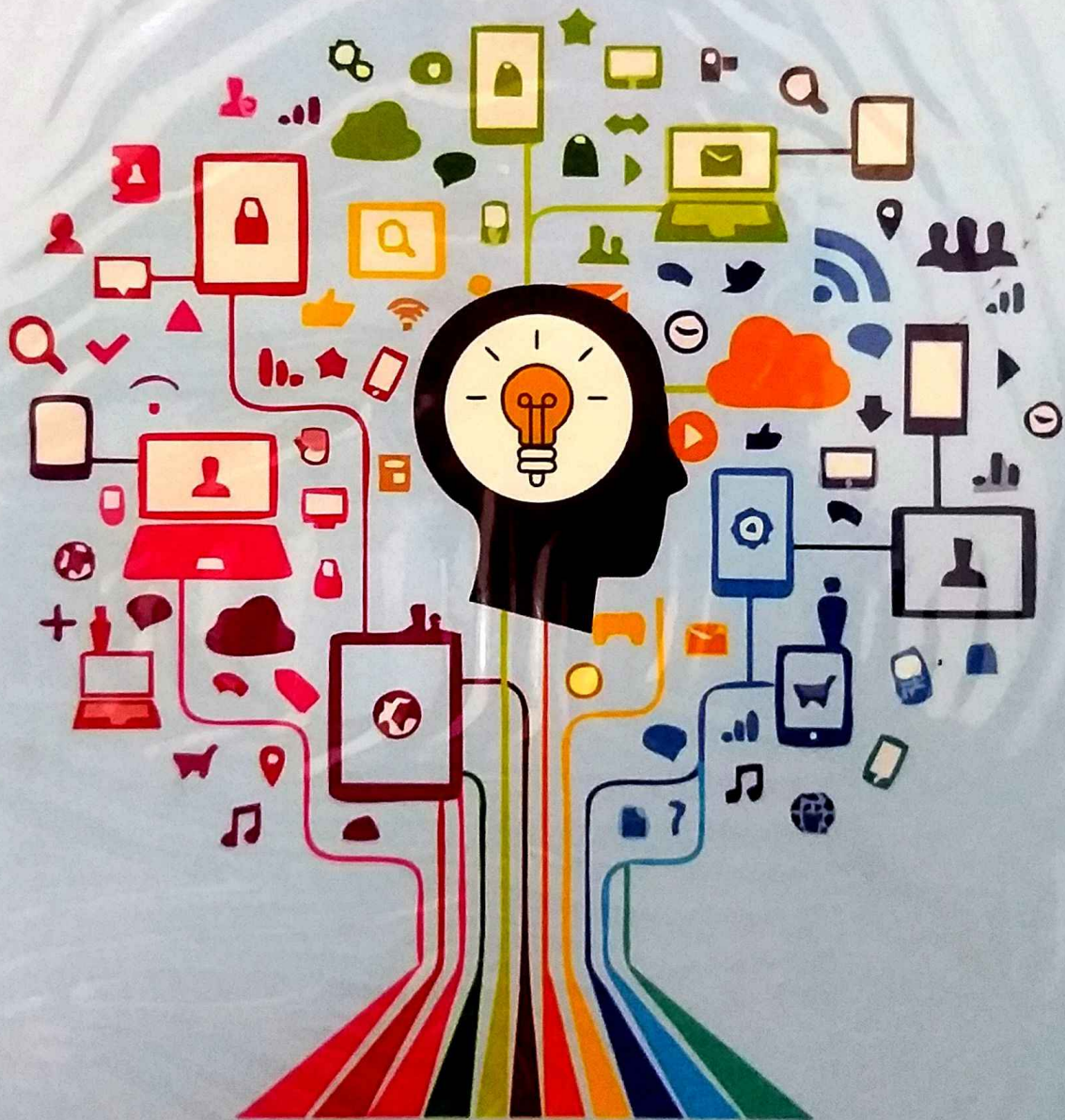


# TEACHER

*Envisioning a*  
*Gen-Next Teacher*

# 2.0



*Edited by* Paul Raj, SG



# CONTENTS

FOREWORD .....	07
----------------	----

PREFACE.....	13
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## SECTION ONE

1. The Teacher - an Enigma! .....	21
– Arokiasamy Singaraj, M.A., M.Ed., M.Phil.	
2. Philosophy of a Teacher: Towards Truth and Wisdom .....	43
– Father Edwin George, SDB, PhD.	

## SECTION TWO

3. Twenty-six Core Beliefs That Will Make You the Best Teacher .....	59
– Brother P.J. George, SG, PhD.	
4. Teacher: A Multi-Cultural and Inter-Cultural Personality: Dreams and Demands .....	75
– Brother George Fernandez, SG	
5. Teachers: Promoters of Inter-Religious Dialogue and Harmony .....	85
– Sister Gracy Vadakara, EF, PhD.	
6. Making a Difference As a Teacher .....	99
– Brother James, N.A. SG, M.SC., M.Ed., B.L.	



### SECTION THREE

7. Effective Soft Skills for Teachers ..... 115  
– Mr Alex Kulandaisamy, PhD.
8. Eighteen Qualities That Shape a Teacher ..... 131  
– Brother Jeyaraj, SHJ, M.A., B.Ed.
9. Effective Classroom Management Techniques..... 141  
– Brother Yuju Francis, SG, PhD.
10. Social-Emotional Learning: Its Significance and  
Challenges for Teachers Today ..... 163  
– Zerah Goh
11. Student Behaviour Modification Techniques for a  
Teacher ..... 183  
– Brother Allam Anthony Reddy, SG, PhD.

### SECTION FOUR

12. The Psychological Well-being of Teachers:  
Needs and Challenges ..... 197  
– Brother George Xavier, FSP, M.Sc (Psy)
13. Cyber Wellness: Challenges for Teachers in the  
Digital Age ..... 215  
– Brother Paul Raj, SG, PhD.

GENERAL CONCLUSION..... 241

ABOUT THE AUTHORS ..... 245

REFERENCES ..... 251

## CHAPTER SEVEN

# Effective Soft Skills for Teachers

– Alex Kulandaisamy PhD.

### 1. Introduction

**S**oft skills could be defined as behaviours used appropriately and responsibly for personal growth and dealing with others. They are a set of life skills acquired via teaching or direct experience that is used to handle problems and questions commonly encountered in daily human life.

Soft skills can become a crucial differentiator between winning and losing in today's world. They can determine whether one reaches the top or merely hits somewhere in the middle. As Shiv Khera says, "You are hired for the presence of soft skills and fired for the absence of soft skills."

Life skills have been defined by the World Health Organization (WHO) as "abilities for adaptive and positive behaviour that enable individuals to deal effectively with the demands and challenges of everyday life."

Soft skills do not refer to any particular skill. Rather, it is a set of skills for life. Soft skills are essentially people skills that cover a gamut of personality traits such as knowing



oneself, interpersonal relationship, emotional intelligence, teamwork, problem-solving, decision making, coping with stress and effective communication. They play a significant role in one's success in both personal and professional life. They help one to excel both at home and in the workplace, and their importance cannot be denied in this age of information and knowledge.

## **2. Importance of soft skills for teachers**

A teacher may be just someone in this world, but for their students, they are the world. The importance of a teacher is beyond measure, and the expectations of society from teachers increase with every passing year. Hence teachers need to continuously increase their functionality to live up to the expectations of society.

Yes, they have to be on top of the subject content; but they simultaneously have to shape the destiny of every individual for the betterment of the nation. The impact of a teacher on a person should not be underestimated.

As Bill Gates of Microsoft Inc. once said, "Technology is just a tool. For getting the kids working together and motivating them, the teacher's role is the most important." Loads of innovative and advanced technology may be deployed, but they cannot replace one good teacher.

Steve Jobs of Apple Inc. also made a mention of the role of teachers in his life. He said that if he had not encountered two or three individual teachers who spent *extra hours with him, he would have been in jail.*

A reputed doctor admits only one patient at a time to his room, and a reputed lawyer admits only one client at a time to his office. But for teachers, it is not the case. At a time

they have to admit at least sixty students with sixty different temperaments and backgrounds. The first job of a teacher is to bring all sixty of them to a common baseline and then only can he start moving up. Here soft skills become important. As mentioned earlier, soft skills are a set of people skills that come into play in human interactions.

