions model shall be

employed. The model justification is based on the fact that the regression model involves more than a single independent variable (Onwumere, as cited in Alexander, 2019).

This method of analysis is employed because it possesses the properties of best, linear, unbiased estimator (BLUE), which are consistent and sufficient, the following symbols will be used to denote the respective variables.

The equation for multiple linear regressions is given as follows:

$$Y = b_0 + b_1X_1 + b_2X_2 + \dots + b_nX_n \dots \dots \dots 1$$

Where; Y= dependent variable,

b_0 = Intercept term,

$b_1, b_2 \dots b_n$ = Regression coefficients to be determined,

$X_1, X_2 \dots X_n$ = set of explanatory variables.

Model specification

The study adopted four currency devaluation and economic growth and development variables. These variables include Real Gross Domestic Product (RGDP), external debts (EXDET), Private Domestic Investments (PDI), Inflation rate (INFR) and foreign exchange rate (EXCR).

The preference of these variables is stuck in the overall goal of the researcher. The study adapted the empirical model used by Dani (2008).

The model was used to examine the impact of naira devaluation and economic growth in Nigeria and it is specified as:

$$\text{Model 1: RGDP} = f(\text{EXCR}) \dots (i);$$

$$\text{RGDP} = \beta_0 + \beta_1 \text{EXCR} + \mu \dots \dots (2)$$

To capture the impact of naira devaluation on economic growth in Nigeria, the essential variables are fitted in on the LRM and log-transformed to ensure linearity and it appears thus:

$$\text{LOGRGDP}_t = \beta_0 + \beta_1 \text{LOGEXCR}_t + \beta_2 \text{LOGPDI}_t + \beta_3 \text{LOGINFR}_t + \beta_3 \text{LOGEXDET}_t + u_t \dots \dots \dots \text{eq II}$$

Where:

(RGDP) =	Real Gross Domestic Product
(EXDET)	= External debts
(PDI)	= Private Domestic Investments
(INFR)	= Inflation rate

(EXCR) = Foreign exchange rate
 β_1, β_2 , = coefficients of the parameter estimates or the slopes
 β_0 =Intercept of the regression equation
 t =Time Series

Techniques of Analysis

As stated, data will be analyzed using statistical tools of Regression Model, for the purpose of prediction where the independent variable is used to obtain a better prediction of dependent variable (Ozo, Odo, Ani and Ugwu, 2007 p. 34). We will analyze each variable separately within the scope under review and also in aggregate.

Diagnostic Framework

Diagnostic tests will be conducted on the regression model to certify that the key assumptions underlying the Classical Linear Regression Model (CLRM) are not disrupted.

These tests include;

White's Heteroskedasticity Test,
 Ramsey Regression Error Specification Test (RESET),
 Breusch Godfrey Serial Correlation Tests,
 Durbin Watson Test and
 The Cumulative Sum of Squares (CUSUM) recursive estimates tests/graph.

Decision Rule:

- If the P-value is less than its chosen critical value of significant reject the null hypotheses
- If the ADF value is more negative than its critical at the chosen level of significant reject the null hypotheses

The critical values include

$$1\% = -3.435299, 5\% = -2.863613 \text{ and } 10\% = -2.567923$$

In the event of I (0) and I (1) or combination of the both order of integration, Autoregressive Distributed Lag (ARDL) cointegration technique will be preferable and, robust when there is a single long run relationship between the underlying variables in a small sample size.

The long run relationship of the underlying variables is detected through the F-statistic (Wald test), thus agreeing with the unit root test assumption.

A simple ADL model

$$y_t = m + \alpha_1 y_{t-1} + \beta_0 x_t + \beta_1 x_{t-1} + u_t,$$

where y_t and x_t are stationary variables, and u_t is a white noise.

The T-Test

The test is carried out to ascertain whether the individual variables are statistically significant or not in determining investment, in this context analysis of variance (ANOVA) will be employed to test the variables relevant to the study, since we have more than two variables.

The F-Test

This is used to test the overall static significance of the variable in the regression plane. It is employed to test whether or not there is a significant impact between the dependent variable and the independent variables.

Econometric criteria Evaluation:

Normality

This test is carried out to check whether the error term follows normal distributions. The normality adopted in the Jarque-Bera (JB) statistic, which follows the Chi-Square distribution while skewness and kurtosis will be used to observe the normality distribution.

Autocorrelation

Will be used to test for the presence of serial autocorrelation, that is, the serial dependence of successive error terms in the regression, Auto-correlation indicates an important part of the variation of the dependent variable that has not been explained. The problems of Auto-correlation are usually dictated by Durbin-Watson (DW statistic).

