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The Race Warfare and the United States Justice System

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ABSTRACT

Let us think for a moment, the United State is home to 5% of the world population, but 28% of the world's prisoners. That is more than one out of four human beings in the world, with their hands-on bars, shackled, and locked up in the land of the free. Ninety-seven percent of this incarcerated people never had a trial. So as public support for criminal justice reform continues to build, it is now more important than ever that we get the facts straight and understand the big picture. With a much-needed clarity in crime rate and justice's system, this empirical analysis will be digging deep into available data to offer some much-needed clarity by piecing together the United States' disparate system of confinement. The study emphasizes the need to understand how 2.52 million people ended up in jails or prison and why the majority of those people are poor, and also brown and black. In the end, the reform of the criminal justice system is not about whether or not black lives matters, but it is about changing the way United States understands human dignity.

"The degree of civilization in a society can be judged by entering its prisons."

Fyodor Dostoyevsky,
The House of the Dead (1862)

1. Introduction

History does not just happen by accident. If we are white, we are the products of the history that our ancestors chose. If we are black, we are products of the history that our ancestors most likely did not get to choose. Yet here we all are together, the products of a past set of choices. And we must understand this fact in order to escape from it.

The 13th amendment of the United States constitution makes it unconstitutional for someone to be held a slave. In other words, it grants all Americans the right to freedom. However, there are exceptions, a clause or a loophole in the structure of the constitutional language, so, it is not surprising that these are often used as tools by people in authority or power in the way they deem fit. Even though the 13th amendment says everyone is now free, the end of World War I brought with it a new regime, as being black suddenly became criminalized, consequently, the 13th amendment no longer applies to them. As a result, the criminalization of African Americans led to the U.S prison boom.

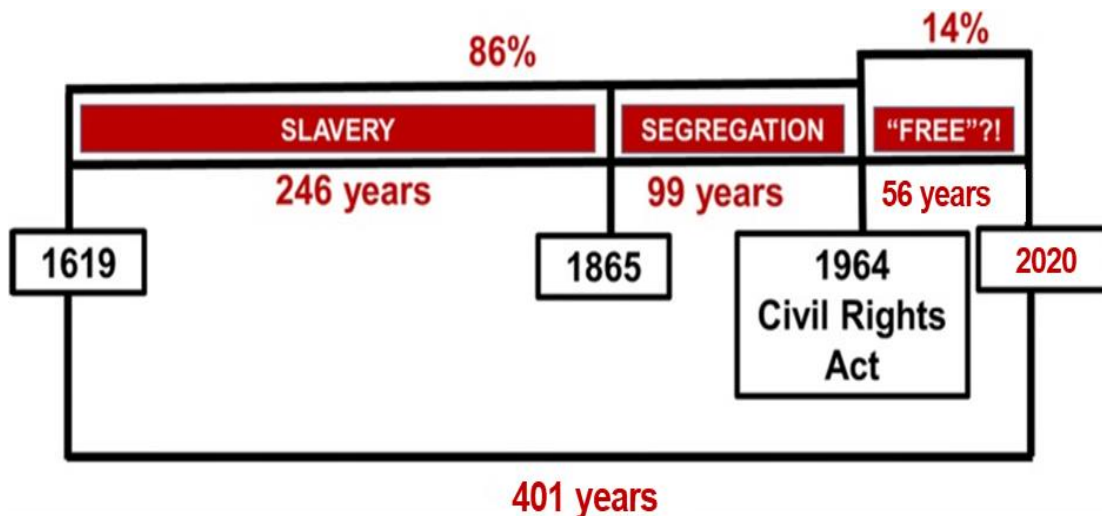
The crime definition that the political elite and mass media have sold to the entire population is that when a crime is committed by a white person against a black person, is self-defense; black to black is drug or gang crime; Muslim to anyone is terrorism; white to white is mental health crisis; and black to white, is murder. This might explain why Black Americans are more likely to be stopped, searched, and arrested than their White counterparts. Among American motorists for example, Blacks and Hispanics always worry about being stopped if they are driving a nice car in a modest or upscale community, even though they were not more likely to be carrying contraband.

The justice system is not just shaped in ways that seem to be distorting around race, it is also distorted by income level. The system treats you much better if you are rich and guilty, than if you are poor and innocent – thus, wealth, not culpability, shapes the outcomes of most criminal trials. And yet, everyone seems to be amazingly comfortable. The politics of fear and

anger have made people believe that these are problems that are not theirs. We have been disconnected. To end mass incarceration, we need to first understand how 2.52 million people ended up in jails or prison and why the majority of those people are poor, and also brown and black.

This research will be incomplete and unreasonable should it tell the story of now without telling the story of the past. After convict leasing system faded away, a Jim Crow system was born, a system that relegated African Americans to a permanent second-class status. And here we are now, decades after the collapse of the old Jim Crow Law, and a new system was born again, a system of mass incarceration that once again strips millions of poor people and overwhelmingly poor people of color, of their very rights, supposedly won in the civil right movement. To fully understand the disproportionate burden of poor health and mortality experienced by African Americans, an understanding of the unique 401 years' history of this group is key. Specifically, only 14% of the 401 years' history of African Americans is after the Civil Rights Act of 1964.

Figure 1: history of African Americans, Pre- and post-Civil Rights Act of 1964



Source: (Subramanian, Delaney, Roberts, Fishman, & McGarry, 2015)

In the 40 years from 1978 to 2018, the number of prisoners held in Federal, State, Local prisons and jails increased by 500%, from 294,400 to 2,515,927 people. Every second at least 1 in 2 adults in the country has a family member that goes to prison or jail. According to a survey by criminal justice non-profit FWD.us and Cornell University, 64% of U.S. adults have had an immediate or extended family member spend time in prison or jail. The situation nationwide can be described as an Incarceration Crisis. The brutal reality of the crisis becomes visible due to the fact that 113 million U.S. adults have had an immediate family member incarcerated while 6.5 million said a member of their family was in prison at the time of the (FWD.us, 2019) research.

The racial and ethnic makeup of the country's prisons continues to look significantly different from its demographics. In 2018, black Americans represented 33% of the sentenced prison population, nearly triple their 12% share of the country's adult population, while the whites accounted for 30% of prisoners, that is only about half their 63% share of the country's adult population. Hispanics however accounted for 23% of the prison inmates, compared to 16% of the U.S. adult population.

Most Americans might think that criminal justice system is about judges and juries, but that is not the case. It appears that the system cannot exist, or it is likely to shutdown should everyone decide to go to trial. What typically happens is that the prosecutor says "you can make a deal and we will give you 3 years, or you can go to trial and we will get you 30 years, so do you want to take that chance?" (Keene, 2016). So those without the financial muscle will end up taking the deal. This is why 97% of the people locked up in the United States have plea-bargained (Rangel, 2016) and that is one of the worst violations of human rights in the United States, that you can imagine. So, you have people pleading guilty to crimes they did not commit, just because the thought of going to jail for what the mandatory minimums are is so excruciating.

The next section of this research will explore the prison industry complexity, prison as an industry, prison as a business, and people profiling off punishment.

2. Literature Review

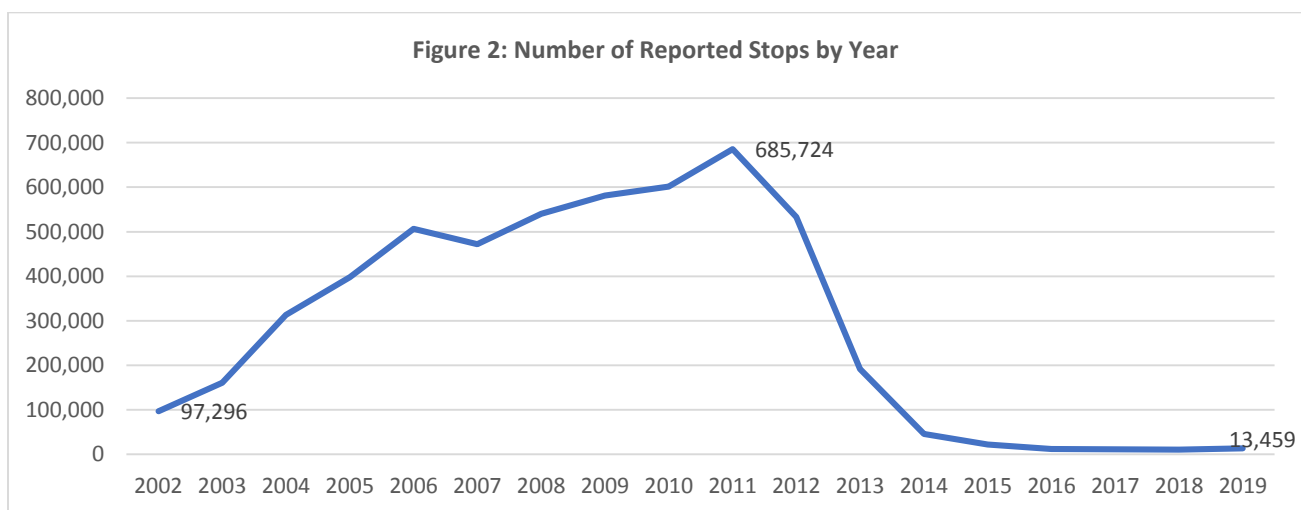
The Institute for Criminal Policy Research formerly known as the International Centre for Prison Studies is the leading source of analysis of incarceration rates internationally. Since the year 2000, the institute has been publishing the World Prison Brief (WPB, 2020). The Council of Europe is a regional body that produces SPACE (Statistiques Pénales Annuelles du Conseil de l'Europe) publication (Council of Europe, 2019). The SPACE project aims to provide an overview of the use of prison and probation in the 47 member states of the Council of Europe (CoE). Even though the reports from these institutes provide insights that are critical for assessing the relative use of imprisonment in an international or regional context, the definition of incarceration however is not always as clear as one might wish. Another issue regarding the interpretation of incarceration rates, relates to the use of a nation's total population. For example, the breakdown demographic data provided by the U.S. Department of Justice shows that the overall rate of imprisonment in state and federal prisons, based on sentences in 2018 was 431 per 100,000 population, or approximately 1 in every 232 residents. By gender, however, the overall male adult rate was 810 per 100,000, 13 times the female rate of 63 per 100,000. However, disaggregated by race, gender, and age, the rate of incarceration is 5,008 per 100,000 black males in the 35–39 years old age group; a stunning 1 in 20 are imprisoned on any given day (BJS, 2020).

Matters like criminal justice reforms are a big umbrella with lots of issues underneath, and have received a lot of attention from scholars (Aarten, 2019; Phelps, 2018; Smith & Berlin, 1988), and policy makers. Even President Trump among policy makers agrees that reform needs to happen, he just differs from every other presidential candidate on the specifics.

Most of the Democratic candidates want a reform on the bail system – legalizing marijuana, reducing mandatory minimums, and discriminating border crossings. Bernie Sanders released a sweeping plan to reform the criminal justice system. He calls for abolishing For-Profit Prisons, reforming policing and prison system, and ending mass incarceration and excessive sentencing, ending the war on drugs and stopping the criminalization of addiction, ensuring a just transition post-release, and treating children like children – by ending the school-to-prison pipeline. Black students, even in preschool, are nearly four times as likely to be suspended compared to white students, hence putting them at greater risk of falling behind and getting caught up in the juvenile justice system (Sanders, 2020).

Elizabeth Warrant calls for the repeal of the legacy of the Violent Crime Control Act and Law Enforcement Act of 1994, better known as the Crime Bill (Warren, 2019).

Among the Democratic Party candidates is Michael Bloomberg the former Mayor of New York City, a living proof that changes in sentencing law and policy, not changes in crime rates, explain most of the increase in incarceration rate. During his administration, he supported stop-and-frisk, a policy that gave police officers the power to stop, search and interrogate anyone on the street that they suspected of crime. According to NYPD (2020) available data, 685,724 NYPD stops were recorded in 2011, 88% (605,328) of the people were innocent, 53% (350,743) were Black, 34% (223,740) were Hispanic, and 9% (61,805) were White. Of the 685,724 stopped, 51% (341,581) of them were aged 14-24. Between 2014 and 2017, young Black and Hispanic males between the ages of 14 and 24 accounted for only 5% of the city's population, compared with 38% of reported stops. Young Black and Hispanic males were innocent 80% of the time.



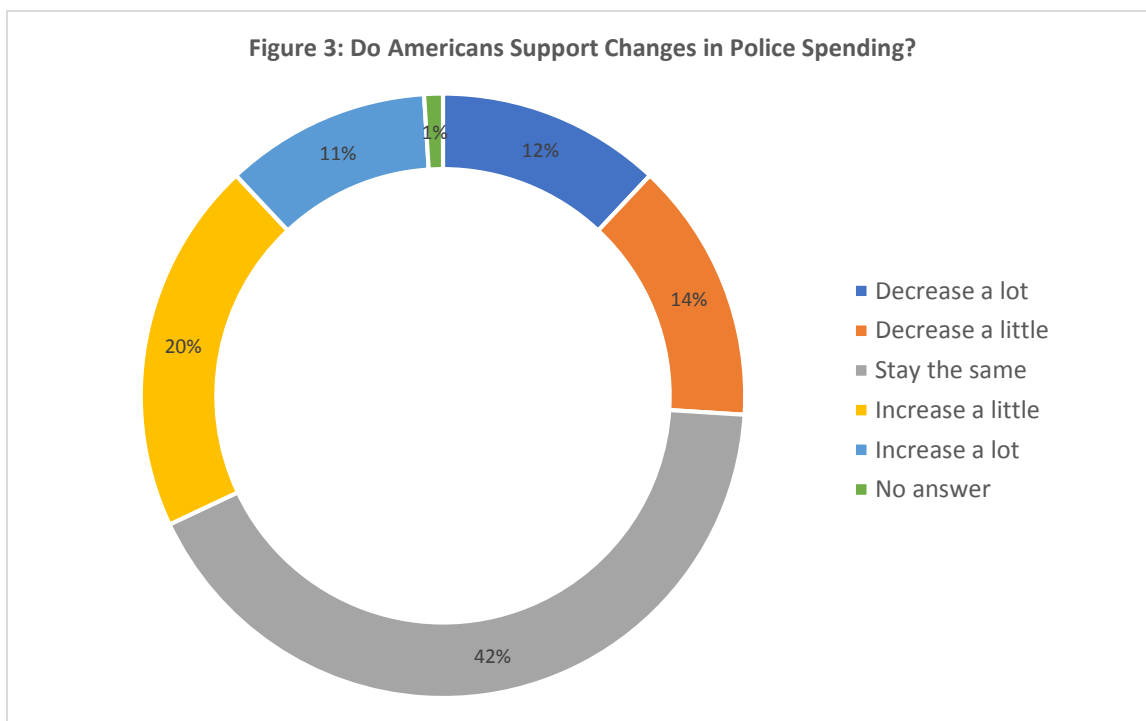
Source: (NYPD, 2020)

Even so, Black and Hispanic people were more likely to be frisked than Whites. Among those frisked, over 93% resulted in no weapon being found. The NYPD used force on over 21,000 Black and Hispanic people and over 2,200 White people. Even among those stopped, Black and Hispanic people were more likely to experience the use of force against them than White people (NYCLU, 2019). Bloomberg continues to support stop and frisk even after federal judge ruling was that it violated constitutional rights of minorities. When Bloomberg announced that he was jumping into the presidential race, he used the opportunity to apologize for stop-and-frisk (AP, 2020). Now he said he wants to cut the number of juveniles and adults who are incarcerated and invest in communities to prevent gun violence.

Then there is Joe Biden, whose criminal justice system is to shift from punishment to prevention – even though he helped write the 1994 Crime Bill (CNBC, 2016). Some critics say it contributed to mass incarceration that disproportionately affected Black Americans (The Atlantic, 2019; The New York Times, 2019). The bill set aside \$8.7 billion over six years for states to build more prisons. About half of that was available to states that enacted “truth-in-sentencing” laws, which limit paroles and require people convicted of violent crimes to serve at least 85% of their sentences; thus encouraging states to build more prisons — with more money coming to them if they increased penalties. Joe Biden however disputes federal funding impact on incarceration. His campaign cited (BJS, 2018) figures showing that from 1980 to 1994, the average annual percentage increase in the incarcerated population was 8.01% and then 5.14% from 1994 to 2000. Meanwhile, another measure to consider is the incarceration rate per 100,000 residents. For many years, until the early 1970s, it was about 100 for 100,000 residents. This rate had increased to 389 per 100,000 by 1994, and kept trending upward after the passage of the crime bill: 470 in 2000, 500 in 2010, and 431 in 2018 (BJS, 2020). The United States now has 5% of the world’s population — more than 1 in 4 (28%) world’s prisoners and yet this number does not include those in jails, house arrest, military detention, juvenile facilities, and immigration detention.

It is not surprising that the high level of the country’s incarceration rate often makes the news and gets the attention of both social and mainstream media just as that of scholars and politicians. Yet the most common form of criminal justice supervision is not imprisonment but probation and parole — and that is just as true for juveniles as it is for adults. Both probation and parole set people up to fail (The New York Times, 2015) with long supervision terms, strict conditions, and intense surveillance. Only about half of people who exit parole or probation do so after successfully completing their supervision terms; many supervision “failures” result in revocation which in turn can lead to incarceration, and this happens a lot: annually, nearly 350,000 people are shifted from community supervision to prison or jail (BJS, 2018). According to a report by (Ronald P. Corbett, 2015), in order to remain in good standing with the probation department, there are 18 to 20 daily requirements that people on probation must comply with. Any violation of these conditions may result in prison or jail time. Sixty-two years old, Marilyn Jane Hartman, was sentenced to 177 days in jail for violating her probation terms (Hamilton, 2014). There are many circumstances that might lead to the violation of probation, this could be as simple as getting arrested for a mild offense, regardless of whether criminal or not; visiting certain people or places, or traveling out of state without the permission of the probation officer; not reporting to the probation officer at the scheduled time or place; not appearing during a scheduled court appearance on a set date and time; or not paying any required fines or restitution (to victims) as ordered by a court. As consequences for violating probation, the court may extend the probation, impose additional probation terms, order the violator to serve a brief time in jail, or revoke the probation altogether and require the violator to serve out any remaining time of the original sentence in prison.

In recent times, the American communities are intensely feeling unsafe due to police heavy-handedness. This has led to the "Defund the Police" movement which quickly gained traction across the country as part of the broader “Black Lives Matter” movement, where those seeking justice for the killings of innocent Black Americans believe too much of the country’s budget goes toward policing. A Pew Research Center survey conducted between 16th – 22nd June 2020 shows that support for decreasing spending on policing is higher among younger adults age 18 to 29 (45%), Black adults (64%), and Democrats and Democratic leaners (41%).



Source: (Pew Research Center, 2020)

Two-thirds of Americans said they favor the ability for civilians to sue police officers in situations of misconduct and excessive use of force – a practice that is nearly impossible in many parts of the country due to qualified immunity. More than eight-in-ten of the surveyed population, or 84% White, 89% Black and 82% Hispanic, say that civilians should have the power to sue police. Nonetheless, 42% of the country’s adults still believe local police spending across the country should stay the same. Of those who believe it should increase, 20% are in favor of increasing police spending by a little and 11% would increase spending by a lot. When it comes to decreasing police spending, just 14% would decrease spending by a little and 12% by a lot.

3. Methodology

This research is a quantitative analysis with primary data drawn from several government agencies. The database includes the United States Bureau of Justice Statistics (BJS), the Office of Juvenile Justice and Delinquency Prevention (OJJDP), the Department of Homeland Security, and the American Immigration Council. The study will empirically analyze the incarceration and black injustice rate. It will be digging deeper into the available data from the above institutions, by taking an analytics approach in visualizing the data to provide a much-needed insight.

Concerning the data structure, the archive project of BJS developed race estimates for 4 race groups (White, Black/African-American, American Indian/Alaskan Native, and Asian/Pacific Islanders) without consideration of ethnicity; that is, during 1985-2004, persons of Hispanic ethnicity can be of any race and are included within each of the four racial groups. Beginning with the 2005 data year, persons of Hispanic ethnicity are treated as a distinct race group and are excluded from the other race groups. For this reason, race estimates for the 1985-2004 data period are not comparable to the race estimates for the 2005-present data period. An important exception must be noted. Data provided to the project did not always allow for identification of Hispanic ethnicity for cases involving American Indian youth. Specifically, data from many jurisdictions did not include any means to determine the ethnicity of American Indian youth. Rather than assume ethnicity for these youth, they are classified solely on their racial classification; as such, the American Indian group includes an unknown proportion of Hispanic youth (Sickmund, Sladky, & Kang, 2020).

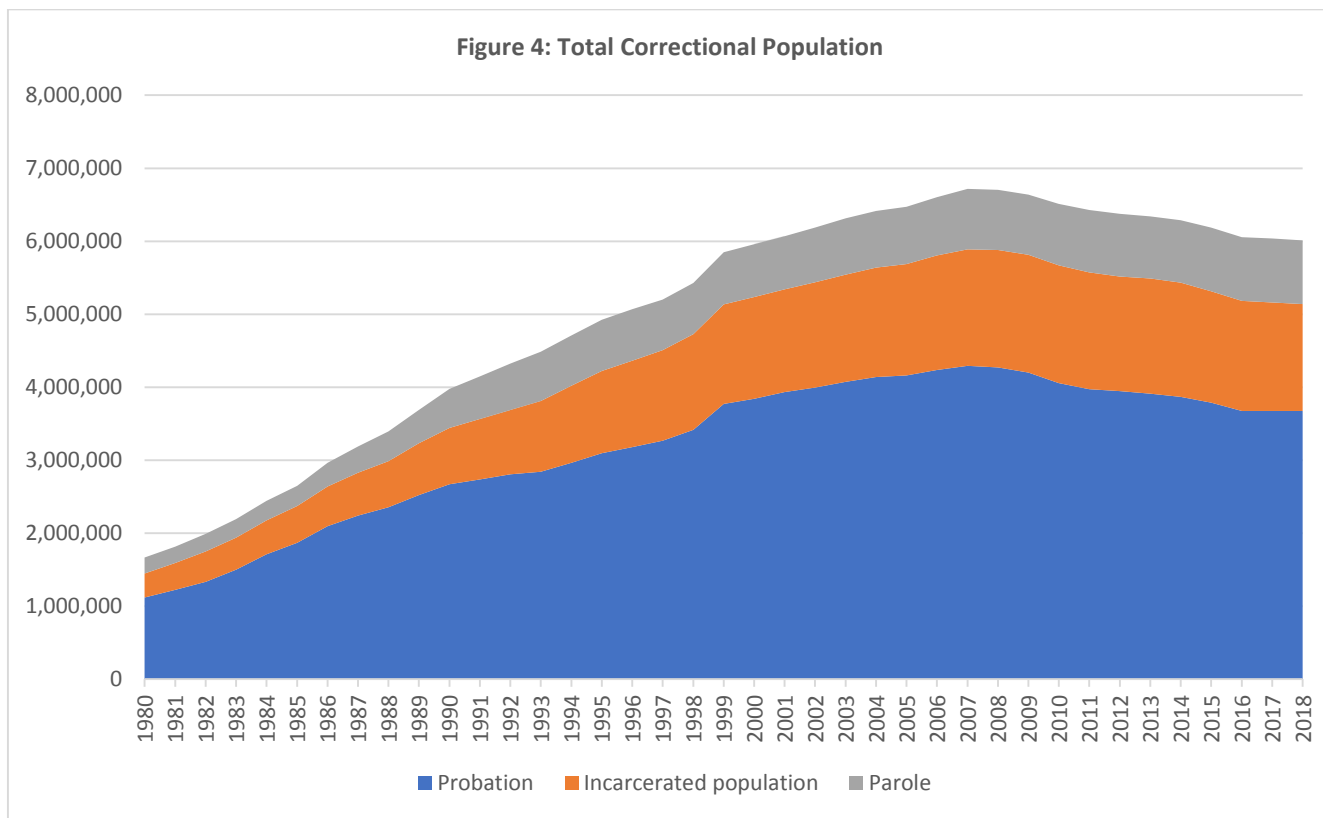
Local Jail data are based on the inmate population confined on the last weekday in June, unless specified, and are adjusted for non-response and rounded to the nearest 100 (BJS, 2020). Meanwhile, due to the availability of relevant data, the study will focus attention on the incarcerated population – people in jails and prisons.

4. Results and Discussion

The various government agencies involved in the justice system, collect a lot of critical data, but it is not designed to help policymakers, or the public in understanding what is going on. As public cry for criminal justice reform continues to build, it is important now more than ever to get the facts straight and understand the big picture. This research provides a comprehensive and in-depth analysis in reviewing why and where people are locked up in the United States. The study will also be dismissing some modern myths in order to focus attention on the real drivers of mass incarceration, including exceedingly punitive responses to even the most minor offenses.

It is true that there is a lot of interesting and valuable research out there, but definitional issues and incompatibilities make it hard to get the big picture for both people new to criminal justice and for experienced policy wonks. In attempt to have a much-needed clarity, this study pieced together the country’s disparate systems of confinement. It provides a detailed look at where and why people are locked up in the U.S. Beyond the federal and state prison data as most research will present to you, other agencies and many local facilities confine people for the federal government. The people incarcerated in these agencies and local facilities represent 58.5% of the total data collected for this study.

An estimated 4.5 million adults are under community supervision, nearly twice the number of people who are incarcerated in jails and prisons combined. People on parole and probation are often not considered in incarceration reports. In 2018, 3.7 million people were reported to be under probation, that is 61.1% of the correction facility population if we are not considering those in military, immigration, territorial, private, and juvenile facilities not to mention local jails. The below figure reveals the number of persons under correctional supervision from 1980-2018.

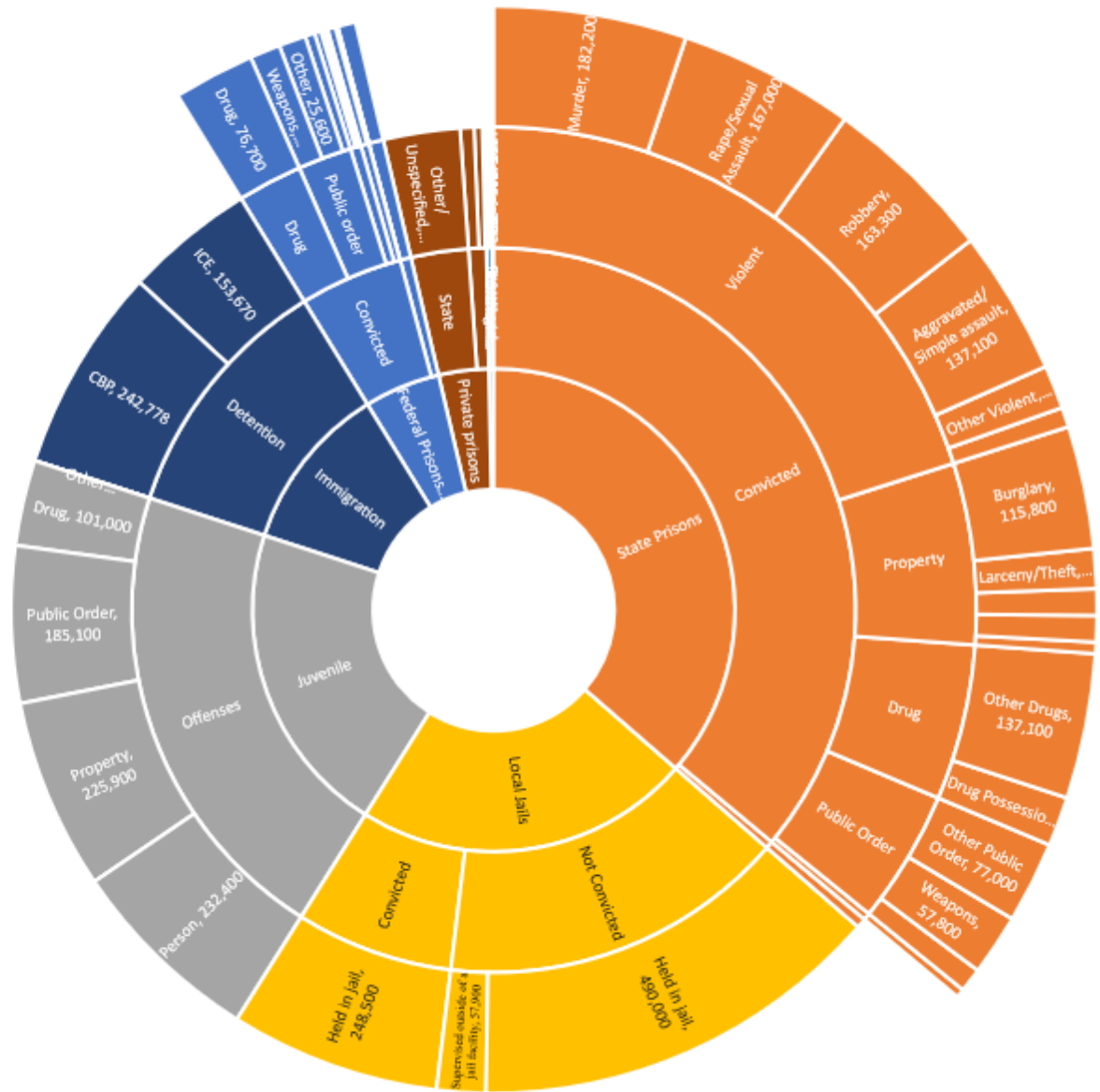


Source: (BJS, 2018)

Figure 5 reveals a better breakdown picture of the incarceration population in 2018. It accounts for the 3.53 million people who are in federal prisons & jails, state prisons, territorial prison, private prisons, juvenile facilities, local jails, military correctional authority, and immigration detention facilities. Figure 5 provides a detailed look at why and where people are locked up in the U.S., and emphasizes the key drivers of mass incarceration, including extremely punitive responses to even the most minor offenses. This broad perspective view of the below figure allows us to focus our attention on the most important drivers of mass incarceration and identify important, but often ignored, systems of confinement. The detailed view allows us to see these overlooked systems, from youth confinement to immigration detention and civil commitment.

Figure 5: Prison & Jail Population

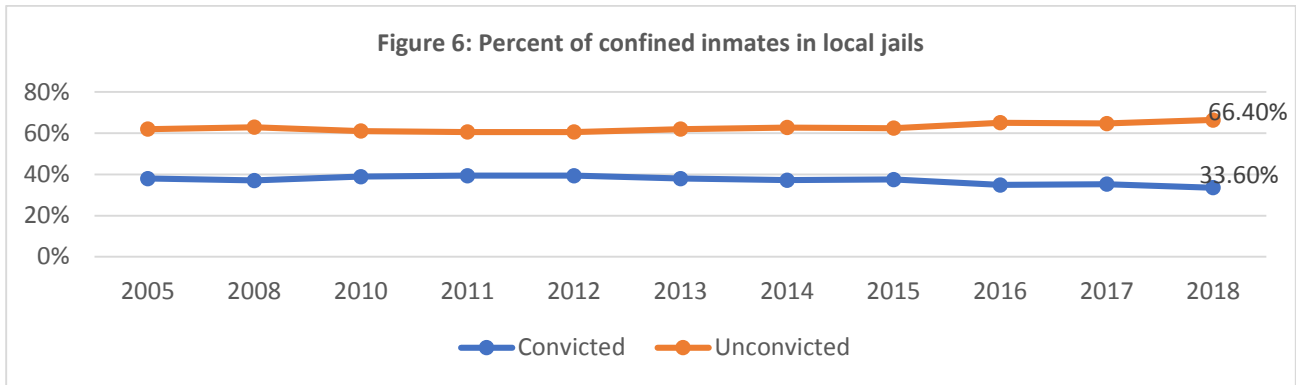
- Federal Prisons & Jails
- State Prisons
- Juvenile
- Local Jails
- Territorial Prison
- Military
- Immigration
- Private prisons



Data Source: BJS, ICE, OJJDP

The misuse of jails is part of a system that is neither economically sustainable nor beneficial to public safety, community well-being, and individual rehabilitation (Subramanian, Delaney, Roberts, Fishman, & McGarry, 2015). Specifically, local jails hardly receive attention in the scheme of things when discussing about criminal justice, but they play a serious role as “incarceration’s front door” and have a much greater effect than the daily population suggests. The annual admissions to jail alone was 10,675,400 persons in 2018, a decrease of 21.3% from 2008 record, but 0.9% increase from 2017. This number

does not include that of people supervised outside of a jail facility. Figure 6 shows that there is an urgent need for bail reform.

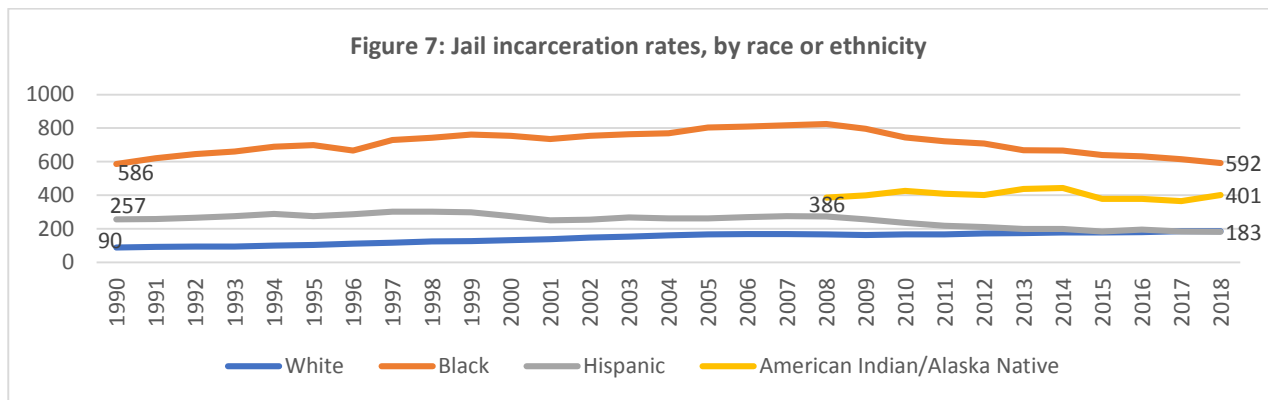


Source: (BJS, 2020)

This misuse of jails is therefore helping to drive mass incarceration. Jail incarceration rates are driven largely by local bail practices. Sixty-nine percent of the people in jails are not convicted – this includes those supervised outside of a jail facility. Even though police and jails are supposed to promote public safety, at least 1 in 4 people who go to jail will be arrested again within the same year – often those dealing with poverty, mental illnesses, and substance use disorders, whose problems only worsen with incarceration. According to (Jones & Sawyer, 2019), 88% of re-arrested people are arrested for non-violent offenses. Over the last 15 years, jail churn was particularly high as a result of the increase in the pre-trial population.

Of the 737,900 daily average number of persons in more than 3000 jails, about two-thirds, 490,000 people are held awaiting trial, most of whom are in jail because of their inability to afford bail or a bail agent refused to post a bond. Their wealth determines whether they are incarcerated or not.

The negative implication of the jail system is significantly affecting the younger population. Young people can spend hundreds of days in jail, only to be acquitted – yet the severe damage to their lives cannot be undone. We will not be wrong, should we argue that this is a fundamentally broken criminal justice system, a system that punishes people for being poor, and subject individuals to inhumane treatment. Jails have become massive warehouses primarily for those too poor to post even low bail or too sick for existing community resources to help. The burden of jail incarceration is disproportionately impacting low-income black communities. According to the available data as presented in figure 7, Black Americans are jailed 3.2 times the rate of White Americans. If we are to use the Asian American which are the less likely to be jailed as benchmark, then Black Americans are 23 times more likely to be jailed, American Indian/Alaska native 15 times, while White and Hispanics are 7 times more likely to be jailed. Even when bail is set at \$500 or less, 85% of defendants irrespective of their color were unable to afford bail (The New York Times, 2015), hence putting them at risk of losing their jobs, custody of their children, or even their lives. Figure 7 shows the rates based on the number of confined inmates at midyear in local jails per 100,000 U.S. residents of a given demographic group.

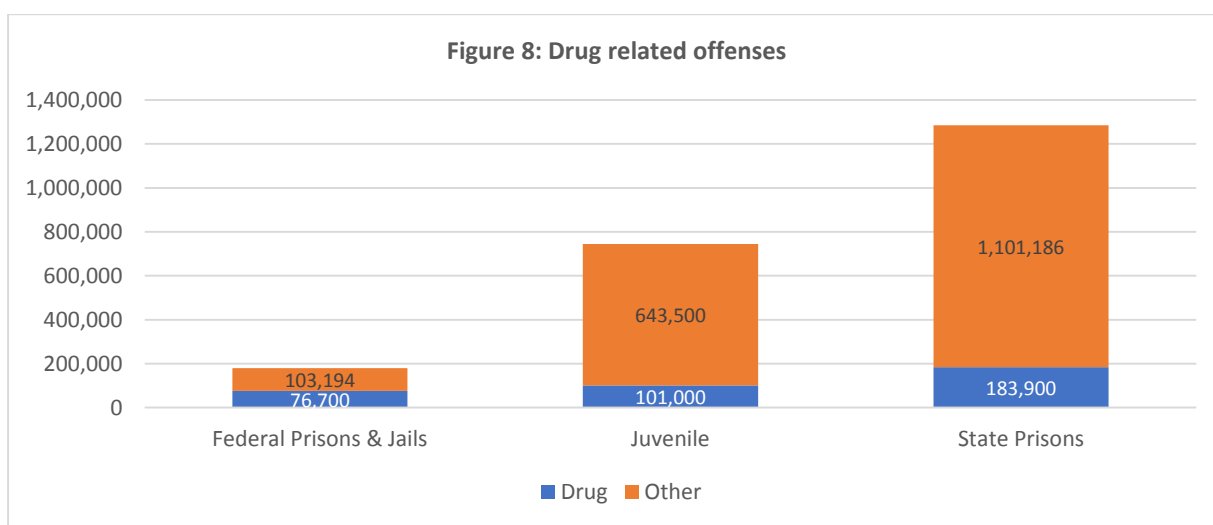


Source: (BJS, 2020)

A twenty-one percent decline was registered in the annual jail incarceration population in 2018 to reach 10.7 million admissions, resulting in a 12% decrease in the jail incarceration rate from 258 to 226 inmates per 100,000 U.S. residents. This might as well explain the 57,900 offenders who are supervised outside of a jail facility. This number excludes persons supervised by a probation or parole agency, but includes offenders who serve their sentences of confinement on weekends only (i.e., Friday to Sunday); persons under electronic monitoring; persons in work-release programs, work gangs, and other alternative work programs; and persons in drug, alcohol, mental health, and other medical treatment.

In 2018, given the decrease in both annual admission rate and incarceration rate, the Black residents incarceration rate was the lowest since 1990, recording a downward trend of 28.2% to reach 592 per 100,000 residents, remaining though the highest incarcerated demographic. American Indian/Alaska natives recorded the second highest jail incarceration rate at 401 inmates per 100,000 U.S. residents – this was 4% increase from 2008 record. The Hispanics saw 33.3% decrease in the same period. Inmates spent 25 days in jail on average in 2018. From gender structure, the male inmate population recorded 9% decrease in jail time from 2008 to 2018, while the time spent by female inmate population increased by 15%.

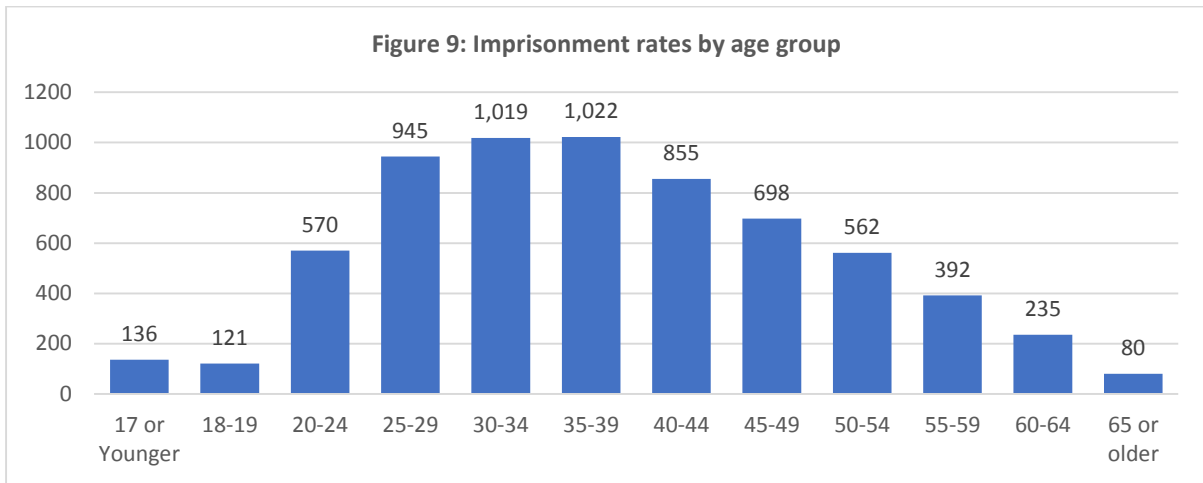
How much of mass incarceration is a result of the war on drugs? This question is not as hard as politicians would want you to think. Even though the systems of confinement are so fragmented, figure 8 reveals that only 10.2% of the incarcerated population accounts for drug related offenses.



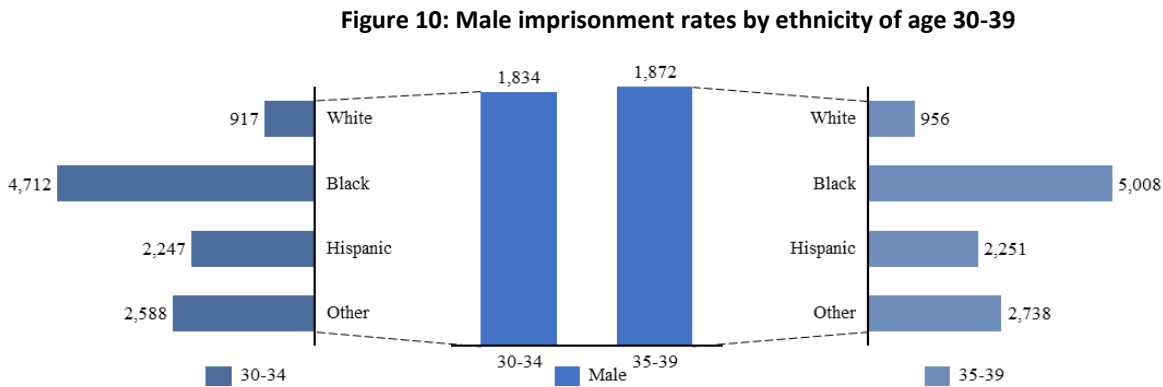
Source: BJS, OJJDP

Despite reforms, drug offense is still a defining characteristic of the federal system. The incarcerated people on a drug conviction at the federal level make up 42.6% of the prison population. At the state prison level where the most drug cases are recorded, although a nine-fold increase in the number of drug offenders between 1980-2018 was registered, only 183,900 prisoners were sentenced for drug-related offenses accounting for roughly 14.3% of all state prisoners' offenses. The most common cause of imprisonment in state prisons is violence such as murder (182,200), rape/sexual assault (167,000), and robbery (163,300) representing 14.2%, 13%, and 12.7% of all state imprisonment cases, respectively. The juvenile correctional facilities population as a result of drug offenses represents 13.6% of juveniles locked up. On any given day, one in 136 juveniles is locked up in jail facilities away from home as a result of juvenile/criminal justice involvement, most of which are held without even having had a trial in restrictive, correctional-style facilities.

The imprisonment rates of U.S. residents based on sentenced prisoners under jurisdictions of state and federal correctional authorities is presented in figure 9.



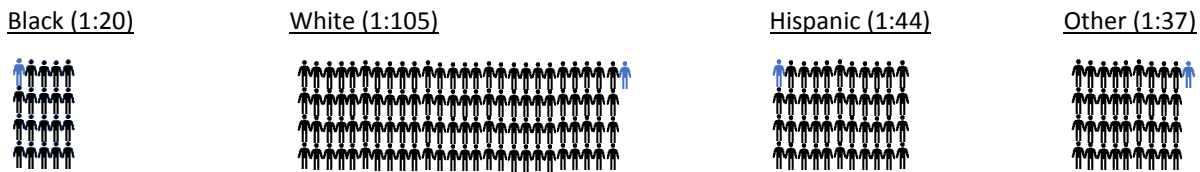
Source: (BJS, 2020)



Source: (BJS, 2020)

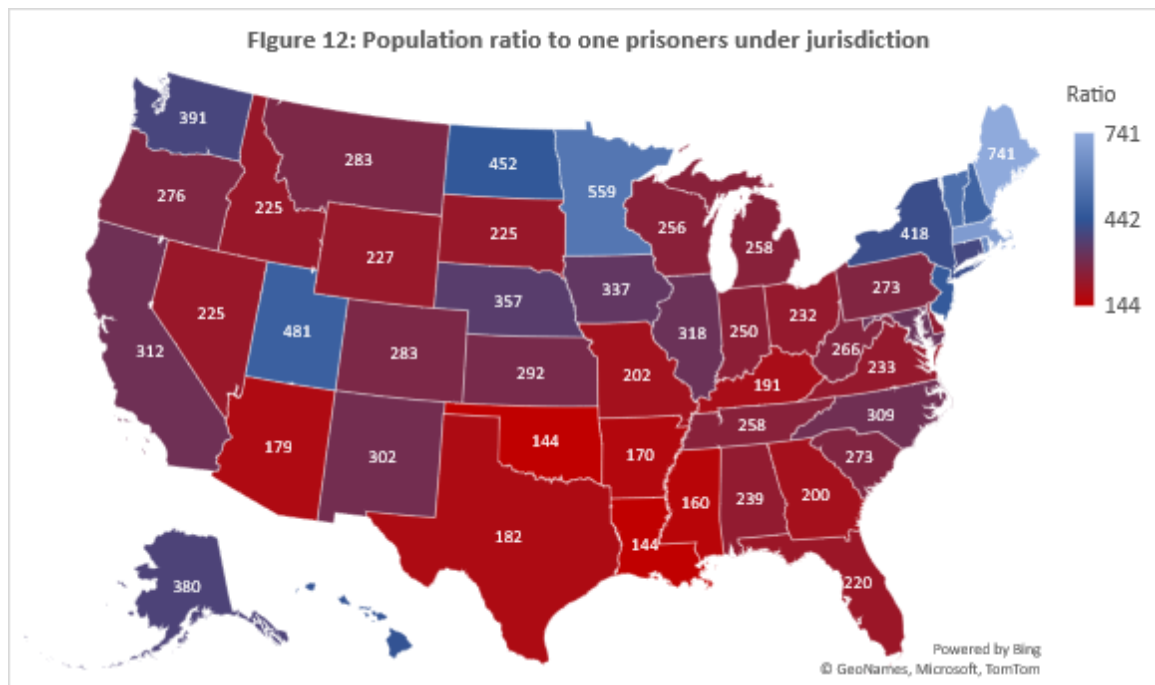
To bring a better understanding to figure 10, the below figure (11) focuses on incarcerated male of age 35-39. For black men in their mid-late thirties, about 1 in every 20 is in prison on any given day. This does not include the population in jail. Meanwhile, the rate of incarcerated white male is only one in every 105.

Figure 11: Race Matters



Source: (BJS, 2020)

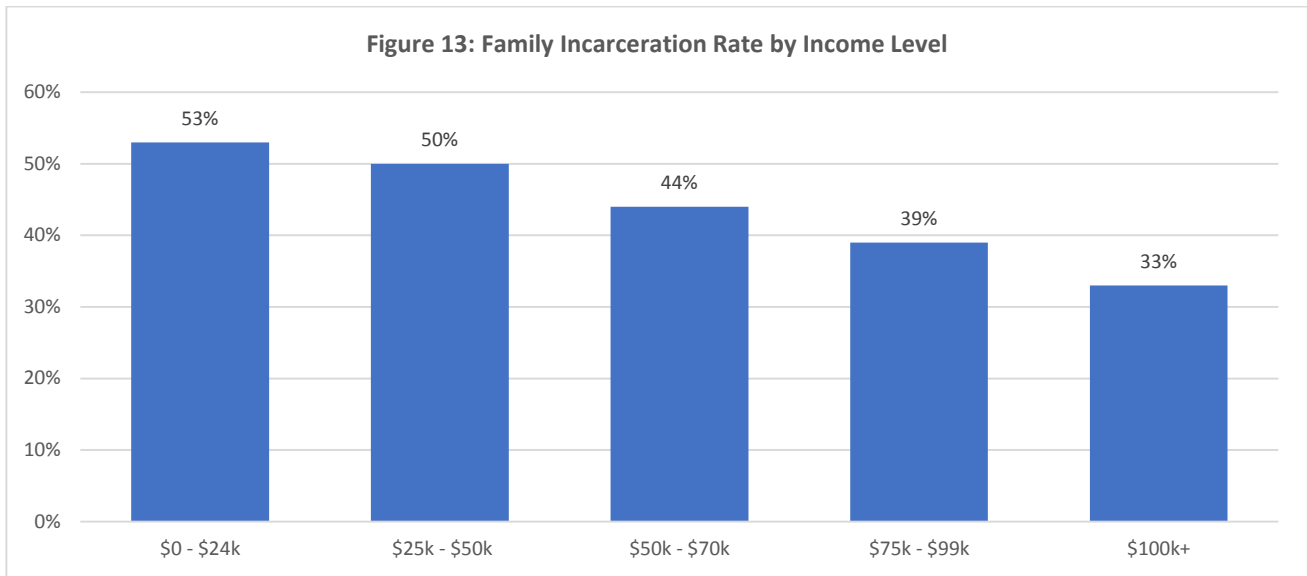
The world prison population rate based on United Nations estimates of national population levels, is 145 per 100,000. Meanwhile, that of the United States is an average of 431 per 100,000 residents.



Source: (BJS, 2020)

Take Oklahoma and Louisiana for example, one in every 144 residents is locked in prison alone, while the number is one in 741 in Maine, followed by one in 690 in Massachusetts. So, it appears that the latter states might have a blueprint for what is next in criminal justice reform. Take Massachusetts for example, the state already eliminated mandatory minimum sentences for certain low-level drug offenses, increased the use of treatment as an alternative to prison for drug crimes, raised the minimum age a child can be held criminally responsible from 7 to 12, overhauled the state's cash bail system by allowing judges to consider a defendant's ability to pay, and allowed some records for juvenile and since-legalized crimes, such as marijuana possession, to be expunged (The Commonwealth of Massachusetts, 2018). Lawmakers that worked on the bill said it has helped the state move away from incarceration as punishment and reduce racial disparities in the criminal justice system (NBC News, 2019). About 35 states in the country have now made changes to their criminal justice systems. The Board of Trustees of the Maine Criminal Justice Academy, during its meeting on the 19th June 2020, amended the minimum standards for law enforcement policies on the use of force and hate or bias crimes (VillageSoup, 2020). In May 2020, Virginia State has adopted a new law (LIS.Virginia, 2020) that decriminalizes the possession of up to one ounce of marijuana. It also seals past marijuana records. Starting from July 1st, 2020, people will face \$25 fine instead of facing arrest and criminal charges. This big shift will be beneficial to 46,000 people who were prosecuted on marijuana possession cases in the states in 2018, of which African Americans were disproportionately affected. Colorado's response to the Black Lives Matter protests has been to adopt Senate Bill 217. The law ends police officers' ability to claim qualified immunity in civil misconduct suits (Reuters, 2020). In Iowa, lawmakers passed the bill banning most chokeholds, addressing police misconduct (The Appeal, 2020) which was soon signed by Gov. Kim Reynolds. Gov. Andrew Cuomo of New York said he will sign the repealed Section 50-a, the state's stringent statute that shields police officers' disciplinary records, following the repealed vote of the legislative house (The New York Times, 2020).

While every demographic feels the impact of family incarceration, some families have it worse than others. Taking a closer look at the available data, black adults are 50% more likely than white adults to have immediate family members imprisoned and 3 times more likely to see their partner imprisoned for a year or more. Hispanic adults are 70% more likely than white adults to be locked up for more than a year (FWD.us, 2018). Approximately 50% of African American women have an imprisoned relative, compared with 12% of their white counterparts (Lee, McCormick, Hicken, & Wildeman, 2015). The experience of having a loved one incarcerated has serious consequences for the health and financial stability of families. The loss of a family's primary source of income is highly destabilizing and can push families into financial disaster. Families living in poverty and those with low incomes run a higher risk of incarceration. The share of people who have had an immediate family member incarcerated increases with each declining income bracket (see below figure 13) and the families affected by incarceration burdens imposed by fines, fees, bail, loss of income, and missed child support increase.

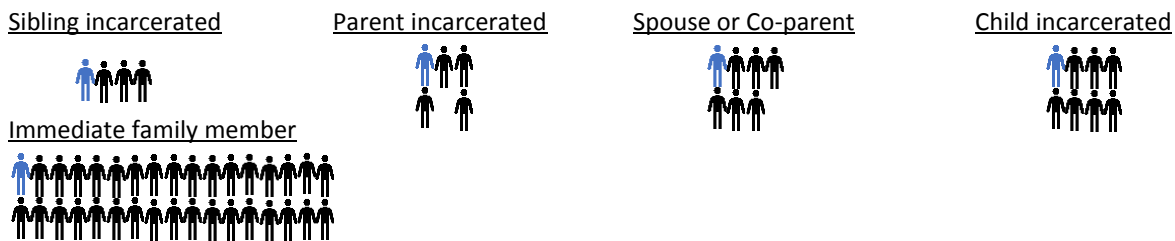


Source: (FWD.us, 2019)

Apart from the loss of income due to the incarceration of a family member, families are still responsible for paying court fees, restitution and fines when a member goes to prison. This does not include the estimated \$2.9 billion a year that families spend on commissary accounts and phone calls (Prison Policy Initiative, 2017). It appears that the government has made the prison and jail a source of revenue generation. The Marshall Project (2019) a nonprofit journal about criminal justice reported that each email sent to inmate requires a digital “stamp,” at a cost of \$12 for a set of 30. Pictures and attachments require an additional stamp. Making or accepting phone calls from their inmate family member can be seen as extortion – putting families in a financial crunch just to make that communication happen.

The justice system is the result of the dozens of choices the country has made — choices that together stack the deck against the poor and the disadvantaged. Simply put, the country has criminalized too many things. Too many people are sent to jail and are kept there for too long. Meanwhile little is done to rehabilitate the imprisoned or jailed people after serving their terms. Mass incarceration appears to be the fundamental cause of persistent inequality (Turney & Schneider, 2016). The correlation between economic inequality and the growing risk of incarceration especially among black men cannot be overemphasized. Rising inequality may increase crime at the bottom of the social hierarchy, generating more arrests, convictions, and prison admissions. Analyses from scholars indicate a significant increase in educational inequality in incarceration; according to the findings of Western, Kleykamp, & Rosenfeld (2004), nearly all the growth in the risk of imprisonment between 1983 and 1999 was confined to noncollege men. The influence of the penal system on social and economic disadvantages can be seen in the economic and psychological state of the families of those currently and formerly incarcerated. The poor communities therefore find themselves in a persistent virtuous circle as they are too poor to afford bail fee.

Figure 14: Family Member Incarceration Rate



According to (FWD.us, 2019), as per Figure 14, 1 in 4 U.S citizens had a sibling incarcerated, 1 in 5 had a parent incarcerated, 1 in 7 had a spouse or co-parent incarcerated, 1 in 8 had a child incarcerated, 1 in 34 adults had an immediate family member spend 10 years or more in prison. Families are losing time, the time the incarceration crisis takes from America’s families cannot be replaced. Whether it is one night or a lifetime, a missed holiday meal or a missed childhood, every family impacted

by over-incarceration feels its negative effects. While short periods of incarceration and long prison sentences pose different challenges for families, both are far too common.

5. Conclusion

This study has empirically analyzed the incarceration and black injustice rate. It shows that the correlation between economic inequality and the growing risk of incarceration especially among black men cannot be overemphasized. And as (Western, Kleykamp, & Rosenfeld, 2004) argued, rising inequality may increase crime at the bottom of the social hierarchy, generating more arrests, convictions, and prison admissions. Therefore, money, not culpability, shapes the outcome of most trials. To remedy the current situation, the criminal justice system should rather focus on prevention and rehabilitation. The government should be creating incentives for positive behavior and compliance with conditions of community supervision. Introducing contingency management that would employ both “carrots and sticks,” for example, a 30% reduction in time served on probation in return for full compliance and no reoffending. Instead of spending \$80.7 billion a year on jails and incarceration, the government should be investing in jobs and education for the poor communities to resolve income inequality, rehabilitation of the formerly incarcerated and support for their immediate families throughout the incarceration period as a means to reduce criminality rate. The Police Accountability Act of 2020 (H.R.5777) which establishes a new criminal offense for conduct by certain state or local law enforcement officers in the line of duty that constitutes murder or manslaughter should be passed by the house and signed into law.

In conclusion, even though Black Lives Matter, the reform of the criminal justice system is not about black lives, it is about changing the way United States understands human dignity.

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Delaying Factors Regarding Civil Justice in Pakistan (Lower Courts)

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ABSTRACT

The study was aimed to signify several reasons that are making causes for delaying in civil Justice. The sample size was consisted of 60 respondents who were professionally Judges and Lawyers and holding duties in civil lower courts of Pakistan. The responses were collected on a questionnaire to compute the Role of diverse elements that causing a delay in Justice in lower court litigation. It has been focused mainly on the District Civil Courts Lahore. The study results established out that negligence of officials, Corruption, a massive backlog of cases, lengthy procedure, non-availability of plaintiffs and defendants, transfer of judges, insufficient number of judges are a few but significant which creating further problems in the way to speedy Justice among masses regarding civil litigation in the lower court of Pakistan. In this manner, the Judiciary's Role is weakened and unproductive, especially in civil lower courts of Pakistan.

1. Introduction

Justice is a much necessary issue and considered an initial need for human beings. (Iqbal, 2006). It is the most prominent and significant test to know the quality administration and determining the status of the nation (Chaudhry, 2012). It is also essential for maintaining conflict resolution, public harmony, safety and sustained peace, for enabling enforcement of rights as well as ensuring good governance (Kanwar, Naik, Robinson, Jain, & Wing, 2010). The good governance regarding Justice is compulsory to the development (Jiang, 2004) of any country because it is the only way to give better and friendly climate for investment and development (Sen, 2000). Whereas a weak judicial system entirely affected nation's development and investment, it can be seen many pieces of evidence which demonstrated the Role of Judiciary and law in the process of development in the literature regarding economic and law theory (Beck & Levine, 2005). To some extent, poverty can be seen because of the irregularities regarding the disputes resolution process (Baxi, 2008).

Currently, the justice system is contradicted with many causes around the universe (Wallis, 2009). Legal cost and congestion of the court dockets, as well as delays in the disposal of the suit, are the fundamental issues everywhere (Hazra & Micevska, 2004). While this phenomenon is universal, but especially in Pakistan, the situation becomes dire (Kumar, 2012). It has developed to an extent which is not only a reason of severe anxiety but also a problem that it can be said without any hesitation that is grinding down the organization regarding the administration of Justice (Shah & Ahmad). The sensitivity of this condition might be determined from pending cases which is round about 2.5 million in the Pakistani Courts (Sherwani, 2006). Currently, in Pakistan, the delay can be seen as a point where it becomes a cause of violation of human rights in the result of injustice. If some party come in civil litigation and approach for getting Justice, they become the part of torturing, protracted and prolonged process, and they don't estimate that when they will get Justice. They can't say that it will be decided within two or three years, because in Pakistan normally a civil suit goes on ten to fifteen years, sometimes goes to generation to generation.

Besides, the differentiation of class as well as the lengthy procedure which are aggressive and argumentative by nature, the party has a practical level that is strong background according to wealth. But if the Judiciary organs work under the procedural law, have a look for existing broad scope regarding delays, might be transformed the system that becomes hostile procedurally for disregarding sections of the society, beating the aims of civil Justice. The system of delivering Justice in Pakistan is so much time-consuming. In some extent, it is too expensive to the poor people to get Justice, especially in civil litigation. Current study intended to institute the Role of various reasons of delay in civil litigation in inferior courts of Pakistan.

2. Statement of Problem

There is no life without Justice. If any nation wants peace and comfort in society, then it is necessary to give speedy Justice, because Justice directly deals with the masses and masses make societies. So Justice should be necessary for public peace and to have a feeling of trust and confidence at the integrity of any nation's civil judicial/justice system because the public is entitled to affordable and timely civil Justice.

In Pakistan, the issue of delays in civil cases has developed in magnitude to the degree that it isn't just a reason for severe concern yet a problematic which, it might be said without distortion, is dissolving the very arrangement of organization of Justice. It has debilitated the network trust in the Judiciary. This common phenomenon of delay exists for both civil justice and criminal justice systems, but in civil side, it is dominant than the criminal (Shah, 2017). Customarily a usual civil matter is decided in fifteen to twenty years, and further four to five years are required to the execution (Faqr, 2014).

3. Study Objective

The objective of the study is to point out the significant causes of delay in the civil justice system of Pakistan then try to solve it.

4. Research Question

What are the main delaying factors in the civil justice system in the lower courts of Pakistan?

- a. Due to neglect of Officials.
- b. Corruption.
- c. Frequent Transfer of Judges.
- d. Insufficient of Judges.
- e. Heavy backlog of cases.
- f. Non-punctuality of plaintiff and defendant.
- g. Lengthy and complicated procedure.

5. Literature Review

The current era of the civil suit in Pakistan has been governed under the civil procedure Code 1908. The legal framework has been well elaborated but in practical costly and slow as well as the waste of talent, time and money (Chowdhury, 2004). Quick and speedy justice is a obvious demand and a fundamental human right (Menkel-Meadow, 2020). Including Pakistan, all the nations must provide quick and speedy Justice to their masses. At the same time, this privilege of quick Justice is likewise given a protected assurance in the constitution of the Islamic Republic of Pakistan, 1973 through its Article 37(d) specifying modest and fast Justice to its residents (Sherwani, 2006). Convenient resolved matter is fundamental for a productive general set of laws, as long and irrational delay in justice risks the interests of parties in any suits (C. R. van Rhee, 2020).

So as to get a matter settled through the system of current dispute resolution of Pakistan one should have the time of prophet Noah, an abundance of Quran, and persistence of prophet Ayub, which are incomprehensible for an average person in Pakistan, that is the reason individuals hurry to sort out their matter on their minds, and taking the law in their grasp (Ghazi, 2006).

As per the research conducted by F. S. Khan (2004) Pakistani courts are a huge issue because of the continuous visits required; a normal of 72 visits must be made by a respondent so that to finish up his case, costing him a normal of Rupees 270000 for each case.

F. S. Khan and Khan (2003) exposed that 87 percent of the defendants considered the unreasonable delays, just 37 percent of all cases finished with a choice from the court, 23 percent of the cases were undermined, while the rest of cases were either not decided or dismissed. 98 percent of the defendants believe that they were discriminated.

Judges are the only keystone in the judicial arc (Law Commission of India, 1988). In Pakistan, prevailing non-professional behaviour about the execution on time (Sherwani, 2006) as well as the frequent transfer of judges by the one court to other court is making the worst cause of delays in Justice (Alam, 2010). It can also be seen that undue adjournments grants given by the judges. It is not undue adjournment grant; it is happened because of the old and complex judicial system.

Lawyers mould the procedural law to get their relief. And judges are compelled because of law. Because of this, judges cannot take serious action against non/attending plaintiffs and defendants who involve in litigation (Shah & Ahmad). Most of the judges fail for compelling the lawyers to dispose of a civil suit in that manner regarding time or demand code of civil procedure 1908 (Adler, Felstiner, & Conference, 1982). Most judges are not trained regarding writing long and lengthy judgments (C. H. Van Rhee, 2004). It also happens delay because judges take so much time to decide the cases (Pekkanen, 2011).

Because of this absence of speedy justice people of Pakistan are demanding for the enforcement of sharia law and the other hands demand alternative disputes system as Panchayats Jirga and tribal-like that Karachi where young three thieves were firstly beaten and after that burnt from a protested masses (Blue, Hoffman, & Berg, 2008). After that brutal incident, Iftikhar Muhammad Chaudhry the ex-chief Justice of Pakistan also associated the order and law situation in Pakistan for justice delays that it was just the request of quick and speedy Justice nothing else which brought the public of the country (Shah, Khan, & Farid, 2014).

6. Material and Method

The quantitative survey method was used in this study for initiating the data collection to know about the main delaying factors in the system of civil justice in the lower courts of Pakistan. The sample size was consisted 60 participants who were professional acting as Judges and Lawyers in the Lahore Civil Courts. The responses were collected on a questionnaire to compute the Role of diverse elements that causing a delay in Justice in lower courts' litigation. The participants were selected randomly. The questionnaire sheets were distributed after getting permission from Judges and Lawyers to participate in this study. They had also been confirmed that the collected material would be kept confidential and used just for study purposes.

7. Results

7.1 Descriptive Statistics

The demographic data were collected to get the information by the first 4 questions in the questionnaire.

Table 1: Frequency Occupation, Age, Education and Experience-based Classifications

Variables	Frequency	Percent	Cumulative Percent
Occupation			
Judges	28	46.7	46.7
Lawyers	32	53.3	100.0
Total	60	100.0	
Age			
30-35	30	50.0	50.0
Above 36	30	50.0	100.0
Total	60	100.0	
Education			
LLM	29	48.3	48.3
LLB	31	51.7	100.0
Total	60	100.0	
Experience			

1-10 Years	30	50.0	50.0
Above 10 Years	30	50.0	100.0
Total	60	100.0	

Table 1 shows the demographic variable information regarding Occupation, Age, Education and Experience. The occupation was classified into two-part, i.e. judges and lawyers. Out of a total sample of 60 respondents, 28 (46.7 %) were judges, whereas 32 (53.3%) were lawyers. The age range was (30-35, above 36 years), and 30 respondents were (30-35) while 30 were (above 36 years). The education level was categorized into two classes, i.e. LLM and LLB. Out of total sample, 29 (48.3%) respondents were LLM, and 31(51.7%) were LLB. The experience level of the respondents was 1-10 year and above ten years, where 30 respondents were had 1-10-year experience while the other 30 respondents had experienced above ten years.

Table 2: Descriptive statistics on Research Variables

Variables	N	M	SD	Std.Error
Due to Neglect of Official Corruption	60	1.90	.817	.105
Transfer of judges	60	1.73	.756	.098
Insufficient number of judges	60	1.65	.732	.095
Heavy backlog of cases	60	1.52	.676	.087
Due to non-punctuality of plaintiff and defendant	60	1.93	.660	.085
Lengthy procedure	60	1.42	.720	.093

Table 2 depicts that the highest mean (1.95) of Corruption is variable of delay in Justice, while the lowest means (1.42) of the lengthy procedure has been calculated from the delaying predictors for Justice in the lower Judiciary. However, the 2nd most crucial mean belongs to non-punctuality of plaintiff and defendants (1.93) for the delay in Justice in lower Judiciary of Pakistan.

Table 3: One-Sample T-test on Research Variables

Variables	N	M	SD	t	Sig. (2-tailed)	df
Due to Neglect of Official Corruption	60	1.90	.817	18.010	.000	59
Transfer of judges	60	1.73	.756	17.756	.000	59
Insufficient number of judges	60	1.65	.732	17.450	.000	59
Heavy backlog of cases	60	1.52	.676	17.372	.000	59
Due to non-punctuality of plaintiff and defendant	60	1.93	.660	22.676	.000	50
Lengthy procedure	60	1.42	.720	15.241	.000	59

Table 3 confirms that all the Variables are causing the delay in Justice in the lower Judiciary. The value of the predictors Neglect of Official (t=18.010, p=.000), Corruption (t=16.950, p=.000), Transfer of judges (t=17.756, p=.000), Insufficient number of judges (t=17.450, p=.000), Heavy backlog of cases (t=17.372, p=.000), Due to non-punctuality of plaintiff and defendant (t=22.676, p=.000), Lengthy procedure (t=15.241, p=.000). The analysis shows that the entire Variables' values are significant and make the causes of delay in Justice.

Table 4: Pearson Correlation between delaying Variables

Variables		NO	C	TJ	INJ	HBC	DNPPD	LP
Neglect of Official	Pearson	1	.133	-.071	-.314*	-.273*	-.044	-.158
	Correlation							
	Sig. (2-tailed)		.312	.588	.014	.035	.739	.227
Corruption	N	60	60	60	60	60	60	60
	Pearson	.133	1	-.045	-.209	-.125	.023	-.125
	Sig. (2-tailed)							

	Correlation							
	Sig. (2-tailed)	.312		.731	.109	.341	.861	.339
	N	60	60	60	60	60	60	60
Transfer of judges	Pearson	-.071	-.045	1	.043	-.057	.201	.083
	Correlation							
	Sig. (2-tailed)	.588	.731		.745	.663	.123	.528
	N	60	60	60	60	60	60	60
Insufficient number of judges	Pearson	-.314*	-.209	.043	1	.234	.056	.024
	Correlation							
	Sig. (2-tailed)	.014	.109	.745		.071	.670	.855
	N	60	60	60	60	60	60	60
Heavy backlog of cases	Pearson	-.273*	-.125	-.057	.234	1	.116	-.102
	Correlation							
	Sig. (2-tailed)	.035	.341	.663	.071		.376	.440
	N	60	60	60	60	60	60	60
Due to non-punctuality of plaintiff and defendant	Pearson	-.044	.023	.201	.056	.116	1	-.154
	Correlation							
	Sig. (2-tailed)	.739	.861	.123	.670	.376		.239
	N	60	60	60	60	60	60	60
Lengthy procedure	Pearson	-.158	-.125	.083	.024	-.102	-.154	1
	Correlation							
	Sig. (2-tailed)	.227	.339	.528	.855	.440	.239	
	N	60	60	60	60	60	60	60

*. Correlation is significant at the 0.05 level (2-tailed).

Table 4 the Pearson Correlation between delaying Variables in the way of justice in lower judiciary The results confirmed that there are no Positive Correlation between the variables (1) Neglect of Official ($r = -.158$, $n = 60$, $p = .227$), (2) Corruption ($r = -.125$, $n = 60$, $p = .339$), (3) Transfer of judges ($r = .083$, $n = 60$, $p = .528$), (4) Insufficient number of judges ($r = .024$, $n = 60$, $p = .855$), (5) Heavy backlog of cases ($r = -.102$, $n = 60$, $p = .440$), (6) Due to non-punctuality of plaintiff and defendant ($r = -.154$, $n = 60$, $p = .239$).

8. Discussion

There are three classes regarding judicial system; one is Judges, the second one is Lawyers, and the last one is the administrative staff. These are all considered as official officers. They neglect in the proceeding by their ways. Order XVII Rule 1 of the CPC offers discretionary authority to the courts to give an adjournment to the parties if satisfactory cause is revealed. The reason of excessive adjournment is that the lower civil courts of Pakistan have so many loads of civil cases and the judges prefer to grant the adjournments rather than take attention in each case to differentiate the truth and to find out the reality or the case (Feeley & Simon, 1992). Lawyers also make the reason in delay in Justice because of their busy schedules, (Adler et al., 1982) strikes and absence of the courts (Gondal, 2011), as well as utilize technicalities in the procedure (Iruoma, 2008).

Currently, the Pakistani judicial system is damaged with Corruption, especially at the inferior judiciary level where the court administrative worker has been bribed at every step due to transfer or halt one's case. (Hussain & Riaz, 2012) It can be seen some cases about the corrupt practices of judges as in Ghulam Mustafa Shehzad v. Lahore High Court (2007) the petitioner was discharged from his post for having a corrupt reputé and accepting unlawful satisfaction. There also can be seen that judges have given adjournment sometimes to hold their decision for disappointing the other party which involved in the case and what is the reason, it happens because judges have taken bribes from the parties. There is also another reason for Corruption that judges get bribes for fixing an early hearing.

Delays in civil Justice are happened because of transfer of judge from one court to another court or from one station to another station. Transfer of judges may affect the case proceedings because a judge who see the whole case and hear the plaintiff and defendant but when the time comes to pronounce the judgment the same judge transferred from one court to another court. It is one of the significant and prominent reasons to delay in civil litigation and also make the reason for procedural delays. Khan and Khan (2003) discovered that the judges were mostly transferred without being substituted.

The fundamental reason for the delay is imbalanced between the need for courts and the ability of courts to deliver services (Kakalik, Selvin, & Pace, 1990). In another simple manner, that delay considered as a problem that the quantity of cases is too many and the judges in civil courts to hear the case are very few (Hamid, 2007). Though being a human intelligence, the capacity of judges to deal with the cases is minimal (Blue et al., 2008). So it can't say that the courts should have given hundred percent for delivering in Justice of the common man when the one judge in all level of the courts have too many cases, and it is beyond his limit for an individual judge to hear too many cases to give Justice (Shah et al., 2014).

A massive backlog of cases is one of the worst reasons regarding the way of Justice in civil courts of Pakistan why this reason is increasing day by day, it will not wrong if we say that false and frivolous litigation is the main factor for this reason, because In Pakistan, unfortunately, there is significantly less portion of confirmed cases in courts, while most of the litigants don't go to the court for seeking Justice, they go to the court for prolonging injustice and betrayal (G. Khan, 1988). Whereas miscellaneous applications and orders are another reason for above-describing factor because in Pakistan interlocutory applications in a weak case are made under different laws; which can change the whole shape of the case and change entirely the whole proceeding that is going on in the case, and also change the original structure of the instituted case for some time that makes the reason of delays in quick and floats Justice. (Qureshi, 1998)

There is another reason for the delay in civil Justice that is known as Non-punctuality of plaintiffs and defendants. As the above discussion, there is a lot of false and frivolous suit is instituted in civil courts of Pakistan just for teasing the other party. Those kinds of cases are not essential for the plaintiffs as well as defendants because of that plaintiffs and defendants do not appear before the court on the day of the hearing. In this manner, lawyers take adjournment from the courts for prolonging litigations. And they take plea in the court because of their busy schedules, as well as against strikes (Gondal, 2011).

It is the prime importance of procedural simplification in Pakistan for restoring the grievances of litigants (Marrijuddin, 1996). Like a superior level of complexity of the procedural law, lengthens is the result of the disposition of time regarding cases (Djankov, La Porta, Lopez-de-Silanes, & Shleifer, 2003). Procedures and technicalities play a vital role in a case and the times considered a serious to the case from both disputing parties (Nahaki & Ali, 2011). A case can be exploited and continued almost longer time, because of these technicalities in the legal procedure (Azeem, 2017). The procedural law of Pakistan is so much cumbersome and complicated and also outdated to the time of colonial.

8. Conclusion

Judiciary is an essential organ among the people because it deals directly with the society. People come to the court to establish their right not to lose it. When any person loses his rights, he tries to maintain it in any way. Judiciary is the last and only way to establish rights for the public who lost their rights. Due to procedural as well as practical loopholes and existing defective administration of Justice, our Judiciary is not proficient enough in delivering Justice. Because of this, people lost their trust from the Judiciary, and such kind of situation creates social disorganizations. There are many factors of delay in Justice which Pakistani courts are facing currently. Yet there has not been sufficient attention drawn over deteriorating cases backlog derived by such kind social disorganization. There is a need to take extreme attention and implementation regarding the administration of Justice, unless and until the administration of Justice is not framed out of complications, people will remain to get injustice in the name of Justice. A massive backlog of cases is the fundamental problems and concern for all. If it is true that Justice delayed, Justice, denied, then we can also say equally valid that 'Justice hurried, Justice buried. For the sake of elimination of delay in civil Justice, as well as disposal of civil suits, nothing should be done if there is no proper thought regarding its perspective. For getting actual purpose interaction among the lawyers, judges, and other administrative functions which relates to the judicial organ and also workshop, seminars and symposium round table conferences should be organized for the betterment of Judiciary. Because the more heads are put together, the better results are likely to come.

9. Future Work

- 1) A more qualitative study can be done in future by the interview of the administrative machinery of the civil lower courts regarding dispute resolution process and delayed in suits' judgments to get more specific knowledge because administrative staff know very well where is the problem in the process as well as deep understanding regarding factors, which are making the reasons for the delay in Justice.
- 2) Although in this study raised the major and prominent factors of delay whereas in future research could be done about irregularities regarding procedural law, this study shall develop the understanding which is making the reason of delay in civil Justice in Pakistan.

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Volunteer Teaching of High School Students: We Will See You Again

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ABSTRACT

Since February 2006, responding to Chinese Government's policy, Three Support and One Assistance, short-term volunteer teaching has burgeoned in China. However, the effect of short-term volunteer teaching is rather concerning and unsatisfactory. We conduct our research from three parts: literature review, quantitative research, and qualitative research. Three major concerns are identified from literature review: inappropriate motivation, unprofessionalism, and inconsistency. An interview with a humanitarian organization Nuannuan is conducted to find the possible solution. Based on it, the hypothesis is that long-term and organized volunteer teaching is more effective so the solution could be a long-term volunteer teaching alliance. Two surveys are used to test the feasibility of the solution by analyzing children of migrant workers' attitudes and high school volunteers' attitudes. The results show that children are willing to participate and volunteers are willing to teach in the long-term. The hypothesis is proved and the solution is an establishment of a volunteer teaching alliance among all high school students in Beijing.

1. Introduction

Starting from February 2006, responding to Chinese Government's policy—Three Support and One Assistance, three support means the support to agriculture, education and medical treatment, and the one assistance means the assistance to poverty—graduates from almost all Chinese universities go to remote and rural areas in China and do voluntary teaching. Graduates generally donate 2 or more years in voluntary teaching program, benefitting children who live and study in those areas. Voluntary teaching quickly became trend among schools. People regard the experiences of voluntary teaching as a symbol of their kindness and report that they have learnt much from these experiences. However, volunteer teaching is received controversially. In April, 13, 2011, an article "Dear Uncles and Aunts, Please Don't Do Voluntary Teaching Here" written anonymously, perhaps one child from those areas, shocked the whole internet. In the article the author states that the games the voluntary teachers taught, and the stories they told during the seven teaching days bring nothing to the children. Not only they couldn't learn useful knowledges from the 7 days of voluntary teaching, but also, they lost their precious opportunities to feel nature and to help their parents do some farm works. As Dear Uncles and Aunts, Please Don't Do Voluntary Teaching Here says, "Your kindness ruins the purity of our hearts; your devotion smashes our traditional goodness". (2011) These children are desperately in need of help. According to a project conducted by The Office of the Women and Children's Committee of the State Council, the China Children's Center and invested by the Ministry of Finance and the United Nations Foundation, the report shows that at present, there are about 20 million migrant children entering the country, accounting for 19.37% of the total migrant population. Among all migrant children, 74% of them are registered in the agricultural identity, that is, they move as the identity of farmer which means they earn less to support their children to get education. In other words, the number of migrant children who work in cities is nearly 15 million. And out-of-school rate for migrant children is as high as 9.3% due to city 4 school restrictions on them. What's more, according to The World of Survey and Research, the drop-out rate of children who moved with agricultural household registration has reached 68%, which is much higher than the drop-out rate of non-farm households which is 51%. As for children whose parents is still in prison, according to an experiment which has the sample size of 130 and is published in a magazine called Fazhibolan, the

core Journals of Chinese Humanities and Social Sciences, of the 123 underage children of a county, 47 students dropped out of school, accounting for 38% of the total number of children of prisoners, and 78% of the total number of dropouts. These samples show the severe problem that these three types of children are facing. Considering the fact that these children, desperately in need of help, are questioning the quality of the help offered through the current volunteer teaching, it is crucial to investigate and fix the existing problem in current system.

2. Literature Review

There exists among the western Chinese countryside a series of problems hindering development of rural elementary education, among which the most worrisome is the scarcity of professional teachers (Mei, 2007). To address this shortage, Department of Finance of China, Department of Education of China, and many other Chinese institutions have together launched a program recruiting Chinese undergraduates for volunteer teaching in the western Chinese countryside for one to two years (Yao, 2016). Influenced by short-term volunteering in America, Chinese style short-term volunteer teaching has emerged. The question about whether short-term volunteer teaching is overall beneficial or harmful has incited many disputes among Chinese scholars (Miao, 2019). This review focuses on summarizing the shortcomings of short-term volunteer teaching.

2.1 Inappropriate Motivation

According to Winniford, there are three categories of motivation, “social exchange, social obligation, and situational factors” (Winniford et al., 1997). In terms of short-term volunteer teaching, social exchange refers to students committing time in volunteer teaching in exchange for honors or self-gain; social obligation refers to students feeling obligated to engage in volunteer teaching to pay back his or her community which has bestowed upon them education and opportunities; situational factors refer to specific incentives particular to individuals. Motivations behind short-term volunteer teaching are disparate, while many are motivated solely by self-gain instead of passion for education and sympathy towards undereducated children (Huo & Li, 2019; Yao, 2016). Preoccupied by self-interest, these people neglect children’s feeling and needs in teaching, rendering short-term volunteer teaching superficial and ineffective. This irresponsibility tarnishes reputation short-term volunteer teaching and leaves indelible wounds among children (Wang & Ke, 2010; Gao et al., 2014). And this attitude brought by inappropriate motivation may also lead to the unprofessional volunteers who are willing to participate in the teaching.

2.2 Unprofessionalism

The only requirement needed to join a short-term volunteer teaching team is a personal CV. Qualifications of both sponsor and participants is unauthorized by authority. Most of these teams are incapable of achieving the standard of decent education, often times misguiding children (Yao, 2016). This unprofessionalism lies not only in skill but also mindset. Sponsors put great emphasis on English speaking ability when seeking potential participants. However, the targets of short-term volunteer teaching are always elementary school pupils, who understand only Chinese. Therefore, what helps most in short-term volunteer teaching is communication and teaching skills. As undergraduates from schools other than that of education, these participants lack skills necessary to manage classes of students and conduct effective teaching (Wang & Ke, 2010). Moreover, many participants of short-term volunteer teaching regard themselves as saviors, who naively believe that children can be motivated and inspired by their accounts of outside world and exciting personal experiences. However, these participants neglect children’s features such as mentality, age, affiliated culture of poverty, which trigger frustration among children and pervert thoughts such as jealousy among children in short-term volunteer teaching (Gao et al., 2014).

2.3 Inconsistency

There is one common and distinct phenomenon in short-term volunteer teaching nowadays: many participants lose contact with the volunteering school, rendering the short-term volunteer teaching ineffective and even potentially harmful (Shen et al., 2011). Participants disappear after just becoming familiar with the children, then the process occurs again with the new participants. Therefore, the former participants and current participants have no communication. As a result, contents that they teach may be utterly unrelated, repeating, or even contradictory, which greatly impair quality of short-term volunteer teaching. Without passing precious tips and information helpful to future participants in short-term volunteer teaching, children can merely obtain fragmented information instead of constructing a thorough framework about a subject (Yao, 2016). Furthermore, due to the its short duration, always two or at most three weeks, short-term volunteer teaching can be potentially can be mentally harmful to children. The mobility of short-term volunteer teaching renders children mentally unstable, because as soon as children gets familiar with participants, they have to part with each other, which can be particularly hurtful. In some cases, participants promise children of their revisiting in the following year. However, due to mobility these participants are unable to revisit according to what they have promised. This unintentional betrayal can particularly wound children, trigger aversion among children towards future participants and teachers (Hou et al., 2019).

2.4 Hypothesis

Therefore, our hypothesis is that long-term, organized volunteer teaching is more effective in helping unprivileged children educationally, typically children whose parents are in prison, children who come from other provinces and children whose parents are workers or farmers. In this case, long-term refers to one-semester or two-semesters long and more effective is based on children's ideas toward long-term teaching. By extending the term of service provided by one group of teachers, these children continue learning with teachers with who they have already established familiarity and teachers ensure the consistent accumulation of knowledge by building upon what they have previously taught. An organization with specific standards for volunteer teachers and education helping teachers achieve these standards eliminate inappropriate motivation and unprofessionalism among volunteer teachers, maximizing the quality of volunteer teaching. Therefore, addressing all the problems identified in literature review, the hypothesis is justified.

3. Methodology

3.1 Questionnaire for High School Students

We employ the voluntary sampling method to find participants to fill our questionnaire, which means that the link of the questionnaire is posted on the internet and all high school students in Beijing are allowed to fill it voluntarily. Finally, we received 59 questionnaires from 36 different high schools. 17 (28.81%) of them are males, while 42 (71.19%) of them are females.

In the first part of the questionnaire, we collect their demographic information, such as their gender and high school. In the second part, questions regarding their past experiences of voluntary teaching are asked. For example, they are required to answer whether they have participated in voluntary teaching and the longest time they have participated in voluntary teaching. In the last part, we ask about their willing to join a league of voluntary teaching and their opinions about how the league should work. For instance, how long they would like to teach each time, whether they hope the league to provide textbooks for them, and what subjects they are willing to teach.

3.2 Questionnaire for Primary School Students Receiving Voluntary Teaching

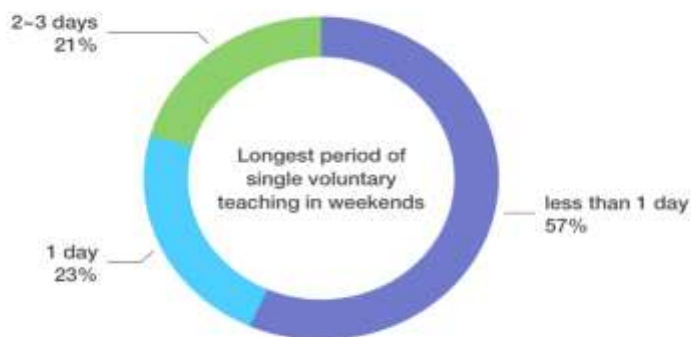
We randomly selected 3 schools that accepted voluntary teaching in Beijing by utilizing the random number generator. 60 students are then randomly picked from these school to participant in our survey. The first part of the survey intends to assess children's attitude toward extra-curricular courses. All questions in the second part of this survey are evaluated with a Likert scale below. Children are asked to choose their preference toward each subject by choosing from scores 1 to 4. The final score of each question is calculated by adding the scores gotten by each student together.