For the following reasons, every teacher needs to possess soft skills:

- **To be a role model.** The best form of advice is to be an example. Today, the student community is looking for a role model. Unfortunately, people are busy modelling. It is said about soft skills, that it cannot be taught, it has to be caught. The classroom is an ideal place for students to learn soft skills from their teachers.
- **To make the classes lively.** Teachers need to make the classes interesting as today's students have short attention spans. Therefore, it is not only what they teach that matters, but also how they do so. That's why it is said, "*What* is said reaches the mind and *how* it is said reaches the soul." To capture the hearts of the students, the classes have to be made lively and here is where soft skills play a big role!
- **To come down to the level of students.** The ideal teacher comes down to the level of the students and raises them to his/her level, and after a stage, even above his/her level. Soft skills help the teachers empathize with the students.
- **To be good leaders.** The presence of soft skills in teachers helps them to be good teachers and enables them to lead from the front. Good leadership exhibited in the class ensures high discipline among the students.



- Participating
- Communicating.

#### **4. Conclusion**

Aristotle acknowledges the teacher in this way, “Those who educate children well are more to be honoured than parents, for these only gave them life, those the art of living well.” Soft skills play a major role in living our life meaningfully and not focusing on mere academics. Educators who are equipped with these soft skills with a willingness to walk the extra mile can produce a better tomorrow for their students. Every smile of the student brings great joy and serenity to the hearts of the teacher.

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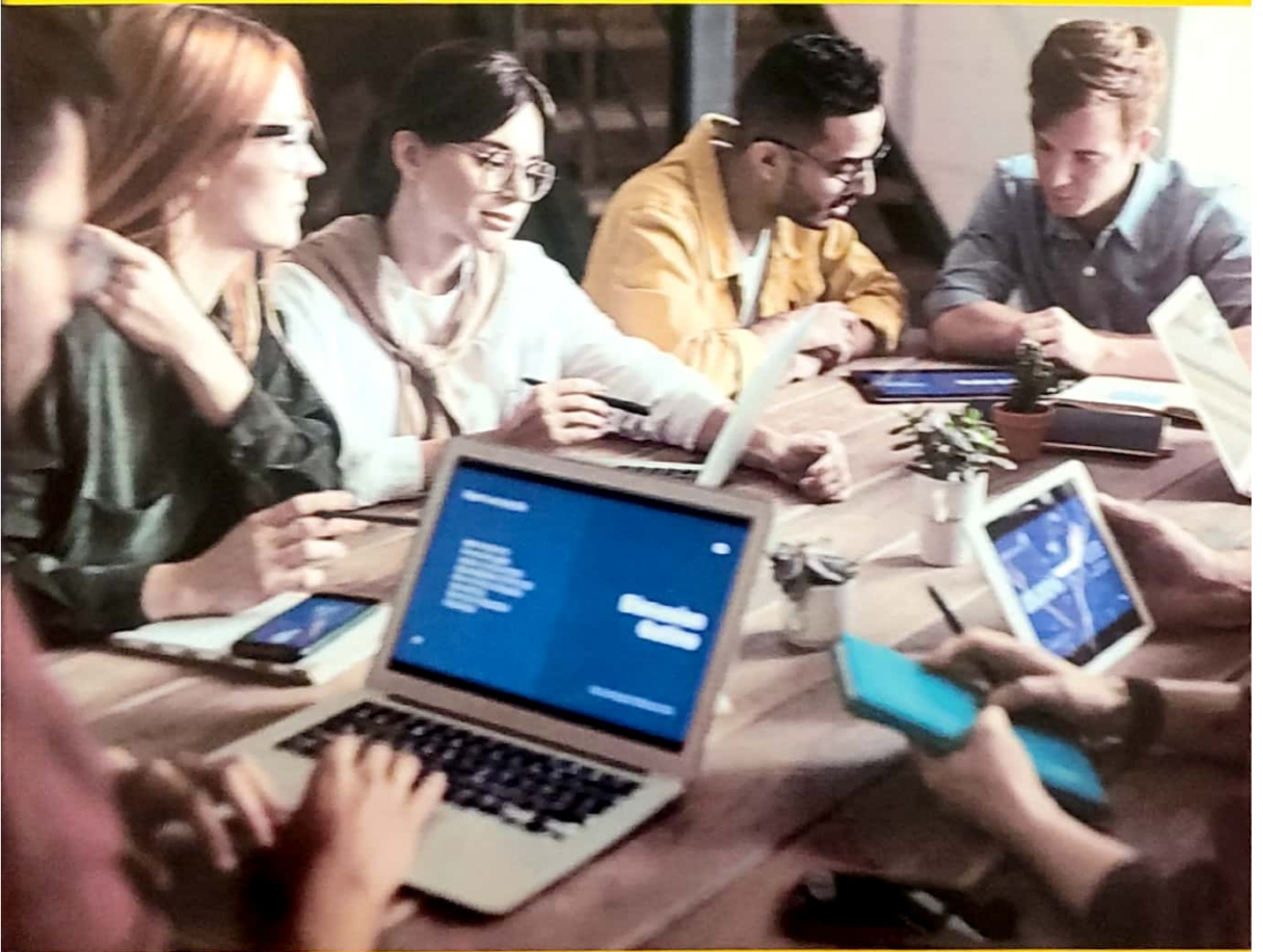
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2022



# **HUMAN CAPITAL MANAGEMENT (FOR MILLENNIALS AND GEN Z)**



**Dr. S Mariadoss**  
**Dr. V Bastin Jerome**





**Rev. Dr. S. Mariadoss, S.J, M.Com., M.Phil., Ph.D,** MBA, is the Principal of St. Xavier's College (Autonomous), Palayamkottai, Tirunelveli, Tamil Nadu. He is on the staff of the Department of Commerce. His areas of specialization and interest are Commerce, Management, Entrepreneurship, Financial management, Leadership, Time management, Motivation etc. He has served as an Administrator and Expert member in various institutions in different capacities like Vice-Principal at St.Xavier's College- Palayamkottai, Vice-Principal (Finance), Campus Treasurer, Director of Hostel, Director of Alumni Association, St.Joseph's College, Trichy. He was the internal auditor of Jesuit Madurai Province and Jesuit Kerala Province. At present, he is the internal auditor of Jesuit Sri Lanka Province, Sri Lanka. He is a member of various academic bodies. Besides his contributions for the edited books, he has 7 books to his credits, and more than 50 articles in Scopus, Web of science, UGC listed journals, and national and international conferences.



**Dr. V. Bastin Jerome, M.Com, MPhil, MBA, UGC – NET, PhD** is working as an Assistant Professor of Commerce, St. Joseph's College (Autonomous), Tiruchirappalli since 2003. He has guided 8 PhD Scholars of Bharathidasan University, Tiruchirappalli. He also trains aspirants for UGC-NET/SET and other Competitive exams. He is also on the Editorial Board and a Peer reviewer in various reputed national and International Journals. He was awarded 'Rashtriya Gaurav Award' from Dr. Bhishma Narain Singh, Former Governor of TN & Assam at New Delhi. He was the recipient of "Young Researcher Award" from Mr.Shailendra Babu IPS. He was also honoured Best Young Researcher Male award from 3rd ASDF, UK – London, SIAA 2018. He is the recipient of Deputy Director General (DDG's) COMMENDATION AWARD – 2018, in National Cadet Corps (NCC) awarded by Commodore Vijesh Kumar Garf.VSM, Deputy Director General NCC, TN, Puducherry & Andaman Nicobar Directorate. He authored seven books.



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**Dr. B. Augustine Arockiaraj**, Vice Principal and Assistant Professor of Department of Commerce (School of management studies), St. Joseph's College (Autonomous), Tiruchirappalli, Tamil Nadu, INDIA. He has 15+ years of experience in teaching and research. His research and teaching interests are human resource management, marketing, finance, commerce, business management, and entrepreneurship. He has published several articles in reputed journals and participated in more than 50 conferences.

# Systematic Review of HRM and Entrepreneurship

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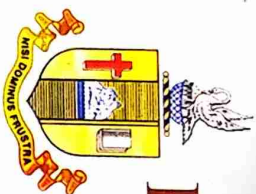


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*J. P. Princy*

**Dr. J. PRINCY MERLIN**

Dean, IQAC

*Dr. D. Paul*

**Dr. D. PAUL DHAYABARAN**

Principal



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Tel-011-26742351/26716690

Reference No.02/266/2017-18/MN/RP

June 30, 2021

To Whomsoever it may concern

This is to certify that ICSSR awarded Minor Research Project on "Durable Solution for Refugees: A Post-Conflict Perspective" to Dr.K.Arockiam, Assistant Professor, Department of Human Resource Management, St.Joseph's College, Thiruchirappalli, Tamil Nadu. The grant-in-aid approved for the study was Rs. 2.50/-lakh. The study was commenced with effect from January 15, 2018 and the ICSSR received the final report along-with summary in July 2020.

