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## INNOVATIVE CULTURE AND INCLUSIVE GROWTH – A NECESSITY FOR GROWING INDIA

**Dr. Ramachandran N. Nadar**

**Vice-Principal and Head, Dept. of Commerce,**

**Guru Nanak College of Arts, Science and Commerce, GTB Nagar, Mumbai.**

### ABSTRACT:

*Inclusiveness has a moral and philosophical connect. Innovation is the foundation of development and growth. A company's success depends largely on how its HR interventions and innovations gel as a competitive advantage. If an organisation focuses on growing considering everyone's innovative contributions, it will lead to inclusive growth. Innovations in selected areas may boost efficiency. However, the real strength depends on how the organisation is capable of creating an innovative culture in all its employees from the top to bottom. Inclusiveness does not mean using caste, religion, language, etc. as the basis for development. It is giving opportunity to all, all who need and deserve. This is a requirement for growing India for its sustained development. This study identifies the related problems and explores the solutions.*



**KEY WORDS:** Govt, schools and colleges, innovative, education, development.

### INTRODUCTION

India has rich people but India is not economically rich. We do dream and talk of becoming rich individuals, but we rarely talk of making our country rich. The first planned city of the world was India's Harappa. The first university in the world was Nalanda. India was the only known source of diamond in the world till 1896. India was the richest country in the world till the invasion by East India Company. The Number system is the greatest contribution of India to science. Aryabhata, Indian Mathematician, invented zero. Indian Bhaskaracharya calculated the time taken by earth to rotate around sun exactly in fifth century. Ayurveda, the first school of medicine has its origin in India. Surgery was done for the first time in India by Sushrut 2600 years back. India taught the art of navigation to the world on River Sind 6000 years back. Indian Sanskrit is the mother of all European languages, according to prominent linguistics. Today, why India is poor, while some Indians are in the global rich list? Why farmers have to commit suicide? This research work attempts to spell out the hick-ups of bureaucracy in the democratic setup, and establish some measures to help India growing with its human potential if nourished in a proper way.

### STATEMENT OF THE PROBLEM

India wants to become big. But the problem seems to be lack of will power of the rulers to see back the rich India, the suspicion on their own ability, and lack of vision for India. The change of power centers, the crave for retaining power at any cost and gimmicks of materialism made attractive by the

media pushes the leaders to take short-term courses of action. Innovations and sustainability are respected largely in words but not in deeds. India looks like growing without a strong foundation. This study focuses upon the same.

### **SCOPE OF THE STUDY**

The study reviews the problems of growing India primarily due to the ill-shaped education system and lack of policies, analyzes the reasons for the problems and give suggestions/measures to resolve them.

### **OBJECTIVES OF THE STUDY**

1. To understand the problems of Indian education being an obstacle to the growing India
2. To analyse the reasons for the deep-rooted problems affecting growth
3. To suggest measures to resolve the problems to create a strong India

### **Research Methodology**

This research work is the outcome of an overview of studies conducted on the areas of innovation and inclusive growth, and the fundamental problems that affect India's growth. This is basically a qualitative research and follows the experiential approach. Interviews and discussions have been a part of the contributions. This study primarily uses secondary data for its analysis.

### **Limitations**

This study does not have primary data for its analysis. It is a generalized study of factors governing inclusiveness for innovative India. Each of those factors can be separately studied for more specific conclusions for the issues. It has a combined view of schools and colleges. Separate studies on these areas may give still deeper insights on the topic of study.

### **PROBLEMS OF GROWING INDIA**

#### **1. Insufficiency of quality schools and colleges for productive teaching**

The constitutional right 'education to all' should be respected by every Govt. Why getting admission to schools and colleges should be made as a challenge and panicking situation every year? Why there should be recommendations to get admission in any school or in any programme?

#### **2. Abnormal variations in fee structures**

Business of coaching classes flourish from seventh standard because of limited seats in medical colleges, and abnormalities in fee structuring, say, ranging from Rs.1 Lakh to 25 Lakhs per annum resulting in to suicides of students. Similar is the situation in other areas too.

#### **3. Lack of facilities and teacher issues**

Teachers' appointments are poorly made. Unqualified and incompetent teachers are selected by institutions for cost saving. Education becomes imbalanced due to lack of funding, R & D and facilities. A doctor / CA can adjust the depreciation on car used against income, whereas a teacher cannot do so. The daily travel/medical expenses of a businessman in lakhs can be adjusted against the profit. If it is loss, it can be carried forward to adjust later. But a teacher's travel or other expenses cannot be adjusted against the salary.