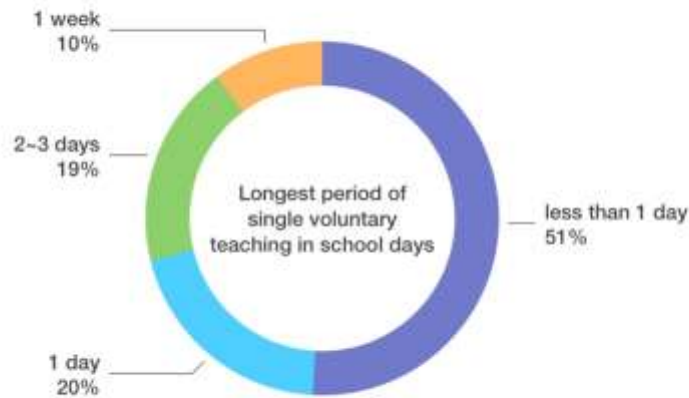
3.3 Interview

Nuannuan is a humanitarian organization, located in the Changping district of Beijing, which gives courses and lends free books for children of migrant workers in the nearby community. The organizer of Nuannuan, Wang Yunhe, is a volunteer who has been working hard to help children of migrants for 17 years and agreed to take our 4-hours interview as an expert in the field. The contents of the interview are mainly from three perspectives: the situation of migrant children in China; problems that Nuannuan and the volunteer organizations in China is Facing; and the way Nuannuan uses to address this issue.

4. Results and Discussion

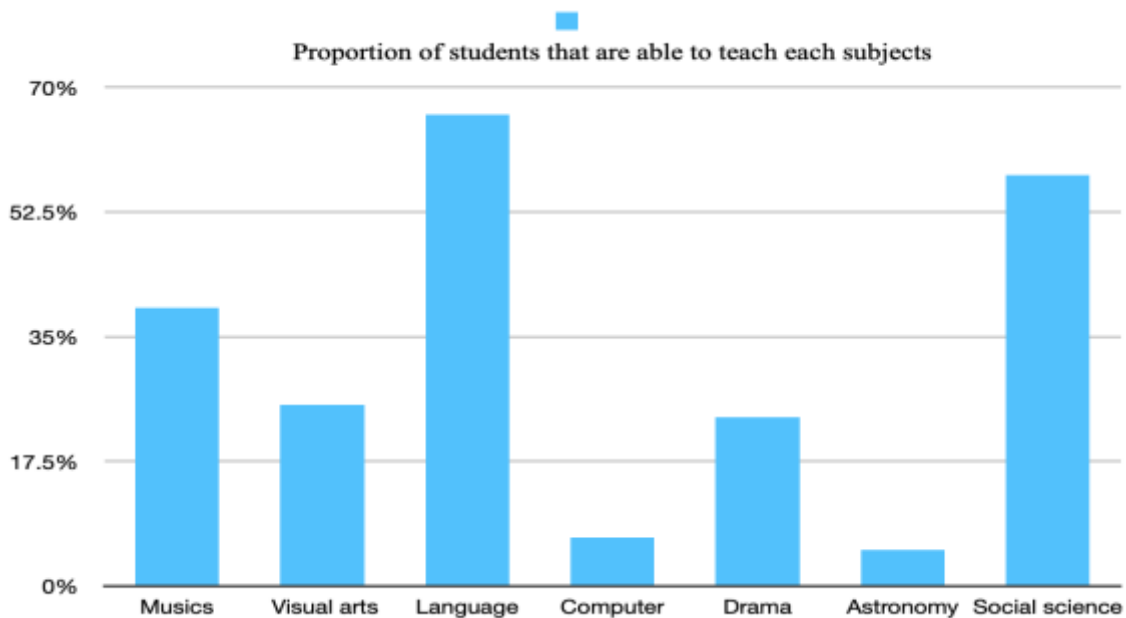
4.1 Survey response analysis--high school students





When asked about experiences in voluntary teaching, 25.42% of the respondents reports that they have such experience before, with 49.15% of them respond that their schools have already had voluntary teaching programs. Collectively these reveal that once our league is found, we are able to find experienced students to lead new participants and existed voluntary teaching resources as our cooperation partners, suggesting the feasibility of the league in terms of participation and resources. As we asked their opinions regarding with having the league we proposed, the result shows that up to 81.39% respondents are willing to join such organizations, further proving that we can recruit adequate number of voluntary teachers for the league.

Talking about the longest time period for which the respondents participated in voluntary teaching, the majority of them reports less than one day, either in weekends (57%) or in school days (51%). When it comes to long-term voluntary teaching, the one that lasts for more than one month, only 3.39% respondents(not shown in the figure) have such experiences, calls on the urgency of having such long-term voluntary teaching programs. When their preference for the single-day voluntary teaching time in this long-term program is collected. As we find that most students can only accept less than 1-day teaching time for a single turn, we will make every single round's teaching time shorter for each volunteer.



When the teaching model design is asked, most students report that Language, Social Science, and Musics are the course field that they can teach: high up to 66.10% survey population show willingness to teach languages. With these data, we are

able to better schedule the teaching and design course syllabus, as 69.49% of students say that they hope the league to provide textbooks and teaching outlines for them (not shown in the figure).

4.2 Survey response analysis--students who accept voluntary teaching

	Strongly agree	Agree	Disagree	Strongly disagree
I hope tp learn knowledges that are not on the textbook	11	21		
I have accepted long-term extra-curricular teaching	13	17	2	
The contents from the extra-curricular teaching are interrelated	8	23	1	
I hope to take extra-curricular courses in weekends or vacations	6	26		
I hope the extra-curricular classes can positively affect me in the future	9	21	1	
I believe that the extra-curricular courses can motivate me to study harder	8	23		

The first part of the survey intends to assess children’s attitude toward extra-curricular courses. The table above shows the result: most students agree with the statements provided in the questionnaire. This proves that children are willing to accept voluntary teaching classes and believe these classes would affect them positively.

All questions in the second part of this survey are evaluated with a Likert scale below. Children are asked to choose their preference toward each subject by choosing from 4 choices.

The final score of each question is calculated by adding the scores gotten by each student together. The result shows that children do not have special interests toward any subjects because the score gotten by all subjects all lie in the interval 105 to 108.

4-point Likert scale

Strongly agree	4
Agree	3
Disagree	2
Strongly disagree	1

4.3 Interview response analysis

4.3.1 Today’s situation of Migrant children in China

Migrant children in China are a large group of children without permanent urban residence certificate. They follow their parents and move into the city under the migration movement due to industrialization and urbanization. During the first decade of Reform and Opening Up in China when there weren’t many migrant children, government’s policy toward the migrant workers was basically restrictions, which meant that there was a restricted number of workers to come to cities from their hometown, so the education was still based on the location of household registration. After the 1990s, policy had changed from "control" to "orderly flow under macro- control", making a large number of people migrating into the city as a family instead of individual. More and more children came with their migrant-worker parents and started to be educated in cities. However, it resulted in a lack of education opportunities.

According to Mr. Wang, Beijing is executing a macroeconomic policy resulting in the demolitions of school of migrant workers. When we ask about children's opinions of the school lives in Beijing as well as Nuannuan, he said: *"Children of migrant workers do not worry about what kind of education they got in Beijing, instead, they worry about whether they are still able to be educated tomorrow"* Migrant children didn't have access to the same schools as local children, so the education resources soon became a scarcity for these migrant children (Ye, 2017). The situation was improved after the systematic management of the regional government and a construction of the public schools but migrant children in the largest city of China, Beijing, are still struggling with the over-population in urban area.

4.3.2 Problems that Nuannuan and the volunteer organizations in China are facing

The main problems can be concluded into two parts: the lack of practices and inconsistency of volunteers as well as children.

Mr. Wang keeps emphasizing the word "exploration" during the interview. He thinks all the volunteer organizations are stuck in the process of finding resources and organizing the volunteer activities since the system is not as perfect as it should be. People have been striving to utilize the theoretical knowledge but neglecting the importance of practicing in the past decade. Education is a process that interacts with real people, therefore, there are many uncertainties that theories won't help.

For the whole week, Nuannuan has a tight schedule for children from parent-child reading to English classes. Mr. Wang suggests that sometimes he needs to receive more than 300 hundred volunteers per week, and the next time it will be totally unfamiliar faces. Although he thinks the most effective system should be stable and long-term, not so many volunteers can do that. Despite the in-consecutive participation of volunteers, another issue is children's non-continuous attendance. Not all children in Nuannuan are registered and have files that document their performances since their situations are unstable, therefore, a long-term course is not easy to achieve.

4.3.3 The method Nuannuan uses to address the issue.

When Mr. Wang and his partners are designing the courses, they tend to focus on the accompanies that the volunteers can bring to the children and the deep thoughts that the volunteers can gain from teaching. Accompanies mean that volunteers should focus more on children's mental development and spend more time to stay by their sides, such as helping them to do handworks or guiding them to read a book. Their intention is to create a bidirectional process which encourage volunteers to have takeaway as well as build up a way of learning for children. Mr. Wang thinks:

"Children are seeds, which needs water to supply. Water in Beijing and water in other places make little differences, it depends on how the seeds absorb them using their own strength."

Children keep transferring between cities and towns which end up in drop-out of the school. A suitable mindset that lead them to find out the meaning of learning is more important than simply teaching. For volunteers, they will have more sympathy toward the environment around them and put more effort into helping others. For children, the expectation is that the accompanies from the volunteers will affect children's understanding toward education, so if they go back to their original province, they will still know how to learn.

In conclusion, the condition of migrant children in Beijing is facing large problems of having to go back to their original province due to lack of education opportunities and government policy. The volunteer organizations in Beijing haven't found the most proper way to address the issue of the in-consistence education that kids received: no large alliance is formed to achieve allocation efficiency. However, organizations such as Nuannuan are looking for solutions. They put their focus on fostering children's ability to learn and the feeling of engagement that volunteers have.

5. Conclusion

Thus, combining the interviews, the data that is collected and the literature review that is done, the harm of short-term voluntary education for children and the necessity of a long-term education system is shown. From literature review, we know that migrant children have large drop-out rate, which requires intervention from government and help from humanitarian organization. However, we also find out that the limitation of short-term volunteer teaching, including the inappropriate motivation, the unprofessionalism, and the inconsistency activity of the undergraduate volunteers, might result in bigger harm to the children. Therefore, we hypothesize that a long-term, organized volunteer teaching will be more effective to offset the three limitations and thus solve the current education problems. From deeper analysis of the information gathered in literature review, children of prisoners and migrant workers express their urge to receive a long-term volunteer teaching from various perspectives outside the school. Also in the interview with leader of humanitarian organization Nuannuan Mr. Wang, he pointed out a big issue of the volunteer system in China which is the imperfection of the system and told us how Nuannuan tries to deal with it by founding a better system. Through the authoritative literature

reviews, the analysis and combination of Nuanuan's plan with our own idea, we realize the emergence and necessity to build a systematic organization to give continuous, useful knowledge to children, to better train the volunteer to make sure the quality of each voluntary teaching, and to make the whole education teaching more sustainable and have continuous influence. The initial idea is to build up an alliance, a league, among the high school students in Beijing, and the results of the online qualitative and quantitative survey show large interest of participation which also proves the feasibility of our project. We plan to design a more systematic way to teach by gathering the resources of the volunteers and a continuous course toward the children. Just as we planned at the beginning, the teaching syllabus will be designed by teachers from the league and the volunteer-taught schools. All the volunteer teachers and high school students from member schools of the league should teach and design their class content base on the syllabus constructed by the league. In this case, we could at least guarantee the consecutiveness of the class contents, ensuring that all the kids can receive systematic and continuous knowledges.

Admittedly, there are several challenges that are encountered and overcoming them can make this project more authentic. The limited sample size and limited time of conducting complete procedure of interview is what need to be improved in the future. We will do so by enlarging the sample size to make the sample less biased and spending more time planning the procedure the interview to make it more effective. What we will do next is to aim specifically at different groups of children to see how their uniqueness of educational and personal situation may contribute to the final solution of giving kids long-term voluntary education. In other words, we want to find out the different demand of children about education. Through analyzing the information, we can come out with the solution specifically to resolve each question, and eventually, bring systematic and effective long-term voluntary education that will benefit the children the most. After this fundamental system is created, it is also important for us to enlarge the influence of our league since we as high school students understand the limitation that the high school voluntary teachers will have. Though the design of the syllabus and the continuous teaching content can ensure the consecutiveness of the study, the accuracy, quality of the teaching content and the concrete process of shifting class schedule between each high school voluntary students should be speculated and assisted by professional adult teacher. Thus, we, as a long-term voluntary teaching league, will keep enlarging our influence to gain more support from the society, especially from the educational department. Eventually, we expect to bring the long-term voluntary education trend throughout the country and thus encourage the government to inspect more on the short-term voluntary education institutions which is profit-aiming only and thus hypocrite. By doing so, this can better improve the voluntary environment domestically which is not only beneficial for the children who receive the education, but also helpful for the high school students who give the voluntary education since they can also gain justifiable moral value and consolidate the information, they've learnt previously by teaching it in a continuous sequence.

As time passes by, this idea of truly helping children to fulfill their dream will immerse in the whole generation and the heart of every Chinese people. This can, to some extent, spread out positive influence in other countries, for the foreign university will then receive the Chinese international students who have a genuine heart of helping others for others good, not their own. All in all, everyone should receive the appropriate and truly helpful education, it is incorrect to improve our education situation in expense of the future of those children. We should aim for the future where every child receives long-term voluntary education and truly benefited from it.

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An Investigation of Organizational Effectiveness of a Private Sector of South Odisha: A Structural Equation Approach

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Talent management; employee engagement; organizational effectiveness; structural equation modeling

ABSTRACT

Talent management is a buzzword which is shaping the organizational effectiveness in a broader extends in current scenario. The purpose of this research is to observe the connection between talent management practices and organizational effectiveness in addition to examine the employee engagement act as mediating variable between talent management and organizational effectiveness. the outcomes of this study have significant relationships between talent management practices, employee engagement and organizational effectiveness. Though the modern investigation has been widely focused on different countries, this concept has been less explored in existing HRM scenario obtained in emergent country particularly in India. The responses were gathered from the human resources of private sectors and the hypothetical model was experienced through structural equation modeling (SEM) in AMOS. This measuring model is validated through confirmatory factor (CFA). The results of this study support obtainable literature in this area and have imperative implications for the organization.

1. Introduction

The concept of talent management is more relevant in today's workplace because of the progress and nurture of people management. Both researcher and practitioner are giving more highlight on this new born topic. Effective management of talent helps corporate people to explore the talented people as executive concern for this decade (Deloitte, 2010; Guthridge, Komm & Lawson, 2008). To construct a successful talent management model, a good platform is required, which helps to support HR people to challenge in the competitive worldwide level. When McKinsey developed the concept of "War of Talent" in 1997, a lot of research has focused on the significance of talent management around the world. According to (CIPD 2006), suggested that the term TM is the process of planned attraction, identification, development, engagement /retention of such persons having high level of competence & who have a specific value to an organization.

Ulrich (2006) suggested that talent may define in comprehensive way which is the association of competence, commitment and contribution. Talent Management has become the core of organization not only in service-based industries but also in industrial sectors because it is more focus on the enhancement of aptitude and competencies of the organizational people, which is the prime significance to the organizational performance (Mishra and Sarkar, 2018).

Therefore, talent management practices involve the aptitude, mastery and strengthen of organizational employees. Talent management process helps to identify the talent pool and evolves the human skills to fulfill the human de- sires of an organization. The main areas of this research, TM includes talent identification, talent development, talent retention and others are organizational effectiveness and employee engagement.

1.1 Research gap

At the present scenario, the organizations are trying to execute innovative HR practices like talent management for getting the best out of their human resources. Some researchers have suggested that employee engagement has an effective mediating variable in the relationship between talent management and organizational effectiveness and also career development. This study has done in banking sectors. The strategy of employee engagement and an enhanced talent management may involve in the HR interventions for the BPO/ITES sector in India, (Bhatnagar, 2007). There is a significant relationship between talent management practices (managerial support, employee career development, and rewards and recognitions), employee engagement, and employee retention within IT organizations in Selangor. (Alias et al.2014). From extensive literature output demonstrate that the connection between talent management, employee engagement and organizational effectiveness have done many sectors. Some of the researchers have less explored in manufacturing sectors.

The purpose of this research is to examine the mediation instrument of employee engagement in the correlation between talent management and organizational effectiveness. Talent management is the significant practices which enhance the level of employee engagement which subsequently increases the organizational effectiveness. Therefore, the present study has made an attempt to achieve best organizational effectiveness through employee development practices. According to the above research gap, following research objectives are formed.

2. Literature Review

Armstrong and Baron (2007) claimed that “Talent management is expressed as holistic viewed and integrated set of activities which make sure that the organization attracts, develops, retains and motivates the talented people for achieving current as well as future goal of an organization”(Cited in Hariss and Foster, 2010). Talent is one of the most significant constraint which helps to achieve organizational effectiveness, (Annakis et.al, 2014). According to (Ringoetal.,2010) “Talent Management is a such practices which associated with developing strategy, identifying talent gaps, succession planning, and recruiting, selecting, educating, motivating and retaining talented human resource though a variety of initiatives.” So talent management has become a key intended dimensions for some organizations. Identifying, developing and retaining of talent progressively more being perceived as key achievement part in the exploration for organizational objectives such as economical and competitive gain.

Talent Identification involves the appropriate assessment of employee’s performances and also focuses their future ability to fill the challenging job of an organization. Khoreva et al. (2019) this study states that “talent identification is the practice of informing human resources of their talent pool membership”. Human skill of an organization can be improved through talent development which is the important ingredient of talent management process (Mathimaran & Kumar, 2017). To create a learning environment within an organization the different tools of talent management practices are required which may direct to develop constructive organizational performance (Farrukh & Waheed, 2015). Talent retention may be the compressive part of organizational policies which are created by top management people to persuade their knowledge and preserve them from parting the organizational context. (Rawashdeh 2018). Talent management has been recommended as a significant strategy to retain more talented people, but very less research has explored in academic studies (Narayanan et.al 2019). This research has revealed that career development has a stronger effect on employee retention than succession planning and recruitment. Managers in the banking industry must invest in building and investing in talent management practices as a strategy for retaining their employees (Muriithi 2020).

Common topic on management area in today’s market is Employee engagement. The concept of employee engagement was introduced by many authors in a different ways Kahn (1990), Harter et al. (2002), Schaufeli et al. (2002), Saks (2006), Rich et al. (2010) and Shuck and Wollard (2010), Khodakarami et.al (2018).It may be defined as “an individual employee’s cognitive, emotional and behavioral state directed towards desired organizational outcomes” (Shuck and Wollard (2010)).Shuck and Wollard (2010)suggested that employee engagement is “an individual’s exceptional intelligence, psychological and behavioral state which leads towards expected organizational outcomes”(p.103),(2016).It’s very difficult to define theoretical or operational clarification about organizational effectiveness(Reimann,1975). Organizational Effectiveness requires the linking between human Resource and organizational Development efforts, so that organizational outcomes can be improved. Organizational effectiveness is one variable which is generally referring goal attainment of an organization (Georgopoulos &Tannenbaum,1957).

3. Hypothesis formulation

3.1 Talent management practices and employee engagement

TM system indicates to deal with the individuals of an organization and to create additional competent human resources and decrease labour turnover rate. (Corporate Leadership Council, 2004). Effective employee engagement is encouraged through their talent management programme by effective learning and development support, reward and recognition. (Glen, 2006; Lockwood, 2007), Alias et al. (2014). TM practices influences both organizational and employee outcomes through effective employee engagement (O'Connor and Henry, 2019).

There is a significant relationship between TM and EE which is suggested by many researchers. Gubman (2004) argued that engagement has diversified relationship with satisfaction that engagement implies something that is external part of the worker and most important to the organization which effect to inner satisfaction to the employee, KADIRI (Ismaila and JIMOH, 2017). Retaining and attracting the talented employee will require transformed center of attention and force on worker worth propositions, with better elasticity to magnetize gradually more varied talent (Cheese, 2010).

Macey & Scheinder (2008) quoted Bono and Judge's (2003) states that "Engagement with their employees' efforts recommends that employees who observe their work as steady with their individual morals will be more engaged". They require of "employee engagement" would decline employees enduring assurance to the organization, it is also very complex to attract, develop and retain extremely talented human resources (White, 2009). Based on above literature, one hypothesis can be derived as, Hypothesis 1 (H1): There is an effective relationship between talent management practice and employee engagement.

3.2 Employee engagement and organizational effectiveness

Employee engagement is considered as a multifaceted, innervate multi-componential' practice; a congenial concept of employee engagement develops a systemic phenomenon of individual and organizational life (Turner, 2020). Engagement metrics are created two aspects, firstly, on contribution of employees by using qualitative variables of intelligence, talents, attitude, behavior, their relationship with boss, superior, subordinate and interaction takes place within the organizational context.

Secondly, metrics which are output based by using a quantitative exploration of employee engagement related to business or operational impact (Turner, 2019).

This research is an attempt to find out the relationship of employee engagement with organizational performance and individual well-being on the basis of existing literature and research. Organizational performance can be defined as the total of organizational outcomes while individual well-being is, doing the welfare of individual employee. The study is theoretical and concept based in nature. The study resulted into a positive relationship between Employee Engagement and Organizational Performance ; Employee Engagement and Individual Well Being. The results were also supported with previous research findings (Yadav 2020). Successful talent management policies and practices are those who show commitment to employees, and this step automatically leads to lower turnover rates and high engagement of employees and it directly affects organizational productivity and success. Organizational culture and values are also responsible for the enhancement and decreasing of employee engagement. Managers must ensure an environment in which the workforce become occupied as a cognitive personality, as well as emotionally attached and they are also provided by the information needed and the feedback of their task (Fred & Suzanne, 2002). Kahn (1990) stated that it is an individual's internal calculus that they consciously or unconsciously make to show their different dimensions in the organization. It is the employee's own perception that how to see and react to the things around. Employee engagement is exactly consequential if there is a sense of giving out the responsibilities between the management and the workforce. The entire workforce has not the same level of commitment towards the work and the organization. If an employee who is highly engaged in emotions he needs to be well aware of all the information needed about the organization. Similarly, a cognitive personality in an organization needs to access the whole information to achieve organizational goal. Both the employees are engaged, but they differing their approach to make it worthy (Kular,

Gatenby, Rees, Soane, &Truss, 2008). Therefore it is hypothesized that, Hypothesis 2 (H2): Employee Engagement is positively related to Organizational Effectiveness.

3.3 Talent Management and Organizational Effectiveness

In this age of globalization, it is necessary to give attention to know about the right talent of employees for effectiveness. Talent management system should apply to all human resource management functions. Having the right talent is the greatest benefit for every enterprise (Ali and Mehreen, 2019). The processes of talent management enhance the workforce output for the prosperity of the firm (Lyria et al., 2017). In this competitive era, it is quite difficult to retain talented employees because of high mobilization of employees from one organization to another (Kehinde, 2012). This research found that the organization should plan about the strategies to identify, attract and employ the talented employees which intended for attaining the corporate goals & also make practices by employees to enhance their career development. (Tamunomiebi and Worgu, 2020). Ali and Brandl (2017) theoretically studied HRM perspectives in Pakistan and found that talent management practices create the competitive advantage which subsequently improves organizational effectiveness. TM is now an important concept that needs attention. Companies need to concentrate on their competitors and their core competencies (Sharma, Garg, & Singh, 2012). Hypothesis 3 (H3): Talent Management is positively related to Organizational Effectiveness.

3.4 The mediating effects of employee engagement

TM in particular has been debating about a Black Box which interferes in the relationship between the management practices and organizational outcome (Muduli and Verma, 2016). Influenced by the concept of Black Box, Muduli and Verma (2016) proposed and proved the role of AMO (ability, motivation and opportunity) in management effectiveness. We propose Employee engagement as a ‘motivation’ variable as EE has been defined as employees are more optimistic towards the organization. (Rich, LePine & Crawford, 2010) and its values suggests that people will become engaged with their work when antecedents are in place that signal to employees that they are valued and trusted (Saks, 2006; Rich, LePine, & Crawford, 2010).

HRM practices are one approach for an organization to indicate their readiness to provide and sustain their employees; hence, perceived HRM practices may be linked with employee engagement (Alfes et al., 2013). According to the previous research the researchers have stated that there is a significant relationship between antecedents of EE (Saks, 2006, Clifford, 2010) with consequence of EE (Schaufeli & Bakker, 2004). Again, it is also found that EE act as mediating variable by previous research (Ram and Prabhakar, 2011; Saks, 2006). Although very less research has done with combination of TMP & OE and EE as mediator, so this study marks more valuable. This research seeks to explore whether EE act as mediatory between TMP & OE variable. Therefore, another hypothesis can be derived as, **Hypothesis 4 (H4):** Employee engagement absolutely mediates the association between talent management and organizational effectiveness.

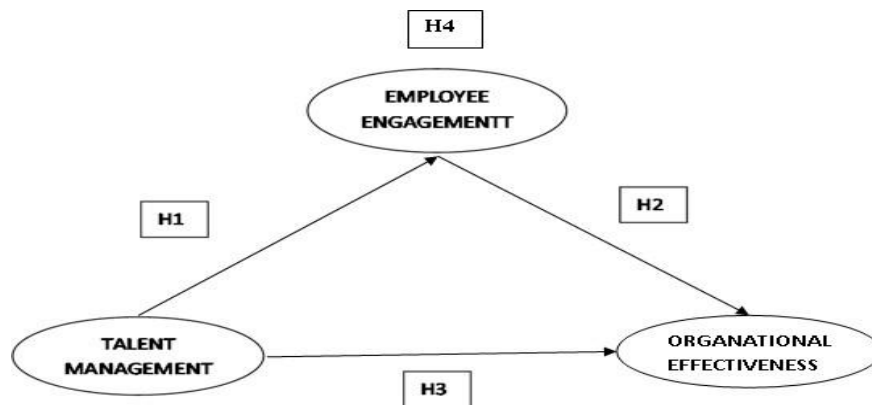


Figure 1: Research hypothetical model

Figure 1, shows about the research hypothetical model. It consists three variables: talent management as an independent variable, employee engagement as a mediating variable, and organizational effectiveness as a

dependent variable. The model represents that how these variables are inter-related to each other based on extensive literature. Here we have focused three major practices to measured TM by talent identification, talent development and talent retention and also investigate about the significant effects on organizational effectiveness. Moreover, employee engagement postulated to mediate the effect of talent management on organizational effectiveness.

4. Experimental setup

4.1 Methodology

For this analytical study, Primary data has collected from two private manufacturing units, JK paper mill (Raygada) &UTKAL Alumina (Tikiri). A structured questionnaire with 18 items were asked to the people of the company. Five-point Likert scale has used as a research tool for gathering of primary data. Samples have collected through simple random sampling methods. In order to diminish individual partiality usually all the questions considered were closed ended. Collected data are analyzed by different statistical tools like SPSS and AMOS to get the results.

4.2 Measures

The present study has attempted to explore the relevant past studies to make sure about the content and face validity of the adapted measures. The scale of talent management (six items) was taken from the study of MiiroFaroqet.al (2016). The scale of employee engagement (seven items) was taken from the findings of Pamela T. Elia et.al (2017). Similarly, the scale of organizational effectiveness five items) was adapted from the research work of K. Anandhi (2017).

4.3 Data Analysis

To examine the proposed model and structural hypothesis, the present study employed structural equation modeling (SEM) in AMOS 24.0 version. Software which simultaneously performs factor analysis (CFA: measurement of the model) and Descriptive analysis (Path analysis: structural model). Before performing the main analysis, these sample set was checked for the potential issue of outliers, missing values and multi co - linearity (VIF_j10 and Tolerance= 0-1). The findings did not show any issue in the sample set.

5. Results

Table 1 and Table 2 shows the descriptive statistics, the outcome of inter- correlation and values of the square root of average variance extracted (AVE). As expected, talent management significantly correlates with employee engagement ($r= .695$, $p<.01$) and organizational effectiveness ($r= .550$, $p<.01$). Moreover, employeeengagementpositivelyandsignificantlycorrelateswithOrganizational Effectiveness ($r= .610$, $p<.01$). All these outcomes illustrate the initial acceptance of proposed structural relationships for the current study.

Table-1

Descriptive Analysis					
	Mean	SD	Correlations		
Constructs			Talent Management	Employee Engagement	Organizational Effectiveness
Talent Management	4.1	.89	1		
Employee Engagement	4.01	.85	.282	1	
Organizational Effectiveness	3.6	1.01	.480	.267	1

Table -2

Overall reliability of the constructs and factor loadings of indicators					
Construct	Indicators	AVE	CR	Standardized Estimates	p value
Talent Management	Aligning employees with the mission and vision of your organization.	0.695	0.931	0.875	***
	Identifying gaps in current employees and candidate competency levels.			0.894	
	Develops high potential employees at every level			0.889	
	Test individual requirement for future development			0.747	
	Employees are satisfied with talent retention policies in your company.			0.845	
	Management is using any talent management practices to retain the employees.			0.737	
Employee Engagement	The Immediate supervisor sets ambitious objectives for the department.	0.550	0.894	0.894	***
	Important decisions in the department are always made by your supervisor.			0.767	
	The Immediate supervisor gives the regular feedback on the Performance.			0.771	
	You are always motivated through encouragement and affirmation.			0.684	
	All supervisors in this your organization have a good relationship with staff.			0.657	
	You rarely get opportunities to share information and new ideas.			0.661	
	Engaging employees through conferences/seminars/workshops to manage talent			0.729	
Organizational effectiveness	Engaging people to achieve organizational objectives.	0.610	0.886	0.784	***
	Organization has policies which persuade employees for career growth and developmental opportunities.			0.892	
	Organizations have a clear sense of direction and focus.			0.741	
	Organization Practice effective planning at all levels.			0.731	
	Organization builds a deep reservoir of successors at every level.			0.736	

Note: AVE represents average variance extracted; CR represents construct or composite reliability.
 *** Significant at the 0.001 significance level.

Table 3

Discriminate Validity			
Constructs	Talent Management	Employee Engagement	Organizational Effectiveness
Talent Management	0.836		
Employee Engagement	0.414	0.741	
Organizational Effectiveness	0.364	0.536	0.781

The numbers in the cells of diagonal line are AVE.
 The numbers in the cells of off-diagonal line are squared correlation coefficients of one factor with another factor.
 ** denotes significance level of 0.01.

5.1 Measurement Test

Convergent validity was checked by analyzing the values of Cronbach’s alpha, composite reliability (CR), factor loadings and average variance extracted (Hair, Sarstedt, Ringle, & Mena, 2012). Table 2 states that the values of Cronbach’s alpha range from .75 to .80, which is higher than .70 of threshold criteria. The values of CR and AVE range from .79 to .81 and .50 to .56 respectively, indicating that successfully achieve the acceptable level of .70 and .50. Furthermore, the factor loadings of all variables items are higher than the threshold level of .60 (see Table 2). All these findings are indicating the solid convergent validity of the research instrument. Furthermore, the present study also evaluates the discriminate validity of the adapted research scales by following the approach of Fornell and Larcker (1981). As per their approach, we compared the square root of AVE with the values of correlations. Table 2 depicts that values of the square root of AVE for each variable are higher than the values of correlations for each variable, thereby indicating that discriminate validity does not exist in this study. To validate the proposed model, the current study runs the confirmatory factor analysis (CFA) in AMOS 24.0. We linked the three variables (talent management, employee engagement and organizational effectiveness) with each other. The findings of CFA depict that the measurement model is a good fit and acceptable and achieved the threshold criteria of model acceptance suggested by Hair et al. (2012). Table 3 shows that all items estimates are significant at $p < .05$. Furthermore, the model fit indices suggest a good fit to the data. To validate the planned model of the current study.

Table 4: Confirmatory Factor Analysis

Model Fit Index		
<i>Fit Index</i>	<i>Vale</i>	<i>Threshold Values</i>
Absolute fit measures		
CMIN/DF	2.408	$\leq 2^{**}$; $\leq 3^*$; $\leq 5^*$
GFI	0.918	$\geq .90^{**}$; $\geq .80^*$
RMSEA	0.061	$\leq .08$
Incremental fit measures		
TLI	0.947	$\geq .90^{**}$; $\geq .80^*$
CFI	0.956	$\geq .90^{**}$; $\geq .80^*$
Parsimonious fit measures		
AGFI	0.890	The higher, the better
PCFI	0.801	The higher, the better
HOELTER	207 (0.05), 236 (0.01)	
Source: Compiled by the author.		
Note: Acceptability: ** Acceptable, *Marginal.		

5.2 Test of Hypotheses

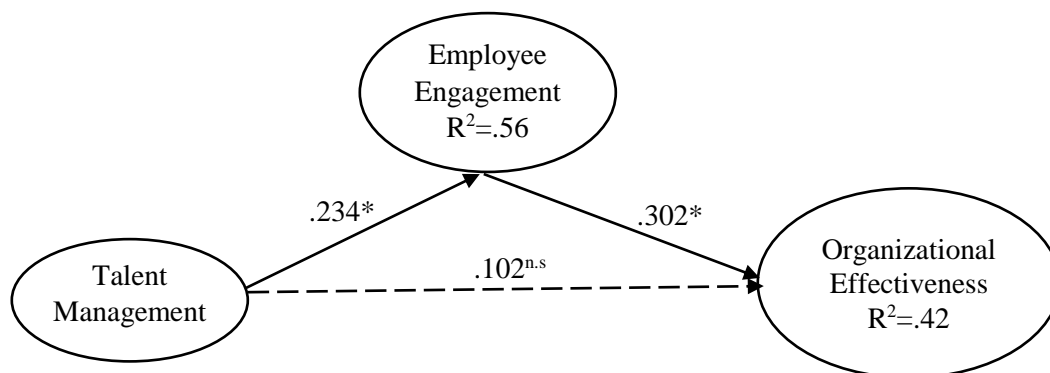


Table -5

Model Fit Index of Full Mediation Model		
Fit Index	Vale	Threshold Values
Absolute fit measures		
CMIN/DF	2.408	≤2**, ≤3*, ≤5*
GFI	0.918	≥.90**, ≥.80*
RMSEA	0.061	≤.08
Incremental fit measures		
TLI	0.947	≥.90**, ≥.80*
CFI	0.956	≥.90**, ≥.80*
Parsimonious fit measures		
AGFI	0.890	The higher, the better
PCFI	0.801	The higher, the better
HOELTER	207 (0.05), 236 (0.01)	
Source: Compiled by the author.		
Note: Acceptability: ** Acceptable, *Marginal.		

Table -6

Path Coefficients and Indirect Effects for Mediation Model			
Relationships	Total effects	Direct effects	Indirect effects
TM → OE (EE)	0.172**	0.102 ^{n.s}	0.070**
#Mediator in parenthesis n.s= not significant **p<.001, *p<0.01			

Table-7

Hypotheses Results		
Hypothesis 1	TM → EE	Accepted
Hypothesis 2	EE → OE	Accepted
Hypothesis 3	TM → OE	Not Accepted
Hypothesis 4	TM → OE (EE)	Accepted

6. Discussion

The main objective of current research was to examine the influence of talent management on organizational effectiveness and in view of employee engagement as the mediator. The study results proved that talent management is not significantly related to organizational effectiveness. The result does not agree with majority of the research on talent management as often researcher found a constructive relationship between TM practices and organizational effectiveness. For example, this is consistent with the research work of Ifeoma et al. (2015); Guest (2014); Abbasi et al. (2010). Recently, Lyria et al. (2017), this research found that talent management generates competitive edge which directly relates with the improvement of organizational performances. Similarly, another study of Kimani and Waithaka (2013) conducted case studies in state-owned enterprises and identified the factors that improve the TM practices which in turn increase organizational performance.

Further, the study result also proves that employee engagement positively and significantly mediates the connection between talent management and organizational effectiveness. The result finds support in previous research on employee engagement. For example, Ali et al. (2019), from this study they found that there is a direct effect of TM practices and organizational effectiveness and also indirect effect of TM practices and organizational effectiveness through employee engagement. Kularetal (2008); Rama (2009) these researches supported that employee engagement is a mediating variable between employee development factors and organizational effectiveness.

7. Implications

The present study states that employee engagement successfully mediates between talent management practices and organizational effectiveness which is an important implication for managers. Firstly, managers explore and identify innovative HR practices that can promote employee engagement which further promote better organizational performance. For Example :

- a. When the foundation of on-boarding process is more informative and instructive the EE is closely related with OE.
- b. The new entrants have completely settled with their specific roles which acknowledged by management. It is require maintaining the levels of EE with an organization.
- c. Management should identify their employees' achievement and rewards which give a message to the whole organization.
- d. Employees make more efforts into their work when they are attentive of the inclusive view and stand with commitment regarding the consequence and also facilitate workers to take responsibility for ventures and give them the instruments to succeed rather than simply assigning piecemeal tasks.
- e. Be a motivation with group by satisfying as a pioneer and a mentor, nurturing their self-improvement and supporting their selected causes in the system through their corporate contributions program.
- f. Encouragement of every employee results in creative divergent thinking which help to contribute to the organization success.

The present study hypothetically and empirically experienced by the using mediation mechanism of employee engagement in the association between talent management practices and organizational effectiveness. This study shows the direction of implement of proactive talent management strategies and enthusiasm of employee's morale towards achieving best organizational goals. Such type of practices will help to enhance level of engagement. Organizations should motivate their employees through that satisfy their requirements and improve efficiency to capitalize on the energy they bring to their role in the organization.

8. Future research directions

Future studies can be done on the national or international level to replicate the results of this study. Secondly, we collected data from participants at a single point in time (cross sectional) which may produce common method bias, but our study did not indicate any bias in the sample set. Future studies could be done on longitudinal data collection to analyze the results overtime. Furthermore, a future study would add a new variable as a Moderating variable because the current study focused on mediation mechanism (employee engagement). The present study also focused on the private sectors (manufacture), but the future studies could test the validity of our model on samples of employees from other organizations, occupations, and cultures.

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Financial Literacy in Millennials

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ABSTRACT

The main goals for this project include are to find out the current knowledge of teens (14-20) with regard to financial literacy, to create a survey from which external information can be gathered and to analyze the results and observations of this survey, and thus make recommendations to financial and educational institutions. The goal of teaching financial literacy to teens is to reach them with relevant information they can really use in life now and in the future. This can be extended to financial decision making later as they enter adulthood. It's useful to center instruction around important upcoming life events such as college decisions, budgeting on a tight budget, use of credit and debit cards and learning how to save and invest in the future. This also includes managing personal finance in college, especially if they decide to go to a foreign country. In this research project we will investigate the knowledge base teenagers have regarding money management and decision making. As a base we will use one of the largest financial services surveys for financial literacy created by the National Financial Educators Council. The goal of this project is to create a list of 30 questions derived from the most appropriate national surveys and administer it to more than 50 individuals, ages 14-20. The key insights included that 71.2% respondents did not consider themselves financially literate. It was clearly visible that respondents lacked knowledge on topics such as inflation, credit score and insurance. Moreover, 78.8% of respondents have not taken any class/course in financial literacy. The report concludes with recommendations to both financial institutions and educational institutions to increase specific areas of financial literacy.

1. Introduction

Financial literacy, throughout the years, may focus on different skills depending upon the stage of life and one's economic status. This research project looks at the financial literacy of young adults in India.

According to the Organization for Economic Co-operation and Development (OECD), financial literacy is - "a combination of awareness, knowledge, skill, attitude and behavior necessary to make sound financial decisions and ultimately achieve individual financial wellbeing." (Organization for Economic Cooperation and Development, 2011)

1.1 Importance of Financial Literacy

Most teenagers are dependent on their parents for many things, including their finances. However, as soon as they start living independently, they will be forced to look into their finances all by themselves. Independence calls for an urgent need to be financially literate in order to make financially secure life decisions.

Unlike other subjects taught in high school, the skills and knowledge associated with financial literacy are rarely discussed, nor are they a part of the curriculum. If such information regarding financial literacy is taught, students can develop a more positive attitude towards money management. Money is something teenagers are going to manage all their life, and plays a vital role in their future. Hence, they can take financially informed decisions by understanding the basics before making any financial commitments.

The main aim of this research is to discover how much teenagers know about managing money and to provide recommendations to education and financial institutions in order to ensure that students know and use financial literacy in their day to day lives. In the case of credit cards and debit cards, they are being used widely as the world is moving towards a cashless economy. In this scenario, it is extremely important that the target age group of this study knows the mechanisms of using cards and managing card statements. Similarly, one of the most important decisions teens face is regarding college. It must be noted that while taking such a decision, they should be aware of the cost, and consider the return on this investment they are going to make. All these factors highlight the need for financial literacy at a young age.

1.2 Money Management as a National Skill

The concept of money management can be extended to savings. It is important that teens understand the need for savings now, so that they have the knowledge to save for the future. It is also seen that a lot of teenagers do have saving accounts made in their name by their parents, but they have no knowledge on how to operate them. Schemes such as student loans, and saving accounts for minors is not something they should shy away from, however must know the details and cautions of. Basic functions such as writing a check, calculating interest and maintaining bank accounts is something every teenager in India should know how to do.

Social media has become a dominant force in the lives of teens. It provides helpful financial applications, yet there is no certain guarantee that these are legitimate. All information posted there may not be true and hence extreme caution should be taken while examining this data. (Monica Jasuja, 2017, February 26) Teenagers should know the difference between right and wrong in order to stay safe from traps laid by fraudulent applications, which furthermore proves the point that financial literacy, including digital financial literacy, is a mandatory requirement in today's world.

As our nation increases in financial complexity, many teenagers may not have parents who have lived in our current environment or with a tradition of financial literacy. Hence, they do not get the opportunity to learn from financially literate families. Since they are the future of our country, it is vital that they learn money management at a young age. An important role is played by parents here. Parents must take some initiative since they form the basis for financial literacy in children. Teenagers often look up to the way their parents manage finances and adapt similar methods used by them. They learn from their parents' experiences, both good and bad. Since this subject matter is crucial, it should also be imparted to them in a formal environment, where they are guided in a proper manner.

Many financial institutions such as the Reserve Bank of India (RBI) and National Institute of Securities Market (NISM) have highlighted the need for financial literacy and introduced a number of programs on the same for high schoolers (Reserve Bank of India, n.d, A & National Institute of Securities Markets, 2014, A). These programs aim to deliver knowledge on financial literacy ranging from the basics to advance in order to get a better understanding. However, they are not very widely adapted.

This research paper explores the importance of financial literacy in the age group of 14-20 year old students. The focus is on achieving certain targets which will help teens evolve into financially literate individuals, which include -

- To find out the current knowledge set of teenagers (14-20) with regard to financial literacy
- To create a survey from which external information can be gathered, and
- To analyze the results and observations of this survey, and thus make recommendations to financial and educational institutions

To be educated means to not only have mastered the required school subjects but to have the skills necessary for a productive and financially secure life. This financial knowledge is beneficial to each and every individual and will broaden their horizon on financial literacy. If started at a young age, a child can gain a lot more knowledge and save themselves from the burdens of managing huge debts. The education on management of money and an individual's financial literacy, will not be wasted and is something individuals will use throughout their lives. Wherever or whoever a person may be, financial literacy remains the only constant.

2. Literature Review

This chapter highlights the problem of lack of financial literacy among teenagers aged 14-20 in India. We begin by giving an overview of the problem, followed by a thorough analysis of what information we have.

2.1 Introduction

Money is an integral part of today's world and efficiently managing this money is an art. When this basic component is ignored and not taught to students, they often grow up to be confused and unsure about many financial decisions, which leads to mishandling of money. These young adults then fail to indulge in financial markets and institutions, and take ages to learn the proper way to use money. If this lesson is taught at an earlier age, a lot of problems that teens face now and would face in the future could be reduced.

A common example of insufficient financial knowledge would be a teenager who incurs all their expenditures on the credit card, without realizing if they even have the required funds to pay for them. When unable to meet this expense, an interest is charged increasing this debt even further. No student would want to lead a life where they are constantly struggling to pay off their debts or loans. Looking at every minute detail in documents and understanding the outcome of all financial decisions is an important part of financial literacy.

A person usually understands the value of money when they earn it through their own hard work. Under the umbrella of their parents, teens tend to take money for granted. They are getting a regular supply of cash now but soon when they live an independent lifestyle, they will have to fend for themselves. Financial literacy gives them the power to get through this transition from dependence to independence at ease.

2.2 National Organizations Working for Financial Literacy

There are a number of organizations that have realized the importance of financial literacy specially in teenagers. One of the biggest of these is National Financial Educators Council (NFEC) that provides resources, training and expertise in financial literacy, which it considers a critical life skill. They have taken out many surveys and tests such as National Financial Capability Test, Financial Foundation Decision Test, Student Loan test and more, which are all available online. (National Financial Educators Council, n.d)

Seeing the need of the hour, Reserve Bank of India (RBI) came up with a financial literacy program in order to create awareness regarding financial literacy. It targets a number of age groups including children, for which attractive booklets are made available on the website in 13 different languages across India. Some topics are also explained through short stories. It elaborates on basic concepts such as needs, wants, banking, investment and others through illustrations and text. There are also short explanatory videos available online at their forum. Moreover, they came up with the concept of a Financial literacy week which was observed from February 10-14 this year. (Reserve Bank of India, 2007, B)

Further benefiting the public, RBI has encouraged Financial Literacy Centers (FLCs) to come up with audiovisuals on financial literacy in order to make it easier to comprehend it. These audiovisuals cover topics such as "Basic Financial Literacy", "Going Digital" and "Unified Payments Interface". They are available in different languages to increase audience reach. (Reserve Bank of India, n.d, C)

To make matters more interesting, the Insurance Regulatory and Development Authority (IRDAI) started making comic strips to make the subject of financial literacy more appealing. Through these strips, they aim to teach simple financial terms in a story form. (Insurance Regulatory and Development Authority of India, n.d).

The National Centre for Financial Education (NCFE) is a company solely for the purpose of promoting financial literacy. They introduced two programs, particularly for students, including Money Smart School Program (MSSP) for grade 6th – 10th students, and Financial Awareness and Money Training (FACT) for under graduate and post graduate students. The former aims to voluntarily involve financial literacy as a part of the school curriculum and the latter ensures that students know all basics before joining the workforce. (National Centre for Financial Education, 2015)

In 2013, NCFE formulated an exam called the National Financial Literacy Aptitude Test (NFLAT) which aimed at testing the financial literacy of students of class 6th to 12th. There was huge participation for the same and this test became a yearly examination where pupils from different schools across India participated. (National Institute of Securities Markets, 2014, B) However, the results of the first test were quite unsatisfactory following which, the National Institute of Securities Market (NISM) came up with an initiative known as Pocket Money Program. This program was to improve financial literacy among youngsters so as to ensure better decision making on their part and living a financially sound life. The target group was

students of class 8th to 12th, where they were taught topics like money management, investments, borrowings, banking and others.

2.3 National Surveys

Surveys help in getting a good estimate of the current knowledge people have. By taking an unbiased sample from the population, we can understand what information is lacking in the subject and hence provide scope for improvement. It is a good way of verifying whether the current schemes and programs on financial literacy are actually beneficial.

The following describes several national surveys where we can get a good look of where our nation currently stands with respect to financial literacy in teenagers.

2.3.1 Survey conducted by Visa (Feb-April 2012)

A survey was conducted by Visa, a financial services company, where 25,500 people were interviewed across 28 countries including India. Only 35% of the Indian respondents were termed financially literate. Additionally, the area where India lacked the most was “talking to your children ages 5-17 about money management issues” with a score only 19.6 out of 100. India was ranked 23rd, which highlights the need for financial literacy. (Kaushambi, 2017, June 15)

2.3.2 Survey conducted by IIM and Citi (June 2012)

The Indian Institute of Management Ahmedabad conducted a survey with the help of Citi Foundation to find out the level of financial literacy in India among different age groups. According to the findings, only about 22% of the students (aged 17-22) have high financial knowledge and more than 50% score only a very low mark. The main topics where students underperformed were compound interest, time value of money and inflation. (Agarwalla et al., June 2012)

2.3.3 Standard & Poor's Financial Services LLC (2014)

According to a survey taken by S&P, where questions were asked around risk diversification, inflation, interest and compound interest, only 24% of the Indian population turned out to be financially literate. The rest 76%, have a basic level knowledge or are very poor in financial literacy. A key finding from this survey was that with an increase in the level of education, more people became financially literate. This was confirmed as only 18% adults with primary education are financially literate, while 30% and 38% of adults with secondary and tertiary level of education respectively are financially literate (Meera Santoshi, 2016, May 25).

2.4 Young Adults & Financial Knowledge

Financial decisions comprise of an important part of a young adult's life. They often have to make small decisions and face a number of trade-offs due to their limited finances. They should know the importance of choosing needs before wants, savings over loans, uses of credit cards, informed investing and other such decisions. At some point in their life, the use of financial knowledge will be unavoidable. Managing funds in college, and soon afterwards in the outside world is not easy, and will definitely require financial education and experience.

Basic decisions like food budgeting, travelling expenses and other essential ones are a huge part of managing money that teens have to face daily. The question that arises here is whether they will be able to do it independently. Some examples of these include, whenever a student wants to buy a book online, they should know the exact procedure to follow without running to their parents and asking for help. When the credit card statements arrive, they should be able to comprehend and pay for them all by themselves. In light of this, creating a financial literacy program is an opportunity to educate teenagers in making money management decisions they face now and in the future.

Savings plays an important role in financial literacy, and is a concept which proves to be extremely advantageous. Regularly saving a small percent of your pocket money can lead to a huge amount being saved up for the future, which can be used for college as well as other expenses. The benefits of savings are endless (Jeremy Biberdorf, 2015, March 18 & Jaimie Kemper, 2013, March 26). It provides security and acts as a savior in cases of emergencies. A good way to imbibe the skill of saving is for parents to open savings account for minors (age 10 - 18), so they can not only manage money but also be acquainted to the basic facilities offered by the bank which will help them in the future. These accounts later automatically get converted to normal savings accounts once the child becomes 18.

Financial literacy is a broad concept. It lays down a number of principles to follow which will help in better money management. These range from organizing finances to understanding risk and return. One of the most vital principles of managing money is to spend less than you earn. Planning becomes the next key component as it will outline how a teenager will allocate budgets and use their money wisely. Surplus funds can always be invested in order to earn more money through

the concept of interest rate. By comprehending the meaning behind these principles, more teenagers can practice being money smart which will help them in their future.

2.5 Curriculum Development for Schools in Financial Literacy

A number of initiatives have been taken for promoting financial literacy among teens in India. Yet, there is not any effort to make it a mandatory subject to be learnt by all students in schools. Learnings are usually imbibed in children right from young age and financial learnings should be no exception to that. There is a growing need for spreading financial awareness and knowledge, and the first step towards this is to introduce financial literacy in schools.

A child starts developing knowledge about finance through the concept of piggy banks. They often get excited whenever they find an extra rupee to put inside these piggy banks. These highlight savings and how after a long period of time, even putting small amounts of cash can lead to a good sum being saved. The aim here is to take these learnings further, and teach kids, the other aspects of finance as well, so that by the time they manage their own household, all required financial knowledge is already known to them.

When the subject of financial literacy will be taught to students in a formal atmosphere, they will pay more attention to it. Adding monthly assignments and tests can further motivate them to learn the core of the subject. Finance is known to be a complicated and rather difficult area. If this subject matter is imparted in interesting ways, it will catch the attention of students. For example, a quite famous rule in finance is the rule of 72. It says, in order to find out how many years it's going to take to double your initial investment of money, subject to a compound interest every year, you simply have to divide the principal amount by 72 and there goes the answer. Such techniques increase the engagement of students and makes the matter more appealing to them.

Our current generation comprises of our future financial decision makers. In order to run a nation with financially smart people, which also increases economic productivity, it is essential to provide the basic knowledge to students. It is often seen that if people are unaware about the various financial instruments and their uses, they will fail to reap the benefits of them. For example, a financially illiterate person would usually be apprehensive of making investments while another one would be unable to understand how to get insurance. The way to avoid such circumstances is to introduce financial literacy in the curriculum and ensure every student passes the basic financial literacy test.

This program will be even more suitable for high schoolers, who can not only learn the subject, but also apply it in their everyday lives. Drawing money from banks, using credit cards, earning stipends at internships or salary at part time jobs, all can be done in a more efficient manner by understanding money management. Getting practical experience while learning the subject complements each other and leads to a success in both areas. Hence, introducing financial literacy in the curriculum will be a much-needed start to making the world more financially educated.

It doesn't matter what stream a person chooses in their life, whether they are teachers, doctors, artists, or chefs, one thing that remains common throughout one's life is managing their own funds. And this financial education, given at a young age to all, can be extremely beneficial in setting a solid foundation for a financially secure life.

3. Methodology

The following Methodology section represents the methods used in forming this research paper and accomplishing the three goals of this project.

3.1 Current Knowledge of Teenagers Regarding Financial Literacy

Understanding the current knowledge of teenagers on financial literacy forms the basis of this research project. The major portion of the research was done through secondary research, where most data sources were found with the help of the internet search engines. As a means to get an understanding of the current knowledge, numerous articles, blogs, papers, surveys, programs were reviewed. These included papers solely based on financial literacy in teenagers and in general.

Different key words and phrases were entered into the internet search engine such as "financial literacy in teens, financial literacy in India, programs to promote financial literacy in India, Importance of financial education, principles/components of financial literacy" and others, to develop a list of resources and references. After diving deep into various sources, and conceptualizing data from all over the world, a series of questions for the survey were developed based on this background research that was both relevant and timely for the age group chosen.

3.2 Creation of the Financial Literacy Survey

After conducting secondary research, the next step was to review primary research surveys focused on financial literacy in teenagers. Utilizing the key take-aways from these surveys and other national surveys, a survey was created, comprising an important part of this original research project. This survey was meant for the participation of a minimum of 30 teenagers within the age category of 14-20-year-old teenagers in India.

The design of this survey was to test the different areas of financial knowledge in teens, including their financial behavior, attitude and basic knowledge on topics such as compound interest, insurance, debt etc. At the same time, it was important to keep in mind to set the level of the questions according to the age group. The desired outcome was to understand the areas where participants lack financial knowledge, and hence where financial education would be best focused.

After a thorough understanding of a number of financial literacy surveys led by international organizations such as OECD, NFEC and others, a start to a potential questionnaire was found. Questions from these surveys were borrowed, but were tailored according to the target audience. This was an important step since the survey dealt with teenagers who had a very basic knowledge and experience in finance. A few original questions were also included in this survey, inspired from the others, in order to cover all aspects of financial literacy and get a proper understanding of how the financial minds of teenagers' work. A total of 27 questions were finalized, either multiple choice or rating based questions.

3.3 Survey Platforms

There are a variety of survey platforms available on the internet. Although they broadly offer the same features, they do have little differences such as the package, limit on the number of questions and others. In the end, three platforms were shortlisted – google forms, survey monkey and word press forms. I decided to go with google forms as I have had past experience with this tool and it gave a promising result. Moreover, it was completely free and offered a vast number of features. To make the survey more aesthetically pleasing, a colored background and a banner image were added.

A few test runs showed that the survey took approximately 5-7 minutes for an average person. This short time span was intended to make this survey as engaging and interesting as possible, so that maximum responses could be achieved.

3.4 The Survey

The survey was formed in a way so that different aspects of financial literacy could get covered. It started out with general finance questions, went on to test the financial behavior and attitude of teens and concluded with a test on a few basic finance concepts. The demographic details such as age, gender and parents' qualification were added towards the end of the survey. This survey, containing all the information, can be viewed in the Appendix I below. A sample of the questions is as follows:

Q. Have you heard of the term financial literacy?

- Yes
- No
- Maybe

Q. Are you involved in the financial decisions of your household?

- Yes
- No
- A little

Q. Have you taken any class/course which has helped you in managing your money?

- Yes
- No

Q. Would you consider taking such a class on financial literacy?

- Yes
- No
- Maybe

Q. Do you own a bank account?

- Yes
- No

- Yes, but I don't operate it

Q. How financially literate do you think you are?

Define FL: a combination of awareness, knowledge, skill, attitude and behavior necessary to make sound financial decisions and ultimately achieve individual financial wellbeing.

Q. How important is it to keep financial records/bills of where you spend your money?

Q. I feel capable of handling my financial future

Q. I read all financial documents before I sign

Q. Which of the following financial products can help you lower your personal risk?

- Insurance
- Mutual funds
- Retirement plans
- None of the above

Q. If the current inflation rate is at 3%...

- Investments in securities (stock market, mutual funds) adjust to market conditions by 3%.
- My net income needs to increase by 3% to maintain my current lifestyle.
- My savings need to increase by 3% to maintain my current lifestyle.
- Uncertain

Q. Suppose you put ₹100 into a savings account with a guaranteed interest rate of 2% per year. how much would be in the account at the end of five years?

More than

- ₹110
- Exactly ₹110
- Less than ₹110
- Or is it impossible to tell from the information given
- Don't know

3.5 Method of Data Analysis

A total of 90 respondents of the Indian student population responded to the survey. After compiling all the data, it was analyzed using Google forms. Google forms was chosen for the survey because it had analytical tools which could help catalog the data and organize it in a comprehensible way by converting it to an excel sheet. The analytical tool has the capacity to build a number of graphs, pie charts and tables. Microsoft Excel itself had a number of features to categorize the data and make conclusions.

It was important to look at this data from different perspectives, such as sorting it out by age, gender and parental qualifications. This also formed a strong basis for comparison. By trying out different permutations and combinations, quite interesting conclusions could be made. This formed a part of deriving results after analyzing the data. A separate result for each question or a combination of questions was found and compiled. The findings tapped on different aspects of financial literacy due to the diversity of the questionnaire. All the original data of the responses and analysis can be found in the Appendix II of this research paper.

3.6 Dissemination of Results Using an Infographic

In order to disseminate the data in a meaningful and attractive manner, an infographic was used. This not only highlighted the crucial findings, but would also increase the engagement of readers. A number of platforms were available for this with different features and templates such as Canva, HubSpot, Venngage, Visme and Piktochart. Out of all these, Canva was chosen as it offered the most aesthetic values and was considered a good fit for the data.

The infographic consists of a mixture of information from the background as well as the results section. All useful and unique data is added to it, along with figures, graphs, clipart and pictures. This infographic gives a gist of the research paper, while emphasizing on important aspects of financial literacy. The major focus is given to conveying the primary results of the financial literacy survey and what it says about the current level of financial knowledge in youth.

4. Results

In this chapter, the key results found through the survey will be highlighted. It gives an insight into where the current generation stands on financial literacy, and what they know.

4.1 Survey Findings

The financial literacy survey was sent out for 15 days. In this time span, a total of 90 responses were attained. Upon analysis, it was found that 60 females and 30 males had taken the survey. The age group was divided among 14 to 20-year-old students. Two categories were made for comparison, 14-16-year-old students and 19-20 year old students. In the former category, there were 23 responses and for the latter there were 37 responses. The parents of the respondents had different educational qualifications, with 4 of them having no high school degree, 3 being high school graduate, 24 having an undergraduate degree and 59 being post graduates.

Investigation of a few key results showed that there exists an irony as 78.8% of respondents have not taken any class/course in financial literacy whereas 58.9% of the respondents are likely to take one if offered. Moreover, 44.4% of respondents do not own a credit card and only 14% of the respondents who own a credit card, pay the credit card bills themselves. 35.5% respondents do not bother to read all required information on financial documents before signing them.

Furthermore, it was seen that 71.2% respondents do not consider themselves as financially literate however 68.8% of respondents are still involved in household decisions related to finance. It was clearly visible that respondents lacked knowledge on topics such as inflation, credit score and insurance with 57.8% respondents, 43.3% respondents and 43.3% respondents being uninformed on them respectively. Another vital piece of information found was that even though 90% of the respondents own a bank account, 57.5% respondents do not know the concept of compound interest.

A summary of responses is given in the table and charts below. All the responses are made available for preview in the Appendix II.

Chart 1 – Gender of Survey Participants

Gender
90 responses

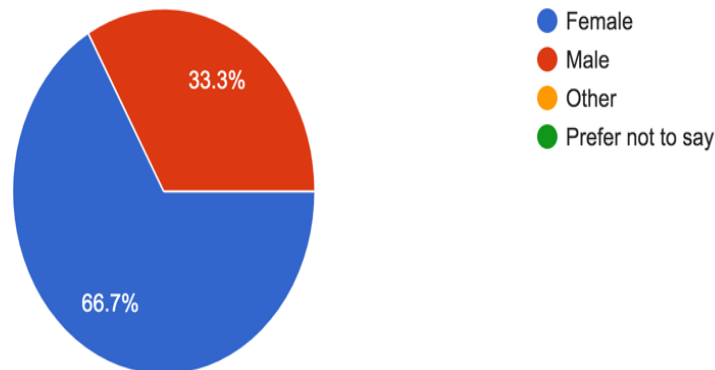


Chart 2 – Age of Survey Participants

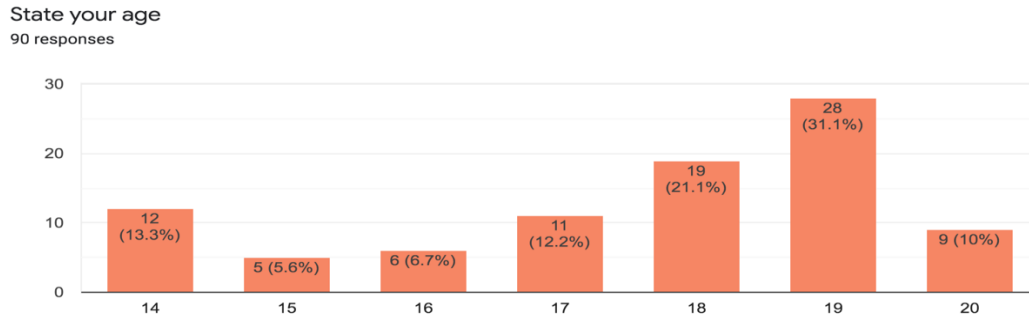


Chart 3 – Parental Qualification of Survey Participants

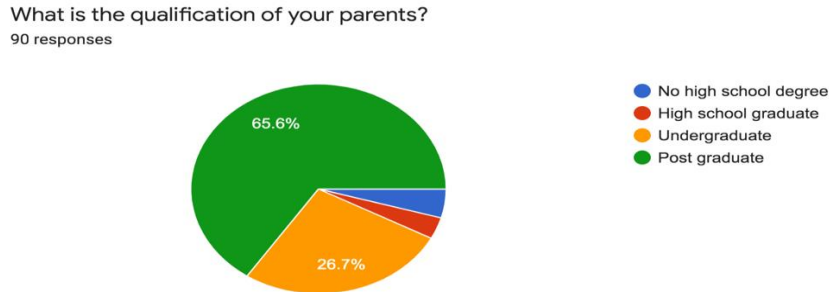


Table 1: Basic Knowledge of Finance

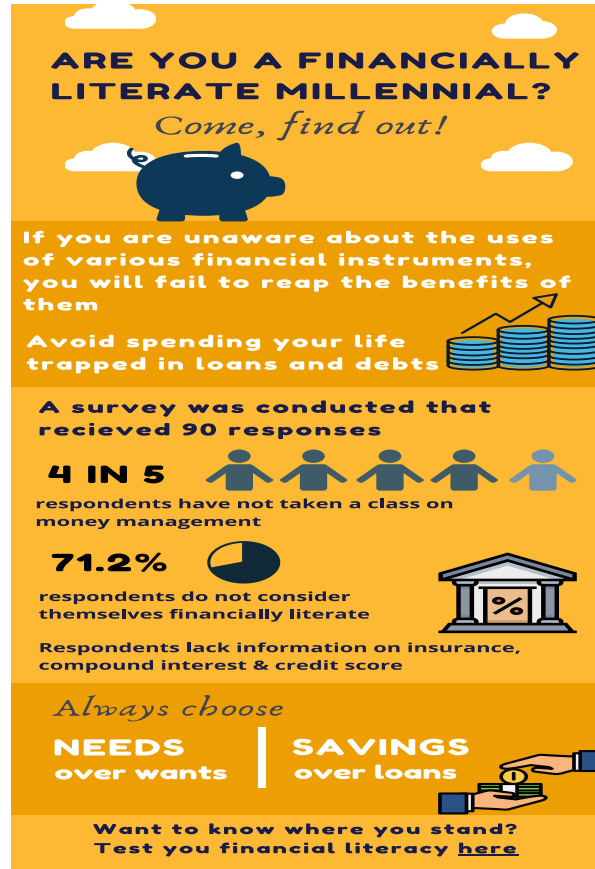
Topics	% of correct answers	% of incorrect answers
Insurance	56.7	43.3
Credit Score	56.7	43.3
Car Insurance	80	20
Renting	62.2	37.8
Inflation	42.2	57.8
Compound Interest	42.5	57.5

Table 2: Financial Attitude

Questions	Low (% of respondents)	High (% of respondents)
Level of Financial literacy	71.2	28.8
Finances discussed in the family	50	50
Importance of keeping financial records	26.7	73.3
Importance of saving/invest money	14.4	85.6
Uncertainty about money spent	93.3	6.7
Capability of handling my financial future	50	50
Importance of reading financial documents before signing	34.5	64.5
Importance of thinking affordability before buying	25.6	74.4
Spending money makes me more satisfied than saving it	76.6	23.4

4.2 Infographic

Once the survey results were viewed and compiled, an infographic was created in order to make the data easily comprehensible and attractive. This infographic was created using templates from Canva. It can be viewed below –



5. Analysis & Recommendations

In this chapter, data collected from the financial literacy survey is analyzed and comparisons are made. It is concluded by including a few recommendations which can be implemented.

5.1 Data Analysis

The survey was taken by a diverse number of people, totaling to a 90. Since the data was present for numerous respondents and covered a variety of topics, many conclusions could be made. The data analysis started with finding out the key results, followed by making comparisons between demographics such as age, gender and degrees of parental qualification.

The key results were quite interesting and gave us massive information about the current knowledge set of our target audience. A few of these are mentioned here. Only 24.4% respondents operate on a fixed daily/monthly budget while 64.4% of all respondents are not fully aware of their monthly allowance and expenses. 50% respondents discuss about finance with their parents. 50% are capable of handling their financial future. 37.8% respondents are not aware about the process of renting.

The data was divided into two age categories, one for 14-16-year-old students (n = 23), and the second for 19-20-year-old students (n = 37). The disparities between the two age groups are quite alarming. It was seen that while 64.86% of 19-20-year-old respondents discuss about finance with their parents, only 21.74% of 14-16-year-old respondents do so. 19-20-year-old respondents have taken more classes on financial literacy, are more aware of their daily/monthly budget and allowances than the younger age group. Yet, a higher percentage of 14-16-year-old respondents (52.17%) think they are capable of handling their financial future than 19-20-year-old ones (45.95%). Even though a majority of 19-20-year-old respondents think of it as important to keep financial records of bills/money spent, they are the more uncertain about where their money is spent as compared to the other age group. Most of the 14-16-year-old survey takers do not operate their own bank accounts whereas it is the opposite for 19-20-year-old participants who operate it by themselves. Due to their older age, 19-20-year-old students would seem more informed and aware about financial literacy, however that it not the case. According

to the survey, 14-16-year-old respondents have more knowledge about inflation, compound interest, credit score and insurance and 19-20-year-old respondents are more aware regarding only a few topics such as car insurance and renting.

Looking at the gender wise comparison, the survey was taken by 60 females and 30 males. From the overall responses, it is clear that males are more knowledgeable in financial literacy than females. About 23.3% males are involved in the financial decisions of the household as compared to 8.57% females. More males have taken classes on financial literacy, operate on a budget, and think they are financially literate. They discuss more about finances with their parents and are capable of handling their financial future. Males consider affordability more than females and know more about renting, inflation and compound interest. In contrast, females seem to be more informed on insurance and credit score. They pay more attention while signing financial documents and also while keeping records of their expenses.

The highest qualification of either of the respondent's parents was no high school degree (n=4), high school graduate (n=3), undergraduate (n=24) and post graduate (n=59). The group with undergraduate parents thinks they are the most financially literate (41.7%), followed by postgraduate (25.4%), then no high school degree (25%) and finally high school graduates who did not consider themselves financially literate at all. The same order of knowledge as above was possessed on topics such as inflation, renting and insurance. Information was present in a descending order from post graduate to no high school degree on compound interest, even though most high school graduates own and operate their bank accounts. It was surprising to see that all respondents whose parents have a high school degree consider themselves capable of handling their financial future, followed by a 62.5% for undergraduate, 50% for no high school degree and only a 42.4% for post graduate parents.

5.2 Recommendations

The following are recommendations based on the data analysis, leading to a set of four recommendations.

- In a follow up study, the author should give more attention to getting close to an equal number of males and females to take the survey, who are spread equally across all age groups.
- A majority of the respondents are willing to take a class on financial literacy, and hence different boards across India should introduce it as a mandatory subject in all schools for students of all streams.
- Financial institutions should spread more awareness for opening and functioning of bank accounts, and method of investing in stock exchanges and other types of investments starting from a young age.
- Parents must discuss finance with their children on a regular basis and give them duties at a younger age itself so that they can learn the management of finance and work towards their financial independence.

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Appendix – I

Questionnaire circulated for the Financial Literacy Survey –

Category 1 : General Questions

Q1. Have you heard of the term financial literacy?

- Yes
- No
- Maybe

Q2. Are you involved in the financial decisions of your household?

- Yes
- No
- A little

Q3. Have you taken any class/course which has helped you in managing your money?

- Yes
- No

Q4. Would you consider taking such a class on financial literacy?

- Yes
- No
- Maybe

Q5. Do you operate on a daily/monthly budget?

- Yes
- No
- I try to

Q6. Are you aware of your monthly allowance and expenditure?

- Yes, I am fully aware
- No, I am not aware
- I am somewhat aware

Q7. Do you own a bank account?

- Yes
- No
- Yes, but I don't operate it

Q8. Who pays your credit card bills?

- I pay for them myself
- My parents/family pays them for me
- I don't know
- I don't own a credit card

Category 2: Rate on a scale of 1 – 10, 1 being the lowest and 10 being the highest

Q9. How financially literate do you think you are

Define FL: a combination of awareness, knowledge, skill, attitude and behavior necessary to make sound financial decisions and ultimately achieve individual financial wellbeing.

Q10. How much do you discuss about finance with your parents?

Q11. How important is it to keep financial records/bills of where you spend your money?

Q12. How important is it to save/invest money every month?

Category 3: How much do you agree on a scale of 1-5? (1 = disagree, 5= agree)

Q13. I am uncertain about where my money is spent

Q14. I feel capable of handling my financial future

Q15. I read all financial documents before I sign

Q16. Before buying something, I think carefully if I can afford it

Q17. Spending my money makes me more satisfied than saving it.

Category 4 : Financial Knowledge

Q18. From the list below, choose the most important factors in determining the amount of money you earn.

- The skills you possess and who you know.
- Your GPA and ACT score.
- High school diploma and volunteer work.
- Both “b” and “c”

Q19. Which of the following financial products can help you lower your personal risk?

- Insurance
- Mutual funds
- Retirement plans
- None of the above

Q20. Why would I want to improve my credit score?

Define credit score: It refers to a person’s creditworthiness. Credit scoring is used by lenders to help decide on whether to extend or deny credit.

- To save money when purchasing a car with a loan
- To earn more interest on investments
- To help you get a job, because many employers check their prospective employees’ credit

Both “a” and “c”

Q21. How do I decide how much coverage I need when selecting car insurance?

- Do online research to find out the minimum coverage requirement for your state
- Ask salespeople from several different insurance companies
- Ask a friend or mentor with a high level of insurance expertise
- All of the above

Q22. How do you calculate the cost of renting a place to live in order to determine whether renting is an option for you?

- Add the rent plus all the additional expenses of renting a place to determine whether the total aligns with your personal finance objectives.
- Estimate the exact rent costs and the cost of utilities.
- Identify the exact amount of rent that is owed each month to a landlord.
- List all the components of the rent amount you will pay to the landlord.
- Uncertain

Q23. If the current inflation rate is at 3%...

- Investments in securities (stock market, mutual funds) adjust to market conditions by 3%.
- My net income needs to increase by 3% to maintain my current lifestyle.
- My savings need to increase by 3% to maintain my current lifestyle.
- Uncertain

Q24. Suppose you put ₹100 into a savings account with a guaranteed interest rate of 2% per year. how much would be in the account at the end of five years?

More than

- ₹110
- Exactly ₹110
- Less than ₹110
- Or is it impossible to tell from the information given
- Don't know

Q25. State your age

Q26. Gender

- Male
- Female
- Other
- Don't want to mention
- **Q27. What is the qualification of your parents?**
- No high school degree
- High school graduate
- Undergraduate
- Post graduate

Appendix II

To view all of the individual responses of the Financial Literacy Survey, please click on the link provided below –

<https://docs.google.com/spreadsheets/d/1zBa27OnyTssdkbO48gA8OeEXP3CSdxVvQJKDDpECvFU/edit?usp=sharing>

Prevalence of Use of Social Network Sites among Adolescent Secondary School Students, Lilongwe, Malawi

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Prevalence, social network sites, adolescents, secondary school, Malawi

ABSTRACT

The purpose of this study was to determine the prevalence of use of social network sites among adolescent students in secondary schools. A cross-sectional study design was done and simple random sampling technique was used. Quantitative research methodologies were used in data generation and analysis. Data was collected in April (2019), n=59 students were involved. SPSSv26 and Excel were used in quantitative data analysis. N=59 participants involved; Females (54%) and Males (46%). Aged between 10-19 years; attending year 1 to 4 of secondary school education. Gadgets used for social networking were smartphones (88%), personal computers (8%) and iPads (4%). The social network sites that were used were Facebook, YouTube, LinkedIn, Twitter and WhatsApp. The study further observed that some students are bullied on social media platforms. The purpose for use of these social network sites was for the following reasons; entertainment (45%), keep in contact with old friends (39%), make new friends (10%) and academic purposes (9%). Adolescents are using social network sites in secondary schools. If the use of social media platforms can be well utilized, it may result in improved education among learners in low income settings like Malawi.

1. Introduction

The use of social network sites can help to improve adolescent learner's academic performance in Sub Saharan Africa and Malawi in particular. Learners can benefit from different social network platforms like WhatsApp, Facebook, YouTube, LinkedIn and Twitter in terms of their education and social connectedness (Allen, Ryan, Gray, McInerney, & Waters, 2014; Gray, Annabell, & Kennedy, 2010). The use of social of network sites has been observed among adolescent learners in secondary schools across the world. The commonly used social network sites among adolescents are WhatsApp, Facebook, YouTube, LinkedIn and Twitter (Reich, Subrahmanyam, & Espinoza, 2012; Wang et al., 2011). These social network sites help adolescents to share knowledge, have fun, on-line games, chatting and learn what others are doing (Hamm et al., 2015; Li, Barnett, Goodman, Wasserman, & Kemper, 2013; Wang et al., 2011). However, in Malawi little has been done to find out the prevalence of use of social network sites among adolescent secondary school students. It is against this background that this study intended to explore the use of social network sites among adolescents in school. This study will add the body of knowledge to existing literature about use the social networks among adolescent learners in secondary schools.

2. Literature Review

The use of social network sites among adolescent secondary school students and its effects have been a topic of interest by various researchers over the years. This section reviews the literature published by different scholars on the topic of prevalence of use of social network sites among adolescent learners. For example a study by Bányai et al. (2017) on social media use among 5,961 adolescents based on European School Survey Project found that 89.45% of adolescents were using

social network sites. Similar studies also reveal that everyone uses social network sites regardless of gender, age and year of study (Błachnio, Przepiórka, & Pantic, 2015). In addition, a study in Nigeria by Ali (2015) among adolescent students found that many students who were using social networking platforms had used high amount of time on Facebook (88.9%) compared to other social networks like Twitter (76.9%), MySpace (70.6%), and YouTube (75.6%) and that they spent increasing amount of quality time on these social networks. In addition, a study by Tezci (2017) on use of social network sites found that the most commonly used social media among the students was Youtube and Facebook while MySpace and LinkedIn came second. The study further observed that adolescents had different reasons of students' social media usage which included sharing documents, information and opinion, as well as entertainment. Social network sites also helps to have spontaneous interactions between students whereas the most common face-to-face interaction has transformed as technology has performed a critical supportive role for timely information sharing and coordinating visual meetings (Goodwin K, 2010). In addition, a study by Mukherjee et al. (2019) on cyber-bullying among 254 adolescents in higher secondary schools found that 22(10.5%) students were cyberbullied and among those who were cyberbullied, majority (72.7%) had no opinion and more than half (68.2%) sought their friends' help. The next section will present the research methodology.

3. Methodology

This section presents the research design, the data collection methods, the study population, the sampling techniques, the data analysis procedures, the ethical considerations and the study limitations.

3.1 Research design

This study employed a cross-sectional study design while utilizing a quantitative approach in the processes of data collection and analysis. The researchers chose a quantitative research approach because of the nature of the study as it analyses the prevalence of use of social networks among adolescent students in secondary schools.

3.2 Study area

The study was conducted at a secondary school in Lilongwe Urban. Lilongwe district is a capital city of Malawi.

3.3 Study population and sample size

A total student population was 950 and students were in classes of from 1 to 4 of their secondary school education. The total population of 950 students was targeted at the school and 59 students were randomly sampled and participated in the study.

3.4 Sampling techniques

Simple random sampling technique was used because it gives the elements of the population equal opportunity of being part of the sample. Bacon-Shone (2015) posited that, random sampling technique is a probability sampling method in which all participants have equal chance of being selected. A simple random sample means that all sampling units in a particular population have an equal chance of selection (Bacon-Shone, 2015). Number of students from each class was obtained from the school headmaster and participants were randomly sampled from each class. The number of participants was as follows from each class; Form 1(15), Form 2(15), Form 3(10) and Form 4(19).

3.5 Data collection

The data collection instrument that was used in this research was the questionnaire which had series of open-ended questions and Likert scale.

3.6 Data Analysis

Data was analyzed using SPSS (Statistical Package for Social Sciences)-version 26 and descriptive data was presented in form of graphs like pie charts and histograms.

3.7 Ethical Considerations

A number of ethical guidelines were followed in this study. Firstly, school authorities and all participants consented before data were collected. Before the study all participating respondents were briefed about the study. The rights of participants were observed throughout the study. Participants were allowed to leave the study at any point in time they chose to do so and no harm was caused to the participants throughout this study. Privacy and confidentiality of data collected was ensured by the researchers at all times, no names of participants were recorded and data was stored in a secured place.

3.8 Research Limitations/Delimitations

The research had some limitations like the study was only done at only one secondary school in Lilongwe urban which may difficult to generalize to other schools in Lilongwe rural and the sample is was 59 which is not large enough to generalize for

the whole adolescent population in Lilongwe district and Malawi as country. However, despite these limitations the study has strength because it has added knowledge of the prevalence of use of social networks among adolescent learners in Malawian secondary schools. Furthermore, the relevant authorities have knowledge that adolescent learners are using different platforms of social media which can be used to improve their education.

4. Results and Discussion

This section presents the results and discussions of the study findings. The purpose of this study was to investigate the prevalence of use of social network sites among adolescent students in Malawian secondary schools. The following areas have been discussed; participant demographics, device used for social networking, purpose for using social network sites, duration of social network sites and cyber bullying among adolescent learners.

Demographic data

They were 59 participants of which 32 (54%) were females and 27(46%) were males. The pie-chart (Figure 1) below shows the details.

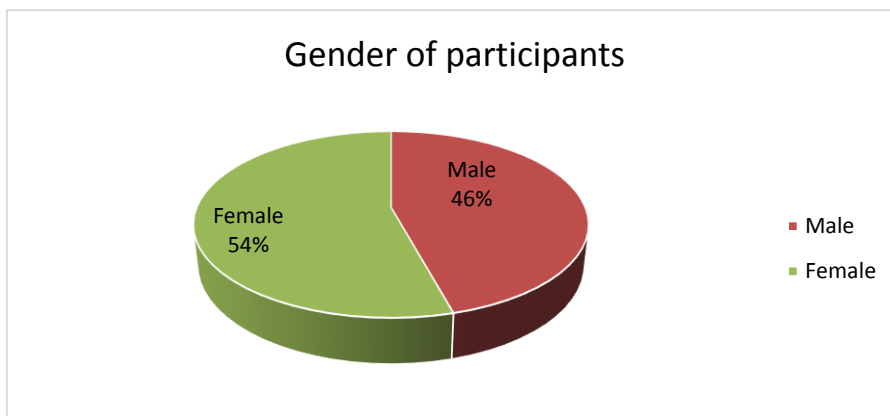


Figure 1 Gender of participants

The pie chart shows that 54% of participants were females and 46% of the participants were males. This shows that a majority of student participants were females.

Age of the participants

The study found that the participants were aged between 10 to 19 years. This age range is similar to what was observed by Kuyokwa et al. (2019) in their study in Blantyre, Malawi on epidemiology of psychoactive substance use among adolescent secondary schools. The Bar chart (Figure 2) shows the details.

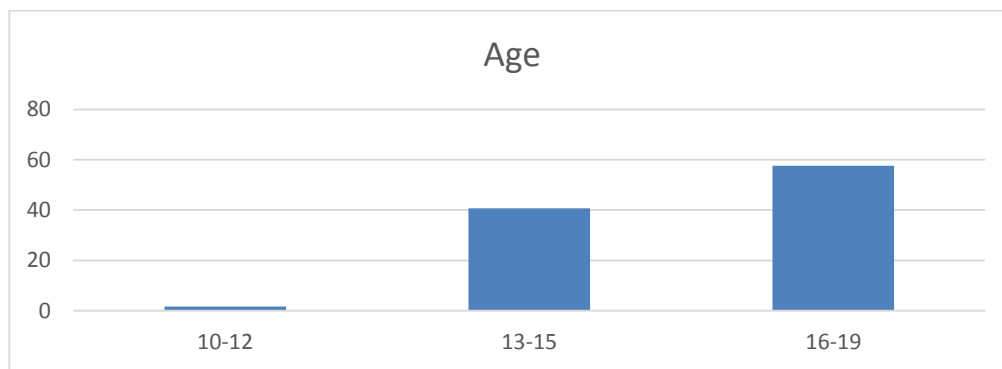


Figure 2, Age of participants

The results of figure 2 demonstrate that most of the participants (57.6%) were aged between 16 – 19 years while 40.7% were aged between 13 – 15 years and only 1.7% was aged between 10 – 12 years.

Smartphone ownership

Study observed that 50% of the respondents had smart phones that they were using for social networks. This is similar to a study in Japan among adolescent learners in high school by Kamibeppu and Sugiura (2005) found that 49.3% of students were using smart phones. Figure 3 (Pie chart) below shows the details.

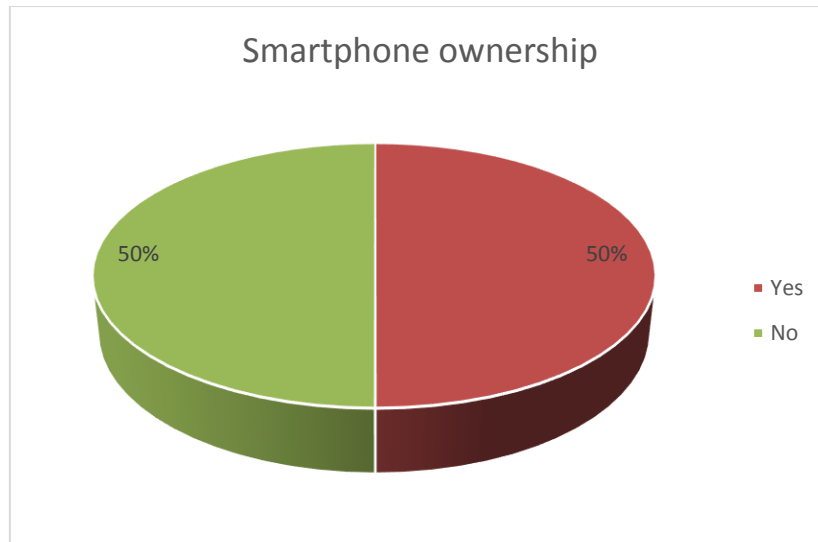


Figure 3, Smartphone ownership among participants

The figure 3 shows that 50% of the respondents own a smartphone while 50% do not own a smartphone. This shows that only half of the students have their own smartphone while the rest do not have a smartphone of their own.

Devise used for social networking

The study observed that learners use different types of gadgets when social networking. The Figure 4(Pie chart) below shows the details.

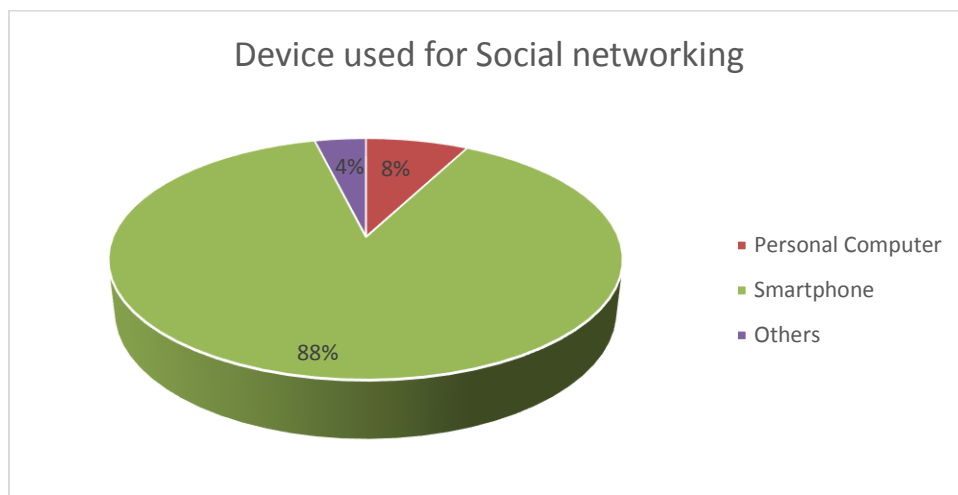


Figure 4, Device used for social networking by participants

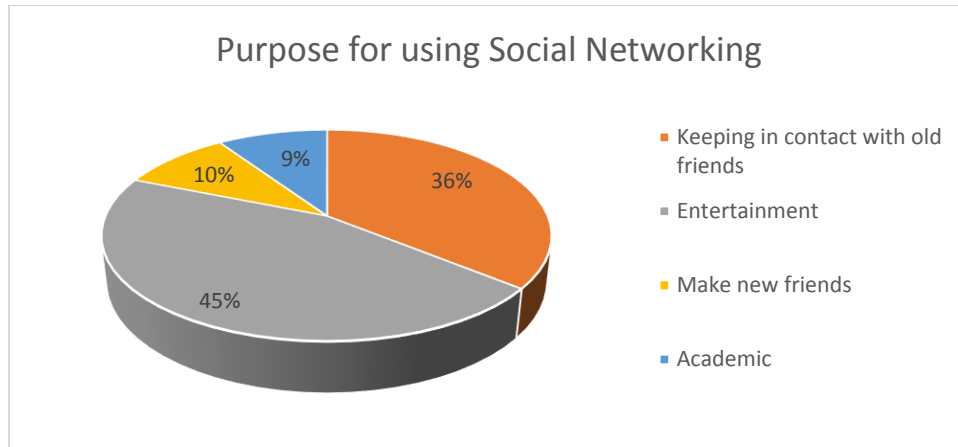
The figure 4 shows that smartphones are the most used device for social networking among secondary school students as 88% of the students were found to be using smartphones, 8% were using personal computers and 4% use other devices like iPads. This may be due to the increased availability of the smartphone on the market as the most used device for communication in recent years in Malawi. The study further observed that despite not owning a smartphone of their own most students borrow from peers and family members who own smartphones.