As per the guidelines project report was evaluated and the report is accepted.

I wish him every success in life.

Dr.K.Arockiam,  
Assistant Professor,  
Department of Human Resource Management,  
St.Joseph's College,  
Thiruchirappalli-620 002  
Tamil Nadu.

*Revathy Vishwanath*  
(Revathy Vishwanath)

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30-Jun-2021

Dear Dr. Arockiam Kulandai

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SAGE Open (IF 0.715) is an open access, peer-reviewed journal indexed in Sciences Citation Index (SSCI), DOAJ (Directory of Open Access Journals), and Scopus which focuses on Humanities, Social Sciences, and Behavioral Sciences.

Should you accept our invitation, we would ask that you complete your review by 10-Jul-2021. We realize you must have a number of personal and professional priorities at the moment, given the global situation around COVID-19. If you are not able to review at this time or you need additional time to complete this review, please let us know. Your safety and that of your family is our priority during these difficult times. You may e-mail me with your reply or click the appropriate link at the bottom of the page.

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Sincerely,

Prof. Jan Rath

Editor, International Migration

[rath@uva.nl](mailto:rath@uva.nl)



## Refugee Life, Refugee Space: Ankara as a Bottom-up Alternative

Journal:	<i>International Migration</i>
Manuscript ID	IM-21-436
Wiley - Manuscript type:	Original Article
Keywords:	Urban Sociology, Social Construction of Space, Precarity, Wacquant, Migration
Abstract:	<p>During research conducted in the summer of 2020 for the BLINDED FOR REVIEW, I observed the precarity of the refugees in Ankara, Turkey. While some authors have examined this precarity, and some others have examined how refugees have begun to live in a spatially distinct section of certain cities, the combination of these two phenomena demands further investigation. If the underpinning truly is spatial as claimed by Lefebvre (1991), then the precarious subject and the precarious space co-produce each other. What this paper intends to do is to combine space and precarity using the observations of Wacquant (2016, 2008, 1999, and 1996) in his various analyses on the ghetto in France and the United States. In Wacquant's work, we can begin to see a spatial conception of precarity, and we can further extend this to the point that as space is a production and its subjects are also a co-constitution of that space. Nevertheless, Sampson (2014) points out a certain state centrism in Wacquant's analysis. Building upon this, we can offer the refugee neighbourhood in Ankara as a "bottom-up" alternative to Wacquant's original state-centric analysis. In the course of this paper, this possibility of a "bottom-up" refugee solidarity and related refugee space will be analysed.</p>



# **CAMP LIFE OF SRI LANKAN REFUGEES IN INDIA**

Arockiam Kulandai





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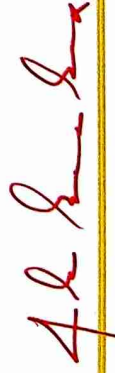
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Assistant Professor, Department of HRM

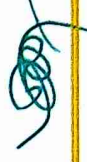
has served as a resource person in **"The Workshop on Employability**

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**Dr. K. Alex**

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**Rev. Dr. M. Arockiasamy Xavier, SJ**

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Resume Research Questions through the Seven Philosophical Foundations of Communication

Dear Arockiam Kulandai,

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I am writing to invite you to serve as Article Editor on SAGE Open Revised Manuscript ID "**SO-21-2639.R1**" titled "Resume Research Questions through the Seven Philosophical Foundations of Communication", whose previous version "**SO-21-2639**" has been reviewed by you. This invitation comes to you since your areas of expertise align closely with this topic and you have already assessed the previous version of this article as a reviewer. In recognition of your support, following the peer-review process, SAGE will be happy to offer you two months of free access to SAGE journals and a 50% discount off a future Article Processing Charge (APC). The abstract of this article is present below my signature.

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Sincerely,

Miss Simran Bhambri

[simran.bhambri@sagepub.in](mailto:simran.bhambri@sagepub.in)

## Manuscript AJBE-D-21-00022 for review

Inbox

Asian Journal of Business Ethics (AJBE) &lt;am@editorialmanager.com&gt;

Sat, Apr 24, 2021, 6:37 PM



to me

Dear Dr Kulandai,

In view of your expertise I would be very grateful if you could review the following manuscript which has been submitted to Asian Journal of Business Ethics.

Manuscript Number: AJBE-D-21-00022

Title: Environmental Management Accounting and corporate performance: the mediating role of corporate environmental ethics: Evidence from the manufacturing sector

**Abstract:** Emerging environmental concerns call the companies to adopt environmental management accounting to align with their environmental, financial, and social goals. This study is performed in India's manufacturing sector to see how EMA adoption impacts its environmental, financial, and social performance. The study has also incorporated the impact of corporate environment ethics. This study is a quantitative study based on questionnaires, and the data were collected from 384 participants. The data analysis applying CFA and SEM has shown that EMA adoption of firms' financials, environmental, and social performance is significant and positive. Simultaneously, the moderation of corporate environment ethics is also found to be significant and positive. The study is an authentic source for promoting EMA adoption by firms in India and worldwide to align its environmental, financial, and social goals.

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If you have any questions, please do not hesitate to contact us. We appreciate your assistance.

Thank you very much.

With kind regards,

Morgan Yang  
Associate Editor  
Asian Journal of Business Ethics





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participated in two days "In-service Teacher Training" programme in **COMMERCE AND MANAGEMENT**  
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For just participation	25 March 2022
For sending abstract with full paper	23 March 2022
Intimation of acceptance of abstract with full paper	25 March 2022
Conference days	31 March – 1 April 2022

### Abstract Book and Conference Proceedings Book

The abstract book will be issued to all participants while the Seminar Proceedings book (with full paper) will be issued to only the paper presenters/contributors while the other participants would be given the abstract book.

### Publication in UGC Care List Journal

The best papers among the papers presented during the seminar would be considered for a UGC Care List Journal – SEDME (Small Enterprise Development and Management Extension). The papers will go through a peer-review process and the decision of the SEDME journal is the final. The processing charge is free of cost.

The other selected about 25 papers will be considered for publishing in JIEMS (Journal of Innovation, Entrepreneurship,

Management and Skill Development) which is in the pipeline of being included in the UGC Care List very soon. The processing charge is Rs.2950/-. It will also go through a double-blind-ed peer-review process.

The remaining papers would be brought out as a proceeding book with an ISBN and would be released on the day of the seminar and would be distributed to only the paper contributors and presenters.

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- Dr.G.Iruthayaraj – Head-Dept of Economics
- Ms.C.F.Octavia Antony Sessammal – Head-Dept of Business Administration
- Dr.J.Vincent Xavier – Asst Professor, Dept of Business Administration
- Mrs. Annie Jane – Asst Professor, Dept of Business Administration
- Mr.J.Rajees – Head Dept of Commerce Computer Application

### Convener

- Rev. Dr.Arockiam Kulandai SJ
- Assistant Professor, Dept of Human Resource Management

### Organising Secretaries

- Dr.J.Wilfred Angello Gerald - Head, Dept of Human Resource Management
- Dr.J.Michael Raj – Asst Professor, Dept of Human Resource Management
- Mr. G.Louis Victor – Asst Professor, Dept of Human Resource Management

### Contact person

Dr. Arockiam Kulandai (Convener)  
Mobile No : 83448 50470

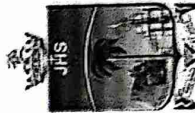
ICSSR sponsored a two-day national seminar  
On  
**The Labour Codes: Implications and Challenges for Industries and Organisations in India**



**31<sup>st</sup> March to 1<sup>st</sup> April 2022**

**Venue  
SAIL HALL**

St.Joseph's College (Autonomous)  
Accredited with A++ by NAAC  
Tiruchirappalli – 620 002  
Tamil Nadu, India.



**Organised by**  
PG & Research Department of Human Resource Management  
St.Joseph's College (Autonomous)  
Affiliated to Bharathidasan University  
Tiruchirappalli – 620 002  
Tamil Nadu, India



## St. Joseph's College (Autonomous)

It was established in 1884 by the Jesuit Fathers and since then it has been rendering its yeoman service to the entire nation. The alumni/ne are serving the nation through the length and breadth of the country and elsewhere. St. Joseph's College has been graded with an A++ in the 4th cycle in 2019, assessed by the NAAC and has been ranked 27th position in the Colleges category by the National Institutional Ranking Framework, 2021.