It is given mathematically as:-

$$DW = \frac{\sum (e_t - e_{t-1})^2}{\sum e_t^2}$$

Where: DW = Durbin Watson

Σ = Summation of

e_t = Present Period errors

e_{t-1} = Previous Period Errors

Table 3.1 The Decision Rule is thus

NULL HYPOTHESIS	DECISION	IF
No positive autocorrelation	Reject	$0 < d < d_l$
NO positive autocorrelation	No decision	$d_l < d < d_u$
NO negative autocorrelation	Reject	$4 - d_l < d < 4$
NO negative autocorrelation	NO decision	$4 - d_l < d < 4 - d_l$
NO positive or negative autocorrelation	Do not reject	$D_u < d < 4 - d_u$

Where: d_l Lower limit, d_u = upper limit

ascertain whether the estimated model is correctly specified or not. The Ramsey-Reset test is adopted.

Multicollinearity Test

This test is used to check their linear collinearity among the explanatory variables between pairs of regressors, using correlation matrix table.

Heteroscedasticity Test

This test will be conducted to ascertain whether the error term (u_i) in the regression model has a common or constant variance. The white heteroscedasticity test (with no cross term) will be adopted. This test is used to

CONCLUSION

Empirical and theoretical research over time has established that there is no contradiction to the impact of devaluation in boosting economic growth in developing and developed economies and in solving various economic challenges. By implication it is hard to consider or embrace devaluation in Nigeria, since its adoption and implementation has always left the economic and investment climate worse-off since the

needed requirements to ensure its impactful benefits are not adequately provided in Nigeria. The argument of this research paper is that rather than Nigeria embracing devaluation as last resort in the event of economic and financial imbalances, government at all levels ought to review other possible solution to improve the economic and financial position of the nation.

Recommendations

In the light of the above the following are recommendations made so that economic relief can be sought.

- a) Economic Diversification with reference to agricultural sector to ensure and attain security of food while engaging Nigerians in productive ventures.
- b) Real sector reformation to boost the manufacturing sector and its production competitiveness at the international market.
- c) Gas and oil reformation and over dependency reduction to developed other sectors of the economy such as the service sector.
- d) Fiscal and monetary policies ought to be reviewed in relation to the changing economic and financial climate in Nigeria.
- e) Provision of adequate economic and financial infrastructures to boost the export and drive favorable economic and financial activities.
- f) Small scale industries ought to be encouraged via soft loans since they are self-sustaining and proficient in generating supplementary jobs for the unemployed.

While not claiming that the above recommendations are exhaustive, some feat will be achieved if given the necessary attention.

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An Introduction to Political Culture in India

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ABSTRACT

The nature of political culture depends on beliefs and orientations of the mass towards the political system and the response of the authority and the process to the orientations. Sometimes the process is participatory when the members of the society take active part in the political process and seeks benefits from the process. In the same time, it may be subject political culture when the common people know very little about the process and do not expect any share in the decision making process. Every political system has its own destined culture. The culture of an authoritarian government is quite different from the culture of a democratic country. Again there are differences in the culture of new democracy and modern democracies. Political culture is not static or fixed. It is a dynamic and an ever changing process. Political culture goes on changing and changing. It changes as a result of new ideas, structural changes in the system, new innovations, demographic change and changes in the international political environment and of many other factors. Incorporating these changes it continues from one generation to another generation. The socialization process transmitted the culture generation by generations and provides stability to the system. Political consensus on values is a must for political system to survive and confront pressures, conflict and crisis emerging from time to time. It relates to political culture which is a sub-structure of each political system. Political culture at all levels support the system. It provides the necessary legitimacy to the system and makes the system sustainable for a time being. It encompasses both the political ideals and the operating norms of a political system.

Keywords:- Political, Culture, India, Democracy, System, Government

INTRODUCTION

Culture has been defined in a number of ways. The most accepted meaning of a culture is that it is the total way of life. In its broad meaning it includes man's material civilization like tools, weapons, clothing, shelter, machines, buildings, industrial products as well as non-material civilization like language, literature, art, morality, law and government. Culture means 'the sum total of the attainments or activities of any race, of people, of any

specific period and civilization.' It means "good manners and good task." It is related to the inner and external behavior of man, his mode of living, thinking, talking and attitude.

In anthropological literature, the term culture is used in many different senses, but in general writings it is used to indicate social charm and intellectual superiority.

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Even some sociologists believe cultured individuals to be the leaders of society. Culture includes all those elements for which ceremonies and their consequent impressions are required. It is the process of purification. Culture is simply regarded as etiquettes by some thinkers.

The country of India can be rightly regarded as the store house of diversity of rich cultural heritage of diverse indigenous tribes and non-tribes and there is immense necessity to preserve and develop these cultures for the generation to come.

It is observed that the effect of globalization and the trend of people accustoming themselves to live up to the present standard have led to fade away their rich culture. Therefore, the main aim and objective of the Cultural Affairs Department is to develop, preserve and promote cultural heritage such as folk dances, songs and other related activities amongst different communities.

Further, the Government of India with the view to exchanging its rich culture and attracting national and international tourists has tied up this particular department with tourism department. This will not only facilitate exchange of cultural affairs but will also build mutual relationship with different countries and in the process of generating revenue for the country and the region as a whole.