Social network sites

The study observed that adolescent learners were using the following social network sites; WhatsApp, Facebook, YouTube and LinkedIn. This is similar to what Greenhow and Askari (2017) observed in USA that students use different social network sites like Facebook, YouTube, MySpace and LinkedIn for education purposes and social interaction.

Purpose of social networking

The study observed that adolescent students had different reasons why students were using social networks. The figure 5(Pie chart) below shows the details



Graph 5 - Purpose for which Students Use Social Networks

The pie chart shows that students mainly use social networks for entertainment as majority (45%) of respondents said they use social networks for entertainment, 39% use social networks to keep in contact with old friends, 10% use them to make new friends, and only 9% use social networks for academic purposes. Similarly, Rosenfeld Halverson (2011) also asserts that social network sites can be used for education purposes among students.

Duration of social networking

The study found that adolescent learners who were using the social network sites had varied durations. Similarly, a study by (!!! INVALID CITATION !!! Nursalam, Octavia, Tristiana, and Efendi (2019)) in Indonesia found that duration of use of social network sites varied among adolescent students. Figure 6(Bar Chart) below shows the details.

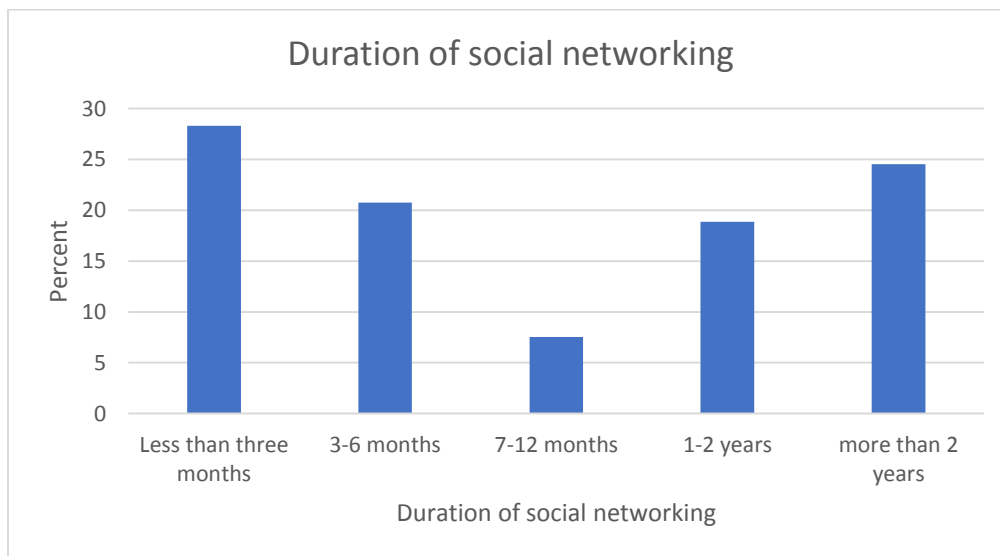
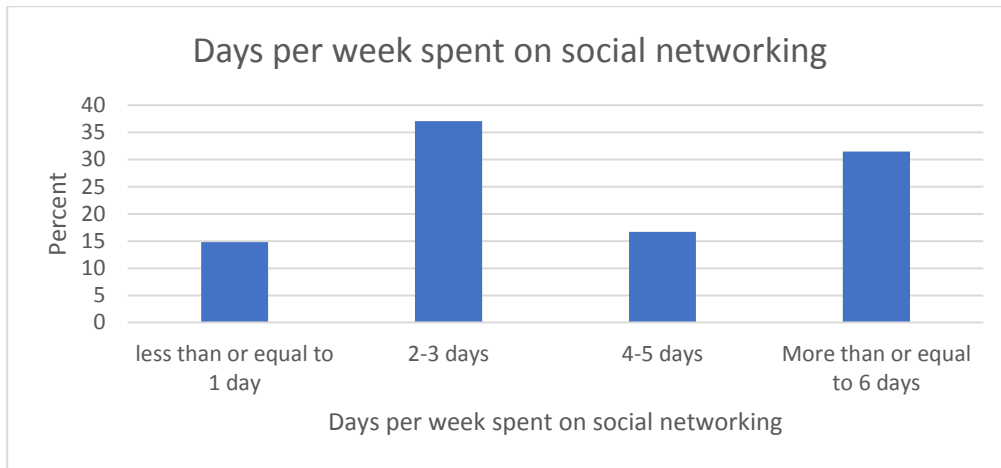


Figure 6 - Duration of social network use for students

The figure 6 shows that majority (28.3%) have been using social networks in less than three months, 20.8% for the duration of 3 to 6 months, 7.5% for 7 to 12 months, 18.9% for 1 to 2 years and 24.5% for more than 2 years. This indicates that a majority of the students were new to Social Networks however, another large number of students have been users of social networks for more than 2 years.

Use of social networks per week

The study observed that the use of network per week varied among study participants. Figure 7(Bar chart) below shows the details.



Graph 7 - Days per week students spend on social networks

The figure 7 shows that majority (37%) use social networks for 2 to 3 days in a week, 31.5% use social networks for a period of more than or equal to 6 days, 14.8% use social networks for a period of less than or equal to 1 day, 16.7% for 4 to 5 days per week. These results point that many students use social networks moderately during the week however, there is a small difference between students that use social networks moderately and those that use social networks heavily for more than or equal to 6 days per week.

Amount of time per day spent of social networks

The study found that the duration of student’s use of social networks varied as well. Figure 8(Bar chart) below shows the details.

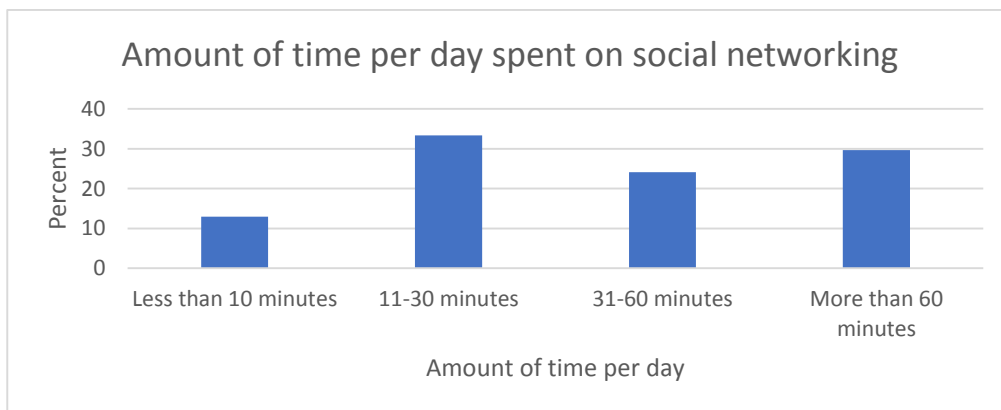


Figure 8, Amount of time per day spent of social networks

The figure show that 13% of students spend less than 10 minutes on social networks a day, 33.3% of students spend 11 – 30 minutes on social networks per day, 24.1% of students spend 31 – 60 minutes on social networks and 29.6% spend more than 60 minutes on social networks. This indicates that many students use social networks moderately during the day. However, there is no big difference between students that use social networks moderately and those that use social networks for more than 60 minutes per day.

Social Networking and Cyber-bullying

The study observed that some adolescent learners were cyber bullied by different people. Figure 9(Bar chat shows the details)

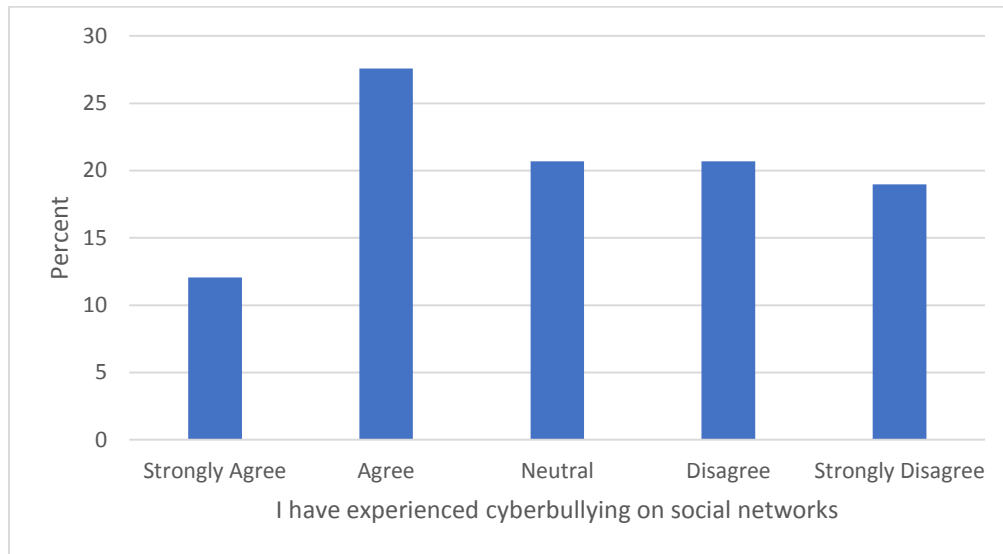


Figure 9- Social Networking and Cyber-bullying

The figure 9, shows that 12.1% strongly agreed that they have experienced cyber-bullying on social networks, 27.6% agreed, 20.7% were neutral, 20.7% disagreed and 19% strongly disagreed. This shows that majority of students have experienced cyber-bullying. The type of cyber-bullying were bad comments on posts, hurtful comments, abusive comments on the appearance of their photos, insults and exposure to inappropriate materials such as nude images of women. Some female respondents reported being forced to send nude photos or be killed by strangers on social networks. However, some students reported that cyber-bullying is a normal part of social media. Although, a similar study by Mukherjee et al. (2019) on cyber-bullying among 254 adolescents in higher secondary schools found a lower percentage of 22(10.5%) students were cyberbullied and among those who were cyberbullied, majority (72.7%) had no opinion and more than half (68.2%) sought their friends' help.

Social Networking and feelings of Fear of Missing Out (FOMO)

The study observed that some adolescents had feelings of fear of missing out of the social network sites. The figure 10(Bar chart) below shows the details.

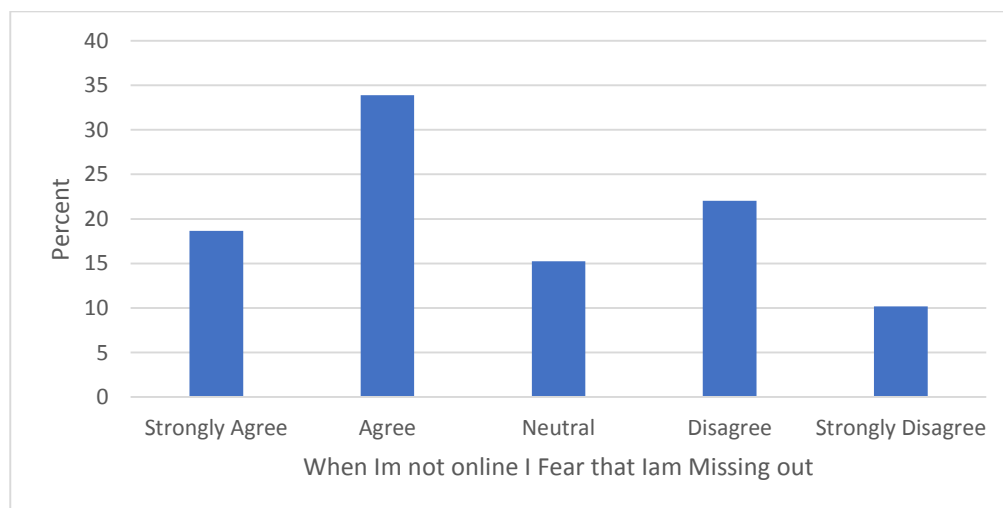


Figure 10, Social networking and Fear of Missing Out

The figure 10 shows that 18.6% of the students strongly agreed to feel fear of missing out when offline, 33.9% agreed, 15.3% were neutral, 22% disagreed and 10% strongly disagreed. The results show a majority of students are afraid of missing out. Some of the students said they don't want to be left behind, most of the students are afraid of missing out on group discussions about school work. Some students reported that they don't want to miss sent and received friend requests to see whether they have been responded to. Roberts and David (2019) study also observed that students also had feelings of social networking and fear of missing out from friends.

Social Networking and academic performance

The study observed that some participants were affected academically due to use of the social network sites. The figure 11(Bar Chart) below shows the details.

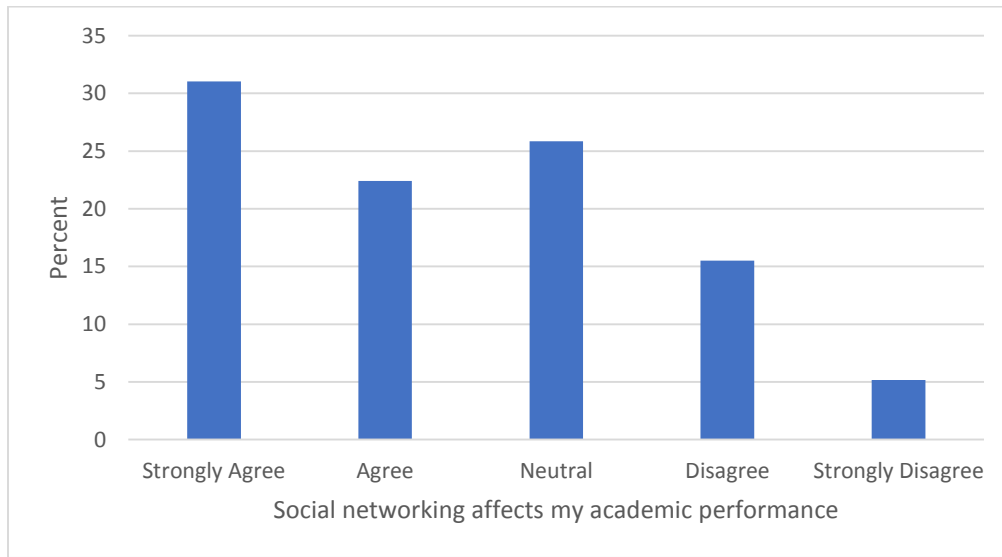


Figure 11, Social networking and academic performance

Figure 11 shows that 31% of the students strongly agreed, 22.4% agreed, 25.9% were neutral, 15.5% disagreed and 5.1% strongly disagreed. According to the results a majority of students strongly agreed that social networking affects their academic performance. The students reported that they spend more time chatting with friends on social networks instead of doing homework and studying. Some students also said social networks effect their concentration during class time because they think about whether someone has answered their friend request on Facebook. Students also reported that they spend money on credit to stay online instead of buying school materials and some students sleep late because of social networking. However, the students that disagreed said social networks help them access information about school. Similarly, a study by Azizi, Soroush, and Khatony (2019) found that social networking addiction had an impact on academic performance among Iranian students.

5. Conclusion

The objective of this study was to determine the prevalence of use of social network sites among adolescent students in secondary schools. The study found that students use social network sites in secondary schools in Malawi and about 50% of the study participants were using social media. However, the level of usage of social network site varies. The study further observes that use of social network sites affects students' academic performance and students feel missed out when they don't utilize the social media platforms. In addition, the study found that adolescent students are bullied on the social network platforms. Therefore, relevant authorities can take advantage of social media as a platform to disseminate relevant knowledge to adolescent learners and manage cyber bullying. Further research should be done on the impact on the use of social network sites on academic performance among adolescent learners.

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World Peace and World Unity: A Most Emergent Need of the Present and Future

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ABSTRACT

The world peace and world unity are the most embryonic need of the modern society in order to protect our habitat earth. Lots of efforts have been made to ensure the world peace and unity in the past and several international organizations have been made for the purpose. Several meetings of the representatives of different nations have also been organized time to time in the past history as well as in the present time. However still we are very far away from a united world or united earth with peace and prosperity and the risk of war that may be minor aggression between neighboring countries (cold war) or a big war like the world war with use of nuclear/chemical weapons still and always hang over the mankind. Now with technological advancement of the world and development of nuclear and chemical weapons and newly emerging nano engineered and biological weapons which if used for small aggression between countries will greatly pollute the atmosphere on earth and can ruin the whole world and the modern civilization. Due to the development of these drastic weapons which are highly dangerous to the society and the environment it has become big threat to the life on earth. Therefore, now it has become utmost important to find a solution to counterbalance this problem and hence we need to make potential and innovative efforts for the complete elimination of the war between countries and search for a peaceful solution to resolve the disputes among countries by establishing a powerful international law and order. A critical review of the present and past efforts made by various researchers, peace organizations and societies has been presented here. The key suggestions by various researchers include moving from divided world to unified world, development of world culture system, development of peace-based curriculum, religious harmony, interreligious cooperation, global citizenship etc. It has been concluded that the inner willingness among national and religious leaders of the various countries, religious & cultural organizations and all the human being need to be developed that will surely realize the world peace and world unity. The concept of unified world and powerful international law and order to resolve all the political, religious and other kind of issues and aggressions between countries and religions has to be established.

1. Introduction

The peace and unity among mankind is the key to the prosperous world with happiness, advancement and resourcefulness. We have developed huge and extremely powerful weapons to fight with each other for small issues and we have created a hatred and polluted environment and world of violence. Now it has come the time to develop weapons and tools to kill all the evils of the human mind i.e. covetousness, greed, violence and hatredness which results in destruction, unhappiness, loss of life, and resources.

In this 21st century, we have emerged in a world of science and technology, we have made many impossible things very much possible and we are leading toward a society with very high living standard due the advancement of science & technology and industrial development. The several new technologies due the drastic advancement in the area of nanotechnology have made many of imaginary things of past easily and economically available and very much possible in the present and near future. However, with advancement of science and technology we have emerged with parallel development of powerful weapons and destructive technologies like nuclear weapons, nano-engineered bombs and biological weapons that can not only ruin the mankind but whole life on the earth. As far as we know earth is the only place in whole universe where life is possible, but with the development of powerful nuclear, chemical and biological weapons we are advancing toward destruction of our mother earth which is the only known planet for survival of mankind and animal life in the whole universe. Therefore, we should completely ban the production and use of chemical and nuclear weapons for military purposes.

Therefore, it is emergently required to develop peace, harmony and friendly atmosphere among the countries and completely end the possibilities of war between countries. This can be possible by establishing the International Law and order. The dispute and controversies between countries must be resolved in peaceful manner in the premises of international courts. To overcome or reduce the controversies two important things are that we should accept different cultures and religions firstly and secondly, we should legally fix the border of all countries and completely ban the taking over of the land of one country by other country. Most of the disputes are related to these two issues.

2. Past studies towards international Peace, prosperity and Unity:

Several research studies have been done and reported by various scholars on international piece making. The various studies reported till 2010 are discussed here:

(Kapoor, 2007) has reported on Auroville: A spiritual-social experiment in human unity. The idea was inspired by Sri Aurobindo and the Mother, an international 'city of the future' was developed in 1968 in southern India. The aim was to set up a city where human beings of different countries and religion can live in peaceful manner in spite of their different doctrine and political affairs. Auroville is a radically transformative initiative and it was radically transformative. The conception of Auroville is grand and futuristic. Auroville was developed from the philosophy of Sri Aurobindo and the Mother. It is a major concern that the idea was not simply a supposition but it was adopted by thousands of people who have taken active part and enthused lakhs of people.

According to a report on the 29th United Nations of the Next Decade Conference (Peace, 1995), in June 1994, Santa, NM, USA. A system of international co-operation was developed after 50 years of establishment of UN in 1945 and it has a several important organizations under the control of the UN. The two superpowers have agreed to neutralize the propagation of nuclear arms and other weapons, for the global peace.

The Commission on Global Governance was developed as a vital step for change in the international system. Freed from East-West tensions, the different countries now possess favorable environment to work collectively and realize the peaceful world. The nations have become more inter-reliant and mutually supportive in many aspects. Several new issues have emerged, which require collective action. The rights and responsibilities of the different countries need to be modified in a new era of global democracy. The improvement of global society was the major objective of the Commission.

After World War II, different countries envisage an international establishment to encourage peace, harmony and collaboration among countries in 1945. After long discussions on how to achieve these objectives of peace among mankind, with experiences of past mistakes, the Founding Members have accepted the United Nations Charter, signed in San Francisco in June 1945. The concept of the Working Group improved and fortified the existing United Nations system. (Schafer, 1996) studied the possibility of new world system from a cultural outlook, as the world is passing through a great cultural change and culture has become a compelling vigor in the whole world. The two evidence are the declaration by the UN and UNESCO of a World Decade for Cultural Development (1988-97), and secondly the creation of a World Commission for Culture and Development (1993-95). There is the most emergent requirement of the world today is to move from a 'divided world' to united world.

This is very true that some countries have good financial and industrial resources, other countries have more of social, aesthetic, spiritual and human resources. Therefore, from this perspective, all nations are nearly at same developmental stage and they are merely taking different paths and directions, depending on their circumstances and public requirements. Moving towards an indivisible world as all countries in are in same developing stage can enhance the potential for international association and collaboration. There are vast number of examples in the arts, sciences, communications, medicine, education, business and the media where international cooperation and collaboration have become fruitful and nourishing. Shifting from divided world to one world will be greatly beneficial in the future deeds and possibilities. Therefore,

it is very important to execute the world cultural transformation and make all possible efforts to build a global system based on culture and therefore there is greatest need at the present to develop a unified world'.

(Marien, 1995) reported on the role of United Nations on the world future. Even with transition from Monarchy to democracy, still many barriers are there to peace because of the transformation of war. The future wars would be encouraged by groups of terrorists and guerillas, rather than national armies and by the use of gas and chemical weapons. As reported by, Newsweek magazine the 'global Mafia' will be a major threat. Military expenses over the world are decreasing from the peak year of 1987. Nuclear weapons are being reduced; however, there is increasing fear of the use of nuclear arms by terrorists. Biological weapons are also growing in addition to ballistic missiles. To overcome these threats, integrating various weapons control regimes have been the suggested recently. After the Cold-War, focus will be given on preclusion and resolution of the conflict and encouraging democracy. Other proposals include non-offensive defense, cooperative security, and mutual peacekeeping with a permanent UN army, and a UN marine bureau for naval peacekeeping. The United Nations is in making growing efforts for peacekeeping, however there is a problem of financing this mission. Michael Renner proposed taxes on the international arms trade while Saul Mendlovitz proposed a global tax scheme.

Population growth is the fifth key element of world futures, is surely the foremost fact of the future. Yet it is rarely mentioned in the discussion of world politics, security issues or the global economy. However, most authors in the area of world futures still ignored the population control and environmental concern.

Although there are no doubts that the United Nations needs reforms, but there are many ideas to accomplish and also finance it. These reforms include modifications in policies, especially in peace making services.

Harold Stassen proposed police and peace force, a super peacemaking corps, Harlan while Christopher Stone proposes a Global Commons Trust Fund with revenues from utilization of ocean and carbon emissions tax. (Marien, 1995) recommended few proposals like the establishment of the goal of 50 Doctoral programmes in reputed universities through the world. Secondly establishing a target of one course on world problems at school/ college level all over the world.

In a report published by *Ministry of Defense, Skopje, Republic of Macedonia*, (Contev & Gacovski, 2000) have claimed that after the Second World War, the several conflicts have grown throughout the World like internal conflicts between religious or ethnic groups etc. The resolving these conflicts needed special treatment and innovated techniques. The conventional technique of conflict resolving did not worked so far. The authors documented this innovative way of conflict resolving used by the United Nations (UN). Especial focus was given on peace-making, peace- keeping, preventive diplomacy and peace-building. Some of the solutions proposed by UN charter are general and are not adequate for resolution of several conflicts and hence the improvements were the emergent necessity.

3. Recent work and studies since year 2010 for peace and prosperity:

(Ghaderia, 2011) reported on the peace-based curriculum based on the theories of "difference" and "similarity". He reported that some researchers working on peace education wishes to use syncretistic theories to answer all the awareness, approach and proficiency of peace needed for schools, for example (Danesh, 2006) proclaim for a syncretistic peace curriculum based on unity World view. Danesh suggested that the speculation of peace teaching should be investigated as a general theory or extra theory and sub-theory. Therefore, human interpretation and moral responsibility in their all aspects that lead to democracy, Cosmopolitanism and the development of international laws are among the important solutions to realize peace. The peace can be realized by setting up a utopia in which countries/ democracies will not attack each other. Several other researchers also reported that during the 20th century, the democratic countries did not fight each other and liberal governments did not have bloody wars.

According to philosophers like Spinoza assuming the world as a whole with a common providence, the peace can be realized by unifying whole world and highlighting the morals and ethical values. If we believe this theory of peace as an ideal and not to be real one, then this theory may be treated as guideline to move us toward peace. The permanent peace is a rule to obey in any situation at national, regional or individual level (Ghaderia, 2011)..

(Zuo'an, 2013) has discussed the importance of religious harmony among different religion in the new globalized world. The religious diversity and differences, should be recognized, interreligious cooperation and peace among different religion should be enhanced by mutual understanding and empathy through dialogue.

Religious harmony and peace should be treated as social responsibilities by all religions. The religious controversies should be opposed and religious radicalism and intolerance should be overcome. The things in the world grow simultaneously without harming each other and all policies in the world are followed without any conflict. This is a correct idiom that the world moves in harmony without uniformity. A lot of religions have been developed in the world parallel to each other for thousands of years.

Religions of the world, may be old or new and large or small are neither superior nor inferior to each other. Racism and cultural ego do not have any basis. In this world diversity, with financial globalization, all religions should come together, distribute responsibilities, work in conjunction to each other and contribute to world peace, and harmony. All religions should work peacefully, combat violence, and care for each other.

(Unal et al., 2014) reported on the philosophy and belief of the Mehmet Akif Ersoy of Kazakhstan. He believes that the unity is the only means to keep the country in triumph and prosperity. This idea was the main spirit of his life and his works throughout his life. He sermonizes the need for unity with single religion for the betterment of the country. He believes that the dis-union of people and religion resulted in beating of land and life. The thoughts of Mehmet Akif Ersoy were very different than the other scholar's vision on the beginning of the life. He believes that we are not only made of bone and flesh, but is a developed holy creation of nature. He believes that Islam play major role in the unity and strength of the nation. He believes that the peace and unity are the beginning of the powerful force then the destructive weapons.

(Zhang, 2013) has studied the Chinese religious culture. He discussed the *declaration made by* Hans Küng many times that, *Toward a Global Ethic*, peace among nations is not possible without harmony among religions, without the talk among religions and without religious learning, there can't be peace among religions. According to him, interreligious talk is very imperative and it affects the peace among different cultures and countries.

The ten features of Chinese religious tradition described by Prof. Lou Yulie have been discussed. History of Chinese Religious Cultures and compared with religious studies done by Prof. Mou Zhongjian who dedicated his whole life to study the history of Chinese religion. Prof. Mou briefed five important features of Chinese religions. They are, first, the continuous subsistence and growth of the religion; second, influence of the monarch constantly supersede the religions; third, diversity and inclusiveness; fourth, humanization and secularization; fifth, the correlation of the three structures.

(Jaruma, 2013) proposed an international framework, from three concepts of Peace Building; Disarmament Demobilization and Reintegration (DDR); and Responsibility to Protect (R2P). It was recommended that the Rule of Law (ROL) is the major element for the peace building.

Two concepts are prevalent of peace building mostly utilized to resolve the clashes. Firstly, the depiction of a post conflict state; and secondly national and international collaboration working for the peace. Peace building initiated from the world which is deal with the appalling devastation ensuing from vastly different human beliefs. The world is full of war and conflicts. With the evolution of the conception of peace building it results in new universal responsibility. The United Nations has founded the Peace building Commission (PBC) in December 2005 under the authority of the UN General Assembly and Security Council. The aim of PBC's was to assist the nations in post-conflict recuperation, rebuild their infrastructure.

The concept of responsibility to protect (R2P) was established by international relations to deal with the negotiator or involvement of external actors. The rule of law (ROL) is the major synchronization on peace making mainly in post conflict regime. The major confront is to utilize rule of law to reconstruct the community without risk as much as possible. The Rule of Law (ROL) is the method to attain objectives of peace making (Jaruma, 2013).

(Takkac & Akdemir, 2012) reported on training the new generation of the world with consideration of global citizenship. This include teaching national ethics, qualities, cultures, ethnicity and bring into line them with the global prospect. To give a superior, secure and added habitable world for the new generation, the modern educationist must perform to define the nature of global citizenship with giving due respect and regard to national distinctiveness, and to establish the foundation for the future of a global peacefulness.

The ideology of this education should be built with the supposition that the main goal of the human efforts should contributed to global harmony. The world must be converted into a place with more harmony and obligation for the humanity.

Although global citizenship may seem a new idea at present, however the world in which war, illness, starvation and disparities have resulted in huge losses in the past, make it emergent for modern society to take the corrective actions for the betterment of the future world. Teaching global citizenship is becoming necessity at the present. In fact, it requires utmost attention to evaluate this wide agenda and one cannot say that the issue does not concern him.

Whoever are willing to work for this inspirational idea will logically recognize the significance of the concept of global citizenship. Many aspects and understandings of the global world have changed for the betterment of the mankind; several organizations are working on the objectives to encourage peace and universal cooperation, and immense people getting benefited by the globalization in the benefit of humanity. A number of education systems and NGOs in the Western world are

working in the directions of global citizenship. Similar efforts have been made in Asia. However lack of willingness in schools and universities to run Global citizenship programmes is the main barrier in establishing an accurate perceptive of global citizenship throughout the world (Takkac & Akdemir, 2012).

(S. D. Edwards, 2018) reported on a wisdom way of transforming the heart of modern humanity. The wisdom way may be realized through meditation practices, which transform consciousness, human deeds and values with main focus on contemporary, scientific, HeartMath and related studies on international peace and stability. The HeartMath Institute was created in 1991 in Boulder Creek, California, by Doc Childre and a small group of professionals, to develop heart-based intelligence, health and welfare. The HeartMath system has now become worldwide in different application. In one study on the democratically chosen positive emotional workshop theme of peace (S. Edwards, 2014), participants' described experiences of, calmness, relaxation openness, oneness with self, inner world and nature, harmonious connection between body, heart and mind, stability, forgiveness, concentration, control, love, happy imagery and transcendence. The workshop was helpful for individual growth, emotional control, meditation, stress relief, general health and spirituality, and of therapeutic importance within a multidisciplinary team context. HeartMath research finding on intuition has indicated the involvement of the brain, heart and nervous systems correlation to a field of information beyond normal cognizant awareness (Childre, et al., 2016).

4. Conclusions

As we all know that the whole universe is created from one and the single power which is named different names in different religions such as as God, Allaha, Yeshu or other names. All the religions tell that the God is one and he is the creator and survivor of the whole universe. The life and our mother earth are important creation of the God therefore it is the utmost duty of all the human beings is to save our mother earth. We also know that the love is the base of life and whole world is a one and single family. However due to advancement of science and technology we have developed and moved toward powerful weapons which can completely destroy the life and healthy atmosphere on the earth. Therefore, now the time has come when we all must get united without delay and destroy all such negative forces and harmful weapons and work toward the betterment of our mother earth and all living and nonliving resources on the earth. The present paper has reviewed the various studies reported for piece building in the past and in the recent times. The few important conclusions from this study are:

- (Schafer, 1996) reported on different cultures in the world and reported that the world is going through a major change in the cultural and culture is becoming very important in the whole world. Therefore, at present the most emergent need in the world is to move from a divided world to unified world. Hence, we need to develop a world culture system in which all cultures in the world are included.
- The suggestions of (Marien, 1995) of the establishing the goal of 50 Doctoral programmes in reputed universities throughout the globe, secondly starting of courses on global tribulations at school and college level over the world and thirdly sober research and debates on world futures to be encouraged in a different ways by bringing together those with interim and long-standing goals must be implemented immediately.
- The idea given by (Ghaderia, 2011) on the peace-based curriculum seems to be very important in piece building in the future world. The children are the future representatives of the world and if we teach them from beginning in the manner of a peaceful and a singler unified world system, then only we can think of a peaceful world free from hatredness and huge number of conflicts. (Danesh, 2006) also suggested a syncretistic peace curriculum based on united World view.
- Global citizenship is an important concept to develop a peaceful world and global harmony with a view of persons as citizen of global world (Takkac & Akdemir, 2012). For this training has to be given by teaching national values, qualities, behaviors, customs, cultures and objective and align them with the global expectations. To afford a superior, secure and harmonious world for the subsequently age group, the modern educationist should try hard for the possibility of global citizenship with giving due respect and regard to national characteristics, and to establish the foundation global citizenship.
- Religious harmony is very important among different religion throughout the world to ensure global peace and harmony (Zuo'an, 2013) The religious diversity and differences, should be recognized, interreligious cooperation and peace among different religion should be enhanced by mutual understanding and empathy through discussions. The religious controversies should be opposed and religious radicalism and intolerance should be overcome.
- For conflict regarding Land, religion and cultures international law and order has to be developed. All the conflict, controversies must be resolved in the premises of International Courts and not by the war among countries. (Jaruma, 2013) also proposed an international scaffold, of three peace based-theories of Peace Building, Responsibility to Protect (R2P) and Rule of Law (ROL).

- The yoga and meditation are very important for world peace just like they are important for the mental peace of human being. Therefore it is recommended that techniques like yoga, meditation, prayer etc should be used to build peace and harmony among the mankind. (S. D. Edwards, 2018) also reported on the heart-based meditation practices for peace building throughout the world. The Heart Math Institute developed in 1991 in Boulder Creek, California, by Doc Childre and few experts, to develop heart-based astuteness, health and welfare of the people.
- The war-based culture should be replaced by the peace-based culture to resolve conflicts and controversies related to land, border, religion and others. These issues must be resolved by the International law and order in the international court premises.
- Finally, the author concludes that for the peace building among people and countries an inner will is most important in the heart of all human being and the various national leaders. That inner willingness among national and religious leaders of the various countries and religious & cultural organizations will automatically lay the foundation for development of the concepts like global citizenship, peace-based curriculum, International law and order and development of more powerful international peace organizations and powerful international law and order to develop international peace and unity.

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Ideal Execution of Civil Cases Based on Principles of Justice to create a Simple and Low-cost Judiciary

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ABSTRACT

Execution of civil case decision at the normative and implementative levels often causes juridical, sociological, and philosophical problems. The juridical problems may arise since the norms that regulate execution are often too short, simple, and not detailed; this could also cause problems at the implementative level. On top of that, the problems may be caused by a non-executable legally-binding decision (*inkracht van gewijs de zaak*). The objectives of the study are to investigate the ideal implementation of execution for the winning party to be in accordance with the provisions in Article 2 para. (4) and Article 4 para. (2) of Law No. 48/2009 concerning Judicial Power. The study employs a juridical, normative, and historical approach, as well as an in-concreto law discovery method. The study involved secondary data acquired from the review of relevant legal literatures. The data were analyzed and presented qualitatively. The results reveal that the principles of simple, fast, and low-cost judiciary is actualized if, in practice, the District Court Chief does not have to wait for the High Court Chief's approval. Therefore, the Supreme Court shall prepare personnel (who have been appointed as Civil Servants) as the instruments to carry out the execution of legally-binding decisions.

1. Introduction

As reviewed from the perspective of the provision in the Article 178 of *et Herziene Inlandsch Reglement* (HIR, Stb. 1941-44) and Article 189 of *Rechtsreglement voor de Buitengewesten* (RBg, Stb. 1927-227), the end of the review process of a civil case in the Court is marked by the imposition of the judge's decision. As a logical consequence, when the court has imposed the decision, the party who wins the case expects that the decision will be executed. If not executed, the court decision becomes meaningless. Problems might arise in situations where the decisions are legally binding and final (*inkracht van gewijs de zaak*), but the losing party is not willing to carry out such decisions.

M. Yahya Harahap² defines execution as the legal action imposed by the court to the losing party within a case; it is the part of regulation and the further procedures of a case review process. In other words, execution is one of the elements of the whole process of the civil procedure. Execution is an inseparable component of the implementation of procedural rules as discussed in the HIR or RBg.

The consequence of this dimension is that the civil case is over, and the court does not interfere at all in the decision implementation. However, in practice, the party that is not satisfied with the court decision is not willing to carry out the decision, despite fully realizing that the decision is legally binding, considering that the party has conducted all the legal actions required to win the case. In such conditions, disputes regarding execution might occur.

The aggrieved party then applies for execution to the court to execute such decisions by legal force. From such a context, execution is referred to as the implementation of the court decision; such term is also used by several experts, such as

Subekti³, Retnowulan Sutantio⁴ and M. Yahya Harahap⁵.

The nature of legal execution revolves around a court decision that is legally binding (*inkracht van gewijs de zaak*). In this context, Article 224 of HIR/Article 258 of Rbg and Article 435 of Rv provides that the executable decision is the decision that is imposed within the territory of Indonesia.⁶

Essentially, the definition of execution refers to the provisions in Chapter Ten, Part Five of HIR, or Part Four of the RBg that originate from the sentence *tenuitvoer legging van vonnissen*. Moreover, it is also regulated in Article 54 of Law No. 48/2009 concerning Judicial Power that:

- a. The implementation of court decision of a criminal case is carried out by the prosecutor.
- b. The implementation of court decision in a civil case is carried out by the clerk and bailiff under leadership by the head of the court.
- c. The implementation of court decision is carried out by taking into consideration.
- d. Moreover, Article 55 of the law also mentions that:
- e. The head of court is obliged to supervise the implementation of court decision that has attained permanent legal force.
- f. The supervision of the implementation of court decision, as referred to in section (1), is conducted in accordance with the law.

Execution of court decision by the judiciary upon the request of a party is considered as execution by force since the executed party is not willing to carry out the court decision voluntarily. The execution or implementation of the court decision is regulated in the provisions in the Fifth Part of HIR/RBg entitled "About Executing Decision". On top of that, the head of the court's duty is to assign/determine the execution of civil cases to be carried out by the clerk and the bailiff. The head of court is also responsible for the decision since the approval of execution application to the completion of the execution.

As mentioned previously, the execution rules are regulated in Article 195 to Article 224, Chapter Ten, Part Five of HIR, or the Title of Part Four of RBg, particularly from Article 206 to Article 258. Among the articles, the Article 209 to Article 223 of HIR, or the Article 243 to Article 257 in RBg, which regulated the tax hostage (*Gijzeling*) or Imprisonment by the Supreme Court Circular No. 2/1964 was once declared as prohibited, since the regulation was deemed as contrary to the principles of humanity. However, the Supreme Court Circular No. 2/1964 and Circular No. 4/1975 were declared invalid by the Supreme Court Regulation No. 1/2000 concerning Imprisonment Institution.⁷

³Subekti, *Hukum Acara Perdata [Civil Procedural Law]*, Bandung: Bina Cipta, 1977, p. 128.

⁴Retno Wulan Sutantio and Iskandar Oeripkantawinata, *Hukum Acara Perdata Dalam Teori dan Praktik [Civil Procedural Law]*, Bandung: PT Alumni, 1983, p. 111.

⁵M. Yahya Harahap, *Ruang Lingkup Eksekusi [Outlook of Execution]....*, Op. Cit., p. 4.

⁶Further, the provision of Article 436 of Rv outlines that a decision made by a judge of foreign nationality, by principles, cannot be executed in Indonesia. However, by the time Indonesia ratified the New York 1958 Convention on the Recognition and Enforcement of Foreign Arbitral Awards on June 10, 1958 (and implemented the Convention on June 10, 1959), and as based on the President Decree No. 34/1981, the foreign arbitral award can be executed in Indonesia. The provision is also contained in the Article 65 and 66 of the Law No. 30/1999 concerning Arbitration. The provisions in Article 440 Rv, Article 224 HIR, Article 258 RBg, and the Article 41 of S. 1860 No. 3 stipulate that an application for execution might be filed for the grosse mortgage deed (mortgage right) and notarial deed which have an *irah-irah* (an opening sentence of a deed containing an oath) i.e., "*Demi Keadilan Berdasarkan Ketuhanan Yang Maha Esa*" (For the sake of Justice of the Divine God); with the condition that the notarial deed contains the obligation to pay a sum of money. The provision in Article 440 Rv. also stipulates that an application for execution may be filed for a referee's arbitral award, following the judge's approval of such conducts. Arbitration is further regulated in the Law No. 30/1999. On top of that, with the enactment of Law No. 2/2009 concerning Dispute Settlement of Industrial Relations, as what has been commonly understood, the dispute settlement of industrial relationship prioritizes deliberation to reach a consensus. This explains why the provision in the law also socializes the out-of-court settlement of such dispute, such as bipartite settlement, mediation, conciliation, and arbitration. If, in practice, the parties have succeeded to settle the dispute outside the court (either by bipartite, conciliation, or mediation) and set forth in the form of mutual agreement, the agreement is able to be registered in the clerk of industrial relations court. In such conditions, if a party breaks and does not carry out the mutual agreement, the aggrieved party can apply for execution regarding the contents of the mutual agreement that is broken by one of the parties. The same applies in the arbitral award on industrial relations disputes; if one party does not take heed of the agreement, the other aggrieved party can file an application of implementation of such arbitral award to the Head of Industrial Relations Court.

⁷ Imprisonment (for civil debt) is an indirect coercion by placing a debtor with bad intentions into a state detention center determined by the Court to force the person concerned to fulfill his obligations. A debtor with bad faith is a debtor underwriting or debt guarantor who deceives and does not want to fulfill one's obligations to pay the debts. The imprisonment is imposed on bad intention debtors who have debts of at least Rp. 1,000,000,000, - and generally not more than 75 years. The Article 11 of the International Covenant on Civil and Political Rights (ICCPR) reads: "No one shall be imprisoned merely on the ground of inability to fulfil a contractual obligation". This article is identical to Article 19 (2) of Law No. 39/1999 concerning Human Rights, which reads: "No person found guilty by a tribunal shall be imprisoned or incarcerated for being unable to fulfill the obligations of a loan agreement". Article 11 of the Covenant states that a person who cannot be sentenced to imprisonment is someone who cannot fulfill the obligations of the debt agreement merely because of one's inability; while the Supreme Court Regulation No. 1/2000 states that an imprisonment can be applied to debtors who do not have good

From the normative and practical aspects, an execution consists of several forms:

- a. Execution of a legally binding decision/ruling
- b. Execution of an immediately executable and provisional decision
- c. Execution of an executorial deed
- d. Execution of a mortgage guarantee (now referred to as mortgage right)
- e. Execution of Decision of Labor Dispute Resolution Committee (now referred to as decision of Industrial Relations Court cases)
- f. Execution of arbitral decision.

Among the forms of execution, the civil case execution involves the execution of a legally binding decision (including deed of settlement) and the execution of an immediately executable and provisional decision.

Moreover, based on judicial practice in Indonesia, the execution of a judge's decision consists of three forms:

(a) Execution of a judge's ruling that punishes a person for paying a sum of money

The execution is regulated in the Article 197 of HIR/Article 208 of RBg, in which it is carried out by auctioning the goods belonging to the party that loses the case up to the amount of money to be paid as determined in the judge's decision, plus the expenses for the execution.

In practice, based on Article 197 para. (1) of HIR/Article 208 of RBg, the goods of the losing party are placed for executory seizure prior to the auctioning process. The execution process starts with the chattels; if such properties are not available or insufficient, the execution will be conducted on the immovable (fixed) property.

(b) Execution of a judge's decision that punishes someone for committing an act

The execution is regulated in the Article 225 of HIR/Article 259 of RBg, that if a person is sentenced to commit an act, however, he does not commit the act within the stipulated time, the winning party can file to the Chief of the District Court, so that the act which was originally carried out by the losing party is valued at a certain amount of money. In other words, the execution of the case is carried out by an amount of money.

Regarding this context, Retnowulan Sutantio and Iskandar Oeripkartawinata emphasize that:

"According to Article 225 of HIR, what can be done is to value the actions that the Defendant must do in the amount of money. The Defendant is then sentenced to pay a sum of money in lieu of the act one had to do as decided by the Chief of the District Court. Thus, the judge's original decision no longer applies, or in other words, the original decision is withdrawn, and the Chief of the District Court replaces the original decision with a new decision. It is worth noting that the decisions of the High Court and the Supreme Court can be treated as such; moreover, it is also noted that the amendment of this decision is made by the discretion of the District Court Chief who presides over the execution instead of in an open trial".⁸

Regarding this, it is safe to assume that in the grant of legal action, the judge should be able to take into account that not every decision will be implemented voluntarily. Therefore, the granting process should be carried out wisely and holistically.

(c) Execution of a judge's decision that punishes someone to vacate immovable property (real execution)

The provisions for this execution is mentioned in the Article 1033 of Rv that stipulates: "If the court's ruling ordering the evacuation of immovable property is not fulfilled by the person convicted, then the Chief will order (by letter) to the bailiff to ensure that, with the help of state power instruments, the immovable property is emptied by the person convicted as well as one's family and all belongings." Therefore, it can be assumed in more detail based on the provisions of Article 1033 of Rv. that those who have to leave the "immovable property" vacated are the losing party and one's relatives, not the tenants. This is because a lease agreement has been on place prior to the confiscation of the house; therefore, the tenant is protected by the principle of "koop breekt geen huur", or the principle of sale and purchase does not abolish the leasing relations as stipulated in Article 1576 of the Civil Code.

The types of execution as mentioned are commonly implemented in practice. Essentially, execution begins with an application filed by an applicant by paying the execution fee to the civil clerk at the District Court. The next administrative procedural will be registered in the execution request book (KI-A.5) as well as the execution cost financial ledger (KI-A.8) and then submitted to the District Court Chief in order to obtain the fiat execution.

intentions, namely those who are able to pay but do not want to do so. Therefore, the authors contend that the Supreme Court Regulation No. 1/2000 does not contradict the Article 11 of the ICCPR. To the author's knowledge, the imprisonment institution has not been implemented yet in the judicial practice.

⁸Retnowulan Sutantio and Iskandar Oeripkartawinata, *Hukum Acara Perdata [Civil Procedural Law] ...*, Op. 26. hlm. 116.

The District Court Chief reviews the application and ensures that the application is not contrary to the law. The Chief then issues a "Decree" containing an order for the Court Bailiff to call either the losing party or both parties in the particular case to be admonished (*aanmaning*) so that the losing party will carry out the judge's ruling. If the parties are present at the time of the "*aanmaning*", the defeated party will be given eight days from the date of admonition to fulfill the contents of the verdict. If, after the duration has elapsed, the party accused of execution still has not fulfilled the judge's injunction; the District Court Chief then orders the clerk or bailiff, accompanied by two witnesses who are deemed capable and competent, to carry out the confiscation and execution of the property and/or land belonged to the respondent for execution. A Minute of Meeting is made to record the whole process.

In practice, the implementation of vacating (real) execution often encounters several obstacles. Therefore, the following points are to be considered to prevent such problems:

- 1) The place/items to be vacated must be in accordance with the contents of the decree by the District Court Chief, both regarding the size and borders to avoid errors in execution, such as trespass to other people's property;
- 2) One should pay attention to the context within the execution location; the respondent for execution should also be explained beforehand regarding the principles of execution which upholds the values of humanity and justice;
- 3) The applicant should also prepare all aspects in advance for the sake of humanity, for instance, a place for storing goods (if the items are too many and it is not possible to leave the items outside the house or on the roadside); moreover, the applicant is suggested to provide temporary shelter to the vacating parties who do not have a new place to live, or in cases where the temporary shelter is not sufficient for the losing parties' family members; and
- 4) After the vacation execution is completed, the vacated place must be guarded temporarily before being handed over to the applicant.

The implementation of executions in civil cases often leads to various problems, particularly if the executed party is not willing to carry out the court ruling for various reasons. The losing party is not willing to implement the ruling because, for instance, the party still appeals for opposition (*verzet*), conducts legal review, mobilizes the masses, and so on. On top of that, disputes in execution can also occur if there is any intervention from both third parties (*derden verzet*); or if the decision is, by nature, non-executable. The problems that might arise in the execution of civil cases can postpone or hinder the winning party from savoring the victory as decided in the court ruling.

As based on the context presented above, the present study aims to investigate and propose an alternative regarding the ideal execution that is in accordance with the principles of justice as well as capable of providing legal certainty to the parties. In particular, the study elaborates on the execution of civil cases based on the principles of quick, fast, and low-cost as stipulated in Article 2 para. (4) and Article 4 para. (2) of Law No. 48/2009 concerning Judicial Power.

2. Data and Methodology

2.1 Approach

The study employed a juridical, normative, and historical approach, as well as an in-concreto law discovery method. A juridical approach was involved to point out the relevant legal instruments in discussing the focused topic. Such an approach was conducted by the expectation to formulate a legal framework for future legal development (futurology). In addition, the in-concreto law discovery method was applied to identify which relevant regulations that are in place.

2.2 Research Materials

The study involved secondary data acquired from the review of relevant legal literatures. Based on the legal binding aspect, the data sources were classified into primary sources (relevant literatures with recent knowledge or new conceptions regarding an existing idea) and secondary sources.

2.3 Data Analysis

The data were analyzed and presented qualitatively; in other words, the acquired data were classified and compiled into a comprehensive and structured order

3. Results and Discussion

Based on the logical consequence, the study states that "an ideal execution of civil case based on principles of justice to actualize a simple, fast, and low-cost judiciary" must place the principles of justice, legal certainty, as well as usefulness within its core. On the one hand, an execution must provide legal certainty to the execution applicant; after taking the

litigation path for a long duration and finally winning the case, the applicant expects the disputed object to return to one's belonging. On the other hand, the losing party does not necessarily comply with the court ruling and is willing to carry out the decisions. This, in turn, will trigger problems from a juridical, philosophical, and sociological perspective.

The juridical problems may arise since the norms that regulate execution are often too short, simple, and not detailed; this could also cause problems at the implementative level. Execution of civil case decision at the normative and implementative levels often causes juridical, sociological, and philosophical problems. The juridical problems may arise since the norms that regulate execution are often too short, simple, and not detailed; this could also cause problems at the implementative level. On top of that, the problems may be caused by a non-executable legally-binding decision (*inkracht van gewijs de zaak*). This may apply in conditions as follows: 1) object of the case has changed, 2) object of the case has been sold and is in the hands of a third party, 3) object of the case whose two conflicting decisions, 4) objects with unclear limitations, 5) decisions that are declaratory instead of condemnatory, and others. On top of that, the execution of a civil case often faces opposition from the executed party (*partaj verzet*) or from third-party opposition (*derden verzet*). In addition, conducts such as extraordinary legal efforts (e.g., legal review), mobilization of mass/thugs by either the applicant or the respondent, as well as unwanted interventions from any parties that affiliate themselves to the applicant or respondent.

From the sociological perspective, problems of execution occur in conditions such as clashes triggered by the mobilization of masses/hired thugs by both the applicant and the respondent prior to the execution. In some cases, the conflicting parties are clashing to occupy the object of dispute.

Regarding the philosophical perspective, the regulations governing execution are the result of concordances originating from the Netherlands' laws such as the *Het Herzine Inlandch Reglement* (HIR, Stb. 1941-44) for Java and Madura region, the *Rechts Reglement Buitengewesten* (RBg, Stb 1847-52), and other regulations. Therefore, the logical consequence of the concordance of such laws indicates that the legal perspective of the Dutch, either directly or indirectly, will influence the matters that are regulated; the perspective will also be reflected in the law/regulations, *in casu*, the *Het Herzine Inlandch Reglement*, and the *Rechts Reglement Buitengewesten*. The philosophical perspectives, cultural roots, and values of Dutch society are contrasting with those of Indonesian society. The lack of Indonesian elements in such laws calls for serious consideration for the presence of a set of regulation governing execution that complies with the juridical, sociological, and philosophical aspects of Indonesia. The execution regulation must reflect society's perspective of justice and inner values.

In the context of "an ideal execution of civil case based on principles of justice to actualize a simple, fast, and low-cost judiciary", the aspect of justice is of utmost importance for both the applicant and the respondent of execution. During the execution process, when the respondent is not willing to carry out the decision voluntarily, the procedure starts with a warning process (*aanmaning*) to the respondent. The executory attachment will be conducted if the respondent is still not willing to cooperate after the specified deadline has passed. During this process, the respondent or a third party often resists or denies (*verzet / derden verzet*) against the confiscation. Therefore, whether or not the vacating execution will be continued or suspended depends on the District Court Chief's discretion.

At this stage, the execution is carried out by the District Court Chief in accordance with the provisions set forth from Article 195 of HIR onwards. Essentially, the *aanmaning* process is conducted as the representation of legal certainty. For this particular reason, an execution formula that complies with the principle of justice is deemed as important. The principle of justice in execution can be actualized by bringing together the applicant and the respondent for execution to make peace on the subject of the dispute. This is done to avoid execution and so that the respondent will voluntarily hand over the object of execution. Such ideal procedure is considered as a win-win solution which correlates with the principles of simple, fast and low-cost judiciary.

As mentioned in the 2010-2035 Blueprint of The Supreme Court, in the third chapter entitled "Vision, Mission, and Organization", the vision of the Council of Judiciary is "the actualization of a grand Indonesian Judiciary Council". This particular phrase means that in carrying out its duties and authorities, the actualization of an ideal general judiciary council refers to the fourth point that states:⁹ "Implementing the management and the administration of a case that are simple, fast, timely, low-cost, and professional". In the meantime, as mentioned in the results of the national work meeting between the Supreme Court of Indonesia with the Court of Appeal as well as the four judicial circles throughout Indonesia in 2009, the general opinion of the Civil Procedure Law confirms in point sixteen that:¹⁰

"The District Court Chief must carefully examine the application for permission of execution of an immediately executable

⁹ Harifin A. Tumpa, *Cetak Biru Pembaruan Peradilan 2010-2035 [Blueprint of Judiciary Reform 2010-2035]*, Jakarta: 2, 2010, p. 14

¹⁰ Heri Swantoro, *Dilema Eksekusi Ketika Eksekusi Perdata Ada Disimpang Jalan Pembelajaran dari Pengadilan Negeri [The Dilemma of Execution: Civil Execution at the Crossroads (A Lesson from the District Court)]*, Jakarta: Rayyana Komunikasindo, 2018, p. 180

decision in the High Court Chief prior to the submission. If the decision is deemed not fulfilling the requirements as stipulated in the law, the District Court Chief has the authority to discontinue the application. An immediately executable decision must obtain prior written permission from the District Court Chief. After the execution is granted by the District Court Chief, there must be a guarantee from the applicant for the execution prior to the execution" (see the Supreme Court Circular Number 3 of 2000 juncto Supreme Court Circular No.4 of 2001).

In actualizing the provisions of Article 2 paragraph (4) of Law No. 48/2009, and referring to the Supreme Court Blueprint and the provisions of the District Court, the Chief of District Court is required to take into consideration all juridical and non-juridical aspects of each application for execution before the stipulation of execution is issued.

The instance of juridical aspects that can affect the process of examining the application for execution comprise: 1) if the decision is not condemnatory in nature, 2) if the executed assets and property do not exist, or 3) if the object of execution is in the hands of a third party. Moreover, the non-juridical aspects may consist of other reasons such as the principle of humanity.

A research conducted by the author revealed the fact that the settlement process of civil case to achieve a legally binding decision is quite time-consuming. Moreover, in some cases, job mutation in the District Court often slows down the case process. Oftentimes, the new District Court Chief only reviews the case file and facts that arise later, since the preceding District Court Chief is no longer placed in the particular court..

The Head of the District Court often takes a long time to consider all aspects of an application for execution, in addition to one's duties and responsibilities as head of the District Court. Such a problem is regarded as a factor affecting the negative view of the judiciary council. A former Supreme Court Judge, M. Yahya Harahap, mentioned several points of criticism to the Court:

- a. Slow and time-consuming dispute settlement;
- b. Expensive costs;
- c. The judiciary is unresponsive;
- d. The Court Decision often does not resolve the key problems;
- e. The Court Decision is often confusing;
- f. No assurance of legal certainty;
- g. The judges often have limited and generic knowledge¹¹ ;

These criticisms describe the current judicial process in Indonesia and show that the current state of judiciary (*das sein*) is too far from what the Indonesian judiciary system aspires to (*das sollen*), viz. a judiciary is fast, simple and low-cost, as referred to in the Article 2, Para. (4) of Law No. 48/2009 concerning Judicial Power.

A Chairman of the District Court is required to always be able to overcome any gaps between the facts and the ideals of the law itself; in this case, in a legally binding execution is hampered by the problems faced by the execution instruments in practice.

The implementation of execution in practice encounters problems such as: shortages of execution personnel, inadequate budget, and the extra costs that must be incurred when involving the police for security. A Chief of District Court shall seek to revitalize and reform the practice of execution by preparing the execution instruments to carry out the execution without having to request intervention from the Police.

The District Court Chief's authority to carry out execution is specifically regulated in Article 200, para. (11) of the revised Indonesian Reglement (HIR), which states:

"If a person is reluctant to leave his fixed assets being sold, the District Court Chief will issue an order to the authorized person to carry out the bailiff letter with the help of the clerk of the District Court or a European employee appointed by the Chief, and if necessary, with the assistance of the police officer, so that the permanent property is left behind and vacated by the person who sold the property and by one's relatives."¹²

This provision is an implementation of reforms that have been carried out by the Supreme Court, but have not been fully achieved yet. In fact, the Supreme Court has also established a number of internal policies and strategies for reforming the

¹¹Harahap, M. Yahya, *Hukum Acara Perdata Tentang Gugatan, Persidangan, Penyitaan, Pembuktian dan Putusan Pengadilan [Civil Procedural Law on Lawsuit, Trial, Confiscation, Proof of Facts, and Court Ruling]*, 1st Ed., Sinar Grafika, Jakarta, 2005, p. 233-235.

¹² H.P Panggabean, *Skematik Ketentuan Hukum Acara Perdata dalam HIR [Scheme of Provisions of Civil Procedural Law in HIR]*, Alumni, Bandung, 2015, p. 297

judiciary system.¹³ The strategies involve:

- a. Actualizing the consistent implementation of the principle of fast, simple and low-cost justice, so as to fulfill a sense of justice for the justice seekers of all strata. engupayakan asas peradilan cepat, sederhana dan biaya yang terjangkau dilaksanakan secara konsisten dan konsekuen, sehingga dapat memenuhi rasa keadilan bagi pencari keadilan dari seluruh lapisan masyarakat;
- b. Improving the administration of judiciary to speed up the process dispute settlements in all judiciary levels;
- c. Actualizing the utilization of permanent court places to bring the judiciary closer to justice seekers, and so that the cases can be resolved at the place where the case occurred;
- d. Encouraging the judiciary to function as the mobilizer of the community regarding the upholding of the laws;
- e. Encouraging the judges to make decisions, aside from always having to be based on the law, by referring to the fair and honest conviction, the judges also require to take into account the freedom they have in examining and deciding the cases.
- f. The enforcement of law employs a comprehensive juridical analysis method to solve legal problems and cases. This analysis uses a juridical approach, as the first and foremost approach, to comply with the provisions of the applicable laws and regulations; a philosophical approach is applied to refer to the sense of justice and truth; and a sociological approach is applied in accordance with the cultural values that apply within the society;
- g. Improving the quality and professional competence of judges from all areas of the judiciary by judicial technical training (e.g., material review) to deal with the development of legal issues as the aftermath globalization and scientific/technological advancements;
- h. Enforcing the supervision of the administration of judicature in all areas of the judiciary in exercising the judicial power, and monitoring all the conducts of the judges, clerks, and bailiffs in all jurisdictions in carrying out their duties;
- i. Developing and encouraging the role of an arbitral institution.

The strategies above were stated by the Supreme Court internally to its subordinate courts. In this context, the Supreme Court is often viewed as lacking in visionary reforms. Most of the policies/strategies put forward by the Supreme Court are the restatement of issues from the past. To this day, the improvements in administration and resources are still ongoing.¹⁴ The regulation, as stated in the recent reforms implemented to face a clean judiciary, demands seven areas of court excellence assessed based on the self-assessment checklist IFCE below.

- a. Court management and leadership
- b. Central to the actualization of the effectiveness and efficiency of court services is distinctive and robust leadership with quality court management. Leadership is the driver. Although the roles and functions of other factors in conceptualizing excellent court are essential, one must take into account the roles of leadership as the driving force above all.
- c. Court planning and policies;
- d. Strong leadership and effective management are embedded in policies that cover performance evaluation and anticipation of changes, and the policies that accommodate the needs and expectations of society for just services.
- e. Court resources (human material and financial);
- f. The effective and efficient handling of judicial matters can only be achieved by a good synergy between the judge and court resources. The judge focuses on the process of hearing, and the staffs handle the administration. Timeliness and duration of handling the court, without question, shall be monitored. Examined cases and the decision regarding such matters follow the established SOP.
- g. Court process proceedings;
- h. Strong leadership and effective management are embedded in policies that cover performance evaluation and anticipation of changes and accommodate the needs and expectations of society for just services.
- i. Client needs and satisfaction;
- j. Client satisfaction is closely related to public trust. This notion further becomes a challenge for the court to ensure that all parties, although one of them (the party who brings the case) might lose in the court, are satisfied.
- k. Affordable and accessible court services;

¹³Sarwata, H., "Kebijaksanaan dan Strategi Penegakan Sistem Peradilan di Indonesia [The Policies and Strategies of Judiciary System Enforcement]", paper presented in the Regular Course of Angkatan XXXII LEMHANAS, Jakarta, 25 Mei 1999, p. 8.

¹⁴ J. Djohansjah, *Reformasi Mahkamah Agung Menuju Independensi Kekuasaan Kehakiman [Reform of Supreme Court to Achieve Independence of Judicial Power]*, Kesaint Blank, Bekasi, 2008, p. 234-235

- l. Client satisfaction is closely related to public trust. This is a challenge for the court to ensure that all parties, although one of them (the party who brings the case) might lose in the court, are satisfied.
- m. Public trust and confidence;

An excellent court is the one that is accessible; it takes into account the affordability for everyone who is in need of the legal services. The term accessible here also refers to virtual accessibility, since this concept has been emphasized by the Directorate General of the General Council of the Judiciary, the Supreme Court of the Republic of Indonesia through the Circular Letter of the Directorate General of the General Council of the Judiciary, Date 20 June 2014, Number: 3/DJU/HM02.3/6/2014 considering Information Technology-Based Court Administration in the General Court Environment.¹⁵

The regulations above must be implemented by the Chief of the Court for which the execution shall be performed based on the law and regulations.

4. Conclusion and Policy Implications

The execution as expected by the justice seekers (in this case, the applicant) shall be implemented as timely as possible. As the Article 2, para. (4) of the Law No. 48/2009 stipulates, the principles of simple, fast, and low-cost judiciary is actualized if, in practice, the District Court Chief does not have to wait for the High Court Chief's approval. Therefore, The Supreme Court shall prepare personnel (who have been appointed as Civil Servants) as the instruments to carry out the execution of legally-binding decisions. That said, the execution shall be carried out efficiently without having to involve the Municipal Police instruments owned by the local government.

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¹⁵ Herri Swantoro, *Menuju Terwujudnya Peradilan Internasional Framework for Court Excellence*, makalah disampaikan pada diskusi menuju terwujudnya peradilan yang berwibawa [Towards the Actualization of International Framework for Court Excellence, presented in the discussion entitled "Towards the Actualization of Clean Judiciary"], Bandung, 10 Februari 2015, p. 4-7

Space, as it relates to Nationalism: Ramifications for the Taiwan Straits Crisis

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ABSTRACT

Before the modern nation-states took form, borders between polities were often ill defined, with a political capital having more control over regions which are closer than those at a distance. However, the nation-state redefined a government's relationship to the region over which it claimed control, lending to a consolidation of control to the center and sharp-formed borders. This paper takes a historiographical approach to understanding space as it relates to the nation, and its ramifications for the Taiwan Straits Crisis. We will also look at how the theories and approaches used by environmental historians can be applied to Taiwan's place in the Chinese nation. This paper also explores the relationship of space and nationalism with the aid of works of theory, works which deal with both theory and practice in other polities in the world, this paper focusses those theories and practices to Chinese nationalism.

1. Introduction

Before the modern nation-states took form, borders between polities were often ill defined, with a political capital having more control over regions which were closer than those at a distance. However, the nation-state redefined a government's relationship to the region over which it claimed control, lending to a consolidation of control to the center and sharp-formed borders. This state of the field essay will look at the historiography of space as it relates to the nation, specifically, as it relates to my research on Chinese nationalism and the dispute over the Taiwan Strait crisis. This is important as both the People's Republic of China, or PRC, and the Republic of China, or ROC, claim sole sovereignty over the Chinese nation despite the fact neither can agree on the nation's political border. My argument is that the nation-state controls a geographic, cultural, and ideology space in which it has sole authority in which to govern and administer. However, often sub-national groups of people carve out of that national space and create new space for themselves attempting to create new nation-states, where one had been. This is what Taiwan has done. In geographic, cultural, and ideological space Taiwan is asserting itself increasingly as not part of the mainland Chinese, but making a claim to its own independent space. This is important to my research as it show where Taiwan was heading during the course of the Taiwan Strait Crisis and how its search for a space of its own defined, both the First Taiwan Strait Crisis and the ones to follow.

Historically, Taiwan is not considered part of the Chinese core, the core being territory controlled by the Chinese empires dating back to the Han dynasty (202 BCE-220 CE.). It was only into the 1600's when the Ming Dynasty (1638-1644 CE.) started the process of conquering and subjecting the island, a task the Qing Dynasty (1644-1912 CE.) Taiwan's annexation by Japan was the result of the Qing Empire's defeat by Japan in the Sino-Japanese war. Fifty years later the island was relinquished by Japan in the *Treaty of San Francisco* to no one. The Chinese Communist Party had control of China, and the United States arranged for Japan to surrender the island, but did not ceded the island to any government, leaving it in an undefined status. However, the ROC had lost the Chinese Civil War and had moved their political power base to Taiwan. This change in Taiwan's relationship to the central Chinese power base displays a lack of truth to the modern ideal of the nation-state with set borders which are easily defined, and shows how historical disagreements over border can be exaggerated into international conflicts when conflated with nationalism and ideologies. These conflicts over space are not new to China, in 1912, Mongolia and Tibet broke free from the newly independent Chinese republic, however Tibet would be pulled back into the nation. This paper looks at how China asserted its nationalism in the years following the collapse of the Qing Empire.

We will explore the state of the field as it relates to the relationship of space and nationalism with the aid of two works of theory, two works which deal with both theory and practice in other polities in the world, although we will only be looking at how their theories relate to Chinese nationalism, and five works which relate directly with my research focus of Taiwan. We will also look at how the theories and approaches used in by environmental historians can be applied to Taiwan's place in the Chinese nation.

2. Foundational works and Early Theory on Space in History

Traditionally, geography and history were considered as two different academic disciplines that did no overlap. Geography often ignored historical processes and focused on the here and now. Historical narratives often looked to geography and space as just the backdrop of historical events, rather than an active part of historical processes. In the middle part of the twentieth century historians begun to incorporate geography into their historical works as an active player in the historical narrative. This is to say that the geography of a place changes the historical process if it otherwise was not there. In this way, historians begin to add a geographic dimension to their work and started to think about how historical structures, like nation-states, interacted with and responded to space. East's *The Geography Behind History* and Lefebvre's *The Production of Space* are some of the early works that combined geography and history into a new and innovative approach towards understanding space and its effect on historical process (East, 1965 and Lefebvre, 1974).

Published in 1965, *The Geography Behind History* by East, looks to make the geography of a region and human knowledge of that geography, maps, charts, etc., part of the historical record. East's work is a theoretical, which attempts to offer a method by which geography can be inserted into the historical narrative. East argues that history cannot ignore geography as every event occurs both in a place in time and space, and historians need to account for both. In an attempt to find geography's place in history, East presents the main problem which will plague environmental historians; environmental determinism. In this, East tries to establish a balance between environmental determinism and an a-geographic approach. By attempting to use geography as a historical document akin to traditional sources, which he believes can create a balance between the two extremes of environmental determinism and an a-geographic history (East, 1-7).

East uses geography as a historical document by introducing a geographic term, the region, and explains how it could be used by historians. East defines the region as an area with a "certain uniformity in either physical or human sense" and argues that these regions can be studied in many ways to understand everything about them, soil type, rock types, and others features. However, East also argues that these regions can be used to look back into the past by looking at how people have used them over time to shape their lives. The example that he uses is that of the colonies the Greek states set up in ancient times. East points to the east Mediterranean as a region which the Greek established their colonies, both because they were not already settled, and because they had sea access. East argues that this method of approaching history has with it the tools to create meaningful connection across time and space (East, 7-14).

Where East only attempts to add a geographic term to history, Lefebvre goes further in attempting to solve problems he sees in the field as providing a broad theoretical framework for understanding space. Published in 1974, Lefebvre's *The Production of Space* attempts to put forward a list of problems a theory of the science of space would need to solve to be useful to the field and for scholars. Lefebvre argues that the traditional philosophical approach toward space has failed to provide a meaningful theory for the practical theory of space. With this, Lefebvre argues that a theory of space needs to explain how political, social and technological space influence our lives under a capitalist system. Lefebvre argues that this theory needs to be based in science and needs to connect human geography with physical geography to bridge gaps in the field. While Lefebvre doesn't provide a theory of the science of space himself, his contribution to the field is framing the problems that any working theory needs to answer to be valid (Lefebvre, 1-24).

Lefebvre's lack of a theory of the science of space makes his work seem less significant than East's. However, during this early period in the field it is important to understand how geography has been studied, how space has been interrupted by philosophers, and what problems historians are trying to solve by bringing geography into the field. Lefebvre's framing of these issues allows us to better understand later developments as the field evolves (Lefebvre, 1-24).

Both *The Geography Behind History* and *The Production of Space* provided foundational theories and practical applications of geography to the study of history. East's use of the region as an area with a "certain uniformity in either physical or human sense" is interesting for my research as I examine the Taiwan Strait Crisis, as this approach to defining regions could be used in areas of conflict as the People Republic of China and the Republic of China fight over disputed islands and territory between

the two areas of control of the rival governments. Lefebvre's *The Production of Space* can aid my research in terms of framing the problem and questions needed to be answered in the field and how these problems need to be framed considering the limitations of the field (East and Lefebvre).

3.Modern day application of space for analysis of the State

These ideas of geography and space as it relates to history have widespread implications that environmental historians are still working through and applying to all areas of historical study. As it relates to my research, I am interested in how space is managed by a nation and their political relationship to that space. This is of vital importance as it relates to the Chinese nation, because the Chinese nation can be divided into five or even six governments. These include the PRC, Hong Kong, Macau, the ROC, the Tibetan government in exile, and we could argue Mongolia since the ROC claims sovereignty over it. By looking at how the different governments within the Chinese nation interact with one another allows us to understand how modern states are often constructed haphazardly.

Therefore, to understand the state's relationship to space and to apply geographic considerations to history, we should look to works which apply geographic and spatial dimension into historical narratives. The works we will look at are *Ecological Revolutions: Nature, Gender, and Science in New England* and *Seeing Like a State: How Certain Schemes to Improve the Human Condition Have Failed*. These works provide insights into my research as they look to examine the state's relationship with its geographic space (Merchant, 2000 and Scott 1999).

Ecological Revolutions: Nature, Gender, and Science in New England by Carolyn Merchant, published in 2010, looks at the economic progress made in the northeast United States over the period of 1600-1860 to understand the nature of the economic change that occurred over that period. Merchant is interested in the different economic systems and how they have evolved. Merchant argues that this period in this region is a microcosm of the economic evolution experienced by western Europe over the last 2,000 years. Believing that an analysis will provide a greater understanding of the socio-economic development of the Western world. *Ecological Revolutions: Nature, Gender, and Science in New England* seeks to examine the economic progress of New England over 1600 to 1860 and look at the ecological impact of that economic progress by looking at two different economic transformations, colonial ecological revolution and capitalist ecological revolution. Her two-main theorist whom she draws on to create her own methodical approach is Thomas Khun, a historian of science and Karl Marx, a man who needs no introduction (Merchant, 1-30).

Merchant's methodical approach is a blending of the ideas of these two theorists into a central thesis which can explain the progression in the relationship between nature and the people who lived in New England. From Khun she takes his theory of the development of scientific progress through the development of paradigms, and from Marx she takes the idea of the dialectic within society, among other ideas, and blends these ideas into a new narrative of ecological progress she calls "gendered dialectic". This theory seeks to connect social and natural reproduction into one theory of progress by combining Marx's dialectic and Khun's paradigms. Her new "gendered dialectic" looks a lot like the Marxian idea of structures where there exists a base (economy), structures (production and social relationships), and super structures (ideas), but rather Merchants gendered dialectic has production, reproduction and consciousness. While some of the theory has some cross over with Marx, her main addition is the blend of ecological considerations to this interaction. Her theory and method provide insight into how social-economic forces drive political development, which can be applied broadly in different regions, such as the Taiwan Straits. In 1895, when Japan annexed the island there was little infrastructure and Japan advanced all industry on the island at an accelerated rate. By 1945, Japan had spent 50 years building infrastructure to better incorporate the island into the expanding Japanese empire (Merchant, 1-30).

Published in 1999, James Scott's *Seeing Like a State: How Certain Schemes to Improve the Human Condition Have Failed* looks at programs initiated by the state which attempted to transform and modernize the nation, but resulted in catastrophe. He looks at collectivization in the USSR, The Great Leap Forward in the PRC, and villagization in Mozambique, Tanzania, and Ethiopia. Scott's main interest to understanding these failures is by providing an analysis of the modern state's unique power over the space in controls, compared to pre-modern states. His analysis seeks to provide a post-hoc analysis to explain why these failures occurred and what features are common to them (Scott, 1-8).

I will say at the start of our analysis of Scott's work that I am critical of his thesis, and I believe his conclusions are not that significant. With that said I believe, Scott's frame work of analysis for these state sponsored failures require engagement because Scott presents an innovative approach to looking at how modern nation-states differ from pre-modern politics in terms of their interaction with the environment and space. Scott argues that these programs, collectivization in the USSR, The Great

Leap Forward in the PRC, and villagization in Mozambique, Tanzania, and Ethiopia, share four basic components; “1. Government reordering of natural or traditional society, 2. High modernist ideology, 3. Authoritarian power that can impose idealistic plans and 4. A population without the strength or means to resist the authoritarian directives.” (Scott, 1-8).

With these four different elements Scott makes assumptions and assertions that not only provided an analysis for the relationship between the state and space, but also looks at China’s relationship to its space, with his analysis of the Great Leap Forward. By briefly exploring each one of these we dive into Scott’s analysis tool for understanding what key connections these social failures have in common, which presents us with his theory for space and the nations relationship to it (Scott, 1-8).

We will be first looking at the first, third and fourth of these four elements to Scott’s argument, which are the thinnest in terms of their impact of his argument, and then we will look at his concept of the High Modernist Ideology. The “Government reordering of natural or traditional society”, is a key part of Scott’s analysis because for these failures to occur they must be initiated. Now this seems like a clear point, however diving into this unravels a key element to this argument. This point draws on Scott’s clear differentiation of the modern state from the forms it took in the pre-modern period. The modern state is unique in that it can consolidate power into its own hands for these massive societal wide transformations of the nation to be possible, whereas the pre-modern state would not have had the resources (Scott, 1-8).

His last two elements of his analysis are authoritarianism and population without the means of preventing these schemes. I think this point is best in highlighting the weakness in Scott’s overall argument. Authoritarianism is not like an on/off switch, but rather it is a range in which governments can move along over time. It is true that both of Scott’s examples of the USSR and the PRC were, during the period he is looking at, authoritarian. However, Scott’s analysis looks at these failures by governments and doesn’t appear to examine if government successes also share these four elements (Scott, 1-8).

To draw a contrast to Scott’s argument that an authoritarian government can reorder the traditional society and have benefits, I would point to three key policies of the Chinese government; One Child policy, the post 1978 reforms of the economy, and environmental projects, such as the Three Gorges Dam. These three policies display success stories of an authoritarian government’s reordering of the traditional society and environment. Respectively these policies have prevented the birth of 500 million people in a densely populated nation, lifted 400 million people out of poverty, and provided much needed electric power to their nation which resulted in altering the rotation of the Earth because of it shifting water on the planet. All three radically shifted the human and natural geography of the Chinese nation. James Scott is something of a modern-day American Libertarian, and I think his anti-government approach to his analysis may have something to do with his political ideology, rather than these government schemes sharing these four elements (Scott, 1-8).

High modernist ideology is the key elements to Scott’s argument that I believe is the most interesting as an idea in and of itself, and should be used in the study of the Taiwan Strait Crisis. This concept of High Modernist Ideology is Scott trying to bring into a single idea, the belief that existed in the late 1800’s and into the early 1900’s, that science and technology would and could eliminate all human problems in the society. Scott defines this concept as follows.

At its center was a supreme self-confidence about continued linear progress, the development of scientific and technical knowledge, the expansion of production, the rational design of social order, the growing satisfaction of human needs, and, not least, an increasing control over nature (including human nature) commensurate with scientific understanding of natural laws. (Scott, 1-8).

This idea looks at the space that humans inhabit as increasingly being dominated by human thought and control. This concept is Scott’s major advancement in the field. This can be used as tool of analysis for to my research on Chinese nationalism and the dispute over the Taiwan Straits because both sides of the conflict used this High Modernist Ideology, as defined by Scott, to dominate the space they had access too. Despite ideology differences of the PRC, Communism with their Chinese twist, and the ROC, early on Fascism and latter pro-western military dictatorship, both had at their core this high modernist ideology that they used to shape the history of the conflict and their respective regions (Scott, 1-8, 87-102).

4. Space as it relates to Chinese nationalism and the Taiwan Straits

Moving forward in our examination of the state of the field as it relates to the relationship of space and nationalism in the Taiwan Straits we will be going from general works in environmental history on theory and methods and to specific works on the Taiwan Straits and Taiwan’s place in the Chinese nation. Taiwan’s place in the Chinese nation is has been dynamic. First

conquered by the Ming Dynasty in the early seventeenth century, it would be later annexed by Japan in 1895, only to be unofficially returned to the government of the Republic of China, or ROC, in 1945. Despite being part of China for three hundred years, the Han Mandarin language never replaced the traditional language found on the island. This places Taiwan's culture as not entirely Chinese, leading many residents of Taiwan today to call for a complete break with China and the establishment of a Republic of Taiwan to replace the ROC. Taiwan is a politicized space and place that has had identities imposed on it over its history. Understanding its place in the Chinese nation is part of unraveling its identity. The five articles we will be looking at here are spread from 1976 to 2010. It is important to note that only the first article, "Chinese Frontier Settlement in Taiwan", comes before the creation of a strong native movement for the creation of an independent Taiwan. Also, I am approaching the articles by historical period, not by publication date, in order to present a better historical flow.

Published in 1976, Ronald Knapp's "Chinese Frontier Settlement in Taiwan" looks at Taiwan as a settler frontier for the growing population of the Ming Dynasty and examines the process of Chinese settlement in T'ao-yuan hsien in northwest Taiwan. Knapp's main conclusion is that the process that led settlers to Taiwan was not the Ming Empire using forces of arms, but rather a population migration because of excess population on the Chinese mainland. Knapp notes that Chinese population moved into Taiwan slowly and through agricultural and social interaction introduced the island's people to Chinese culture. Knapp's "Chinese Frontier Settlement in Taiwan" is important in understanding the history of Taiwan's place in the Chinese state as it provides a background and foundation for Chinese migration to the island. It also establishes China's connections with the island and displays Taiwan's independent culture and history as separate from China (Knapp, 1976, 43-59).

Published in 2005, Robert Eskildsen's "Taiwan: A Periphery in Search of a Narrative" looks at Taiwan as a border region in East-Asia and how Qing dynasty colonial management of the island led to Japanese annexation of the island. About this Eskildsen's argument is simple, he argues that the Qing Empire maintained a loose colonial government on the island which promoted Chinese culture among the inhabitants but did not use force. This gray zone of sovereignty in East-Asia was something that Japan did not want on their border. Therefore, even with the 1895, Sino-Japanese war taking place in Korea and Northeastern China, Taiwan was sort after for annexation because of its ambiguous sovereignty (Eskildsen, 2005, 281-94).

The arguments Eskildsen uses to support this thesis is important as it explores Taiwan's status in the Chinese state, but it also explores Taiwan's native sociocultural systems. Eskildsen contends that the weak government apparatus on the island before Japanese annexation allowed Chinese inhabitants to live alongside Aborigine inhabitants peacefully. This was done by Qing Dynasty officials giving power to local institutions that limited their own, trading political power for peace. With Japanese annexation this system was turned on its head. The Japanese Empire was not interested in giving political power to locals and set about dismantling the local political institutions that had kept peace on the island in favor of promoting Japanese imperial policy of integration (Eskildsen, 281-94).

Eskildsen article is about the history and development of the local political institutions that maintained Aborigine inhabitant identity independent of the Chinese. This article has massive impacts for the history of the Taiwan Strait crises as we can sum up the ROC regime as a Chinese regime imposed on an Aborigine people, who had been under both Chinese and Japanese colonial governments for centuries, and not entirely in favor of promoting themselves as the real Chinese nation in opposition to the Chinese mainland PRC government. Rather this policy of placing the ROC government in opposition to the PRC was imposed on the island inhabitants by the soldiers of the ROC regime. Therefore, the modern social movement to create a Republic of Taiwan is gaining support from these historical causes. As the modern ROC modernized and the Aborigine inhabitants gained power in the political space of the larger Chinese nation, they argue not for unity, but for their own nation and independence (Eskildsen, 281-94).

Peter Perdue's "China and Other Colonial Empires", published in 2009, explores how we can define the Qing Empire relationships to external nations under the Qing Empire's tribute system and the empires relationship to conquered people within the empire. Perdue points out that many modern scholars, Chinese scholars in particular, do not want to view the Qing Empire as a colonial state, as China itself was a victim of colonialism. Perdue compares three different terms, "Asymmetry, Colonialism, and Tribute", as they relate to China's relationships to external tribute states and internal subjugated peoples. Perdue argues that the Qing Dynasty's relationship towards Taiwan was one of colonial imperial goals which promoted Chinese culture over local culture and allowed Chinese immigrants to the area to settle. Because of the scale of non-Chinese inhabitants of the island it was not even a proper province of the empire until 1885, but rather an unincorporated territory, this also occurred with the Qing Empires other colonial areas of the empire, Xinjiang. Perdue's article aids us in understanding Taiwan place in the overall Chinese empire as a border region who was subject to Chinese imperial policy and considered not a proper part of the empire until two centuries after its conquest (Perdue, 2009, 85-103).

Published in 2001, Ann Heylen's "From Local to National History: Forces in the Institutionalisation of a Taiwanese Historiography" is the first of our sources that occurs after Taiwan had established itself as a western democratic state, with a Republic of Taiwan independence movement. Ann Heylen's article is trying to establish a Taiwan historiography independent, but interconnected, with Chinese historiography. Heylen's article is important as it helps us understand how Taiwan saw itself during the crisis. In 1945, following the ROC's reoccupation of the island there was a strong effort made by the new national government to reinforce upon itself and its new local citizens that they, the ROC government, represented four thousand years of Chinese history and were the legal and legitimate government of all China. Heylen's article is important for understanding the space of the Taiwan Strait crisis as it helps us understand where Taiwan fits into the Chinese historiography narrative, which is not wholly Chinese, or wholly not Taiwanese. Taiwan is a border region which during the crisis was occupied by millions of soldiers who came over from the mainland to rule and to create what they lost on the Chinese mainland (Heylen, 2001, 39-51).

The last article we have to look at is another on the development of a historiography of Taiwan. Damien Morier-Genoud's "Taiwanese Historiography: Towards a "Scholarly Native History", published in 2010. Despite what may or may not have happened in history, what is often more important for a state in achieving its national goals is how history is taught. Genoud's article looks at how history has been taught in universities in Taiwan. Genoud's article divides the history of Taiwan historiography into three periods; Japanese occupation, Guomindong dictatorship, 1945-1988, and the state of the field after martial law was removed. With these two earlier periods the history courses in universities taught, respectively, Taiwan place in Japanese history and Chinese history. Only after 1988 did the scholarship moved towards a history of the people of the island, rather than the history of their imperial overlords. This is important as it highlights in the depth of the 1960's during the Taiwan crisis where its leadership saw themselves and the people they ruled (Morier-Genoud, 2010, 79-91).