PG and Research Department of Human Resource Management It is an aided department of St. Joseph's College, Tiruchirappalli offering MA HRM, M.Phil and Ph.D programmes in HRM. Began in 1983, the department has been providing students with integrated education. Most of its alumni are holding responsibilities in various capacities in industries, organizations and in sports & games. This department has been elevated to a research department in 2005 offering a Ph.D programme in Human Resource Management through the parent university of Bharathidasan, Tiruchirappalli, Tamil Nadu. It has so far produced 24 PhD scholars and 160 M.Phil scholars. Nearly 8 students have so far passed in NET. Besides looking for jobs in the private sector, now the MA HRM programme is eligible for attaining Government jobs like Labour welfare positions and in the public sector undertaking companies in India. The department has organized UGC and ICSSR sponsored national level seminars regularly every year in 2014, 2015, 2016, 2017 & 2018.

## About the Seminar

Ministry of Labour with its reforming and restructuring move has initiated a process of amalgamating various labour laws into four codes — Wages, Industrial Relations, Social Security and Safety, Health and Working Conditions. While Wage Code Bill was passed in the Rajya Sabha on 2nd August 2019 and has gained President's Assent to be an Act as Wage Code Act 2019, the other three Codes are on their way as a Bill with Standing Committee for the Approval of the Houses. What did the Labour Codes mean? This Bill envisages universalising minimum wages with timely payment based on minimum living conditions both in organised and unorganised sectors. It is an important point between Centre, State and the Unions alike, enabling Centre to fix a mandatory national wage floor (minimum wage from Rs.176 to Rs.178 despite the internal labour ministry committee's suggestions of Rs.375) that must be followed by all State Governments. The ILO's Salary Satisfaction Survey (Nov

2018) conducted across 22 countries of the Asia Pacific Region revealed that nearly 41.0 per cent of India employees felt they were poorly paid. India stood in 17th place. While States like Karnataka (INR 411), Lakshwadeep (INR 401) are paying well, the other States; Nagaland (INR 115), Tamil Nadu (132), West Bengal (INR 166), Tripura (INR 170) and Himachal (INR 171) are poorly paying the employees which are described from the following diagramme.

Nearly 10 Central Trade Unions including Bhartiya Mazdoor Sangh made an appeal to the Government to increase minimum wages to Rs.666 a day or Rs.20,000 per month and employment creation through the labour-intensive sector would boost the social sector spending to benefit around 500 million workers in India. The Confederation of Indian Industries (CII) also demanded to vest the power with state governments as the concept of determination of minimum wages would affect job creation. Similarly, the other codes fall in line with it. This conference would also bring out some of the critiques raised from various quarters. Rituparna Chakraborty, Co-founder and Senior Vice-president, Team Lease said that the new process is equally cumbersome and will handcuff employees. It would also instil fear of failure in start-up founders and future entrepreneurs rather than creating jobs. This bill would make the companies make re-skilling funds to be spent for up-skilling workers who may be asked to leave. Mr.Amarjeet Kaur, the General Secretary of AITUC said, 'Trade unions feel that this Labour Code is opposite to the expectations of the working class and further he said that this code is to tame and cripple Unions by weakening instruments of collective bargaining including the right to work, right to represent interests of workers, especially unorganised sector which is more than 90 per cent of the workforce. This code also justifies fixed-term employment is against job security, won over with several decades of struggle.

## Objectives of the seminar

- ◇ To develop knowledge and awareness among the students about the labour codes.
- ◇ To bring together the students, scholars, academics, industrialists, and NGOs and instil in them knowledge about the labour codes.
- ◇ To suggest measures for the future.

## Sub-themes of the Seminar

The following are the thrust areas of the seminar but not exhaustive concerning labour laws in India relating to Management, Human Resource, Marketing, Finance, Law, and Human Rights.

### I. The Wage Code

- ◇ Wage Code Act: Challenges and implications
- ◇ Status of Wages paid to employees
- ◇ A State-wise analysis and implications
- ◇ Challenges in Determining and Computing Wages

### II. Social Security Code

- ◇ Social Security Acts, Unemployment insurance and implications
- ◇ Contract Labour: Its Laws and Policies
- ◇ Protection of Rights of Un-organised workers/labour
- ◇ Labour and Employment Statistics
- ◇ Nature of Employment Relation

### III. Industrial Relation Code

- ◇ Labour Codes Reforms and Restructures: Trends and Challenges in Organized and Un-organised Sectors
- ◇ Industrial Relations for enhancing Business
- ◇ Challenges to Trade Unions and their existence
- ◇ Adjudication of Industrial Disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals

- ◇ Legal Rights: Hard Vs Soft Laws

- ◇ Surge of Artificial Intelligence: Robotics, Automation in Industries and Businesses and their challenges

## IV. The Occupational Safety, Health and Working Conditions Code

- ◇ National/International Labour Standards
- ◇ Labour Market and Social Partners
- ◇ Occupational safety measures to employees
- ◇ Health and Working Conditions

### V. Others:

- ◇ Banking Roles in Ease of Business
- ◇ Digital Modes of Transaction in Business
- ◇ Policy relating to special target groups like Women and Child Labour
- ◇ Women worker, Maternity Act and Employability
- ◇ Street Hawkers, Sewage Workers, Domestic Workers, Security Guards, Construction Workers, Migrants, and Refugees.



# PG AND RESEARCH DEPARTMENT OF COMMERCE



## St. Joseph's College (Autonomous)

Special Heritage Status awarded by NAAC  
Accredited at A++ Grade (4<sup>th</sup> Cycle) by NAAC  
College with Potentials for Excellence by UGC  
DBT-STAR & DST - FIST sponsored College  
Tiruchirappalli - 620 002 Tamilnadu, India

## CERTIFICATE OF PARTICIPATION

This is to certify that Mr./Ms/Dr. K. Arockiam, Assistant Professor, Department of

HRM, St. Joseph's College, Trichy has actively participated in the One Day International

Conference on "**EVOLVING DYNAMICS OF BUSINESS IN POST-COVID ERA**", held on

18<sup>th</sup> October 2021, organised by PG and Research Department of Commerce, St. Joseph's College  
(Autonomous), Tiruchirappalli – 620002.

**Dr. V. Bastin Jerome & Dr. S. Aruldass**  
Organising Secretaries

**Dr. F. R. Alexander Pravin Durai**  
Head of the Department

**Rev. Dr. M. Arockiasamy Xavier SJ**  
Principal





**Internal Quality Assurance Cell (IQAC)**  
**ST. JOSEPH'S COLLEGE (Autonomous)**

Accredited at A<sup>++</sup> Grade (Cycle IV) by NAAC  
Special Heritage Status awarded by UGC

**Tiruchirappalli - 620 002**

**CERTIFICATE OF APPRECIATION**

*This is to certify that*

**Dr. Arockiam. K**

**Assistant Professor of Human Resource Management**  
**St. Joseph's College (Autonomous), Tiruchirappalli**

*has designed and developed a Self Paced Course on*

**Talent Management**

*offered through **JosTEL**, LMS of*

*St. Joseph's College (Autonomous), Tiruchirappalli.*

*The total number of e-content created by him is 20 of 00:47:00 duration.*

**Dr R. QURSHID BEGUM**  
LMS Coordinator

**Dr A. ROSE VENIS**  
Dean - IQAC



Issued on 28-4-2022

**Rev. Dr M. AROCKIASAMY XAVIER SJ**  
Principal



Mobile : 97509 28026, 99422 28013  
e-mail : sribharathicollege@gmail.com

# **SRI BHARATHI ARTS & SCIENCE COLLEGE FOR WOMEN**

G.O.No. 226 (Per) 18.7.2005  
[Affiliated to Bharathidasan University]

**KAIKKURICHI, PUDUKKOTTAI - 622 303.**

Date : 18/12/21...

## **Attendance Certificate**

This is to certify that Dr. K. AROCKIAM, Assistant Professor, PG and Research Department of Human Resource Management, St. Joseph's College (A), Trichy acted as Resource Person for Special Lecture for The inauguration Of BBA Department Association Programme held on 18.12.2021 in the Department of BBA.