#### **4. Wide discrimination in salaries to teachers and facilities in Govt and unaided units**

Like a maid given a child (but not the cupboard key) in a home, we give the children to teachers, but not the salary. Teachers in SFC and unaided sections are miserably less-paid. People prefer aided institutions for permanent posts. However, they need private schools and colleges for their own children's education.

### **5. Lack of Training and Performance evaluation**

Every salesman is trained in advance and his performance is evaluated every day, because loss matters, whereas, if a teacher is employed, improvement is required only for promotion. Students are left in lurch. There is no right mechanism of evaluation of teachers.

### **6. Teachers don't have teaching as duty, but rest all**

Semester system does not encourage thinking, leaves no time for activities and research work. Doing admissions, conducting exams, assessment of answer books, declaring results, getting full strength for next class, etc. have become the routine, more important duties of teachers, besides completion of portions. Tests/orientations are fully stopped due to strength of 120+ in a class and tremendous amount of clerical works are assigned to teachers. Priorities are sabotaged. Attendance is compulsory only on paper. Students unlearn everything studied in the previous year aiming at marks, which put the teacher with more stress.

### **7. Perils of freedom in education**

Autonomy is becoming another way of washing off of responsibility and dilution of requirement. Universities are becoming watchdog of autonomy execution by businessmen in education. It is like regulating terrorists after allowing entry into a building, and police telling them with loudspeakers what to do.

### **8. Poverty and malnutrition**

Education and food should go together to children. Death of children due to malnutrition is increasing every year. At one side, people (male and female) roam around wearing gold covering their body. For a marriage, an Indian can spend hundreds of crores wherein all high level personalities including the Govt officials attend. The unaccounted money found in godowns/trucks of some people during demonetization went in to lakhs of crores. Can the Govt say that there is no money for the poor?

### **9. Lack of clarity of programmes**

There is no awareness created to students during schooling regarding the availability of programmes, their values and who can do them. Large number of students join any programme available without any objectivity, and finally, they are neither fit to do the job learned, nor ready to do any other.

### **10. Lack of Employability**

Even for peons' job, people with Ph.D, PG degrees apply. It is a pathetic state. There is no problem of employment in our country, but people are not ready to do jobs. While studying, there is no analysis of self-power / interest and the need for learning.

### **11. Neglect of Agriculture sector**

People in power have become more materialistic and stopped thinking about future of the country. Green revolution and many more are done by the govt. But, the focus on quick money, destruction of agricultural fields, industrialization, failure of rains, lack of full support from govt, etc make farmers to leave their job. This is a grave situation to the entire country.

### **12. Where our moneys go?**

People were requested to surrender the LPG subsidies. It is a welcome step. Many have done it. But, so many thousands of crores of money are spent by the bureaucrats, politicians and allies in the name of subsidized food, AC rooms, free telephones, free high-class travels, etc. Should our social workers have alcoholic drinks from the tax payers' money?

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## MEASURES TO MAKE INNOVATIVE INDIA

### 1. Convert the educational institutions into learners' workshops/factories

There should be enough schools and colleges of various branches to accommodate all deserving students in varying degrees. Teachers appointed from first standard onwards should be quality oriented and character conscious. Scientific selection and training keeping innovation in mind should be done to ensure quality. We have to create such schools/colleges that will benefit the students to acquire skills which are needed for the jobs that they can do. The fees paid for a programme should be uniform throughout India. However, those who need support should be given funding differently in a transparent manner.

### 2. Responsibility of quality education should be with the Govt

Under privatization of education, marketing is done by money-minded people. There is rarely quality-focused content development. Education cannot be given to be traded. It cannot be left to competition. That is why there are spill-overs. Government cannot shirk from its responsibility of giving free quality education to all.

### 3. Liberal funding for creating Skilled India

Education should be on the top in the budget allocation and getting grants. Govt should invest more money in R & D and skill-building. Every educational unit should be equipped with all necessary facilities. Govt can do PPP for funding and for quality development, but cannot shirk from its basic duty. Beyond 7<sup>th</sup> standard, there should not be common education. More focus should be given for production/innovation, and less for marketing and accounting.

### 4. Avoid competition among schools/colleges

The young minds should be nurtured from childhood to develop creativity instead of competition. Why there are good and bad students, or good and bad schools/ colleges? Are we attempting to create a growing India or giving opportunity to businessmen/politicians to do business in education? The very mindset of leaders and rulers must change.