Definition

Culture implies man's moral, spiritual and intellectual achievements (Sorokin and McIver).

Culture is composed of integrated customs, traditions and current behavior patterns of the group. Culture is the stock in trade of group. It is an antecedent complex of value into which every individual is born. It is a medium within which individuals develop and mature (Bogardus).

Culture is that complex whole which includes knowledge, belief, art, morals, laws, customs and any other capabilities and habits acquired by men as a member of the society (Tylor).

Culture means the total behavior of the members of a society including their language, values and norms resulting in material artifacts to compose the ways of life (Benjean).

Culture is the characteristic way of life inspired by fundamental values in which people live. It is the sum total of the values expressed through art, religion, literature, social institution and behavior, the overt acts of individuals and mass action inspired by collective urge (Minshi).

Types of Culture

According to Ogburn and Nimkoff, Culture is of two types:-

1. Material Culture &
2. Non-Material Culture.

1. Material Culture: Material Culture means the things and objects which are man made, visible objects as tools, implements, furniture, automobiles, buildings, dams, roads, bridges and infact the physical substance which has been changed and used by man. It includes technical equipments like - a printing press, a telephone, a television, a tractor, a machine gun etc. It includes our banks, insurance scheme, parliaments, currency systems etc.

Some Specific characteristics of Material Culture:

- (i) They are man-made.
- (ii) They are visible and audible.
- (iii) It changes very rapidly.
- (iv) It is also known as civilization.

Indian Culture can be cited as an example of material culture. The various material aspects of Indian Culture

are – Housing, Food, Dresses, Jewellery, Utensils, Transportation System, Furniture etc.

2. Non-Material Culture: The term “Culture” which used in the ordinary sense, means “Non-Material Culture.” Non-Material Culture is intangible, immaterial, intrinsically valuable. It consists of the thoughts ideas, religion, custom, faith, belief, knowledge, language, habits, rituals, practices etc. It thus includes our ways of acting, feeling and thinking.

(a) Characteristics of Non-Material Culture:

- (i) They are abstract and invisible.
- (ii) They are traditional.
- (iii) Changes very slowly.

The various non-material aspects of Indian Culture are – Customs, Belief System, Value System, Languages, Symbolism, Traditions, Folkways and Mores, Art and Craft, Music, Political System, Educational System, Religion etc.

(b) Primitive Culture: Primitive Culture is nothing but simple culture. It is simply living in gathering, hunting and fishing type of culture. Human Culture first appeared on earth about one million years ago. A Culture can be called primitive when there is no technology, literature, industry and commerce. This type of culture is more based on environment which determines the way of life.

Political Culture

Political Culture is a combination of attitudes, beliefs, emotions and values of a society with particular reference to political issues. It can be measured in terms of public opinions, surveys, public statements and writings. It varies from nation to nation. Political Culture can be both diverse as well as homogeneous but in both the cases it is the product of many inter-related factors. It is influenced by historical, geographical and socio-economic factors and these are its very foundations.

Political Culture has different aspects of study. One aspect is how the people view their national political system. Then another is whether the people feel proud of that or they just tolerate that. Then another is what is the attitude of the people towards public servants i.e. about their integrity and sense of duty. Then another is whether the people just tolerate or appreciate the view point of their bosses on major issues etc.

Symbols like national anthem and national flag express the idealised elements of political institutions.

Political Culture is not static. It is a dynamic and an ever changing process. It changes with the changing nature of time and environment. Each and every country have their own political culture. The culture of an authoritarian government is quite different from the culture of a democratic country. Again there are differences between old democracies and new democracies.

Some people considers Politics as a dirty game. Other people in advanced democratic countries of the world says that Political Science teaches us to be a Good Citizen.

Political Culture in India

Indian Democracy is facing a major crisis of political culture even though the formal provisions are being maintained. There are several elements in this crisis like the acrimony in the interactions between the ruling party and the opposition , the growing legitimization of majoritarianism in a highly diverse society, a loss of confidence in the effectiveness of provisions for the enforcement of fundamental rights and the rule of law, erosion of federalism with the union government steadily encroaching on the constitutional rights of states, development policies oriented more towards electoral impact than long term challenges.

Our constitution saw India’s future as a secular liberal democracy because it was a strong response to the communal basis of partition, an outlook that is evident

when one reads the debates of the Constituent Assembly. In the Nehruvian era this was maintained by a leader who was secular at heart and had great respect for parliamentary traditions and the role of the opposition in a democracy. The fact that the ruling party was in effect a coalition of diverse interests prevented ideology driven governance. Today the dominant ruling party is not a coalition of diverse interests but an ideology driven political force.