5. Conclusion

Imperialism, colonialism, and Cold War ideologies had broken the Qing Empire apart, and the new Chinese republic attempted to put the pieces back together. How, the downfall of the Qing Empire lay bare the claim that China's government was unable to deal with the different competing regions desire for control of the national government. This allowed sub-national groups to break away, Mongolia, Xijiang, Tibet. Ala the while Macau, Hong Kong, and Taiwan continued to be controlled by colonial powers. Once the center started putting back together the Chinese state it became clear Taiwan's place in the Chinese nation is a gray zone, not entirely in and not entirely out, although with time this could change.

By examining the state of the field in this essay of historiography of space as it relates to Taiwan's place in the Chinese nation, I think we can say that environmental history can offer unique insights into old historical problems such as colonialism, nationalism, and conflicts. My argument that the nation-state controls a geographic, cultural, and ideology space in which it has sole authority in which to govern and administer, holds up with the geographic, cultural, and ideology space it does hold, not the space it claims to own, with a consolidation and realignment of reality with ideology perhaps we can come to think of Taiwan as a true nation-state, not born of China, but perhaps midwifed. As my research has moved towards a study of Chinese-Taiwan-USA diplomatic relations it is important to understand the geographic, cultural, and ideology space that these three different government claims, and control.

By understanding the history of these conflicts and the spatial dimensions of colonialism and modern nationalism, we can understand the border historical perspective. After examining the foundational works of theory, application of space for analysis of the state, such as the Ottoman Empire and other examples, and an analysis of works relating to space as it relates to Chinese nationalism and the Taiwan Straits, I think I can conclude that Taiwan found itself during the crisis as the epicenter of a conflict that did not directly relate to its historical and spatial connection to the Chinese nation. Rather, I think we can conclude that Taiwan's place in the Taiwan Strait Crisis is an island of people caught between competing ideologies of the day that resulted in the aftermath of colonialism, both Chinese and Japanese, and imperialism.

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Sexuality Issues Among Adolescents Living with HIV and AIDS in Botswana

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ABSTRACT

Most of the adolescents living with HIV and AIDS were born prior to the introduction of the Antiretroviral Therapy in Botswana. This cohort had just reached adolescence and it was imperative to understand their sexuality and 26 ALWHA aged 15 to 19 years, their parents/guardians and health care providers participated in the study. An elicitation survey was conducted among this group followed by Focus Group Discussions. In-depth interviews were conducted among 8 and 25 parents/guardians and health care providers respectively. Thematic content analysis was adopted to analyze the data. The following themes were derived: difficulty to disclose one's HIV-infected status, parents/guardians failure to discuss sexuality issues with adolescents, mode of HIV transmission, sexual activity and inactivity, sex education, sexual violations, conscripted intimacy, and the right to sexual relations. The same issues were expressed by parents/guardians and health care providers. Sexuality education needs to be incorporated and strengthened at both nursing curricula and at policy level. Programmes that reinforce parent- child communication should be instituted and strengthened at community, institutional and national levels.

1. Introduction

Researchers have studied adolescent sexuality comprehensively to understand issues relating to sexual socialization and psycho-sexual development, and factors that enhance or stifle their positive sexual-selves. Studies on adolescents mostly focused on sexual risk behaviors and facilitating factors. Minimal attention was given to psychosexual development, sexual socialization, sexual health and sexual rights; as well as confusing messages on sexuality and gender based issues (Dixon-Mueller & Germain, 2015). Sexuality among adolescent living with HIV and AIDS (ALWHA) is complex. Botswana is faced with the challenge of caring for adolescents who were born HIV positive, most of whom are orphans. It is essential to examine sexuality issues in this population.

This paper provides a comprehensive assessment of sexuality issues among HIV-infected adolescents (15 -19 years). The results are part of a collaborative study between the Universities of Botswana and Pennsylvania entitled 'HIV /STI Prevention among adolescents in Botswana'. The research questions relating to ALWHA's sexual activity and inactivity, their experiences of sex education, sexual violations and their perceptions of intimacy, disclosure and the right to sexual relations motivated this paper.

2.Literature Review

2.1 The Concept of Sexuality

Sexuality can be understood and expressed in thoughts, fantasies, desires, beliefs, attitudes, values, behaviors and practices in relationships. It is influenced by factors such as interaction among biological, socio-economic, political, cultural, ethico-legal, religion and spirituality. It encompasses sex, gender identities, sexual orientation, eroticism, pleasure, intimacy and reproduction (Organization, 2017). Sexuality has to be recognized as a natural and precious aspect of life and as a fundamental human right (Higgins & Hynes, 2018). Adolescents like all human beings have sexual rights and they should be given the respect and space to enjoy their rights regardless of their HIV and AIDS status. They experience emotional and physiological changes related to puberty, sexuality, self-esteem, identity and in response to external pressures associated with cultural expectations/roles/responsibilities (Kubanjani et al., 2018).

2.2 Gaps in Sexuality Related Research

There is a paucity of literature on ALWHA in Botswana, particularly on sexuality issues. Few studies investigated sexuality and intimacy relationships among ALWHA. A few have paid particular attention to ALWHA who acquired HIV infection through vertical transmission (Fernet et al., 2007). Further, it has also been established that studies have paid very little attention to experience of sexual health among younger and older HIV-infected adolescents (Landolt, Lakhonphon, & Ananworanich, 2011). Approximately 70% of adolescent deaths in 2016 alone occurred in low and middle income countries (Mwandali et al., 2020). Among the list, fatalities resulted from maternal conditions such as; HIV, suicide, and gender based violence to mention some in top five leading causes documented (WHO, 2018). Complications from maternal conditions (pregnancy and childbirth) stood out the most in girls aged 15–19 years (Angrist et al., 2019). About 95% of these conditions occurred in Low Middle Income Countries (Mwandali et al., 2020). In addition to complications of pregnancies, STIs, particularly HIV was viewed as another problem affecting adolescents.

These studies suggest that ALWHA who were provided with counseling in a health facility were more motivated to protect themselves and their sexual partners. According to Bakeera-Kitaka, Nabukeera-Barungi, Nöstlinger, Addy, and Colebunders (2008), some of the hitherto sexually active decided to abstain as a protective measure to avoid re-infection. Those who did not abstain however, claimed consistent use of condoms. Most of the younger ALWHA preferred abstaining from sex.

Therefore, attention should be given to the complex sexuality issues, their vulnerabilities and sexual and reproductive health and rights of this emerging sub population.

2.3 The Need for Supportive Intervention on Sexuality Issues

According to Fernet et al. (2007), it cannot be ignored that adolescents in today's life reach puberty earlier than before and this exposes youth to increased interest in romantic activities and exploration of sexual acts. Thus they need supportive and educational programmes that will enhance their sexual health, particularly in the era of HIV and AIDS (Landolt et al., 2011). Unfortunately, the sexual needs of ALWHA are usually not catered for (Hodgson, Ross, Haamujompa, & Gitau-Mburu, 2012).

(Quay, 2017) observed that children at risk are always searching for the right answers to mitigate the risk. Therefore spirituality intervention may be one of the answers because it may provide the necessary support and empower ALWHA to cope with the daily challenges of living with HIV and AIDS. It is also essential to conduct research that focuses on ALWHA girls, given the various risk-taking behaviors, mental health challenges they face, including the different coping strategies (Malik & Dixit, 2017).

2.4 Sexual Risks and Sexual Behavior

Adolescents in general are sexual risk takers. Specific to ALWHA the sexual risks identified include inconsistent condom use, early sexual debut, unwanted pregnancies and re-infections with HIV and other STIs (Bauermeister, Elkington, Brackis-Cott, Dolezal, & Mellins, 2009; Vagi et al., 2013) Inconsistent condoms use was also reported, either due to inability to procure or that they were too big. Some ALWHA were vulnerable to sexual exploitation by their caregivers (Fernet et al., 2007).

According to Bakeera-Kitaka et al. (2008) and Rashid and Mwale (2016), 25% of ALWHA reported having had unprotected sexual intercourse several times due the beliefs they held about sexual relations. For instance, ALWHA believed that they could not become pregnant because of their HIV positive status and that initial semen from boys could not make one pregnant. Older teens on the other hand, stated that semen does not carry HIV virus but only blood. Menstruation was perceived a protective measure against transmitting HIV.

It is important for men and boy children to be empowered on sexuality issues. This is because men generally have control over sexual matters. Available research evidence suggests that men generally coerce their sexual partners to have unprotected sex, making them vulnerable to infection with STIs and ART resistant HIV (Garegae & Gobagoba, 2009; Van Dyk, 2012).

2.5 Disclosure, Anxieties and Developmentally Appropriate Communication.

According to Kaushansky et al. (2017), disclosure is influenced by the duration of the relationship with the caregiver. The longer the relationship, the easier the disclosure. Early disclosure creates the opportunity for children to ask questions and for parents/guardians to provide answers to questions that may cause anxiety and fear. However, several factors inhibit parents to disclose their children's HIV positive status, these include guilt, anxiety about the child's reaction, and the likely impact of the disclosure on the child's emotional health (Abadia-Barrero & LaRusso, 2006). Marhefka et al. (2011) asserts that seropositive girls are highly motivated to prevent transmission of HIV but are hindered by their lack of negotiation skills for condom use. Furthermore, once they disclose their HIV positive status to their male partners they shift the entire responsibility of prevention to their partner.

According to Abadia-Barrero and LaRusso (2006), disclosing children's HIV positive status has positive outcomes. These include, *inter alia*, effective communication between the child and parents/guardians, improved child psychosocial adjustment and coping, and minimized parental anxiety. Furthermore, a child whose HIV status has been timely disclosed is likely to adopt safer sexual practices in future.

3. Methodology

3.1 Research Design

This was a qualitative study that utilized focus group discussions (FGDS) with ALWHA and in-depth interviews with health care providers (HCPs) and parents/guardians.

3.2 Population and Setting.

The target population of the study was ALWHA aged 15 to 19 years. The study was conducted in an urban area, Gaborone, a capital city of Botswana with a population of approximately 227, 333 and a peri-urban village - Mochudi, with a population of about 44, 337 (Botswana, 2014) about 40 kilometers north of Gaborone. The research sites comprised of the Princess Marina Referral Hospital Infectious Disease Care Clinics (IDCCs), the Baylor Children Centre of Excellence (BCCE) and the Deborah Retief District Hospital in Mochudi IDCC. These institutions listed above provide HIV and AIDS services to ALWHA and their families (Picton, 2012).

3.3 Sample and Sampling Procedures.

ALWHA completed an elicitation survey to capture their demographic characteristics before they participated in FGDs. Participants were recruited and purposively selected from all the IDCCs sites referred to above. The eligibility criteria were (a) health care providers must have worked in the IDCCs or Baylor COE for at least six months; (b) parents/caregivers presently taking care of adolescents (15-19 years) living with HIV; and, (c) HIV infected adolescents 15-19 years. Participants consisted of 26 ALWHA (n=16 female & n=10 males) 25 HCPs (n=15 females & n=10 males and 8 ALWHA parents/guardians (n=7 females & n=1male).

3.4 Data Collection Procedures.

Three FGDs were conducted with ALWHA, two of females only and males only. The third FGD was a mixed group (a combination of both males and females). A structured 2 to 3 hours FGD discussion guide and probes were used to solicit ALWHA's views on various sexuality issues they experienced. Two researchers conducted the FGDs; one asked questions and facilitated the discussion while the other recorded the responses.

The structured 1 to 1 ½ hours in-depth interviews guide was used to collect data from HCPs who consisted of nurses, medical doctors, social workers, psychologists, nutritionists and adolescents' officers and parents/guardians caregivers a questionnaire on their demographics was completed. The interviews covered ALWHA's HIV and ART knowledge, disclosure, stigma and discrimination, risky sexual behaviors, social support, and sexuality education.

3.5 Ethical Considerations

The Institutional Review Boards (IRBs) of the University of Botswana, University of Pennsylvania and the Ministry of Health Research Development Committee approved the study. Participants were recruited from the COE and IDCCs through the assistance of the Adolescent officer whose role is planning and implementation of adolescent service programmes. The registered nurses working with adolescents and their parents/guardians also assisted with recruitment. Parental/guardian consent was obtained for adolescents to participate and assent was sort from ALWHA. Individual consent was also sought from HCPs who were willing to participate in the study. Confidentiality and privacy were assured by entering data in password

protected computers and anonymity was assured through the use of codes instead of names. Participation in the study was voluntary.

3.6 Data Analysis

Thematic content analysis was utilized to generate themes from the qualitative data obtained from ALWHA and in-depth interview data given by parents/guardians and service providers. There after formulation of categories; patterns and clusters as well as descriptions of the data generated through observations (Bradley, Curry, & Devers, 2007). The process involved i) open coding of each in-depth interview and FGD data by more than one researcher to formulate categories, ii) salient response patterns formulated across the participants were organized in structured categories iii) the codes were then rigorously applied to data from the three participants groups and were clustered to generate themes for further analysis. Categories were merged to formulate themes and later used to code the transcripts. Data from the three groups of participants (ALWHA, HCPs, and parents/guardians) were triangulated to enhance trustworthiness.

3.7 Limitations of the Study

A small sample size of parents/guardians was obtained because it was difficult in finding a suitable time to conduct interviews. Some ALWHA were not at home and as such could not be interviewed.

4. Results

The findings in this study were categorized under the following thematic areas: sample characteristics, mode of HIV transmission among ALWHA, sexual activity and inactivity, sex education, sexual violations, conscripted intimacy, disclosure and the right to sexual relations.

4.1 Sample Characteristics and Mode of HIV Transmission

ALWHA (N=26) were all in school and were predominantly of Christian religious denomination, only one respondent was not affiliated to any religion. The majority (N=21) were in lower secondary schools, 4 were in senior secondary school, and only 1 was not in school. Whereas the most common mode of HIV transmission in the general population is through heterosexual intercourse, HCPs, parents/guardians and confirmed that these children got infected vertically. Unlike HIV negative adolescents, according to HCPs, ALWHA's sexual development and 'maturity is slow' as it is stifled by opportunistic infections resulting in prolonged illness during childhood and in part probably due to some drug side effects.

4.2 Sexual Activity and Inactivity among ALWHA

From the elicitation survey, the majority (N=23) reported that they were not sexually active, only 3 reported being sexually active, 2 reported to have used a condom during sexual intercourse and one did not. None of the boys reported being sexually active,. All have participated in a range of club activities at school such as "I Care Club."

On teenage sexual issues, one participant asserted that:

Teenage sex is a bad idea...; you have to take care of yourself first, grow up and mature. When you are ready, then the idea of remaining with one partner will make sense and practicing safe sex.

Although some ALWHA said they were not sexually active, they did not turn a blind eye to their risk taking friends. Like other teenagers some ALWHA do go on dates.

As one participant put it, "you just remind your friend to be careful if you think they are doing something stupid.' The boys did not support the idea of not disclosing to a girl friend.

As one participant states, '... you have to tell someone you want to date at some point, about your status,you also have to know her status...'

During the boys only FGD regarding the risks of transmitting HIV, they mentioned that some ALWHA have unprotected sex. One participant said:

multiple sex-partners increase the risk of spreading the virus around;By not disclosing to your partner, you spread the virus around; it becomes difficult to take necessary protection measures. Inter-generational sex is problematic.

Sexual inactivity of ALWHA was also confirmed during in-depth interviews with HCPs and parents/guardians. According to HCP2, "most ALWHA were not sexually active for fear of spreading the disease."

Sex education, abstinence and condom use emerged as the dominant messages during both in-depth interviews and FGDs. This is clearly captured in quotes below from HCPs:

As HCP 10 and 6 underscored the importance of abstinence and condom use thus:

‘Abstinence and condom use is important for those who cannot abstain and I encourage them to abstain until they are old enough to be able to handle unexpected reactions’.

The HCPs reported that they place emphasis on abstinence in their counseling sessions in order to encourage ALWHA to avoid early sexual debut. This will help them to develop life skills that would enable them to handle the effects of disclosure.

4.3 Adolescents are Self Conscious of HIV and Self acceptance.

In a mixed FGD, ALWHA maintained that those who are sexually active reported consistent condom use. The reasons advanced were to avoid re-infection and infecting other people. However, HCPs believe that sexually active ALWHA, like other teenagers are likely to use condoms inconsistently or engage in unprotected sex.

Condoms are available at IDCCs and at Baylor COE where the ALWHA receive care and treatment. Although condoms are readily available, the social worker discouraged ALWHA to engage in sexual relationships, if they do, they should condomise.

4.4 Sex Education

ALWHA are exposed to a range of sources of information about sexuality, mostly by HCPs, counselors, guidance and counseling teachers, extended family members, public media, and in some instances, through participation in traditional initiation schools (*Bojale* for girls and *Bogwera* for boys). One ALWHA mentioned that she participated in the traditional initiation school for girls (*Bojale*). She however, refused to share what she learnt with the group as they were instructed not to disclose what they learnt to people who never attended the initiation school.

From in-depth interviews, it became apparent that HCPs, social workers and teen clubs were primary source of sex education for ALWHA. HCPs affirmed that ALWHA know a lot about safer sex” but that parents should reinforce what is taught at the clinic and try and address issues of safe sex. However, parents/guardians reported that it is not culturally acceptable to discuss sexuality matters with children because it may encourage initiation of sexual activities.

This is clearly captured in the quote below by HCP 1 ALWHA are counseled on sex and sexual relationships. Risky behaviors such as unprotected sex, infection and re-infection are addressed.

4.5 Sexual Violations

Like their counterparts, ALWHA are also at risk of gender based violence. Incidences of rape and sexual abuse among ALWHA was reported by HCPs. Some ALWHA who were victims of rape became pregnant while perpetrators got away unpunished. HCPs and social workers, confirmed that some ALWHA are subjected to sexual abuse either by boyfriends and/or close family members. Others live in environments where other family members are engaged in intergenerational sexual relationships which is yet another form of sexual abuse. Transactional sex and intergenerational sex were also reported during mixed FGD, and rewarded with material things such as the five Cs (cell-phones, cash, celebrity, cars and clothes). The older men also picked adolescents from school and bought them lunch, nice present and are “given money”. Because of power and age differences, “condom use may not be practiced.”

HCP 5 made the following comment on ALWHA sexual violations:

Some ALWHA just copycat intergenerational sex practiced at home. There is one teenager who the mother trusted so much ...until one day she called her mother following a gang rape. She has become alcoholic following the incidence. There were 3 rape cases which resulted in pregnancy.

Additionally HCP 6 stated:

“Although there is much attention to intergenerational sex, I think we need to start talking about intra-generational sex between teens who are HIV-infected from birth”

4.6 Conscripted intimacy, disclosure and the right to sexual relations

Like all adolescents, ALWHA ask their parents/guardians and HCPs general and specific questions relating to their health and wellbeing. Questions asked reflect anxieties about the future. Such questions include; how long will I live? Would it be possible to find HIV-infected partners? Should I date HIV-uninfected partners? Should I disclose my HIV status to partners? Will a cure for HIV ever be found? Will I ever have children? What would happen should I stop taking ARVs? Other questions relate to intimacy and sexual relationships such as who to date, when to disclose to one's partner, anxieties about infecting sexual partner.

However, regardless of all risks and anxieties both ALWHA, parents and HCPs agreed that like every human being, these adolescents have sexual rights.

Here is what a parent of a teenager had to say about ALWHA:

As they mature at some point they will be like everyone else. Its natural, it is not a question of whether they can have sex, but like everyone else, the concern is about safe sex. They want to have children at some point, these are the challenges they have to deal with as they grow older, I can't really prescribe to him when. He will have to address issues of safe sex, reason for practicing safe sex, family planning, having children. Right now he is just a child who likes to play with his friends.

HCP 5 stated that:

Those who desire to do so cannot be stopped and sex is a natural human activity, yes, but they should use protective measures to avoid re-infection or spreading the virus.

HCP7 also noted that:

Men find these kids attractive. But they may be afraid to disclose their HIV status, and insist on condom use and thus infecting their partners or getting re-infected. Assertiveness training is necessary after disclosure to reinforce their ability to negotiate safer sex.

ALWHA reported that disclosure of their status to sexual partners is a great challenge. One would not know the correct time to disclose to the partner. Health care providers advised the girls not to disclose on the first date and to wait until they are ready to do so.

5. Discussion

Fernet et al. (2007) observed that HIV is believed to slow down sexual development among ALWHA and that those infected at birth commence their sexual relationships later than their HIV-uninfected counterparts.

To this end, it is important to engage on sexual issues among ALWHA with a view to understand their sexuality, risks and challenges. In the present study, majority of ALWHA (23) were not sexually active, only three reported to be sexually active. Those who are not sexually active may have had intentions to abstain from sexual intercourse. Those who delayed sex reported that they did so to ensure that they were mature enough to make informed decisions on sexuality issues. Two out of the three who were sexually active claimed that they used condoms correctly and consistently. These behaviors are less likely to expose ALWHA to reinfection and the spread HIV and STIs.

ALWHA's FGDs revealed that they advised their sero-positive friends who were sexually active to practice safe sex. On the other hand, HPCs stated that they encourage younger ALWHA to abstain from sex, and also informed those who are sexually active to use condoms correctly and consistently. Ganle (2016) asserts that young women should remain virgins, and continue to be faithful and committed to their husbands. Generally, the stage of puberty brings about intense feeling for sexual relationships, and early puberty has increased sexual risks and minimized protective factors.

Evidence obtained from the discussion on disclosure to prospective sexual partners revealed shared and mixed reactions, others felt it is important to disclose to someone's sexual partner and others did not. Challenges identified include; ALWHA's concerns about whether to date HIV-uninfected or HIV-infected persons; whether and when to disclose one's sero positive status to a sexual partner. Naswa and Marfatia (2010) recommend that ALWHA may get assistance from counselling and supportive care in order to answer these questions and deal with their anxieties.

Lack of disclosure may lead to unsafe sex that may result in infecting partners or getting re-infected (Bauermeister et al., 2009; Ngwenya et al., 2011; Vagi et al., 2013).

Parents discourage disclosure of ALWHA's seropositive status due to fear of discrimination and stigmatization. Caregivers and ALWHA in Western Kenya define HIV and AIDS stigma as the main part of daily life for HIV infected and affected persons (McHenry et al., 2017). Similarly observations were made in Botswana by (Ngwenya et al., 2011). Stigma and discrimination were impediments to disclosure among ALWHA and that the negative consequences of disclosure may create conflict among ALWHA and their family members. The HCPs and parents/guardians expressed similar sentiments. They concurred that ALWHA as a population group are exposed to sexual risks that may result in spreading the infection and getting re-infected due to stigmatization. This may impede disclosure of their sero positive status to their partners (Ngwenya et al., 2011) and (Nthomang, Phaladze, Ngwenya, Oagile, & Kubanji, 2011)

Although the majority of ALWHA in this study reported sexual inactivity, it is of paramount importance that their sexuality needs be taken into consideration to prepare them for future challenges. According to Nleya and Segale (2015), teachers reported that children engaged in sex at a young age, and it was important that they are informed about sex and its consequences and should be properly equipped to protect themselves.

Comprehensive sexuality education (CSE) is essential for all young people because it influences positive attitudes that can in turn effect, positive intentions towards informed decision-making. There is need for partnerships between teachers, HCPs and parents and guardians regarding CSE. In Malaysia, the researchers underscored the significance of parents participation in sexuality education of children (Khalaf, Low, Merghati-Khoei, & Ghorbani, 2014). The need to engage professionals, adolescents and caregivers/parents in establishing appropriate ways of conducting HIV research among ALWHA is also emphasized (Rennie et al., 2017).

Studies have revealed that young people prefer to discuss their sexuality matters with their grandmothers, maternal and paternal aunts. Thus cultural channels of communication need to be utilized. Lack of communication among young people and their parents creates barriers between parents and their children to discuss sexuality issues (IPPF, 2010).

6. Conclusion

In conclusion, ALHWA face common challenges when it comes to accommodating sexuality issues. ALHWA's sexual inactivity will contribute to their sexual risk reduction. Thus as a strategic intervention there is need to create initiatives that promote abstinence from sex among young people. Health care providers mainly administered sex education while schools, parents and guardian were left behind. Implementation of the comprehensive sexuality education should be strengthened within the school curriculum. There is also need to empower parents/guardians in parent-child communication. A dialogue on sex education between parents and guardians enhances parenting abilities. Some ALHWA have been victims of gender based violence. Further research on gender based violence may contribute to reduction of sexual risk. While most ALHWA were abstinent, with time, there is need to address issues relating to their sexual reproductive issues and rights, intimacy and disclosure.

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Conflict of Interest

The authors declare that there is no conflict of interest.

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COVID-19: Emergence of Mental Health Upheaval and Transition in Human Future Perspectives: A Qualitative Study

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ABSTRACT

The outbreak of COVID-19 pandemic is constantly posing warning and creating mental health crisis among people without any discrimination. Therefore, the current study purpose is to explore mental health upheaval and transition in future perspectives due to COVID-19. Using exploratory study design, semi structure interviews were conducted. Interviews were recorded, transcribed and analyzed by using Thematic Content Analysis. The major themes which were identified showed that COVID-19 is constantly eliciting panic and mental health issues such as anxiety, stress, and depression, fears of death, xenophobia, OCD and uncertainty about future among general population. Results also indicated the major transition in public future perspectives and perception. Concern related to adjustability in life after pandemic is major emerging future concern among Pakistani People. During pandemic outbreak, people are becoming vulnerable to different mental health problems. To overcome these issues successfully, role of mental health professionals cannot be denied. There is strong need to devise activities and strategies which help people to increase resilience and build strong relationships during the period of social distancing. This paper gives a deep insight into mental health problems among general population due to COVID-19 and it also implicates need of psychological services to overcome these issues.

1. Introduction

At the end of 2019, humanity faced very dreadful days and nights hovering with fear of deaths everywhere. Thus, this novel Coronavirus, COVID-19, after causing huge deaths rate was declared as worldwide pandemic by World Health Organization (WHO) on March 11, 2020. COVID-19 pandemic has not only harmed population worldwide physically but also psychologically. It caused a large number of deaths in all over the world and also elevated the rate of anxiety, OCD, stress and other psychological issues experienced by people (Shigemura, Ursano, Morganstein, Kurosawa, & Benedek, 2020). As, COVID-19 is considered a global health crisis and different researchers are also emphasizing the need to work on the mental health crisis in all countries.

Due to this global emergency situation, people are facing many challenges and stressors such as financial issues, loss of job and loss of outdoor activities and so on. So this situation is setting off alarms and demanding mental health professionals to get ready to cope with the crisis created by this silent pandemic. Latest research also investigated the current issue and highlighted the psychological issues that will inevitably transpire from this current pandemic (Galea, Merchant, & Lurie, 2020). Keeping in mind the current situation of COVID-19, it is observed that it is changing people thinking pattern, affecting social life, disturbing human behavior and altering the emotional patterns of dealing with calamities of life. Researchers need to conduct researches to study this pandemic in order to design interventions in future. By looking at the cases diagnosed in different countries and specifically in Pakistan, it is observed that people are forced and suggested to remain at homes and practice physical distancing from society which is known as "social distancing". So this "national behavioral pattern" made us

to shut down all our daily functioning. Students cannot go to schools, so they need to resume their academic activities online. Besides medical issues, the current situation is disrupting people's emotional, behavioral and cognitive responses and thus is posing a threat to our behavior and changing our psychology. People are experiencing many psychological issues resulted from the insurmountable pressures (Li et al., 2020). Moreover, social distancing due to lockdown in all over the world is developing adverse psychological issues in people. Social connection and interaction are considered important for human's social and mental growth. But due to current situation people are in lockdown situation, people have started to get lethargic when they don't have positive inputs into their small world and symptoms of depression and anxiety can be intense during isolation (Ellis, 2020). People experience loneliness, anxious, depression and sometime behave aggressively. Other than anxiety people are also reporting uncertainties about future and OCD symptoms (Brooks et al., 2020).

The COVID-19 pandemic has changed our lifestyle and daily routine with uncertainty and people are facing many financial pressures and diverse alteration in daily routines. Moreover, COVID-19 pandemic has transformed focus point of ones' demands and needs. One of the major changes that are brought by this pandemic is the change in the Maslow hierarchy of needs. People are more worried about their safety need and physiological needs and want them to be addressed immediately instead to struggle for self-actualization (Geher, 2020).

This pandemic is now changing human psychology and future perspective. People have no clue how long this situation will last and our brain is continuously trying to predict what will happen next. Therefore, we human being are going through many phobic situations such dead phobia and xenophobia. Xenophobia is leading to racism all around the world. Cases of racism have reported globally during this pandemic. In Melbourne, a recent incident of racist attack on Asian students made situation more terrified (Butler, 2020). This incident has clearly explained how our cognition, behavior and thinking abilities are changing. Now the question is that which kind of mental health issues are experiencing by general population? What will be our future perspective after this pandemic situation comes to an end? As we are always told to connect with people, students like to build social relationship, wants to play in playground with their peers but now situation is opposite. Therefore, the present study aims to explore emergence of mental health upheaval and transition in people future perspectives.

2. Methodology

2.1 Study Design

The present research paper used exploratory study design through semi structure interviews to qualitatively analyse the emergence of mental health upheaval and transition in human future perspectives.

2.2 Participants

By using random sampling method, we selected 20 participants for interview. The inclusion criteria included (1) participants with age range from 18-35 and (2) participants with working and student's status. People, who were already unemployed, stressed and students who were already part of some distant learning programs, less than 18 years were excluded from the present study. Participants were approached via WhatsApp video call and Skype for the interviews. We determined the number of required respondents by interviewing who met inclusion criteria until the data were saturated and no new topics were generated. The study was approved by Ethical Committee of University.

2.3 Interview outline

After consulting relevant literature, subject matter experts' opinion and selecting 3 participants for pre-interview, we formulated the interview outline. As, interview was semi structure, so few main structure questions of interview are the following: (1) what kind of differences you are facing during the lockdown which u didn't face before in any other calamities or disaster? (2) How lockdown is affecting your routine or daily behavior pattern. How much it is change? (3) How do you think people will react towards a certain community after the emergence of COVID-19? (4) What do you think the virtual environment could bring feasibility of replacing human interaction and physical environment with technology all around the globe after the Pandemic ends? Are we becoming more dependable on this technology?

2.4 Procedure

After communicating the purpose and significance of study, informed consent was obtained for conducting interviews. Telephonic and online interviews were scheduled by the convenience of the participants. Interviews were recorded and participants were assured about the use of information for the research purpose only. Interview took 40-70 minutes per person.

2.5 Data Analysis

After taking interviews, the recordings were transcribed and analyzed by using thematic content analysis. Four independent researches who have expertise in their field, reviewed the generated themes. After generating themes, inter rater reliability was calculated with the help of Cohen Kappa and it was found to be substantial agreement (.78).

3. Results

For qualitative analysis, after transcribing the data, different inter connected themes were identified. Table 1 and 2 shows main themes of discussion. Themes were divided into two categories as themes related mental health upheaval and transition in future perspectives due to COVID-19. Themes related to emergence of mental health upheaval among people are discussed in Table 1.

Table 1: Themes representing emergence of mental health upheaval among people

Themes	Subthemes	Quotations
1. Disaster preparedness can lessen the impact of calamity	Localized calamities with confined time period	“Previous disasters or calamities were more localized and of less duration”.
	Precautionary measures and unplanned behavior toward calamity	“We are more cautious and have to take preventive measures and we were not ready to handle this pandemic.”
2. COVID-19 and Psychosocial issues	Psychological problems	“Due to by remaining at home, mood is frustrated and anxious and we are becoming aggressive as we don’t have any indoor activities”.
	OCD and obsessions	“OCD is increasing as we are becoming obsessed with hygiene issues”.
3. Transformation in daily life and behavioral pattern	No physical activity and disturbed sleep pattern	“Our monotonous routine is messed up. We are in our homes all day long and doing nothing but spending our days and nights on mobile and have no sleeping routines”.
	Disturbed education life and lethargic behavior	“We are becoming lethargic and do not have any goals to pursue”.
4. Uncertainty about future	Uncertainty about future	“We are uncertain about when will this entire situation be over and we will go back to our normal lives”.
5. Change in people needs	Change in perception and shift toward primary needs	“COVID-19 has changed our perception and concerns have shifted to basic needs rather than secondary”.
6. Xenophobia and Stigmatization	Racism and stereotype	“All this situation has made us angry on Chinese’s because they are responsible for this pandemic”.
7. Fear of death and Isolation	Cautious behavior	“We have to take precautionary measures to protect ourselves and our loved ones”.
	Fear of death and isolation	“Fear that we might catch this virus and might be left alone without having any beloved people around us”.
8. Social Distancing and Mental health	Loss of social connectivity	“Due to social distancing or by avoid gatherings, we are becoming stressful”.

3.1 Disaster preparedness can lessen the impact of calamity

It is being observed that every country in the world have some planned behavior and preparedness toward calamities or disaster. Many people have identified that lack of preparedness toward covid-19 pandemic has made situation worse. As they communicated in interview “We were not ready to handle this pandemic as we handle previous calamities. So this situation is making us more stressful...”

3.2 COVID-19 and Psychosocial issues

COVID-19 pandemic is becoming a constant threat to mental and social wellbeing of people. During interview, participants highlighted the elevated rate of stress and anxiety *“by remaining at home, we feel frustration, stress and become anxious as we cannot hang out with friends or cannot go outside...”* This pandemic is making people more obsessed and increasing the severity level of OCD. As participant has highlighted that *“we can notice a change in our thoughts, now we are becoming more obsessed with the cleanliness and hygiene issues and always remain fearful about germs and developing virus”*.

3.3 Transformation in daily life and behavioral pattern

Covid-19 is not only affecting us physically, psychologically or economically but has also brought a drastic change in daily life style and set behavioral pattern. People monotonous routine is messed up without any goals or preplanned activity. As, it is stated by participants in interview that *“We are in lock down and have nothing to do.... Staying up late at night, as we don’t need to go to school, college or job, so our sleeping cycle is disturbed”*.

3.4 Uncertainty about future

World is still in a grip of COVID-19 and has confined people in their homes. Fear and uncertainty is making people overwhelming with mental health crisis. People are uncertain about future as mentioned by participants, *“We don’t know what we need to do or tomorrow there will be good news about this pandemic or not ...this uncertain situation is making us more stressful and worried”*.

3.5 Change in people needs

Beyond unprecedented health and psychosocial implications of COVID-19, a great shift in needs and perception are being observed. As participants have explained in interview *“this pandemic has made us more conscious toward our basic and primary needs..., make ourselves secure from this pandemic”*. People concerns have now shifted toward physiological and safety needs instead of self-actualization or self-esteem.

3.6 Xenophobia and Stigmatization

COVID-19 inflamed xenophobia and stigmatization among people about specific community. Xenophobia is increasing day by day. Participants in interview explicated their apprehensions about Chinese people as *“All this situation has made us annoyed because Chinese are responsible for this pandemic. When we see any Chinese we tend to avoid them”*.

3.7 Fear of death and Isolation

Due to this pandemic, people are becoming obsessed with fear of death and isolation about developing virus. As participants explained during interview about their fears *“we feel fearful because we might die alone without having any loved one around us or there won’t be anyone to attend our funeral”*. So this pandemic, since last year till now, has caused many deaths and enlarged fearful situation all around the world. As in most of the interview participants have mentioned, *“when we go outside, we get frighten if someone around us might have virus..... if we might catch that virus we need to separate ourselves from our family and friends or we can die as well.”*

3.8 Social Distancing and Mental health

As COVID-19 cases are rapidly increasing, social distancing is considered important in preventing the spread of COVID-19, but on the other hand, it accelerated mental health problems. Participants have described in interview *“we need to remain at home and avoid social gathering .As we cannot hangout with our friends, this situation is making us more anxious”*. Conversely, themes related to major transition in future perspectives due to COVID-19 pandemic among people are summarized and presented in Table 2.

Table 2: Themes representing transition in human future perspectives

Themes	Subthemes	Quotations
1. Transformation in future human behavior	Social distancing	<i>“When pandemic would end, Gathering might be awkward after such a long social distance”.</i>
	Cultural shift of values	<i>“People will not meet and greet (no hugs, shake hands etc.) each other like the way they used to”.</i>
	Work from home	<i>“Working strategies like working from home might become a new</i>

		<p>policy and new opinions about this might be taken into consideration".</p> <p>"After the lockdown, it will be very difficult for us to get back to our previous routines".</p> <p>"Fear will be there in the working atmosphere in offices. People will still maintain the distance".</p> <p>"The energy will be low because of all that lazy routine. It will take time to get back to the routine".</p>
	Need time to adjust with previous daily routine	
	Fearful working atmosphere	
	Low level of energy	
2. Predilection toward religiosity	Uncertainty leads to religion	<p>"In future people would get more close to their religion because they do not know what to do in this uncertain situation".</p>
3. Technology as replacement of physical environment	Technology can affect human interaction	<p>"Excessive use of virtual environment can replace human interaction".</p> <p>"Physical environment is important to grow socially and mentally".</p>
	Physical environment	<p>"Technology can make our lives easy but cannot replace human because we all need physical environment".</p>
	Technology as supporting factor	<p>"We would become dependable on technology".</p>
	Technology addiction	

3.9 Transformation in future human behavior

Unpredicted time period of this pandemic depicts that life after COVID-19 will not be same as before the pandemic. People are going to experience many alterations in life as home pattern and social interaction will change." *After pandemic, gathering might be awkward after such a long social distance. People will not meet and greet (no hugs, shake hands etc.) each other like the way they used to...."* Another important future concern is after lockdown, it would be time taken for many people to resume normal life. For instance, verbatim of participant highlighted this issue "*after this pandemic, we can face difficulties to adjust our normal routine Gathering might be felt awkward after practicing social distancing for a long time"*.

3.10 Predilection toward religiosity

Due to this pandemic, people would get closer to religion and might develop more attentive behavior towards religion. As stated by participants in interview on questions related to future perspective such as "*might be we get closer to our religion as compared to present... as we don't know what we could do in this situation except praying."*

3.11 Technology as replacement of physical environment

Now homes are converting into virtual environment for study and office work purpose. As Participants during interview also shared their views "*as we are now using mobile, laptop excessively during quarantine , so we might become addicted to these digital devices and found very feasible to study and work from home through virtual environment"*. But still there is another probability that people would understand the importance of human relationship as participants also highlighted importance of physical environment "*as we believed that after covid-19 pandemic, we will cherish our relationships more"*.

4. Discussion and conclusion

COVID-19 pandemic has brought abrupt change in human psychology and increased mental health issues. People are suffering from many psychological issues and have major future concerns. But still, we are social creature and need to connect with each other. Importance of timely precautions to control the adverse effects of any calamity cannot be

overlooked. Current findings are found to be consistent with latest researches that preparedness for calamities can help to control situation from getting worse (Sameh Wahba, 2020). Furthermore, the current pandemic has increased the alarming stage for all mental health professionals about how they are going to deal with these problems. Lack of proper treatment and uncertain situation make people more panic and anxious (Lunn et al., 2020). According to WHO (2020), there is need to introduce now measures for people during pandemic as level of depression, loneliness, self-harm or suicidal behavior are expected to increase (Organization, 2020). We identified in present study that not only sleep hygiene, diet pattern are effected greatly and but this uncertain situation is also making people anxious. It is observed that people are becoming lethargic and addicted toward technology (Morison, 2020). This situation also increasing fears among them (Dong & Bouey, 2020). So in this most challenging time, people focus is now on to fulfill basic needs. COVID-19 has changed people perception toward the fulfillment of needs and made to prioritize the primary needs instead of secondary needs (Wilson, 2020). On the other hand, findings also suggest a major alteration in people attitude toward specific community or nation for instance different cases are recently reported which involved verbally and physically attack on Chinese and minority groups (Devakumar, Shannon, Bhopal, & Abubakar, 2020). "COVID-19 is not just a health issue, it can also be a virus that exacerbates xenophobia, hate and exclusion," said Fernand de Varennes, UN Special Rapporteur on minority issues ("COVID-19 stoking, 2020). Therefore this traumatized and fearful situation is leading many people to different mental health issues (Panoutsopoulou, 2020). Most recent researches have showed that social distancing is increasing anxiety, depression and stress in people. People are now confined due to social distancing, isolation or quarantine (Venkatesh & Edirappuli, 2020; Williams, Armitage, Tampe, & Dienes, 2020). So this is making people detached from their family, liberties and short or long term mental health problems. Findings also have demonstrated that after pandemic people who already get used of virtual environment, might not want to return to their offices or educational setting (Makhno, 2020). In Pakistan, Government also took initiative of launching "Tele School" to engage students on virtual platform and same as many private institutes also teaching through virtual learning environment. It is observed that during COVID-19 internet search for prayers by people related to different religion has increase rapidly in 75 countries in March 2020 (Bentzen, 2020). Our findings also highlight this phenomena People have become more focused toward religion. Religious beliefs have a strong effect on individual and try to find comfort in God to bless them with happiness (Sinding Bentzen, 2019). Therefore, in future religion will become a great source of conform for people. This pandemic has given us time to reflective back on our lives and to mend our ways to build better community full of love, care and affection. Although, people are in lockdown for prolong time but this situation has inculcated a strong sense on interdependency and connectedness. Therefore, we can help out each other by calling or texting to relieve worries of another person. Mental health professional also needs to initiate online mental health services to overcome psychological issues. Human is the only creature who can always find a ray of hope in the face of adversities. Although this pandemic has wreaked chaos all around the world but on the other side it also has realized us now it is the time to change unsustainable life pattern for successful future.

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Revealing the Other Sides of Syaikh al-Nafzawi's Erotic Anecdotes

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ABSTRACT

Al-Rawd al-'Atir fi Nuzhat al-Khatir (The Perfumed Garden of Sensual Delight), by Syaikh Muhammad ibn Muhammad al-Nafzawi, a Muslim philosopher from Tunisia, has not yet been published in a complete version by any publishers in the Arabic countries since the end of the 15th Century due to the fact that this book is considered sluttish. The Arabians' opinions regarding this book are varied. Some appreciate the writer's honesty and openness, due to describing personal matters, such as a sexual intercourse between a man and a woman. Others are disappointed because of its popular writing styles and poor marketing interests. Some others criticize the ways of medical matters in the text although the suggestions in the text are not imaginary ones. This paper analyzes the book from its other aspects, i.e. its form and types of anecdotes. This paper found out that the anecdotes of al-Nafzawi tend to fictive and this fact leads us not to use the book as the reference for sex education. In additions, the story of the book describes the vulgar sexual intercourse more than sex education itself. This can be considered a sluttish story.

1. Introduction

Jim Colville, in the introduction of *The Perfumed Garden*, says that the opinions of Arabians regarding the book vary. Some appreciate the writer's honesty and openness, due to describing personal matters, such as a sexual intercourse between a man and a woman. Others are disappointed because of its popular writing styles and poor marketing interests. Some others criticize the ways of medical matters in the text although the suggestions in the text are not superstitions. The purpose of Arabian's criticism means to any books as illustrated in this book, representing Muslim Arabians. (al-Nafzawi, 1999). Meanwhile, Al-Ghadami, in his research conclusion on the book, states that the book is actually the humiliation about women. He further argues that the objective of publishing the book is for stupid men. Nobody says that the book is for sex education for Arabians. (Massad 2007).

In the most Islamic periods, it is true that many sources discuss sex. Sexual life is discussed in a number of narrative literary works with numerous anecdotes and poems in depth, one of which is the book on sex education guide in Arabic language, which was well known in the western community in the 15th Century, called *The Perfumed Garden*, composed by North African author, Syaikh al-Nafzawi. (Marzolph 2004). In the original writer, the name of al-Nafzawi was completely written, i.e. Syaikh Abu Abdullah Umar ibn Muhammad al-Nafzawi or Muhammad ibn Muhammad al-Nafzawi. The title 'Syaikh' prior to his name shows that he was a qualified scholar in the religious studies; meanwhile, the name 'al Nafzawi' represents that he was originally from the Nafzawah ethnic in North Africa. (Lowry, *et.al.* 2009)

The objective of the book is to stimulate healthy sexual activities of a partner in order to get marriage harmony and manage sexual desires. The book consists of sexual organs, intercourse, pregnancy, sexual intercourse satisfaction, to trigger sexual desires, cosmetics, ways of abortion, discussions on homosexuality, prostitution and the advantages of sexual activities for both men and women. Most content of the book is illustrated in anecdotes and poems. It appears that this book means not only to instruct the readers, but also to stimulate sexual desires as the first step to lead to a successful marriage. (Marzolph 2004).

Regarded as a sluttish literary work, since its first publication in the 15th Century, *The Perfumed Garden* has never been completely published yet by any Arab publishers. *Maktabat Usama* in Damaskus published some parts of the book accompanied by some articles regarding the book and welcoming notes about the book. The complete edition of the book was published by Riyas al-Rayyis publisher located in London. (Meisami 1998). The book is mostly influenced by a very well known Indian book, called *Kama Sutra*. Most content of the book is about anecdotes and fiction, particularly in Chapter "Ruse and Betrayel by Women". (Irwin 2005). All of the topics of the book are illustrated in the form of traditional anecdotes with some little obscene, taken from various past sources. (Snir 2006).

The Perfumed Garden was translated from Arabic language to French Language by Isadore Liseux pada in 1885, then into English Language by Richard Burton. He and his colleagues in *Kama Shastra Society* tried to avoid the censorship of the book. They, therefore, had the book printed outside of Britain with the reason that this book was meant for those scholars who intend to analyse "the great literary work which is not known in the East" with the words printed in the cover 'for internal purpose only.'

Upon the first publication in 1886, its illegal publication appeared in Paris, Brussel and city centres in the United Kingdom. The edited revision entitled by Burton as *The Scented Garden*, had been actually almost finished before he died, his wife did not agree with this sluttish literary work. All the notes of this revised version of the book were destroyed two week upon his death. Lady Isobel appointed William Coote, the Secretary of *National Vigilance Association*, an executor of her husband's literary work. Coote burned the literary works of Burton, including the complete translation version of *The Perfumed Garden* from its original Arabic version with its notes and revision by Burton in 14 years. *The Perfumed Garden* is not openly sold in Britain, but its pirated copies are sold in the United States. (Sova 2006).

In his writings, *In the Arab Bedroom: The Sex Life of Arabs*, Dupont (2016) mentions that the Arabic writer, Umar Muhammad al-Nafzawi, author of the sex manual, *The Perfumed Garden*, might submit his inheritance about the procedure for sexual intercourse in the Arabs today. Likewise Das (2019), in his writings, *A Chronicle of Sexuality in the Indian Subcontinent*, also said that in the form of a classic Islamic summary, *The Perfumed Garden*, was considered a recognized illustration of sexual knowledge. 16th century public perceptions about attributes involving romantic partners and sexual themes have been clearly illustrated.

Meanwhile, Al-Mohammed, in his writing "Feminist Criticism in Abdullah Alghzamy's Works", put forward Alghzamy's opinion of Al-Nafzawi. In his book "Women and Language", Alghazamy criticized Al-Nafzawi's book "Al-Rawd Al-Ater" (*The Perfumed Garden*), which regarded him as one of the founders of the cultural illusion of masculinity, stripping the woman of his mind and calling it the body. The feminine body in Al-Nafzawi's book seems to be free of thoughts and insights and governed by lust, subject to elevated conditions, and completely stripped of other values. From the point, Alghzamy's view, al-Nafzawi is a sign of a culture of ignorance, ignorance, and intellectual and structural inferiority. Alghzamy explained that the culture tried to oppress women with all its strength and denied the generosity of women, and made it limited to men. (Al-Mohammed 2018)

2. Anecdote Types of Al-Nafzawi

Anecdote is originally from Classical Greek and it is literally translated as "something unpublished". An anecdote is a summary or a short story about interesting events, incredible experiences, striking incidents, imbued by impressive meanings and truths. Anecdote details several events or experiences of how these take place. (Yandell 2001). The literary work by al-Nafzawi, *The Perfumed Garden*, is actually from his small notes entitled *Tanwi' al-Wiqa fi Asrar al-Jima'* (Various Types of Sexual Intercourse). After these notes had reached The Tunisia Prime Minister, Muhammad Awanah al-Zawawi, and he had read it, al-Nafzawi was requested to add some materials about sexual intercourse inside the book, like certain medicine used to enlarge small males' genitals, to remove the bad smell of women's thighs (whitish disease women), to tighten the vagina of women and to fertilize the female womb. It is unquestionably essential for people to know this information regarding these issues. Therefore, the popular translation of various languages regarding the book is an important thing to do for the Western people.

This book of al-Nafzawi consists of 21 chapters, among of which are descriptive and some others are added with anecdotes. Chapter 1 consists of various topics in which men are interested and some long relevant description and poems added with three anecdotes on Abdul Malik bin Marwan, Musailimah al-Qays al-Kazzab and al-Ma'mun. Chapter 2 is about any topics in which women are interested, besides the introduction and a long anecdote about a king called Ali al-Shaqi'i. Chapter 3

presents anything which men hate and a short description as an introduction and a short anecdote with al-Abbas as the character.

Chapter 4, furthermore, is about any topics which women hate. Chapter 5 deals with anything regarding sexual intercourse. Chapter 6 presents the ways how an intercourse takes place; Chapter 7, meanwhile, fully describes the disadvantages about sexual intercourse and its description is in the form of prose and poems. The anecdotes in this chapter are not found. Chapter 8 present the names of a man's and an anecdote with its character played by a man named Al-Rasyid. Poem exists in this chapter. Similarly, Chapter 9 consists of the topics about the names of a woman's genital and an anecdote about a man who lived in Harun al-Rasyid's period. Chapter 10 deals with the genital of animals but does not have poem inside the chapter. Chapter 11 present the deceitfulness and betrayal of women, with 4 anecdotes with a man or a woman whose name and identity are not mentioed.

Chapter 12 consists of the topics in regard with problems and advantages a man and a woman face about a woman, named as Ma'rbeda. Chapter 13 illustrates the topics why sexual desires occur and the power striving for such desires. Chapter 14 discusses female uterus, diseases and how they are medicated. Furthermore, Chapter 15 presents the causes why men are barren. Chapter 16 reveals thing that renders the uterus. Chapter 17 is about medication destroying uterus and fetus. Regarding the enlarging a man's small genital is presented in Chapter 18. The description of how bad smell of armpits and vagina is removed and vagina is tightened is explained in Chapter 19. Chapter 20 illustrates the marks of pregnancy and birth delivery but does not have an anecdote; it is merely a description. Chapter 21 as the last chapter presents the topics of the advantages of eggs and certain drinks helping to stimulate sexual desires for sexual intercourse and has a long anecdote about a king whose name and identity are not mentioned. The beginning of the anecdote presents that the stories are from Abu al-Hija, al-Abdu Maymun, and Abu Hiluja who are famous with their stories told by Nashir lidinillah. The book by al-Nafzawi, therefore, has 13 anecdotes, 5 of which are long and the others are short.

According to Al-Jahiz, anecdote is divided into several forms. The first is *opaque anecdote*, the one whose character is not named. (Kilito, 2001). An example of this anecdote of al-Nafzawi exists in Chapter 11 about women's deceit and betrayal. This anecdote is about a woman who likes her neighbour man who is very well known with his good deeds and piety but she is always refused. With a variety of tricks, he finally managed to fulfill his wish. In this story, their names are not mentioned, but they are just called *imra'atun* (a woman) and *rajulun* (a man).

The second type is *transparent anecdote*. This type of anecdote mentions the names of the character but his/her identity is not known, like the one in Chapter 3 discussing what a man does not like. The story is about a man, named al-Abbas, who has a small genital and whose wife is fat. He cannot make his wife satisfied and this fact leads him to visit an expert to discuss such an issue. Upon being given the prescription and the ways how to make his genital big in this prescriptiuon, he gets successful because his genital becomes bigger and he can make his wife happy. In this story, the character is named al-Abbas but his identity is not known.

The last type is what we call *exemplary anecdot*, telling us about the character and identity mentioned. (Kilito, 2001). This anecdote of al-Nafzawi clearly mentions the character, called Abdul Malik bin Marwan, one of the Bani Ummaya caliphs, Layla al-Akhilia, a well known poet in the period of Abdul Malik ibn Marwan, Musaylama bin al-Qays al-Kazzab, who declares himself as a prophet, and Saja'ah al-Tamimia who also declares herself as a woman prophet, who then becomes the wife of Musaylama.

According to Menurut Yandel, a good anecdote is the one in accordance with the traditional structure, having a formal structure: an introduction, body and ending. (Yandell 2001). In the anecdote of Al-Nafzawi, a formal structure is used, like the one in the story of Musaylama. The beginning of the anecdote starts with the description of Musaylama's identity, i.e., Musaylama bin al-Qays al-Kazzab admitted being a prophet in the period of Rasulullah pbuh. Musaylama tried to do something to compete with the Holly Qur'an and to make up the content of the Qur'an given through Angel Gabriel to Prophet Muhammad PBUH, and the description of antagonist character, called Saja'ah al-Tamimia, ho also admitted being a prophet. The body of the anecdote presents the meeting between these two conflicting characters until the intercourse takes place and their marriage ends the story.

The story of Abdul Malik bin Marwan, however, does not present the introductory part, body and its ending. The description on Abdul Malik bin Marwan is not presented. The introductory part is just filled with certain expressions as follows.

One day, Abdul Malik bin Marwan met Layla al-Akhiliyah, and asked her about what a woman wants from a man. Then, Layla al-Akhiliya replied the question by mentioning cheeks and the hair should be like a woman's hair and has an authority or wealth; otherwise, a woman's love cannot be gained.

The introductory part of al-Nafzawi's anecdote starts with the word *hukiya* (it is told that...) and the expression *wallaahu a'lam* (it is just Allah who really knows anything). The word *hukiya* is used in all anecdotes; meanwhile, the expression *wallaahu a'lam* (it is just Allah who really knows anything) is used in some anecdotes. One of the anecdotes beginning with the word *hukiya* (it is told that...) is the story of Al-Ma'mun, i.e.

hukiya (it is told that) in the period of Al-Ma'mun's government, there was a funny man named Bahlul. He was always invited by those who have authority and government ministers to tell jokes.

The anecdote beginning with the expression *hukiya* (it is told that...) and *wallaahu a'lam* (it is just Allah who knows anything) is the anecdote of Musaylama, i.e.

Hukiya (It is told that...), wallahu a'lam (It is just Allah who knows anything) that Musaylamah al-Qays al-Kazzab – may Allah curse him- admitted being a prophet in the period of Prophet Muhammad

and the anecdote in Chapter 2, describing any topics that women like, like

Hukiya (It is told that), wallahu a'lam (it is just Allah who knows anything) that one day there was a king who had a very strong government, called Ali bin al-Siqathere.

When we look at the connection between these words and the characters, it can be concluded that the use of the word *hukiya* (it is told that...) is men for the anecdote which does not use a name (*opaque anecdote*), like *rajulun* (a man) or *imra'atun* (a woman) and the name is not mentioned but the identity is not known (*transparent anecdote*), like al-Ma'mun, about a fiction and imagination. The anecdote using the expressions *hukiya* (it is told that...) and *wallaahu a'lam* (it is just Allah who knows anything) is just used for the one with the character and name are known (*exemplary anecdote*), whose story can be either a fiction or a fact.

The expression *hukiya* is usually followed by the description of the character in the story whose character's name is not mentioned, such as

two women staying in the same house. The husband of one of them has a long and hard, while the other husband owns a short and weak genital. The earlier one always wakes up with full of happiness and smile; the second one, however, gets up with cries and sorrow.

The story whose character's name and identity are not known is as follows.

A woman, called Ma'rabeda, is considered the person who is the most knowledgeable and wisest. She is a philosopher.

The story whose character and identity are known is of

Musaylama, the son of Qais, who himself admitted getting revelation as Prophet Muhammad experienced. Musaylama misused the letters of Al-Quran through his lies and hoaxes.

The description of this character can be long or short, depending on the materials to be presented. Some anecdotes are long but there is no guarantee that their descriptions are long, or the other way around. Some consist of several sentences or paragraphs, like the story of Musaylamah and al-Ma'mun, but some others are just described one or two sentences, like the story whose characters' names are not mentioned.

Upon the description of the character, the story starts with the expression *yawman* (One day). An example is as follows.

One day, Abdul Malik bin Marwan met Layla al-Akhiliya. Besides, some stories begin with the word kana or kanat (once), for example, once upon a time, there was a man who fell in love with a beautiful woman with all perfection she had. He had tried to seduce her several times in order that he could do the dating with her, but he was always refused. Then, he tried to 'bribe' her with the richness he had, but he unluckily kept refused. He He was mourning, complaining because he had spent a lot of money to make the woman surrender to love him. However, he had always failed to make what he wanted come true. Finally, he became very thin.

Besides, some stories begin with the expressions

Laylatan min al-layali (one night), such as one night, Ali bin al-Siq'a'i, a very powerful king with huge kingdom, strong soldiers and allies, could not sleep at all. Then, he called out his minister, Police Head, and the Head of his bodyguards to accompany him to go around the city.

These words can semiotically lead to conclude that this story is a fiction due to the absence of the time.

The body of the story is usually filled with the dialogue between protagonist and antagonist characters or with additional characters, like the story of Musaylamah as follows.

While seeing the prophet, the woman had an intention to doing sexual intercourse. Musalamah then said, 'Common, get up, let me own you. This place has been prepared for such a purpose. If you like it, you can be lying, or you can do the doggy style, like prostrating, with eye brows touching the land, and your ass faces up, forming three-foot standing. Any position you intend to do, speak up, I will surely feel satisfied.' Then, this woman prophet answered, "I want to do it in any styles."

The short anecdotes have a limited number of dialog, but its portion can be long and it even can cover the whole story. This can be seen at Chapter 11 about women's deceit and betrayal as follows.

The first woman said, "I live in the real happiness. My bed is the sofa of happiness. When my husband is on top of me, this bed witnesses our highest joy, kisses and hugs, our happiness and tender breaths. When my husband's penies is in my vagina, it completely enters mine, lengthening to touch the deepest part of my vagina and does not exit until it touches all parts of my vagina, threshold, front room, vaginal ceiling and its centre. When it reaches the peak, he puts his penies exactly in the middle of my vagina, full of tears. This way burns our fire and calms our spirit." The second woman said, "I've lived in the darkness and sadness. Our bed is the place in which we earn our tears and our sexual intercourse is a mixture of tiredness and difficulties, hatred and curse. When my husband's small pennies enter my vagina, many open rooms are not touched and are short and his pennies cannot touch all parts of my vagina, so the deepest part of my vagina is not touched. When erection takes place, the pennies moves around my vagina, I cannot get any happiness at all. Being weak and small, this pennies cannot lead mine to ejaculate itself.

Sometimes there is a dialogue in the form of poem, like in the story of Abdul Malik bin Marwan, i.e.

they want to possess wealth, and the amazing youth palace. When hair turns gray and with limited wealth, there is no place to get a woman's love.

Al-Nawawi does not provide the special ending part of the story. However, like other general stories, some present happy endings, similar with Chapter 2 of Musaylama, about what men like, as revealed in the following description.

After doing satisfying sexual intercourse, Saja'a al-Tamimia said to Musaylamah, that Musaylamah asked other women to marry him. When Saja'a went out from the tent, her students were waiting and then asked her about what she discussed in the tent with Musaylamah. The Woman Prophet stated that Musaylama had shown what had been revealed to her and she said that all were correct; she then had to obey him. After that, Musaylama advised them to get married to Saja'a, because she became his followers.

Another part of the ending section on the success in doing something as illustrated in Chapter 3 about Al-Abbas, on what men hate, such as the following description.

Abbas did not waste his time on preparing the meditated medicine according to the prescription given by a wise man. Actually, it was true that his penies was enlarging. Unlike what he had in the past, this time he could make his wife sexually satisfied while he was doing the intercourse with his wife. His wife really felt the real sexual intercourse with an extra-ordinary way. Soon after this change, the wife gave all what she had to her husband.

Besides, an ending is actually a conclusion on the lesson of the story, as illustrated in Chapter 12 in regard with the problems men and women face as follows.

There are some women who are not that lucky as what they have done so far, a woman who always blame and curse others, the one who invites her husband to fulfill what men have to do for the sake of their own comfort, the one snoring in the bed, that who is not ashamed, stupid, revealing any secrets with curiosity. These facts lead you all to reveal the worst sentiment from women.

Two of characteristics of good anecdotes are the focus on one scene and the tendency to limit to two characters, the doer and the opponent. In its order, an anecdote tends to be dialogic, meaning that its peak is marked with a direct conversation. Similarly, an anecdote is attached to the individuals who are clever and quick and tactfully use words, like celebrities, intellectuals, and public figures. (Herman 2005). This can be found in Chapter 1 of Al-Nafzawi about what men like. This anecdote just consists of one scene, what men like. There are only two characters, i.e. Abdul Malik bin Marwan acting as the main character and Layla al-Akhiliyah as the opponent. Both characters are the ones well known in history.

The form of anecdote or historical narrative illustrates the cases, some or all of which could be imaginative. As a fiction, anecdotes still present comments about historical situations and in-depth knowledge. (Zaman 1997). I believe that Al-Nafzawi's anecdotes are imaginary in accordance with what wants to be intentionally achieved, i.e. presenting the knowledge

of sexual education with valuable comments. This can be found in Chapter 11, especially the ones dealing with women's deception.

This chapter presents the stories which are partially or wholly imaginative. This is clear from the fact that the characters are just mentioned *rajulun* (a man) or *imra'atun* (a woman), but every end of the story present the comments with the following expressions: *look at the women's deceats or look at what women do*. Such expressions lead us to be careful of what women do. This is in line with what Yandel states that anecdote is not only a simple story, but this is a special story documenting the truths or events with their capacity to deliver truths or in-depth understanding about a past activity regarding an event or an experience. (Yandell 2001).

Oxford English Dictionary illustrates that some anecdotes reflect the personal stories of royal families. (Cohen 2006). Al-Nafzawi's story presents such anecdotes in regard with the life of King al-Mamun. These anecdotes tell us about the infidelity between Hamdona, - a daughter of King Al-Ma'mun, who got married to the Prime Minister—with Bahlul, someone who is considered an entertainer among those in the palace. This, however, cannot be proved whether this is a fiction or a fact.

3. Contents of Al-Nafzawi's Anecdotes

In accordance with what the book delivers, it is clear that the book of al-Nafzawi consists of erotic matters. In addition, there is another function that the book intends to share, anecdotes. According to Yalden, anecdotes can sometimes be an entertaining way, make the readers curious, filled with gossips, strongly critical ideas, open our horizon, a bit licentious, rather rude, strange, even triggering spirits. (Yandell 2001). The anecdotes presented by al-Nafzawi also present entertaining aspects, as illustrated in Chapter 2 about what women want from men. One anecdote illustrates the intelligence of Bahlul, someone at whom yhe people in the royal palace laugh, when he makes jokes or tells a lie to someone. The caharacteristics of Bahlul who looks stupid but has a lot of senses when he faces problems; the people around him, then, feel entertained by his presence.

The craftiness of Bahlul in the book can be illustrated as follows.

One day, Bahlul successfully entertained King Al-Ma'mun; he, therefore, was given a gold cloak. Hamdonah, the daughter King Al-Ma'mun who was then the wife of the Prime Mienister envied knowing that bahlul was given such a cloak. Bahlul was ready to gieve the cloak to the daughter with the condition that she had to do sexual intercourse with him. Due to her intention to owning the cloak, the daughter agreed to have sexual intercourse with him. After she and Bahlul had done the sexual intercourse for three times, Bahlul gave the gold cloak to Hamdonah. He, however, did not leave Hamdonaha's home. Several minutes later after he left the house, Bahlul returned to the house and asked the servant a glass of drink. After he had drunk the water, he broke the glass into pieces and he sat down over there. When Hamdona's arrived and asked Bahlul what had happened, bahlul replied that the gold cloak from the king was asked by Hamdona and a return he broke the glass. Listening to what bahlul explained, the Prime Minister felt ashamed and urged his wife to return the cloak. The wife could not give any reason regarding his request and was afraid if their sexual intercourse could be revealed by the husband.

Regarding the entertaining factors in an anecdote, Gallop explains that anecdotes are the story filled with interesting and funny things. (Gallop 2002). What makes the above story funny is that Bahlul has unexpected strategies. Initially, it's the wife of the Prime Minister who wanted to deceive Bahlul due to the fact that she wanted to grab the gold cloak given by her father, King Al-Ma'mun. What happened, however, was the other way around. Due to his great skills, it is Bahlul who could make a trick to her, doing sexual intercourse with Hamdona without losing his gold cloak. The first strategy is that when he was about to do sexual intercourse with Hamdona, he pretended to suffer from back pain and asked her to be the top of him during the sexual intercourse. When for the first time, Hamdona asked for the cloak upon their sexual intercourse, Bahlul refused the request due to the fact that he did not do anything because he was the object. It is Hamdona who is the subject.

Then, he asked Hamdona to do another secual intercourse and he was at the top of Hamdona in this activity. Upon the sexual intercourse, Hamdona asked him for the gold cloak. Cunningly, Bahlul refused to give her the cloak because it was equal: in the first sexual intercourse, Hamdona was on the top of him and in the sond one he was on the top of Hamdonna. According to him, the other sexual intercourse had to take place again and then he promised to give her the cloak. After the third intercourse, Bahlul gave away the cloak. Another deceit occurred, i.e. he broke the glass and complained the issue to the Prime Minister and this leads him to get the cloak back for free.

Ahmad Muhammad al-Hufi considers this humour as what he calls *al-Du'abah*, meaning that humour takes place due to the skills of someone who wants to make his/her opponent lose. This type of humour can be categorized as sex humour.

Sigmund Freud divides the topics in humour into three types, i.e. sex, ethnic, and politics; meanwhile, Jan Harold Brunvand argues that there are four types of humour, i.e. sex, ethnic, nation and religion-related issues. Psychologically, two aspects make people laugh: thought (idea) and unexpectedness (something unexpected). (Author). Bahlul's idea to break the glass to collect the cloak is a really unexpected matter and this leads to make the story funny. The readers believe that what Bahlul did to Hamdona is just for the sake of sexual intercourse and then people suspect that Bahlul would give away the cloak to Hamdona. However, the readers' ideas are wrong due to the fact that Bahlul can do sexual intercourse for three times without losing his cloak, meaning that he does the sexual intercourse three times with a undoubtedly beautiful lady whose beauty amazes anybody seeing her. Any man who sees her must want to do sexual intercourse with her.

Joel Fineman argues the aspect of peculiarities in an anecdote which is defined as a strange narrative. (Gallop 2002). The events in al-Nafzawi's anecdotes can also be considered strange because all events are sexually considered, like what exists in the anecdote about Musaylamah. Generally, the historical sources regarding Musaylamah are always connected to the one who declares as a prophet; in the anecdotes of al-Nafzawi, the story of Musaylimah is about how Musaylimah deceives Saja'a who also admits as a prophet and Musaylimah can do sexual intercourse with Saja'a.

Similarly, Yandell proposes that an anecdote can make someone curious. By reading the anecdotes on sexual intercourse written by al-Nafzawi, the readers feel curious whether what the writer wrote is a fact or an imaginary matter. For example, Chapter 21 as the last chapter presents the advantages of eggs and drinks as a strong medicine regarding sexual intercourse. One story illustrates someone who is punished to do sexual intercourse with eighty virgins without ejaculating with any dot of his sperm and the man makes it successful. This has freed him from the punishment. Another is punished to do sexual intercourse for fifty days without any stop and this man proves to make it. Is it true? Can it take place? These stories make the readers curious.

In addition, an anecdote can open someone's mind. Reading the anecdotes of al-Nafzawi, the readers will know about what women like from men, as presented in the dialogue between Abdul Malik bin Marwan and Layla al-Akhilah in Chapter 1, illustrating what women like from men is overwhelming wealths and amazing young posture. When wealths decrease, a man has nothing women can be proud of.

An anecdote can be used to emphasize or to create some opinions in the bigger context or longer texts in order to get attention or to create a new path in life, presenting something simple to achieve what is wanted. (Yandell 2001). Some of the guides about sexual education in al-Nafzawi's book present some anecdotes, and some other do not. For example, al-Nawawi does not use anecdotes to illustrate the names of vagina in Chapter 9 and the techniques of sexual intercourse in Chapter 6. As mentioned above, publishing this book means not only to present sex education, but also attract the readers.

The in-depth illustration, unseen carelessness, interesting dialogues, word uses, cute appeal, unfinished climax, and all interesting means are used to give at-glance description about life. Imaginative remembrance in any forms whether they are biography, autobiography, non-biography, lead anecdotes to present the detailed facts. (Yandell 2001). The anecdotes of al-Nafzawi appear to present in-depth information about sex education, especially the illustration of sexual intercourse. This can be traced from the story of Bahlul while she was doing sexual intercourse with Hamdona as follows.

Bahlul pushes his penies into the vagina of the King's daughter until the penies cannot be physically seen and he says: "It is thy desire that God has created for a woman who never feels that tired." Then, Hamdonna is moving her buttocks up and down like someone completing the cross-puzzle, left right, up and down. There is no dance like these movements.

The above illustration also takes place in the dialogues. Al-Nafzawi intentionally creates the dialogues because of the core ideas to be presented like in Chapter 12 in regard with the advantages of women and men illustrated as the following example:

"In which part of a woman's body does her brain exist?"

"in her thigh"

"Where are the pleasures located?"

"In the same place."

"What makes a woman love or hate a man?"

'Her vagina," he says, and adds, "To those men that we love, we give our vaginas and we refuse to give them away to those men we hate."

An interesting point regarding word games is at the following description.

Then, she completely takes off her clothes until she becomes naked, and Bahloul becomes really surprised due to her beauty and great posture. He is looking at her amazing thigh, a mounting navel, her vaulted stomach, plump breasts appearing like mumps. Her neck seems like a deer's, her round mouth like a ring, her fresh and hotly red lips like bloody swords. Her teeth can be removed as pearls and her chicks for roses. Her dark eyes with a little gap, her eye brows like black wood resembling flourish calligraphy carved by a professional writer. Her forehead illustrating like a full moon at night.

4. Conclusion

After analyzing the anecdote types of al-Nafzawi's, this article is in line with the opinion of Zaman's, arguing that it is quite difficult to determine that an anecdote can exactly illustrate a factual historical event to be differentiated from the fictive one. (Zaman, 1997). This can be seen from the story of Abdul Malik bin Marwan as an example. The story tells us that Abdul Malik bin Marwan meets Layla Akhiliyah. These persons exist in history, but is it true that the dialogues actually take place? The same case happens to Musaylamah and Saja'a al-Tamimiyah. That Musaylamah got married to Saja'a al-Tamimiyah is a fact, but the question is that it is true that Saja'a got married to Musaylamah merely due to fragrances in the tent of Musaylimah, then she let Musaylamah do sexual intercourse with her? The name of the character of al-Ma'mun in one of the anecdotes is also a question: which Al-Ma'mun is meant by this character? Is it Al-Ma'mun Khalifah Abbasiyah who had the power in 813-833 A.D. or an imaginary character?

Referring to what Fineman argues stating that an anecdote is both a literary work and a fact (Gallop 2002) this article agrees that the anecdotes of al-Nafzawi can be considered a literary product because there are many literary facilities are used, like the forms of narrative and poems with rhetoric styles. This article disagrees that the anecdotes of al-Nafzawi are considered factual due to the fact that there are many indications that these anecdotes are fictitious. This indication can be seen from the characters whose names are mentioned but their identities are not known. Although some characters' names are mentioned and their identities are known, their stories cannot be reliable and their times and settings are not clear yet. Regarding the facts of the book presenting more anecdotes than their descriptions and more imaginary matters than real things, this paper is in agreement that the literary works of al-Nafzawi are more sluttish than educational regarding sex education.

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The Governance of Sustainable Development According to Imam Ali's Letter 53 and the UN Agenda 2030: A Comparative Study of the Two Charters

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ABSTRACT

This research is a comparative study between the famous Letter 53 of Imam Ali Ibn Abi Taleb and the UN Agenda 2030. With a textual analysis of the 117 passages of the fourth Caliph's epistle, we study sustainable development goals (SDGs) stated by Agenda 2030 in Letter 53. Besides, we analyze the governance of sustainable development, according to Imam Ali's economic vision. In the light of this comparative study, it has been observed that SDGs 1, 2, 3, 4, 5, 6, 7, 8, 10, 13, 14, 15, 16, 17 of Agenda 2030 are the most expressed in the said Letter. Finally, we conclude our analysis with a comparative table showing a substantial similarity between the two charters' vision. Nevertheless, some differences appear in specific themes' objectives and a growing distinction between the SDGs and those grouped under Innovation and Technological Improvement.

1. Introduction

Since the 1970s, the germ of civilization has been threatening. The failure of growth models observed in many countries has led Humanity to its loss (Châtaigner & Caron, 2017). Moreover, the 2015 World Bank report attests that billions of people live in poverty, and the gap between rich and poor is widening.

In all areas, the balance sheet is alarming, and the current crises are not only orchestrated by economic, financial, or social factors. Ecological factors should be of more significant concern. Economic imbalances can be corrected, financial systems strengthened, social conditions improved, but can the planet's carrying capacity provide ecological services to the entire human population?

At this time, planet Earth is going through critical and complex challenges for sustainable development. The progress made by humankind has provoked internal conflicts and civil wars often accompanied by humanitarian crises caused by the forced displacement of populations, followed by famines or epidemics, leading to very high death rates.

The main threats facing humanity can be added to climate change or the erosion of biodiversity, the depletion of natural resources, pollution, soil degradation, water scarcity, too high temperatures, and food insecurity. Without over-dramatizing, the challenges of Sustainable Development are far from being won. As Gilpin (2016) points out, the survival of many societies and ecosystems on the planet is in danger.

In the face of this new international disorder, the world is anxious to support a new form of participatory democracy for sustainable development (SD) under the standard label of "good environmental governance." Governance must be treated as a management tool to design or operationalize SD principles (Hyden, 2001). Since then, we have watched with great attention a series of initiatives that prioritize SD. Of course, this is the Agenda 2030 for Sustainable Development adopted by the United Nations on September 25, 2015, announced as a global collective project.

Earlier, the UN, in its 2002 annual report on human development, had called on almost all countries to consider Imam Ali's recommendations in their economic, political, legal, social, and educational programs (PNUD, 2002). More than a thousand

years ago, Imam Ali wrote a letter known in the literature as Letter 53, addressed to Malik Al Ashtar upon his appointment as governor of Egypt when unrest broke out under his predecessor's rule, Mohammed ibn Abi Bakr. Six passages from this Letter can be found in the report of the United Nations Development Programme. Former UN Secretary-General Kofi Annan says that it was "the largest letter on government ever written by a human being" (Nakshawani, 2012).

Moreover, the examination of this fair charter shows that its passages consider current development issues and the urgency to improve living conditions and the future of Humanity. In response to these challenges, it provides an essential mechanism of good governance for sustainable development.

Carried by a universal vocation, just like the Agenda 2030 for sustainable development, Letter 53 is a project for the profound transformation of human activities to find the path to sustainable development. This observation provokes a comparison between these two writings and deserves a deep reflection to provide an enlightening analysis of Imam Ali's vision - and even Policy - of sustainable development. Such is the objective of this research.

This study presents several originalities. When research on governance for SD is multiplying, few works have been identified that deal with Imam Ali's reflections on development actions and trace the contours of 7th-century governance that organizes the life of the social body and its environment up to the present day. Moreover, most academic research on Letter 53 is limited to the spiritual aspect of the human being. This head of State's work is rarely explained in its economic, social, or environmental dimension.

The importance given to this work leads us to ask ourselves a few questions: do the visions of environmental governance published in these two charters of Imam Ali and the United Nations present notable similarities? If so, did Imam Ali's Letter to Malik inspire Agenda 2030 to draw up his sustainable development project? Can the Letter be considered as one of the first documents on good governance for SD? Can this testament's recommendations serve as a mirror for the questions that have emerged in recent years around SD?

Moreover, the article includes four sections in which are presented a review of the literature (1), the critical sustainable development themes of Agenda 2030 (2), the methodological approach used (3), and the results of the analysis, which take stock of the comparison between these two charters (4).

2. Governance in the context of sustainable development: what does the literature say?

Governance and sustainable development (now SD) are terms with a similar history. They were explored and adopted in the late 1980s, with common characteristics. Issues of governance and sustainability are critical in the 21st century. They are fundamentally about the relationships that define the distribution of resources on our planet (Lennan & Ngoma, 2004). More specifically, they are about the consequences of choices that are made in the name of SD.

As a result of multiple requirements, SD is an internationally recognized goal that public organizations should pursue (Meadowcroft, 2007). Indeed, nations face development challenges and fundamental crises related to famine, poverty, inequality, and human survival. In these circumstances, good governance must be treated as a management tool to achieve SD (Hyden, 2001). In this spirit, the introduction to the "Plan of Implementation" adopted at the 2002 World Summit on Sustainable Development stated: "Good governance in each country and at the international level is essential for sustainable development."

Governance scholars who share this view consider that neither of these formulations goes very far (Kemp et al., 2005; Meadowcroft, 2007). The first is simply an assertion that "good governance" encompasses all internationally legitimized norms, while the second is likely to be true for any meaningful social purpose. Moreover, they suggest that concern for SD is part of what it means to practice good governance that without it, we will not be able to achieve desirable social goals. Since it was brought to the attention of the World Commission on Environment and Development (WCED) in 1987, the concept of SD has incorporated constraints related to environmental protection, promotion of well-being, especially the urgent needs of the poor, concern for the well-being of future generations, public participation in decision-making on environment and development. SD is not only an economic and social concept., but its dimension should be by far the most worrying is environmental (ONU, 2017). This environmentally friendly SD, which ensures socially inclusive economic growth,

² This letter can be found in Ali ibn Abi Tâlib, (1989). *The way of eloquence*. Translation into French of the Arabic text *Nahj al-Balâghah* by a group of Muslim specialists. Reviewed and corrected by Sayyid Attia Abul Naga.

requires a change in the game (Hyden, 2001) and a shift in power relations. To achieve this, it will be necessary to rethink public organizations' governance to achieve sustainability, prosperity, equity, and peace.

SD as an approach to poverty reduction is not a spontaneous social product: it requires an understanding of ministries and public agencies' role in establishing quality governance. However, the public organization is of fundamental importance because it is closest to the citizens, to whom it provides essential services. In other words, each organization is a bearer of sustainability that contributes to the operationalization of SD objectives (waste recycling; transition to sustainable lifestyles and changes in the behavior of producers and/or consumers; sustainable mobility). It must consistently integrate socio-environmental components into its strategic roadmaps. In this respect, its SD governance is closely linked to understanding economic, social, political, environmental, and technological development (Hyden, 2001; Lennan & Ngoma, 2004).

The transition towards more sustainable growth requires us to question economic and social models that satisfy Humanity's growing needs without putting negative pressure on the environment and the quality of life (Heal & Le Kama, 2011). The main challenge for countries is to develop inclusive practices in a context where economic and social resources are limited. They are called upon to maximize resources and work within the parameters of effectiveness and efficiency. When resources are limited, SDGs generate development models based on the compatibility of economic prosperity and respect for people and territories. More concretely, this necessarily involves strengthening activities that are in line with the social objectives sought. The most convincing example of this is promoting the green business sector (renewable energy, organic agriculture, etc.). In addition to this, development strategies and programs that consider food, education, energy, social protection, housing, infrastructure, etc. are needed.

In response to these needs, governance for sustainable development requires a consultative approach with private stakeholders. Public-private partnerships (now PPPs) are mentioned as a potential means of achieving sustainability (Hueskes et al., 2017; Marx, 2019). This public-private arrangement in the provision of public services attempts to combine the best of both worlds: the private sector with its resources, knowledge, technology, management skills, and implementation and enforcement capabilities (e.g., coverage of citizens in rural and remote areas), and the public sector with its regulatory actions and protection of the public interest.

Partnership in various forms has begun its journey worldwide, in both developed and developing countries (Paoletto, 2000). These forms, which are categorized according to the extent of participation and the degree of risk allocation between the two sectors, range from a concession granted by a government-owned entity, outsourcing the delivery of public services to private entities, to outright privatization, where the government transfers all responsibilities, risks, and rewards for service delivery to the private sector. It should be noted, however, that the latter, in many cases, is motivated by profit and may then not place sufficient emphasis on quality or safety for the general public (Ara & Khan, 2016).

In addition to this partnership, there are other essential ingredients for implementing a commitment to SD. Accountability, disclosure of information, public debate, collaboration, consensus building. Of course, this does not mean that SD governance is the realignment of the relationship between the State and citizens. The objective is to responsibly involve the actors or populations concerned by sustainable development policies and their action plans and reach the right decisions to the majority, as far as possible, and that converge towards the common good.

In this vein, the literature on the search for sustainability has marked the evolution of modes of governance that have reshaped the landscape of relations between citizens and public organization, from the application of rules by the Administration to exercise its power over citizens (bureaucratic paradigm), through the provision of public services by the Administration to meet the needs of citizens (consumerist paradigm), to the sharing of responsibilities between the Administration and citizens (participatory paradigm).

In his 2018 review of the literature on public governance for SD, Janowski et al. spoke of the birth of a new paradigm of "platform governance," the successor to the bureaucratic, consumerist and participatory governance paradigms. They say that platform governance "is a recent governance model that aims to improve citizens' living conditions and other SD actors." This innovative form of governance reconceptualizes the relationship between three primary entities. First, the Administration represents all state actors with the mandate to direct, coordinate, and regulate development processes. The second, the Citizens, includes businesses and other non-state actors and all other persons who legitimize the Administration to act on their behalf and participate directly in development processes. The third, the Policy, represents the systems of rules

and regulations that the Administration applies to submit its decisions to citizens' scrutiny (disclosure), who commit to sharing information, opinions, knowledge, and experiences (collaborate). Through this empowering relationship, citizens can learn, monitor policy performance, and benefit from development results. More generally, platform governance enables the co-creation of public value between citizens and the Administration (Linders, 2012) to pursue a range of collective objectives such as fighting crime, discrimination, and corruption, monitoring living conditions, managing social welfare, identifying public health risks, planning public spaces, etc.

Public governance for sustainability also needs to be more anticipatory, long-term oriented, and concerned with learning to innovate and adapt. Technological innovations alone promise only some of the necessary improvements towards sustainability, but sustainability requires systemic innovation (Kemp et al., 2005). Systemic innovation is a fundamental change in goods provision systems, associated with new knowledge, different rules and roles, and a new logic of relevance. Chain mobility is an example of systemic innovation with environmental benefits. In this mobility vision, users use different modes of transport (collective and individual) based on mobility agencies' information that offers travel plans and reservation possibilities. Chain mobility requires changes, in infrastructure (such as bus stations), in technology (such as tramways in urban areas), but also in social and organizational processes such as collective car ownership (car-sharing), the integration of public transport systems, and the introduction by firms of transport management systems for their employees. Finally, public governance's role in promoting SD is not just a technical and administrative challenge, nor is it something that public servants can do quietly and effectively out of public view. On the contrary. It is a process that requires societal decisions about desirable lifestyles and how benefits and burdens should be shared among different communities and generations, and among the inhabitants of this planet (Meadowcroft, 2007). A summarized concept of governance for sustainable development is illustrated in Figure1.

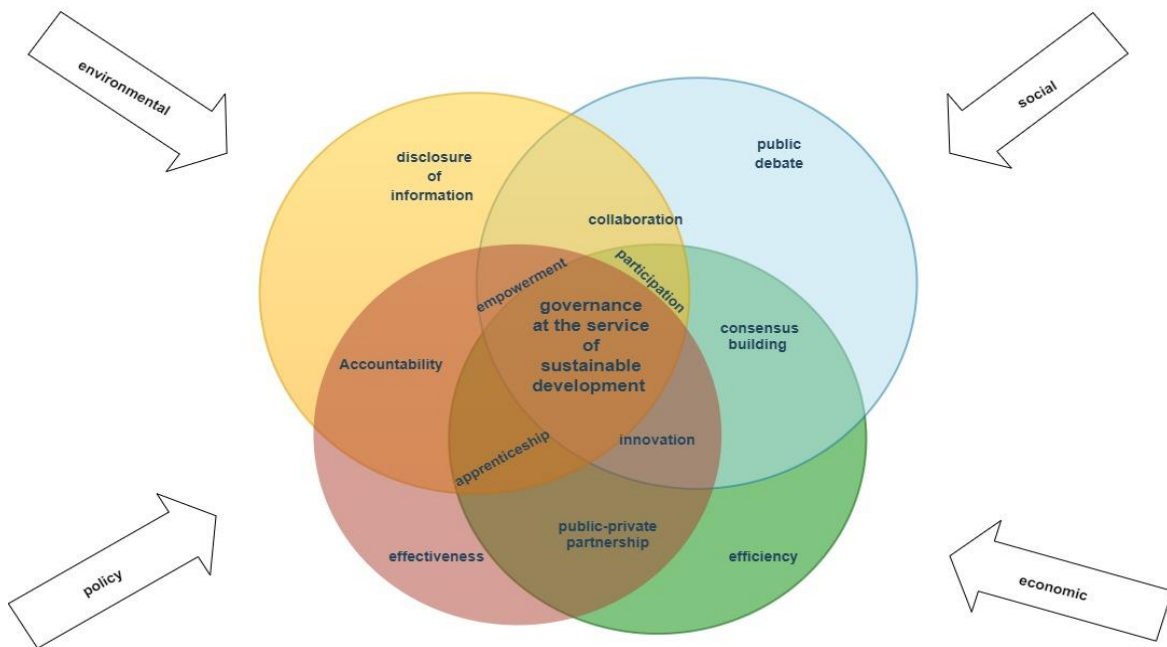


Figure 1: Illustration of the governance concept of sustainable development.
(Source: own elaboration)

3. Agenda 2030: A new paradigm for the United Nations

The new UN Agenda 2030 results from the Millennium Development Goals (MDGs) and the Rio + 20 conference in 2012. Between the Rio summit in June 2012 and the special summit on sustainable development in New York in September 2015, the United Nations took a historic decision by adopting this Agenda 2030, which is considered as a universal action plan adapted to the new needs of emerging countries by integrating ecological and climate awareness. In its initiators' eyes, experts from the United Nations represent a unique and unprecedented framework for people, the planet, and prosperity (Dobrescu, 2017).