### 5. Conduct exams depending on the country's needs

Exams should not be module-based. Leakages of question papers happen because of this. Questions can be given in advance so that students can think and create answers, rather than bringing copy materials to exam hall. There need not be supervisors in exam halls. Questions asked must be kindling innovation and creativity to give such answers which cannot be copied from others. Each student's answer will be unique and understanding based. Students should not be loaded with too much to learn, forcing them to take support of coaching classes.

### 6. Autonomy in education is necessary

Autonomy in deciding courses, content development according to local requirement, is a necessity. Syllabus should be set according to the needs of students and employability requirements. No common syllabus/courses can work in the entire country.

Periodic revision of syllabus like once in three years should not be made mandatory. Change in syllabus should happen even in every year according to the change in real life. Reshuffling content of syllabus between modules and shifting contents between levels is not revision of syllabus.

### 7. Value creation and moral education, the prime move

Education should teach ethics and sacrifices. Showing unproductive attraction as life is suicidal to the younger generation. When child pornography was planned to be obstructed, many politicians and administrators opposed to the move. How can these people take good decisions? Morale education should be reintroduced as a separate subject from first standard so that we will produce good leaders.

## 8. Innovation and research culture from schooling

Research is required at grassroots level, and should reflect in every area. Encouragement to innovation should start from schools. The syllabuses of every subject in schools and colleges should be tuned in such a manner that every student at every level should be made to incubate, grow and exhibit his/her creativity. One project as a subject in every level at least from 8<sup>th</sup> standard should be introduced to nurture creativity in the area which the student like; may be music, dance, cricket, agriculture, manufacture, etc. This will enable the students to identify the aptitude in them and can pave way for developing indigenous technology for the country.

## 9. Physical and mental health to children

Sports should be a compulsory subject at every level. Sports director's appointment is necessary for every school/college. Preaching yoga, health, employability, time management, etc. only at higher education level is a waste. What is the value of Surya Namaskar after the eyes are lost?

## 10. Quality is a necessity, it cannot be left to voting or chance

Survival of the fittest cannot be the mantra in education, because education is the life of a country. Students should be assessed and guided to select the right programme to create a bright future for them as well as the country. A child should not suffer, and become a burden to the society despite education. We cannot allow right and wrong to be decided by the majority always. Quality is a necessity. It cannot be left to voting by majority.

## 11. More proactive and less reactive decisions and actions

Corrupt and conniving people should be punished stringently. Everyone attempting such negative actions should feel the pinch of it. We have to root out black money scores from people's mind. Incentives should be given for online transactions rather than charging them. Put an expiry date for a note printed appropriately, say five years. This can avoid all ill-effects of costly demonetization. The entire black money in circulation can be stopped.

## 12. Ethical practices by Government agencies

The Bossism culture has to go from India. Community-based privileges should be stopped for economic success. If a government can conduct elections in a country of 130 crores people, and if it can connect the entire country through the rail link, why it should fear of doing progressive activities for the development of the country in a balanced manner for the benefit of all.

## INCLUSIVE GROWTH - A WAY FORWARD

### 1. Nutritional food for all

The problem of malnutrition has to be eradicated by the Govt. While the Gurdwaras in the country can give food out of love to lakhs of people every day, why can't the Govt do it? No Govt should exist or no bureaucrat can sit at his/her chair if one child suffers without quality food and quality education. The willingness and the willpower to change has to grow for the betterment of all.

### 2. Poverty and prosperity cannot be two sides of a coin

One cannot justify the existence of poverty according to fate. It cannot be left to choice. Supporting industries financially is a necessity, but not at the cost of farmers and poor. If a farmer dies, concessions to the industry cannot be justified. If a technology does not aim at avoidance of poverty, then that technology should be killed first. India cannot survive with capitalism. We should have all children in this country physically and mentally fit. Otherwise, they will be a burden and obstacle to development.

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### **3. Planned awareness sessions for right decision making by all students**

Systematically planned awareness sessions should be conducted by trained counselors in all schools regularly, say weekly once, to find out what the students need, their interest and ability, in order to empower the students to select the programme of their choice. This has to be done formally at least from seventh standard.

### **4. Develop policies suitable for a long-term India**

Higher education should not be for marks, and not to scale minimum for passing. Grades should be for thinking, learning, questioning, improving and changing for the good. Making Ph.D as a minimum qualification to Principals and assistant professors at entry point leads to scrupulous business and it does not encourage research as intended. Because of 'mark importance', coaching classes grew. Now, because of Ph. D requirement, guides increase. It creates another unproductive business opportunity. Haphazard policies provide no growth to human for this country.