This respect for parliamentary traditions and the opposition was not unique to the Nehruvian era. It was also seen much later during the tenure of PV Narasimha Rao, Atal Bihari Vajpayee and Manmohan Singh as Prime Ministers. But today the degree of acrimony in the interaction between the government and the opposition and a very low level of consultation prior to framing laws and policies have led to a breakdown of trust on which democratic self government has to function.

The most crucial challenge we face is restoring faith in our future as a secular and liberal democracy and a much wider sense of tolerance for diversity. This is implicit in the foundation of a Constitution which requires governance based on universal suffrage. This necessarily means respect for differences of religion, ethnic origin, language, gender and all of the things that make one person different from another.

The promotion of universal suffrage in the forties led to the emergence of a sense of equality in a society where the acceptance of hierarchical inequality is deeply embedded in social structures and even in personal psychology. Instructions went out from the Constituent Assembly secretariat to all civil servants in the districts,

asking that such a universal roll be prepared. Existing electoral rolls were far from universal and often organized by community. The bureaucrats took this order of universality seriously. For instance, the district collector in Bombay asked how one could leave out street dwellers who had no local address. The answer, decided by bureaucrats I believe, was to attribute the nearest residence to where they slept as their address, a principle which continues. Such a commitment to the basic principle of universality – not just for electoral purposes but for all acts of governance – is what we need in the bureaucracy of free India.

CONCLUSION

Indian Political Culture is based on the ideology of democracy. Today India is one of the largest democratic country in the world. But unfortunately, there are several challenges to the functioning of the democratic system in India. Population explosion is one of the major problems of a developing country like India. Apart from that, there are several other challenges like caste system, poverty, unemployment, terrorism and so on. Even though India is considered to be the largest democratic country in the world, but some people are not able to respect it in true spirit.

India is a multi-cultural state, where people from different communities resides. Each and every communities possess their own unique identity like language, religion, customs, traditions, beliefs and so on. But it is important to remember that our India is an undivided country with all the differences and diversities. It stands united on the principles of Unity in Diversity.

A Research Exploring the Impact of Covid-19 on Tourism: Transformational Potential and Implications for a Sustainable Recovery of the Travel Industry!

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ABSTRACT

That is why it has been so painful to see how tourism has been devastated by the COVID-19 pandemic. Beyond the immediate pain of the pandemic, we should not miss the chance to make full use of the crisis. For the tourism sector in India, it is no longer going to be business-as-usual and we will need to redefine, refocus and change the game plan going forward. It is essential to measure the impact of Covid-19 and prepare a cogent strategy involving both the government and the industry stakeholders, which can be categorised into three phases: Survive (short-term), revive (medium-term) and thrive (long-term). We will see a trend towards taking cognisance of environmental costs beyond economic costs; destinations that will move towards a zero carbon footprint along with higher levels of hygiene; tour operators and hoteliers gravitating towards more responsible and meaningful experiences through minimising food miles; showcasing the local for the global; and positioning the host community as the centrepiece of the tourist experience.

Keywords: Tourism, Covid 19 Pandemic, Economic Loss, Social Distancing.

OBJECTIVES

- 1) To study post-Covid effect on tourism industries.
- 2) To study policy responses and recovery in the some countries of the world.
- 3) To study Innovations initiated to win back traveller confidence.

RESEARCH METHODOLOGY

For detailed study secondary data has been used. For analysis a descriptive method has been used.

INTRODUCTION

PRE-COVID 19

International Tourism Growth Continues To Outpace The Global Economy In All Regions.

1.5 billion International tourist arrivals were recorded in 2019, Globally. All regions saw a rise in international arrivals in 2019. Looking ahead, growth of 3% to 4% is predicted for 2020, an outlook reflected in the latest UNWTO Confidence Index

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which shows a cautious optimism: 47% of participants believe tourism will perform better and 43% at the same level of 2019.

POST-COVID

1 Billion Fewer International Arrivals Makes 2020 Worst Year in Tourism History, Global tourism suffered its worst year on record in 2020, with international arrivals dropping by 74% according to the latest data from the World Tourism Organization (UNWTO). Destinations worldwide welcomed 1 billion fewer international arrivals in 2020 than in the previous year, due to an unprecedented fall in demand and widespread travel restrictions.



Rebuilding Tourism for the Future: Covid-19 Policy Responses and Recovery

Domestic tourism is helping to soften the blow, at least partially, and governments have taken impressive immediate action to restore and re-activate the sector. Many countries are also now developing measures to build a more resilient tourism economy post COVID-19. These include preparing plans to support the sustainable recovery of tourism, promoting the digital transition and move to a greener tourism system, and rethinking tourism for the future. Encouraging news on vaccines has boosted hopes for recovery but challenges remain, with the sector expected to remain in survival mode. Domestic tourism has restarted and is helping to mitigate the impact on jobs and businesses in some destinations. However, real recovery will only be possible when international tourism returns. This

requires global co-operation and evidence-based solutions so travel restrictions can be safely lifted.