Characterized by a great awareness of the real threats from the depletion of natural resources and the multiplication of environmental disturbances (Meadows et al., 1972) that societies will face, this Agenda 2030 shapes global development policy and actions for the next 15 years. It covers topics ranging from environmental education, and its objectives challenge both developed and developing countries.

The successful implementation or integration of these objectives into national policies and strategies is intimately linked to the global partnership. The global alliance facilitates intensive engagement worldwide, involving governments, civil society, the private sector, the UN system, and other stakeholders. However, countries working in partnership with other countries certainly learn from each other's implementation challenges.

For this to happen, each country will be responsible for the highest degree of its development. Indeed, each State must henceforth take its share of responsibility, not only financial but transformative of its mode of production and consumption (McMichael, 2016). Given the capacities, realities, and development levels of these different countries, the Agenda 2030 approach requires coherence and coordination to achieve the Sustainable Development Goals. More broadly, national policies and strategies should remain consistent with international commitments and rules.

Different approaches, visions, and models in each country depending on national circumstances and priorities for achieving sustainable development. But, in the context of poverty and eradication, the transition to sustainable development must be carried out as a joint action as a whole. Each country chooses an appropriate approach under national development plans, policies, and priorities at the national level. At the global level, coherence between national policy processes and supra-national frameworks must be supported by an enabling international economic environment: coherent financial and monetary systems strengthened and improved global trade.

3.1 The significant themes of sustainable development according to Agenda 2030

Agenda 2030 includes 169 targets and 232 indicators grouped into 17 themes called Sustainable Development Goals (SDGs), identified by colored logos (Figure 2), and a declaration text articulating the principles of integration, universality, transformation, and global partnership. It was created through a unique global process of an open-ended working group, which jointly developed the 17 SDGs that were subsequently endorsed by all UN member states (Beisheim, 2015). By 2030, the SDGs, with their sub-goals, serves as an international guideline for progress. This is true for the whole world, even for the materially rich countries, because the SDGs are universal. They aim to balance the social, environmental, and economic dimensions of sustainable development. They provide a social basis for Humanity while ensuring that human development takes place within the Earth's biophysical limits (Rockström et al., 2009).



Figure 2: The 17 primary sustainable development goals of Agenda 2030 ³

³ United Nations, consulted on 11/08/2020 in: <https://www.un.org/sustainabledevelopment/fr/health/>

According to UN experts, each objective illustrates a central theme of Agenda 2030. The first theme of the SDG1, "no poverty," underlines the different dimensions of poverty. It is an incredibly ambitious goal. The Agenda satisfies the most existential basic needs (e.g., overcoming extreme poverty) (Dückers, 2017). The second theme relates to food consumption. The fight against hunger, the improvement of nutrition, and sustainable agriculture are at the heart of SDG 2. What will have to be produced tomorrow will be mainly linked to what will be consumed, wasted, thrown away, or recycled. Besides, food security is undoubtedly necessary for health. This third theme addressed by SDG 3 means, on the one hand, enabling optimal physical health and, on the other hand, maximum mental health or subjective life satisfaction. Theoretically, severe nutritional deficiencies are incompatible with the health dimension: infant and maternal mortality, infectious diseases, etc. All the more so as this international treaty now makes it possible to apprehend education's dimension in the broadest sense. This is a critical factor in the ability to participate effectively in development. In examining SDG 4, it became clear that it questions the educational model of tomorrow and considers it more as a means to achieve the other objectives of sustainable development than as an end. This goal calls for all boys and girls to access quality education by 2030 and declares discrimination against women as an obstacle to sustainable development. The elimination of all forms of discrimination is also included in the list of targets in SDG 5. The latter also considers equality aspects, notably in equal opportunities or non-discrimination, again focusing on gender equality.

This international treaty's sixth objective aims to "ensure the availability and sustainable management of water and sanitation for all." Based on this text, water quality and quantity are at the heart of complex equations involving all local and global climate issues (Caron, 2020). Clean water is essential for humans and the natural world. Poor sanitation, poor hygiene, and inadequate infrastructure contribute to disease and millions of deaths each year (CCSI, 2016).

Achieving this goal goes beyond making water and sanitation services available to all communities; it involves measures that ensure sustainable management of water resources (Chitonge et al., 2020). Water management is a challenge. And companies, governments, multilateral agencies, civil society organizations, the local community, and scientific research institutions can work closely together to share water use information and find solutions. In addition to the notions of adequate and sustainable water management in SDG 6, SDG 7 presents a challenge to improve the availability of reliable energy for those who do not have access to it while minimizing negative impacts on the planet. Access to energy is an essential component of the Agenda, an element of sustainable development for many other goals, and a significant contributor to climate change.

Solar energy is the most popular energy source in renewable energy sources, followed by hydroelectricity. These are at the heart of much sustainable development (McCollum et al., 2018). Indeed, the development of renewable energy production could contribute to improving health (SDG 3) by reducing air pollution (Braspenning Radu et al., 2016), but also to economic progress and the creation of new decent jobs (Fankhauser et al., 2008), the eighth theme outlined in SDG 8. This goal represents a golden opportunity to achieve full and productive employment and decent work for all women and men by 2030. The three main elements of this goal are: improving engagement and providing decent job and social protection for all, supporting green growth, and promoting sustainable tourism (Temmer & Wiebe, 2018). It is clear that a strong economy and quality work opportunities are important aspects of a dynamic country and are also linked to the achievement of the SDGs on poverty reduction (SDG 1), health and well-being (SDG 3), quality education (SDG 4), and gender equality (SDG 5). At the same time, sustainable economic growth calls for sustained investment in infrastructure and innovation, which is the focus of SDG 9. Under this objective, most relevant climate actions focus on building new infrastructure and upgrading existing infrastructure. To this end, issues such as resource efficiency, green industry promotion, and revision of building codes and standards are particularly important (Dzebo et al., 2019).

Another priority on the Agenda reinforces doubts about achieving ecological sustainability and mastering climate change: reducing inequalities between countries (SDG10), promoting the "sustainable well-being" of people in the dimension of equality. This objective 10, complementary to SDG 5, addresses inequalities of all kinds (social, regional, ethnic, etc.) within and between countries. It brings the idea of a society where everyone enjoys the benefits of economic growth. To this end, the Heads of State and Government declare in Agenda 2030: "Disparities are widening within and between countries. There are enormous differences in opportunities, wealth and power" (UNGA 2015: paragraph 14). According to these leaders, poverty persists, and inequalities increase despite a significant poverty reduction in many countries, particularly in the least developed countries. Indeed, the nature of economic growth can sometimes be a source of inequality (Hossen & Khondker, 2020). Therefore, despite a high growth rate, it is not always easy to reduce disparities. The equality dimension is unlikely to progress if the richest become even more prosperous as the poorest become less poor. It is just as necessary to pay as much attention to the inequalities between rich and poor regarding the latter's situation.

On the other hand, global sustainability's central issues cannot be discussed without considering sustainability at the urban scale. The Agenda for Sustainable Development calls for concerted action at the scale of cities and communities to achieve long-term development goals and bring direct benefits to people's quality of life. Highly ranked among the 17 goals, SDG 11 "Sustainable Cities and Communities" emphasizes the importance of more sustainable urbanization processes. The global trend is one of increasing urbanization as more and more people move to cities. Cities account for 55% of the population and produce 85% of the world's GDP and 75% of greenhouse gas emissions (Vaidya & Chatterji, 2020).

However, if the current urbanization trend continues, it will be almost impossible to stop climate change. Therefore, different climate change mitigation activities should be considered in cities, such as commitment to clean fuels, public transport, and electric vehicles. This implies a review of production and consumption patterns as a strategy to improve the planet's environmental quality. In this respect, this eleventh objective could be usefully complemented by SDG 12 aimed at "ensuring sustainable consumption and production patterns." Globally, the goods and services consumed are among the major causes of environmental degradation throughout their life cycle, from raw material extraction, production, and transport to use and end of life (Gardner et al., 2019). In this regard, SDG 12 points out the crucial issues of combating climate change: it includes in its underlying targets the need for improved waste management (12.4) and the reduction of waste generation through recycling and reuse (12.5).

These themes are added to those relating to the fight against climate change (SDG 13) and the conservation of aquatic (SDG14) and terrestrial (SDG 15) biodiversity. Then there is SDG 16, which falls within the context of the rule of law's securitization in international practice. This objective includes a series of indicators related to violence and crime, including the following objectives: "significantly reduce all forms of violence and related deaths everywhere" (16.1), "significantly reduce financial and illicit arms flows, strengthen the recovery and restitution of stolen assets and combat all forms of organized crime" (16.4), "significantly reduce corruption and bribery in all its forms" (16.5). Finally, SDG 17 concludes on the most urgent issues for the "strengthening and revitalization of the 'global partnership.'" This last objective of the UN Agenda is one of the most crucial SDGs because it aims at much higher goals than its predecessor. It sets goals for shared and inclusive global governance based on partnerships, particularly controlling common global resources crucial for achieving all the SDGs.

In light of the above, it is clear that Agenda 2030, with its 17 sustainability goals, is not exactly "user-friendly" (Wölkner, 2019). The topics are too complicated, where "everything is linked to everything else" and where each objective is a precondition for progress on the path to sustainability. Put another way, all SDGs will be able to see the direct and indirect links. Juknevičienė and Kratėvaitė (2012) give an example of the fundamental connection between Goal 4, "quality education," and Goal 16, "peace, justice, and effective institutions." It is proclaimed that institutions could make a substantial contribution to improving health conditions. Simultaneously, as one of the main factors of development, education is essential for peace, the consolidation of democracy, good governance, and the rule of law at all levels. And both are linked to Goal 5, "gender equality"; education and good governance contribute to the fight against terrorism, human trafficking, violence against women, and all forms of racism.

In parallel with the SDGs' interconnection, it is sometimes mentioned that the multiplication of SDGs can also make the Agenda less user-friendly. It seems interesting to reduce the thematic areas (Dücker, 2017). As shown in Figure 3, it was rightly possible to assign all 17 goals to the seven thematic areas. Figure 3 will then serve as a starting point for a comparison focusing on letter 53 and Agenda 2030.



Figure 3: The seven thematic areas grouping the 17 objectives of Agenda 2030
(Source: own elaboration).

3.2 Agenda 2030: a necessary dialogue between governance and sustainable development?

Long excluded from public Policy, the gradual inclusion of good governance in SDGs began in the late 1980s (Dhaoui, 2019). Faced with the aggravation of socio-economic problems such as "poor quality education and training, food insecurity, climate change, pollution, poverty and terrorism," the United Nations' Sustainable Development Agenda to 2030 has again reinforced the demand for governance systems capable of putting society on a more sustainable path.

Committed to good governance and its vital role, SDGs 16 and 17 emphasize the importance of developing a democratic government. They address the notion of authority in two dimensions (Châtaigner & Caron, 2017):

The first dimension, addressed by Goal 16, emphasizes institutions' crucial role based on good governance. Knowing that "good governance" includes the relations between the State and the population, it is a question of developing democratic governance that can integrate the driving forces, i.e., governments, central and local public actors, private actors, and civil society actors in any analysis of the steering of society (Lemos & Agrawal, 2006). This process can already promote the

principles of participation, transparency, accountability, and dialogue between leaders and citizens since it can only promote each State's effective implementation of sustainable development objectives.

The second dimension is that of multi-stakeholder partnerships that place people and the planet at the heart of their concerns. This form of governance, which is at the heart of SDG 17, addresses the challenges of partnerships for the implementation of development projects between States and companies (PPP) and between States and NGOs. Diversified partnerships enable the actors to master the knowledge and innovations necessary to develop their countries more rapidly. Overall, Objectives 16 and 17 were considered a prerequisite for the achievement of several SDGs. As such, SDG 16 "peace, justice and effective institutions" represents a cross-cutting theme that cuts across the whole of Agenda 2030 (Tosun & Leininger, 2017) as institutions could make a substantial contribution to the maintenance of human rights, environmental protection, stable macroeconomic conditions, management and resource mobilization for essential public services (Jukneviene & Krateivaite, 2012). It can be noted, for example, that the content of this objective, which calls for civil peace and peace between states, must be associated with objective 10, which aims to combat inequalities, whatever their origin. The last objective of governance 17, "partnership for the achievement of the goals," calls for strengthening the means of implementation to achieve the other goals and a global partnership to work towards sustainable development. Its importance for the other goals is also reflected in its sub-objective 17.14, "improving concerted policies for sustainable development." Policy coherence for sustainable development refers to the systematic integration of policies, processes, and institutions for the coherent implementation of sustainable development (OECD, 2018). For example, in the case of energy, policy coherence is a concept for understanding the extent to which energy policy objectives and other policy objectives (economic, environmental, social) support or undermine each other (Tosun & Leininger, 2017; Meuleman, 2019). In this case, the Policy of promoting rural electrification undoubtedly contributes to the development of rural infrastructure "SDG 9" and consequently to the achievement of SDG 4, which calls for inclusive and equitable education.

4. Methodology

The study presented in this article is comparative. To do so, we began with a textual analysis⁴ of 117 passages of the letter 53, based on the critical words of Head of State Ali. The textual content of each extract was examined to identify the thematic areas of SDGs, namely, Population Welfare, Personal Development, Resource Protection, Social Inclusion, Environmental Protection, Innovation and Technological Improvement, Democratic Governance". These passages were then matched with almost all the SDGs of Agenda 2030. Our study highlights the similarities between the promising governance approaches to sustainable development in these two charters and their most revealing divergence points.

5. Comparative study between Letter 53 and Agenda 2030

5.1 Background and description of the Letter

Finalized in 658, Letter 53 of the Fourth Caliph Imam Ali Ibn Abi Taleb recognized the appreciation, enthusiasm, and admiration of many politicians, economists, researchers, UN agencies, and civil society actors engaged in the field of human rights. The Letter was sent to Malik al Ashtar⁵, whom Imam Ali had appointed governor of Egyptian territory when the State of Egypt became disrupted.

History books tell us that the year 632 marked the starting point of expanding the Muslim world⁶. Around 656, during the rule of Caliph Ali (Buresi, 2018), Arab conquerors subjugated all of Egypt. At that time, Egypt was ruled by Muhammad ibn Abi Bakr, son of the first Caliph Abu Bakr. The head of State Ali informed him that he would replace him with Malik Al Ashtar, whom he considered better resisting the civil war that dominated Egypt (Shah-Kazemi, 2006).

According to most accounts, when Malik traveled to Egypt, the Imam gave him a very long letter that shows how to treat Egypt justly. It is in the form of a text in most editions of the *Nahj al-balāgha* (Shah-Kazemi, 2006) containing nearly 3500 words, making it one of the book's most comprehensive documents. This 53rd Letter of the *Nahj Al-Balagha*, carefully written and filled with advice and instructions, reveals an outstanding head of State with an economic vision that would support the shaping of a just, equitable, and viable society, and its emphasis would be placed on the social as well as the economic and ecological pillars. Therefore, the teachings of Imam Ali have enlightened Malik Al Ashtar on the path to take so that he can properly fulfill his role as governor.

⁴ this analysis was carried out on the basis of the French translation of the letter 53.

⁵ He was also known as Malik bin al-Harith an-Nakha'i, a native of Yemen and one of Ali ibn Abi Talib's most faithful companions.

⁶ See "Siège d'Alexandrie (641)", [online], [https://fr.qwe.wiki/wiki/Siege_of_Alexandria_\(641\)](https://fr.qwe.wiki/wiki/Siege_of_Alexandria_(641))

In this work, the reader will find plural in its conception, a summary of fundamental principles of good governance. It deals with the duties and obligations of leaders, their primary responsibilities, the concerns of citizens for social justice aspects of the economy, and the control of secretaries and subordinate staff: the distribution of work and tasks between the different branches of the Administration, their coordination and cooperation with the center. This masterpiece wanted to teach the world that these principles could be put into practice. The remainder of these instructions also allows us to see how current these realities are and how our governments are out of step. In this regard, it is sad to ask ourselves why academics and researchers are not interested in the works of this beautiful Letter. Whereas, Kofi Annan stated that this charter, even after 14 centuries, has remained the best treatise on justice.

A review of Imam Ali's writings reveals that the Letter contains 117 passages that denote relevant principles. His instructions begin with broad guidelines, with the following words: "To perceive the entrances of the state, fight its enemies, improve a lot of its inhabitants and ensure the prosperity of the country. ». Through his simple words, we also discover that this Head of State had a significant role in establishing the governance framework for more egalitarian and environmentally friendly development and growth.

Despite being a conservative society member, Imam Ali invoked sustainable development governance issues similar to contemporary themes. Attentive to human prosperity, his message was addressed to the governor, whose welfare is the ultimate goal of all development policies. In his Letter detailed in his instructions to Malik, it is clear that some of the values expressed are reflected in the 2030 schedule, in particular, the principle of non-discrimination, the promotion of well-being, the preservation of ecosystems, and others. From our perspective, it does not seem exaggerated to assume that this is the first document dealing with the SD issue.

5.2 Results and discussion

In a comparative framework, we will analyze the 53rd Letter of the Nahj Al-Balagha and the UN Agenda 2030. The choice of the Agenda is due in large part to the number of common topics that address important questions regarding the vision, objectives, and particularities of sustainable development of nations. This work focuses on 13 Sustainable Development Goals (SDGs), which, at first glance, are expressed in the Letter, namely SDG1, SDG 2, SDG 3, SDG 4, SDG 5, SDG 9, SDG 11, SDG 12, SDG 13, SDG 14, SDG 15, SDG 16, SDG 17.

Given that, as noted above, most SDGs are considered to be associated with central themes, we focus here on mapping some of these themes to letter 53. As a counterpoint, as will be seen in the rest of the text, the exact structure of the Letter allows a thematic partitioning that facilitates comparative analysis with Agenda 2030. Pragmatically, based on a textual analysis of 117 passages⁷ of the Letter, we identify below the following five themes; the well-being of the population, personal development, environmental protection, technological innovation and improvement, and democratic governance, and then, through these themes, we examine the interconnections between the SD objectives of letter 53 and those of Agenda 2030.

A. The well-being of the population

(38) "...to prosper...The needy and the underprivileged, for their part, have the right to receive aid and assistance...".

(57) "Take care of the earth...for the abundance of the products of the earth and the prosperity of the producers condition the well-being of others...".

(58) ".... peasants can complain about ..., calamity, water shortage, fog, flood or drought...."

(74) « To watch over the deprived and deprived class; that of the poor, the needy, the miserable and the disabled".

(80) "Find out about the status of orphans and elderly people »

The concept of sustainable development that has been embodied in the "Agenda 2030" Agenda starts with non-poor (SDG 1), safe (SDG 2), healthy (SDG 3) men. These three pillars seem to be decisive for social prosperity. Well-being is everywhere! It is at the heart of politicians, economists, journalists, academics, and other societal actors. It is increasingly present in speeches and actions related to sustainable development.

Having detailed, in these passages quoted above, this is in line with Imam Ali's earlier idea, and the three pillars are quite suitable for his reflection. Indeed, the leading thinker of the SD paid, first of all, special attention to the social progress of human beings. He knew that the well-being of every segment of society should be guaranteed. Moreover, this Letter repeatedly reminded the governor of Egypt that all classes in general and the lower class should define SD policies.

⁷ the selected passages are then translated into English.

For the first and second pillars, the short but instructive quotes 38, 57, 58, 74, and 80 highlighted an essential and even crucial aspect of food security. These texts' central point is to eliminate extreme poverty in all its dimensions (access to water, elimination of famine, health, etc.). The Imam wanted Mālik to pay special attention to people who have no resources: the destitute, the infirm, the orphans, the elderly. In this sense, it seems that the conditions for receiving relief and aid, two essential keys, which preoccupied the fourth Caliph, strongly wished for evolution towards increased social rights protection. We believe that these two words are central to the idea of food security.

Then gradually, and to the same end, the fourth Caliph continued to support economic growth based on sustainable agricultural systems. Based on text 57, we were able to interpret this question in depth. To achieve sustainable food security, its orientations were identified, more precisely, Imam Ali considered that eradicating hunger lies with sustainable agriculture. The promotion of food security and sustainable agriculture was public Policy. Governors needed to keep a watchful eye on sustainable food systems to ensure stable food supplies and provide everyone with balanced nutrition access.

In dark and troubled times, it is essential to note that Imam Ali alerted his new governor to floods and water shortages (passage 58); he was still worried about a food crisis. This situation is mainly fostered by conflicts and aggravated by droughts or other weather phenomena. The impact could be catastrophic for millions of people, and violence is spreading mostly to rural areas, with adverse effects on food production and availability (FAO, IFAD, WHO, WFP & UNICEF, 2017).

This statement made by this Head of State is certainly welcome in this regard, significantly if in 2016, food security sharply deteriorated. According to FAO estimates, the number of chronically undernourished people worldwide has increased from 777 million in 2015 to 815 million in 2016 (FAO, IFAD, WHO, WFP & UNICEF, 2017). His speech leads us to understand that it is imperative to find sustainable production modes and consumption solutions. These modes allow us to consider, therefore, other approaches to managing food chains.

When we arrived at the last pillar, we stopped again at texts 57, 58, and 80, and we retained that health promotion and SD are two notions to be approached in public action. Imam Ali wanted to teach everyone in general and the new governor of Egypt that undernourishment and poor health are closely associated. In fact, after the civil war in Egypt (Irdas, 2018), the lack of water and sanitation could increase the risk of disease; gradually, these problems could weigh heavily on the Egyptian labor force's productivity. Thus, when it extended to a large part of the population, the growth lag affected Egypt's economy. In summary, any leader reading this Letter will recognize that the great thinker Ali addressed agricultural inputs' effects on people's health. It is clear from passage 57 that the performance of agricultural activity leads to better health. It is no longer just a question of producing more and measuring this performance in terms of the quantities produced and better understanding how particular production choices translate into disease prevention, reduction of preventable deaths, climate change mitigation, and health promotion, etc. It is no longer just a question of producing more and measuring this performance in terms of the quantities produced. Later, the Imam asked Malik to learn about orphans' status and look after the underprivileged class. For our part, the lesson is clear: health is influenced by poverty. Poor health threatens children's rights to education, limits men's and women's economic opportunities, and increases poverty within countries. As Kerras et al. (2020) commented, health sectors' development increases citizens' well-being. States that want to promote sustainable social and economic development must improve health outcomes.

B. Personal development

(9) ".....they are of two kinds: a brother in God or else or else a fellow human being,..."

(74) « To watch over the deprived and deprived class; that of the poor, the needy, the miserable and the disabled".

(34) "Know that your constituents find themselves in categories that are intimately linked to each other in such a way that none of them can be healthy if the others are not..... »

(76) "The furthest away has as many rights as the nearest, and you are responsible for the share of each."

(80) "Find out about the status of orphans and elderly people »

(81) "Devote part of your time to hearings given without the presence of your soldiers and collaborators, inorder to allow them to express themselves without fear or hesitation.

Concerning personal development and sustainable development, the Letter distinguishes three main orientations: firstly, access to quality education (SDG 4), secondly, the application of the right to equality (SDG 5), and finally, the right to freedom of expression.

On the first aspect, we are again stuck with sentences 38, 74, and 80, demonstrating that education, like health, is an SD sector. We see that they address poverty, food security, health, and education simultaneously in this set of sayings. From

Imam Ali's point of view, these five components are intimately linked and contribute powerfully to social cohesion. He was well aware that severe physical and mental health shortcomings have severe consequences for a child's participation and school learning. Besides, Imam continued to clarify to his governor that ending poverty and pandemics inevitably requires access to quality education for all. Education contributes to the maintenance of health, and health provides the necessary conditions for learning, just as food security in terms of adequate access to food and healthy food has positive health and development implications.

For the second aspect, the most famous saying 9 contains a social protection program based on equality and non-discrimination. Imam Ali was severe towards this act. There can be no question of accepting any distinction of sex, race, nation, or religion. Indeed, in the eyes of this Imam, people are equal in creation as well as in religion. This crucial point will be reinforced later in several UN reports (ONU, 2016; ONU, 2002) on sustainable development. Again, one cannot help but notice the similarity between Imam Ali's description of non-discrimination and UN conventions. These conventions impose the principle of equality as a norm that sets benchmarks to protect Humanity from violence. The equality component referred to in this passage is closely related to "fraternity" in the sense of solidarity. Finally, the solidarity of the materially rich with the poor leads to greater equality in the distribution of goods and income in particular (Beisheim, 2015).

The notion of equality becomes even more apparent if one looks at Directives 20 and 76, which expressly set out fundamental ideas about the principle of equality. All the more so since passage 76 invites us to revisit the question not only of inequality at any source: social, racial, sexual... but at all levels: local, regional, national, international (as cited in passage 10 of Agenda 2030).

Finally, on the last aspect, paragraph 81 invites leaders to place the principle of freedom of expression at the heart of their priorities. We come to a subtle point in the Letter, a moment where leader Ali attacks, without taboo and with determination, the issue of freedom of opinion. In the Imam's enduring vision, personality development requires more access to free education and equality as much as freedom.

Subsequently, the European Convention on Human Rights (CEDH, 1950) goes in the same direction and works in the same spirit. In this perspective, article 10, paragraph 1, of this convention states the following: "Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authorities and regardless of frontiers. »

In light of this text, it is clear that freedom of expression implies the right to express what one thinks without fear or anxiety freely. The dimension of liberty is undoubtedly indispensable for the development and perfection of each individual. It refers to the hypothesis according to which the individual can behave according to his discretion, which is already sufficient to act according to one's appreciation. It is on this rule that Imam Ali's vision is based. An in-depth analysis of his message suggests that he sees governors' interaction with people as a favorable human development element. Hence, the need to federate public and private sector decision-makers' efforts to invite people to organize meetings or debates, share their concerns, express their demands, and participate in the decisions that affect their lives.

Moreover, many of the 17 Sustainable Development Goals set out in Agenda 2030 are related to the right of freedom of expression without providing a precise definition. In particular, we believe that Goal 16 is the most appropriate, emphasizing this concept's need.

In this vein, we will find that the Letter is at the origin of this concept. Moreover, leader Ali, a defender of freedom of expression, used an assortment of words, and approved this culture to be excessively noble to be a simple culture. On the contrary, it is so deeply rooted in society's values that it is associated with all other sustainable development dimensions.

C. Protection of the environment

(57) "Take care of the earth...for the abundance of the products of the earth and the prosperity of the producers condition the well-being of others..."

(58) "Be more concerned about the good condition of the land than about the entries farmers can complain about a shortage of water..... about flooding or drought.... »

These passages explicitly state that the ecosystem approach is a sustainable land (SDG 15), water (SDG 14), and living resources. The issue is particularly crucial for public action strategy: it is then a real challenge to develop governance models that make the management of natural resources useful for the great benefit of more sustainable development paths.

Recent crises are not only economic and social. But the most worrying situation is the ecological nature of the problem. In connection with global warming and greenhouse gas emissions, the most recent economic and environmental data testify to the difficulty and complexity of reconciling "environment-economy-society" issues.

With determination and despite its great age, Letter 53 tackled the subject of sustainable management of land and water when the term sustainable development began to germinate only three centuries ago, let alone protect the environment. As head of State, Imam Ali ordered his governor Malik Al Ashtar in passage 57 to adopt an effective land-use policy, certainly, but serene to ensure the preservation and sustainable use of different types of terrestrial ecosystems (forests, mountains,). It reminds its governor that future generations have the right to enjoy the same conditions as their ancestors, i.e., the right to uncontaminated, intact, and exploitable land.

In this respect, the fourth Caliph combined in passage 57 between the words abundance and prosperity to explicitly unveil an economic concept that measures the importance of the available stock, namely the notion of "reserve." In particular, this directive must be understood in its most profound sense: once the primary resources extracted from the soil are depleted, they will threaten ecosystem services and inevitably weigh on contemporary populations and future descendants. Furthermore, passage 58 discloses that Imam was concerned and seriously took climate-related natural disasters (SDG 13) that could eventually affect future generations, including desertification, drought, floods, etc. In this regard, he called upon his governor of Egypt to be increasingly concerned about land and the water ins and outs while seeking concrete solutions to reverse the trend of land and water degradation (SDG 12). For Imam Ali, without the sustainability of these resources and preserving the ecosystems to which they are linked, it is impossible to talk about citizens' well-being and initiate a sustainable development strategy that protects the environment.

D. Innovation and technological improvement

(33) "Regularly frequents the people of science, often discusses with the wise men to be able to consolidate the good principles which ensure the good running of the country »

(46) "Then recognize for each one what is due to him. Never attribute someone's work to someone who is not the author and do not diminish its merits... »

(69) "Watches over merchants and artisans recommends that they be treated with kindness, whether they are established, itinerant, or manual workers. Because they are sources of goods and profits.....»

The defender of sustainable development objectives explains his idea in this part of his approach with incredibly striking passages. Through his words, the Imam unveiled the theme of innovation. Indeed, it is inadmissible to support SD if there is no innovation. Thus, these words made it clear that this significant component is becoming aware of the scarcity of resources and the rise of global disasters connected with climate change.

The innovation component is present in each of the sayings. First, the text "33" is notable for its use of network-based innovation. At all levels, innovation must be network-based to address specific environmental and climate issues. Imam Ali's perspective on this innovation is demonstrated by his interest in science, professionals, and experts. He advocates choosing versatile members, experienced in various activity fields, and ready to update their knowledge. Such innovation involves co-creation that aims to stimulate new ways of solving problems or meeting social needs through a process of participation and collaboration.

Second, paragraph 46 proclaims that one of the significant challenges around sustainable development is undoubtedly property rights. The latter tends to be perceived as a priority on which to base the invention and dissemination of solutions adapted to each problem.

Ownership means everyone's right to freely enjoy and dispose of their property (Domas-Descos, 2012). And like any sustainable development approach to succeed, it must guarantee natural human rights, particularly property rights (Lequette et al. 2007). More than a thousand years ago, this text from the Letter included numerous recommendations relating to integrating property rights into this concept.

When the misappropriation of industrial and/or intellectual property can be a source of many disputes and, therefore, a brake on innovation, it is worthwhile, for there to be economic growth through innovation, to draw inspiration from the legal texts formulated by Imam Ali which help to enlighten leaders on this issue. For this reason, the legislation guarantees that the innovator will be able to benefit from his invention.

Finally, focusing on saying 69, we understand that the Imam then describes traders and artisans as project carriers and innovation producers. We observe how he encourages his leader to accept and then support the useful initiatives that the traders and artisans propose. The governor must consider each initiative as a transformative project taking into account social and environmental requirements. Therefore, his role is twofold: to support any innovation support policy aimed at the "producers" of innovation and contribute to innovation diffusion in all economic sectors. Such an approach was set out in the

Letter. It will also open up the possibility of increasing the productivity and efficiency of production systems, which is generally convergent with resource savings.

E. Democratic governance.

(35) "Armies are, by the Grace of God, the bulwark of the people, the glory of the rulers, the strength of religion, the guarantor of security; the affairs of the nation can prosper only by their presence. »

(36) "Armies can only be established if they are given their share of the zakat which God has given them, that they may be strong in the battle against the enemy.....".

(37) "But neither the armies nor the people could be useful without the support of a third category, that of magistrates, scribes, and agents of public and private affairs, given the contracts they establish and the trust placed in them concerning the affairs of the State as well as private individuals. »

By bringing together the passages associated with sustainable development, we are approaching its hardcore, we believe. After taking stock of the notion of innovation, we turn our attention to the idea of democratic governance. It is intimately linked to a credible judicial system, peace, and national security (SDG 16) conducive to sustainable development achievement. It is part of frameworks open to partnership with a wide range of actors (SDG 17).

National security is a vital element of sustainable development, which does not contradict the other principles mentioned above, all of which are inseparable and indispensable for the country's prosperity. On this point, the United Nations General Assembly of 2015 attests that: "Bad governance breeds violence, insecurity, and injustice. Imam Ali's message corresponded perfectly to this idea, warning his governor that it is inconceivable to achieve an SD goal amid instability and social insecurity (passages 35, 36). Admittedly, when they settle, they pose a severe threat to a nation's evolution and have a destructive effect on development. Al-Ashtar had to consider that the army is the fortress of the people, the strength of religion, and the means of peace.

Then gradually, and to the same end, the fourth Caliph Ali continued to support the armed force. With this in mind, he asked his governor to begin by paying the military properly because they are the only ones capable of protecting the people. Concerned about his quality of life, it was apparent that the soldier and his remuneration should be at the center of the governor's concerns. Al-Ashtar had to ensure his financial independence by providing him with payment so that there would be no opportunity to go to others for his needs. Imam Ali envisioned a fair and consistent remuneration system for civil servants that emphasized competence and merit to achieve this.

Most importantly, there is also, and incredibly, the judiciary, one of the pillars of democratic governance. Passage 37 gives a decisive role to the judicial power. In this passage, the Caliph recognizes that legal security is a fundamental element of law rule. He considered this issue to be of paramount importance because there can be no sustainable development without justice, and conversely, without sustainable development, justice is in danger. It was then incumbent on its administrator to mobilize all relevant means to build independent, integrated and effective judicial institutions. Finally, he considered that these institutions' prosperity could advance society to the pinnacle of economic progress.

This same passage 37 is also intended to reinforce the fact that the multi-actor partnership is not modern. Imam Ali calls out that the sectors of activity are concerned with sustainable development. Indeed, a closer reading of passage 37 shows nevertheless that the achievement of economic and social objectives with high added value undoubtedly passes through cooperation and public-private partnerships and those with civil society. Its expressions indicate that this partnership practice makes it possible to mobilize and share knowledge, expertise, technologies, and financial resources to help the country achieve sustainable development objectives.

Under this passage, the Imam implored his governor Malik Al Ashtar to use these public authorities to involve civil society, citizens, and private companies in partnership projects. He alone can hardly win the SD struggle. He encourages his governor to engage in the political arena to create a favorable environment for trade and public markets' opening to private operators. In this regard, it recommended that Malik Al Ashtar build a climate of trust so that this organizational form of partnership becomes an instrument at the service of its sustainable development policy. With a sense of joint responsibility on all the actors, an environment of trust and transparency is indispensable to the satisfactory outcome of an SD approach. By their very nature, partnerships involve a concordance of organizational units and actors with diverse skills and values, with varied and often opposing objectives. In short, good governance of multi-stakeholder partnership structures, based on clear procedures and equitable sharing of benefits and risks, is for Imam a pragmatic solution to issues related to the economic, social, and environmental development of nations.

Moreover, the five thematic areas mentioned above represent only a tiny percentage of the Letter. As shown in Figure 4, the proportion is about 4% of letter 53 for the well-being of the population, 5% for personal development, 2% for environmental protection, 3% for innovation and technological improvement, and 2% for democratic governance. These somewhat surprising results further underline that the Letter is more interested in other themes related to good governance's fundamental principles. The speech attributed to Imam Ali offers us a rich source of reflection.

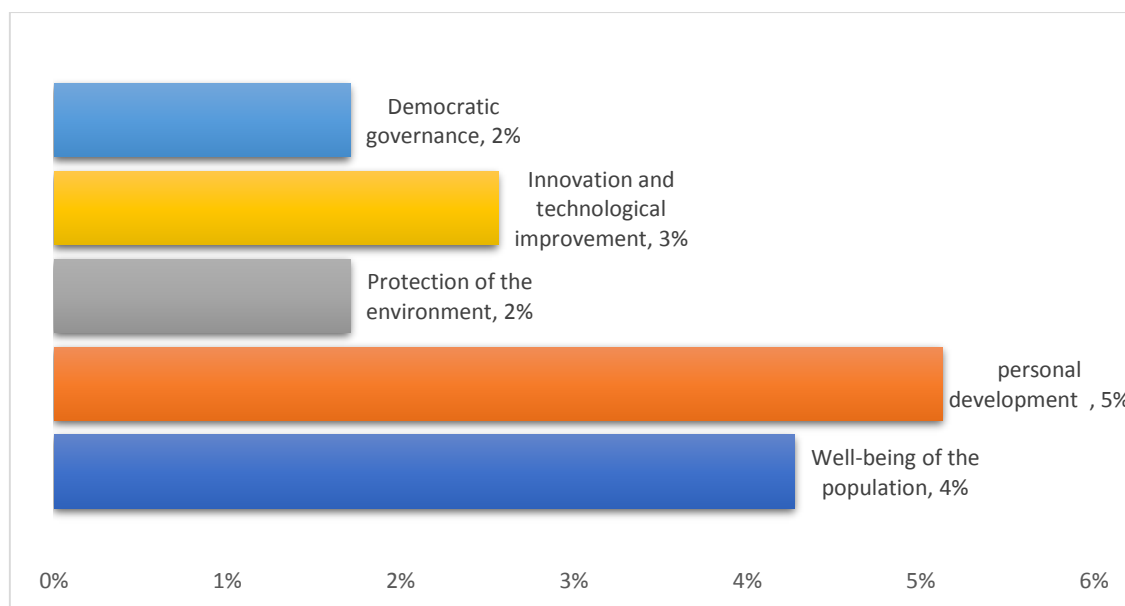


Figure 4: Percentage of sustainable development thematic areas in letter 53 (Source: own elaboration).

6. Agenda 2030 versus Letter 53

The comparative analysis between Letter 53 and Agenda 2030 reveals a substantial similarity in their vision of a sustainable society. Our research shows that five themes are shared between these two written documents on sustainable development with ten main objectives. In each of the five goals, we found that both the Letter and the Agenda argue for future Humanity that would be prosperous, sustainable, and egalitarian. There is one main idea that runs through Imam Ali's instructions and the UN Agenda's SDGs, and that is to draw a transformative ambition for our world to make it sustainable and show how to achieve it.

However, there appear to be significant differences in some themes. Although they share common interests, these policy documents have divergence points due to several objectives that are not identical. These are the objectives associated with the three themes of personal development, innovation, and population well-being.

Firstly, in terms of the Letter's meaning, the main emphasis of the theme "well being of the population" is on non-poverty, food security, and good health. Conversely, the Agenda indicates that the importance of urban resilience also contributes to the well-being of society.

Second, the Agenda and the Letter agree that the second thematic area, "personal development," includes quality education and gender equality. However, the Letter also suggests possibilities for freedom of expression.

Thirdly, the two roadmaps for sustainable development differ radically in the theme of innovation. From Agenda 2030, innovation and technological improvement are structured according to two objectives, on the one hand, industrialization and innovation, and on the other hand, responsible consumption and production. At the same time, the Letter recommends innovation based on networks, property rights, and project leaders' support.

The results of the correspondence between the two charters are shown in Table 1.

Table 1: Comparative table of SD thematic areas between Letter 53 and Agenda 2030.

Theme	Agenda 2030	Letter 53 from Imam Ali	Comment
The well-being of the population	SDG 1 SDG 2 SDG 3 SDG 11	Passage 38 Passage 57 Passage 58 Passage 74 Passage 80	Both charters assess the population's well-being on three critical criteria: non-poverty, food security, and good health. Also, Agenda 2030, to ensure well-being, addresses urban development and sustainable human settlements.
Personal development	SDG 4 SDG 5	Passage 9 Passage 74 Passage 34 Passage 76 Passage 80 Passage 81	Personal development is summarized in two main concepts: quality education and gender equality. However, according to the letter 53, other elements may be associated with notable freedom of expression.
Protection of the environment	SDG 13 SDG 14 SDG 15	Passage 57 Passage 58	In this theme, the fight against climate change and aquatic and terrestrial biodiversity conservation are central targets for each of the two charters.
Innovation and technological improvement	SDG 9 SDG 12	Passage 33 Passage 46 Passage 69	According to Imam Ali's Letter, innovation based on networks, property rights, and support for project leaders are three essential elements to strengthen innovation and facilitate the achievement of sustainable development. Regarding Agenda 2030, specific actions are requested to improve innovation, namely, research and development in industry and innovation and the significant transformation of sustainable consumption and production patterns.
Democratic governance	SDG 16 SDG 17	Passage 35 Passage 36 Passage 37	According to the two sustainable development roadmaps, technology governance encompasses providing access to justice for all, promoting security and peace, and fostering multi-stakeholder partnerships.

7. Conclusion

The results of this study suggest that there are sufficient similarities between Letter 53 and Agenda 2030 in terms of how to develop an effective and efficient strategy for good governance for sustainable development. Nevertheless, there are some differences between the two charters regarding specific themes' objectives and a growing distinction between the SDGs grouped under Innovation and Technological Improvement.

Strange as it may seem, our literature search reveals that many academics and specialists think that environmental governance is a relatively recent concept. However, this reality is inaccurate since the remarkable parallels of Letter 53 with Agenda 2030 clearly show that, in the past, Imam Ali as head of State provided his governor of Egypt with many indispensable and decisive pieces of advice to develop a comprehensive approach to achieve economic, social and environmental development. At this point, it is striking to note how the notion of sustainable development is not recent and was part of Imam Ali's vocabulary and that many of these lessons are subsequently set out in the 2030 Agenda. Despite being revealed several centuries ago, his vision remains of great topicality, carrying the utopia of a serene and fulfilled humanity.

Some of the guidance contained in this charter includes the five thematic areas of sustainable development and more principles and means to achieve good environmental governance.

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The Motivator to Students' Entrepreneurship Intention: the Existence of University Incubated Entrepreneurs

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ABSTRACT

Along with more and more emphasis on the importance and benefits of entrepreneurship to the society and an increasing number of various programs offered in the university to edify students about entrepreneurship and cultivate the entrepreneurial spirit in the campus, fewer previous researchers are studying about the optimization of the currently allocated resources. This study aims at exploring the importance and other utility of university incubated entrepreneurs as the motivation factor to entrepreneurship intention among university students. With the convenience sampling method of the questionnaire, the study has collected 165 valid response mainly from a university's students in Hong Kong in this pilot test. The analysis results indicated that there is a relatively strong relationship between the existence of incubated entrepreneurs at the campus and entrepreneurship intention among university students yet the perception of attainment to entrepreneurship cannot moderate such relationship and the desirability of entrepreneurship can partly mediate this relationship. The research result points out the feasibility of promoting the university incubated entrepreneurs as a role model to university students, and the importance of pragmatic resources for designing the entrepreneurial education and programs in the future.

1. Introduction

Currently, the importance of entrepreneurship has been highly emphasizing in a few decades, particularly during the situation of Covid-19 in 2020 when the unemployment rate was highest in these 10 years. Van Praag and Versloot (2007) have already mentioned that entrepreneurship is important to society and even a nation from three perspectives: employment, innovation and productivity and economic growth. With the basic rationale, entrepreneurship creates values to the society and economic growth by creating new businesses. In return, more jobs, intensive competitions and productivity throughout technological change exists (Acs, 2006).

Though the research through both qualitative and quantitative studies from Rosa, Kodithuwakku and Balunywa (2008) came to the result that the poorer people are less likely to start up their business and the necessity entrepreneurship will inhibit the economic growth, where the term "necessity entrepreneur" refers to those who have no choice but to become an entrepreneur because they cannot be employed or have no other method to make ends meet, is quite popular in these years. There is also finding indicating that human capital can mitigate the negative impact of necessity entrepreneurship on economic growth, and the total entrepreneurship still has a positive impact on economic growth (Rodrigues, 2018). On the other hand, Audrestch (2007, 2009) proved the positive relationship between entrepreneurship and economic growth from the perspective of entrepreneurial capital and more investments in new knowledge. Zhao (2005) has found the positive relationship between entrepreneurship and innovation in the industry, and both of them are the critical constitutions for the

organizations getting successful and sustainable development in the dynamic and rapidly changing environment. At the same time, the entrepreneurial ability is either significantly related to the productivity of the organization (Schumpeter, 2000)

When entrepreneurship is becoming more and more important to society and economic growth, it catches the attention from outside capitalists and the government for investment and support. Wei and Wang (2009) have summarized the four-factor structural modes of social support to entrepreneurs from House's studies (1981) including the emotion support, such as sympathy, concern, love, and trust; the information support, such as the information about dealing with an individual or environmental problems for entrepreneurs; the instrument support, such as offering work helps, services, funds, and paying off checks; and the feedback support, such as helping entrepreneurs establish their directions and acquire better acceptance in new venture creation.

Many authorities, capitalists, investors, and communities deem that supporting potential startups is a cost-efficient investment (Hackett & Dilts, 2004a). The existence of business incubators and incubated entrepreneurs hence raised rapidly. For example, just within three decades, the number of development business incubators with whatever the public and private policies in the United States have increased from 12 to 1,400 just within 26 years (Knopp, 2007). From Deloitte's report (2019), the total venture capital investment in China reached \$93.8 billion in 2018 which is 2.2 billion yuan more than in the United States ranked in the second, and with more than 4,849 business incubators and 6,959 mass maker Spaces (well known as coworking offices). In Hong Kong, China, there are about 40 business incubators and mass marker spaces as of 2016 (Policy Address, 2017).

Bergek and Norrman (2008) have mentioned the use of business incubators to startups development as providing a supportive environment. Xu (2010) also agreed that business incubators provide general services and benefits to startups with practical value. Those tangible and intangible services will affect the beliefs and attitudes of startups and individuals towards entrepreneurship (Krueger & Brazeal, 1994). There is a positive correlation between the perceived performance of the business incubators during the pre-incubation stage on the desirability, self-efficacy and facilitating conditions for business commencement through contact with professionals and mentors (Martínez, Fernández-Laviada & Crespo, 2017). Meanwhile, the effects of the aforementioned services have different effect contingent on the various entrepreneurial stages (Peter, Rice & Sundararajan, 2004; Hackett & Dilts, 2004b), even there is no convincing evidence vindicating the pre-incubation services can influence the on the entrepreneurial process (Voisey et al. 2013).

Besides the entrepreneurial education and research, the university also plays another significant role in supporting entrepreneurship development. The university technology business incubator (UTBI) is a powerful enterprise development tool (Mian, 1994), especially to nurture early-stage technological firms, and encourage their growth and development (Fang, Tsai & Lin, 2010; Lee & Osteryoung, 2004). The common resources from university business incubators were co-working area, entrepreneurial network expansion and exposure, and tenants professional support and suggestions, like coaching and mentoring, and "addressing associated liabilities of newness" (Patton & Marlow, 2011).

Rasmussen and Sorheim (2006) have advocated the importance of action-based entrepreneurship education which emphasizes developing entrepreneurial intention to university students should be based on the real approach to experienced businessman and successful entrepreneurs, as well as the experience to the real business operation, rather than simple knowledge teaching. Neck & Greene (2011) also highly valued the people-dependent education system that the entrepreneurial education should not only about understanding, knowing, taking, and acting, but also the practicing. They advocated learning a method rather than the specific content.

Therefore, it is assumed that the entrepreneurs incubated by the university and working on the campus are the great resource and promotion material for entrepreneurship, and entrepreneurial spirit cultivation on campus. The government of HKSAR (Hong Kong Special Administrative Region) has implemented a STEM internship scheme in 2020 summer with the aims of not only enriching university student's internship experience, but also, more importantly, sponsoring startups employing talented interns^[99]. When the numbers of new startups stationed on the campus are rising and the interactions between university students and university incubated entrepreneurs are increasingly frequent and common, it is interesting and worthwhile to see if there is any positive impact of the existence of incubated entrepreneurs on the campus to university students as for their perception of entrepreneurship, self-desirability and entrepreneurial intention, particularly when the entrepreneurial intention among students is negatively affected by the understanding of the barriers to entrepreneurship and the complexity of the external environment (Mcmullan & Long, 1987; Oosterbeek, Van Praag & Ijsselstein, 2010).

In this context, this paper examines the impact of the existence of incubated entrepreneurs on campus to students' entrepreneurial intention. Based on the previous research, we incorporate both mediating and moderating effect factors in our research framework. Firstly, we will investigate the mediating role of perceived desirability of entrepreneurship in the developing student's motivation to become an entrepreneur. Additionally, the moderating effect of perception of achievement to entrepreneurship to the students' perceived desirability of entrepreneurship is investigated.

Consequently, the main contribution of this study is to explore the more added value of the incubated entrepreneurship, including the effect of their existence on the campus to the university student's entrepreneurial intention. On the application level, it is believed that this study can contribute to discovering more ways for the government and the university to maximize and fully-utilize the values of their support in terms of cultivating the entrepreneurial spirit to the Hong Kong Z generation. On the theoretical level, the consideration of the external factor associated with incubated entrepreneurs, and the perceived desirability of entrepreneurship can be also regarded as a contribution.

In the next session, it is going to include the current literature review and delineate the specifics of the proposed research hypothesis. The research sample and methodological approach, and the empirical results will be presented either. Finally, a concise conclusion about the contribution, limitation and implication of this study for further research will be described.

2. Literature review and hypothesis

2.1. Historical background

There are distinctive understandings that relate to the definition of entrepreneurial intention (hereinafter: EI). Scholars argue the term to be the intention to start-up new enterprises, be self-employed, drive into new business success (Krueger, Reilly & Carsrud, 2000; Kolvereid, 1996; Timmons, 1978). This paper defines EI to be a strong desire to motivate oneself to start operating their enterprise. Katz (1988) and Reynolds (1995) describes EI to be the primary factor that contributes to further entrepreneurship behaviors. Therefore, it is believed that an enterprise could be successful under the condition in which the entrepreneur is intended, motivated and trustful to themselves when carrying out further entrepreneurship behaviors.

2.2 Entrepreneurship models

In the past decades, researchers have discussed determinants of EI using entrepreneurial models in a more stereoscopic view. Among these models, Shapero and Sokol (1982) have proposed the Entrepreneurial Event Model (EEM) which refers to three variables that determine EI. They are namely: perceived desirability, feasibility and readiness. In the later stage of the 20th century, Davidsson (1995) developed the determinants of entrepreneurial intentions (DEI) model. He included the economic-psychological variables of general attitudes (money, autonomy and achievement), domain attitudes (pay-off, contribution and know-how), personal background (age, gender and education) and more. However, Lühje and Franke (2003) further developed Davidsson's DEI model by adding personality traits (need for achievement, self-efficacy and locus of control) to improve the holistic picture of EI. This is because personality is considered to be an essential psychological factor that affects human beings to make up their minds and to react correspondingly (Buss, 1995).

These two classic models are worthwhile to be explored in further details, using few variables from each model, this paper aims to search deeper into the limited areas of modern knowledge. Therefore, the variables of perceived desirability, self-efficacy and need for attainment which is different from the need for achievement. According to Callender (2008), the concept of attainment has slight variations to the concept of the need for achievement; the state of attainment is to capture something valuable and important (the pride and self-affirmation of the milestone moment), whereas achievement is performing a feat that has been attained before. In short, attainment may come along with more pride in oneself than achievement since personnel is able to obtain something of the value they truly love. However, someone can achieve something that they do not always contribute to their interest.

2.3. Research Variables

In view of perceived desirability, Scholars argued that it was expressively aligned with the prior exposure to entrepreneurial activity (Krueger, 1993; Yousaf et al., 2015). This may suggest that strong support is needed to trigger the incubator's perceived desirability in order for them to realize their EI. However, Izquierdo and Buelens (2011) mentioned that perceived desirability would be unprevailing without self-efficacy and self-motivation to strive entrepreneurial success.

In addition, Kristiansen and Indarti (2004) asserted that self-efficacy is one of the most prevalent variables that significantly affect EI. However, together with Schwarz et al. (2009), they criticized that age, gender and educational and environmental

support does not show positive statistical impacts. This contradicts with research conducted by Turker and Selcuk in 2009, they found that both self-efficacy and perceived level of education, opportunities, and support have a positive impact on the EI of university students. From these results, there are debates upon the current trends of the impact of EI for the students. As there are some variations observed in different regional nations' findings from the scholars mentioned above, this further implies that the respondent's cultural background can drive different intentions and motivation towards the perception of entrepreneurship.

The last variable of need for achievement concept was firstly proposed by McClelland (1961), he reveals that only individuals that perceive high levels of need for achievement would connote having a strong intention to become successful. Therefore, his findings indirectly relate to the positive relation between EI and need for achievement which was later proven by other scholars (Ferreira et al., 2012; Espiritu & Sastre, 2015). Nonetheless, Karabulut (2016) found that there was no obvious relation between the impact of need for achievement on EI.

From the past trend observed in the entrepreneurial research field, it is found that majority of studies concentrated to explore the influences of internship programs, pre-incubated stage, action-based entrepreneurial education and self-motivation on EIs (Zhao, Seibert & Hills, 2005; Rasmussen & Sørheim, 2006; Martínez, Fernández & Crespo, 2017; Zreen et al., 2019). However, there is a lack of research studies that focuses merely on the impact of incubated entrepreneurs on campus to students' entrepreneurial intention.

Although Erikson and Gjellan (2003) revealed that future incubated entrepreneurs could be positively influenced by the temporary incubation programmes such as the Silicon Valley, which merely suggests that programmes that create meaningful real-life experiences for future entrepreneur candidates can help to boost up the entrepreneurial intention. However, it still lacks the direct linkage towards on-campus incubators. Therefore, those prospective entrepreneurs are the rich resources for university students developing entrepreneurship. Consequently, the objective of this paper aims to reveal the crucial relationship between students of entrepreneurship intention and the on-campus incubators. The incubated entrepreneurs refer to the graduates who have already started up or been processing their own enterprises. Currently, the top 7 ranked universities in Hong Kong do provide several departments, such as Innohub of Institute for Entrepreneurship, Center for Entrepreneurship, iDendron and Entrepreneurship and Innovation Centre. They are official departments, offices and student societies from campus. It is expected to have professional validity and may create a positive influence to those on campus incubators. These programs aimed at providing university students with a practical sense of the real-life issues of setting up their own enterprise, increasing the chance of fresh graduate startups in Hong Kong.

In short, this paper aims at testing the possibility that university students (younger age personnel) could have stronger EI to start up their enterprises under the current trend in Hong Kong. Moreover, their need for attainment factor would be either considered when assessing the facilitation of EI for them to become future entrepreneurs.

2.4. Hypothesis

Several studies support the existence of university educational programs can prompt the desirability of university graduates to pursue entrepreneurship, and there is a genuine indirect positive relation (Wang, Wong & Lu, 2002; Peterman, & Kennedy, 2003; Byabashaija & Katono, 2011; Zhang, Duysters & Cloudt, 2014). In particular, McGowan et al., (2001) revealed that entrepreneurial intentions are partially dependent on the quality of human relationships within university entrepreneurial-related programs. However, the empirical studies are still limited to suggest the relationship between the graduated incubated entrepreneurs' effect on university students' desirability of entrepreneurship. Hence, this research aims to test for the positive relation between incubated entrepreneurs on campus and the desirability of entrepreneurship for university students shown by hypothesis 1:

H1: The existence of incubated entrepreneurs on the campus is positively related to the perceived desirability of entrepreneurship.

In addition, this paper expects that the need for attainment could moderate towards H1. Similar studies based on the need for achievement's effect on the desirability of entrepreneurship have shown positive correlations (Wu & Dagher, 2007; Ryan, Tipu, & Zeffane, 2011; Chen, Su & Wu, 2012). More importantly, the perception of achievement moderators from Wu and Dagher (2007) showed a positive indirect link to entrepreneurial desirability in relation to business goals. Taking their findings, this research aims to test whether the existence of incubated entrepreneurs can, to some extent, trigger the student's desirability to pursue their dreamed business goals which contribute to a great sense of attainability. However,

different from the need for achievement, this research aims to reveal the relation between need for attainment to H1 in line with improvements based on previous findings. Therefore, hypothesis 2 is proposed below:

H2: The perception of attainment to entrepreneurs moderates the relationship between the existence of incubated entrepreneurs on campus and perceived desirability of entrepreneurship.

Furthermore, in this paper, the perceived desirability of entrepreneurship was deliberately used as a mediating factor to test for the potential correlations between the existence of incubated entrepreneurs and the entrepreneurial intention. According to Khuong and An (2016), a positive indirect impact on entrepreneurship intention has been found when taking into consideration a student's degree of desirability towards entrepreneurship. They argued that desirability from individuals depends on the cost and benefit weighing between starting up an enterprise and other alternatives. Using this way of thought, this paper aims to test whether the existence of incubated entrepreneurs (senior graduated alumni) could positively induce more benefits than the cost to the university students when they make up their mind to create their own enterprise alongside with more entrepreneurial intentions. Hence, hypothesis 3 is proposed below:

H3: The perceived desirability of entrepreneurship mediates the relationship between the existence of incubated entrepreneurs on the campus and the entrepreneurial intention among university students.

3. Methodology

3.1 Sample

The population is based on the students from night universities located in Hong Kong where students of Z generation born in 1995 to 2005 are from different education levels subsuming HD/Associate students, undergraduates, post-graduates, and PhD students, as well as with various academic fields from business, engineering, computing, medicine, design, humanities, health and social science, construction and environment, hotel and tourism management. The data were mainly collected from the students at Hong Kong Polytechnic University from the online questionnaire platform Tencent Questionnaire so that students from different places and in time difference can respond to the questions conveniently and effectively, particularly during the Covid-19. Different from previous studies, this questionnaire was sent out by university students to their friends and schoolmates, believing that the respondents will pay more effort and time on answering the questionnaire because of peer pressure and group identity effects. Meanwhile, the response is deemed to have higher authenticity and validity. To strengthen the validity of the data, some responses finished within 30 seconds were filtered out. The investigation was conducted since September 2020. The respondents received an email and messages from social media platforms about the research objectives and the link and QR code to the questionnaire that was available online. There were 165 valid responses where 61.2% of the respondents were 20 - 21 years-old while the proportion of younger and older are both about 18%. There were more female respondents in this survey (about 54.5%), and most of the respondents are undergraduate (87.3%) and from business school (55.8%).

3.2 Measures

To measure the entrepreneurial intention, perceived desirability of entrepreneurship, perception of attainment to entrepreneurship, and the impact of the existence of university-incubated entrepreneurs on the campus, we referred to the measurement denoted by Giordano, Fernández-Laviada and Herrero in 2018. We weighted up all statements on a five-point Likert-scale from “strongly disagree” to “strongly agree” that all the items are listed in the following table.

<i>Entrepreneurship Intention</i>	
EI 1	I have a clear intention to create my own business in the future.
EI 2	My professional objective is to create my own business in the future.
EI 3	I am determined to create my own business in the future.
EI 4	I will do anything possible to create my own business in the future.
<i>Desirability of Entrepreneurship</i>	
DE 1	The idea of creating my own business is attractive to me.
DE 2	Creating my own business would be a huge satisfaction for me.
DE 3	I believe I can get more benefits than cost if create a business

DE 4	I think I can get unexpectable benefits if I create a business.
Perception of Attainment to Entrepreneurship	
PAE 1	Entrepreneurs on the campus seem to matter to me.
PAE 2	Entrepreneurs on the campus are important to me.
PAE 3	Entrepreneurs on the campus make me interested in creating a business in the future.
PAE 4	Entrepreneurs on the campus help me know more about creating a business.
Existence of Incubated Entrepreneurs at campus	
IEC 1	I think creating a business is a kind of attainment.
IEC 2	I would be proud if I create a business.
IEC 3	I think entrepreneurs are successful.
IEC 4	I will feel successful if I create a business.

Relatively commensurate with previous researches, we measured the entrepreneurship intention with four questions concerning different intention levels to entrepreneurship, such as the clarity of the goal, and the determination in this goal. The desirability of entrepreneurship was either measured by four items asking respondents their perceived attractiveness of the idea of entrepreneurship as well as the perceived satisfaction of creating a startup. The perception of the existence of university incubated entrepreneurs on the campus was measured from the perceived importance, galvanization, approaches and benefits to commence the business in the future. And the perception of attainment of entrepreneurship was measured from the perceived entrepreneurial success and the sense of pride for creating their own business. The reliability of the measures was tested by Cronbach Alpha taking the average responses among four items. The Cronbach Alpha value for the entrepreneurial intention was 0.922, for perceived desirability of entrepreneurship was 0.89, for the perception of attainment to entrepreneurship was 0.886, and for the impact of the existence of university-incubated entrepreneurs on the campus was 0.779.

	Cronbach's Alpha	N of Items
Entrepreneurship intention	0.922	4
Desirability to entrepreneurship	0.89	4
Existence of incubated entrepreneurs on the campus	0.886	4
Perception of attainment to entrepreneurship	0.779	4

The classical hierarchical regression analysis (Cohen & Cohen, 1975) was adopted for moderating analysis, containing the regression analysis of dependent variable on control variable, adding independent variable and moderating variable to the regression analysis respectively, and the interaction term added eventually.

The mediating effect analysis was followed by Baron and Kenny's (1986) instruction in which the regression on the dependent variable on the independent variable, the mediating variable on the independent variable, and mediating variable on the dependent variable will be analyzed first. After that, by controlling the mediating variable, the change of independent variable to a dependent variable from the original relationship to the mediated relationship will be blatant.

4. Results and Discussion

Table 2 Means, standard deviations, and correlations

Variables	Mean	s.d.	1	2	3
1. Existence of incubated entrepreneurs on campus	3.14	0.83			
2. Desirability of entrepreneurship	3.27	0.89	0.42**		
3. Entrepreneurship Intention	2.93	0.96	0.44**	1.00	

4. Perception of attainment to entrepreneurship	3.80	0.67	0.38**	0.43**	1.00
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* $p < .05$; ** $p < .05$; *** $p < .001$

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

In table2, the existence of incubated entrepreneurs on campus was correlated with desirability of entrepreneurship ($r = .42$, $p < .05$), entrepreneurship intention ($r = .44$, $p < .05$), and perception of attainment to entrepreneurship ($r = .38$, $p < .05$) respectively. Thus, hypothesis 1 was supported.

Table 3 Results of hierarchical regression analysis of affective commitment

Variables	Model 1	Model 2	Model 3	Model 4
Age	0.230	0.137	0.106	0.104
Existence of incubated entrepreneurs on campus		0.404***	0.298***	0.304***
Perception of attainment to entrepreneurship			0.294***	0.284***
Existence of incubated entrepreneurs and Perception of attainment (Mean-centered)				-0.028
R square	0.053	0.208	0.280	0.281
R square change	0.053	0.155	0.073	0.001
F	8.967	20.848***	20.525***	15.351***

* $p < .05$; ** $p < .05$; *** $p < .001$

Dependent Variable: Entrepreneurship Intention

For moderating analysis, age and gender are chosen as the control variable and dummy variables respectively. Since the beta value is anomalous, the mean-centred data is used to minimize the distortion. Table3 presents the interaction effect of the existence of incubated entrepreneurship on campus and the perception of attainment to entrepreneurship. Mean-centred data were used to minimize the aberration and deviation because of the anomalous imbrication of interaction term and the component variable. There was no significant relationship between the product term and entrepreneurship intention ($\beta = -0.028$, $p > .05$). Therefore, hypothesis 2, stating that the perception of attainment to entrepreneurs moderates the relationship between the existence of incubated entrepreneurs on campus and perceived desirability of entrepreneurship, was not supported.

Table 4 Results of hierarchical regression analysis

Variables	Entrepreneurship intention				Desirability of entrepreneurship	
	Model1	Model2	Model3	Model4	Model5	Model6
Age	0.230	0.137	0.116	0.097	0.148	0.055
Existence of incubated entrepreneurs on campus		0.404***		0.111*		0.403***
Desirability of entrepreneurship			0.771***	0.728***		
R square	0.053	0.208	0.634	0.644	0.022	0.176
R square change	0.053	0.155	0.581	0.436	0.022	0.154
F	8.967	20.848***	137.926***	95.331***	3.601	16.978***

* $p < .05$; ** $p < .05$; *** $p < .001$

From table 4, regressing the dependent variable on independent variables showed that the existence of incubated entrepreneurs on campus was highly related to Entrepreneurship intention ($\beta = .404$, $p < .001$, Model 2). Regressing the mediating variable on the independent variable either indicated a close relationship between the existence of incubated entrepreneurs on campus and desirability of entrepreneurship ($\beta = .403$, $p < .001$, Model 6). Regressing the dependent variable on the mediating variable pointed out that desirability of entrepreneurship affected entrepreneurship intention ($\beta = .771$, $p < .001$, Model 3). Controlling for the desirability of entrepreneurship, it showed that the effect of the existence of incubated entrepreneurs on campus to entrepreneurship intention became less significant ($\beta = .404$, $p < .001 \rightarrow \beta = .111$, $p < .05$), implying that desirability of entrepreneurship partially mediated the relationship between the existence of incubated entrepreneurs on the campus and entrepreneurship intention (Model 4).

As for the first hypothesis, the existence of incubated entrepreneurs on the campus does positively relate to the perceived desirability of entrepreneurship. This suggests that the sharings and success path of previous senior students do motivate the current university students' desirability to begin their own enterprise path, and thus making entrepreneurial-related programs valid and helpful. Martínez, Fernández-Laviada and Crespo (2017) found that students' entrepreneurial desirability and intention are supported through the pre-incubation stage of startups. Hence, the result is consistent with previous research because the current students are partially going through a pre-incubation stage with innovative ideas but not yet started. Furthermore, as entrepreneurial desirability was negatively correlated with the increased level of uncertainty and risk (Giordano, Herrero & Fernández, 2017), it probably can explain H1 that the existence of incubator entrepreneurs does to some extent reduce the level of perceived uncertainties and risks of creating a business at the beginning for the university students so that they are interested in it.

As for the second hypothesis, the perception of attainment to entrepreneurs does not moderate the relationship between the existence of incubated entrepreneurs on campus and perceived desirability of entrepreneurship. This paper pointed out the difference of self-value between the need for achievement and need for attainment above. In particular, the attainment obtained is related to some targets valued by an individual who can acquire self-esteem and satisfaction once achieved whereas, the achievement of a certain skill which is world-widely valued rather than self-defined cannot trigger a sense of self-actualization. It seems that the existence of incubated entrepreneurs may only act as psychological and advisory support who cannot bring over a value and sense of attainment of starting up a business to the undergraduates. On the other hand, most universities in Hong Kong advocated the holistic and diversified development to students who, thus, do have different kinds of pursuance. Therefore, the effect perception of attainment to entrepreneurship acting as the moderator to entrepreneurship intention is contingent individually.

When it comes to the mediation effect of the desirability of entrepreneurship, surprisingly it can only partially mediate the relationship between the existence of incubated entrepreneurs on the campus and entrepreneurship intention. With the cost-benefit framework advocated by Khuong and An (2016), this finding can be interpreted that the incubated entrepreneurs (senior graduated alumni) do create a sense that starting up a business costs more than benefits to the university students. It is probably because those startups in the development stage are young and inexperienced and wanting more resources and time from the founders to develop, while have not yet been predictably able to generate profits and influence on the entrepreneurs at that moment. It is somewhat identical with the finding from Shane, Locke and Collins (2003) that people are more likely to be negative and undesired to entrepreneurship when the situation in operating the business is ambiguous, uncertain, and unpredictable. Meanwhile, the perceived cost of starting up a business is interdependent to the perceived facilitating conditions. For example, more supports provided by the university, such as the co-working area will reduce the perceived costs of creating and operating a business. Accordingly, it can influence the desirability of entrepreneurship and entrepreneurship intention, which is consistent with the finding from the research of Martínez, Fernández-Laviada and Crespo in 2007.

5. Conclusion

Along with the gradual emphasis on the importance of entrepreneurship and the existence of UTBI (the university technology business incubator) in which university launched different entrepreneurial programs either in order to edify the entrepreneurial spirit among undergraduates and support the early-stage startups, this study aimed at exploring more possibilities of optimizing the current resources and more perspectives to better cultivate the entrepreneurship spirit in the university. From our literature reviews, it seems that previous researches more discussing the alternatives or reflecting the effect of university educational programs to students' entrepreneurship intention, but less talking about the effect of interaction between the university incubated entrepreneurs (startups founders with UTBI) and university students. Thus, this study aims to fill in this gap by investigating the relationship between the existence of incubated entrepreneurs at the

campus and the entrepreneurship intention among university students. The study has incorporated both mediating and moderating effect in the research framework with two factors: the desirability of entrepreneurship and the perception of attainment to entrepreneurship. The results indicated that the existence of incubated entrepreneurs at the campus is the motivation factor to the entrepreneurial spirit in the campus while the perception of attainment to entrepreneurship could not play a moderating role in the relationship between the existence of incubated entrepreneurs and entrepreneurship intention. And the desirability of entrepreneurship rather partly mediates this relationship.

This study has contributed to explore the more added value of the university-incubated entrepreneurs to entrepreneurial intention to undergraduates and discover more ways for the government and the university to maximize and fully-utilize the values of their support in terms of cultivating the entrepreneurial spirit to the Z generation. This study either contributed the value of distinguishing the difference of perception of achievement and perception of attainment to entrepreneurship, regarding the effect to the entrepreneurship intention. As mentioned, the state of attainment is to capture something valuable and important (the pride and self-affirmation of the milestone moment), whereas achievement is performing a feat that has been attained before. Attainment may come along with more pride in oneself than achievement since personnel is able to obtain something of the value they truthfully love. However, someone can achieve something that they do not always contribute to their interest. Therefore, it is recommended that the current university educational program can encourage students to explore the value of entrepreneurship and the intrinsic motivation to entrepreneurship. There is still work for institutions to generate the belief that entrepreneurship can either be one of the considerations for undergraduates in designing their career path, by enhancing the sense of attainment about starting up a business.

There are some limitations for this paper that should be considered when interpreting the results. First, this study was a pilot test which only collected about 165 valid data from 345 responses with a convenience random sampling method of an online questionnaire, in which the business students are about half and the responses probably can moderately represent the population. Further study will apply the stratified sampling to diversify the samples and the investigation across different universities to make sure the representativeness is recommended. Furthermore, this study only focused on students' general perception to the existence of incubated entrepreneurs on campus, the specific analysis on the effect of different particular programs where students have meet up and communicated with those incubated entrepreneurs is needed in further studies, such as the startup founder sharing, networking session, the mentorship program and the quotidian contact, so as to design a better program to attract more undergraduates and cultivate a stronger entrepreneurial norm and spirit in the campus.

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Appendix 1

Entrepreneurship Intention	
EI 1	I have a clear intention to create my own business in the future.
EI 2	My professional objective is to create my own business in the future.
EI 3	I am determined to create my own business in the future.
EI 4	I will do anything possible to create my own business in the future.
Desirability of Entrepreneurship	
DE 1	The idea of creating my own business is attractive to me.
DE 2	Creating my own business would be a huge satisfaction for me.
DE 3	I believe I can get more benefits than cost if create a business
DE 4	I think I can get unexpected benefits if I create a business.
Perception of Attainment to Entrepreneurship	
PAE 1	Entrepreneurs on the campus seem to matter to me.
PAE 2	Entrepreneurs on the campus are important to me.
PAE 3	Entrepreneurs on the campus make me interested in creating a business in the future.
PAE 4	Entrepreneurs on the campus help me know more about creating a business.
Existence of Incubated Entrepreneurs at campus	
IEC 1	I think creating a business is a kind of attainment.
IEC 2	I would be proud if I create a business.
IEC 3	I think entrepreneurs are successful.
IEC 4	I will feel successful if I create a business.

Appendix 2

variable	mean	std	skewness	Kurtosis
<i>Entrepreneurship Intention</i>				
EI 1	3.01	1.048	0.282	-0.519
EI 2	2.94	1.09	0.24	-0.612
EI 3	2.87	1.07	0.108	-0.58
EI 4	3.47	1.016	-0.328	-0.56
<i>Desirability of Entrepreneurship</i>				
DE 1	3.28	1.017	-0.007	-0.559
DE 2	3.52	1.053	-0.406	-0.526
DE 3	2.81	1.019	0.322	-0.27
DE 4	3.03	0.902	0.196	-0.29
<i>Perception of Attainment to Entrepreneurship</i>				
PAE 1	3.02	0.971	0.197	-0.242
PAE 2	3.17	0.982	0.045	-0.506
PAE 3	3.32	1.007	-0.238	-0.156
PAE 4	2.91	1.068	0.28	-0.719
<i>Existence of Incubated Entrepreneurs at campus</i>				
IEC 1	3.67	0.856	-0.321	-0.168
IEC 2	4.03	0.881	-0.668	0.302
IEC 3	3.66	0.789	-0.466	0.694
IEC 4	3.86	0.932	-0.646	0.083

A Textual Analysis of Street Children's Survival Strategies in Amma Darko's *Faceless*

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ABSTRACT

Anchored on textual analysis and theoretical insights from (interactional) sociolinguistics, (positive) psychology and neuroscience, the current paper aims at analyzing the various strategies that the street children, named or nameless, etc. in Amma Darko's *Faceless* (2003) draw on to ensure their survival on the streets. The study further demonstrates how this novel, beyond its representation of the social issue of street children, depicts the outstanding resourcefulness of many African children who have to cater and fend for themselves on the streets. The findings reveal that these children have used such survival strategies as imitating or behaving in an adult-like manner, bonding, learning and using a code, hustling, accepting and adapting to one's reality and floating-out-of-one's body to cope with life on the streets.

1. Introduction

Amma Darko's third novel entitled *Faceless* (2003) has been recently studied to highlight the impact of parental neglect/irresponsible parenting on a family setting, mostly on children (Okyeso, 2013; Koussouhon, Akogbéto and Allagbé, 2015b; Allagbé, 2016), the problematics of childbearing and the issue of street children and their plausible consequences on the individual and by extension the society as a whole (Anate, 2014), the root-cause of the disruption of infant care in Ghana and its drawbacks (Oppong, 2004), the limitations of feminist trends which tend to liberate women from the traditional shackles of patriarchy at the expense of men, and most especially, at the expense of children (Tchibozo-Laine, 2019), the plight of street children as a social tragedy (Awitor, 2014), etc. While these studies have profusely emphasized the role of social change (which has brought about the disarticulation of traditional African social structures) as the driving force underlying the social issue of street children- the main theme that threads the plot of the novel- in the fictional text; none of them has actually provided some hints on how these children work out their resourcefulness and know-how to cope with life on the streets. This is the research gap that the current study sets out to fill in.

As said earlier, the present research work aims at analyzing the various strategies that the street children in Darko's *Faceless* (2003) draw on to ensure their survival on the streets. This novel set in the post-independence, post-colonial, and post-modernist era depicts a very desolating and heart-rending social situation of street children in contemporary Ghanaian society. These children, named (Baby T, Fofu, Odarley, Poison, etc.) or nameless, most of whom surprisingly still have their mother, their father or even both of them alive, are pitilessly driven out into the hungry and insatiable arms and claws of the streets. In other words, these children are generously sold out by their parents to the harsh and hellish life on the streets wherein they have to cater and fend for themselves and in some cases provide means to sustain their siblings and parents back home. The symbolically represented streets, in the novel under study, constitute a *No man's land*; i.e., a depersonalized land filled with misery, abject poverty, hunger, squalor, and all sorts of unimaginable evil. The streets are also symbolized in the fiction as a true jungle marked by a perpetual struggle for dominance, power, and survival. Underlying the streets is the principle of *the survival of the fittest*, a phrase coined and first used by the Darwinian evolutionary theorist, Herbert Spencer,

in his *Principles of Biology* (1864) (<https://en.m.wikipedia.org>). The streets in this literary piece are termed 'Sodom and Gomorrah.' According to Allagbé (2016:25), 'Sodom and Gomorrah' is a:

place name (a fictionalized market name in Accra city) (which) actually alludes to the Biblical historical "Sodom and Gomorrah". The "Sodom and Gomorrah" in the Holy Bible (see Genesis 19:1-29) is a land full of iniquities, a place of moral decadence and perdition. By transposing this Biblical meaning into her literary world, Darko naturally seeks to create a strong symbolic image therein. The image she creates here is that of a place where the people (male and female alike) therein are submitted to abject and rampant poverty expressed by such aspects as lack of basic social amenities, squalid environment, human suffering, joblessness, etc.

To unravel the various strategies these children use for their survival, in Sodom and Gomorrah, the study seeks to draw on textual analysis.

2. Methodology

As stated above, this paper draws on textual analysis. Textual analysis, by definition, is a methodology that involves understanding language, symbols and/or pictures present in texts to gain information regarding how people make sense of and communicate life and life experiences (<http://methods.sagepub.com>). It is also considered as a qualitative method for gathering, processing, and interpreting text data (<http://monkeylearn.com>). It follows from the foregoing definitions that textual analysis is a careful, critical or close reading of a text which aims at gaining a full insight into or understanding its entire content. It can also be perceived as a content analysis. Combining this method with theoretical insights from (interactional) sociolinguistics, (positive) psychology and neuroscience, this study qualitatively seeks to work out and explain *in situ* the various strategies the street children in Darko's *Faceless* (2003) draw on to cope with life on the streets.

3. A Textual Analysis of Street Children's Survival Strategies in the Novel

As expressed right from the onset, the textual analysis of Darko's *Faceless* (2003) has exuded that the street children therein have used such strategies as *imitating or behaving like adults, bonding, learning and using a code, hustling, accepting and adapting to one's reality and floating-out-of-one's body* to ensure their survival on the streets. The main characters in the novel have actually used the above mentioned strategies in various contexts and for various purposes.

Imitating or Behaving like Adults

Imitating someone means 'reproducing the person's behavior' or 'behaving like the person.' The street children in Darko's *Faceless* (2003) imitate or behave perfectly in an adult-like manner in order to survive on the streets. The opening paragraph of the novel provides some insightful textual clues which prove this point. Describing the female protagonist, Fofu, and her behavior in relation to other street children, the heterodiegetic narrator uses the following terms:

Fofu would have spent the Sunday night before Monday dawn with her friends across the road at the squatters' enclave of Sodom and Gomorrah watching adult films her fourteen years required her to stay away from, and drinking directly from bottles of *akpeteshie*, or at best, some slightly milder locally produced gin. Ultimately, she would have found herself waking up Monday morning beside one of her age group friends, both of them naked, hazy and disconcerted and oblivious to what time during the night they had stripped off their clothes and what exactly they had done with their nakedness (Darko, 2003, p.1).

The text above embodies three deeds that adults do which street children imitate or copy. One of them is watching erotic films (e.g. porn/blue films). Another one is drinking *akpeteshie* or locally produced gin. The last but not the least is having sex. These immature children, whose age obviously does not exceed fourteen, as indicated by the text above, are already sexually active. And the striking thing about these children's expression of their sexually active behavior is that they make love to one another under the grip of alcohol and in a promiscuous manner. Elsewhere in the novel, the narrator depicts Fofu as a premature adult: "A part of Fofu was and would always remain the fourteen year-old that she was; but the harshness of life on the streets had also made a premature adult of part of her. She was both a child and an adult and could act like both, talk like both, think like both and feel like both" (Darko, 2003, p.22).

The ability to shift from being a child to being an adult or acting alternately as both is a valued strategy that Fofu, like any other street child, needs in order to survive on the streets. It must be recalled here that being a child is a sign of 'softness/weakness' and being an adult is a sign of 'toughness/ruggedness'. The narrator actually associates the former semiotically with 'shedding tears' and the latter with 'suppressing tears' in the following passage: "They (the tears) were

suppressed for too long: tears that could not be shed on the streets where toughness was the prescription for survival and tears were a sign of weakness; tears held back lest they reveal her (Fofó's) fourteen years" (Darko, 2003, p. 160). The sign of 'toughness/ruggedness', as the narration further reveals, is more articulated and entrenched in male street children than in their female counterparts. For this reason, the narrator says that ". . . it is more difficult to break the 'streetness' in boys from the streets than in girls. Abused young males, in particular, are also prone to becoming abusers themselves" (p. 169). In fact, boys are the tough and rugged ones on the streets; they dominate, abuse, and terrorize their female counterparts. By associating toughness/ruggedness with boys, the narrator simply suggests that they are the norm (that female street children should look up to. Fofó, actually, imitates the established norm when she poses as a boy to pick Kabria's purse (pp. 45-47), and that they hold and exercise power on the streets. The street lord, in Sodom and Gomorrah, is actually a male and is called Poison; a name that is "naturally predisposed to or teleologically conjured up to be portentous, dangerous, cruel, heartless, and inhuman" (Allagbé, 2016, p. 24).

Bonding

Bonding is defined as the formation of a close relationship (as between a mother and a child or between a person and an animal) especially through frequent or constant association (<https://www.merriam-webster.com>). A **bond** between people is a strong feeling of friendship, love, or shared beliefs and experiences that unites them (<https://www.collinsdictionary.com>). It is obvious in the foregoing that bonding is an interactional or a socialization process that constantly brings two or more people together. With time, these people tend to develop and share in common like attitudes, beliefs, behaviors and experiences and exert some influence on one another.

To survive on the streets, Fofó has to bond with street girls like Odarley while Poison has to bond with other street boys. Fofó and Odarley are represented, in the novel, as close friends. They share their joys and sorrows together on the streets. For instance, when Fofó has luckily escaped Poison's attempts to rape her (Darko, 2003, p.3-4), the first place her instincts direct her to is Odarley's abode (p. 5). She narrates what she has experienced (her fears and worries) to her friend. As they move to the dump (pp.6-9), Fofó tells Odarley, her friend, what she has experienced with the street lord. She repeatedly alludes to this as a 'big trouble'. In their conversation, one can notice many textual and contextual clues which point to camaraderie between the two characters. When Poison (also called Macho in the fiction) shows up at the dump, causing everyone to run *helter-skelter*, and picks Fofó's plastic bag, a bag containing all her money from the previous week, Fofó breaks down in tears. Odarley stands by her side in support, asking her what she intends to do now. As she decides to see her mother, Maa Tsuru, Odarley follows her there. In addition, she even accepts to take the lead for Fofó by announcing her arrival to Maa Tsuru (pp. 18-20). Like Fofó and Odarley, Poison, who initially is an extremely shy and very soft speaking boy, has to bond too with other street boys for his survival, when he runs away from home to join the streets at the age of eight. Then, as we are told by the narrator, "Poison landed in bad company on the streets the moment he landed there" (p.169). As mentioned earlier, all these characters (male and female alike) need to bond with others to ensure their integration as well as their survival on the streets. But, their integration cannot be facilitated without a code.

Learning and Using a Code

In sociolinguistics, the term 'code' refers to any kind of system that two or more people employ for communication (Wardhaugh, 2006). A code is also a neutral term which can be used to denote a language, a variety of language, a dialect, a speech style or a register (p. 88). On the streets, there are as many codes as there are many social groups or/and sub-groups. In fact, a given group or sub-group is typified and differentiated from others by its code. Thus, a key to a group membership and its inherent advantages (such as protection, mutual assistance, etc.) is the ability to learn and use its code. In this perspective, it can be posited that no individual can survive on the streets without belonging to a group. And being a member of a group simply implies knowing how to use its code.

Fofó and Odarley, for instance, in their conversation (Darko, 2003, pp. 5-9) seem to belong to the same group in that they use a code that both of them seemingly understand very well. This code (a Ghanaian or an Accra English) is characterized by features of spoken language. Terms like "Shshshshshsh . . .", "Trouble?" (p. 5), "Ah!", "You are wearing no underpants?", "Hm" (p. 6), etc., prove this fact. Fofó and Odarley also seem to code-switch or style-shift; i.e., they alternate between two codes or vary their speech styles: English and a dialect of a Ghanaian native language. Culture-specific features like "Mami Adzorkor's kenkey balls", "Ebei", "Kwansima Fante's butter bread" (p. 7), etc., clearly exude this aspect. The foregoing clearly denotes a cultural and linguistic hybridity or/and multicultural setting (Allagbé and Alou, 2020, p. 7).

The context of situation seems to determine the choice of a given code and the communicative as well as the social behavior of its users. Consider Fofó's speech patterns when she has come back from Aunt Dina's home (where she has spent some

days away from the streets) to Sodom and Gomorrah in the company of Kabria (a MUTE worker). MUTE is a non-governmental organization interested in information gathering and documentation and Sylv Po (a radio presenter at Harvest FM): (1) "Don't turn! (2) Don't look around. (3) They are watching us!" she warned unexpectedly. (4) Sylv Po became alarmed. "From where?" (5) "Cool it!" Kabria came in. (6) "Don't attract attention." (p. 154). In (1) and (2), Fofu obviously appears to be in a higher position in that she gives orders to her listeners. This may be due to the fact that she is on a territory she knows better than they do; she knows the required *habitus* (to borrow the French sociologist Pierre Bourdieu's terms) (which she has acquired and internalized over time through *socialization* and *mimesis*) that one must put on in such a place. Kabria too seems to know this tacit requirement very well in that she behaves in a much similar way as Fofu. This is to say, Kabria gives orders to Sylv Po (5 and 6). Unlike Fofu and Kabria who obviously know how to behave on the streets, Sylv Po's attitude proves that he is completely at loss. In fact, his echo question (5) shows that he is a *greenhorn* here. In (3), Fofu states a fact; a fact which exudes once more her mastery of the streets. The pronoun "They" in (3) strongly hinges on the context of situation for its meaning. In fact, the meaning of this pronoun is text-external and then exophoric in nature.

In the same token, Poison's speech reveals features typifying his group's code. Consider his idiolect when he is attempting to rape Fofu: (1) "You want to live?" Fofu moaned and nodded under the gravity of his hands. (2) "Then no noise!" (Darko, 2003, p. 3). The first utterance (1) is actually a full statement phonologically high-pitched into a question. But the second one (2) is a mere fragment or an elliptical imperative, the full form of which would be "Don't make a noise!" or "You should not make a noise!". All these features pertain to a spoken mode. Consider again his speech when he is being queried by Kabria and Sylv Po (both are playing the role of detectives here) about Baby T's death: (3) "I did beat the girl up, but I did not kill her!" he repeated. (4) "Why would I kill a girl who was making lots of money for me? Maami Broni would bear me out. (6) You can talk to her if you like. (7) I did beat her up but I left her crying, not dead. (8) She wouldn't be crying if she was dead, would she?" (p. 173). All these sentences are full or elongated sentences with an elaborate syntactic structure. This is an attribute of written language. In addition, all the sentences contain more than one clause. This indicates a spoken mode once again. The reason for this shift in Poison's speech is perhaps because he is aware of the social status of his addressees; perhaps he knows that his interlocutors are educated. So, for this reason, he has to adapt his language to suit their social or/and educational background/level. What the various linguistic features identified in these speakers' speech makes clear here is their speech styles (Coupland, 2007) or conversational styles (Tannen, 2005) and speaker positions (Blommaert, 2005). Perhaps, this strategy is needed in business too.