  
PRINCIPAL 18/12/21

Sri Bharathi Arts & Science College for Women  
KAIKKURICHI - 622 303.  
Pudukkottai District



# PG & Research Department of Human Resource Management



**St. Joseph's College (Autonomous),**

Accredited with A++ by NAAC

**Tiruchirappalli, Tamil Nadu, India**



Indian Council of  
Social Science Research

ICSSR Sponsored a Two - Day National Seminar

on

**The Labour Codes: Implications and Challenges for Industries and Organizations in India**

## Certificate

This is to certify that **Rev Dr.K.Arockiam SJ, Assistant Professor, Former Dean of Management Studies, & Former Head, Dept of HRM, St.Joseph's College, Tiruchirappalli** was the **CONVENER** in the ICSSR Sponsored National Seminar held on 31 March – 01 April 2022, Organized by the PG and Research Department of Human Resource Management, St.Joseph's College (Autonomous, Accredited with A++ by NAAC), Tiruchirappalli, Tamil Nadu, India.

**Dr. J. Wilfred Angello Gerald**

**HoD**

**Rev. Dr. M. Arockiasamy Xavier SJ**

**Principal**



# Bharathidasan University

Palkalaiperur  
Tiruchirappalli - 620024

PhD/K7/DR02/210607082741  
Reg. No. BDU2120132779238

Date : 07.06.2021

Research Scholar

To  
Miss / Mrs. SUBA D(Reg.No: BDU2120132779238),  
Asst. Professor,  
DG Vaishnav College,  
Periyar E V R High Road,  
Arumbakkam,  
Chennai - 600106, India,  
Contact No.: 9566699046.

adam / Sir,

Sub: Ph.D. Programme Registration Application No: BDU/PhD/20/0349, Dated: 14.08.2020  
Ref: The VC's Order dated. 03.05.2021.

\*\*\*\*\*

I am, by direction to inform you that you have been provisionally registered for Ph.D. Degree under the **Part-Time** Category. As per the Ph.D. Regulations of this University, you have to carryout research work under the Research Supervisor for a minimum period of **Three** Years and a maximum of **Five** Years from the date of registration i.e from **21.06.2021 to 20.06.2026**.

Be it informed that, you will be governed by the regulations, rules and conditions for the Degree of Doctor of Philosophy of this University.

The Subject / Discipline of the Research chosen by you is **HUMAN RESOURCE MANAGEMENT** and the broad topic of your Research is "**E-HRM Practices**".

The Subject / Discipline cannot be subsequently changed. You are requested to quote the **Registration Number** cited above in all correspondence with the University regarding your Ph.D. Programme.

**Research Centre:** DEPARTMENT OF HUMAN RESOURCE MANAGEMENT, ST. JOSEPH'S COLLEGE (AUTONOMOUS), TIRUCHIRAPPALLI - 620002

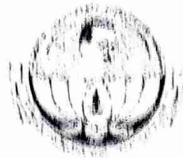
Yours sincerely,

*S. Murthy*  
9/6/21

DIRECTOR - RESEARCH

**Note:** with an instruction to remit the one time lumpsum Research fee of **Rs.6000/-** to the University, with an instruction to remit 18% GST (Rs.180/-) on application fee





**BHARATHIDASAN UNIVERSITY**  
TRUCHIRAPPALLI - 620 024

Dr.S. SRINIVASA RAGAVAN ALA., M.Sc., M.Phil., Ph.D.  
Controller of Examinations &c

Phone: 0431-2407016, 0431-2407577  
Email: [exa@bdu.ac.in](mailto:exa@bdu.ac.in)

Ref: EXAM/CV/CON-II/APRIL 2021/MBA MANAGEMENT

Date: 31-07-2021

To

Dr.K. AROCKIAM,  
ASSISTANT PROFESSOR IN MANAGEMENT,  
ST.JOSEPH'S COLLEGE (AUTONOMOUS),  
TRICHY.

Sr. Madam,

Sub: University Examinations - PG Valuation - Appointment of Examiner Reg.

I am by direction to inform you that you have been appointed as Examiner for APRIL - 2021 Examinations.

Your acceptance of the offer may kindly be intimated by Return of Post, in the enclosed FORM of ACCEPTANCE. If you are not accepting the offer, this order of appointment is to be returned forthwith. If the FORM OF ACCEPTANCE or THE RETURNED ORDER OF APPOINTMENT is not received, it will be presumed that you are not accepting the offer and alternate arrangements thereof will be made without any further intimation to you. Please note that if the offer is not accepted for two consecutive valuations, the name of the examiner will be removed from the list.

Sundays and other notified holidays are holidays for C.V. and local examiners will not be paid D.A. on these days. Also the examiners are not allowed to cutshort their tenure of examinership in the middle of valuation.

Venue	LIBRARY ANNEXURE BUILDING, BHARATHIDASAN UNIVERSITY, TRICHY - 24.
Date of Valuation	FROM 02.08.2021 TO END OF VALUATION
Time	10.00 A.M. to 05.00 P.M.
Subject	MBA MANAGEMENT

*S. Srinivasan*  
Controller of Examinations

FORM OF ACCEPTANCE (COMPULSORY)

Ref: EXAM/CV/CON-II/APRIL 2021 MBA MANAGEMENT

The offer of appointment as Examiner in MBA Management Degree Examination at University Exam PG Valuation is ACCEPTED NOT ACCEPTED

1. Name (in BLOCK letters)	K. AROCKIAM
2. College	ST.JOSEPH'S COLLEGE (AUTONOMOUS), TRICHY.
3. Residential Address with Telephone Number	Jesuit Residence, St. Joseph's College, Trichy. Mobile: 9344850470
4. Are you appearing for any Examination Conducted by this University?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If yes, Please do not accept examinership

I declare that I do not have connection with any private tutorial college or coaching tuition centre. I agree to attend the Central Valuation work for the entire stipulated period and abide by the instructions and rules of the University. I declare that I will be at the centre during the prescribed time for the valuation. I am not on medical leave or on EIP. I also declare that none of my close relatives is appearing for the current Examinations in my subject.

Date

*Ar Arckiam*  
SIGNATURE



Teaching Learning Centre, Ramanujan College

University of Delhi

under the aegis of

MINISTRY OF EDUCATION

PANDIT MADAN MOHAN MALAVIYA NATIONAL MISSION ON TEACHERS AND TEACHING



This is to certify that

**Dr AROCKIAM KULANDAI**

of

Department of Human Resource Management, St. Joseph's College

(Autonomous), Tiruchirappalli, Tamil Nadu

has successfully completed ONLINE TWO – WEEK REFRESHER COURSE in

“Social Sciences and Humanities”

from 12 - 26 July, 2021 and obtained Grade A.



Blockchain Hash: 0x9b4034a73bab04067b0c2d6ed8ec1c32b462c36c784ac9d204e3d20ca5cbdbb8

Prof. S. P. Aggarwal  
(Principal & Director)  
TLC, Ramanujan College

Ms. Shipra Yadav  
(Convener)  
Ramanujan College

Prof. Ujjwal Kumar Singh  
(Programme Director)  
University of Delhi





Revathy Vishwanath  
Deputy Director  
RP Division Incharge  
Tel #011-26716690  
E-mail: mmp2016rpr@gmail.com

Indian Council of Social Science Research  
(Ministry of Human Resource Development)  
JNU Institutional Area, Aruna Asaf Ali Marg  
New Delhi – 110067  
Website: [www.icssr.org](http://www.icssr.org)

F.No. 02/266/2017-18/RP/MN

Dated: 22-02-2021

The Principal,  
St. Joseph's College,  
Thiruchirappalli-620002, Tamil Nadu

SANCTION ORDER

**Subject : Release of Overhead charges @ 5% for the Minor Project awarded to Dr. K Arockiam**

Dear Sir/Madam,

I am directed to convey that the sanction of the Council is hereby accorded for the payment of a amount of Rs. 12,500/- ( Twelve Thousand and Five Hundred Rupees only ) to Dr. K Arockiam. The Rs. 12,500/- towards @ 5% of Overhead Charges of Research Project sanctioned to Dr. K Arockiam vide our sanction order of even number dated

**10.01.2018**

The above-mentioned amount will be released on receipt of the grant-in-aid bill. Kindly send the enclosed grant-in-aid bill dully signed and stamped to facilitate the released the grant.