While positive news on vaccines has boosted the hopes of tourism businesses and travellers alike, challenges remain. Vaccine roll out will take some time, and the sector is potentially facing stop/start cycles for some time. Countries need to develop collaborative systems across borders to safely resume travel, restore traveller and business confidence, stimulate demand and accelerate tourism recovery. More efficient international co-ordination systems are also needed to respond to the future. Clear communication, well-designed information policy and clarity on the epidemiological criteria will be particularly important where there is a need to change travel restrictions and containment measures in response to virus outbreaks and the shifting sanitary situation.

UNWTO Announces Bali to Host World Tourism Day 2022

Bali will be hosting the World Tourism Day 2022 activities under the theme of "Rethinking Tourism" scheduled to take place in September 27, 2022.

Digital Immunity Passports

- Estonia has started to test one of the world's first digital immunity passports, created by a team including founders of global tech startups. A digital immunity passport collects testing data and enables people to share their immunity status with a third party using a temporary QR-code generated after digital authentication.

•INDIA

Finance Minister Nirmala Sitharaman said, Working capital/personal loans will be provided with 100 percent guarantee with a limit of Rs 10 lakh for travel and tourism stakeholders and Rs 1 lakh for registered tourist guides, with no processing charges and waiver of prepayment charges. The Indian Government announced it will issue free tourist visas for the first 5

lakh tourists after global air travel opens up till March 31, 2022 to garner excitement from the industry and will also provide financial support to more than 11,000 registered tourist guides/travel and tourism stakeholders. Talking about the tourist visas that will be issued free of charge, a spokesperson of Rategain, a travel technology company, said that the first five lakh free VISA (worth approximately Rs 100 crore) will give much needed kick start to the inbound segment mainly for tourists. However, he added that this will not be a boost as such but will act as a kick start.

As climate change is a big issue, we are planning for sustainable tourism in the long run. In the last three-four years we've put emphasis on rural tourism, promotion of homestays and upgrading tourist-related infrastructure in those villages, and ensuring that people have activities to do there. Homestays are being made only at places of tourist importance. Three things have emerged from this: people are shunning highly dense urban areas and going to lesser-known destinations; they don't want to travel in big groups now; and the road less taken is one of the things which has come out.

The time has come for the industry to explore – not only to go beyond its traditions and the way it used to sell, but also to find new methods as to how tourism will be accepted. IRCTC believes in reselling diversification and, over a period of time, we've really diversified. It's only due the Covid-19 that we were pulled back a little. The dip was mainly due to international and domestic travel restrictions, lockdowns and social distancing measures implemented by the Govt. of India. There is pent-up demand as people want to go out.

• IN CHINA

Public health is of great significance and very important for immediate implementation. If public health fails to meet the requirement, tourists will reduce their

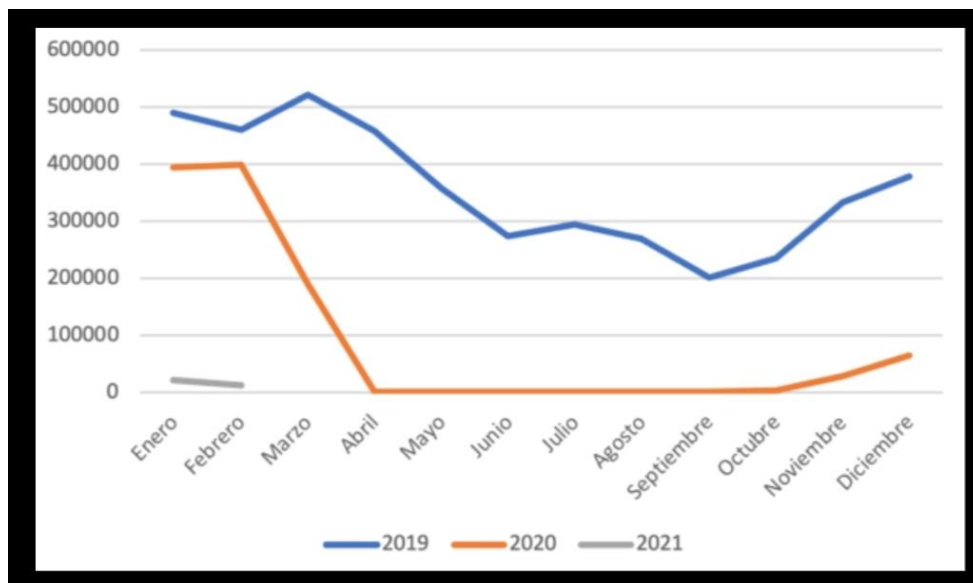
willingness to travel. They will not be able to consume with confidence even when they arrive at the destinations, which will ultimately affect the sustainable development of tourism. The high-speed railways are still under construction, and the fare is planned to be lowered with the purpose of benefiting more people. High-speed railways will become a crucial driving force for the high-quality development of China's tourism industry and an important guarantee for national tourism rights, even more importantly in the current context when domestic tourism is playing a crucial role for the recovery of the tourism industry.