Hustling

Hustling, as we understand it, refers to working hard to earn money or earning money through illegal or unscrupulous means. All the street children (male and female alike) in Darko's fiction are hustlers (daytime and nighttime). Fofu, for instance, in the opening paragraph of the novel is depicted as a washer of carrots at the vegetables wholesale market (Darko 2003, p. 1). Furthermore, she is represented by Odarley as a pickpocket/pilferer (p. 5) whose real symbolic scene we later discover on (pp. 45-47) wherein she poses as a boy to pick/pilfer Kabria's purse. That's actually where they have met for the first time. As the narration overtly reveals, Fofu is doing all this to raise money to feed herself and survive on the streets. However, Fofu's encounter with Kabria, a very kind and generous woman, moves her feet from the streets and sets them on a new road to rehabilitation. Most of Fofu's age mates, on the streets, are shoeshine boys, iced water sellers, pilferers/pickpockets/thieves and prostitutes.

When Poison lands on the streets at the age of eight, he starts out as a thief/pilferer too. He steals in car tape-decks. He progresses in this job very well, so much so that within a couple of days he begins to feel that he masters and controls the streets. The narrator puts this better: "Within days, he had mastered in car tape-deck thefts. The more he stole, and got away with, the more confident he became. And the more confident he grew, the more he felt in control of the streets" (Darko, 2003, p. 169). Later, he becomes bored with this in car tape-deck theft and turns to an errand boy and supervisor for an inner city prostitute (an anonymous character). Over time, he gains the required experience to run his own pimping business, and "Then he embarked on an aggressive recruitment of girls to own" (p. 170). He works with Maami Broni. In fact, Fofu's elder sister, Baby T, is handed out to Maami Broni by her mother, Maa Tsuru, and her stepfather, Nii Kpakpo, to work for her as a housemaid. Maa Tsuru and Nii Kpakpo ravenously feed on Baby T's incomes. But none of them dares to find out if the little girl is fine or not where she is placed. All that they care for is what she brings in; i.e., money. This denotes irresponsible parenting/parental irresponsibility. The fact here is that Baby T is not used as a housemaid but rather as a prostitute under Poison's control. Unfortunately, she loses her life in prostitution. When Fofu's mother informs Fofu about Baby T's death, this is how she reacts, tipping her mother completely off the balance:

Fofu's eyes widened. "Baby T?" Maa Tsuru began to shake. Fofu just sat there and stared at her. She felt no immediate pain. Even the anger and mixed feelings lay low. In her mind's eye was a recollection of

the last time she laid her eyes on her sister: Baby T's reddish and swollen eyes from too much crying, with her belongings tied up in an old headscarf and held in loosely in her right hand as she followed Maami Broni out of the compound (Darko, 2003, p. 23).

Accepting and Adapting to One's Reality

Another strategy the street children, in the novel under study, employ to survive on the streets is accepting and adapting to their reality. This strategy seems to stem from positive psychology. **Positive psychology** is "the study of the "good life," or the positive aspects of the human experience that make life worth living. As an art, it focuses on both the individual and societal well-being" (<https://en.m.wikipedia.org>). It is clear in the foregoing that there are always some positive aspects to any human experience (whether good or bad). In fact, these positive aspects are what positive psychologists often lay emphasis on to help individuals live a happy life. They also emphasize on the fact that positive psychology can effect a social change. In this sense, Christie Napa Scollon and Laura A. King (in Robert Biswas-Diener, 2011, p. 1) argue that "the human capacity to imagine and envision a better or ideal life is linked to the emergence of social progress."

The positive aspects in the street children's experience which foster their happiness and societal well-being, on the streets, are *their bonding with one another, their belonging to a group/gang and their having a job* (legal or not). It is true that the weight of 'streetness' is variably supported depending on such sociological factors as gender, age, and social background. Perhaps, we should argue that these factors interact with and influence the brain and other cognitive abilities. When we consider Fofo and Odarley, for instance, there is a sharp contrast between them with regard to the ways they approach their reality. This has a lasting effect on their societal well-being. Fofo has not been sacked from home but she is obviously less happy than her friend, Odarley, who has been sacked like a fowl from home by her mother (Darko, 2003, p. 25). In the novel, it is said that Fofo hates her situation with passion (p. 160) and strongly holds her mother responsible for this misadventure. Because of this, Fofo has developed a confrontational and revolting attitude towards her mother (pp. 20-26).

Odarley, on the contrary, appears to have utterly accepted and adapted herself to her reality. In other words, she seems to have envisioned an ideal life for herself on the streets. Nowhere in the novel has one come across Odarley complaining about her situation or even making any attempt to get rid of it. In the same way, if we attempt to compare Poison to Fofo and Odarley, we would notice that Poison is the happiest. Poison's happiness, as a matter of fact, is favored by his male gender and social background. It must be recalled at this level that the narrator semiotically associates 'toughness/ruggedness' with boys. As for the social background or precisely the family history of Poison, we notice that he has repeatedly undergone physical violence in the hands of his stepfather (Darko, 2003, p. 169), and as a result, he is readily prone to recycling violence too. Poison's domestic violent experience, added to the harshness of the streets, has shaped him into a very callous, cold-blooded and cruel person. In fact, he is a true archetype of a perfect individual/fit in/for the life on the streets.

Floating-out-of-One's Body

Floating-out-of-one's body or an out-of-body-experience (OBE or sometimes OOBE) is an experience in which a person experiences the world from a location outside his/her body (<https://en.m.wikipedia.org>). This strategy is used by Fofo, the female protagonist, in the novel. She recounts this experience to her mother, Maa Tsuru, Kabria and Sylv Po in the following text:

"You know something?" Fofo addressed Kabria, "Sometimes I imagine myself to be outside of myself. I will float out of myself and watch with pity the miserable life led by this young girl called Fofo. Later, when I reunite with myself, the weight of it all hits me once again. Then I'll shake with misery. And when I happen to be alone, cry." No one spoke. Fofo went on. "Odarley was always saying that I fantasise too much. Sometimes she wasn't sure which of the stories I told her were real or imagined. When I float out of myself, I watch this poor girl who is I, and I feel great pity for both mother and me. Isn't that funny?" (Darko, 2003, p. 160)

As the text above exudes, Fofo uses the OBE strategy to momentarily escape from the suffering of the physical world; i.e., the bodily, moral, and spiritual suffering on the streets. In fact, as her idiolect reveals, when she is out of her body, she sees her 'self'. This paranormal experience provides her with the priced opportunity to reflect on her 'self', her miserable life and feel a great pity for her mother, Maa Tsuru, and herself. With this bi-locational body experience, she is enabled to perceive and understand beyond the surface or/and individual levels the root-cause of her sad situation or misadventure. With this strategy still, there is no doubt whatsoever that Fofo is empowered to attenuate the yolk of 'streetness' on her life. This is how she is able to cope with life on the streets.

4. Conclusion

This paper has analyzed the various strategies the street children in Darko's *Faceless* (2003) use to ensure their survival and cope with life on the streets. To reach this goal, the study has drawn on textual analysis. Combining this method with theoretical insights from (interactional) sociolinguistics, (positive) psychology and neuroscience, it has qualitatively sought to work out and explain *in situ* the various strategies the street children in Darko's fiction have drawn on to cope with the harsh reality of life on the streets.

The textual analysis of the novel has revealed that the street children, named (Baby T, Fofo, Odarley, Poison, etc.) or nameless, have used such strategies as *imitating or behaving like adults, bonding, learning and using a code, hustling, accepting and adapting to one's reality and floating-out-of-one's body* to ensure their survival on the streets. As the analysis has further exuded, all these strategies but one have been selected by all the street children on purpose alternately in various or differing contexts. The only distinct survival strategy '*floating-out-of-one's body*' has been used by Fofo, the female protagonist, on purpose. She has, accordingly, used this strategy to momentarily escape from the bodily, moral, and spiritual suffering on the streets. While this study has attempted to analyze the various strategies street children in Darko's *Faceless* (2003) draw on to survive on the streets, it has not examined in detail how these children use language to negotiate social (group) identity and social relations, future research could look into this aspect. Future research could also explore how street children perceive life or use language to represent social reality.

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Air Quality Trends amid Covid-19 Lockdown in Metro Manila, Philippines: A Preliminary Case Review

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ABSTRACT

CoVID-19 pandemic forced a countrywide lockdown in the Philippines from March 16, 2020 to May 15, 2020 and extended to May 31, 2020 in Metro Manila and some parts of Central Luzon. Because of these forced restrictions, the air pollution level in Metro Manila drastically slowed down just a few weeks upon the implementation of the lockdown. Therefore, this study aimed to establish a preliminary case review on the implications of the lockdown to the air quality in the country's capital with the aid of data from the Centre for Research on Energy and Clean Air (CREA) and Airtoday.ph station. The empirical analysis revealed that when Metro Manila was under Enhanced Community Quarantine (ECQ), tropospheric nitrogen oxide (NO₂) dropped by approximately 52% compared to the 2019 levels in the same period. The city also registered the lowest PM 2.5 air pollution levels during the first 30 days of the lockdown with an average of 11.59 ug/m³. Moreover, the satellite image from the Institute of Environmental Science and Meteorology (IESM), UP Diliman showed a lower Atmospheric Optical Depth (AOD) of 0.01, which means that the air is clean during the lockdown period when compared with the AOD value during the same period in 2018 and 2019. At the Lung Center of the Philippines, a comparison of pre-ECQ and ECQ air quality levels showed that PM_{2.5} is reduced from 80% to 180%, particularly during evenings and early mornings. A similar trend along EDSA Munoz, where 70-90% reduction of PM 2.5 was observed since the ECQ. Overall, the study revealed that lockdown measures, fortunately, have brought the opportunity to rationalize human impact on the environment. Although we could say those travel restrictions or lockdown is an unconventional measure to air pollution prevention and control, it is possible to improve air quality by reducing nonessential individual movements by highlighting the importance of fuel-free activities or implementing short-term lockdowns (3-5 days).

1. Introduction

China reported another mysterious respiratory disease to World Health Organization (WHO) during the last few weeks of the year 2019, which was later identified as COVID-19 caused by coronavirus SARS-CoV 2 (Bao & Zhang, 2020). The world's ground zero, Wuhan in Hubei province in central China, was heavily ravaged, forcing authorities to impose a lockdown in late January to contain the virus. However, efforts may be safely described as futile as the virus found its way to hosts outside China and on January 30, 2020, the WHO declared the outbreak a Public Health Emergency of International Concern (PHEIC) and on March 11, 2020, a "global pandemic" calling for an aggressive global response. As of this writing, the cumulative

number of confirmed cases of COVID-19 has exceeded 8 million, and >200 countries and regions have been affected by the disease (WHO, 2020).

In the Philippines, the Department of Health (DoH) has registered the first SARS-CoV 2 infection on January 30, 2020, from a 38-year-old female Chinese National, and on March 7, 2020, the first local transmission of COVID-19 was confirmed.

Mobility restrictions, which include travel, were implemented to prevent the disease's spread from its source. The Philippines is among the first countries to implement this policy, which has been one of the effective response measures in health emergencies such as the N1H1 epidemic in 1999 (Paolo et al., 2011; Qi et al., 2016). The Philippine government imposed a lockdown, the longest so far in the country, that resulted in travel bans and limits of nonessential movements in and out of cities, suspension of all transports, and closure of some establishments such as malls, schools, and factories. Travel restrictions have since been reported to substantially mitigate the spread of COVID-2019 (Chinazzi et al., 2020; Kraemer et al., 2020; Tian et al., 2020).

During the pandemic, social distancing and quarantine protocols were strictly implemented by local governments around the globe (Torrentira, 2019). The unprecedented lockdown significantly decreased human mobility, economic production, and consumption activities (Bao & Zhang, 2020; Kerimray et al., 2020), and consequently, many countries experienced a dramatic reduction in air pollution. In the Metropolitan City of Milan, the partial and total lockdown led to the significant reduction of pollutants concentration of SO₂ and NO₂ (Collivignarelli et al., 2020), while in megacity Delhi, India, air quality has significantly improved during the lockdown compared to the pre-lockdown with PM₁₀ and PM_{2.5} recorded a maximum reduction of greater than 50% (Mahato, Pal, & Ghosh, 2020). In China, travel restrictions and factory closures produced a 25% drop in CO₂, as reported by Finland's Centre for Research on Energy and Clean Air (Carbon Brief 2020). Also, the European Space Agency (ESA) satellite imagery showed a significant decline in NO₂ emissions coinciding with the lockdowns between January 1 to March 11, 2020, in northern Italy (Bao & Zhang, 2020). There is empirical evidence that suspension of transportation, closure of industries, schools, and other economic activities decrease anthropogenic emissions, such as PM_{2.5} concentrations (Wang et al., 2020).

Relevant literature search revealed that pollution is relative to economic growth; that is, an increase or decrease in economic activity will increase or decrease pollution, respectively (Raupach *et al.*, 2007; Wang and Su, 2020; Wang et al., 2019). In particular, air pollution is caused by human-related activities, such as traffic and transportation (Chen et al., 2017, Fu & Gu, 2017; Lin Lawell et al., 2011) and industrial production (Cole et al., 2005). Extreme measures such as the lockdown will slow down if not cease human production and consumption activities, positively impacting air quality.

Will the economic slide during the lockdown improve air quality? This is the question the group attempted to address; hence, this paper described the air quality index amid the COVID-19 lockdown and hopefully provide a baseline theoretical reference that would lead to impact studies and in-depth discussions on the changes of significant air pollutant emissions as a result of the decrease in human-related activities.

2. Methodology

Despite the diligent efforts of the group to retrieve the air quality index during the period of the lockdown through the Environmental Monitoring Board (EMB) website, only real-time data is provided every visit to the website; hence, secondary data were retrieved online from the Centre for Research on Energy and Clean Air (CREA) and Airtoday.ph station. However, only data from Metro Manila is available. According to Torrentira (2020), with the need to continue the conduct of research even amid the COVID-19 threat, the data collection methodologies and processes need to be innovated. Hence, in this study, any available data online that could aid in answering the objective were utilized

3. Results and Discussion

3.1 Air Quality Trends in Metro Manila

Figure 1a shows that from 15 March to 15 May 2020, when Metro Manila, Philippines, was under Enhanced Community Quarantine (ECQ), levels of tropospheric nitrogen oxide (NO₂) dropped by approximately 52% in comparison with the 2019 levels on the same period. Moreover, Metro Manila registered the lowest PM_{2.5} air pollution levels during the first 30 days of the lockdown with an average of 11.59 ug/m³, as shown in Figure 1b. The drastic reduction of NO₂ and PM_{2.5} is mainly caused by a significant drop in transportation as social and economic activities were restricted to essential services in Metro Manila and between surrounding provinces.



Figure 1a. Monthly average PM2.5 in Metro Manila from 2017-2020

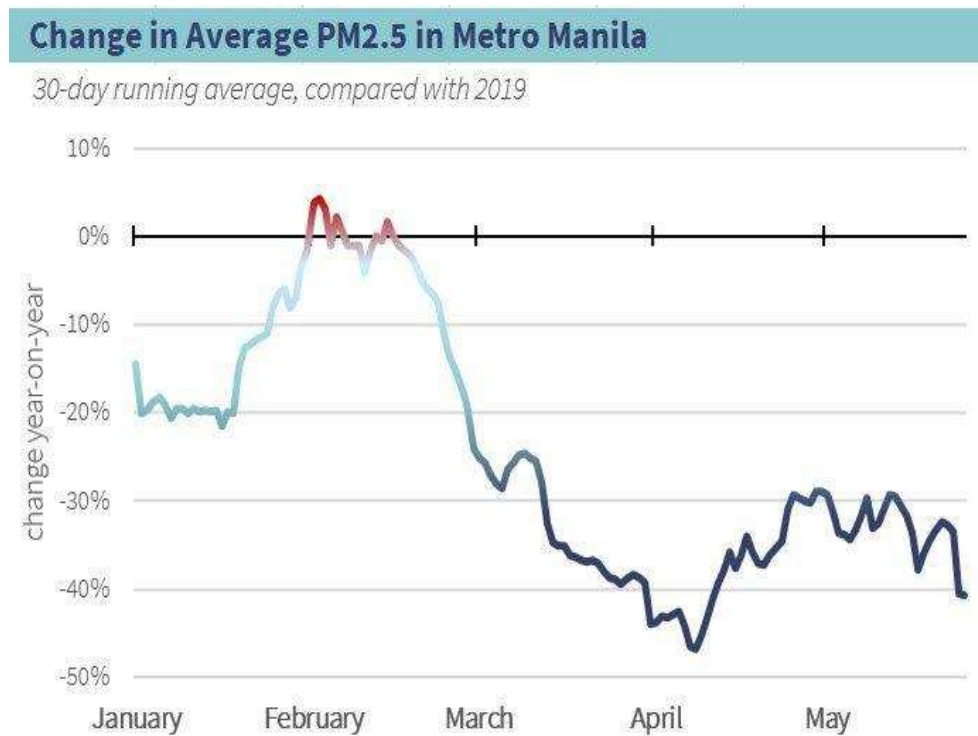


Figure 1b. Change in average PM2.5 in Metro Manila in a 30-day running average compared with 2019 data

Figure 2a is an Airtoday.ph station report at the Lung Center of the Philippines where a comparison of pre-ECQ and ECQ air quality levels show the best improvement during evenings and early mornings, PM2.5 is reduced from 80% to 180%. Meanwhile, Figure 2b depicts a similar trend in another Airtoday.ph station along EDSA Munoz, where 70-90% reduction of PM 2.5 was observed since the ECQ.

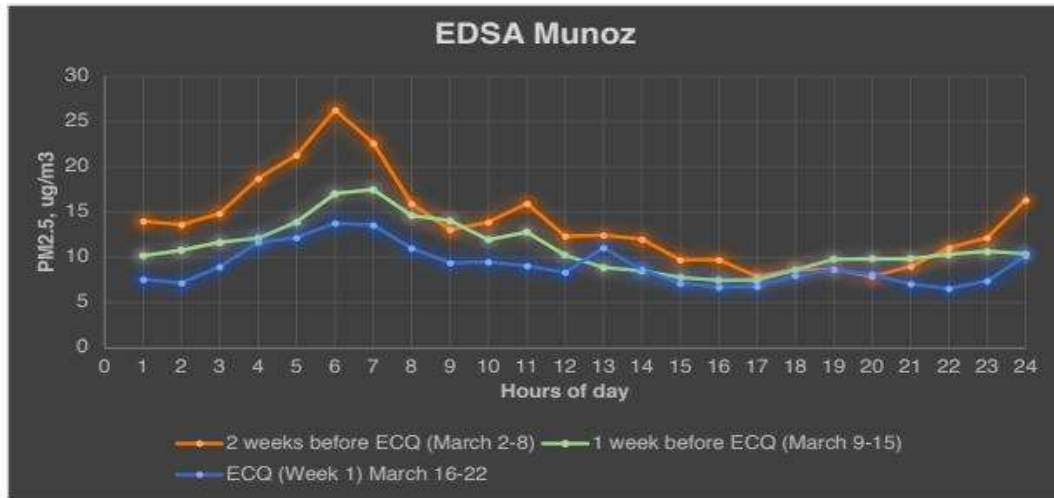


Figure 2b. Comparison of Pre- ECQ and ECQ levels of particulate matter (Source: Environmental Pollution Studies)

3.2 Laboratory of IESM-CS-UP Diliman

Particulate matter or air pollutants contain a mixture of solid particles or liquid droplets in the atmosphere, such as water, dust, and salt particles. In high concentration, this would make the skies look hazy. This finding explains higher visibility and clearer skies in Metro Manila during the lockdown period.

3.3 Satellite Images

The satellite image from the Institute of Environmental Science and Meteorology (IESM), UP Diliman using Himawari satellite used by PAGASA for weather monitoring showed a lower Atmospheric Optical Depth (AOD) of 0.01, which means that the air is clean during the lockdown period (Figure 3b) compared with the AOD value during the same period in 2018 and 2019 (Figure 3a). AOD measures how sunlight is reflected from the Earth as it is blocked or scattered by particulate matter or air pollutants; thus, a value greater than 0.5 means hazy conditions. Therefore, during the lockdown, Metro Manila’s air quality is better, and there is less air pollution.

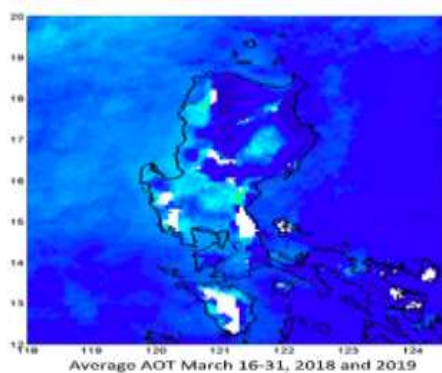


Figure 3a. Satellite image of AOD in Metro Manila March 16-31 2018 - 2019

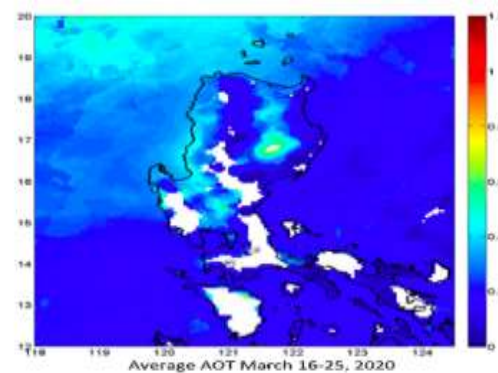


Figure 3b. Satellite image of AOD in Metro Manila March 16-25, 2020

4. Conclusion

SARS-COV 2 caught the world unprepared in almost all human survival dimensions, but its presence may be a blessing-in-disguise for our environment. Fortunately, the lockdown measures in different parts of the world have brought opportunities to rationalize the environment's human impact. Therefore, this preliminary review results may help us rethink how far we are responsible for the catastrophes we experienced nowadays. According to a Greenpeace study, air pollution has been a perennial problem in the country, affecting 98% of the population and responsible for more than 27,000 deaths in 2018 alone. Before the lockdown, the Philippines ranked 57th out of 98 countries in IQAir's "World most polluted countries," as PM_{2.5} was recorded at an average of 17.6 micrograms per cubic meter ($\mu\text{g}/\text{m}^3$) in 2019, an increase from 14.6 $\mu\text{g}/\text{m}^3$ in 2018 (Mongabay News, 23 April 2020).

In general, this preliminary case review showed that lockdown and restriction measures of human activities significantly reduced air pollution emissions. The empirical analysis revealed that from 15 March to 15 May 2020, when Metro Manila, Philippines was under Enhanced Community Quarantine (ECQ), levels of tropospheric nitrogen oxide (NO₂) dropped by approximately 52% in comparison with the 2019 levels on the same period registering the lowest PM_{2.5} air pollution levels during the first 30 days of the lockdown with an average of 11.59 $\mu\text{g}/\text{m}^3$. Clear skies, breathtaking sunsets, and the Sierra Madre as a backdrop to the sprawling city went viral just a week after the government suspended public transportation and nonessential businesses to contain the virus.

These findings corroborate with the study done in Delhi, India, where air quality data of seven pollutant parameters: PM₁₀, PM_{2.5}, SO₂, NO₂, CO, O₃, and NH₃ showed significant reduction among 34 monitoring stations during the lockdown period (Mahato *et al.*, 2020). Similar results were also reported in China; about 30% NO₂ and 25% carbon emission have reduced in the lockdown state (He *et al.*, 2020; Liu *et al.*, 2020). A study also identified diminishing air pollutants over the world's major cities where the outbreak of COVID 19 is very high (Cadotte, 2020). The survey by Ogen (2020) showed a strong linkage between the concentration of NO₂ and the fatal outcome caused by COVID-19.

While there are several limitations of this case review, such as complete AQI monitoring data for statistical analysis to have a better projection and inference on the impact of the lockdown amid COVID-19, our findings imply that human-related activities influence air quality. Although we could say that travel restrictions or lockdown is an unconventional measure to air pollution prevention and control, it is possible to improve air quality by reducing nonessential individual movements by highlighting the importance of fuel-free activities such as green commuting. This case review can serve as a useful supplement to the regulatory agencies such as the Department of Environment and Natural Resources (DENR) through the EMB to rethink of the existing regulatory plans and perhaps will give a baseline data towards considering the implementation of strict alternative measures like short-term lockdown (3-5 days) to control air quality. However, this alternative should be studied rigorously vis-à-vis its effect on the economy as cost-effectiveness will be one of the critical issues for policymakers when deciding alternative control measures. The case review only presented data in Metro Manila, AQI during the lockdown across the country's major cities such as Cebu and Davao would have shed a better picture of the impact of the lockdown on air quality.

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Religious Consciousness in Joseph Conrad's Heart of Darkness and James Joyce's A Portrait of the Artist as a Young Man

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ABSTRACT

The paper examines religious consciousness in the modernist novels of Joseph Conrad's 1902 Heart of Darkness and James Joyce's 1916 A Portrait of the Artist as a Young Man with the objective of illustrating that though these writers apparently rejected the Catholic faith, they were still spiritually conscious and were thus able to detect and question religious values that were repressive. This consciousness is enriched by autobiographical elements prompted by the nihilism of the early twentieth century. Although Heart of Darkness is a colonial novel and A Portrait of the Artist as a Young Man traces the development of a potential artist, both converge on the critique of religious hypocrisy and injustice. Using the concepts of psychobiography, the conscious and unconscious of the Psychoanalytic theory as well as the concept of nihilism of the Modernist theory, the paper demonstrates that both Conrad and Joyce effectively make a critique of religion by the inclusion of various aspects of their real life experiences in their novels. They do this not to reject religion per se but for its reformation. In other words, the religious views of the protagonists in both works reflect those of their authors. Both authors portray not what is dominantly fictional but what they were a part of. This paper's significance is its projection of the notion that it is the exploration of religious consciousness from an autobiographical perspective that gives the British modernist novel its strength and major difference. Conrad and Joyce demonstrate that without sincerity, justice, restraint, controlled freedom and mutual respect, the individual and society degenerate. Literature serves as a fabric of culture with the writer as the voice of conscience.

1. Introduction

The modernist novel is one written between 1890 and 1945 with characteristics that are different from the traditional or Victorian novel. Modernism is defined in *A Glossary of Literary Terms* as a term "widely used to identify new and distinctive features in the subjects, forms, concepts, and styles of literature and the other arts in the early decades of the twentieth century, but especially after World War 1" (Abrams, p. 175). Many critics agree that modernism involves a deliberate and radical break with some of the traditional bases not only of Western art, but of Western culture in general. The development of modern industrial societies with sophisticated weapons subjected humanity to the horrors of the First World War with its alarming death toll and the economic depression which left people wondering about the possibility of attaining their ideal vision. Modernist writers, therefore, were forced to reconsider the validity and value of any civilisation Europe could claim. Writers, like Virginia Woolf, E.M. Forster, D.H. Lawrence, Ford Madox Ford, William Faulkner, Marcel Proust, Joseph Conrad and James Joyce saw traditional forms and social arrangements as hindering progress and therefore the artist was recast as a revolutionary, overthrowing rather than enlightening. The view that mankind was making slow and steady moral progress seemed ridiculous in the face of the senseless slaughter of the Great War. As *avant-garde* artists, they created new forms

and style and introduced hitherto neglected and forbidden subject matter. For instance, Conrad and Joyce glaringly criticize colonialism and the values and teachings of Catholic Church.

Some philosophies and ideologies came up to challenge these values of Western civilisation. Charles Darwin's theory of evolution by natural selection was for instance nihilistic as it undermined religious certainty of the general public. The notion that human beings were driven by the same impulses as lower animals proved to be difficult to reconcile with the idea of an ennobling spirituality. Stevenson (1998) posits that Darwin demonstrated that species evolved through natural selection, rather than divine ordering and control (p.72). The effect of his theory was to offer scientific support for racism, eugenics and the undermining of the Judeo-Christian natural law (De Marco & Wiker, p. 9). Karl Marx stipulated that problems with the economic order were not transient, the result of specific wrong doers or temporary conditions, but were fundamentally contradictions within the capitalist system. Marx thus filled the consciousness of people with revolutionary doctrines that not only revealed how much the lower class has been exploited over the ages but also provided structures for them to rebel against the status quo. Marx offers a surrogate religion. Love is missing from his promise of justice, redemption, joy, equality, community and even a utopian paradise. The absence of love renders it empty and useless (De Marco & Wiker, p. 12). Love is the badge of the spiritual life of a Christian as echoed by Pope Francis (2020) in his recent encyclical letter on solidarity and friendship when he states that:

The spiritual stature of a person's life is measured by love, which in the end remains the criterion for the definitive decision about a human life's worth or lack thereof. Yet some believers think that it consists in the imposition of their own ideologies upon everyone else, or in a violent defence of the truth, or in impressive demonstrations of strength. All of us, as believers, need to recognize that love takes first place: love must never be put at risk, and the greatest danger lies in failing to love (No 92, p. 24).

Similarly, Sigmund Freud's psychoanalysis influenced modernist consciousness as he understood the human being as irrational and driven by unconscious forces, suppressed dreams and sexual desires. Interest in the mysterious and unconscious self, led modernist writers to emphasise areas of experience previously of much more limited concern to the novel. Modernist writers therefore embarked on psychological realism. Freud's rejection of religion, distrust of fatherhood, suspicion of morality, and reduction of love to sex has unleashed a plague of problems that has produced widespread and adverse effects. Another doctrine that professed nihilism was Jean Paul Sartre's Existentialism. Though Joseph Conrad and James Joyce rejected the Catholic faith, they were still spiritually conscious and were thus able to detect and question norms that were repressive. Both were born in deeply Catholic countries; Poland and Ireland. Consequently, they were deeply entrenched in Catholic values which could not be shaken off completely.

In Conrad's work, religion is implicit while it is explicit in Joyce's work. The experiences of Conrad and Joyce as echoed by their protagonists are traceable to early childhood. The analysis will focus on the Catholic upbringing of Conrad and Joyce and how it influences their spiritual consciousness and vision as explorer and artist respectively.

2. Literature Review

Conrad and Joyce, as highly acclaimed writers, have received a lot of criticism in their works but very little in a comparative analysis in general and with focus on religion in particular. Comparatively, Gallacher (2017) discusses the centrality of place (setting) in modernist prose texts with focus on Conrad's *Heart of Darkness* and James Joyce's *A Portrait of the Artist as a Young Man* (p.59). Szczeszak-Brewer (2010) demonstrates the ways in which these authors grapple with the issues of the grand narrative, paralysis, hegemonic practices, the individual's pilgrimage toward self-definition- within the rigid bounds of imperial ideologies and myths. Neary (1999) focuses on religious consciousness. In a comparative method in *Like and Unlike God: Religious Imaginings*, Neary argues that Conrad's religious imagining calls attention to the gaping tension between traditional human virtues and radically relativised forms while Joyce's tend to create bridges and linkages to heal this tension. Lewis (2000) in *Modernism, Nationalism and The Novel*, rereads four major subjectivist novels-James Joyce's *A Portrait of the Artist as a Young Man*, Joseph Conrad's *Heart of Darkness*, Marcel Proust's *A La Recherche du temps perdu*, and Gabriele d'Annunzio's *Nocturne*-in a context of the period's political discourse of liberal nationalism, providing a timely and historicist reassessment of modernist politics and the modern novel. Lewis demonstrates that these novelists used their subjectivist experiments with narrative and point of view (impressionism and stream of consciousness) to focus "attention on the shaping of the individual by the nation and on the potential for the individual in turn to redeem the nation in time of war or crisis" (p.11). Ford (1985) declares that Conrad and Joyce shared forty- two years of common life span, twenty- two years of simultaneous creative output and a number of mutual friends and contacts in the literary world (p.59) and that: "Both artists were voracious readers who wrote their own letters in three languages, and their common literary heritage, grounded on the bible and classical mythology, is sufficiently we known..." (59).

3. Methodology

This paper uses the psychoanalytic and modernist perspectives because the experiences of Conrad and Joyce as echoed by their protagonists are traceable to early childhood while the questioning of religion reflects the modernist experience. Therefore, the Freudian psychoanalytic concepts of psychobiography, the conscious and unconscious are useful while nihilism is the key concept in the modernist theory. Psychoanalytic criticism originated in the work of Austrian psychoanalyst Sigmund Freud. Freud had developed the dynamic form of psychology that he called "psychoanalysis" as a procedure for the analysis and therapy of neuroses, but soon expanded it to account for many developments and practices in the history of civilization, including warfare, mythology, and religion as well as literature and the other art forms. Freud also concentrated on dreams and neurotic symptoms which consist of the imagined or fantasized fulfillment of wishes that are either denied by reality or prohibited by the social standards of morality and propriety. Psychological criticism examines the behaviour of characters within the text in order to unearth its deeper meaning.

Psychoanalysis is geared towards understanding individuals by uncovering desires hidden deep within the mind and revealing their connections with the unconscious surface. In literature, however, psychoanalytic critics believe that the unconscious mind of the author is revealed in his works. Thus, the psychoanalytic critic may begin with a study of the elements in a writer's biography that shape his imagination and then apply this to the work. He may also use the work as the equivalent of a confession and then go on to draw conclusion about the writer from this. Psychoanalytic criticism believes that literature provides a fruitful and complex source for the analysis of the human mind. It helps to reveal to us things about the relation between the conscious and the unconscious mind, language and reality. A psychoanalytical interpretation of a work can help to solve the mysteries involved in complex and symbolic themes.

Embracing change, modernism encompasses the works of thinkers who rebelled against nineteenth century academic traditions, believing the traditional forms of art, architecture, literature, religious faith, social organisation and daily life were becoming outdated. A growing distrust in rationality partly stemmed from the misuse of technology for massive killing of people during World War I and partly from the philosophic ideas of Frederich Nietzsche and the psychology of Sigmund Freud who expressed a skeptical view on man during the period of growing industrialisation, commercialism and consumerism. Sigmund Freud's psychoanalysis influenced modernism as he understood the human being as irrational and driven by unconscious forces, suppressed dreams and sexual desires.

4. Results and Discussion

The Catholic Upbringing of Conrad and Joyce

Consciousness in the twentieth century, be it individual, socio-political, moral, artistic or spiritual was conditioned by a number of factors deriving from the nineteenth century; namely the industrial revolution, Marxism, Freudianism, Colonialism, Darwinism, Existentialism among others which all tended towards nihilism. Conrad and Joyce thus represent consciousness impacted by the nihilism of the era and craft characters based on personal experiences in the novels. Both writers were brought up as Roman Catholics, both rejected Catholicism at a later stage, both went into self-exile but their novels are entrenched with religious values.

Conrad was born in the Ukraine in 1857 as Jozef Teodor Konrad Nalc;cz Korzeniowski, the son of a father who was deeply imbued with the Messianic visions of Poland's romantic poets. Significantly, Conrad's first sense of identity was that of 'Pole, Catholic, nobleman', expressed by him at the age of five in a letter to his grandmother. Earlier, his baptism had been greeted by Apollo Korzeniowski with verses that exemplify the father's nationalistic beliefs as reported by Lester (1987): "My child, my son, if the enemy calls you a nobleman and a Christian - tell yourself that you are a pagan and that your nobility is rot. . . My child, my son - tell yourself that you are without land, without love, without Fatherland, without humanity - as long as Poland, our mother, is enslaved" (p.7). This intense patriotic passion prompted a move to Warsaw where Apollo's fiery political activities led to his arrest in October 1861 and subsequent exile to Northern Russia with his family during the following May. Both Conrad and his mother, Evalina, suffered from severe illness during the journey and for a while the boy was near to death. When death did come, however, it claimed his mother in 1865 and his father four years later. In a sense, then, Conrad's childhood epitomises the fate of Poland during these years. Inspired by a deep religious nationalism, evoked by the great romantic poets, Apollo, unwittingly, led his family to disaster. As a very young child Conrad seems to have held a simple belief, asking the poor at the church 'to pray for the return of his father from Warsaw' (Leste, p. 7).

Ellmann (1983) writes that James Augustine Aloysius Joyce was born on 2 February 1882 to John Stanislaus Joyce and Mary Jane Murray in the Dublin suburb of Rathgar. He was the eldest in a family of four boys and six girls. Joseph Conrad on the other hand was an only child. Joyce's father, John Joyce had inherited property in his home town, Cork and was Collector of

Rates for Dublin at the time of James's birth. It was an undemanding, well-paid post, but John Joyce was a reckless spender and a heavy drinker, and he had begun to mortgage his Cork properties as early as 1881. As his family grew in number, so did the mortgages (eleven altogether). In 1892, his post was abolished and he was pensioned off at the age of forty-two. Thereafter, a rapid decline in the family fortunes set in. James had been sent to Clongowes Wood College, a highly thought-of Jesuit school in county Kildare, but was withdrawn in 1891 after three years there. He spent some time at a Christian Brother's School until Father Conmee, former rector of Clongowes who knew him as a very promising pupil, kindly arranged for him to have a free place at Belvedere College, the Jesuit School in Dublin:

Just now John Joyce, walking in Mountjoy Square one day, had a fortunate encounter with Father John Conmee, who had left the position of rector of Clongowes to become prefect of studies at Belvedere College. Conmee kindly offered to arrange for James, and his brothers too, to attend the fine Jesuit day-school, Belvedere College, without fees (p.35).

Joyce will echo this life experience in *A Portrait of the Artist as a Young Man* by narrating how Stephen's father (Simon Dedalus) arranges with Father Conmee for his admission into Belvedere College (pp.65- 66). Joyce uses the real name of the priest and school in his novel to show how his consciousness was impinged by this kind gesture. At first Joyce worked well at Belvedere: he won exhibitions in annual examinations and was noted for his piety, becoming head of the Sodality of the Blessed Virgin Mary in 1869. However, it appears that in that same year, at the age of fourteen, he met a prostitute one night and had his first sexual experience. Not long afterwards, in a school retreat conducted by Father James A. Cullen at the end of November and at the beginning of December 1896, Joyce was deeply stirred by guilt feelings, went to confession, and for some months tried seriously to live a life of piety (Ellmann, pp. 48-49). But his faith then began to disintegrate. He rejected the suggestion to become a priest and became more careless in his studies.

Concerning the influence of religion on Conrad's upbringing, Lester states that Conrad's earliest religious background was that of Polish Catholicism. Under the oppressive yoke of the occupying powers, particularly Russia, Polish religion became intensely nationalistic and its principal features frequently appear as elements of his fiction (1). Conrad's dislike for Christianity began two years after the death of his father (Lester 77). The tragic death of his parents made him see religion and Christian virtues as hypocritical. He even considers the practice of virtue as criminal as he declares: "abnegation carried to an extreme becomes not a fault but a crime". To him, not to pay evil with evil "develops that latent tendency towards hypocrisy" (p.8). He would project this tendency to hypocrisy in *Heart of Darkness* where the Europeans exploit, oppress and suppress the Africans under the guise of civilization and evangelisation. On the other hand, though Conrad became lukewarm to his faith, there were moments he identified himself as a Catholic, as Jessie reveals when describing how J.B. Pinker, aided by Protestant Swiss waiters, parodied a Catholic procession; the fun coming to an abrupt end at the Conrad's sitting-room door when Conrad "flung it open and said icily: "Yes, and I'm a catholic, aren't I?" Jessie continues, "I heard the singer's voice murmuring insinuatingly. I could not catch what was said, but the effect was a peal of amused laughter from the 'Catholic' and I knew the storm was over" (Lester, p. 94). In another instance Conrad's attitude is shown by citing a letter from him in which he refuses to join a London club:

I was born a R.C. and though dogma sits lightly on me I have never renounced that form of Christian religion... I do not think it would be correct for me to ask you to put my name down, and indeed I do not think it could be done since one of the conditions of membership is to be a Protestant (p.94).

Whilst Conrad was not a practising catholic, he never revoked his faith, and he did, indeed, receive a Catholic burial on his death. It is also clear that he was not willing to allow his erstwhile faith to be attacked in his hearing or to join any organisation which would effectively force him to disavow it.

Focusing on Joyce's influence with religion, Segall (1993) reports that Joyce, later in life, reconciled with the faith he rejected earlier in life and that his parting with the faith was succeeded by a not so obvious reunion, and that *Ulysses* and *Finnegans Wake* are essentially Catholic expressions (p.120). Likewise, Hugh Kenner and T.S. Eliot saw between the lines of Joyce's work the outlook of a serious Christian and that beneath the veneer of the work lies a remnant of Catholic belief and attitude (qtd Segall, p.142). Somewhat cryptically, in an interview after completing *Ulysses*, in response to the question "When did you leave the Catholic Church", Joyce answered, "That's for the Church to say." There are different first-hand testimonies coming from Joyce, his brother Stanislaus Joyce and his wife about his attitude toward religion:

Six years ago I left the Catholic Church, hating it most fervently. I found it impossible for me to remain in it on account of the impulses of my nature. I made secret war upon it when I was a student and declined to accept the positions it offered me. By doing this I made myself a beggar but I retained my pride. Now I make open war upon it by what I write and say and do (Ellmann, Selected Letters, pp.25- 26).

Joyce reflects his hostility to religion in his novel when Stephen replies to Cranly's question if he intended to become Protestant by saying: "I said that I had lost the faith, Stephen said, but not that I had lost self- respect" (p.220). Stanislaus Joyce's (1958) own testimony about Joyce's attitude towards religion is that:

My brother's breakaway from Catholicism was due to other motives. He felt it was imperative that he should save his real spiritual life from being overlaid and crushed by a false one that he had outgrown. He believed that poets in the measure of their gifts and personality were the repositories of the genuine spiritual life of their race and the priests were usurpers. He detested falsity and believed in individual freedom more thoroughly than any man I have ever known (p. 120).

From this view it is clear that Joyce was a man of conviction who hated hypocrisy and "believed in individual freedom". However, individual freedom does not mean indulging in one's whims and caprices. This is why Burke (2007) explains that the presence and operation of human freedom means that there is no such thing as automatic fulfillment for anyone. Man is free but not autonomous. He is free but not independent. His own capacities limit him physically and psychically (pp.18- 19). Joyce echoes his conviction in *A Portrait of the Artist as a Young Man* with his *non serviam* statement: "I will no longer serve that in which I no longer believe whether it call itself my home, my fatherland or my church" (p.222). He goes on to declare that "I am not afraid to make a mistake, even a great mistake, a lifelong mistake" (p.223). He is therefore determined to bear the consequences of rejecting his religion, family and country because he is convinced he is doing so for a good cause. Bulson, states that when asked by a catholic priest if she wanted a religious service for Joyce's funeral, Nora refused; "I couldn't do that to him."

Spiritual Consciousness of the Explorer and the Artist

Although the modernist period was pervaded by the loss of faith and certainty and a sense of fragmentation and alienation in an atmosphere of disillusionment, Conrad and Joyce were still spiritually conscious. Lewis (2006) commenting about the modernist writer's attitude toward religion comments that:

Accounts of the period often emphasize the influence of the secularization and the diminished significance of organized religion for many modern writers. It is equally important, however, to recognize the modernists' continued search for answers to traditional religious questions about the human condition, the nature of historical experience, sexuality, death, and ultimate realities. The search for "substitute(s) for religion" played a crucial role in the development of literary modernism because the most important substitute for religion that the modernists found was literature itself (pp.19- 20).

Nevertheless, experience proved that religion could not be entirely discarded as Pericles comments:

The interest in representing religious experience is shared by modernists with widely differing religious affiliations. Eliot converted to Anglo-Catholicism. Auden, after losing his faith and discovering his vocation as a poet at age 15, returned to the Anglican Church in his early thirties. Joyce was a lapsed Catholic. In the late 1920s and early 1930s, a period of Catholic renewal, a number of artists and intellectuals converted to Roman Catholicism, notably two young novelists influenced by modernism, Evelyn Waugh and Graham Greene (p.24).

Conrad and Joyce rejected formal religion and yet remained preoccupied with it as evidenced in their novels. Having grown up in deeply Catholic countries, religious values were deeply ingrained in these two writers and they were able to identify and glaringly criticise the nihilistic practices in their societies. Lester comments about Conrad's attitude towards religion by writing that:

whilst Conrad was not a practising catholic, he never revoked his faith, and he did, indeed, receive a Catholic burial on his death, attended by "the blessed mutter of the mass," as Cunninghame Graham put it, quoting (with unintentional irony) the words of a Protestant. It is also clear that he was not willing to allow his erstwhile faith to be attacked in his hearing or to join any organisation which would effectively force him to disavow it, though both these factors could be explained as simple defence of heritage (pp.94-95).

In *Heart of Darkness* Conrad condemns the materialism set up by modern man to replace God. Commenting about the replacement of God by materialism, Father Barron (2015) writes that:

We are built for worship, and therefore in the absence of God, we will make some other value our ultimate concern. Wealth, power, pleasure, and honour have all played the role of false gods over the course of the human drama, but today especially, freedom itself has emerged as the ultimate good, as the object of worship (www.zenith.org).

Uncontrolled freedom in the modernist era led to idolatry which replaced spiritual values. In *Heart of Darkness* there is the idolatry or religion of ivory to which the Europeans pray. Raskin (1967) posits that although Conrad believed there is no real religion without a little fetishism, he believed that Christianity was dying and that new secular religions were taking its place. As the old gods died man made new ones and this process was common to primitive and civilized men (p.126). The deification of wealth, political power, and secular values were indications that man's creations assumed power over him, that man was estranged from the world around him. In *Heart of Darkness* there is the religion of ivory as well, the ivory to which the white traders pray: "The word 'ivory' rang in the air, was whispered, was sighed. You would think they were praying to it" (p.1775). Kurtz stands at the 'heart of darkness' for he has become a god worshipped by the Africans and thus totally dehumanized. This is a direct comment on the colonialist world, for many had written, as Kurtz did, that whites must appear 'in the nature of supernatural beings ... with the might as of a deity', to 'exert a power for good' (1772). In presenting Kurtz as such, Conrad critiques those Europeans who reject their Christian values in favour of materialism and idolatry.

Conrad in his works makes frequent references to the Scriptures. In *Heart of Darkness*, he subtly makes jest of the colonialists' misuse of religion by using Marlow to compare imperialistic occupation in Africa to that of the Roman occupation of Britain in the 5th century. In the same way as the Roman conquerors once spread "civilization" to England, Marlow states, the Thames, representing the heart of Empire, has continued to send out her missionaries and explorers to bring light into darkness. Here Conrad's irony is built on the contrasts between light and darkness, between white and black, between so-called civilization and so-called barbarism. Torches, fires and sunlight are contrasted to shadows, haze and darkness. All builders of empire: missionaries, explorers, traders, soldiers and conquerors, regardless of where they came from, become the targets of Conrad's irony. By claiming to preach the gospel to the colonised, they sought to keep them in a state of inertia. It is for this reason that Nietzsche described religion as the morality of the weak or slave morality while Karl Marx described it as the opium of the people because most of the time it is the misuse of religion that makes the exploited masses accept their fate. The European nations first entered the native countries to preach love and hope through Christianity, and later the Christian missionaries became one of the ways to rule the natives. Because of the faith in Christianity, the workers accept not only their fate but also the hypocrisy of their religious leaders. It is utter hypocrisy for the whites to preach equality but treat the blacks with disdain. Even the Bible is not in support of slavery and oppression as perpetuated by the whites. Thus Conrad condemns the misuse of religion for ulterior motives and not religion per se.

After Marlow's journey into the Congo, he gained experience and knowledge just like Conrad about the malignant, evil and nihilistic heart of man. From this backdrop, Conrad sees religion being used as a camouflage. The comparison of the Congo River to a snake evokes Paradise and the Fall and contributes to the idea that Africa attracts the quester, seduces and gives him knowledge that will be very hard to live with. Throughout the book, and especially in the early sections, Marlow repeatedly refers to the Congo River as a snake. He tells of his childhood fascination with maps and how the river resembled "an immense snake uncoiled" (1763). Like Eve, Marlow is tempted and overcome by the river Congo which is referred to as a snake. Marlow declares: "The snake had charmed me" (1764).

Marlow is able to overcome the temptation of the snake while Kurtz and the other Europeans fall into the evil of greed, hypocrisy and cruelty. The ironic appellation of 'pilgrims' emphasises that nobody in the novel is faithful to any redeeming idea, arguably not even Marlow whose only idea in a senseless confusing world is to do his captain's work. Some religious references expose the questionable value system of society such as the reference of Belgium to a "whited sepulcher" (p.1765) from Matthew 23: 27 which Jesus used to condemn the hypocrisy of the Pharisees. The labourer "worthy of his hire," (p.1767) which Marlow's aunt cites to justify Marlow's hint that the Company was run for profit, is an ironic allusion to the religious rationale that is linked with other motives for imperialism. Some allusions evoke disillusionment such as the ironic echo of Bunyan's *The Pilgrim's Progress* in the word 'pilgrims': "...they were all waiting- all the sixteen or twenty pilgrims of them- for something...They beguiled the time by backbiting and intriguing against each other in a foolish kind of way...They intrigued and slandered and hated each other..." on account of ivory (1766). This backbiting is a factual reference of which Conrad wrote in his Congo diary that the prominent characteristic of the social life in the Congo is people speaking ill of each other (qtd in Raskin, p. 117).

Conrad scholars have also found parallels with the Faustus legend, suggesting that Christopher Marlowe inspired not just the name of Conrad's narrator but also an intertextual relationship. Both stories deal with characters that challenge the powers of the unknown for filthy lucre, who bring disaster to themselves and others and who make a pact with the devil. Marlow finds that Kurtz "had taken a high seat among the devils of the land," and argues that "no fool ever made a bargain for his soul with the devil" (p.1795). Kurtz crosses the borderline of the forbidden and turns into a devil. It is also worth noting that Marlow comes across a Mephistopheles of papiermaché and that the name of Lucifer carries the double connotations of devil and light-bringer. By establishing an analogy between the modern colonists and the Middle Ages pilgrims, Conrad challenges the readers' knowledge of the benefits of colonization.

Although the modern colonists look very much like the pilgrims in the Middle Ages, with the staves in their hands reminding of the old palm leaves, Conrad repeatedly and ironically points to the fact that the pilgrims were armed to the teeth. Thus all the essential humanistic values lying at the core of the pilgrimage in Christian terms are questioned and invalidated by the greed, rapacity and violence that characterize the group of people in search for ivory. Wealth, symbolically present under the form of ivory, is the only faith that the white people have. The report that he wrote for the International Society for the Suppression of Savage Customs concluded by "Exterminate all the brutes!" gives the whole dimension of Kurtz's, and implicitly Europe's, colonizing potential.

The ambiguity that Kurtz's last words create, as Conrad chooses to give no clear indication regarding the referent of Kurtz's vision, encourages the interpretation of the novel in terms of various realities, other than the palpable one. In confrontation with the other, the individual manages to discover his hidden, darker self. Marlow is exposed to the evil existing latently in the human heart, and it is only through the bitter experience of evil that he can reach the truth and purify himself to be able to understand the essence of the good. Moreover, Marlow is individually engaged in a process of initiation, which grants him ascendancy on his fellow sailors. He reiterates often enough that he is recounting a spiritual voyage of self-discovery. He remarks casually but crucially that he did not know himself before setting out. Kurtz is willing to sacrifice his life for the sake of honour and wealth. In reality, he ends up losing his soul to the darkness:

He [Kurtz] had taken up a high seat amongst the devils of the land – I mean literally. You can't understand. How could you? . . . [H]ow can you imagine what particular region of the first ages a man's untrammelled feet may take him into by the way of solitude . . . by the way of silence – utter silence, where no warning voice of a kind neighbour can be heard whispering of public opinion? (p.1795).

Although Marlow only meets this man very briefly towards the end of his journey, Kurtz makes a strong impression on him from the first time he hears of him. Naturally, Marlow is not the only one who is devoted to Kurtz. A Russian whom Marlow meets at Kurtz's station in the jungle warns him that the savages are unwilling to let him leave. The reason for this, he answers when Marlow asks, is that Kurtz has expanded his mind and that of many others. Marlow notes that this man seems both eager and reluctant to speak of Kurtz, whom he considers to be a sort of god. Again, biblical parallels suggest whether or not God's name is to be taken 'in vain' according to the second commandment. Marlow tells his audience that the Russian was engrossed with Kurtz, and that he constantly thought and talked about him. It seems as if Marlow, too, to some extent begins to understand and admire the evil soul he has come to save: "He won't be forgotten. Whatever he was, he was not common. He had the power to charm or frighten rudimentary souls into an aggravated witch-dance in his honour; he could also fill the small souls of the pilgrims with bitter misgivings..." (p.1801). Looking at Kurtz, one cannot help but think of 'great,' often dictatorial, leaders of the real world, such as Hitler, Mussolini, Stalin, Idi Amin, Bokassa or Mobutu. By inventing someone like Kurtz, it seems as if Conrad anticipated the arrival of these men.

Joyce in his autobiographical novel projects his personal feelings and impression on religious values and their abuse. The Roman Catholic Church was a potent force in Joyce's native Ireland throughout and beyond the nineteenth century, not only in terms of the doctrinal and spiritual guidance it provided but also because of the influence it exerted upon the cultural and political life of the country. Despite Joyce's rejection of the Church's practices in Ireland, Catholicism exerts an immense influence on his artistic life. It is not surprising though, because he received a pure Catholic upbringing since his childhood years. Joyce remained with the Jesuits for about fifteen years. He entered the Jesuit institution at the age of six and a half and left the latter in 1898 at the age of sixteen. He was first educated at the Jesuit College Clongowes Wood, a prestigious Jesuit school in County Kildare. After only two years because of financial constraints he and his brother were enrolled briefly at the Christian Brothers and then as day students at the Jesuit school, Belvedere College. Joyce culminated his studies at the Catholic University of Dublin (Fagnoli, p. 2).

The positive impact of religion on Joyce's upbringing is echoed in the third chapter of *A Portrait of the Artist as a Young Man* where Stephen does not express disbelief or lack of faith in God. On the contrary he is familiar with the deep tenets of Catholicism. During his schooling at Belvedere, Stephen is known for his piety and is chosen by his peers to be the prefect of the sodality of the Blessed Virgin Mary. Consequently, Stephen draws the attention of the director, who suggests that he consider a vocation to the priesthood. In real life James Joyce had a parallel experience as reported by Ellmann in his biography: "The last appealing voice was that of the director of studies who suggested to Joyce, in a solemn interview when, according to Stanislaus Joyce, the boy was sixteen, that he consider becoming a priest" (p.55). In the last chapter, Cranly, after a long discussion, concludes that Stephen's mind is supersaturated by the religion he is claiming to reject. Cranly asked Stephen if he believed in the Eucharist to which he answered he "neither believe nor disbelieve". Through his discussion with Stephen, it becomes clear to Cranly that Stephen's mind is supersaturated with the tenets of Catholicism.

Joyce's conception of himself and his mission as an artist uses the language of priesthood. The novel is full of language strongly linked to religious doctrines and beliefs such as priest, soul, body and sin. Mostly crucial to Joyce's studies when it comes to religion is the influence Saint Thomas Aquinas had on him. Joyce left Ireland loaded with the knowledge he had acquired from the Jesuits. Thus when he said "This race and this country and this life produced me... I shall express myself as I am" (p.202), Joyce is in fact acknowledging his indebtedness to Irish culture and religion in particular which had shaped his mind. Roman Catholicism had long been a focus of nationalist resistance against English colonialism such that "Irishness" had come to be seen by many as synonymous with Catholicism. Richard Ellmann reports in Joyce's biography how the Catholic Church joined forces with others to overthrow Parnell who though he fought for Irish independence was guilty of the sin of the flesh:

When James came home during these Clongowes years, from 1888 to 1891, his father and John Kelly had no subject for talk but Parnell. These were the years during which this unyielding man filled Ireland with his image;... Most young men fancy themselves as Hamlets; Joyce, as later hints make clear, fancied himself as a Parnell. Ireland's 'uncrowned king' was now on his way to becoming her tragic hero... the day before Christmas of that year, 1889, Captain William Henry O'Shea filed a petition for divorce from his wife Kitty on the ground of her adultery with Parnell... and within a year Parnell was dead... and the word betrayal became a central one in Joyce's view of his countrymen (p. 32).

Although Joyce and Parnell's adherents consider his defeat as an act of betrayal, it was strictly not so because his sinful relationship was not an exemplary act of a future leader. The church's role is to uphold upright moral conduct. Though Joyce renounced Catholicism because of the interference of the Church in Irish politics and its attitude to sexual morality, he could not completely detach himself from it. Ellmann in *Light Rays: James Joyce and Modernism* cites Joyce as saying: "I left the Catholic Church, hating it most fervently. I found it impossible for me to remain in it on account of the impulses of my nature" (p.1). Consequently, it is because of Joyce's refusal to self-mastery that he renounced the faith. His attitude towards religion was ambivalent. In this light therefore, Lewis Pericles in "Modernism and Religion", comments about the modernist's ambivalent attitude towards religion by writing that:

The modernists were not the devout secularists that many critics portray; instead, they were seeking through their formal experiments to offer new accounts of the sacred for an age of continued religious crisis. Joyce's Stephen Dedalus may shun the Catholic Church and Woolf's Mrs. Ramsay chastise herself for thinking, in an unguarded moment, "we are in the hands of the Lord" (To the Lighthouse 101). Yet, their creators continued to search for an adequate account of religious experience, a kind of essence of religion without God or Church, and this search contributed to the development of literary modernism (p.4).

Man is a religious being and can never totally repudiate religion and God because it is deeply ingrained in the conscience. On the other hand, Thomas G. Casey in "The Daedalus Dream" comments that in certain ways, Stephen's beliefs are more rigid than the tradition he rejects. He will not budge in his convictions, irrespective of the suffering he imposes on others (78). Joyce believes that the individuality of the Irish people has been subsumed in a religion whose moral, political and cultural influence denied them any opportunity to make choices for themselves. He feels that the attitude of the mass of Irishmen towards their religion was in the words of Stephen Dedalus, that of "a dull-witted loyal serf" (*A Portrait* 139). Consequently, he isolated himself from the others. Ellmann in *James Joyce* refers to Joyce's isolation by stating that:

*He became more actively different from his parents and teachers... at the end of his schooldays he read Ibsen's sardonic plays. As he said in *A Portrait*, his soul threw off the ceremonies that covered it and spurned the grave of boyhood. His sins became serious, and his sense of sin, 'that sense of separation and loss, brought him to consciousness, from which vantage point he sloughed off all but the vestiges of Christian guilt (p.42).*

As a potential artist, Joyce was different from his parents and teachers in his outlook. He read Ibsen's works and got ideas about exile and the role of the artist in society. These were to influence his opting for a career as an artist rather than a vocation to the priesthood. He realized he could be independent as an artist and thus express his views about his society freely without any constraint. He went through a series of violent changes and emerged from them somber and aloof, except with the few friends to whom he exhibited his joy, his candor, his bursting youth; even with these he was a little strange, "never wholly companionable because each time he laid bare his soul he importuned greater loyalty, until friendship became for them almost an impossible burden of submission" (Fagnoli & Gillespie, p. 5).

As a result of his Catholic upbringing, Joyce explores the belief in the sacrament of Holy Communion in the incident in which the five boys in Stephen's school steal altar wine from the sacristy. The sacristy is a holy place. The students' theft is not only a crime but is a sin of sacrilege as well. In Catholic doctrine consecrated bread and wine by the priest become the real body

and blood of Jesus Christ and is reverently adored (Trese, pp. 297-8). As such the bread and wine kept for consecration should be guarded with respect. Only with the eyes of faith can one believe in this sacrament. Freud, who dismisses religion because it cannot be assessed materially, would think otherwise. This is why De Marco & Wiker (2004) assert that Freud's method of dealing with anything spiritual is reductive (p.18). Freud states that Holy Communion is not what it is believed to be on a spiritual level, but strictly derived from the primitive state of mankind, when cannibalistic ceremonies were practised. Receiving the sacrament of Holy Communion, therefore, is merely what he terms "oral introjections" (p.18). This is a sacrilegious assertion. A materialistic premise can yield only a materialistic conclusion.

Nationality, language, religion, the nets which enclose Stephen as a child and adolescent, are in fact inextricably intertwined, with religion as the central strand. Religion permeates his home life, his induction into the adult world of Irish politics, his school life, his expectations for the future, much of the literature he reads, and even the language with which he expresses himself. An understanding of the interrelationships between Catholicism, family life, guilt, fear and punishment is indoctrinated into Stephen from an early age. As an infant, he says that he will marry Eileen, a protestant. The reaction is unfavourable. He is rebuked by his mother and Dante joins in the reprimand because Catholics and Protestant disagree. Joyce in real life went through this same prohibition from associating with Protestants:

Along the street, at 4 Martello Terrace lived a chemist named James Vance with his family, and although the Vances were Protestant, the families were quickly drawn together. Vance's bass voice boomed against John Joyce's light tenor in 'Come-all-ye's.' The Vances' eldest child, four months younger than James, was a pretty girl named Eileen, and the two fathers often spoke half-seriously of uniting their first-born. Dante Conway warned James that if he played with Eileen he would certainly go to hell,... (Ellmann, p. 28).

Dante was fanatic in her belief that one can go to hell just by interacting with Protestants. By hiding under a table, the child manifests his awareness of culpability, even if he does not yet understand his crime. Similarly, acceptance of the intellectual authority of the Church has been instilled into the child at a very young age. Stephen has learned that Dante is a clever and well-read woman, but at the same time he believes that "Father Arnall knew more than Dante because he was a priest" (p.6).

The incident of the quarrel about religion and politics which leaves young Stephen confused is a real life experience of Joyce which project how his consciousness was greatly affected. The image of home as a haven of security and certainty, which sustains Stephen during the lonely torment of his early schooldays at Clongowes, is shattered by the argument over the role played by the Catholic clergy in the downfall of Parnell, which ruins his first Christmas dinner with the adults. What should have been a happy milestone in Stephen's development leaves him "terror-stricken" and confused about the relationship between politics and religion (p.29). Ellmann writes about this incident in Joyce's biography:

Parnell's death made matters worse by overweighting his tragedy with martyrdom. Joyce has described the Christmas dinner in 1891, when his father and John Kelly raged and wept over Parnell's betrayal and death, and Dante Conway, full of venomous piety, left the table. The argument was so acrimonious that the Vances heard it along the street. (p.34).

Dante (who in real life was Hearn Conway) works as a governess and is a fierce partisan of the clergy. In his early life, Stephen is influenced by her religious views. As a devout catholic, Dante thinks that priests must warn the people, direct their lives and tell them what is right and what is wrong (p.29). She thinks that religion must shape social and political life in accordance with divine principles, yet Mr. Dedalus and Mr. Casey appear as secularist and strongly oppose her view of religion and life. They want religion not to meddle in politics (p.29). To them, politics and religion must be separated from each other. Mr. Casey exclaims that "no God for Ireland! We have had too much God in Ireland. Away with God!" (p.36). This fierce argument impinges on Stephen's consciousness negatively. Joyce represents these fictional characters as opposed to each other, yet what is important is that he illuminates his own ambivalent views about religion and politics through his characters without a direct intrusion. As Stephen matures he gains a clearer understanding of the fate of Parnell, and others like him, who devoted their lives to their cause only to be denounced with the complicity of the Catholic clergy. Stephen, who is himself named after a martyr, begins to identify to some extent with Parnell. The undermining of Stephen's confidence in the priesthood, which begins at the Christmas dinner table, is exacerbated by the cruel and arbitrary punishment he receives at the hands of Father Dolan when he accidentally breaks his glasses. This is a real life experience which pained and traumatized Joyce. Ellmann records this incident in Joyce's biography:

The worst event of the early months was the incident described in A Portrait and confirmed by Joyce to Herbert Gorman, when another boy broke 'Stephen's' glasses and 'Father Dolan' pandied the victim on the mistaken premise

that he had broken the glasses himself to avoid study. Father Dolan was in real life Father James Daly, the efficient prefect of studies at Clongowes for thirty years, and a martinet. Joyce was to speak of him later to Gorman as 'low-bred' (p.28).

However, his faith in clerical authority and injustice is restored by the Rector's apparently sympathetic response to his complaint. He resolves to be quiet and obedient despite his triumph. He will not commit the sin of pride. The call to be a good Roman Catholic is pre-eminent, but Stephen's emergent sexuality and his immersion in the works of subversive writers breed unrest and bitter thoughts, which compound his growing skepticism about the religious life, until he is accused of writing a heretical essay. Physical desire alienates Stephen from the life around him and from the rules of religion which had helped shape his earlier identity.

Stephen, who had once conceived of love in spiritual terms as a "holy encounter" in which he would lose his weakness, timidity and inexperience (p.75), now seeks transcendence through sin. Brief moments with prostitutes are succeeded only by a continued awareness of the squalor of his existence. Conscious that his every sin multiplies his guilt and that he faces eternal damnation, Stephen is unable to repent. However, he retains the shell of his former identity, continuing in his prefecture of the sodality of the Blessed Virgin Mary at college. This deep seated hypocrisy at the same time suggests that the religious impulse remains alive in Stephen, for in Catholic doctrine Mary is the refuge of sinners, and signifies intercession and redemption. Stephen's experiences as mentioned here echo those of Joyce as Ellmann reports:

During his fourteenth year... he precociously began his sexual life... On his way home from the theater, where he had seen a performance of Sweet Briar, Joyce walked along the canal bank and met a prostitute. Reckless, curious, and valuing any expression of his own temperament, he experimented, and the experiment helped to fix his image of the sexual act as shameful, an image suppressed but never quite abandoned later (p.7-8).

As proof that his religious upbringing is not in vain and that he is still spiritually conscious in spite of his sins of lust and pride, Stephen feels morally uncomfortable and guilty, because he considers his act of fornication a big sin in relation to religion. "He had sinned mortally not once but many times and he knew that, while he stood in danger of eternal damnation for the first sin alone, by every succeeding sin he multiplied his guilt and his punishment" (p.96). When he attends a school retreat organized in honor of Saint Francis Xavier, the priest's hell-fire sermons move him to anguished self-disgust and terrified remorse just like Joyce in real life as reported in *James Joyce*:

[...] he was readier than he knew for the retreat which began on November 30, 1896. In charge of the retreat was Father James A. Cullen, and his sermons, delivered, as was customary, according to the prescription of St. Ignatius Loyola's Spiritual Exercises, elicited a more than customary number of twinges from hell-fire. All Joyce's mounting scruples against his own conduct found a fierce justification. He saw himself as a beast, eating like a beast, lusting like a beast, dying like a beast, and dreamed of a pure love for a virgin heart (p.48).

Ellmann writes about Joyce's confession to a Capuchin priest: "He did not confess in the college chapel; to abase himself before Father Henry was still too much to bear. He went instead, according to a sister, to the Church Street chapel. A Capuchin there listened to the tale from a boy of a man's sins with sympathy rather than indignation" (pp.48-49). Joyce like his protagonist Stephen does not confess in the school chapel because of shame and pride. Chapter three focuses almost exclusively on giving an account of the religious retreat that the boys at Belvedere have to make, and it specifically foregrounds the sermons preached by the retreat master, Father Arnall. Although the retreat receives a rather melodramatic representation, heightened by the selective attentiveness of Stephen's overactive imagination, the liturgy itself was a long-established practice and, as Joyce would have known, one held in particular esteem by the Jesuits.

However, Stephen like Joyce comes to realize that his future cannot be in subjection to an ordered system as in the Church. In his view, the Irish Catholic Church is provincial, narrow and hostile to what he considers important: freedom and justice. On the contrary the Church promotes freedom and responsibility in spite of Joyce's negative view. Gradually, therefore, his soul becomes unable to harbour religious principles for any time though he forces his lips to utter them with conviction. It gives rise to a view of crisis in Stephen, since he thinks that religious rules both confine individuals and cripple their feelings. Through his representation of Stephen, Joyce shows us his own break up with the Catholic Church, but he also encounters the loss of a world of public values. When Stephen gains psychologically more freedom and becomes bolder in his mind, he turns round on politics and religion to question the status quo and its social code that control him. Joyce makes use of his fictional character, Stephen, both to explore an oppositional way of perceiving the world to that of religion and nationalism and to offer a modernist representation of personality as complex, diffuse and unfixed. Stephen's fluid uncertainty is the opposite of Dante and Cranly's coherent views of life, religion and politics.

In the novel, the representation of Stephen becomes a means for Joyce to represent a view of self in crisis in the early decades of the twentieth century. He does not represent Stephen as complete and coherent throughout the novel. Stephen is continuously seen either as revolting against the cultural, political, family and religious establishment in the late nineteenth-century Irish society or as fragmented and fluid in his desires of freedom, intellectual beauty and harmony. Instead of the identity and meaning constructed by traditional values, Stephen strives to discover his own vocation as subjective in life: he tries to find out his own meaning of life by means of intellectual analysis, rather than accepting blindly the nets of society.

This is a typical modernist tendency. Joyce suggests that the traditional stability of character dissolves and disappears, giving way to a view of identity as indeterminate, unfinished, insubstantial, vague and inconclusive in accordance with the varying and complex modern experience. In response to Joyce's rebellion against traditional Catholic values, Casey in "The Dedalus Dream" comments that there is nothing wrong with the desire to liberate Ireland spiritually. But what is questionable is Joyce's grandiose confidence, shared with his creation Stephen Dedalus, in the fact that he was the one who could initiate this liberation. Joyce was undoubtedly a genius. He had extraordinary vision (despite becoming increasingly blind over the course of his life). But there is something excessive in his belief that he was destined to be the redeemer of Ireland, the bearer of some special insight to which others were not privy. "We can learn from him that tradition should reflect and do justice to the little stories of individual lives and should not ignore them. But we should not follow Joyce, or other writers, in a tendency to dismiss tradition as rigid, arrogant, self-deceptive or tyrannical" (pp.74-75). Casey sums up the negative consequences of rejecting Catholicism in present day Ireland by writing that:

The Christian religion is no longer an important force in the public sphere. Certainly Irish people continue to believe in God and regard themselves as religious. However, their religion has become a private matter, and for society as a whole there is now a moral vacuum where faith used to be. But it is difficult to find a sense of moral direction in this soulless void—a fact reflected in rising rates of suicide, marriage breakdown and violent crime. The consumption of alcohol and drugs is increasing alarmingly...By forgetting this crucial tradition that shaped their culture, Irish people are losing an essential aspect of themselves (pp.71-72).

Religious and moral values are indispensable to humanity. Conrad observes in a letter to Edward Garnett: "I still have some pretensions to the possession of a conscience though my morality is gone to the dogs. I am like a man who has lost his gods" (1986, 2:198) while Joyce responded to the question on when he left the Catholic Church by saying "it is for the church to say".

5. Conclusion

The objective of this paper was to demonstrate that Conrad and Joyce converge in the critique of religious hypocrisy and injustice to propose reform although they rejected their Catholic faith for various reasons. They were still spiritually conscious as religious values have been inculcated in them from childhood. The comparison of the works of Conrad and Joyce to explain the importance of autobiographical elements in their projection of spiritual consciousness in the modernist context shows the modernist writer as both subject and creator in his work thus bridging the dichotomy between art and life. The key element in their modernist consciousness is nihilism. The trauma is a consequence of the rejection of God and moral values. Joyce as a high priest of modernism echoes nihilism in his work as he declares through Stephen "I will no longer serve that in which I no longer believe whether it call itself my home, my fatherland, or my church..." (p.222). He will later realize that without God he feels hollow as we see in Stephen his mouthpiece who is culpable of having refused to kneel down and pray at the feet of his dying mother in *Ulysses*. His embrace of drunkenness in later life is a manifestation of emptiness. Conrad as well echoes his disappointment through Marlow who expresses his disgust at his fellow whites after discovering how hollow they are in the Congo in these words: "I found myself in the sepulchral city resenting the sight of the people...because I felt so sure they could not possibly know the things I knew" (p.1812). Both Conrad and Joyce may have realized that if God is rejected, man and society inevitably become dehumanized and useless. For future research, focus could be on an analysis of artistic consciousness in the same novels by the same authors to demonstrate the role of the modernist writer in the development of the modern British novel and the vision of Conrad and Joyce.

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Problems of the Farmers in Marketing Paddy in Cauvery Delta Zone, Tamilnadu

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ABSTRACT

Indian economy is essentially a rural economy. The very presence of monetary exercises of the whole individuals is bound up with the state and soundness of this area. In India, around 70% of individuals are occupied with horticultural interests and around 50% of the public pay starts from agribusiness. Henceforth the degree of effectiveness and profitability in horticulture pretty much decides the productivity of Indian economy. In India, individuals and their whole entirety are such a great amount of bound up with the fortunes of horticulture that the movement of life and the example of exercises do close to reflect all that occurs in this area. Since farming is the benefactor of the biggest measure of merchandise and enterprises to the improvement of the nation, it gets fundamental and dependable with respect to the Government to manage and control the promoting arrangement of Agricultural produce. Horticultural promoting in India is plagued with numerous deformities. "The rancher, when all is said in done, sells his produce at a troublesome spot and at an ominous time, and generally gets entirely horrible terms." So, in such conditions, it isn't unexpected to find that the horticultural makers as a class are being abused by the buyers. There are several problems that play a role in the marketing of paddy in the cavery delta zone in tamilnadu like labour, transportation etc.,. The study adopted survey method to examine the problems of marketing with 320 farmers. The study concluded that the goal of central as well as state Government to advance a sound food strategy through a sound advertising framework can be accomplished by taking out the inborn deformities in paddy promoting and makes the obtainment framework farmers.

1. Introduction

Paddy, being the significant food grain, needs to go through an excessive number of go between, for example, commission operators, wholesalers, mill operators cum wholesalers, retailers in the chain of dissemination. Such an excessive number of go between take lion portion of benefit and therefore the cost goes up strangely. Consequently, as a measure to try not to profiteer by the agents, our Government will undoubtedly advance a sound food strategy of monitoring the cost consistently and keeping up sufficient stock situation to meet the rice necessities of individuals under open dissemination framework. Additionally, the Government will undoubtedly impact a sound advertising framework to empower the makers to get reasonable cost for their produce by dispensing with the innate deformities pervasive in agrarian promoting, for example, absence of associations, constrained deals, presence of pointless agents, variety of market charges, assortment of loads and measures and acts of neglect of business sectors. In this way, it gets critical to learn about restraining infrastructure obtainment framework and its accomplishment in accomplishing its targets.

2. Statement of the Problem

The situation of horticultural promoting in India is despicable. The Indian rancher is extremely poor, unskilled and oblivious. The twin goals of the Government that guaranteeing MSP to the ranchers and furthermore guaranteeing accessibility of food

grains to the more vulnerable areas at reasonable costs were crushed because of the presence of brokers, acts of neglect and so on, even now in the acquirement arrangement of the Government. Henceforth, an examination has been proposed to investigate the exercises of the Government in paddy obtainment and to survey the issues of paddy makers in that association.

3. Objectives of the Study

The objectives of the study are:

- a. To analyse the various problems of agricultural marketing of paddy ;
- b. To examine the production and marketing problems of paddy growers in Cauvery delta.

4. Methodology

The study is descriptive in nature. Survey method was adopted to carry out the objectives of the study. Both primary and secondary data were used in the study.

4.1 Data Collection

Secondary data were collected from a wide spectrum of sources including Websites of various organizations. The primary data were collected from the farmers of the district by conducting sample surveys using structured, pre-tested interview schedules, adopting stratified random sampling models.

4.2 Data collection tool

A well-structured interview schedule was administered in this study to elicit information from the sample farmers.

4.3 Population of the study

The population of the study constitutes the total number of farmers in the Cauvery delta zone.

4.4 Sources of data

Cauvery delta zone contains seven areas. Of these, solitary four areas were taken up for the examination. There are 98 Primary Agricultural Co-employable Banks (PACB) in these four districts. A rundown of 98 PACBs and their addresses were gotten from KCCB Central Office, which filled in as the wellspring of data needed for the current investigation. Essentially a rundown of DPCs working in the investigation zone was gotten from the TNCSC Ltd., of each region and the equivalent was utilized as the source to choose test Bill clerks.

4.5 Samples from farmers

From the rundown of PACBs, 20 were chosen aimlessly. Registers of Members of the PACBs were utilized for choosing individuals. With the assistance of the rundown of individuals, non-individuals were recognized and chosen. Of these 20 PACBs, 4 from each region were chosen on an arbitrary premise. There are four classifications of ranchers specifically Big, Medium, Small and Marginal ranchers in the examination zone. Accordingly, an aggregate of 320 ranchers, 4 ranchers of every classification from each PACB were chosen on irregular premise. Among the ranchers almost 20% are nonmembers of the PACBs. Accordingly, to incorporate them likewise, 80 ranchers, 16 ranchers from each region (4 every one of the 4 classes) were additionally chosen aimlessly. Consequently, the complete number of Sample ranchers of the examination was 400-320 from PACB individuals and 80 from PACB nonmembers.

4.6 Analysis of Data

The data collected were classified, tabulated, analysed and interpreted with the assist of applicable statistical tools making use of Statistical Package for Social sciences (SPSS).

5. Hypotheses

- 1) H₁: There is a significant relationship between the amount of investment and their overall dimensions of marketing problems faced by paddy growers.
H₀: There is no significant relationship between the amount of investment and their overall dimensions of marketing problems faced by paddy growers.
- 2) H₁: There is a significant difference between the age of the farmers and their marketing dimensions of business problems.
H₀: There is no significant difference between the age of the farmers and their marketing dimensions of business problems.

6. Indian scenario of Procurement of Paddy

The Government strategy of acquirement of food grains has the wide goals of guaranteeing Minimum Support Price (MSP) to the ranchers and furthermore guaranteeing accessibility of food grains to the more fragile areas at reasonable costs. It likewise guarantees viable market mediation accordingly holding the costs under check and furthermore adding to the general food security of the nation. The Food Corporation of India (FCI), the nodal focal office of the Government of India, alongside other State Agencies embraces acquirement of wheat, paddy and coarse grains under value uphold plan and rice under legal duty conspire. The acquisition under Price Support is taken up chiefly to guarantee gainful costs to the ranchers for their produce which functions as a motivating force for accomplishing better creation.

Prior to the collect during each Rabi/Kharif Crop season, the Government of India reports the MSP for acquisition based on the suggestion of the Commission of Agricultural Costs and Prices (CACPC) which alongside different components thinks about the expense of different agrarian information sources and the sensible edge for the ranchers for their produce. To encourage obtainment of food grains, FCI and different State Agencies in conference with the State Government set up countless buy communities at different towns and central issues. The quantity of focuses and their areas are chosen by the State Governments, in light of different boundaries, in order to amplify the MSP tasks. For example, for acquiring Wheat and Rice, in excess of 24000 acquisition focuses were worked for each yield during 2019-20.

Such broad and viable value uphold tasks have brought about supporting the pay of ranchers over a period and in giving the necessary force to higher interest in agribusiness area for improved profitability. Whatever stocks, which are brought to the buy communities falling inside the determinations of the Government of India, are bought at the fixed help cost. On the off chance that the ranchers improve than the help cost from different purchasers, for example, brokers, mill operators and so on, the ranchers are allowed to offer their produce to them. FCI and the State Government or its organizations guarantee that the ranchers are not constrained to sell their produce underneath help cost.

7. Tamil Nadu Scenario of Procurement of Paddy

The Tamil Nadu Civil Supplies Corporation Ltd., (TNCSC Ltd.,) made a start in the field of neighborhood acquisition of paddy and rice from Samba 1973 through toll and direct buys. There are two primary seasons for obtaining paddy in Tamil Nadu in particular Kuruvai (from first October to fifteenth December) and Samba (from sixteenth December to 31st July). The obtainment activity which started from Samba 1973 proceeded with from there on under different frameworks like Monopoly acquisition, Parallel acquirement, Levy framework and Compulsory acquirement upto 30-09-2002 either exclusively or in mix contingent on the conditions at different purpose of time. From 01-10-2002 Government of Tamil Nadu has received Decentralized System of obtainment according to the MSP and uniform detail fixed by the Government of India. The TNCSC Ltd., has become the sole organization of obtainment for the benefit of Food Corporation of India. The arrangement of acquisition in Tamil Nadu was made carefully by the Corporation from the ranchers without including any delegates by opening bigger number of Direct Purchase Centers (DPCs) in different towns with the considerable amount of acquirement actually used to originate from the Cauvery delta territory. The acquirement in other potential locale is likewise being energized by the Corporation and the State Government. The Corporation is having 23 Modern Rice Mills generally packed in the Cauvery delta zones and the paddy obtained is hulled through these factories and furthermore through the private Hulling Agents enlisted by the Corporation. The uniquely processed rice is changed against the focal pool allocation made to the State by Government of India.

Table 1: Karl Pearson Test between the amount of investment and their overall Dimensions of marketing problems faced by paddy growers

Amount invested in a year for Agriculture	Mean	Std. Deviation	Pearson R Value	Statistical significant
Labour problems	14.55	1.353	-.065	.167 > 0.05 Not significant
Raw Material Related Problems	14.80	1.367	.009	.849 > 0.05 Not significant
Technological and Quality	14.62	1.245	.004	.936 > 0.05 Not significant
Production cultivation	14.57	1.254	.047	.319 > 0.05 Not significant
Inter firm Competition	14.92	1.475	.028	.547 > 0.05 Not significant
Marketing related problem	14.88	1.474	-.009	.846 > 0.05 Not significant
Finance related problem	14.85	1.353	-.011	.858 > 0.05 Not significant
Government Policy	14.20	1.166	-.019	.692 > 0.05 Not significant
Business Environment	14.50	1.224	.036	.443 > 0.05 Not significant
Over all Problems	71.70	6.203	.032	.502 > 0.05 Not significant

The determined worth is $R = 0.32$; the determined worth is more noteworthy than the table worth ($0.502 > 0.05$.) So research speculation is dismissed and the invalid theory is acknowledged. It is discovered that there is a critical connection between the measure of venture and their general elements of showcasing issues looked by paddy cultivators. Issues looked by the ranchers may contrast as indicated by their speculation models. The scientist examined through Karl Pearson test and found that there is no huge connection between the measure of venture and their general elements of showcasing issues looked by paddy cultivators.

Table 2: Kruskal-Wallis test difference age of the farmers and their Marketing dimensions of Business Problems

Age	Mean Rank	Chi-square	Df	Statistical Inference
Marketing related Problems				
Below 30 years (61)	220.20	0.415	3	.937 < 0.05, Significant
31-40 years (67)	216.57			
41-50 years (382)	226.51			
Above 51 years (140)	229.43			

The determined worth is $K = 0.364$; the determined worth is not exactly the table worth ($0.364 < 0.05$.) So research theory is acknowledged and the invalid speculation is dismissed. It is discovered that there is a critical contrast between the age of the ranchers and their general components of business issues. Age is the central point which impacts ranchers' business.

Consequently, the scientist dissected through Kruskal-Wallis test the distinction between the age of the ranchers and their general components of business issues.

8. Conclusion

At last, the TNCSC Ltd. as the organization of the Government has assumed a critical function in the paddy acquisition tasks and in this manner for the government assistance of paddy makers in Cauvery delta locale. Simultaneously the exhibition of the TNCSC Ltd. Has its own personal inadequacy in specific perspectives. These deficiencies are to be over come through reasonable activities. The authorities associated with the acquisition activity ought to be genuine, cheerful and legit to the paddy makers to win their certainty. At that point just, the goal of our Government to advance a sound food strategy through a sound advertising framework can be accomplished by taking out the inborn deformities in paddy promoting and makes the obtainment framework a rancher – well-disposed one.

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Assessing the Impact of COVID-19 Crisis on the Social- Economic Situation: Evidence from the Gambia

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ABSTRACT

This study assesses the social and economic impact of COVID-19 pandemic in the Gambia. The data used in this paper was generated from online survey questionnaire, in which the participants were asked about certain questions in which coronavirus affect social and economic in the Gambia. The questionnaire was designed to help Gambia to understand covid-19 impacts on their social and economic situation. The results of this study reveal that coronavirus pandemic affected the people in the Gambia in a number of ways; 1) 84 percent said they should not open borders to more countries while only 16 percent said they should open borders. 2) In the Gambia, 61 percent of the respondents said the environmental factor that is serious hit due to covid-19 outbreak is the energy sector. 3) 44.2 percent of the respondent said that covid-19 will have fluctuation in growing on the GDP and trade in the Gambia. 4) Due the serious impact of covid-19 on the societies, 48.8 percent of the respondent in the Gambia said they are very worried that they or someone in their family will be exposed to the coronavirus outbreak. 5) 70.5 percent of the respondent said the outbreak will have negative impact in the economy of the Gambia. 6) As the result generated from the survey, 58 percent of the respondent said in the Gambia, due to covid-19 the recession will happen over the next year. 7) 65.4 percent of the respondents said government implemented an education response for continue of learning in the Gambia while educational institutions are closed.8) 55.1 percent of the respondent said their enterprise used online learning programmes and resources and 32.1 percent said their enterprise used video conferencing tools and 15.4 percent said their organization used printed materials such as new papers or posters and 9 percent said multimedia including podcasts and YouTube and 6.4 percent, which is the least said TV are used for staff development and training during covid-19 pandemic.9) 50 percent of the respondent to this question of the survey said their organization had planned new training programmes or activities in response to the covid-19 e.g University of the Gambia training their staffs for quality teaching and learning for their students. The implication of the results from this online survey is that it has serious impacts in the Gambia especially in economic situation, employment, consumption, investment and energy. Another policy implication is that, high co2 emission will affect national parks, wildlife and forests', and poverty, food insecurity and hunger will rises and poor agriculture, the domestic and international migration will be reduces, remittances reduces and those left behind will be seriously affected in terms of health, food security, education, energy and so on especially women, children, elderly and disable that are left behind.