Yours sincerely,

  
(Revathy Vishwanath)  
For Member Secretary

Dr. K Arockiam  
Assistant Professor,  
Dept. of Human Resource Management,  
St. Joseph's College, Thiruchirappalli,  
Tamil Nadu-620002

**2. FA& CAO:** The expenditure on this account is debatable to the Budget Head ICSSR (Scheme Code 0877) OH 31.09 Research Project

  
(Revathy Vishwanath)  
For Member Secretary



**Revathy Vishwanath**  
**Deputy Director**  
**Tel # 011-26716690**  
EPABX: 26741849-51  
**E-mail: mmp2016rpr@gmail.com,**

**Indian Council of Social Science Research**  
Ministry of Human Resource Development)  
Post Box No. 10528, Aruna Asaf Ali Marg  
New Delhi - 110067  
Fax: 91-11-26741836  
**Website: [www.icssr.org](http://www.icssr.org)**

**F.No. 02/266/2017-18/RP**

**Dated: 22.02.2021**

**The Principal,  
St. Joseph's College,  
Thiruchirappalli-620002, Tamil Nadu**

**SANCTION ORDER**

**Subject: Sanction of Research Project entitled "Durable solution for Regugees : A Post-Conflict Perspective ".**

Dear Sir,

In continuation of the Council's letter of even number dated **10.01.2018** on the above subject, I am directed to convey the sanction of the ICSSR, to the payment of **Rs. 87,500/-** as the **Final installment** for the research project mentioned above. This brings to the total amount released so far to **Rs. 02,37,500/-** against the total sanctioned grant of **Rs. 02,50,000/-**. As **Rs. 12,500/-** has been retained by the ICSSR in the form of Publication Cost.

A copy of the grant-in-aid bill for release of **Rs. 87,500/-** as the **Final** installment is enclosed. It is requested that the bill may be filled in and returned to the Council to enable us to release the grant.

The grant-in-aid is subject to all the conditions laid down in our letter referred above. The expenditure on this account is debitable to the Budget Head B Programmes- Research Grants-**Plan Gen** (10) grant-in-aid for research project.

Yours faithfully,

  
**(Revathy Vishwanath)**  
**For Member Secretary**

**Copy to:**

**Dr. K Arockiam,  
Assistant Professor,  
Dept. of Human Resource Management,  
St. Joseph's College, Thiruchirappalli,  
Tamil Nadu-620002**

FA&CAO, ICSSR, New Delhi

  
**(Revathy Vishwanath)**  
**FOR Member Secretary**





INDIAN COUNCIL OF SOCIAL SCIENCE RESEARCH  
(Ministry of Human Resource Development)  
Post Box No. 10528, Aruna Asaf Ali Marg,  
New Delhi-110067  
Phone No.011-26742832

F.No.C6/NS/025/NIS/2019-20

Dated: 18.02.2022

The Principal  
St. Joseph's College  
Tiruchirappalli-620 002, Tamil Nadu

**Sanction Order**

**Subject:** Sanction of Rs. 2,00,000 for organizing the National seminar on "*The Labour Codes: Implications and Challenges for Industries and Organisations in India* The Labour Codes: Implications and Challenges for Industries and Organisations in India"

Dear Sir,

Sanction of the Council letter is hereby accorded for the payment of Rs.2,00,000/- (Rupees Two Lakhs only) to meet the expenditure on the above-mentioned seminar organized by Dr. K.Arokiam Kulandai during 25-26 March,2022.

The sanctioned amount will be released in two instalments as follows:

First instalment	Rs.	1,50,000
Second instalment	Rs.	50,000/-
Total	Rs.	2,00,000/-

The first instalment of Rs. 1,50,000/- will be released on receipt of the grant-in-aid bill & PFMS Form(copy enclosed)duly signed and stamped by the Competent Authority of the Institution/University/College.

The second instalment of Rs. 50,000/- will be released on receipt of the following documents that may please be submitted within two months after holding the seminar:

- I. Two complete sets of Reports (hard bound copies) of the seminar/that should necessarily constitute of the following:
  - The List of the Actual Participants of the seminar.
  - The exact titles & presenters of each of the session.
  - 2-3 paragraphs write-up on seminar topic.
  - Proceedings of Seminar.
  - A note on the contribution of the seminar to the existing body of research.
- II. The audited head-wise statement of accounts and utilization certificate in GFR (form 12A) (copy enclosed) for the entire expenditure incurred from the sanctioned amount. Both these needs to be duly certified by the Convener, Registrar/Principal, and the Finance Officer in case of the Central University or the Chartered Accountant in case of other institutions.



**BHARATHIDASAN UNIVERSITY**  
PALKALAIKERUR, TIRUCHIRAPPALLI-620 002  
TAMIL NADU, INDIA

Dr. S. SRINIVASA RAGAVAN  
CONTROLLER OF EXAMINATIONS i/c

Phone: 0431-2411144  
E-Mail: [examco@bdu.ac.in](mailto:examco@bdu.ac.in)

REF. NO.: 31021/PH.D/K7/HRM

Reg. No.: 31021-Ph.D-HRM

Date: 24-09-2021

**Sub.: Ph.D. Degree - Declaration of result - Regarding.**

The Ph.D. Thesis entitled "A COMPARATIVE STUDY ON CAMPUS TRAINING PROGRAMMES FOR MBA STUDENTS IN ASSAM AND TAMIL NADU." submitted by

**MOLI GHOSH / மொலி கோஷ்**

has been approved by the Board of Examiners and he/she is hereby declared qualified for the Degree of Doctor of Philosophy (Ph.D.) as COMMENDED in HUMAN RESOURCE MANAGEMENT from 19<sup>th</sup> August 2021.

The candidate may take the Degree at Convocation.\*

Prior permission of the Controller of Examinations, through the Supervisor / Convener of the Doctoral Committee should be obtained to publish the Thesis in part or full. The Candidate is hereby informed that he/she shall not publish the Thesis in part or full without the prior approval of the University.

The receipt of this communication may kindly be acknowledged.

Place of Research Work : ST. JOSEPH'S COLLEGE (AUTONOMOUS), TIRUCHIRAPPALLI - 620 002.

  
CONTROLLER OF EXAMINATIONS

\* You are requested to apply for Degree Certificate along with the required documents Immediately. Kindly visit this link <http://www.bdu.ac.in/forms/students/convocation.pdf> to download the form.

Encl. : Ph.D. Provisional Certificate.

To

**MOLI GHOSH**

Ph.D. Part Time Research Scholar

No. 4855, NGO Colony,

Nizam Colony,

Pudukkottai - 622 001.

E-Mail : [molisuresh.suresh@gmail.com](mailto:molisuresh.suresh@gmail.com)

Copy to :

1. Research Supervisor(s):

**Dr. K. AROCKIAM**

Assistant Professor,

Department of Human Resources Management,

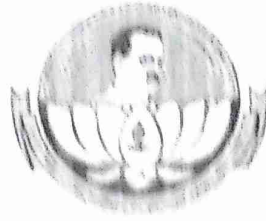
St. Joseph's College (Autonomous),

Tiruchirappalli - 620 002.

2. Convocation Section

3. Computer Section





# பாரதிதாசன் பல்கலைக்கழகம் BHARATHIDASAN UNIVERSITY

(Accredited with A+ Grade by NAAC in the Third Cycle)

(Established by the Government of Tamil Nadu in 1963; Recognized by UGC under 2(f) and 12(B) of UGC Act; Member, Association of Indian Universities and Association of Commonwealth Universities)



## கலையியல் புலம் FACULTY OF ARTS

பாரதிதாசன் பல்கலைக்கழக ஆட்சித் குழு ஆகஸ்ட் 2021  
ஆம் ஆண்டு மேரலி கோஷ் என்பவர்  
மனிதவள மேலாண்மைப் பாடத்தில் முனைவர்  
பட்டத்திற்குத் தகுதி பெற்றவர் என்று தக்க தேர்வாளர்கள்  
சான்றிதழை முனைவர் பட்டத்தை அவருக்குப்  
பல்கலைக்கழக இலச்சினைபுடன் வழங்குகிறது.

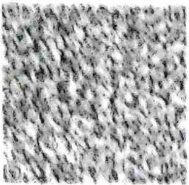
The Syndicate of the **BHARATHIDASAN UNIVERSITY** hereby makes  
known that **MOLI GHOSH** has been admitted  
to the Degree of **DOCTOR OF PHILOSOPHY,** in the subject  
**HUMAN RESOURCE MANAGEMENT,** having been certified  
by duly appointed Examiners to be qualified to receive  
the same in **AUGUST 2021.**

Place of Study: ST. JOSEPH'S COLLEGE (Autonomous), TIRUCHIRAPPALLI.