Innovations to Win Back Traveler Confidence

Self-admission machines at the entrance check visitors' ID cards, showing health status (through a health code) and reservation history. Temperature measuring equipment, both at the entrance and in sites, monitors visitors' body temperature and gives an alert if a high temperature is recorded. Technologies are being deployed with 5G infrastructure, which helps to speed up entry with rapid temperature detection and increase coverage. While physical visitor numbers have been slashed, live streaming for sites has attracted thousands of viewers.

Huazhu Group, one of the largest hotel groups in China, is enabling customers in Hangzhou to make room reservations through an App, as well as touch less payments, self-check in /out with facial recognition, and even order robot delivery of goods from outside the hotel (restaurant food, parcels, etc).

The Group's hotel system is also linked with the government's "Check-In in 30 seconds" platform, which verifies customers' ID and travel details.



When Do You Expect a Rebound in International Tourism in Your Country?

The overall prospects of a rebound in 2021 seem to have worsened. 50% of respondents now expect a rebound to occur only in 2022 as compared to 21% in October 2020. The remaining half of respondents still see a potential rebound in 2021, though below the expectations shown in the October 2020 survey (79% expected recovery in 2021). As and when tourism does restart, the UNWTO Panel of Experts foresee growing demand for open-air and nature-based tourism activities, with domestic tourism and ‘slow travel’ experiences gaining increasing interest.

Looking further ahead, most experts do not see a return to pre-pandemic levels happening before 2023. In fact, 43% of respondents point to 2023, while 41% expect a return to 2019 levels will only happen in 2024 or later. UNWTO’s extended scenarios for 2021-2024 indicate that it could take two-and-a-half to four years for international tourism to return to 2019 levels.

CONCLUSION

Many countries are looking to domestic tourism to help stimulate economic recovery. Furthermore, promoting domestic tourism is not straightforward. Many people

will have less disposable income for leisure activities, and social distancing and other containment measures may make it difficult or unappealing. Equally, where the tourism attractions are geared toward foreign markets it may take time to reorient toward domestic preferences.

Due to the evolving nature of the pandemic, many countries are now reintroducing stricter travel restrictions. These include mandatory testing, quarantines and in some cases a complete closure of borders, all weighing on the resumption of international travel. At the same time, the gradual rollout of a COVID-19 vaccine is expected to help restore consumer confidence, contribute to the easing travel restrictions and slowly normalize travel during the year ahead.

The latest UNWTO Panel of Experts survey shows a mixed outlook for 2021. Almost half of respondents (45%) envisaged better prospects for 2021 compared to last year, while 25% expect a similar performance and 30% foresee a worsening of results in 2021.

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Society and Culture Change in the Tribal Peoples of Jharkhand, India

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ABSTRACT

The present study is based on secondary sources and qualitative methods along with historical and anthropological approaches for the study of society and culture changes among the Tribal peoples of Jharkhand. Man and society both have been the subjects of study of culture; and in the context of scientifically and systematically detailed study, culture itself is the way of living of man in the society. The patterns of culture in Tribal society is traditionally material culture which is based on co-operation and co-existence amid the nature where there traditional settlements or villages of Tribal peoples have been developed from the time immemorial. Tribal peoples of this land have been lived in the forests, hills and their slopes, valleys of hills and rugged areas near riverine or forests which could be easily recognized as their preferences to live isolated from the different culture of peoples. In the case of India and especially in Jharkhand, the society and culture of Tribal peoples of this land had been faced hazardingly intrusion by the outsiders and intruders between mid of the 16th century and 20th century who imposed on them new rules and regulation along with the process of acculturation. These whole processes started exploitation and conspiracy to snatch traditional tribal economic resources which were the main causes for making changes in the Tribal society and culture; and these processes of making changes in Tribal society and culture are continuingly still going on and on. In the present study, the researcher will focus in detailed on the above mentioned matters under the proposed title of this research paper.

Keywords: Tribal, Society, Culture, Tribal Economy, Colonial, Outsiders, Jharkhand

INTRODUCTION

The word 'Tribe' derived from the Latin word 'Tribus' which signifies an inhabited place. A study by Mamata Choudhury, by citing and criticizing thoroughly the given definitions by many social scientists and scholars on 'Tribes of Ancient India' found that it is challenging part of making a precise meaning of the term 'tribe', but it

possess specific characteristics features such as, a group of peoples bearing a totemic name; prefer to live isolation; occupying a territory with certain tone of speaking language; possess common socio-religious rites and practices in their own traditional and customary norms, rules and regulations etc. (Chaudhury, 1977; Vidyarthi & Rai, 1976).