1. Introduction

This paper assesses the impacts of covid-19 on socio-economic situation in the Gambia. There is no literature done in the Gambia as the time I search it online. Coronavirus pandemic which had created from the Wuhan Province of China in last part of December 2019. It instigated increasing quickly in China and to other parts of the world through the movement of people in late 2019 and early 2020. The feast of COVID-19 pandemic pretentious economic undertakings in China, the Chinese economy came to a standstill. China is a major exporter of producer and consumer commodities to Africa, and the economic reduction in China is anticipated to have spillover effects for Africa through the deleterious effect on African trades that depend on deeply on China for the supply of primary and intermediate raw materials. The coronavirus crisis is affecting many

African countries, and the number of confirmed cases has been rising rapidly with a particularly severe situation in South Africa, Egypt, Algeria, Morocco and Cameroon. Prior to the COVID-19 pandemic, maximum of the healthcare infrastructure in African countries had worsened. Some private hospitals rejected to admit sick patients whereas public hospitals surpassed their volume. This pressured the government of some countries to build isolation centers in large open fields around the country; notably, football stadiums were converted to isolation centers in countries such as Cameroon and Nigeria. In African countries where good healthcare systems exist, the government had to scale-up intensive care units and provide more resources for hospitals and healthcare systems to control the spread of coronavirus. The plain social consequence of the coronavirus crisis was fingered through the burden of movement limitations in numerous African countries. These measures inevitably affected economic activities in African countries, and because of the peoples in African countries are not versatile to operate jobs from home and even the government lack certain understand and lack human capita based that have that knowledge to operate from home and contributes effectively and efficiency to the economic growth and development. Most central banks applied fiscal policy, monetary policy and exchange rate policy to stabilize the economic in both the long run and short dynamics.

The emergent coronavirus literature has discovered the effect of the coronavirus predicament by single-day data, two-day data etc. and they typically emphasis on an exact sector like tourism industry sector (Gossling et al., 2020), the mining sector as part of industrial sector (Laing, 2020), or the economy (Fernandes, 2020; Ozili and Arun, 2020; Fornaro and Wolf, 2020). First, this study contributes to the recent literature on the impact of coronavirus in society (e.g. Fornaro and Wolf, 2020). The paper contributes to this literature by exploring the socio-economic effect of coronavirus in the Gambiaby looking at the context that was not mention in the literatures such as the online research methodology. The main objective of the paper is to assess the impacts of covid-19 on the social-economic live and livelihoods of the people in in the Gambia, specifically; 1) the sectors' that made up the economy, 2) perception of the people 3) social distancing 4) job search 5) Private financial situation, 6) prevention method of covid-19 pandemic etc. The paper follows this formatting. Section 2 presents the brief literature review. Section 3 current statistic of covid-19 in the World and Africa Section 4 the online research methodology. Section 5 the results. Section 6 concludes and policy implication.

2. A Brief Literature review

A recent body of literature explores the impact of coronavirus on society. For instance, Chinazzi et al. Haleem et al. (2020) indication that COVID-19 has pretentious day-to-day life and is decelerating down the worldwide economy. They argue that the economic effects of coronavirus such as the slowing of the manufacturing of essential goods, disruption of the supply chain of products, losses in national and international business, poor cash flow in the market, significant slowing down in the revenue growth while the social consequences include the cancellation or postponement of large-scale sports and tournaments, disturbance of celebration of cultural events, religious and festive events social distancing, closure of hotels, bars and restaurants and religious places, closure of places for entertainment. Chen et al If migration increases by 0%, economic growth in the Gambia will reduces by 1.8(Ceesay 2020). Ozili (2020) analyses the COVID-19 spillovers to Nigeria and finds that the existing structural weaknesses in Nigeria contributed to making the crisis more severe in the country. Fornaro and Wolf (2020), using a simple model, show that the coronavirus triggered a negative supply shock. Ramelli et al (2020) revealed that the health predicament distorted/transformed into an economic predicament which was augmented through financial channels.

3. COVID-19 Statistics and immediate measures for containing its spread

a. Covid-19 update and its impacts

Globally, as of 21st October 2020, there have been 40,665,438 confirmed cases of COVID-19, including 1,121,843 deaths (WHO, 2020). We can see still the virus is affecting millions of peoples by each day. As of 15th October, 2020, confirmed coronavirus cases in Africa: 1,605,581, Recovered: 1,322,441; Confirmed coronavirus deaths: 38,837 (Africa CDC; Johns Hopkins; NCoVAfrica).

b. COVID-19 Situation update for the WHO African Region

The number of coronavirus disease 2019 (COVID-19) cases in the WHO African Region is now at 1 232 030 with 27 684 deaths. This is a 20% increase in incidence cases and an 86% increase in deaths compared to 25 840 cases and 659 deaths registered during the prior reporting period (30 September - 7 October 2020). In an alike trend to the preceding reporting period, 22 countries documented a decrease in new cases, with 15 registering a reduction of more than 20 percent. As of figure 1 below stated that the number of confirmed cases per million people is lower than the number of actual cases. The main reasons from European CDC is that there is limited testing for covid-19 pandemic from February, 2020 to October, 2020. To date, a total of 1 043 969 (85%) case-patients reported from all the 47 countries have recovered. The total number of

deaths reported in the region is 27 684, reported in 45 countries, giving an overall case fatality ratio (CFR) of 2.3%. Two countries, including Eritrea and Seychelles, have not registered any COVID19 related deaths since the beginning of the pandemic. Since the beginning of the outbreak in the region, the majority of the deaths have been reported from: South Africa 65% (18 028), Algeria with 6.6% (1 818), Ethiopia 4.7% (1 305), Nigeria 4.0% (1 116), Kenya 2.8% (787), Cameroon 1.5% (423), Zambia 1.2% (344), Senegal 1.1% (315), Ghana 1.1% (308), Democratic Republic of the Congo 1.0% (276), and Madagascar 0.9% (237). The top five countries: South Africa, Algeria, Ethiopia, Nigeria, and Kenya account for 83% (23 054) of the total deaths reported in the region. Chad (7.0%), Liberia (6.0%), Niger (5.7%), Mali (4.0%), Algeria (3.4%), Angola (3.3%), and Gambia (3.2%) have the highest country specific case fatality ratios.

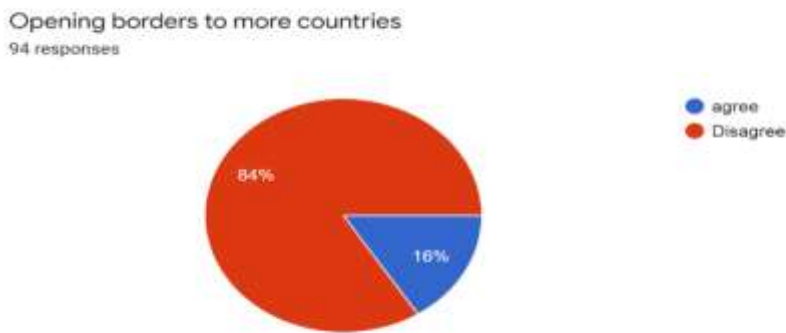
4. Methodology

4.1. Online Research Method

The data use in this paper was generated from online survey questionnaire from June, 2020 to October, 2020, in which the participants were asked about certain questions in which covid-19 affect their social-economic situation. The questionnaire was design to help the Gambia to understand covid-19 impacts on their daily live. Respondent were questions such as; Psychology-Behavior, altitude, perception, trust, lockdown, Agriculture, Energy sector, Job/employment/employee, daily working, Economic, GDP, Social Impact-Ceremonial gathering. The initial information was reviewed to understand the final information we put it as questions to increases quality and what information needed to be gather or not gather.

5. Results

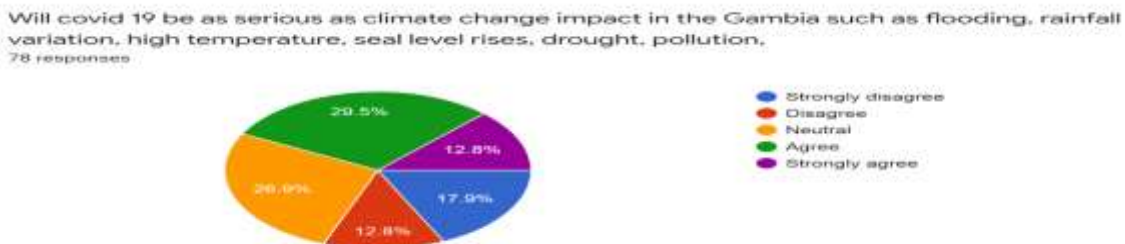
Figure 1: opening borders and COVID-19 pandemic June,2020 to October,2020



Source: Author Compilation from Google form for online survey

84 percent said they should not open borders to more countries while only 16 percent said they should open borders. They should open borders with countries that are free from covid-19 while others said they should bring mandatory issues to apply if they arrive in the Gambia, the study confirmed. Opening borders facilitate trades and trades as percentage of GDP increases economic growth through daily exchange of goods and services for money and that helps most businesses especially small businesses to have daily meal and to helps to solve their households needs in term of food, health and education especially children if households heads are women. Like in my country-the Gambia border with Senegal and most of this small petty trade are done in the border and mostly done by women and their children to solve their households needs and some even to helps their husband with fish money.

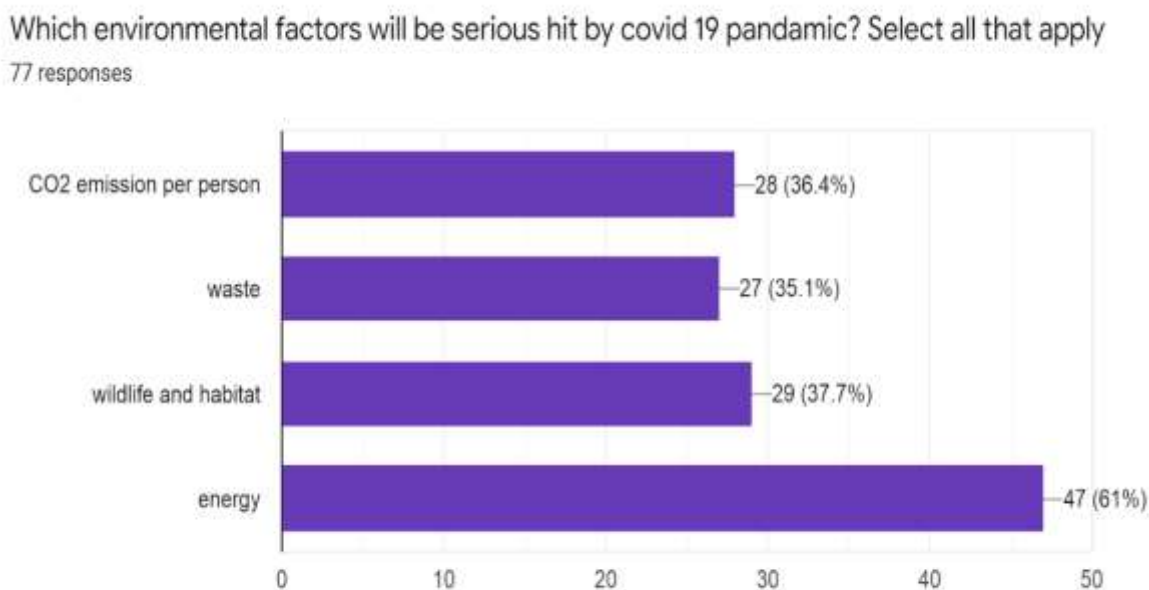
Figure 2: Climate change and COVID-19 pandemic June,2020 to October,2020



Source: Author Compilation from Google form for online survey

29.5 percent agree and 12.8 percent strongly agree that covid-19 is as serious as the impact of climate change cause in the Gambia. Lower rainfall or high temperature or sea level rises respectively lead to lower agriculture productivity which is associated with low crop yield and poor livestock performance and high temperature cause drought and drought lead to low crop yield, immaturity of crop, water scarcity, and encourages bushfire and wild animals eventually died and run to another places, while 12.8 percent disagree and 17.9 percent strongly disagree that climate change is serious as covid-19. For them climate change and covid-19 do not do similar damages. In the reality check the study can see that what climate change does to humanity in long run, covid -19 did it in short run, because food security halt in both cases, co2 halt manufacturing industries due to climate change effect ,while covid-19 affect productivity and service delivering and employment in manufacturing industries. Sea level rises cause migration and for covid-19 travel ban occurred but peoples always want to go to places too where covid-19 is less severity.

Figure 3: Environmental factors and COVID-19 pandemic June,2020 to October,2020



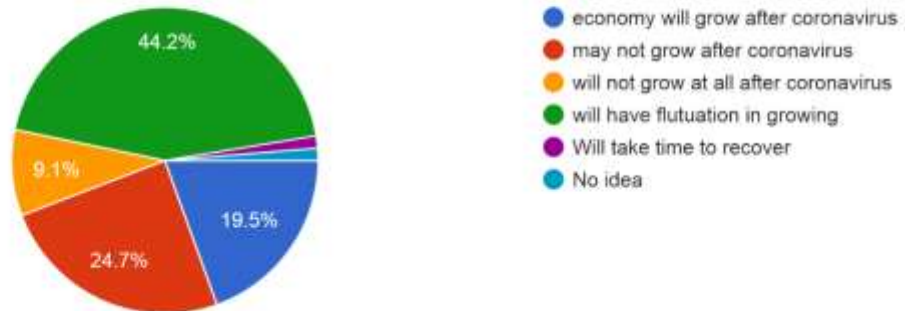
Source: Author Compilation from Google form for online survey

In the Gambia 61 percent of the respondents said the environmental factor that is serious hit due to covid-19 outbreak is the energy sector. As in the covid-19 the demand for electricity reduces due and the supply for it also reduces. The demand reduces due to reduction in employment or due less services delivering by large cooperation due to lockdown or closure of most of the work places. So high reduction in revenue in the energy sector especially electricity generation directly from fossil fuel generation and while other renewable energy are less common in the Gambia such as wine power generation, solar power generation and so on. As energy sector is seriously hit by covid-19 pandemic, it supply to the public also reduces because in the Gambia ,as most of the countries are using non-renewable energy sources to supply electricity and they import those barrel from outside and as import stop through travels ban, it makes most of them to reduces the supply of electricity. This serious affect the services for the society and that makes most people to go in for alternative sources of energy such as generator, which is also costly and it pollution causes health hazard as well.37.7 percent of the respondent said it the wildlife and the habitat that are mostly affected by covid-19 pandemic, while 36.4 percent and 35.1 percent of the respondent said it is the CO2 emission per person and waste respectively that are affected by the outbreak of coronavirus.

Figure 4: GDP, Trade and COVID-19 pandemic June,2020 to October,2020

The Potential Impact of COVID-19 on GDP and Trade:what does coronavirus mean for Gambian Economy after the pandemic?

77 responses



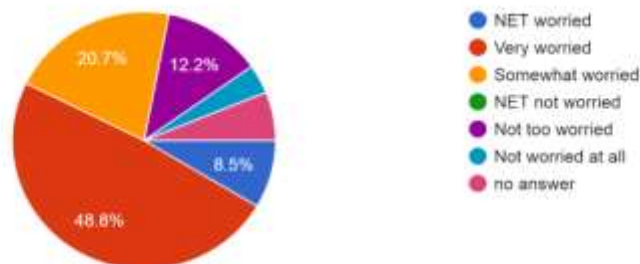
Source: Author Compilation from Google form for online survey

44.2 percent of the respondent said that covid-19 will have fluctuation in growing on the GDP and trade in the Gambia. That mean the GDP in the Gambia and trade in the Gambia with other countries will have decreasing trend and that will reduces most of the economic activities and it will reduces revenue and that will impact economic growth and development in the Gambia, the study confirmed.24.7 percent of the respondent said that the GDP and trade in the may not grow after coronavirus due to the damages done by lockdown and the like while 9.1 percent the GDP na d trade may not grow at all and 19.5 percent are optimistic that the GDP and trade will grow in the Gambia while the least of the respondent said it will take time for the economy to recover in the Gambia and other said they did not have idea on the potential impact of covid-19 on GDP and trade in the Gambia.

Figure 5: Worried and COVID-19 pandemic June,2020 to October,2020

How worried are you that you or someone in your family will be exposed to the coronavirus?

82 responses



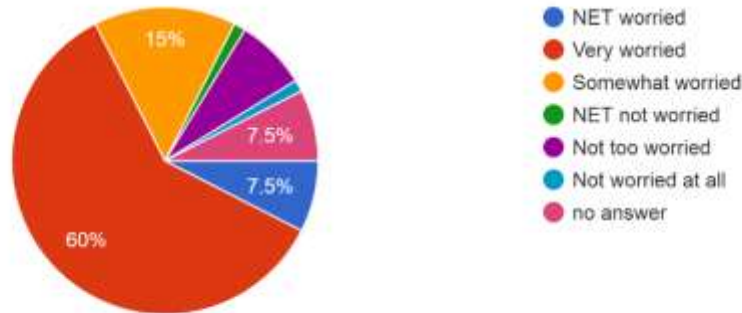
Source: Author Compilation from Google form for online survey

Due the serious negative impact of covid-19 on the societies, 48.8 percent of the respondent in the Gambiasaid they are very worried that they or someone in their family will be exposed to the coronavirus outbreak. This may be attributed to the number of cases that are spreading globally due breakdown the principle of covid-19 such as prevention principles and limited testing and avoidance etc. 20.7 percent said they are somewhat worried and 12.2 percent not too worried. As most of the peoples in the Gambia are poor and vulnerable to diseases, the study attributed to this part of the survey question that the Gambiawill be exposed to covid-19 and will impact negatively their trade, their services, their export and import, their agriculture sector and food availability with food prices will rises because of lack of food supply from producer, which are affect by either closure or lockdown and they cannot reach at the farm or limited access to their farms.Poverty, hunger, food

insecurity and inequality are high in the Gambia, so covid-19 will make this variables more severe and worsen and that will cost the Gambia to have difficult in post covid-19 recovery. So the study attributed because of breakdown that happened in the Gambiadue to covid-19, they will be seriously negative affect in the future based on their economic, services, and agriculture and food security.

Figure 6: Worried and COVID-19 pandemic June,2020 to October,2020

How worried are you that there will be an outbreak of coronavirus in the Gambia?
80 responses

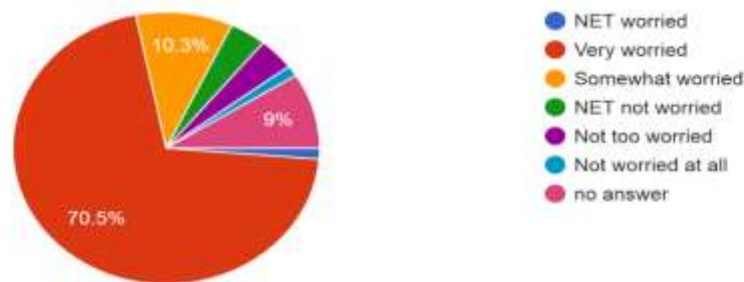


Source: Author Compilation from Google form for online survey

As most of the peoples in the Gambia concerned about the spread of covid-19 in other parts of the world and those they completely bitterly how government allow flight to comes from most risky countries and according to the survey 60 percent of the respondent said they are very worried there will be an outbreak of covid-19 in the Gambia and 15 percent said they are somewhat worried while 7.5 percent not worried at all and another 7.5 percent did not give any answer.

Figure 7: Worried and COVID-19 pandemic June,2020 to October,2020.

How worried are you that the coronavirus outbreak will have a negative economic effect in the Gambia?
78 responses



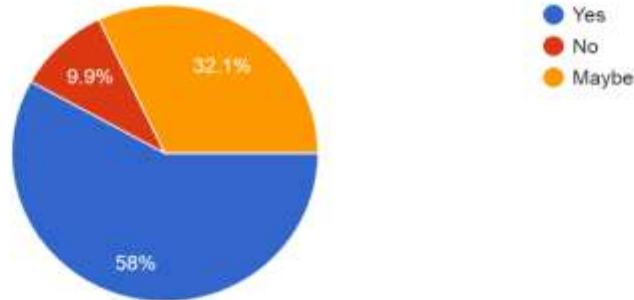
Source: Author Compilation from Google form for online survey

As in other countries coronavirus disrupted industries, services, transportation, productivity and production of agriculture goods, halt export and import, destroy businesses-small, medium and large scale enterprises, stop most businesses such as toyata business in Germany, mobile business in the USA and China, others productive businesses around the world and all these affect economic progression in both the short run and long run. Therefore, 70.5 percent of the respondent said the outbreak will have negative impact in the economy of the Gambia. 10.3 percent said they are somewhat worried and 9 percent did not answer.

Figure 8: Economic recession and COVID-19 pandemic June,2020 to October,2020

As you may know, periods of economic growth are followed by periods of recession. Do you think a recession over the next year is...

81 responses

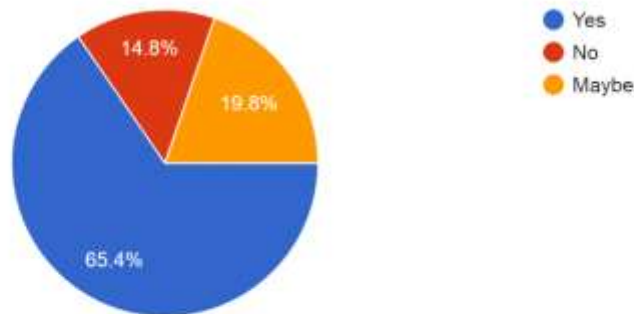


As economic fluctuated over-time. Most of the time period of economy growth, that is associated economic boom from high employment, lower interest rate and low inflation and high investment and high consumption, increases government expenditure and positive net export associated with positive surplus. After economic booming, economic recession may follow and this is associated with high unemployment rate with lower output and in that cases high crime rate with high inflation and high interest and discouragement of investment and that makes youth to have no jobs and that encouraging risky journey to Europ and so on. As the result generated from the survey, 58 percent of the respondent said in the Gambia, due to covid-19 the recession will happen over the next year and 32.1 percent said may be recession will follow due to covid-19 outbreak on Gambian’s economy and 9.9 percent said they did not thing because of covid-19 recession will happen after the outbreak of covid-19.

Figure 9: Education response and COVID-19 pandemic June,2020 to October,2020.

Has the government implemented an education response for the continuation of learning in the Gambia while education institutions are closed?

81 responses

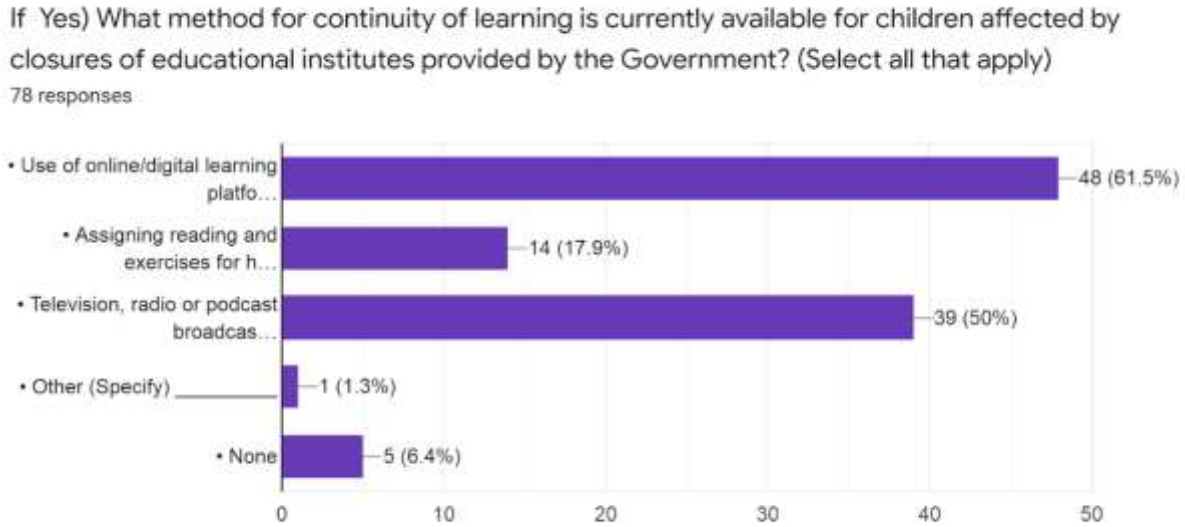


Source: Author Compilation from Google form for online survey

65.4 percent of the respondents said government implemented an education response for continue of learning in the Gambia while educational institutions are closed. In the Gambia this is very true most of the universities conducted training and learning through online classes and that helps most of the universities in the Gambia not to skip single semester and continue learning was implemented. This is good ways to increases new platform form learning but the disadvantages is that it reduces quality because most of the peoples or students lack knowhow to operate online zoom or others but also the energy sector in

the Gambia makes most of the students to miss certain lecture and that disruption affects their daily life. Lacking interactions and exchange of ideas with peers also reduces the quality of education and learning, research and development, training and so on are all affected by covid-19 pandemic, that was first seen in China city of Wuhan.

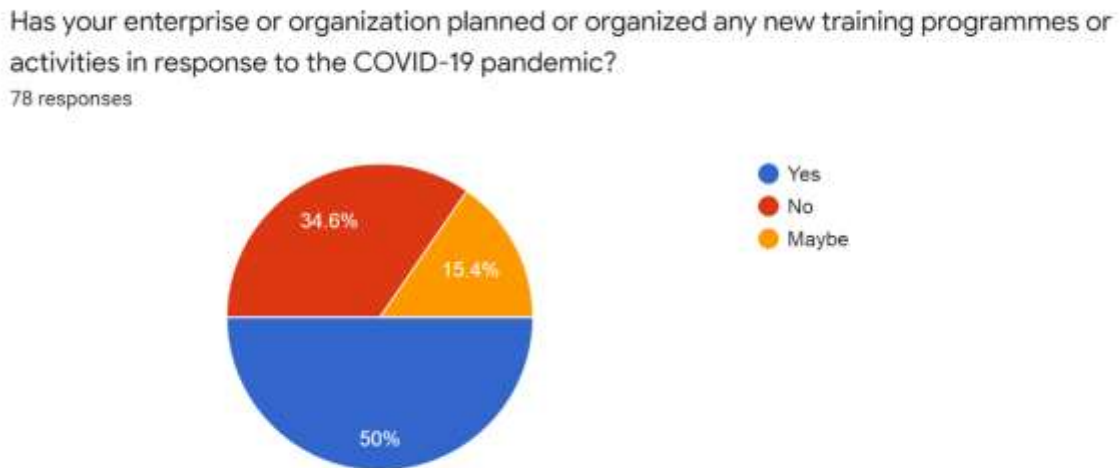
Figure 10: Method for continuity of learning and COVID-19 pandemic June,2020 to October,2020



Source: Author Compilation from Google form for online survey

61.5 percent said use of online/digital learning platform is the method for continuity of learning is currently available for children affected by closures of educational institutes provided by government, while 50 percent said television, radio, or podcast broadcast and 17.9 percent said assigning reading and exercises for home study. In our opinion, this may be due to the fact that each level of education was given special treatment such as those at university can conduct online classes and those at secondary level can conduct others means to have education even though we are in lockdown or schools closure is on.

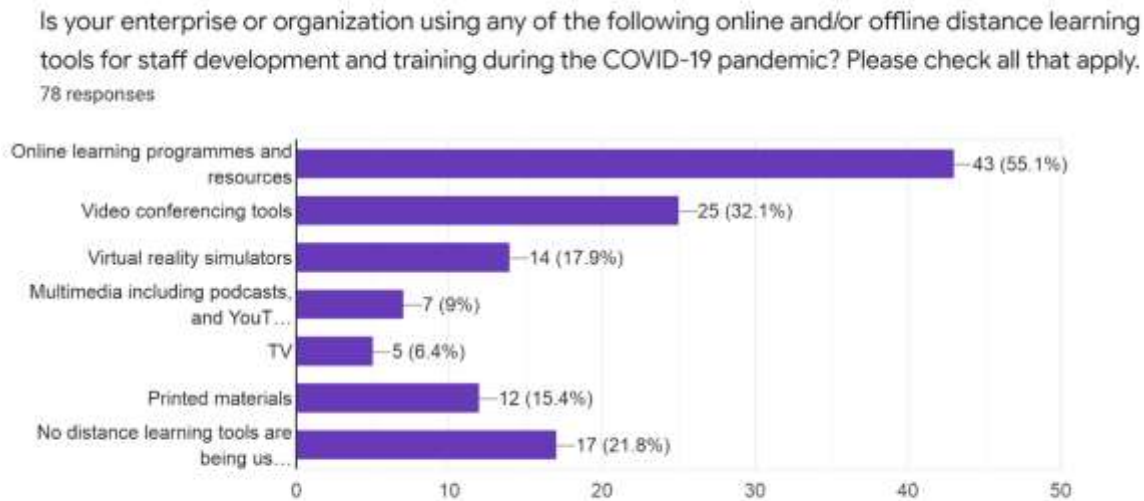
Figure 11: Training programmes and COVID-19 pandemic June,2020 to October,2020



Source: Author Compilation from Google form for online survey

50 percent of the respondent to this question of the survey said their organization had planned new training programmes or activities in response to the covid-19 e.g University of the Gambia training their staffs for quality teaching and learning for their students.34.6 percent said their organization is not planning or organizing any new training or activities to the covid-19 pandemic while 15.4 percent said maybe.

Figure 12: Online/offline and COVID-19 pandemic June,2020 to October,2020



Source: Author Compilation from Google form for online survey

55.1 percent of the respondent said their enterprise used online learning programmes and resources and 32.1 percent said their enterprise used video conferencing tools and 21.8 percent said their enterprise used no distance learning tools and 17.9 percent of the respondent said their enterprise used virtual reality simulators and 15.4 percent said their organization used printed materials such as new papers or posters and 9 percent said multimedia including podcasts and YouTube and the 6.4 percent, which is the least said TV are used for staff development and training during covid-19 pandemic. This covid-19 has lot of problems and interruptions such as universities closed down, some universities online classes, which is mostly ineffective and other they even postpone the semesters and others they are undecided, some market are closed down and this also affect trades, some mosques and church closed down and this affect worshipping “Allah” or “God” and some import and export stop and some even currency exchange stop, some services sector, industrial sector and agricultural sector stop or activities reduces and small, medium and large enterprises halted and all these disrupts the current and expected economic growth and development

6. Conclusion and Policy Implication

This paper assesses the covid-19 and its effect on the social-economics of the Gambia by looking at the people’s perception and social-economic situation in the Gambia. As the results generated, most people said coronavirus will affect the Gambia even in the future due to the fact that the Gambia do not have proper human capital to deal with this pandemic and due to lockdown, most of the revenue and products are drive from tourisms and china. As lockdown rises and travels ban affects the tourism sectors and it makes the Gambia vulnerable and that contribution to tourism sector decline and that reduces the overall economic growth in the last quarters of 2019 and the whole year of 2020.The most peoples that answer to this online survey said coronavirus affect their daily life such as job search, the economic, employment, consumption etc.

The policy implication of covid-19 as indicated in this survey is that the Gambia depend on employment or jobs as a source of income. This has serious impacts on social-economics interactions. If social-economic interaction decline, this will eventually causes trade, exchange of goods and services to slow-down and eventually will have negative impacts on economics through lack of exchange rates, import, export, net-export per se, balance of payment, investment, consumption, saving, agriculture, causes high commodity prices, debt to GDP ratios to be high, climate change effects affect livelihoods and agriculture productivity will decline through crops failures and low productions in fishing and livestock industries, high co2 emission will affect national parks, wildlife and forests’, poverty, food insecurity and hunger will rises due to insufficient demand of food stuffs items because of low import and poor agriculture, the domestic and international migration will be reduces,

remittances reduces and those left behind are seriously affected in terms of health, food security, education especially women, children, elderly and disable that are left behind and this will have negative consequences on economic growth and development. The future research on covid-19 pandemic in the Gambia should also look at educational sector, livelihoods, small, medium and large enterprises/Businesses, market, Food security, to understand the impact of covid-19 outbreak in the Gambian's communities.

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الجملة الإنشائية في القرآن الكريم (الأمر - النهي): دراسة تحليلية

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الملخص:

تَمَنَحَ البحث في ظلال القرآن الكريم وآياته شرف لا يدانيه شرف. أمر الله بتدبره فقال: { إِنَّهُ مَعْجَزَةُ اللَّهِ الْخَالِدَةُ ؛ التي أعجز بها الفصحاء والبلغاء، وحير بها الشعراء والأدباء، وتحدى بها الإنس والجن أن يأتوا ب آيةٍ من مثله (قُلْ لَئِنِ اجْتَمَعَتِ الْإِنْسُ وَالْجِنُّ عَلَىٰ أَنْ يَأْتُوا بِمِثْلِ هَذَا الْقُرْآنِ لَا يَأْتُونَ بِمِثْلِهِ وَلَوْ كَانَ بَعْضُهُمْ لِبَعْضٍ ظَهِيرًا) (1). لا تنقضي عجائبه ، ولا تنتهي عطاياه، تعددت موضوعاته، وتنوعت أساليبه، و كان منها الجملة الطليبية (الأسلوب الإنشائي) إذ جاء أسلوباً تخاطبياً، ونصاً فنياً له سمات ، و مظهراً له خصائص ودلالات. وقد تشرفتُ بفضل الله - في هذا البحث بدراسة آياته، دراسة أسلوبية ؛ وقد دعاني إلى ذلك أمور: الرغبة الشديدة المستمرة في دراسة موضوع يتصل بالقرآن الكريم، إذ شرف العلم بشرف موضوعه. الإسهام بهذه الدراسة في تبيين شيء من جمال نظم القرآن، وإعجازه البلاغي وأسلوبه الفني. مع إبراز فنية آياتِ الأسلوب الإنشائي ؛ وأسلوبها التعبيري، كيف جاء بناء صياغتها؟ وكيف تشكل مضمونها؟ وماذا تضمن شكلها ؟ وكيف أسهمت في إنتاج الدلالة ؟ للخروج بالبحث إلى تحليل أسلوب آيات هذا الفن، ورصد أثره في تحولات الدلالة، والمتغيرات الأسلوبية داخل النص القرآني بياناً تلتقي فيه الصياغة مع الأسلوب، والصورة مع الدلالة.

الكلمات المفتاحية: الإنشاء، الأمر، النهي، الدلالة

المقدمة:

اللغة العربية حضارة أبرزت طواعيتها للتجديد فعلياً أن نثبت اليوم أن العربية كائن حي يواكب نماءنا الحضاري ويسعى إلى التيسير والتسهيل ولعل الفضل في هذا أولاً وأخيراً يرجع إلى القرآن الكريم الذي جاء بلسان عربي مبين حفظ هذه اللغة من الضياع والذوبان في اللغات الأخرى، كيف لا والقرآن الكريم معجزة الرسول (ص) الخالدة والذي يمثل إعجازه نمطاً باهراً، قال الله تعالى: (لَوْ أَنزَلْنَا هَذَا الْقُرْآنَ عَلَىٰ جَبَلٍ لَّرَأَيْتَهُ خَاشِعًا مُّتَصَدِّعًا مِّنْ خَشْيَةِ اللَّهِ وَتِلْكَ الْأَمْثَالُ نَضْرِبُهَا لِلنَّاسِ لَعَلَّهُمْ يَتَفَكَّرُونَ) (2).

والقرآن الكريم معجزة العرب في لغتهم نزل به روح القدس جبريل على الرسول الكريم (ص) بلسان عربي مبين، قال تعالى: (وَإِنَّهُ لَنُنزِّلُ رَبِّ الْعَالَمِينَ . نَزَّلَ بِهِ الرُّوحَ الْأَمِينُ . عَلَىٰ قَلْبِكَ لِتَكُونَ مِنَ الْمُنذِرِينَ . بِلِسَانٍ عَرَبِيٍّ مُّبِينٍ) (3).

ويعد الأدب العربي كنزاً من كنوز الحضارة الإسلامية والعربية وهو مرآة تتجلى فيها الروح العربية في جميع أطوارها، كما هو مرآة للعقل العربي الذي امتزج بالثقافات العالمية التي أكسبته النهضة والتطور.

فإن البحث في ظلال القرآن الكريم وآياته شرف لا يدانيه شرف. أمر الله بتدبره فقال: { إِنَّهُ مَعْجَزَةُ اللَّهِ الْخَالِدَةُ ؛ التي أعجز بها الفصحاء والبلغاء، وحير بها الشعراء والأدباء، وتحدى بها الإنس والجن أن يأتوا ب آيةٍ من مثله (قُلْ لَئِنِ اجْتَمَعَتِ الْإِنْسُ وَالْجِنُّ عَلَىٰ أَنْ يَأْتُوا بِمِثْلِ هَذَا الْقُرْآنِ لَا يَأْتُونَ بِمِثْلِهِ وَلَوْ كَانَ

(1) سورة الإسراء : الآية : 8 .

(2) سورة الحشر: الآية : 21

(3) سورة الشعراء : الآيات (195 : 192)

بَعْضُهُمْ لِبَعْضٍ ظَهِيرًا (4). لا تنقضي عجايبه ، ولا تنتهي عطايه، تعددت موضوعاته، وتنوعت أساليبه، و كان منها الجملة الطلبية (الأسلوب الإنشائي) إذ جاء أسلوباً تخاطبياً، ونصاً فنياً له سمات ، و مظهراً له خصائص ودلالات. وقد تشرفتُ بفضل الله - في هذا البحث بدراسة آياته، دراسة أسلوبية ؛ وقد دعاني إلى ذلك أمور :

- 1- الرغبة الشديدة المستمرة في دراسة موضوع يتصل بالقرآن الكريم، إذ شرف العلم بشرف موضوعه .
- 2- الإسهام بهذه الدراسة في تبيين شيء من جمال نظم القرآن، وإعجازه البلاغي وأسلوبه الفني.
- 3- إبراز فنية آيات الأسلوب الإنشائي ؛ وأسلوبها التعبيري، كيف جاء بناء صياغتها؟ وكيف تشكل مضمونها؟ وماذا تضمن شكلها ؟ وكيف أسهمت في إنتاج الدلالة ؟ للخروج بالبحث إلى تحليل أسلوب آيات هذا الفن، ورصد أثره في تحولات الدلالة ، والمتغيرات الأسلوبية داخل النص القرآني بيانا تلتقي فيه الصياغة مع الأسلوب، والصورة مع الدلالة.

أهداف البحث:

- 1- معرفة معنى وسر إعجاز القرآن الكريم من خلال التطبيقات على آيات الذكر الحكيم.
- 2- ولما كان الإنشاء الطلبية يستدعي مطلوباً غير حاصل وقت الطلب وجب علينا أن نكشف عن تلك المطلوبات في آيات القرآن الكريم .
- 3- تنمية الذوق الفني للاستمتاع بمعاني القرآن الكريم .
- 4- إدراك الخصائص الفنية ومعرفة ما يدل عليه القرآن الكريم وما يتركه من أثر في نفس السامع أو القارئ .
- 5- رصد الإنشاء الطلبية في القرآن الكريم.

مشكلة البحث:

- 1- الفهم الدقيق لمدلول بعض الآيات باللغتين العربية والإنجليزية . ليس من اليسير أن نعرف مدلول ومعنى كل آية)
- 2- توظيف الطاقات وحشد الجهد خدمة للقرآن الكريم الذي أخرج الناس من الظلمات إلى النور ، للمتلقي العربي والأجنبي .

الدراسات السابقة:

لعل هناك الكثير الجم الذي أضحي معينا لا ينضب ، وضعه شيوخ وعلماء اللغة العربية قدامى ومحدثون .. عسى أن نضيف قطرة من خلال هذا الجهد في ذلكم الخضم العذب .

أسئلة البحث

ما الشواهد القرآنية التي حوت موضع البحث (الإنشاء الطلبية) ؟

حدود البحث:

تحدد هذه الدراسة بالآتي:

— موضوعية: يعني هذا البحث بالتحديد الإنشاء الطلبية في الجزء الثامن والعشرين من القرآن الكريم.

منهج البحث:

خضع هذا البحث للمنهج الوصفي ، والمنهج التحليلي ، والمنهج الاستنباطي .

- 1- المنهج الوصفي: هو وصف شيء أو لسياق كما يوجد في الشيء فهو منهج متكامل على إثبات السورة وجمع البيانات اللازمة واستيفائها على كفاية من شرح وتوضيح.
- 2- المنهج التحليلي: هو المنهج الذي يعنى بتحليل ما استقره الباحث من النصوص والأفكار، يهدف إلى تحديد عناصر الأشياء من حيث وظائفها وتوزيع علاقاتها وتحقيق ما فيه من الإدراك و التصور على ما يحتويه من المصطلحات والمعاني المستخدمة للعبارة المقصودة.
- 3- المنهج الاستنباطي: هو المنهج الذي يركز فيه الباحث على استنباط الأحكام والأفكار من النصوص لأن النصوص لم تنص عليها نصاً ظاهراً.

الطريقة المستخدمة في هذا البحث:

- ١— جمع الآيات وترتيبها حسب السورة.
- ٢— شرح الآيات شرحاً إجمالياً ليسهل تحليلها فيما بعد تحليلاً بلاغياً.
- ٣— تحليل معنى الآيات تحليل وافي بحيث يستنبط ما يستفاد منها.
- ٤— تحليل الظواهر البلاغية الموجودة في الآيات.

أهمية البحث:

- 1- دعوة للنظر والتأمل في كتاب الله
- 2- القرآن جعل اللغة العربية طيبة لينة
- 3- بيان دور اللغة الإنجليزية كونها لغة تيسير للمتلقي الأجنبي.
- 4- بيان تكامل اللغة العربية والانجليزية في دراسة وتحليل آيات الذكر الحكيم .
- 5- تنمية الذوق الفني للاستمتاع بمعاني القرآن باللغتين (العربية والانجليزية) .

ثم خاتمة البحث والتوصيات مع الاستعانة بجملة من المصادر والمراجع ذات الصلة بموضوع البحث، وقد تم الاعتماد على تفسير الإمام الطبري و تفسير المراغي.

وقد تناولت الدراسة البحث من خلال مقدمة تمهيدية عن الجملة الإنشائية تم فصول الدراسة

التمهيد

الجملة الإنشائية

الإشياء

الإشياء لغةً : الإيجاد والإحداث

الإشياء اصطلاحاً : " ذلك الكلام الذي لا يحتمل صدقاً ولا كذباً وهو ما لا يجعل مضمونه ولا يتحقق إلا إذا تلفظت به " (5).. ويقول أيضاً الدكتور المرغي: " الإشياء لغة الإيجاد والاختراع

وفي الاصطلاح

بأحد معنيين:

- ١/ المعنى المصدري : وهو إلقاء الكلام الذي ليدس لتسبته خارج تطابقه أو لا تطابقه .
- ٢/ المعنى الأسمى: وهو نفس الكلام الملقى الذي له الصفة المتقدمة وينقسم بالاعتبار الأول إلى :
 - أ— طلبية: هو خمسة أنواع الأمر ، والنهي ، والتمني ، والاستفهام ، والنداء . ويعرف بأنه ما يستدعي مطلوباً غير حاصل في اعتقاد المتكلم وقت الطلب.
 - ب— غير الطلبية : وهو ما لا يستدعي مطلوباً حاصلأ وأنواعه كثير منها:
 - المدح والذم نحو: (نعم الخليفة عمر) و(بئس الظالم الحجاج) القسم نحو:
 - (تا الله لأحدثك) والتعجب نحو: (ما أجمل الصدق) الرجاء نحو (بئس ولعل) ونحو: (لعل الله يأتي بالفرج) ورب وكم الخبرية" (6).

Introduction:

The Arabic language is a civilization that has demonstrated its willingness for renewing from year to another. We must prove today that Arabic is a living language that keeps pace with our cultural development and seeks to facilitate people's understanding.

(5). يوسف أبو العدوس: مداخل إلى البلاغة العربية، علم المعاني — علم البيان — علم البديع، دار المسير للنشر والتوزيع والطباعة ص٥٣، ٥٤ بتصرف.

(6) أحمد الهاشمي: جواهر البلاغة في المعاني والبيان و البديع ط١٢—بيروت دار إحياء التراث ص١٥.

The credit for this is first and foremost due to the Holy Qur'an, which came in an Arabic language that is clear to memorize. This language is lost and dissolved in other languages. How is it not? and the Holy Qur'an is a miracle (The Eternal Messenger (PBUH), whose miracle represents a brilliant pattern).

Looking at the shades of the Holy Qur'an and its verses is an honor that cannot be matched by others. Its topics and methods are varied, and among them was the order sentence (the construction method) as it came as a discursive style, an artistic text with features, and a manifestation with characteristics and connotations.

It can be argued that no one denies the difficulties of understanding the Holy Quran for non-Arabic speakers. Therefore, for deep understanding of the Quranic expression, an interpreter started interpretation into English for those who cannot speak and understand Arabic.

When we want to study Balaghah, i.e. Arabic rhetoric, we can say that Arabic language has two types of sentences: the informative sentence the performative sentence.

According to Elaissawi (2016) an informative sentence is a sentence that informs the addressee about something, and the addressee, on his part, may judge such a sentence to be true or false. Whereas a performative sentence, on the other hand, is not liable to be judged as true or false, simply because it does not give information that can be judged as true or false. Rather, it asks the addressee to perform some act, or to do something, in response to some certain type of demand.

There are various types of each categories. Performative sentences include two sub-types of sentences: originative sentence (الانشاء الطلبي), and non-originative sentences (الانشاء غير الطلبي). Originative sentences consists of the following sub-categories: commanding, proscribing, interrogating, invoking, and wishing for the attainable. On the other hand, the non-originative sentences include, according to Al-Sa'eidi, (1999, vol. 2 28), the following subcategories: transactional performatives that are usually between two or more parties (صيغ العهود والعقود), the formulas of praise (صيغ المدح) such as (نعم ، وحيداً) the formulas of dispraise (صيغ الذم) the oaths (التعجب) exclamations. (وأفعله ما ، (و أفعل به

The aim of this paper is to interpret the meaning of the expression in holy Quran through applying some categories on some verses. Also, it points out to the main characteristic of some verses ayat and tell the readers. At the same time what is the impact which going to have on readers and listeners of the Holy Quran.

Importance of the research:

This study could be useful for readers especially university students to have knowledge about Holy Quran and rhetorical questions, order and negative sentences in holy Quran.

1-Quran makes Arabic language easy.

2-Show the role of English language as being the language which can be understood by the English people.

3-Study and analysis of some verses ayat in both Arabic and English language.

Method of the research

The purpose of this research is to analyze some verses from holy Quran, so the following procedures will be followed:

1-Selecting some verse ayat from holy Quran and arrange them according to the order of the surahs.

2-Explaining some ayat in Arabic and translate them into English with some analysis.

Questions of the research:

The main question of this study is:

– What are the difficulties encountered in understanding the meaning of performatives sentences and its types in Arabic and English languages?

Abstract

The paper is divided into three sections apart from the introduction. The first section is the introduction of the research, the second one is about imperative verbs in Quran. The next section discusses negative verbs in Quran. Finally, the last section explained the questions verb in Quran.

الجزء الثامن والعشرون من القرآن الكريم يضم ثمانية سورة وهي بالترتيب: (سورة المجادلة، سورة الحشر، سورة الممتحنة، سورة الصف، سورة الجمعة، وسورة المنافقون، سورة التغابن، سورة الطلاق، سورة التحريم) وجميعها مدنية. وفي هذا الفصل سوف نعرض بعض نماذج للأمر في تلك السور الكريمة مع بيان أنواع الأمر والصيغ التي يأتي بها مع عرض شواهد لبعض الآيات التي تحوي الأمر.

The research focus on the 28 part division from Holy Quran which include 8 surah. It was chosen for the easiness of understanding and interpreting and the surah is short so it can be easy to find the performative sentences.

الفصل الأول

(الأمر في القرآن الكريم)

صيغ الأمر في القرآن الكريم " كانت موضع عناية الأصوليين والفقهاء وذلك لاهتمامهم ببيان ما يرد بها في أمور اللذين من ناحية الوجوب والتدب والإباحة وكان المنهج الفقهي غالباً على كثير من المفكرين المسلمين في شتى ميادين الثقافة الإسلامية، لذلك كانت مباحث الأمر في بعض الدراسات اللغوية والأدبية تقف عند الحد الفقهي فلا تتجاوز الوجود والتدب والإباحة، وكان بحث الزمخشري لمعانيها أوجز في باب اللغة والبلاغة ولم يمس معناها التشريعي إلا مساً خفيفاً" (7).

قال تعالى: (الَّذِينَ يَتَّقُونَ عَهْدَ اللَّهِ مِنْ بَعْدِ مِيثَاقِهِ وَيَقْطَعُونَ مَا أَمَرَ اللَّهُ بِهِ أَنْ يُوصَلَ وَيُفْسِدُونَ فِي الْأَرْضِ أُولَئِكَ هُمُ الْخَاسِرُونَ) (8) ، فان قلت ما الأمر ؟ ، قلت : هو طلب الفعل ممن هو دونك وبعثه عليه وبه سمى الأمر الذي هو واحد الأمور والأمر هو طلب الفعل ممن هو دونك قد يفيد معاني أخرى: ١- التهكم:

كما في قوله تعالى: وَإِنْ كُنْتُمْ فِي رَيْبٍ مِمَّا نَزَّلْنَا عَلَىٰ عَبْدِنَا فَأْتُوا بِسُورَةٍ مِثْلِهِ وَادْعُوا شُهَدَاءَكُمْ مِنْ دُونِ اللَّهِ إِنْ كُنْتُمْ صَادِقِينَ (9)
2-التبكيث (التعجيز):

كما في قوله تعالى: (وَعَلَّمَ آدَمَ الْأَسْمَاءَ كُلَّهَا ثُمَّ عَرَضَهُمْ عَلَى الْمَلَائِكَةِ فَقَالَ أَنْبِئُونِي بِأَسْمَاءِ هَؤُلَاءِ إِنْ كُنْتُمْ صَادِقِينَ اسْتَنْبَأَهُمْ وَقَدْ عَلِمَ عَجْزَهُمْ عَنِ الْإِنْبَاءِ عَلَى سَبِيلِ التَّبْكِثِ.

٣- الاستهزاء :

كما في قوله تعالى: "الَّذِينَ قَالُوا لِإِخْوَانِهِمْ وَقَعَدُوا لَوْ أَطَاعُونَا مَا قُتِلُوا قُلْ فَادْرَءُوا عَنْ أَنْفُسِكُمُ الْمَوْتَ إِنْ كُنْتُمْ صَادِقِينَ" (10).
استهزأ بهم أي إن كنتم رجالاً دافعين لأسباب الموت فادروا جميع أسبابه حتى لا تموتوا.

4-الإباحة :

كما في قوله تعالى:(يَا أَيُّهَا الَّذِينَ آمَنُوا لَا تَحْلُوا شَعَائِرَ اللَّهِ وَلَا الشَّهْرَ الْحَرَامَ وَلَا الْهَدْيَ وَلَا الْقَلَائِدَ وَلَا آمِينَ الْبَيْتِ الْحَرَامِ يَبْتَغُونَ فَضلاً مِنْ رَبِّهِمْ وَرِضْوَاناً وَإِذَا حَلَلْتُمْ فَاصْطَادُوا وَلَا يَجْرِمَنَّكُمْ شَنَاَنُ قَوْمٍ أَنْ صَدَّوْكُمْ عَنِ الْمَسْجِدِ الْحَرَامِ أَنْ تَعْتَدُوا وَتَعَاوَنُوا عَلَى الْبِرِّ وَالتَّقْوَىٰ وَلَا تَعَاوَنُوا عَلَى الْإِثْمِ وَالْعُدْوَانِ وَاتَّقُوا اللَّهَ إِنََّّ اللَّهَ شَدِيدُ الْعِقَابِ (11) . الآية هنا إباحة للاصطياد بعد حظر عليهم كأنه قيل : وذا حللتهم فلا جناح عليكم أن تصطادوا.

(7) الكشاف ٢ ، ص 8 : 36 . 369

(8) سورة البقرة : الآية 27

(9) سورة البقرة : الآية 23

(10) سورة آل عمران الآية 168

5- الحيرة والاضطراب في حال الشدة

كما في قوله تعالى: (وَنَادَى أَصْحَابُ النَّارِ أَصْحَابَ الْجَنَّةِ أَنْ أَفِيضُوا عَلَيْنَا مِنَ الْمَاءِ أَوْ مِمَّا رَزَقَكُمُ اللَّهُ قَالُوا إِنَّ اللَّهَ حَرَمَهُمَا عَلَى الْكَافِرِينَ) (11) يطلبون ذلك مع بأسهم من الإجابة إليه حيرة في أمرهم كما يفعل المضطر الممتحن.

6- الاستعجال

كما في قوله تعالى (قَالُوا أَجِئْتَنَا لِنَعْبُدَ اللَّهَ وَحْدَهُ وَنَذَرَ مَا كَانَ يَعْبُدُ آبَاؤُنَا فَأْتِنَا بِمَا تَعِدُنَا إِنْ كُنْتَ مِنَ الصَّادِقِينَ) (12) استعجال للعذاب.

7- الدعاء

كما في قوله تعالى (هَا أَنْتُمْ أَوْلَاءُ تُحِبُّونَهُمْ وَلَا يُحِبُّونَكُمْ وَتُؤْمِنُونَ بِالْكِتَابِ كُلِّهِ وَإِذَا لَقُوكُمْ قَالُوا آمَنَّا وَإِذَا خَلَوْا عَصَوْا عَنْكُمْ الْأَنْعَامِ مِنَ الْغَيْظِ قُلْ مُوتُوا بِغَيْظِكُمْ إِنَّ اللَّهَ عَلِيمٌ بِذَاتِ الصُّدُورِ) (13). دعا عليهم بأن يزدادوا غيظاً حتى يهلكوا به

وقد يكون الدعاء : بما علم أنه واقع لا محالة فيكون من باب اللجأ والضراعة إلى الله . و رآهم لا يزيدون على عرض الآيات إلا كفراً ، وعلى الإنذار إلا استكباراً ، اشتد غضبه عليهم فدعا الله إبليس ، وأخذى الله الكافر مع علمك إنه لا يكون غير ذلك ، يشهد عليهم بأنه لم يبق له فيهم صلة وأنهم يستاهلون إلا أن يخذلوا و يحكي بينهم وبين صلاتهم. (14).

The imperative verbs in English are generally used to give an order, to ask someone to do something, to give a warning or to give instructions. Furthermore, there are several distinguishable forms of the imperative in English which are going to be discussed in this section.

Obligatory deeds include the acts that Muslims under normal circumstances must do, such as prayers, zakat and fasting. Optional deeds, i.e. Islamic jurisprudence includes the acts that a person is rewarded for carrying out, but is not punished if he fails to perform. This includes such acts as nafl prayers and charity and others.

According to o Elaissawi (2016), imperative verb in English can be used in various meaning:

1- Supplication (الدعاء)

The term supplication actually is equivalent to the term seeking.

2- Obligation (الالتزام) Example, from Surat Al-Baqara, (185) It was in the month of Ramadan that the Quran was revealed as guidance for mankind, clear messages giving guidance and distinguishing between right and wrong. So any one of you who is present that month should fast, and anyone who is ill or on a journey should make up for the lost days by fasting on other days later ...}, (Abdel Haleem, 2010).

3- Optional (الندب) Example, from Surat Al-Nur, 24: 33

If any of your slaves wish to pay for their freedom, make a contract with them accordingly, if you know they have good in them, and give them some of the wealth God has given you ...}, (Abdel Haleem, 2010).

4- Permission (الاباحة) Example, from Surat Al-Ma'ida,

(so, you who believe, do not violate the sanctity of God's rites, the Sacred Month, the offerings, their garlands, nor those going to the Sacred House to seek the bounty and pleasure of their Lord—but when you have completed the rites of pilgrimage you may hunt ...}, (Abdel Haleem, 2010).

(11) سورة الأعراف الآية 50

(12) سورة الأعراف الآية 70

(13) سورة آل عمران الآية 119

(14) محمد محمد أبو موسى: البلاغة القرآنية في تفسير الزمخشري وأثرها في الدراسات البلاغية. -ط2- القاهرة مكتبة وهبة ، ص 372

- 5- Giving Advice (النصح) This includes giving advice and guidance (but with no obligation) because the one who is giving advice has no authority over those who are being advised. Giving advice implies telling someone to do something useful and beneficial for them.
- 6- Guidance (الارشاد) Guidance means telling someone how to do something useful.
- 7- Disciplinary (التأديب) Example, from Surat Al-Nur,
 قُلْ لِلْمُؤْمِنِينَ يَغُضُّوا مِنْ أَبْصَارِهِمْ وَيَحْفَظُوا فُرُوجَهُمْ ذَلِكَ أَزْكَى لَهُمْ إِنَّ اللَّهَ خَبِيرٌ بِمَا يَصْنَعُونَ (30) وَقُلْ لِلْمُؤْمِنَاتِ يَغْضُضْنَ مِنْ أَبْصَارِهِنَّ وَيَحْفَظْنَ فُرُوجَهُنَّ وَلَا يُبْدِينَ زِينَتَهُنَّ إِلَّا مَا ظَهَرَ مِنْهَا وَلْيَضْرِبْنَ بِخُمُرِهِنَّ عَلَى جُيُوبِهِنَّ وَلَا يُبْدِينَ زِينَتَهُنَّ
 [Prophet], tell believing men to lower their glances and guard their private parts: that is purer for them. God is well aware of everything they do. (31) And tell believing women that they should lower their glances (Abdel Haleem, 2010).
- 8- Urgent Request (الترجي), from Surat Yusuf, 12: 42:

I added the connector “and” to the translated quote for grammatical correctness. Joseph said to the one he knew would be saved, ‘Mention me to your master,’ but Satan made him forget to do this, and so Joseph remained in prison for a number of years., (Abdel Haleem, 2010). It is worth noting that both hoping for the attainable and request may overlap in some contexts. As the above-mentioned citations show.

9- Challenging. This rhetorical purpose implies that the hearer is asked to do something that is التحدي و التعجيز unattainable to him.

شواهد من القرآن الكريم لفعل الامر

الجزء الثامن والعشرون من القرآن الكريم يضم ثمانية سورة وهي بالترتيب: (سورة المجادلة، سورة الحشر، سورة الممتحنة، سورة الصف، سورة الجمعة، وسورة المنافقون، سورة التغابن، سورة الطلاق، سورة التحريم) وجميعها مدنية. وفي هذا الفصل سوف نعرض بعض نماذج للأمر في تلك السور الكريمة مع بيان أنواع الأمر والصيغ التي يأتي بها مع عرض شواهد لبعض الآيات التي تحوي الأمر.

The research focus on the 28 part division from Holy Quran which include 8 surah. It was chosen for the easiness of understanding and interpreting. Furthermore, most of the qur’anic surahs is short so it can be easy to analysis.

الأمر في سورة المجادلة

(يَا أَيُّهَا الَّذِينَ آمَنُوا إِذَا تَنَاجَيْتُمْ فَلَا تَتَنَاجَوْا بِالْإِثْمِ وَالْعُدْوَانِ وَمَعْصِيَةِ الرَّسُولِ وَتَنَاجَوْا بِالْبِرِّ وَالتَّقْوَى وَاتَّقُوا اللَّهَ الَّذِي إِلَيْهِ تُحْشَرُونَ) (15).
 يقول الإمام الطبري: (يقول تعالى ذكره: يا أيها الذين صدقوا الله ورسوله (إذا تتاججتم) بينكم(فلا تتناجوا بالإثم والعدوان ومعصية الرسول و لكن (تتاجوا بالبر) يعني بطاعة الله وما يقربكم منه(والتقوى) يقول: وياتقائه بأداء ما كلفكم من فرائضه واجتباب معاصيه(واتقوا الله الذي إليه تحشرون) يقول: وخافوا الله الذي إليه مصيركم (16)

يأمر الله تعالى في هذه السور المؤمنين أن تكون مداواتهم السرية فيما بينهم في سبيل البر والتقوى؛ لأن الدجوى بالإثم والعدوان من شأن الأشرار.

الشاهد في قوله تعالى: (تتاجوا) ، (اتقوا) جاءت على صيغة فعل الأمر من الفعل ناجي، واتقى.

نوع الأمر: أمر حقيقي واجب التنفيذ صدر من الأعلى إلى الأدنى، من الله سبحانه وتعالى إلى عباده ، أمرهم أن يتناجوا بالبر والتقوى ثم ذكرهم بيوم الحشر يوم الثواب والعقاب ونلاحظ أيضاً أن الآية أوضحت أدب الخطاب الذي يبتغي أن يكون بين المسلمين.

O you who believe! When you hold secret counsel, do it not for sin and wrong-doing, and disobedience towards the

(15) سورة المجادلة : الآية9

(16) محمد بن جرير الطبري تفسير الإمام الطبري (بشركة مكتبة و مطبعة مصطفى البابي الحلبي وأولاده ، القاهرة ١١ ربيع لأول ١٣٧٧ هـ -٥ أكتوبر ١٩٥٧ ١٠١٥٠٠١70 ١١

Messenger (Muḥammad H), but do it for Al-Birr (righteousness) and At-Taqwā (virtues and piety); and fear Allāh to Whom you shall be gathered.

Imperative verb	Type	Explanation
Hold secret	Obligatory verb	God obligate believers to hold secret.

قال الله تعالى (أَيُّهَا الَّذِينَ آمَنُوا إِذَا قِيلَ لَكُمْ تَسَبَّحُوا فِي الْمَجَالِسِ فَافْسَحُوا يَفْسَحِ اللَّهُ لَكُمْ وَإِذَا قِيلَ انشُرُوا فَانشُرُوا يَرْفَعِ اللَّهُ الَّذِينَ آمَنُوا مِنْكُمْ وَالَّذِينَ أُوتُوا الْعِلْمَ دَرَجَاتٍ وَاللَّهُ بِمَا تَعْمَلُونَ خَبِيرٌ) (17).

يقول الإمام الطبري : (يقول تعالى ذكره : يا أيها الذين صدقوا الله ورسوله (إذا قيل لكم تسبحوا في المجالس) يعني بقوله تسبحوا: توسعوا، من قولهم: مكان فسح: إذا كان واسعاً. واختلف أهل التأويل في المجلس الذي أمر الله المؤمنين بالتسبح فيه، فقال بعضهم: ذلك كان مجلس النبي (ص). (18) تأمر السورة المؤمنين بتوسيع أبواب الخير والراحة على عباد الله (تفسحوا يفسح الله لكم) كما تحض على البر وعمل الخير .
الشاهد في قوله تعالى(افسحوا) و(أنشروا) : أمر، جاء على صيغة فعل الأمر من الفعل (افسح) و(أنشز) .
نوع الأمر: حقيقي واجب التنفيذ صدر من المولى عز وجل إلى المؤمنين.

O you who believe! When you are told to make room in the assemblies, (spread out and) make room. Allāh will give you (ample) room (from His Mercy). And when you are told to rise up [for prayers, or Jihād (holy fighting in Allāh's cause), or for any other good deed], rise up. Allāh will exalt in degree those of you who believe, and those who have been granted knowledge. And Allāh is Well-Acquainted with what you do.

Imperative verb	type	Analysis
Make room Raise up	Giving advise	God give advices to believers of how to make room in the assemblies. Also, give advice of raising up for prayers or jihad.

قوله تعالى : (أَشْفَقْتُمْ أَنْ تُتَدَمُّوا بَيْنَ يَدَيْ نَجْوَاكُمْ صَدَقَاتٍ فَإِذْ لَمْ تَفْعَلُوا وَتَابَ اللَّهُ عَلَيْكُمْ فَأَقِيمُوا الصَّلَاةَ وَآتُوا الزَّكَاةَ وَأَطِيعُوا اللَّهَ وَرَسُولَهُ وَاللَّهُ خَبِيرٌ بِمَا تَعْمَلُونَ) (19).

يقول الإمام الطبري: (يقول تعالى ذكره : أشق عليكم وخشيتم أيها المؤمنون بأن تقدموا بين يدي نجواكم رسول الله (ص) صدقات الفاقة، وأصل الإشفاق في كلام العرب: الخوف و الحذر،ومعناه أحشيتم بتقديم الصدقة الفاقة و الفقر ؟) .

الشاهد في قوله تعالى:

(أقيموا الصلاة) : أمر جاء على صيغة فعل الأمر .

و(آتوا الزكاة):أمر جاء على صيغة فعل الأمر .

نلاحظ أن الأمر جاء للتشريع .

و(أطيعوا الله ورسوله): أمر جاء على صيغة فعل الأمر .

نوع الأمر : في (أقيموا) و(آتوا) و(أطيعوا) : جميعها أمر حقيقي واجب التنفيذ صدر

من المولى جلل وعز شأنه على سبيل الاستعلاء والإلزام .

الشاهد في الآية الكريمة قوله تعالى شأنه : (أتقوا وأسمعوا وأطيعوا وأنفقوا) . أمر جاء على صيغة فعل الأمر .

نوع الأمر :رخصة وإباحة، أمر المولى عز وجل عباده في قوله (اتقوا) فأمرهم بالخوف من عقابه وتجنب عذابه بأداء الفرض واجتناب المعاصي والعمل على الذي يقرب منه عز وجل ما استطاعوا ذلك.

وقوله تعالى : (اسمعوا وأطيعوا) أمر المسلمين أن يسمعوا لرسول الله (ص) وأن يطيعوه فيما أمر به ويتضح من هذا أن الأمر واجب التنفيذ على وجه الاستعلاء إذ أ فهو أمر حقيقي حوى نصحاً وإرشاداً وتوجيهاً .

(17) سورة المجادلة : الآية 11

(18)تفسير الطبري - ج ٢٨ - ص ١٧

(19) سورة المجادلة : الآية 13

وقوله تعالى: (أنفقوا) أمر المسلمين بالإففاق من أموالهم (الخير) هنا (المال) ونوع الأمر: إرشاد وتوجيه.

Are you afraid of spending in charity before your private consultation (with him)? If then you do it not, and Allāh has forgiven you, then (at least) perform Ṣalāt (Iqāmat-aṣ-Ṣalāt) and give Zakāt and obey Allāh (i.e. do all that Allāh and His Messenger H order you to do). And Allāh is Well-Acquainted with what you do.

Imperative verbs	Type	Analysis
Perform salat /Give zakat	الزام obligation	These obligatory verb Muslims must do it.
Give money (charity)	ارشاد guidance	God asks believers to give and help poor.

الأمر في سورة الحشر

قال تعالى: (هُوَ الَّذِي أَخْرَجَ الَّذِينَ كَفَرُوا مِنْ أَهْلِ الْكِتَابِ مِنْ دِيَارِهِمْ لِأَوَّلِ الْحَشْرِ مَا ظَنَنْتُمْ أَنْ يَخْرُجُوا وَظَنُّوا أَنَّهُمْ مَانِعَتُهُمْ حُصُونُهُمْ مِنَ اللَّهِ فَأَتَاهُمُ اللَّهُ مِنْ حَيْثُ لَمْ يَحْتَسِبُوا وَقَذَفَ فِي قُلُوبِهِمُ الرُّعْبَ يُخْرِبُونَ بُيُوتَهُمْ بِأَيْدِيهِمْ وَأَيْدِي الْمُؤْمِنِينَ فَاعْتَبِرُوا يَا أُولِيَ الْأَبْصَارِ) (20).

ويقول الشيخ: (أبي جعفر محمد بن جرير الطبري، وقوله تعالى: (فاعْتَبِرُوا يَا أُولِيَ الْأَبْصَارِ) يقول تعالى وكره فاتعظوا يا معشر ذوي الأفهام بما أحل الله بهؤلاء

اليهود الذين قذف الله في قلوبهم الرعب وهم في حصونهم من نعمة وأعلموا أن الله ولي من ولاة وناصر رسوله على كل من تاواه ومحل به من نعمته به نظير الذي أصل بين. ولما عني بالإبصار في هذا الموضع إبصار القلوب وذلك أن الاعتبار بها يكون دون الإبصار بالعيون) (21)
الشاهد في الآية الكريمة (اعتبروا) أمر جاء على صيغة فعل الأمر من الفعل اعتبر يعتبر اعتبار. **نوع الأمر**: من باب الترغيب في المأمور فالمولى عز وجل يرغب ويدعو إلى العظة و الاعتبار لأن المراد به الإبصار والإبصار بالقلوب وليس العيون كما تقدم في حديث الطبري والله أعلم .

He it is who drove out the disbelievers among the people of the Scripture (i.e. the Jews of the tribe of Ban ū An-Naḍīr) from their homes at the first gathering. You did not think that they would get out. And they thought that their fortresses would defend them from Allāh! But Allāh's (Torment) reached them from a place whereof they expected it not, and He cast terror into their hearts so that they destroyed their own dwellings with their own hands and the hands of the believers. Then take admonition, O you with eyes (to see).

Verb	Type	Analysis
take admonition	العظة والعبرة discipline	God warn believers of not doing many things

قوله تعالى: (وَالَّذِينَ جَاءُوا مِنْ بَعْدِهِمْ يَقُولُونَ رَبَّنَا اغْفِرْ لَنَا وَلِإِخْوَانِنَا الَّذِينَ سَبَقُونَا بِالْإِيمَانِ وَلَا تَجْعَلْ فِي قُلُوبِنَا غِلًّا لِلَّذِينَ آمَنُوا رَبَّنَا إِنَّكَ رَءُوفٌ رَحِيمٌ) (22).
 يقول الإمام الطبري: (يقول تعالى ذكره: والذين جاءوا من بعد الذين تبوأوا الدار والايمان من قبل المهاجرين الاولين (يقولونا ربنا اغفر لنا وإخواننا الذين سبقونا بالإيمان) من الأنصار وعن ذلك الذين جاءوا من بعدهم المهاجرون أنهم يستغفرون وأخوانهم من الأنصار) (23).
الشاهد في الأمر في الآية الكريمة أعلاه (أغفر) جاء الأمر على صيغة فعل الأمر.

(20) سورة الحشر : الآية 2

(21) جامع البيان عن تأويل آيات القرآن : ابي جعفر محمد بن جرير الطبري ت ٣١٠ هـ:: الجزئين ٢٥ / 29 دار الفكر ص 39 : 40

(22) سورة الحشر : الآية 10

(23)-تفسير الطبري-ج ٢٨ ، ص 41

فهو من الفعل غفر يغفر غفران.

نوع الأمر : أمر غير حقيقي أو خرج من معناه الحقيقي وأفاد: الدعاء لأن طلب الفعل صدر من الأدنى إلى من هو أعلى، من العباد إلى رب العباد من باب الدعاء .

Verb	Types	Analysis
Forgive us	Supplication الدعاء	Believers ask and supply to god to forgive them and their Muslims brothers.

قوله تعالى: (كَمَثَلِ الَّذِينَ مِنْ قَبْلِهِمْ قَرِيبًا ذُفُّوا وَبَالَ أَمْرِهِمْ وَلَهُمْ عَذَابٌ أَلِيمٌ . كَمَثَلِ الشَّيْطَانِ إِذْ قَالَ لِلْإِنْسَانِ اكْفُرْ فَلَمَّا كَفَرَ قَالَ إِنِّي بَرِيءٌ مِنْكَ إِنِّي أَخَافُ اللَّهَ رَبَّ الْعَالَمِينَ .) (24).

يقول العالم الطبري : (وقوله (كمثل الشيطان إذ قال للإنسان اكفر) يقول تعالى ذكره: مثل هؤلاء المنافقين الذين وعدوا اليهود من بني النضير النصر أن قوتلوا، أو الخروج معهم إن أخرجوا ومثل النضير في غرورهم إياهم بإخلافهم الوعد، وإسلامهم إياهم عند شدة حاجتهم إليهم وأن نصرتهم إياهم كمثل الشيطان الذي غر إنساناً ووعده على إتباعه وكفره بالله النصر عند الحاجة إليه، فكفر بالله واتبعه وإطاعه، فلما احتاج إلى نصرته أسلمه وتبر منه وقال له إنني أخاف الله رب العالمين في نصرتك). (25).

الشاهد في الآية الكريمة أعلاه قول الشيطان للإنسان (اكفر) فهو أمر جاء على صيغة فعل الأمر .

نوع الأمر : الملاحظ أن الأمر صدر من الشيطان للإنسان صدر من صغير ذليل إلى كريم قال تعالى (وكرمنا بني آدم وحملناهم في البر و البحر ورزقناهم من الطيبات وفضلناهم على كثير ممن خلقنا تفضيلاً) (26) إذا الأمر خرج من معناه الحقيقي إلى معني يفهم من السياق وفي هذا السياق يفيد الأمر (اكفر) لسخرية.

They are like their immediate predecessors (the Jews of Banū Qainūqā‘, who suffered); they tasted the evil result of their conduct, and (in the Hereafter, there is) for them a painful torment. 16. (Their allies deceived them) like Shaiṭān (Satan), when he says to man: “Disbelieve in Allāh.” But when (man) disbelieves in Allāh, Shaiṭān (Satan) says: “I am free of you, I fear Allāh, the Lord of the ‘Ālamīn (mankind, jinn and all that exists)!”

Verb	Type	Analysis
Disbelieve in Allah	Mockery/ mocking السخرية	interior (man). Order from inferior (shitan) to the So we can understand from the context the order is not real. shitan orders from believers to disbelieve in Allah.

الأمر في سورة الممتحنة :

قال تعالى : { رَبَّنَا لَا تَجْعَلْنَا فِتْنَةً لِلَّذِينَ كَفَرُوا وَاعْفُ رَنَا رَبَّنَا إِنَّكَ أَنْتَ الْعَزِيزُ الْحَكِيمُ } (27)

قوله: (ربنا اغفر لنا) يقول وأستر علينا ذنوبنا بعفوك عنها يا ربنا) (28)

الشاهد في الآية الكريمة قوله تعالى : (اغفر) فهو أمر جاء على صيغة فعل الأمر من الفعل غفر .

نوع الأمر : نلاحظ أن الأمر صدر من العباد إلى رب العباد أي من الأدنى منزلة إلى الأعلى منزلة إذا ترى أن الأمر . قد خرج من معناه الحقيقي إلى معني يفهم من السياق وهتا قد أفاد الدعاء .

“Our Lord! Make us not a trial for the disbelievers, and forgive us, Our Lord! Verily, You, only You, are the All-Mighty, the

(24) سورة الحشر : الآية 15، 16

(25) تفسير الطبري - ج ٢٨ ، ص 49

(26) سورة الإسراء : الآية 70

(27) سورة الممتحنة : الآية 5

(28) تفسير الطبري - ج ٢٨ ، ص 46

All-Wise.”

Verb	Type	Analysis
Make us not a trial Forgive us	Supplication	The order is real so Muslims make doaa and ask god to forgive us.

الفصل الثاني (النهي في القرآن الكريم)

مدخل

النهي : هو كل أسلوب يطلب به الكف عن الفعل على جهة الاستعلاء والإلزام .فيكون من جهة عليا ناهية إلى جهة دنيا منهيّة صيغ النهي :النهي له صيغة واحدة يأتي بها وهي المضارع المسبوق ب (لا) الجازمة ، نحو لا تفعل، والنهي كالأمر في الإستعلاء، وقد يستعمل في غير طلب الكف أو الترك، كالتهديد مثلا : لا تطع أمري وسترى — سترى ما لا يرضك من عقاب.

وقد يكون النهي عن الفعل دالاً على شدة الرغبة في وقوعه موصوفاً بصفة معينة، حتى كأنه بدون هذه الصفة منهي عنه، وفي ذلك يقول الزمخشري: "في قوله تعالى: (ولا تموتن إلا وأنتم مسلمون) (29) فالنهي في الحقيقة على كونهم على خلاف. حال الإسلام إذا ماتوا كقولك : لا تصل إلا وأنت خاشع، فلا تنهاه عن الصلاة، ولكن عن ترك الخشوع في حال صلته فإن قلت : فأى نكته في إدخال حرف النهي عن الصلاة وليس نهى عنها؟ والنكته فيه إظهار أن الصلاة التي لا خشوع فيها، كإصلاص، فإنه قال: أنهاك عنها إذا لم تصل على هذه الحالة (30) .

المعاني البلاغية التي يفيدها أسلوب النهي:

الدراسات البلاغية تهتم بالمعاني البلاغية التي يفيدها أسلوب النهي وليس بطلب الكف وهو المعنى الأصلي للنهي، ومن معاني أسلوب النهي:
١- الدعاء: وذلك عندما تكون تلك الصيغة صادر من الأدنى إلى الأعلى كما في قوله تعالى: (رَبَّنَا لَا تُؤَاخِذْنَا إِنْ نَسِينَا أَوْ أَخْطَأْنَا رَبَّنَا وَلَا تَحْمِلْ عَلَيْنَا إِكْرَامًا كَمَا حَمَلْتَهُ عَلَى الَّذِينَ مِنْ قَبْلِنَا رَبَّنَا وَلَا تُحَمِّلْنَا مَا لَا طَاقَةَ لَنَا بِهِ وَاعْفُ عَنَّا وَارْحَمْنَا أَنْتَ مَوْلَانَا فَانصُرْنَا عَلَى الْقَوْمِ الْكَافِرِينَ) . (31)
المقام مقام ضراعة وخضوع، والمؤمنون ينتهلون إلى الله تعالى بهذا الأسلوب على سبيل التضرع والتذلل، فالمقصود منه الدعاء و الابتهاج، وسر التعبير بصيغة النهي في مقام الدعاء في الآية الكريمة هو بيان رغبة هؤلاء المؤمنين في أن يتجلى الله عليهم بالرحمة والغفران وإظهار كمال ضراعتهم وتذلهم إلى الله جل شأنه.

2- الالتماس : وذلك إذا كان النهي من المساوي والناهي الند بدون استعلاء ولا خضوع ولا تذلل، نحو: قولك لنظيرك: لا تفعل هذا، ومنه قوله تعالى على لسان هارون يخاطب أخاه موسى عليهم السلام : (قَالَ يَا ابْنَ أُمَّ لَا تَأْخُذْ بِلِحْيَتِي وَلَا بِرَأْسِي إِنِّي خَشِيتُ أَنْ تَقُولَ فَرَّقْتَ بَيْنَ بَنِي إِسْرَائِيلَ وَلَمْ تَرْقُبْ قَوْلِي .) (32)

فالنهي في قوله (لا تأخذ) : المراد به : الالتماس، لأنه ليس فيه استعلاء ولزام ولا تذلل و لا خضوع حيث وجه هارون إلى موسى وهما متساويان في الرتبة و المنزلة، فهو يلتمس منه بهذا النهي، عدم إنزال العقوبة به، فقد خشي إن خرج عليهم أن يتقرفوا ، وفي إثار التعبير بنسبته إلى الأم (يا ابن أم) على الرغم من كونه أخاه لأبيه وأمه: استعطاف لموسى وترقيق لقلبه، و السر البلاغي وراء التعبير بصيغة النهي في مقام الالتماس، في الآية الكريمة، هو إظهار حرص هارون على ترقيق قلب أخيه، ورغبته القوية الأصلية في العفو والتسامح فقد كان له عذر .
3- النصح و الإرشاد : كما في قوله تعالى : (يَا أَيُّهَا الَّذِينَ آمَنُوا لَا تَسْأَلُوا عَنْ أَشْيَاءٍ إِنْ تُبَدَّ لَكُمْ تَسْأَلُوا عَنْهَا حِينَ يُنزَلُ الْقُرْآنُ تُبَدَّ لَكُمْ عَفَا اللَّهُ عَنْهَا وَاللَّهُ غَفُورٌ خَلِيمٌ) (33) . فليس المراد بالنهي عن السؤال في الآية الكريمة : الإلزام وطلب الكف، وإنما أريد به النصح والإرشاد، وقد جاء بصيغة النهي رغبة في الاستجابة والامتثال .

4- الحث على الفعل كما في قول الخنساء :

يا عيني جودي بدمع منك مغذار
وأبكي لصخر بدمع منك مدرا ر (34)

فهي تحث عينيها على البكاء وأن تجودا بالدمع وتتهملا وألا تبخلا به فإنهما تبكيان صخر الندى، والتعبير بالأمر في هذا المقام يظهر شدة حزنها ورغبتها للندبة

(29) سورة آل عمران : الآية 102

(30) محمد محمد أبو موسى : البلاغة القرآنية في تفسير الزمخشري: ص 375

(31) سورة البقرة : الآية 286

(32) سورة طه : الآية 94

(33) سورة المائدة : الآية 101

(34) الثعالبي في القرن الرابع الهجري: ديوان الخنساء -المنتخب في محاسن أشعار العرب- ج ٢ - ط ١، 1414 هـ الناشر مطبعة- ، الخافجي بالقاهرة.

في أن يتحقق ما تريده فتغيب عينها بالبكاء وفاء لحق هذا المقام.

5- التمني نحو: يا ليل طل يا نوم زل.

فهو يتمنى أن يمتد الليل ويطول وألا يطلع النهار و ذلك حتى يطول اجتماعه بحبيبه و يتحدث إليها، و وقوف الصبح وعدم طلوعه من المحال و لكن الشاعر رغبته الشديدة في أن يطول الليل خيل إليه أن توقف الصبح وعدم طلوعه أمر ممكن، فأمره بالوقوف: (قف) ونهاه عن الطلوع (لاتطلع) ومراده بهذا: التمني ورغبته القوية في الاجتماع بحبيبه والتمتع بحديثها .

6- التحقير والإهانة

كما في قوله تعالى: (اِحْسَبُوا فِيهَا وَلَا تُكَلِّمُون). (35) فالأمر والنهي في الآية الكريمة يحملان معنى الإهانة والتحقير لهؤلاء الذين غلبت عليهم شقوتهم في الدنيا وكانوا قوماً ضالين، ثم جاءوا يوم القيامة يتمنون الخروج من جهنم.

7- التوبيخ كما في قول أبي الأسود الدؤلي:

لا تنه عن خلق وتأتي بمثله عار عليك إذا فعلت عظيم(36)

فالمراد بأسلوب النهي (لا تنه) توبيخ من ينهي الناس عن الشر و السوء و لا ينتهي عنه .

8- التهديد :

كقول الرئيس لمروسة : لا تطع أمري... لا تقلع عن عنادك ، فهو لا يطلب منه ترك الامتثال لأوامره ، وإنما يهدده ويتوعده .

9- التيتيس:

كما في قوله تعالى: (يَا أَيُّهَا الَّذِينَ كَفَرُوا لَا تَعْتَذِرُوا الْيَوْمَ إِنَّمَا تُجْرُونَ مَا كُنْتُمْ تَعْمَلُونَ) (37) . فلا معنى لنهيهم عن الاعتذار في ذلك اليوم وإنما هو التيتيس، وإعلامهم إنه لن يقبل منهم ولن يلتفت إليهم، فليس أمامهم إلا الجزاء على كفرهم وضلالهم.

Chapter Two: Negative verbs in Quran

negative verb is used to specify prohibition. This is always formed using the (نهي) The negative imperative The negative imperative is usually (فعل مضارع مجزوم). followed by an imperfect jussive verb (لا) prohibition particle (qur'anic grammar online website, 2019). It is the action of forbidding something and "translated as "do not banning it.

Based upon a religious ruling. In other words, it is the act of not allowing something to be used or done.

According to the scholars of the science of Islamic jurisprudence, something or an act may be proscribed for

. In (حرام) Or it may be proscribed for being prohibited (مكروه). (being disliked, discouraged, or reprehensible, English all verbs should processed with not for negative.

There are many types of negative verbs which can be used in Holy quran:

Supplication. This is in supplication to Allah. It is actually in the form of the negative imperative, but it is called (supplication, i.e. دعاء). (سوره ال عمران 8

‘Our Lord, do not let our hearts deviate after you have guided us. Grant us your mercy: You are the Ever Giving.}, (Abdel Haleem, 2010).

Derision and Scorn, Mocking (السُّهْزَاءُ وَالتَّهْكَامُ وَالسُّخْرِيَّةُ).The rhetorical purposes of mocking, scorn and derision are near to each other in meaning and in signification. Example, from Surat Al-Furqan, 13-14:

وَإِذَا أُلْقُوا مِنْهَا مَكَانًا ضَيِّقًا مُقَرَّبِينَ دَعَوْا هُنَالِكَ تَتُورًا ﴿١٤﴾
لَا تَدْعُوا الْيَوْمَ تَتُورًا وَاجِدًا وَادْعُوا تَتُورًا كَثِيرًا

When they are hurled into a narrow part of it, chained together, they will cry out for death. (14) ‘Do not cry out

(35) سورة المؤمنون : الآية 108

(36) المتوكل الكناني-ياقوت معجم البلدان-ج ٧ - ط ١ - ص ٢٨٤

(37) سورة التحريم : الآية 7

‘this day for one death, but for many.’}, (Abdel Haleem, 2010). In this ayat, there is a functional amplification, with the repetition of the words and expressions reflecting the meaning and تَدْعُوا الْيَوْمَ ثُبُورًا وَاجِدًا وَادْعُوا ثُبُورًا كَثِيرًا portraying the unbelievers crying on the Day of Judgment for annihilation and destruction.

Inciting and Urging

Example, from Surat Al-Baqara, الحث و الإلهاب والتهييج

إِذْ قَالَ لَهُ رَبُّهُ أَسْلِمْ قَالَ أَسْلَمْتُ لِرَبِّ الْعَالَمِينَ ﴿131﴾
وَوَصَّى بِهَا إِبْرَاهِيمُ بَنِيهِ وَيَعْقُوبُ يَا بَنِيَّ إِنَّ اللَّهَ اصْطَفَى لَكُمْ الدِّينَ فَلَا تَمُوتُنَّ إِلَّا وَأَنْتُمْ مُسْلِمُونَ ﴿132﴾
أَمْ كُنْتُمْ شُهَدَاءَ إِذْ حَضَرَ يَعْقُوبَ الْمَوْتُ إِذْ قَالَ لِبَنِيهِ مَا تَعْبُدُونَ مِنْ بَعْدِي قَالُوا نَعْبُدُ إِلَهَكَ وَإِلَهَ آبَائِكَ إِبْرَاهِيمَ وَإِسْمَاعِيلَ وَإِسْحَاقَ إِلَٰهًا وَاحِدًا وَنَحْنُ لَهُ مُسْلِمُونَ

Who but a fool would forsake the religion of Abraham? We have chosen him in this world and he will rank among the righteous in the Hereafter. (131) His Lord said to him, ‘Devote yourself to Me.’ Abraham replied, ‘I devote myself to the Lord of the Universe,’ (132) and commanded his sons to do the same, as did Jacob: ‘My sons, God has chosen [your] religion for you, so make sure you devote yourselves to Him, to your dying moment.’}, (Abdel Haleem, 2010).

in this context, belying, as a rhetorical purpose, means showing that someone or something (التكذيب) Belying cannot be true or correct. For Example, from Surat Al-Nur,

وَأَقْسَمُوا بِاللَّهِ جَهْدَ أَيْمَانِهِمْ لَئِنْ أَمَرْتَهُمْ لَيَخْرُجُنَّ قُلْ لَا تُسْمِعُوا طَاعَةً مَعْرُوفَةً إِنَّ اللَّهَ خَبِيرٌ بِمَا تَعْمَلُونَ
[The others] solemnly swear by God that if you [Prophet] commanded them, they would march out. Tell them, ‘Do not swear: it is reasonable obedience that is required, and God is aware of everything you do.’}, (Abdel Haleem, 2010).