"Ph.D. Degree has been awarded in accordance with the Minimum Standards and  
Procedure of the Regulations of the University Grants Commission 2016".

### Title of the Thesis

"A COMPARATIVE STUDY ON CAMPUS TRAINING PROGRAMMES FOR MBA  
STUDENTS IN ASSAM AND TAMIL NADU."



Given under the seal of the University.



திருச்சிரப்பள்ளி  
Tiruchirappalli

பதிவுரை Registrar

தலைவரேந்திர Vice - Chancellor

P 005802

Date 9th December 2021

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The Ph.D. Thesis entitled "IMPACT OF QUALITY OF WORK LIFE ON TURNOVER INTENTION AND WORK LOCUS OF CONTROL AMONG CONTRACT LABOURS" submitted by  
PUSHPANATHAN A / புஷ்பநாதன் ஆ  
has been approved by the Board of Examiners and he/she is hereby declared qualified for the Degree of Doctor of Philosophy (Ph.D.) as COMMENDED in HUMAN RESOURCE MANAGEMENT from 22<sup>nd</sup> July 2021.  
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2. Convocation Section

3. Computer Section



# SEDME (Small Enterprises Development, Management & Extension Journal): A worldwide window on MSME Studies

## Quality of Life of Retired Pensioners in Madurai District

S. Charles , K. Arockiam

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### Abstract

The employees working in the government sector retire from the service once they cross the age of superannuation and generally remain as the elderly population in society with the privilege of availing benefits of social security such as provident fund, gratuity and pension. There is a tendency among the people in our society that economic privileges of the retired elderly community enjoy better social support, enhanced psychological wellbeing and greater quality of life rather than a common elder who is not a retired pensioner from government service. Many studies have been conducted among the elderly population but very few among retired pensioners. Apart from the economic privileges, the retired pensioners also remain as generic elders. This study attempts to examine the possible relationships between social support, psychological well-being and the quality of life of pensioners. The study included 150 retired pensioners from a pensioner's association in Madurai by using descriptive research design and self-structured tool. The results reveal that there exists a strong positive relationship among social support, psychological well-being and quality of life of retired pensioners. The developed model, which examined the relationship and influence among perceived social support, psychological well-being and quality of life, resulted in a good fit model. The study also disproves the notion that economic variables such as a monthly pension, employment engagement activities after retirement and secondary income sources apart from the pension are not the contributing factors of quality of life of the retired pensioner.

### Keywords

Quality of life, social support, psychological well-being, retired pensioners, post-retirement employment

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## **Contents**

### **Articles**

The Impact of Make in India on Foreign Direct Investment: An Analytical Study <i>B. Nagarjuna</i>	7
An Economic Analysis of Technical Efficiency of MSMEs in India <i>Sadhana Singh and L. C. Mallaiah</i>	30
Ease of Doing Business State Ranking: Analysing the Impact of Business Reform Action Plan on Micro, Small and Medium Enterprises (MSMEs) Among Top and Emerging States <i>Simran Sodhi and Amit K. Dwivedi</i>	41
Consumer Buying Behaviour Towards Khadi Fashion Wear <i>Dibyendu Bikash Datta and Biswajit Sarkar</i>	58
Quality of Life of Retired Pensioners in Madurai District <i>S. Charles and K. Arockiam</i>	73
Impact of COVID-19 Pandemic on MSMEs: A Study of Karimnagar District of Telangana State <i>M. Malla Reddy, A. Srividya, V. Kavya, R. Bharath, M. Srikar and D. Vinay Kumar</i>	82
Digital Analysis of the Transformation of Institutions in the Knowledge and Innovation System of the Handmade Carpet Industry <i>Uma Shankar Yadav, Ravindra Tripathi and Mano Ashish Tripathi</i>	107

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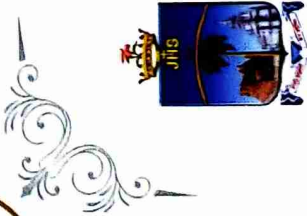
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## CONTENTS

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03. Self-Identity and Engagement in Diaspora Literature - A Critical throw on the Writings of Shyam Selvadurai - H. V. Minnal	48
04. Colonial and Postcolonial Diaspora Identities in Kiran Desai's The Inheritance of Loss - Dharshini Shanmugam	60
05. Trauma of Castelism in the Selected Novels of Bama - V. Francis & M. Charnaigne Ouenita	73
06. Beyond Postcolonialism - S. Jesurajan	104
07. Indian Women Writers in Perspective - A Survey - D. Chandra Vechena	126



## Trauma of Casteism in the Select Novels of Bama

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Literature is the work of art. It brings out the feelings of society by the writings. Literature is one of the parts of our living life and it provides the creative set of author's psyche. Each writer mirrors the society in his own way by using the incidents, sights and scenes which are familiar. Dalit literature is written by, about and sometimes specifically for Dalits. This genre emerged during the eighteenth and nineteenth centuries. In contemporary Indian Literature, the Dalit's experience claims double significance by the sheer force of human will and endurance displayed by the people whose inner and outer life is reflected in these literary works.

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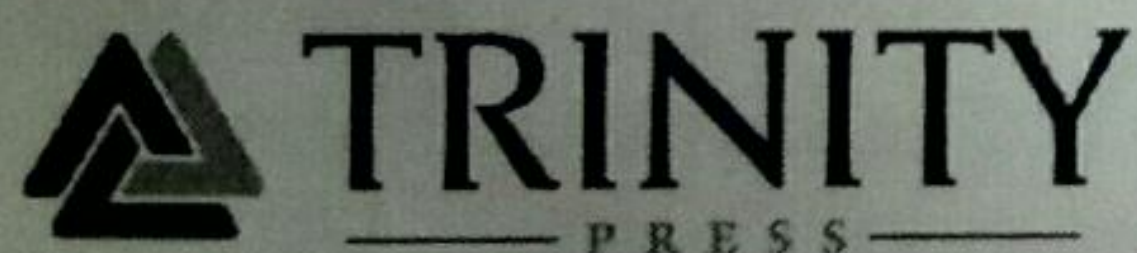
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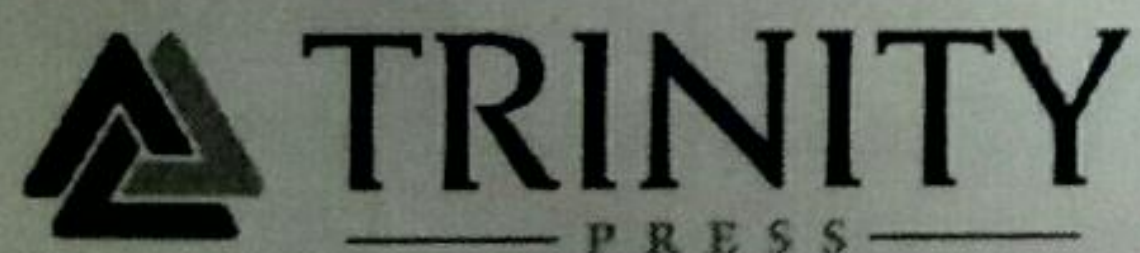
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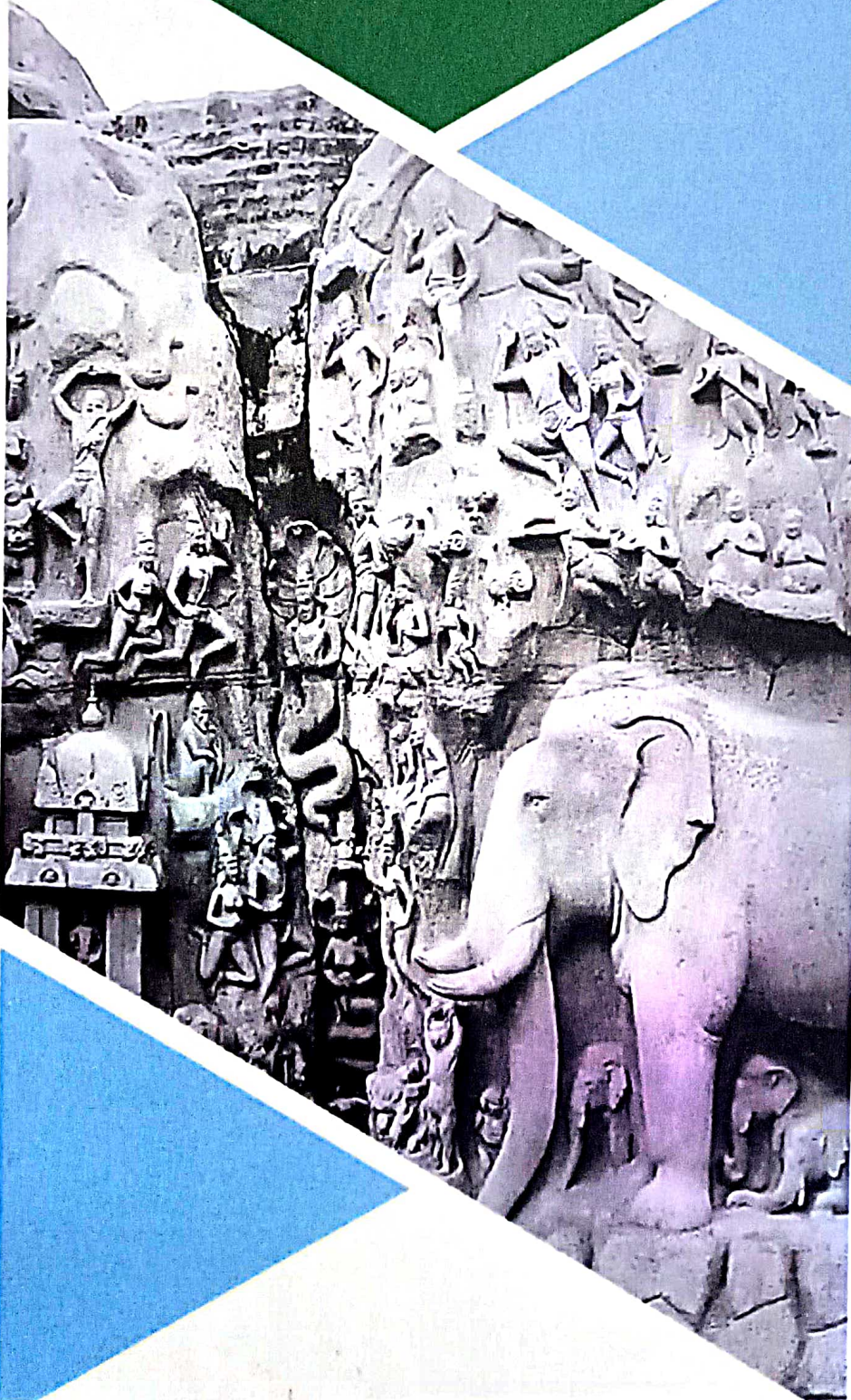