### **5. No reservation in appointments and Teachers' rotation a must**

There should be no reservation in teaching. Competency and character alone should be governing the teacher's selection. Quality of teaching cannot be left to choice. No importance can be given to caste/religion/region/gender in education. These information should not be asked even in the application forms. One year in every five years, a teacher should be deputed compulsorily to other schools so that new learning, and sharing of good can happen benefitting both teachers and students.

### **6. Reasonable and equitable payment to all teachers**

School teachers should be given the high importance and top payment in the country. They are the ones creating the doctors, engineers, lawyers and chartered accountants, who are the designers of a quality economy, and put the country as best.

### **7. No politician's role in running the education sector**

No politician should be allowed to run an educational institution. If so, he/she should be disqualified from contesting elections. They should not be working as directors/advisers in any educational institution. Admissions at all levels should happen online so that politics cannot enter in to education. How it is believable that the politicians can run/manage schools and colleges, but not the govt in which they are the part. They can influence and get favours to run their institutions, but cannot allow the Govt to run it? How it can be so, if the Govt manages educational institutions, there cannot be efficiency!

### **8. Children of Govt employees should study from first standard only in Govt institutions**

The children of politicians, ministers, elected representatives and aided teachers should study only in Govt aided schools and colleges. Otherwise, they should leave their jobs / assignments / positions. While they take up the job, undertaking should be taken from them that their children will study in Govt institutions only, losing the right of selection. They should not be allowed to go abroad for studies. If a politician's child prefer private school, his candidature should be instantly cancelled, and never be allowed to contest elections. Similarly, the government paid teacher should be terminated if their children are admitted to private schools/colleges.

### **9. Religion/caste as a basis for decisions should be stopped.**

Religion/caste is a private affair. No government can pay salary to preachers of any religion. We should not take any decision in this country based on caste and/or religion. India can never grow based on caste and religion, instead it will only divide the country to destruction. People should be made to forget as to which caste/ religion they belong.



### 10. Full support to agriculturists/farmers

Agriculture is the backbone of our living. But it is not a profitable venture like manufacturing sector. It is a more risky area. Farmers have a lot of problems beyond their control. Hence, considering the significance, govt has to give direct help to them such as support in clearance of debts, research and technology, increasing productivity, improving their standard of living and encouraging them to continue in farming. These will enable other sectors running, and keep the country happy. People enjoying AC rooms with the tax payers' money should think of farmers who become dry under the sun who work for the entire country.

### 11. Socially relevant measures to be adopted

There should not be any community-based work allocations in the country. Why one community has to work for another community? Everyone has to do every type of work. Socially relevant measures should be taken for people development based on economic conditions of individuals rather than caste and religion, which should not be seen in any official form. India need not know how many Hindus, Christians and Muslims or forward/backward/scheduled classes are there in the country. Let it know, how many Indians are there.

### 12. Change in the governmental attitude towards the basic needs

We should not encourage strikes and dharnas. There has to be regular, timely and constructive discussions for decisions. Committees cannot be used as a delaying tactics. Decisions have to be made without demand and common to all. During the country's election, only for Gujarat, judgment was given regarding holiday for the next day of election to participants, while the entire country needed it. Sanctions have to be need-based. We have to change the attitude "if asked, then only you will get".

## CONCLUSION

A country has to rely on its human resource. It is not technology but the collective human power that sets the right path and enriches the economy. Technology is the child of human brain. Unfortunately, in India, technology is given utmost importance and not human. Opportunities are required to be provided to all to learn, evolve and perform effectively. Some leaders, whether recognized by the society or not, have performed their roles to the extent they can. But today it is being portrayed that India is created by some actors and actresses, certain inventors and industrialists and some sportspersons and artists. The main Media, which is supposed to be leading in this area, are responsible for this state of affairs. What is actually required to India in a long term perspective is not looked into fully by anybody. The new education policy may take care of some of the above issues.

India has tremendous potential for its growth. However, its resource, human power, is not fully trained or tuned to its development. The population is not made to know the power of them. They are used to keep the country poor. Skill development for all is the way for success to India. Everyone has to be skilled in a particular trade. Ability and value should be nurtured from schooling, and not at the college level, because the college student has already lost the track of listening and learning. They should be trained for the qualities such as ability to understand, communicate, introspect, respect, learn and return. Those who have reached at higher levels / are better placed should become ambassadors and tell what is necessary for the country, to eliminate poverty altogether, to support the weak and to create an inclusive strong India.

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