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Historically, Chota Nagpur, southern part of Bihar, is known as Jharkhand as the 28th state of India after carving out of Bihar on 15th November, 2000 which possesses undulating and rugged hilly areas, riverine and plain areas along with poor soil profile (Sinha, 1979, pp. 59-60). As per the conserved archeological remains in provincial museum in Patna which had been found in different parts of Chota Nagpur 'Jharkhand' proves its rich chalcolithic culture; and the Asur belongs to the chalcolithic men (Gautam, 2017, p. 1) who traditionally and technologically did metallurgy. There are found Negrito, Proto-Australoid, Mongoloid, Mediterranean and Nordic races in the population of tribal peoples of Jharkhand. The Proto-Australoid features are found in the Kharwar, Munda, Bhumij and Mal Paharias. The Dravidian tribes such as the Ho, Munda, Oraon, Kharia, Bhumij, Kisan, Santhal, Gond and Mal Paharia etc. are the major tribes of Jharkhand which are involved in the settled agriculture (Mohanty, 2006, p. 53; Sahay, 1992, p. 100; Chaudhury, 1977, p. 3).

Tribal peoples of this land have been a long cultural and religious background history since time immemorial. In the course of time, they have to undergo a strenuous struggle for existence after adapting different modes of economic activities. Adapting nature of sustaining themselves in those ecological setting along with the undergoing processes of renovation in the old and traditional tools and equipment for making easy their games and economic activities, these all processes had made them able to develop a culture amid the nature. Scientifically and historically, the culture, which has been developed by them, made them civilized. Joseph L. Scarpaci (2016) cited Glacken (1976) in his essay on 'material culture and the meaning of objects' that "Objects surrounding us in our everyday lives enhance our material, personal, and even spiritual welfare beyond their utilitarian function. The study of material culture is a useful venue to help us comprehend cultures and societies." (Scarpaci, 2016). Based on the above review it is the evidence that native peoples of this land 'Tribal' habitually prefer to live isolation from the different culture of people to protect themselves in their

traditional socio-economic, cultural and religious systems, but the processes of ongoing continuously changing of society and culture among them have been going on for a long time from pre-colonial to colonial period and also after independence.

OBJECTIVE

The relevance of the present study on Tribal peoples of Jharkhand, the researcher's objectives is very specific which are:

1. To study the culture and society of Tribal peoples of Jharkhand; and
2. To study the changes in Tribal culture and society.

RESEARCH METHODOLOGY

After reviewing and analyzing the available literature on the present study, it is primarily based on the secondary data along with anthropological and historical methods and methodologies.

Society and Culture

L P Vidyarthi (1976) observed that "social life is the essence of human life. It grows out of constant patterning of social interactions and relationships among human beings as such." (Vidyarthi & Rai, 1976, p. 145). As per the study by him, the social life in which human life survives by the help of material culture such as food, fuel, shelter, etc. is usually known as society. Tribal society is to be known as a group of peoples where tools and techniques, which could be recognized as material technology, had been developed by them as per their requirements since time immemorial. And furthermore, It is interesting to note that this material technology assisted them obtaining natural resources, erecting salters, making tools, preparing food, etc. which led them to establish hamlets, settlements or villages. Tribal society is intrinsically interlinked with social environment as social organizations, social interaction, social order on the base of community based ownership, co-operation and co-existence etc. which is recognized as Tribal culture (Vidyarthi & Rai, 1976).

Tribal society and culture is interlinked with the nature and ecology where there are located their traditional settlements or villages. All the cultural and economic activities are accomplished by the help of forest and agricultural land which are their basis substitute parts for surviving in those circumstances. But those constitute parts of Tribal society and culture, in their original forms, have been changing at a high speed since colonial times to the present scenarios due to absorption, extraction, deforestation, degradation of ecological settings along with the advent of modernity and other development programs such as establishing industrial and mining sectors etc. in those areas where they have been inhabited since time immemorial. To recognize these changing patterns in Tribal society and culture are primarily concerned issues of this study as per the demand for studying on them in historically and anthropologically in the contemporary situations.

Tribal Peoples of Jharkhand

As per the Census of 2011, total population of Tribal peoples of India was 10,42,81,034, constituting 8.6 % of the total population of the country of which 0.83% (86,46,190) live in Jharkhand which is 26.21 % of total population (3,29,88,134) of it. As per the Draft National Tribal Policy, 2006 recorded 698 Tribal communities live in India, but the Census of India 2011 recorded them in the number of 705 in which 32 different Tribal communities live in Jharkhand (Report of the High Level Committee on Socio Economic, Health and Educational Status of Tribal Communities of India, 2014). Tribal community of Jharkhand came in contact with the British administration in the latter half of the 18th century when the Paharias of Rajmahal Hills revolted against the feudalism systems along with the British rules. When the colonial rules started the merchandise capitalism based revenue systems in the form of Indian feudal systems, then a series of resistance, revolts and movements started against them one by another such as Dhalbhum rebellion (1776), Paharias rebellion (1778), Chuar rebellion among the Bhumij of Manbhum (1795-1800), Kol rebellion among the Ho of Singhbhum (1832), Bhumij revolt

(1832-33), Santal rebellion (1855-56), Sardari Larai (1885) and Birsa Movement (1895-1900) etc. (Das, 1987) (Das, 1987; बिरोज़तम, 2017).