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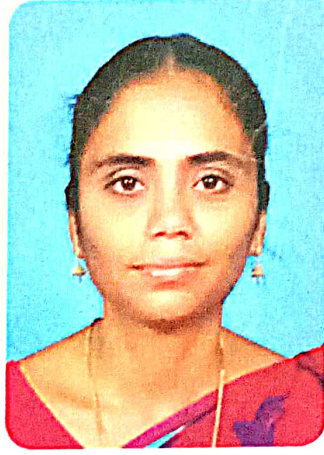


# அகநானூறு

## வாழ்வியல் களஞ்சியம்

முனைவர் சி.ஷகிலாபானு

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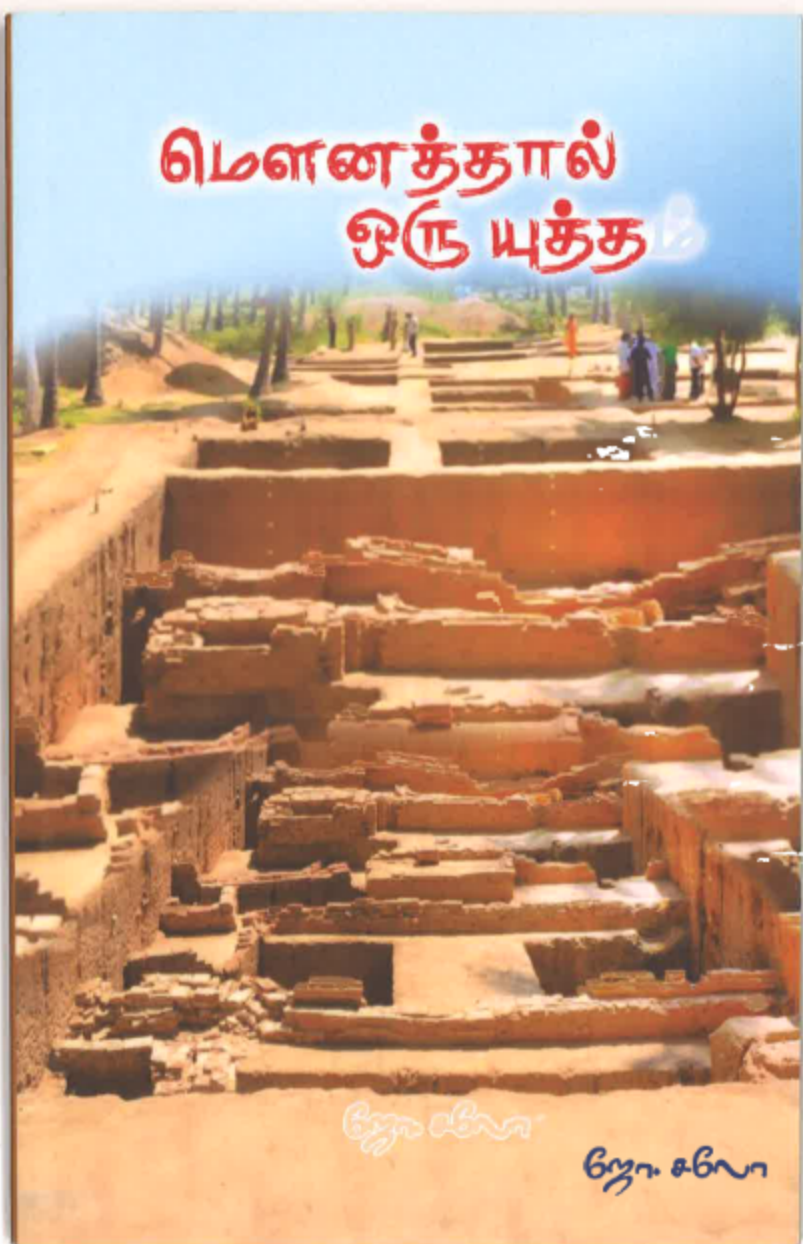
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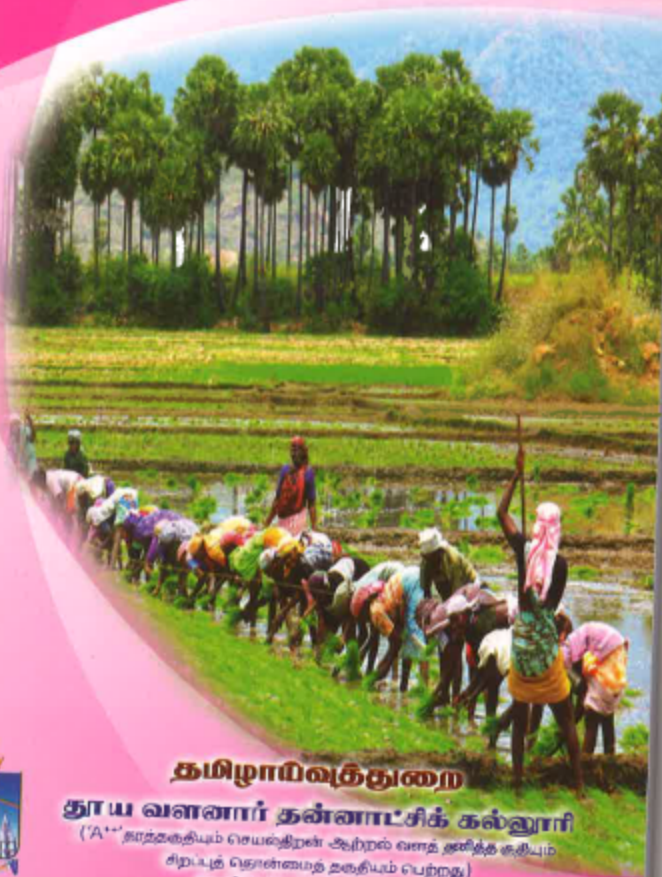
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