These types of continuous resistance, revolt and movement did make forced the British rule to ponder over the traditional Tribal settlement or villages which were primarily based on old and traditional Tribal economy on forest and agricultural land. In due course, Chotanagpur “Jharkhand” was declared a non-regulated area with the enactment of Regulation XIII of 1833. The Scheduled District Act was enacted in 1874 which gave their areas a specific recognition of excluded from the normal operation of ordinary law in the form of the policy of giving them authorization to live isolation, so that they survived themselves from the different culture of peoples in their own old and traditional norms and customary laws. And furthermore, The Chotanagpur Tenancy Act was enacted in 1908 to secure the Tribal land from the moneylenders and agents of feudal system in those circumstances in which Tribal peoples of this land had usually been deprived in those hard days of scarcity and poverty during colonial rules (Das, 1987). In spite of providing these Regulations and Acts for conserving roots of Tribal peoples such as traditional settlements or village areas along with their natural resources by colonial rules, the suppression of Tribal peoples and deprivation from those traditional resources did not stop, but increased at a high level of absorption, extractions and exploitations by the colonial mind set of feudal system along with the British rules and regulations.

In this way, based on the above study along past and present scenarios of Jharkhand movement on demanding a separate state from Bihar based on ethnic identity; and observations on ongoing Naxalbari Movement, Maoism Movement and Pathalgadi Movement (2017-2018) among the Tribal peoples of Jharkhand, it can be said in the that series of exploitation and absorption have been going in the scheduled areas since colonial time which have made

the effects forces on making society and culture change in the Tribal Peoples of Jharkhand.

Governmental Initiatives

Study conducted by many scholars on Tribal peoples found that a series of changes in every aspects of primary roots of Tribal peoples have observed during pre-colonial, colonial, and also after independence. A study by Amal Kumar Das (1987) on Scheduled Tribes and Scheduled Casts- a socio-economic and cultural profile found that different stage of economic activities (hunting and food gathering, different modes of agriculture, artisans etc.) and socio-cultural aspects (pre-literate, semi-literate; nomadic, settled, patriarchy, matriarchy etc.) among the Tribal peoples have occasionally been changed in a slow pace, but changes occurred among them after independence and most of them are engaged in settled agriculture (Das, 1987; Mohanty, 2006; Sahay, 1992; Vidyarthi & Rai, 1976; Report of the High Level Committee on Socio Economic, Health and Educational Status of Tribal Communities of India, 2014). Based on the above reviews, the researcher has elaborated his study in the light of different government Five Year Plans, different programs organised among them by governmental and non-governmental bodies which have tried to make advancement in their backwardness, in term of old and traditional, by advent in them seeking for education, employment, development, introducing different types of tools and techniques for their economic activities. Through areas approaches with focus on development of Tribal communities, these whole processes tried to point out the backwardness and weakness for eliminating them; and then another steps were initiated in them through increasing rate of literacy, by providing employments and other works by policies making for them.

Social Change

Cultural contact with the outsiders and intruders among the Tribal peoples during pre-colonial, colonial and also after independence have been the common factors of making continuingly efforts to alter in changing the

society and culture among the Tribal peoples of Jharkhand. A study by N C Choudhury (1992) on “Technology, Economic Constraints and Social Change among the Tribes of West Bengal” found that the processes of acculturation into Christianity and Hinduization among them may be hardly recognized as social change, but seasonal migration of Tribal labourers in the industrial and agricultural sector in the metropolitan cities and villages of different states due to scarcity and poverty are the hallmark of changing society and culture among the Tribal peoples (Choudhury, 1992). A study by K N Sahay (1992) on “Technology and Social Network: A Case-Study of some Changing Tribals of Chotanagpur” found that advancement of technology along with the cultural contact with outsiders among the Tribal culture brought a continuous changes in each and every sphere among the Tribal society and culture. These types of innovations and modernity had mostly taken in those traditional Tribal farmers who were progressive i.e. who could develop the concept of trade and commerce or had become aware of its benefits and were eager to improve their lot by changing their technology (Sahay, 1992). Based on the above researches and reviews, it is evident that society and culture change in the Tribal peoples of Jharkhand have been in processes of altering them for pre-colonial, colonial and after independence unto the present scenarios.

CONCLUSION

Based on the above researches and reviews, the result reveals that, in the context of changing patterns of some perceptions e.g. undergoing in the contact with the outsiders from pre- colonial time to present situation, adopting modernity and development, different development programs by governments and non-government which are constantly going on in those scheduled areas where they inhabit since time immemorial have been primary causes in making changes among the Tribal society and culture. Along with these processes, some other causes have also been main factors for making changes among them e.g. deforestation, established industrial and mining sectors

in those areas where they have been living since time immemorial.

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