) Example, from Surat Al-Kahf, 18: 72–73: 72 الاعتذار والالتماس Request and Apology (

He replied, ‘Did I not tell you that you would never be able to bear with me patiently?’ (73) Moses said, ‘Forgive me for forgetting. Do not make it too hard for me to follow you.’}, (Abdel Haleem, 2010)

Honoring (التشريف) Example, from Surat Fussilat,

وَمِنْ آيَاتِهِ اللَّيْلُ وَالنَّهَارُ وَالشَّمْسُ وَالْقَمَرُ لَا تَسْجُدُوا لِلشَّمْسِ وَلَا لِلْقَمَرِ وَاسْجُدُوا لِلَّهِ الَّذِي خَلَقَهُنَّ إِنْ كُنْتُمْ إِيَّاهُ تَعْبُدُونَ (37) فَإِنْ اسْتَكْبَرُوا فَالَّذِينَ عِنْدَ رَبِّكَ يُسَبِّحُونَ لَهُ بِاللَّيْلِ وَالنَّهَارِ وَهُمْ لَا يَسْأَمُونَ. سورة فصلت

The night, the day, the sun, the moon, are only a few of His signs. Do not bow down in worship to the sun or the moon, but bow down to God who created them, if it is truly Him that you worship.}, (Abdel Haleem, 2010).

التبشير و التعجيل بالمسمة Example, from Surat Fussilat, Tidings Glad Giving. (إِنَّ الَّذِينَ قَالُوا رَبُّنَا اللَّهُ ثُمَّ اسْتَقَامُوا تَتَنَزَّلُ عَلَيْهِمُ الْمَلَائِكَةُ أَلَّا تَخَافُوا وَلَا تَحْزَنُوا وَأَبْشِرُوا بِالْجَنَّةِ الَّتِي كُنْتُمْ تُوعَدُونَ (30) نَحْنُ أَوْلِيَاؤُكُمْ فِي الْحَيَاةِ الدُّنْيَا وَفِي الْآخِرَةِ وَلَكُمْ فِيهَا مَا تَدَّعُونَ. سورة فصلت

As for those who say, ‘Our Lord is God,’ and take the straight path towards Him, the angels come down to them and say, ‘Have no fear or grief, but rejoice in the good news of Paradise, which you have been promised.}, (Abdel Haleem, 2010).

Belittling, as a rhetorical purpose, means that the addressee is told that someone or (التحقير) Belittling something is belittle, and thus the addressee is told not to care for it.

Guidance (الإرشاد) Example, from Surat Yusuf, 12: 67: 106 (67) He said, ‘My sons, do not enter all by one gate– use different gates. But I cannot help you against the will of God: all power is in God’s hands. I trust in Him; let everyone put their trust in Him,’}, (Abdel Haleem, 2010).

النهي في الجزء الثامن والعشرين

سورة المجادلة

قال تعالى يَا أَيُّهَا الَّذِينَ آمَنُوا إِذَا تَنَاجَيْتُمْ فَلَا تَتَنَاجَوْا بِالْإِثْمِ وَالْعُدْوَانِ وَمَعْصِيَةِ الرَّسُولِ وَتَنَاجَوْا بِالْبِرِّ وَالتَّقْوَى وَاتَّقُوا اللَّهَ الَّذِي إِلَيْهِ تُحْشَرُونَ. (38) يقول المراغي: (الذين نهوا عن النجوى : هم اليهود و المنافقون) (39)، ويقول الإمام الطبري: (يقول تعالى ذكر :يا أيها الذين صدقوا الله ورسوله(إذا تناجيتم) ، بينكم فلا تتناجوا بالإثم والعدوان ومعصية الرسول، لكن (تناجوا بالبر) يعني طاعة الله وما يقربكم منه و(التقوى) يقول : وابتقائه بأداء ما كلفكم من فرائضه واجتتاب معاصيه) .

الشاهد في قوله تعالى:(فلا تتناجوا) : نهى : جاء على صيغة المضارع المسبوق

ب(لا) الناهية، وهي الصيغة الوحيدة التي يأتي بها النهي .

نوع النهي : النهي خرج عن معناه الحقيقي وأفاد الإرشاد و التوجيه ، فقد أرشد الله تعالى المؤمنين ألا يتناجوا بالإثم والعدوان، لم ينهاهم عن المناجاة وإنما نهاهم عن الإثم و العدوان .

O you who believe! When you hold secret counsel, do it not for sin and wrong-doing, and disobedience towards the Messenger (Muhammad H), but do it for Al-Birr (righteousness) and At-Taqwā (virtues and piety); and fear Allāh to Whom you shall be gathered.

Verb	Type	Analysis
Do not do it for sin and wrong doing	التوجيه والارشاد Guidance	Not with Present simple. This negative shows guidance and discipline from god. So Allah is guiding believers when they hold secret, do not do it for sin or bad things.

النهي في سورة المنافقون

قال تعالى: (هُمُ الَّذِينَ يَقُولُونَ لَا تُنْفِقُوا عَلَيَّ مِنْ عِنْدِ رَسُولِ اللَّهِ حَتَّى يَنْفَضُوا وَلِلَّهِ خَزَائِنُ السَّمَاوَاتِ وَالْأَرْضِ وَلَكِنَّ الْمُنَافِقِينَ لَا يَفْقَهُونَ) (40) .

يقول المراغي: (أي هم الذين يقولون للأنصار : لا تطعموا محمداً وأصحابه حتى تصيبهم مجاعة، فيتركوا نبيهم حين يعرضهم الجوع بناه، ثم رد عليهم وخطأهم حين يقولون فقال:(ولله خزائن السموات والأرض).) (41).

ويقول الإمام الطبري: (يقول تعالى ذكر (هم الذين يقولون) يعنى المنافقين الذين يقولون لأصحابهم (لا تنفقوا على من عند رسول الله) من المهاجرين (حتى ينفضوا) حتى يتفرقوا عنه) (42).

الشاهد في الآية الكريمة قوله تعالى:(لا تنفقوا) : نهى (مضارع مسبوق بلا الناهية).

نوع النهي: غير حقيقي أفاد معنى بلاغي وهو الالتماس (حيث صدر النهي من الند إلى نده صدر من المنافقين إلى إخوانهم المؤمنين) والله أعلم.

They are the ones who say: “Spend not on those who are with Allāh’s MessengerH, until they desert him.” And to Allāh belong the treasures of the heavens and the earth, but the hypocrites comprehend not.

(38) سورة المجادلة : الآية9

(39) تفسير المراغي : المجلد 10، ص: 12

(40) سورة المنافقون : الآية7

(41) تفسير المراغي- ج ١٠ - ص113

(42) تفسير الطبري: ج 3٠، 29، 28 - ص 104

Verb	Type	Analysis
Do not spend	الالتماس Request and Apology	Not with Present simple. This negative comes from monafgheen to (alansar) Muslims. they said do not give money to Mohammed's friends (muhajrren)

النهي في سورة الطلاق

قال تعالى (يَا أَيُّهَا النَّبِيُّ إِذَا طَلَقْتُمُ النِّسَاءَ فَطَلِّقُوهُنَّ لِعَدَّتِهِنَّ وَأَحْصُوا الْعِدَّةَ وَاتَّقُوا اللَّهَ رَبَّكُمْ لَا تُخْرِجُوهُنَّ مِنْ بُيُوتِهِنَّ وَلَا يَخْرُجْنَ إِلَّا أَنْ يَأْتِيَنَّ بِفَاحِشَةٍ مُّبَيِّنَةٍ وَتِلْكَ حُدُودُ اللَّهِ وَمَنْ يَتَعَدَّ حُدُودَ اللَّهِ فَقَدْ ظَلَمَ نَفْسَهُ لَا تَدْرِي لَعَلَّ اللَّهَ يُخْدِثُ بَعْدَ ذَلِكَ أَمْرًا) (43).

يقول المراغي: (في قوله تعالى: (لا تخرجوهن من بيوتهن) : لا تخرجوا المعتدات من المساكن التي كنتم تساكتهن قبل الطلاق، غضباً عليهن أو كراهة لمساكنتهن أو لحاجة لكم إلى المساكن، لأن تلك السكنى حق الله تعالى للزوجات فليس لكم أن تتعدوه إلا لضرورة. (ولا يخرجن) أي لا تأذنوا لهن في الخروج إذا طلبن ذلك ولا يخرجن بأنفسهن إن أردن، إذ السكن في البيوت حق الشرع، فلا يسقط بالإذن فإن خرجن ليلاً أو نهاراً كان ذلك الخروج حراماً ولا تنتهي العدة ثم استثنى من لزوم المكث في البيوت ما لزم الضرورة للإخراج فقال (إلا أن يأتين بفاحشة مبينة) (44).

يقول الإمام الطبري: (واتقوا الله ربكم لا تخرجوهن من بيوتهن) يقول (خافوا الله أيها الناس ربكم فاحذروا معصيته، لا تخرجوا من طلقتم من نساءكم لعدتهن التي كنتم أسكنتموهن فيها قبل الطلاق حتى تنقضي عدتهن) (45)

الشاهد في الآية الكريمة قوله تعالى: (لا تخرجوهن) : نهي (مضارع مسبوق بلا الناهية).

نوع النهي: نهي حقيقي صدر من المولى جل شأنه إلى رسوله و المؤمنين نهاهم عن إخراج النساء عن سكن الزوجية قبل انقضاء العدة نهاهم على وجه الاستعلاء و الإلزام إذا هو حقيقي واجب التنفيذ والآية هنا تظهر سماحة الدين الإسلامي في معاملة المطلقات .

(prescribed periods) and count (accurately) ProphetH! When you divorce women, divorce them at their 'iddah their 'Iddah (periods (1)). And fear Allāh your Lord (O Muslims). And turn them not out of their (husband's) homes nor shall they (themselves) leave, except in case they are guilty of some open illegal sexual intercourse. And those are the set limits of Allāh. And whosoever transgresses the set limits of Allāh, then indeed he has wronged himself. You (the one who divorces one's wife) know not it may be that Allāh will afterward bring some new thing to pass (i.e. to return her back to you if that was the first or second divorce).

Verb	Type	Analysis
Turn them not out of their home-	الحث والالزام	Urging. Not with Present simple. God tells husband that when they divorced woman do not ask them to leave their home.(stay at their homes until they finish aidah)

قال تعالى: { أَسْكِنُوهُنَّ مِنْ حَيْثُ سَكَنْتُمْ مِنْ وُجْدِكُمْ وَلَا تُضَارُوهُنَّ لِتُضَيِّقُوا عَلَيْهِنَّ وَإِنْ كُنَّ أُولَاتٍ حَمْلٍ فَأَنْفِقُوا عَلَيْهِنَّ حَتَّىٰ يَضَعْنَ حَمْلَهُنَّ فَإِنْ أَرْضَعْنَ لَكُمْ فَآتُوهُنَّ أُجُورَهُنَّ وَأَمْرُهُمْ بَيْنَكُمْ بِمَعْرُوفٍ وَإِنْ تَعَاَسَرْتُمَ فَسَتَرْضَعُهُ لَكُمْ لَعَلَّكُمْ تَعْلَمُونَ } (46).

(43) سورة الطلاق : الآية1

(44) تفسير المراغي- ج ١٠- ص 135 : 136

(45) تفسير الطبري- ج ٢٨، ٣٠، ٢٩- ص 124 : 127

(46) سورة الطلاق : الآية6

يقول المراغي (أي اسكنوا المطلقات نساكنكم في الموضع الذي تسكنون فيه على مقدار حالكم، فإن لم تجدوا حجرة بجانب حجرتم فأسكنوهن فيها، إنما أمر الرجال بذلك لأن السكن نوع من النفقة وهي واجبة على الأزواج ثم نهى عن مضار المطلقات في السكن وقال لا تستعملوا معهن الضرار في السكن بشغل المكان أو بإسكان غيرهن معهن ممن لا يحببن السكن معه، لتجوئن للخروج من مساكنهن) (47) .

ويقول الإمام الطبري: (يقول تعالى ذكر: أسكنوا المطلقات نساكنكم من الموضع الذي سكنتم (من وجدكم) يقول من سعتكم التي تجدون، وإنما أمر الرجال أن يعطوهن سكناً يسكنهما، حتى يقضين عددهن. ويقول جل ثناؤه: ولا تضاروهن في السكن الذي تسكنوهن فيه، وأنتم تجدون سعة من المنازل أن تطلبوا التضييق عليهن، فذلك قوله: (لتضيقوا عليهن) يعني: لتضيقوا عليهن في السكن مع وجود السعة) (48) .
الشاهد في الآية الكريمة قوله تعالى: (لا تضاروهن): نهى (مضارع مسبوق بلا الناهية).
نوع النهي: حقيقي: صدر من المولى عز وجل إلى رسوله و المؤمنين، نهاهم عن مضار المطلقات في السكن فهو واجب التنفيذ على وجه الاستعلاء والإلزام.

Lodge them (the divorced women) where you dwell, according to your means, and do not harm them so as to straighten them (that they be obliged to leave your house). And if they are pregnant, then spend on them till they lay down their burden. Then if they give suck to the children for you, give them their due payment, and let each of you accept the advice of the other in a just way. But if you make difficulties for one another, then some other woman may give suck for him (the father of the child).

Verb	Type	Analysis
do not harm	الالزام	Not with Present simple. God asks Muslims do not harm divorced women.

Example, from Surat Yusufe

(58) Joseph's brothers came and presented themselves before him. He recognized them— though they did not recognize him—(59) and once he had given them their provisions, he said, 'Bring me the brother [you left with] your father! Have you not seen me giving generous measure and being the best of hosts? (60) You will have no more corn from me if you do not bring him to me, and you will not be permitted to approach me.'}, (Abdel Haleem, 2010).

Verb	Type	Analysis
Do not bring Not be permitted	التهديد و الوعيد Threatening	Not with Present simple. In this ayah, Yousef threaten his brother that if they do not bring their brother, they will not be permitted.

نتائج البحث

وبعد هذا العرض للأساليب الطلبيية (الأمر، والنهي) في القرآن الكريم قد توصلت الدراسة إلى النتائج التالية:

1- دعوة الناس للتوحيد وعبادة الله تعالى وحده.

2- الاعتبار بالقصص .

(47) تفسير المراغي: ج ١٠- ص ١٠

(48) تفسير الطبري- ج ٣٠، ٢٩، ٢٨- ص 127

3- التحلي بالخصال الحميدة .

ولذلك امتازت سماته الأسلوبية :

- 1- كثرة الآيات .
- 2- كثرة الإرشاد و التوجيه .
- 3- الأمر و النهي فيهما تربية.
- 4- الخطاب مُوجه للمؤمنين أو المنافقين.

الأمر جاء كثيراً في القرآن الكريم منه ما كان واجب التنفيذ امتثالاً لأوامره تعالى ،ومنه ما خرج عن معناه الحقيقي إلى معنى بلاغي يفهم حسب السياق ونلاحظ :إن المداومة تأتي مع الأمر الحقيقي ، فالأوامر تؤدي وظيفة معينة في مجتمع معين فالأمر في المجتمع المكي بخلاف الأمر في المجتمع المدني. النهي ورد كثيراً في القرآن الكريم منه ما كان حقيقي واجب التنفيذ امتثالاً لنواهيه جل شأنه وعلا ، ومنه ما خرج إلى معان بلاغية تفهم من السياق.

التوصيات

- عمل فهرس للأساليب الطلبية.
- تحليل الخطاب القرآني المكي و المدني وإيضاح الفرق في الخصائص الأسلوبية البلاغية بصورة أكثر تفصيلاً ودقة .

Conclusion:

This research discussed the varied perspectives of Arab scholars regarding the syntax of the imperative forms in the Holy Qur'an. It also explored the rhetorical purposes of the imperative and negative imperative in context, with examples, citations and analysis from the Holy Qur'an in both Arabic and English languages.

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The Katipunan Movement in CEBU: Significance to the Philippine Struggle for Independence

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ABSTRACT

The study focused on the Katipunan movement in the province of Cebu and its significance to the Philippine struggle for independence. This qualitative research utilized a historical research approach in gathering and analyzing historical evidence. The primary source of data of this study was the research informants. These informants were chosen based on their knowledge of the study. Likewise, the Cebuano Studies Center of the University of San Carlos, Cebu Historical Association Office, Patria de Cebu Archives, and the Historical Association of Cebu (HACE) Office were utilized as sources of data. Books and articles written by expert historians, as evidence of past conditions were also used as secondary sources of data. The main instrument of the study was the researcher and the key informants. However, an informal interview guide with open-ended questions was utilized to aid the researcher. This research was able to ascertain that national history is a product of local history, and that local history provides the foundation and the substance of our true national history; two, the Cebuano Katipunan was patterned after and influenced by Manila, especially in its organizational structure and objectives; third, though influenced by Manila, the Katipunan in Cebu was a struggle of the Cebuanos and some leaders from other parts of the Visayas in the name of independence of the Philippines from Spain (the credits of its victory must be given to Cebuanos and not to the Tagalogs); fourth, women contributed a lot to the success of the Cebuano uprising; fifth, the Cebuanos fought with little else but bravery; some Cebuano secular priests were not passive spectators in Cebuano uprising, and the Katipunan movement in Cebu was an integral part of the national struggle for independence in the annals of Philippine history.

1. Introduction

History deals with events that took place in the past. It generally presents the known past. The recording and analysis of experiences of a society comprise the totality of people's history (Montebon, 2010). If we study about what has happened in the past, we always look at important figures, events, groups, ideas, and movements. History is so broad that it can include everything from what has happened anywhere in this world. Learning about history is important because by knowing a bit about what has happened in our world, you can help see why things are the way they are as of now and what will happen in the future.

History is not just about forgettable dates, strange names, and unknown places. It is not just telling students funny stories. History is making us see our past, thereby giving us a sense of being Filipinos. If memory gives us our individual identities, then

history will contribute to a national memory and our national identity. History can serve as mirror that we can use in looking at the world and how to deal with it and its many problems.

History contributes to our being Filipino. When we know about Philippine history, we can understand what it really means to be in the shoes of our Filipino heroes. By reading about the history of the Filipino people, we can understand the pain, the joy and more that people feel when they do something difficult or amazing. History is like a book that we are reading which is filled with many real stories.

There have been a number of books written about the history of the Filipino people. But it is sad to note that these are mostly from the point of views of Manila-based authors. There are only few attempts to discuss the country's history from the local perspective. This is one of the reasons why history lessons are not interesting, but are dull. One of the reasons for this dullness is remoteness, the content of the lessons has no contact, emotional or material, with the students' lives and experiences (Bersales, 2013).

One has to remember that national history is a product of local history. Before there was national history there was local history (Ocampo, 2011). Local history deepens our understanding of national history. It provides the foundation and the substance of true national history.

The researchers' decision to focus on local history are personal. Personal, because ever since they are fascinated with historical figures and events, especially that of Cebu. One area of the history of Cebu that they are particularly interested is the Katipunan movement in the province of Cebu and its significance to the Philippine struggle for independence. The Philippine revolution of 1896-1898 was a national struggle of the Filipino people for freedom. This revolution was waged by the Katipuneros under the leadership of Andres Bonifacio and later on by Emilio Aguinaldo. Surely, Cebu being a very important province in the Visayas took an active part in this historical event. It is but appropriate that general considerations of the Cebuano's participation should be taken into account as a major component of the struggle for Philippine independence.

The researchers hope that this study would help make the study of Philippine history more meaningful and useful.

2. Literature Review

History is the study of things in the past that helps people understand what is happening in the world today. By studying people of the past and their planned "moves", one discovers which moves lead to success or bring to destruction or future decadence. However, each person has to make a fundamental decision whether he or she wishes to be an active player or a "pawn" in the game of history. Active players try to improve the world in which they live through the use of relevant historical accounts. This situation would create a bifurcated notion in the aspect of historical discovery whether it is a fact or a myth, which a historian has to be necessarily objective rather than subjective.

As a nation's memory, history gives the citizens a shared experience with every other person who ever took part in the events of the past. This history gives each citizen a shared experience with every other person living in the present and who may live in the future. It is the link that unites the past with the present and the present with the future.

With this, history ideally shows how a nation was born where previously there was none. It seeks to uncover the emerging forces concealed by prevailing myths and obstructed various forces of actions, reactions, and interactions that entail scrutiny in its quest for truth – a scientific process that makes historians obtain the highest level of objective judgment. It becomes a weapon to people who want to learn lessons of the past in order to ascertain the security of the future.

History is the memory of a nation (Avila, 2009). Memory enables the individual to learn, to choose goals, and stick with it; it avoids making the same mistake twice or repeated many times. History is one of the ways by which a nation builds its identity and direction (Ileto, 1998). The future arises out of the past, and a country's history is a statement of the values and aspirations which, having forged what has gone before, will now forecast what is there to come in the future without any sense of doubt.

History is also a dialogue between the past and the present (Mitchell, 2008). As a nation's people respond to vents in this world, they bring the concerns of the present to their study of the past, which of course, is what determines their present. For where one stands determines what one sees. This is especially true with history. If one stands within the Western tradition

exclusively, he or she may be tempted to see its history as the only story, or at least the only one worth telling. The perspective one takes is also critical. From the point of view of the rich and powerful, the events of history take one shape; through the lens of the poor and powerless, the same events can appear quite different. Mitchell (2008) reiterated that history is not a once-and-for-all enterprise. Each generation will have its own questions and will bring new tools to the study of the past.

Basically, there are two approaches of history: oral and written. Oral history is the term given to any rehearsed and formal accounts of the past that are presented by culturally sanctioned tradition-bearers; to informal conversations about “the old days” among members of the family, ones neighbors, or colleagues to printed compilations of stories told about past times and present experiences; and to recorded interviews with individuals deemed to have important stories to tell (Mojares, 1998). Any individual who is conscious of history can be a potential bearer of the country’s historical heritage.

The tradition of oral history and storytelling as a way to record events reaches back thousands of years ago. Throughout the world, indigenous peoples have orally recounted history for millennia. In the fourth century B.C., Thucydides recounted much of the twenty-seven-year history of the Peloponnesian Wars by relying on oral interviews and recollections (Horsfall, 2002). This fact does show that history is not a mere concoction out of one’s imagination, which some would believe without any form of validation. There must be compelling evidence worth scribbling which would result to an authentic historical manuscript.

It is without doubt that people throughout the ages have learned about the past through oral accounts. Moreover, for many generations individuals who are conscious of history have preserved other firsthand accounts of the past for the record, often precisely at the moment when the historical actors’ memories were about to pass from the scene with exact interpretations. Though of considerable value, early efforts to record firsthand accounts of the past can be termed as “oral history” with most authentic value. While methods of drawing out and recording them were more or less demanding in any given case, the absence of audio and videotape recorders or digital recording devices necessitated reliance on people who would jot down notes and this would raise the questions of accuracy and reliability of what was recorded. Many early interviews were also extemporaneous efforts, conducted with no intention of developing a permanent archival collection by all means to safeguard the veracity of interpretations (Ocampo, 2009).

Nevins started an organized and determined effort to chronicle, safeguard, and make available for future use research collections that are seen to of historical importance. In order to supplement the written record, he came up then with the idea of conducting interviews with participants in recent history. In 1948, he organized his first interview with George McAneny, a prominent figure in New York, and both the Columbia Oral History Research Office – the largest archival collection of oral history interviews in the world – and the contemporary oral history movement was born (Fenner, 1985). This supports the notion that interview is one way to ascertain objectivity of findings not just by relying on mere intuitions of reality.

Oral history, in this study is closely linked to the Katipunan movement in Manila and the Katipunan movement in the Province of Cebu, because some accounts of these events are based on the unstructured interview with people about their lives or events on or before the advent of the Spaniards, or as a continued resistance.

On the other hand, written history involves collecting and investigating historical information and graphic documentation. As much as possible, historians have to base their reports on primary source materials such as inventories, company records and annual reports, correspondence, letters, trade catalogs, period newspaper accounts from professional and trade journals, and relevant secondary or published materials. Published materials provide general background and set the overall context for controversial historical accounts.

However, an uncritical acceptance of everything that is written about individuals and events may distort historical impressions and mislead students of history in their attempts to understand certain periods. Ocampo (2011) stated that it is only within the context of a people’s history that individuals can be correctly appraised. In a written history from the point of view of the people or any individual will be seen in proper perspective within the generality of a historical process and only then specificity of these records will be correctly understood.

These points try to show both the importance and the relationship between oral and written history, which does not only yield certain problem but transcends an antidote to establish a better world order in perfect harmony of everybody. The scribbled words of individuals about their past pertaining their lives or experiences are based on memory becomes a precious piece of historical recollections (in the form of memoirs, autobiographies, and interviews). Because memory is imperfect, recollections

are often distorted in some ways that primary sources are not. Two of these many volumes of written sources like the books and articles by expert historians present a maze of details and interpretation which are not theory-free. Obviously, granting without simply admitting, most of the historians' concepts lack a rigorous definition, are dubbed as vague, applied inconsistently, are mutually exclusive and exhaustive. They organize evidence as they write works, and follow their rules for seeking evidence and asking questions in the context of their own upbringing or orientation. Thus, there is an urgent need for thorough verification and validation.

5. Statement of Objectives

This study aims to:

- a. trace the Katipunan movement in Cebu based from the oral and written sources;
- b. determine the significance of the Katipunan movement in Cebu to the national struggle for independence; and
- c. develop a module on the Katipunan movement in Cebu.

3. Methodology

This is a qualitative study that utilized the historical research approach. With this approach, a descriptive method of historiography was used in gathering and analyzing historical evidence. The primary source of data of this study were the research informants. These informants were chosen using theoretical sampling because the purpose of the study is not to establish a random or representative sample drawn from a population but rather to locate people who possess the characteristics relevant to the phenomenon being studied or people who lived during the historical era subject to the study. Likewise, the Cebuano Studies Center of the University of San Carlos, Cebu Historical Association Office, Patria de Cebu Archives, and the Historical Association of Cebu (HACE) Office which are repository letters, diaries, newspapers, novels, and photographs, which are found in archives, in private collections, in family and in museum were also be utilized as sources of data. The main instrument of the study was the researcher and the key informants. However, to aid the researcher an informal interview guide was utilized. This interview was checked by three experts in history to ascertain its content validity.

The researcher wrote letters of request to the key informants of the concerned areas of the study, as well as to the administrators of archives and museums, to formally ask for approval to visit and conduct interviews. When the approval was secured, the researcher did the following: 1) design interview guide schedules; 2) interview key informants; 3) visit local library records, archives, and museums for support information on various aspects and issues of the study. The gathered data were organized, analyzed, and interpreted.

4. Discussion

4. 1. Objectives of the Katipunan Movement in Cebu

Oral and written accounts on the objectives of the Katipunan in Cebu revealed similar intentions, as conceived by the Katipuneros, in Manila: that is to put an end to the abuses of the Spaniards against Filipinos in general and the women in particular, to secure the independence of the country, as well as to help the injured comrades in arms by giving them the proper medical attention they deserve. The aforesaid objectives correspond to the society's three primary objectives: civil, political, and moral. Though these terms have not been used by oral historians who have focused less on taxonomic enumeration of events than on clear declarations of ending abuses against women, ending the rule of Spain, and extending helping arms to fellow Katipuneros as compared to written accounts, these objectives are clearly elucidated. The abuses committed particularly by Spanish priests against Filipino women surfaced in the accounts of all informants. The most emphasized objective, though, in oral accounts is the ignorance of relationship with Spain, that is, to struggle for the independence of the Philippines.

4. 2. The Katipunan's Organizational Structure

Oral narratives on this feature generally rest on positive surmising that the Katipuneros in Cebu must have some kind of Constitution and By-laws. As to who must have authored such Constitution and By-laws, the key informants do not have the information. In general, oral accounts specify that the Tagalogs wrote the Constitution, and this was adopted by the Cebuanos.

Written history of the Katipunan points to the secret society's clear organizational structure. Written sources revealed that the revolutionary movement was supervised by three governing bodies; the Kataastaasang Sanggunian (Supreme Council), the Sangguniang Bayan (Provincial Council), and the Sangguniang Balangay (Popular Council). The Supreme Council, was considered to be the highest governing body of the society which comprised of a president, a fiscal, a secretary, a treasurer,

and a comptroller. The Provincial Council, and Popular Council represented, respectively, the province and the municipality or town. The composition of the council established in different provinces and municipalities or towns in the country was similar with the Supreme Council.

From his book entitled *History of the Filipino People*, Agoncillo (2010) said that the Katipunan members were of three kinds: the first grade was called Katipun and wore a black hood in the meetings of the society. This hood contains a triangle with a white ribbon inscribed with the letters Z. Ll. B., the Katipunan characters corresponding to the Roman A and B, meaning Anak ng Bayan (Son of the People) – the password of the Katipun; the second grade was called Kawal (Soldier) and wore a green hood with a triangle consisting of white lines. At the three angles of the triangle were the letters Z. Ll. B. The Kawal wore on his neck a green ribbon with a medal attached at the end. At the middle of this medal is an inscription of the letter K in the ancient Tagalog script. A crossed sword and flag is also inscribed beneath the letter K. The password used by the second grade members of the revolutionary society was Gom-Bur-Za, which was taken from the names of the three martyred priests, Gomez, Burgos, and Zamora. The third grade was Bayani (Hero) and wore a red mask and sash with green borders, symbolizing courage and hope. In front of the mask were white borders that formed a triangle with the three K's arranged in such a way that it appears to be occupying the angles of a triangle within a triangle. At the base of the mask were the letters Z. Ll. B. placed in a horizontal row. The password used by those who belonged to the third grade was Rizal. In order for the members of this secret revolutionary society to recognize each other in the street, they adopted countersigns. A member who is going to meet another member should place the palm of his right hand on the breast, and as he passed the other member he will have to close his hand and join the index finger and the thumb together. The Kawal could become a member of the Katipun class if he had recruited several members into the society, while the Bayani could become a Kawal upon being elected an officer of the society. Members who fail to keep the secrets of the revolutionary society are usually meted with the penalty of expulsion from the organization.

Initially, recruitment of new members of the revolutionary society was through the triangle system. A katipunero (revolutionary) will recruit two new members who did not know each other but both knew the katipunero. However, this method of recruitment was replaced by another method which allowed the katipuneros (revolutionaries) to recruit as many members as they could manage. The new new members would have to go through initiation rites which would require them to swear to the secrets of the Katipunan and to defend the aims of the society. They would sign the Katipunan membership register with their own blood, which was an ancient ritual called blood compact.

4. 3. Women's role

Not much information appears to sum up the answer to the questions of who were the women in the Katipunan movement in Cebu, as well as what their roles were. But a general picture emerges from the oral accounts, enough to advance the view that there were active women Katipuneros informally, if not formally (that is, they may not have been official members but still actively playing important roles in support of the movement). For instance, one oral account informs that, with their husbands playing active roles in the Katipunan, the wives inevitably became part of the movement as cooks, if not tending sick or injured members who could not be brought to the hospitals to protect or maintain secrecy.

Historical records regarding the participation of Cebu's women in the Katipunan movement are scarce. Some reasons may be cited to explain this: one, the generally patriarchal orientation of society, including its writers, which tends to marginalize women or what they do; two, the tendency to take for granted such activities as meal preparations and the like, and the consequent silence of writers over such-to-do-them-quotidian cares; and, three, the only recent awakening of the producers of narratives to gender studies.

The invisibility of the Cebuana in the Revolution is explained by the common view that the proper subject of history are the "louder" aspects, like leadership successions, battles, elections, coup d'états, assassinations, and others, where women seldom get pieces of the action. Not that there was some grand conspiracy to exclude women from history. Let's just say that since men dominated its writing, they naturally depict those activities that interest them. But that's not all. The lack of sensitivity to women's attitudes and feelings has led to an extension of their traditional roles and images, even in such dangerous times as the Revolution: as morale boosters, cooks, waitress, nurses, laundresses, etc., as if their whole reason for being was to serve the males and become expendable when needed.

In thinking about the involvement of women in revolution, the most obvious area to explore is their place in battle, because this afforded new occasions for females to prove their worth in the males' eyes. A friar thus describes how women, though

“accustomed to the boudoir and dedicated to needlework and embroidery,” were entitled to be called “heroines” as they fought fires, carried water, and even took up guns when necessary (Alburo, 2001).

Civilian involvement in revolutionary activities provided other important avenues for female participation. Taken outside the home and placed in the service of the nation, domestic activities like cooking, became heroic and patriotic acts. One female occupation which was of immense significance in revolutionary symbolism was the production of flags and banners. Although possession of such flags was obviously a matter of great concern to individual leaders, the standard works give scant attention to the women who cut and stitched the fabric and who were responsible for translating ideas into reality. The stereotype of the elite woman who occupied her time by embroidery that served no important function was thus turned upside down. For soldiers at all levels, the Filipino flags sewed by their womenfolk and carried to battle were themselves the source of protection, the anting-anting of independence. Like the preparation of tasty food for revolutionary meetings, even when ingredients were limited or unavailable, the dedicated sewing of republican banners and uniforms until late in the evening was for women a manifestation of their commitment to the movement.

Philippine women in the late nineteenth century were provided with a range of opportunities by which they could display their “courage.” This does not mean, however, that the old ambiguities disappeared. Despite greater female participation in political life, a relationship with a woman could “constitute an obstacle to the attainment of a career. And while the Katipunan charter depicted women as potential partners, it also stressed that men should remember female “weakness.” “Partnership” did not bring women into men’s activities as equals, but as helpers, albeit valued ones (Wani, 2010).

The Katipunan was originally founded as an organization for men only, and while the organization of the women’s branch paralleled that of the men, the initiation rites omitted the blood compact, which was an essential symbol of male bonding. Although women members also wore masks, sashes, and carried side arms, they were not normally party to the secret sessions, serving instead as outside guards and decoys. The service of such women might have been valued, but they remained a support group for revolutionary action in which men were the primary players.

4.4 Leadership

Written sources seem to provide more details than oral sources about leadership in the Katipunan movement in Cebu, though both generally share in the notion that leaders occupy high ranks in Cebu society.

4.5. Propaganda Materials

Not much information on propaganda materials of the Katipunan movement in Cebu could be gleaned from oral and written narratives, beyond surmising that there must have been some leaflets or written materials. Oral and written accounts normally connects this possibility with the financial backing of the well-off members of Cebu society. The use of amulets or talismans the Cebuano katipuneros, as all oral accounts point may be viewed as contributive to advancing the cause of the Katipunan.

4.6. Weapons

Oral sources regarding weapons used by Katipuneros in Cebu mention the following: spears, bolos, rifles that constitute part of the spoils of surprise attack, as well as amulets. The Katipunan in Cebu prepared its own weapons—such as bolos, spears, a few guns, among others without help from Manila. This is supported by extant documents on the Philippine revolution that prove that the Katipuneros fought with little else but bravery, with few guns, fewer bullets, and no target practice. According to written or published historical accounts, the following constitute the weapons of the Katipuneros: bolos, knives, spears, guns, cannons, pointed stakes (placed at the bottom of hole-traps), as well as amulets. Bolos, knives, and spears were used by the Katipuneros in their encounters with the Spanish soldiers. After several encounters with pro-Spanish government soldiers, the Cebuano rebels had acquired more guns. There was always the lack of bullets and the need to reload spent or used cartridges. The Katipuneros reloaded empty cases with homemade gunpowder made from saltpeter or salitre mixed with ground charcoal and sulfur. They used primitive primers and had no way of knowing the exact proportions to make good gunpowder. Also, they did not have the right recipe for the mixture of gunpowder and the lead they beat into bullets. Naturally, some of these crude reloaded bullets exploded in their guns and injured the Filipinos rather than the enemy. Jammed guns were the least damage these reloaded cartridges caused.

The revolutionaries were also known to have used power objects or amulets. Rather than directly confronting their enemies, it was important for the members of the Katipunan movement, to have a psychological support to bolster their determination

to fight. Because of these amulets, many people who joined the Katipunan felt enthusiastic about their cause and fearless of bullets. The only people who felt afraid were those who did not join the revolutionary cause, hiding in the big houses of the city (Bersales, 2012). On the other hand, the Katipuneros nourished in their hearts pure faith in what they had in their mouths and on their foreheads.

4.7. Participation of Priests

Oral history is generally silent on whether priests played an active role on the side of the Katipunan. There is also a dearth of written information relative to the participation of priests in the Katipunan movement in Cebu. Published information seems to have been limited only to at least four priests named in the historical accounts of Cebu's local historians: Fr. Toribio Padilla (Sy, 1996), Frs. Francisco Blanco and Doroteo Ayaso (Sales, 1935), and Fr. Juan Alcosoba (Sales, 1935). Even so, the nature of their involvement with the Katipunan appears to be, at best, associational (Mansueto, 2013).

4.8. Local Volunteers

Both oral and written sources point to the existence of the Battalion of Loyal Volunteers that aided the Spaniards in suppressing the Cebu uprising of 1898. Both sources also reveal that some of the members of the local volunteers are members of the secret society and it secretly supported its cause.

4.9. Influences from Manila

Both oral and written sources indicate that the Katipunan movement in Manila influenced the Cebu Katipunan in terms of the objectives of the movement. However, logistics, supplies, and funds necessary to the life of the movement were almost purely provided by Cebuano leaders.

4.10. Significance to the National Struggle for Independence

The impact of the Katipunan movement in Cebu on the national struggle for independence may be seen in oral accounts that point to the Cebu Katipuneros' ability to implement plans or activities whenever these are also implemented in Manila. This implies an underlying unity or coordination between the Cebu and Manila based movements. This is something that is difficult to quantify, it can safely be assumed that the struggle for independence in the national capital region would have been regional in scope if other places outside Manila such as Cebu did not join in the struggle. The struggle, thus, may be said to have assumed a truly national dimension with the active participation of other provinces like Cebu.

There is a sense of Cebuano kinship with Manila relative to the national struggle, or what is now known commonly as the Philippine revolution. That the Katipunan movement in Cebu appeared to have used its own resources to help advance the national cause attests to its oneness in belief with the Katipunan movement in Manila. For the Katipunan movement in Cebu did not rely on Manila for financial support. The leaders of the movement in Cebu were wealthy enough to spend for the Katipunan's needs relative to food, medicine, and similar needs on the part of the Katipunan members' families.

5. Conclusion

National history is a product of local history. It is local history that provides the foundation and the substance of true national history and identity. Studying one's locality will make the study of history more alive as changes through time, and the large elements of continuity between the present and the past become clearer. Local history should be taught as one of the contents in history subject. It provides students the opportunity to investigate and to form connections between past and present, thus, giving them important life skills. By including local history in the curriculum, history lessons will be transformed from a dry chalk and talk into an experiential one.

6. Suggestions

The following suggestions are given in light of the findings of the study:

1. the Katipunan movement in Cebu be included as one of the lessons in the teaching of Philippine History in schools in the province of Cebu;
2. the participation of farflung areas in Cebu like Bantayan Island, Camotes Island, etc. in the Revolution be explored by future researchers;
3. more studies on the oral history of Cebu be undertaken; and

4. more in-depth focus in teaching Philippine History be given emphasis, especially the key players in the revolution, so that students may manifest the values of patriotism and respect of one's dignity and pride in the formation of their country's socio-political past.

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The Battle for the Mountain of the Kurds: Self-Determination and Ethnic Cleansing in the Afrin Region of Rojava: Book Review

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ABSTRACT

This paper aims to provide a critical review of Thomas Schmidinger's book *The Battle for the Mountain of the Kurds: Self-Determination and Ethnic Cleansing in the Afrin Region of Rojava*. (Translated by Micheal Schiffmann, Preface by Andrej Grubacic, PM press, 2019, 146 pp. ISBN: 978-1-62963-651-1)

1. Introduction

Thomas Schmidinger's book investigates the brief history of Turkey's incursion of Afrin with its Islamists allies in the spring of 2018. Even though the Afrin canton has historically been the home to several different ethnic and religious minorities in Syria, the book's protagonist is a Kurd.

The Turkish policy towards northern Syria was not, as its officials described, a security concern due to the existence of the PKK and its sister movement PYD; in fact, the policy aims to build an annex of Erdogan's irredentist foreign policy based on the ethnic replacement of the Kurd in Afrin with the Turkish-backed jihadists and Turkmens, who might turn it into the Turkish Republic of North Syria.

In the Arab's uprising, the Syrian civil war, which began in 2011, has been one of the most controversial research subjects among different disciplines of social sciences. Although the geopolitical games between regional and global powers in Syria have been the main focus of international communities during the rise of the ISIS, the Kurdish resistance that centrally depends on male and female fighters who have close ties with the PKK in terms of ideology have become the new research topic. While most of the reports and academic conducts have been dealing with the war itself, some Syrian civil war elements have not been explored in detail. Schmidinger, in his comprehensive book, includes interviews and the historic background of the Afrin, such as the religion and ethnicity. Not only does he show the harmony and diversity of the city of Afrin but also goes beyond present lessons that can be learned and discussed from the battle for Afrin and the possibility of the Turkish Republic of North Syria.³

Schmidinger's book, after presenting the history of the region from the Ottoman period to the modern times, explores the dramatic alterations in the history of the region and, more importantly, elaborates on the multiethnic and multireligious features of the city. The attack of the Turkish army, backed by jihadists, on Afrin in 2018 is argued to be a systematic attack, aiming to end the revolution that was based on democratic confederalism⁴, which, according to the author, was more of an experiment than a revolution. The author is one of the few European researchers to have witnessed the transition and

² Thomas Schmidinger is a political scientist at the university of Vienna, secretary of general of the Austrian Association for Kurdish Studies and the creator of Vienna Kurdish Studies Yearbook, which has several studies on Kurdistan, Iraq, Syria and Kosovo, dealing with political Islam, jihadism and migration.

³ Schmidinger, pp.132.

⁴ Ocalan, pp. 21-33.

transformation of the Afrin canton, destructive consequences of the Turkish attack on the city and the everyday practices of the Rojava revolution.

The book was constructed based on interviews with people from various ethnic, political and religious backgrounds. It briefly looks at the modern history and politics that profoundly impact both the region and the canton of Afrin. The author claims that the Turkish war on the Kurdish region was, in one way or another, planned with the aim to commit ethnic cleansing of the Kurds and create more conflict in the area after NATO and Russia's free pass to Erdogan.⁵ Although the reasons behind the Kurdish forces' withdrawal from Afrin remains unclear, the author argues that, based on his observations and interviews, the forces left the region to prevent more civilian casualties in the area.⁶

Through detailed accounts of the Turkish attack on the region, the book argues that due to the Turkish's unwillingness to the allow journalists and researchers in the canton after seizing the city, severe human rights violation took place in the region.⁷ The research discusses that the Turkish existence is rooted in a long-lasting presence in the region and it aims to change the harmony of the canton by replacing the school curriculum such as making the students salute the Turkish flag.⁸

Further, the book also evaluates the war on Afrin in terms of the differences between rightist and leftist violence and claims that while the YPG put civilian's life before the city's defense, and controversially in the author's views, the international community also has a responsibility towards the Afrin civilians' life.⁹

Schmidinger's book describes the history of Afrin and its transformation before and after the canton's incursion by the Turkish army and the jihadists from the region. Its evidence-based elaborations have huge promises to give a road map to the social scientists, journalists and politicians in understanding the war on Afrin and the diagnosis of the international community's failure regarding the Syrian civil war and conflict between the Kurds and the Turkish state. The difficulty of conducting any research in a war zone makes this book valuable for those who aim to understand the Turkish policy towards the Kurds in Syria and the Rojava revolution, which came about in the catastrophe of the Syrian civil war.

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⁵ *ibid*, pp. 104-105.

⁶ *ibid*, pp.106.

⁷ *ibid*, pp. 109.

⁸ *ibid*, pp.110.

⁹*ibid*, pp. 129

ممارسات إدارة الموارد البشرية وأثرها على تحقيق التميز المؤسسي: دراسة ميدانية جامعة 6 أكتوبر، محافظة الجيزة

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الملخص:

تواجه المؤسسات التعليمية للتعليم العالي تحديات كبيرة في النمو المتزايد في اعداد المقبلين على تلك المؤسسات وبما يفوق طاقتها الاستيعابية مما أدى الى اتجاه معظم الطلاب الى مؤسسات التعليم الخاصة وازدياد المنافسة بين تلك المؤسسات فيما بينها في الحصول على نسبة الاقبال الأكبر من الطلاب والطالبات. وتحتاج مؤسسات التعليم العالي الخاصة الى تطوير وتحديث وخاصة مع كثرة عدد المؤسسات التعليم العالي الخاصة في الفترة الاخيرة واشتداد المنافسة وتحول سوق التعليم من السوق المحدد والقاصر على المؤسسات الحكومية وعدد قليل من المؤسسات الخاصة الى سوق منفتح ومبنى على المنافسة القوية. ومما لا شك فيه أن الموارد البشرية تسهم بشكل كبير في تحسين نظم الادارة بصفة عامة وذلك عندما تتفاهم المشكلات الادارية التي تواجه المنظمات ويكون المنحنى الاستراتيجي للموارد البشرية يتمثل بصنع القرارات بعيدة المدى بشأن العاملين بالمنظمة على كافة المستويات التنظيمية حيث يكون توجه هذه الادارة تحت مظلة الادارة العليا للمنظمة والتي تعبر عن الاتجاه العام للمنظمة لبلوغ أهدافها الاستراتيجية طويلة الأجل وتحقيق التميز من خلال كل مواردها البشرية التي تسهم بجهودها في تنظيم اعمال ونشاطات المنظمة.

الكلمات المفتاحية: ممارسات إدارة الموارد البشرية، التميز المؤسسي

المقدمة:

تواجه المؤسسات التعليمية للتعليم العالي تحديات كبيرة في النمو المتزايد في اعداد المقبلين على تلك المؤسسات وبما يفوق طاقتها الاستيعابية مما أدى الى اتجاه معظم الطلاب الى مؤسسات التعليم الخاصة وازدياد المنافسة بين تلك المؤسسات فيما بينها في الحصول على نسبة الاقبال الأكبر من الطلاب والطالبات وتحتاج مؤسسات التعليم العالي الخاصة الى تطوير وتحديث وخاصة مع كثرة عدد المؤسسات التعليم العالي الخاصة في الفترة الاخيرة واشتداد المنافسة وتحول سوق التعليم من السوق المحدد والقاصر على المؤسسات الحكومية وعدد قليل من المؤسسات الخاصة الى سوق منفتح ومبنى على المنافسة القوية.

ومن خلال اطلاع الباحثة على الدراسات السابقة التي تناولت العلاقة التآثرية بين ممارسات ادارة الموارد البشرية والتميز المؤسسي تبين ان هناك اختلافات في نتائج تلك الدراسات فيما يتعلق بوجود تأثير ممارسات ادارة الموارد البشرية في القطاع الحكومة والقطاع الخاص وأكدّت دراسة (Bolat & Yilmaz, 2015, 45) على وجود علاقة بين المصادر الخارجية للتوظيف والاداء والتميز التنظيمي. كما أشارت دراسة أخرى (Bernthal & Rioux, 2016, p. 2) الى أن استراتيجيات الاختبار والتعيين لها أثر في تحسين مخرجات المنظمة ومن ثم تميز هذه المؤسسات. وقد أكدت دراسة أجريت على المنظمات غير الحكومية في قطاع غزة أشارت الى وجود تأثير الى التوظيف على التميز المؤسسي في المنظمات غير الحكومية (حجازي، 2016، 112). وفي دراسة أخرى على مؤسسة الجمارك السعودية توصلت الى أن لوظائف ادارة الموارد البشرية تأثير على تحقيق التميز المؤسسي (العزب، العنزي، 2013، 17، 118).

ولذلك أرادت الباحثة من خلال هذه الدراسة أن توضح القصور في الدراسات السابقة ففي ضوء ما تحتاجه الباحثة من مسح لما تم دراسته حول الموضوع لم تحدد دراسة تناولت الموضوع بصورة مباشرة غير أن هناك دراسة تناولت جانب او آخر من موضوع هذه الدراسة والتي تتعلق بتأثير الممارسات الحديثة لإدارة الموارد البشرية في الوصول الى التميز المؤسسي.

ومن هنا يمكن تحديد مشكلة الدراسة في التساؤل الرئيسي التالي:

ما هو تأثير الممارسات الحديثة لإدارة الموارد البشرية على تحقيق التميز المؤسسي في مؤسسات التعليم العالي الخاص ويشق من هذا التساؤل التساؤلات الفرعية الآتية:

- 1- ما أثر الممارسات الاستشارية لإدارة الموارد البشرية وبين تحقيق التميز المؤسسي (تميز قيادي، تميز الخدمة المقدمة، تميز بشري، التميز في المنتج)؟
- 2- ما أثر الممارسات التخصصية لإدارة الموارد البشرية (تخطيط الموارد، تحليل وتوصيف الوظائف، التوظيف وبين تحقيق التميز المؤسسي القيادي، التميز في الخدمة المقدمة، التميز البشري، التميز في المنتج).
- 3- ما أثر الممارسات الإدارية لإدارة الموارد البشرية في تحقيق التميز المؤسسي (تميز قيادي، تميز بالخدمة، تميز بشري، تميز في المنتج).

أهداف الدراسة:

تهدف الدراسة الكشف عن مستوى العلاقة المتمثلة بين الممارسات الحديثة لإدارة الموارد البشرية في تحقيق التميز المؤسسي في جامعة 6 أكتوبر، وذلك للتعرف على طبيعة العلاقة بينهما

أهمية الدراسة:

- 1- تستمد الدراسة أهميتها من أهمية الموضوع الذي تتناوله والمتمثل في الممارسات الحديثة لإدارة الموارد البشرية وعلاقتها بتحقيق التميز المؤسسي.
- 2- معرفة مستوى مساهمة ممارسات ادارة الموارد البشرية في تحقيق التميز المؤسسي في جامعة 6 أكتوبر
- 3- أهمية نتائج الدراسة بجامعة 6 أكتوبر عن دور ممارسة ادارة الموارد البشرية في تحقيق التميز المؤسسي بما يعطيها صورة واضحة عن الجوانب التي يجب الاهتمام بها واعطائها الأولوية.
- 4- التوصل الى تصور لتفعيل العلاقة بين الممارسات الحديثة لإدارة الموارد البشرية وتحقيق التميز المؤسسي في جامعة 6 أكتوبر
- 5- قد تسهم الدراسة في اعادة النظر في الممارسات الحالية بإدارة الموارد البشرية في جامعة 6 أكتوبر
- 6- يمكن الاعتماد على نتائج الدراسة في وضع خطة لتفعيل الدور الحالي في ادارة الموارد البشرية.

حدود الدراسة:

الحدود المكانية: تم اختيار جامعة 6 أكتوبر محافظة الجيزة

الحدود الزمانية: الفصل الدراسي الثاني للعام الجامعي 1441 / 1442 هـ - 2020/2019 م

الحدود الموضوعية: اقتصرت الدراسة على تحليل العلاقة بين ممارسات إدارة الموارد البشرية وثلاثة أنواع فقط من التميز المؤسسي وهم التميز القيادي والتميز التكنولوجي والتميز الخدمي

منهج الدراسة واداتها:

اعتمدت الدراسة الحالية على المنهج الوصفي وهو المنهج الملائم لهذه الدراسة حيث يعتمد على مجموعة من الاجراءات البحثية التي تتكامل بوصف كل من ممارسات إدارة الموارد البشرية والتميز المؤسسي لجامعة 6 أكتوبر، جمع المعلومات والبيانات وتصنيفها وتحليلها لاستخلاص النتائج من خلال الاستبيان وذلك للتعرف على طبيعة العلاقة بين الممارسات الحديثة لإدارة الموارد البشرية وتحقيق التميز المؤسسي بجامعة 6 أكتوبر.

متغيرات الدراسة:

• المتغيرات المستقلة:

- تعرف بأنها المتغيرات التي تعمل على إحداث تغير ما في الواقع أو الظاهرة المراد دراستها، وتظهر آثاره ونتائجه على المتغيرات التابعة، ويمكن للباحث التحكم فيه، وتمثل المتغيرات المستقلة في هذه الدراسة:
- الممارسات الاستشارية لإدارة الموارد البشرية
 - الممارسات التخصصية لإدارة الموارد البشرية
 - الممارسات الإدارية لإدارة الموارد البشرية

• المتغيرات التابعة:

تعرف بأنها المتغيرات التي تقاس أثر تطبيق المتغيرات المستقلة عليها، ويسعى الباحث للكشف عن تأثيرها، وتمثل المتغيرات التابعة في هذه الدراسة التميز المؤسسي والذي يتكون من

- تميز قيادي
- تميز الخدمة المقدمة
- تميز بشري
- التميز في المنتج

مصطلحات الدراسة:

1- إدارة الموارد البشرية.

تعريف الموارد البشرية:

لغويًا: المورد لغة يعنى المنهل، الطريق، مصدر الرزق
اصطلاحاً:

يعرفه على السلمي الموارد البشرية أنها تلك الجموع من الافراد المؤهلين ذوي المهارات والقدرات المناسبة لأنواع معينة من الاعمال والراغبين في أداء الاعمال بحماس واقتناع (ريدى، 2016، 35)

في حين يعرفها محمد فتحي بأنها عنصر الإنتاج الرئيسي والاهم في أي مؤسسة انتاجية أو خدمية وتضم الموارد البشرية الافراد العاملين في المؤسسة من مختلف النوعيات والجنسيات ومها تتنوع واختلقت مستويات المهارة وانواع الاعمال التي يقومون بها فهي تشمل كل هيئة الادارة والعاملين (فتحي، 2003، 233)

ادارة الموارد البشرية:

مجموعة شاملة من الانشطة الادارية محور عملها العنصر البشرى وكل ما يتعلق به من أمور وظيفية (ابو دولة، وصالحية، 2005، 86).

وتعرف الباحثة ادارة الموارد البشرية بانها اسوب حديث في التعامل مع القوى البشرية باعتبار ان هذه الادارة شريك في التخطيط الشامل على مستوى المنظمة حيث يكون هناك توافق بين أهداف المنظمة وطموح واهداف الافراد العاملين والتعامل مع العاملين على أنهم أصل من اصول المنظمة يجب الحفاظ عليه وصيانته.

التميز المؤسسي:

هي حالة من حالات الابداع الإداري والتفوق التنظيمي تحقق مستويات عالية غير عادية من الاداء والتنفيذ للعمليات الانتاجية والتسويقية والمالية وغيرها في المنظمة، بما ينتج عنه نتائج وانجازات تتفوق على ما يحققه المنافسون، ويرضى عنه العملاء وكل أصحاب المصلحة في المنظمة (السلمي، 2002، 108).

مؤسسات التعليم العالي.

مؤسسات علمية مستقلة لها أنظمة وعادات وتقاليد أكاديمية معينة وتتمثل في وظائفها في التدريس والبحث العلمي وخدمة المجتمع وتتألف من مجموعة من الكليات والجامعات والمعاهد التي تقدم برامج دراسية متنوعة في تخصصات مختلفة منها ما هو على مستوى الدبلوم أو البكالوريوس ومنها ما هو على مستوى الدراسات العليا ويمنح بموجبها درجات علمية للطلاب (علاونة، 2007، 176).

وتعرف الباحثة التميز المؤسسي بأنه سعى المنظمة وراء اقتناص الفرص المسبقة بتخطيط استراتيجي والسعي الدائم لتطوير وإدامة تقديم قيمة جديدة للعملاء وأصحاب المؤسسة والمجتمع من خلال توقع احتياجاتهم وتلبيتها وتبذل كل ما في وسعها للمحافظة على الاداء التنافسي الإيجابي الذي يحقق لها التميز المؤسسي.

الدراسات السابقة:

وتشمل على الدراسات التي تناولت ممارسات ادارة الموارد البشرية والتميز المؤسسي وقد قامت الباحثة بعرض هذه الدراسات وفق ثلاث محاور كالآتي:

- دراسات تناولت ممارسات ادارة الموارد البشرية.
- دراسات تناولت التميز المؤسسي.
- دراسات تناولت العلاقة بين ممارسة ادارة الموارد البشرية وبعض المتغيرات

الدراسات باللغة العربية:

1-دراسة أبو زيد، دياب (2003) بعنوان " التخطيط الاستراتيجي للموارد البشرية في القطاعين العام والخاص دراسة ميدانية مقارنة "

هدفت الى تسليط الضوء على واقع التخطيط الاستراتيجي للموارد البشرية في القطاعين العام والخاص الأردني، ومدى وضوح مفهوم هذا التخطيط لدى مديري الموارد البشرية في القطاعين ، ومدى تطبيق المفهوم في الممارسة الفعلية لأنشطة الموارد البشرية المختلفة، والفرق في هذه الممارسة بين القطاعين العام والخاص وقد تكونت عينة الدراسة من (50) مديرا في القطاع العام و (50) مديراً من القطاع الخاص، وقد توصلت الدراسة أي العديد من النتائج ، أبرزها أن أهم المعوقات التي تحول دون تبنى خطة استراتيجية للموارد البشرية هي ضعف نظام التغذية الراجعة في القطاعين، وضعف نظام الحوافز وتدني موقع إدارة الموارد البشرية لدى القطاع

العام ، ووجود فروق ذات دلالة إحصائية في أنشطة التخطيط الاستراتيجي للموارد البشرية لصالح القطاع الخاص في كل من الحوافز والامتيازات والاستقطاب والاختيار والتعيين، وأن هناك أثر ارتباط إيجابي بين أنشطة إدارة الموارد البشرية وممارسة التخطيط الاستراتيجي للموارد البشرية في القطاعين العام والخاص.

2-دراسة بقلّة، سعيد (2004) بعنوان " واقع تخطيط الموارد البشرية في منظمات القطاع العام والخاص الأردني" دراسة ميدانية.

هدفت إلى التعرف على واقع ممارسة تخطيط الموارد البشرية في منظمات القطاعين العام والخاص الأردني من خلال معرفة الى أي مدى يتم اتباع مجموعة من الأنشطة والممارسات المتعلقة بأسس ومراحل تخطيط الموارد البشرية في منظمات كلا القطاعين والمقارنة بينهما، كما هدفت الى التعرف على مدى توفر المعلومات المتعلقة بتخطيط الموارد البشرية ودرجة دقتها، واستخدامها لدى الدائرة أو القسم المعنى بالتخطيط للموارد البشرية، وكذلك الى معرفة مدى الربط والتكامل بين استراتيجية المنظمة العامة وتخطيط الموارد البشرية فيها، وقد تكونت عينة الدراسة من (115) مديرا من مديري إدارة الموارد البشرية في منظمات كلا القطاعين، وتوصلت الدراسة الى أن الأنشطة والممارسات المتعلقة بأسس ومراحل تخطيط الموارد البشرية في منظمات القطاعين العام والخاص الأردني، تمارس بدرجة متوسطة بالإضافة الى وجود فروق بين منظمات كلا القطاعين، فيما يخص تلك الأنشطة والممارسات باستثناء المرحلة الأخيرة المتعلقة بتنسيق المنظمة بين إدارتها وتقييم تنفيذ خطط الموارد البشرية، وقد كانت لصالح القطاع الخاص، وأن هناك ربطا وتكاملا ما بين استراتيجية المنظمة العامة وتخطيط الموارد البشرية فيها بدرجة متوسطة وذلك في كلا القطاعين ، وأن المعلومات المتعلقة بتخطيط الموارد البشرية في منظمات القطاعين العام والخاص الأردنيين تمتاز بأنها عالية التوفر والدقة والاستخدام، إلا أن بعضا من هذه المعلومات يميل إلى الدرجة المتوسطة في التوفر والدقة والاستخدام، ووجود معوقات بارزة تحد وتعيق بدرجة متوسطة من تبنى ممارسة تخطيط الموارد البشرية بشكل فعال في المنظمات القطاعين العام والخاص، وأن لدى مديري إدارة الموارد البشرية في منظمات كلا القطاعين اتجاهات ايجابية وقوية نحو الفوائد المرجوة من جراء ممارسة تخطيط الموارد البشرية بشكل فعال.

3-دراسة الهيّتي، المعشر (2004) بعنوان: تأثير الاستقطاب على الأداء الوظيفي في وظائف الإدارة العليا في الوزارات والدوائر الأردنية.

هدفت الدراسة الى التعرف على تأثير عملية الاستقطاب على الأداء الوظيفي في الجهاز الحكومي الأردني، ولاسيما منصبى الأمين العام والمدير العام والمتغيرات الوظيفية المرتبطة بها، وعلاقة ذلك بالنتائج المتحققة والأداء، وقد أجريت الدراسة على جميع كبار الموظفين الذين يشغلون منصب أمين عام وزارة أو أمين عام ديوان، وكذلك الذين يشغلون منصب مدير عام دائرة وجميع نوابهم ومساعديهم ، وبلغ عدد الذين شاركوا في هذه الدراسة (120) فردا واستجاب منهم (71) فردا متمثلين بأصحاب الوظائف العليا في الوزارات والدوائر الأردنية التي بلغ عددها (35) وزارة ودائرة أردنية.

وقد أظهرت نتائج الدراسة: افتقاد المنظمات التي تم بحثها الى سياسات ثابتة تضع شروطا محددة عند اختيار ذوي المناصب العليا وتعيينهم بما فيهم منصب الأمين العام والمدير العام وكذلك أظهرت أن جهات عليا هي التي تؤدي الدور الأساسي في التعيين، حيث أن عملية الاختيار والتعيين تطبق بدرجة متوسطة بوزن نسبي (64%).

وأوصت الدراسة بضرورة الاهتمام بوضع برنامج تطويري يتخصص بإعداد الأمناء العاميين ممن تتوفر لديهم المهارات القيادية مع المهارات الإدارية، وذلك وفق معايير واضحة ومدة يتم على اساسها تقييم المرشحين واختيارهم، الى جانب اقتراح انشاء مركز وطني متخصص بالقيادات الإدارية العليا مهمته عقد دورات تدريبية وحلقات نقاش وورش عمل، وضرورة الاهتمام بقيادات الصف الثاني في الوزارات الحكومية والمديرين العموميين.

4-دراسة أبو دولة وصالحية (2005) بعنوان " تقييم مستوى ممارسة التخطيط الاستراتيجي في الموارد البشرية " دراسة مقارنة بين منظمات القطاعين العام والخاص الأردنية.

هدفت الى التعرف على اتجاهات مديري إدارة الموارد البشرية في منظمات القطاع العام والخاص الأردنية، اعتمد الباحثان في الدراسة على المنهج الوصفي التحليلي، واسلوب الدراسة الميدانية المقارنة ، وقد شمل البحث (92) منظمة حكومية وخاصة بالأردن ، وقد توصلت الدراسة الى العديد من النتائج ، أبرزها أن (66.7%) من منظمات القطاع العام و (52.5%) من منظمات القطاع الخاص لا يوجد لديها تخطيط استراتيجي للموارد البشرية ، وأن (30.9%) من منظمات القطاع العام و 17.5% في القطاع الخاص لا يوجد لديها تخطيط استراتيجي سواء على مستوى المنظمة أو على مستوى ادارة الموارد البشرية بالإضافة الى عدم وجود فروق ذات دلالة إحصائية بين منظمات القطاعين فيما يتعلق بعملية الربط والتكامل بين استراتيجية المنظمة وإدارة الموارد البشرية، وأن ممارسة التخطيط الاستراتيجي لإدارة الموارد البشرية في القطاعين جاءت متدنية، وضعف الدعم من قبل الإدارة العليا لأعمال إدارة الموارد البشرية وعدم وجود نظام تغذية راجعة فعال. وأوصت الدراسة بضرورة تطوير أساليب الاستقطاب المستخدمة في بنك التجارة والتمويل الأردني لتحقيق الميزة التنافسية.

5-دراسة عوض (2005) بعنوان: عمليات التوظيف التي تقوم بها المؤسسات العامة والخاصة بمصر

أجريت الدراسة على عدد من شركات التوظيف في جمهورية مصر العربية والسعودية والكويت ودول الخليج الأخرى حيث هدف الى التعرف على كيفية إدارة مؤسسات التوظيف ومدى نجاحها في عمليات التوظيف بشكل فعال وتكون مجتمع البحث من (200) شركة توظيف ضمن (800) مدير عامل في هذه المؤسسات واستخدم الباحث المنهج الوصفي التحليلي الذي يصف الظاهرة كما هي ويجد تفسيرات لها.

وقد أظهرت نتائج الدراسة: أن مؤسسات التوظيف تعمل بشكل مترابط وفعال واحترافي مع مستويات قطاعات سوق العمل والمهن، وتدار بشكل مهني كبير بنسبة (7)، وهناك مهام إشرافية ورقابية تقام على المؤسسات ويجب التأكد من عملها الإداري بشكل متناسب وبنسبة (68%) والاهتمام بالعوامل الهامة لنجاح مؤسسات التوظيف ومنها المعرفة الجيدة لأسواق العمل والمعرفة لقطاع المهن التي تتعامل معها بارتياح لكل من الباحثين عن العمل وأرباب العمل الأجانب.

وأوصت الدراسة بضرورة التأكد من أن مؤسسات التوظيف ترتقي بمستوى رفيع في المهن الرفيعة المستوى، وحوسبة أعمالها وقواعد البيانات، وتطويرها لمواقع على شبكة الإنترنت، والموظفين الحاصلين على تعليم جيد، وتوفير التدريب لكل من الموظفين العاملين بالمؤسسات والمرشحين للوظائف، وتعزيز ثقة الباحثين عن فرص عمل والشركات بالمؤسسات التوظيفية، وعلى مؤسسات التوظيف الاهتمام الكبير لظروف المعيشة للعمال والتي توفرها لعمالها.

6-دراسة الزرابي (2006) بعنوان: تقييم اجراءات اختيار وتعيين العاملين الإداريين في وكالة الغوث الدولية بقطاع غزة.

هدفت الدراسة للتعرف على آلية تطبيق اجراءات اختيار الموظفين الاداريين وتعيينهم بوكالة الغوث والتحقق من مدى فعاليتها ومدى الالتزام بتطبيقها من أجل تطوير نظام اختيار الموظفين الإداريين، وتعيينهم وتحسين أدائهم بما يحقق اختيار أفضل المتقدمين للعمل فيها، واستخدم الباحث المنهج الوصفي التحليلي، وقد ضم مجتمع الدراسة جميع الموظفين الإداريين بمستوياتهم الإدارية المختلفة والبالغ عددهم (529) موظفاً، وقد ضمت عينة الدراسة (165) موظف بعد استفتاء الموظفين الذين لم يخضعوا الى اجراءات اختيار العاملين الإداريين وتعيينهم.

وقد أظهرت نتائج الدراسة: أن مرحلة فحص الطلبات تتم بطريقة جيدة وكذلك مرحلة الاعداد للمقابلة حيث كانت نسبة تطبيق هذه المرحلة 71.1% ، أن اختيار أعضاء لجنة المقابلة تتم بصورة مقبولة نوعاً ما وكذلك أداة لجنة المقابلة وتطبيق درجة مقبولة، وبينت الدراسة ضعف العلاقة بين الاختبارات التي يخوضها المرشحين وبين متطلبات الوظيفة المعلنة وعدم الأخذ بمبدأ الخبرة المكافئة للشهادة والتي يسمح بها لبعض الموظفين دون غيرهم بالمنافسة على الوظيفة الشاغرة دون امتلاكهم للشهادة العلمية المطلوبة ألا في حالة عدم توفر عدد كافي من الطلبات لتحقيق مبدأ المنافسة، وتطبق درجة مقبولة بوزن نسبي (62%) ، ولا توجد فروق ذات دلالة إحصائية في استجابات الذين تم بحثهم حول عملية تقييم اجراءات واختيار العاملين تعزى الى الجنس والمؤهل العلمي، عدد سنوات الخبرة، بينما كان هناك فروق ذات دلالة إحصائية حول استجابة الذين تم بحثهم تعزى لمسمى الوظيفي.

وأوصت الدراسة بضرورة إعادة النظر في الاختبارات التي تعدها الوكالة حيث أن نوعية الاختبارات التي تعدها الوكالة تعتبر غير ملائمة لأنها لا تشمل على اختبارات الذكاء الشخصية والنفسية، كما أوصت بضرورة إعادة النظر في طريقة تشكيل لجان المقابلات.

7-دراسة صيام، عايش(2007) بعنوان: فعالية متطلبات تطبيق وظائف ادارة وتنمية الموارد البشرية في جهاز الشرطة الفلسطينية في قطاع غزة.

هدفت الى التعرف على فعالية متطلبات وظائف ادارة وتنمية الموارد البشرية في جهاز الشرطة الفلسطينية في محافظات غزة من وجهة نظر فئة الضباط العاملين في الجهاز، ومحاولة التعرف الى الفروق في دراسة فعالية ادارة وتنمية الموارد البشرية في جهاز الشرطة الفلسطينية وفقاً لمتغيرات الجنس، العمر، المؤهل العلمي، مكان العمل، الرتبة العسكرية، المسمى الوظيفي، سنوات الخدمة، سنوات الخبرة، وقد تكون مجتمع الدراسة من نسبة من فئة الضباط العاملين في جهاز الشرطة الفلسطينية في محافظات غزة، تكونت عينة الدراسة من 168 ضابط شرطة ، وقد خلصت الدراسة الى مجموعة من النتائج من أهمها وظائف ادارة وتنمية الموارد البشرية تكاد أن تكون غير موجودة أو مغيبة، ومستوى الرضا عن أنظمة وظائف ادارة وتنمية ادارة الموارد البشرية ضعيف والمتعلقة أنظمة التحليل الوظيفي وتخطيط القوى العاملة والاستقطاب والاختبار والتعيين والتدريب وتخطيط المسار الوظيفي وتقييم الأداء، هذا بالإضافة الى غياب اللوائح التنفيذية والاجراءات التي تساعد في تصميم وتنفيذ هذه الأنظمة، بالإضافة الى غياب دور الإدارة العليا في وجود هذه اللوائح مع عدم تركيز الإدارة العليا على تطوير الأنظمة واللوائح والاجراءات الموجودة مسبقاً والتي تسير وتسهل عمل الشرطة، بالإضافة الى وجود تكس في الكادر البشرى وذلك نتيجة غياب الأنظمة المتبعة في إدارة وتنمية الموارد البشرية في عملية التوظيف ، وغياب أيضاً تأهيل الكادر البشرى الذي كان تأهيله عشوائياً وليس مدروساً.

8-دراسة حسن (2009) بعنوان " استراتيجية توظيف الموارد البشرية وأثرها في تحقيق الميزة التنافسية، دراسة تطبيقية في قطاع الاتصالات الأردنية.

هدفت الى التعرف على استراتيجية توظيف الموارد البشرية وأثرها في تحقيق الميزة التنافسية في قطاع الاتصالات الاردنية ولتحقيق أهداف الدراسة قام الباحث بتصميم استبانة لجمع المعلومات الأولية من عينة الدراسة والتي تكونت من (35) فقرة وفي ضوء ذلك جرى جمع وتحليل البيانات واختيار الفرضيات باستخدام الحزمة ، تكونت عينة الدراسة من كافة المديرين ورؤساء الاقسام العاملين في شركتي زين وأورانج والبالغ عددهم (80) وبعد إجراء SPSS الاحصائية للعلوم الاجتماعية التحليل الوصفي للدراسة وتحليل الانحدار لفرضيات الدراسة توصلت الدراسة الى عدد من النتائج كان أهمها وجود تأثير ذي دلالة معنوية لكل من استقطاب الموارد البشرية، واختيار الموارد البشرية، وتعيين الموارد البشرية على تحقيق ميزتي الكلفة والابتكار .

9-دراسة الرسول، وكاظم (2009) بعنوان: تقويم واقع ممارسات ادارة الموارد البشرية في رئاسة جامعة القادسية.

هدفت الى تحليل واقع ممارسات ادارة الموارد البشرية في رئاسة جامعة القادسية من حيث ممارسة الموارد البشرية لأدوارها الاستراتيجية والتشغيلية في رئاسة جامعة القادسية، وكيفية يتم تنفيذ أنشطة إدارة الموارد البشرية في رئاسة جامعة القادسية من أجل تحقيق رضا المديرين التنفيذيين والعاملين عن أداء ادارة الموارد البشرية، وتمثل مجتمع الدراسة من العاملين في رئاسة الجامعة حيث تم توزيع (90) استمارة تم إعدادها لهذا الغرض على عينة عشوائية، واستخدمت الدراسة مجموعة من الوسائل الاحصائية لتحليل البيانات، وتوصلت الدراسة الى خلو الهيكل الخاص بالجامعة من وحدة مستقلة خاصة بقسم الموارد البشرية وإحاطها بقسم مستقل تابع للدائرة الادارية والقانونية .

10-دراسة الصرايرة والغريب (2010) بعنوان: أثر وظائف إدارة الموارد البشرية في الإبداع التنظيمي كما يراها العاملون في شركة الاتصالات الاردنية.

هدفت هذه الدراسة إلى التعرف على مستوى ممارسات إدارة الموارد البشرية وعلاقتها بالإبداع التنظيمي في شركة الاتصالات الاردنية، واعتمدت الدراسة على المنهج الوصفي التحليلي، وتكون مجتمع الدراسة من 600 موظف في شركة الاتصالات الاردنية.

وقد أظهرت نتائج الدراسة: أن مستوى ممارسة وظائف إدارة الموارد البشرية في شركة الاتصالات مرتفعة، وأن مستوى الإبداع المؤسسي في شركة الاتصالات مرتفعان أثر ذو دلالة إحصائية لوظائف إدارة الموارد البشرية على الإبداع التنظيمي في شركة الاتصالات الأردنية وأشارت النتائج الى وجود فروق ذات دلالة إحصائية في اتجاهات اللذين تم بحثهم نحو ممارسة وظائف ادارة الموارد البشرية في شركة الاتصالات الاردنية تعزى للمتغيرات الديموغرافية والوظيفية (الجنس، العمر، المؤهل العلمي، الخبرة العلمية، المستوى الإداري) ، بلغ المتوسط الحسابي لوظيفة الاختيار (3.64) بدرجة مرتفعة وهذا دليل على أن إدارة الموارد البشرية تولى اهتمام كبير لاستقطاب أفضل الافراد وانشاء عمالة ذات افكار متنوعة، وبلغ المتوسط الحسابي لعملية التخطيط للموارد البشرية (3.13) بدرجة متوسطة.

وأوصت الدراسة بضرورة التركيز على وظيفة تخطيط الموارد البشرية باعتبارها أهم الوظائف الإدارية وضرورة تقديم المكافآت المادية ولمعونة للموظفين المبدعين لتجهيزهم لتقديم افكار جديدة متنوعة، والاهتمام بالكفاءات وتعزيز روح الابداع والتطوير في شركة الاتصالات الأردنية.

11-دراسة عبد المحسن حاجي حسين (2010) بعنوان: " ممارسات إدارة الموارد البشرية وأثرها في تحقيق التميز المؤسسي، دراسة تطبيقية في شركة زين الكويتية للاتصالات الخليوية".

هدفت الدراسة الى التعرف على أثر ممارسات إدارة الموارد البشرية في تحقيق التميز المؤسسي في شركة زين الكويتية للاتصالات الخليوية.

ولتحقيق أهداف الدراسة قام الباحث بتصميم استبانة شملت (40) فقرة لجمع المعلومات الأولية من عينة الدراسة المكونة من (25.3) مستجيبا، وفي ضوء ذلك جرى وتم استخدام العديد من الاساليب الاحصائية لتحقيق أهداف الدراسة، SPSS جمع وتحليل البيانات واختبار الفرضيات باستخدام الحزمة الاحصائية للعلوم الاجتماعية ومنها تحليل الانحدار البسيط والمتعدد وبعد إجراء عملية التحليل لبيانات الدراسة وفرضياتها حيث توصلت الدراسة الى عدد من النتائج أبرزها:

- 1- وجود أثر ذي دلالة معنوية للاستقطاب والتعيين في تحقيق التميز القيادي والتميز بتقديم الخدمة عند مستوى (0.05) في شركة زين الكويتية للاتصالات الخليوية.
- 2- وجود أثر ذي دلالة معنوية للتدريب والتطوير في تحقيق التميز القيادي والتميز بتقديم الخدمة عند مستوى (0.05) في شركة زين الكويتية للاتصالات الخليوية
- 3- وجود أثر ذي دلالة معنوية لتقييم الأداء في تحقيق التميز القيادي والتميز بتقديم الخدمة عند مستوى (0.05) في شركة زين الكويتية للاتصالات الخليوية
- 4- وجود أثر ذي دلالة معنوية للتعويضات في تحقيق التميز القيادي والتميز بتقديم الخدمة عند مستوى (0.05) في شركة زين الكويتية للاتصالات الخليوية.
- 5- وجود أثر ذات دلالة معنوية للصحة والسلامة المهنية في تحقيق التميز القيادي والتميز بتقديم الخدمة عند مستوى (0.05) في شركة زين الكويتية للاتصالات الخليوية،

وقد أوصت الدراسة بما يلي:

والمتمعلق بتدريب الموظفين. 110015-تعزيز اهتمام شركة زين الكويتية للاتصالات الخلوية أهمية كبيرة للأيزو

2-السعى من قبل الادارة العليا لشركة زين الكويتية للاتصالات الخلوية باستمرار الى تحقيق مركز تنافسي جيد.

12-دراسة عدوان (2011) بعنوان: " واقع سياسة الاختيار والتعيين وأثرها على المسار الوظيفي للعاملين في المصارف العاملة في قطاع غزة.

تهدف هذه الدراسة الى التعرف على واقع سياسات الاختبار والتعيين في الوظائف وأثر ذلك على المسار الوظيفي للعاملين في المصارف العاملة في قطاع غزة، وذلك من خلال التعرف على عملية التحليل الوظيفي المتبعة في المصارف والتخطيط الاستراتيجي للموارد البشرية ومهنية الاجراءات التي تقوم بها المصارف في عملية SPSSاختيار العاملين، وتم استخدام لمنهج الوصفي التحليلي، وبلغ عينة الدراسة (187) موظف وتم استخدام التحليل الإحصائي ببرنامج

وقد أظهرت نتائج الدراسة أن عملية التحليل الوظيفي المتبعة في المصارف تعتبر جيدة وتحتاج الى المزيد من التحسن حيث يوجد تحليل وظيفي مكتوب لجميع الوظائف يحدد الواجبات والمسئوليات وينعكس بشكل إيجابي على الموارد البشرية وان عملية التخطيط للقوى العاملة وتحديد الاحتياجات المستقبلية من الأيدي العاملة تعتبر جيدة ومطبقة حيث يوجد وضوح في عدد ونوعية القوى المطلوبة لكل دائرة أو قسم أو مديري الأقسام تتم مشاركتهم بشكل سنوي في تحديد احتياجات دوائرهم او اقسامهم وأن المصارف العاملة في قطاع غزة تتحرى الشفافية والمصادقية عند عملية تعيين الموظفين، توجد فروق ذات دلالة احصائية بين استجابات .

13-دراسة خلف الله (2015) بعنوان: " التخطيط الاستراتيجي وأثره على أداء الموارد البشرية لقطاع النفط دراسة حالة شركة سودايت"

هدفت الدراسة الى التعرف على واقع التخطيط الاستراتيجي في شركة سودايت المحدودة، وإلقاء الضوء على أبرز الحلو التي من الممكن أن تسهم في تحديد الآثار الايجابية والتخفيف من الآثار السلبية لذلك الواقع بالإضافة الى التعرف على المشكلات والتحديات التي تواجه التخطيط ومدى مشاركة العاملين في وضع الخطط الاستراتيجية لإدارة الموارد البشرية والوقوف على دور التخطيط في أداء العاملين ومدى مرونة الشركة في التخطيط الاستراتيجي والاستجابة للمتغيرات الداخلية والخارجية ، حيث احتوى البحث على ثلاثة فروض لإثباتها في البحث وعلاقتها بواقع التخطيط الاستراتيجي في شركة سودايت، تم استخدام المنهج الوصفي التحليلي لأثبات الفروض، وقام الباحث بالتحليل الإحصائي باستخدام الرضا الوظيفي، حيث كان عدد افراد العينة 100 موظف من مجتمع العينة (شركة سودايت) وتوصل الباحث الى

14-دراسة الدجنى (2011) بعنوان: التخطيط الاستراتيجي ودوره في جودة الأداء المؤسسي دراسة وصفية تحليلية في الجامعات النظامية الفلسطينية.

هدفت الدراسة الى تعرف على دور التخطيط الاستراتيجي في جودة الأداء المؤسسي، وتطوير معايير ومؤشرات لقياس جودة الأداء المؤسسي في الجامعات الفلسطينية.

اتبع الباحث المنهج الوصفي التحليلي، والمنهج البنائي التطويري لملائمتها لموضوع الدراسة، وقام بتصميم أداتي الاستبانة والمقابلة المقننة لتحقيق بعض أهداف الدراسة حيث تكونت الاستبانة من (87) فقرة موزعة على محللين رئيسيين هما واقع جهود الأداء المؤسسي فهي ضوء مؤشرات وتكون من (55) فقرة ، ودور التخطيط الاستراتيجي وعلاقته بأبعاد الأداء المؤسسي وتكون من (32) فقرة، في حين تكونت بطاقة المقابلة من (43) فقرة موزعة على اربعة ابعاد رئيسية هي (التحليل البيئي، البيئة الداخلية، التحليل البيئي " البيئة الخارجية" ، تكوين الاستراتيجية، تنفيذ الاستراتيجية، الرقابة والتقييم) وقد تم توزيع الاستبانة على مجتمع الدراسة الذي تألف من العمداء، والمدراء ، ولجان التخطيط والجودة في الجامعة الاسلامية وجامعة الأقصى، والبالغ عددهم (500) عضوا، كما استخدم الباحث المجموعة البؤرية كأداة لتطوير معايير ومؤشرات للأداء المؤسسي.

وقد أظهرت نتائج الدراسة: توافر ابعاد جودة الأداء المؤسسي في الجامعات الفلسطينية بنسبة كبيرة حيث بلغ المتوسط الحسابي النسبي لجميع فقرات ابعاد الاداء المؤسسي يساوى (75.97%) وتوافر جودة الأداء المؤسسي في بعد النطاق المؤسسي بنسبة كبيرة حيث بلغ المتوسط الحسابي النسبي لجميع فقرات البعد يساوى (75.97%) ووجود علاقة ذات دلالة احصائية عند مستوى دلالة 0.05 بين مستوى دور التخطيط الاستراتيجي وجودة الأداء المؤسسي للجامعات الفلسطينية حيث بلغ المتوسط الحسابي النسبي لجميع فقرات المحور (57.97%) ووجود فروق ذات دلالة احصائية في استجابات اللذين تم بحثهم تعزو للجنس وكان الفرق لصالح الذكور، ووجود فروق في استجابات اللذين تم بحثهم تعزو للعمر والخبرة الوظيفية، بينما لا توجد فروق ذات دلالة إحصائية حول استجابات اللذين تم بحثهم تعزو للمسمى الوظيفي والمؤهل العلمي.

15-دراسة الفاعوري (2012) بعنوان: أثر فعالية تخطيط موارد المنظمة في تميز الأداء المؤسسي، دراسة تطبيقية في أمانة عمان الكبرى

هدفت الدراسة الى الكشف عن أثر فاعلية انظمة تخطيط موارد المنظمة على تحقيق تميز الأداء المؤسسي في أمانة عمان الكبرى من خلال دراسة ابعاد فاعلية هذه الأنظمة (جودة المعلومات، جودة النظام، رضا المستخدم) وتكونت العينة من موظفي الدائرة المالية وعددهم 100 مستخدم، وتكون مجتمع الدراسة من الموظفين العاملين في أمانة عمان الكبرى واستخدمت الباحثة المنهج الوصفي التحليلي.

وقد أظهرت نتائج الدراسة: وجود علاقة ذات دلالة احصائية بين فاعلية استخدام أنظمة تخطيط الموارد وفقا للأبعاد (جودة المعلومات، جودة النظام، رضا المستخدم) مجتمعة في تحقيق التميز المؤسسي، حيث تطبق جميع الأبعاد بدرجة مرتفعة، أبعاد الأداء المؤسسي تطبق بدرجة مرتفعة ويوزن نسبي بلغ (82%).

وأوصت الدراسة بضرورة شمول جميع المناطق الخاضعة لأمانة عمان الكبرى بتطبيق نظام Oracle EPR لتحقيق التخطيط والاستغلال الأمثل لموارد الأمانة، وكذلك ضرورة تحسين قدرات المستخدمين للنظام عن طريق عقد دورات تدريبية متخصصة بشكل مستمر، وضرورة تطبيق مبدأ زيادة فاعلية مشاركة العاملين في صياغة القرارات من خلال استخدامهم لنظام Oracle EPR.

الاستقطاب للعاملين، الاهتمام بكل اساليب الاستقطاب بشكل عام وخاصة بما يتعلق بالجامعات والكليات والمعاهد الرياضية المختصة.

16-دراسة المرينى (2014) بدراسة بعنوان " دور التدريب فى رفع كفاءة أداء موظفي القطاع العام دراسة حالية، وزارة الشؤون الاجتماعية – مكاتب الضمان الاجتماعي-منطقة الباحة.

يهدف البحث الى التعرف على مدى الاستفادة من الدورات التدريبية التي يحصل عليها الموظفون ودور التدريب في رفع الأداء كما يهدف الى الوصول الى المشاكل التي تواجه العملية التدريبية ونقاط القوة والضعف وتوصيات تساعد في تحقيق أهداف المنظمة المدروسة للوصول الى أداء متميز من خلال عمليات التدريب والتطوير التي تؤدي الى رفع كفاءة أدا الموظفين والعاملين بها وقد تمثلت مشكلة الدراسة في أن أغلب القطاعات الحكومية تواجه نقص كبير في عملية التدريب لموظفيها العاملين، وقد يقتصر التدريب فيها على مستويات إدارية معينة دون اخرى، وقد استخدم الباحث المنهج الوصفي التحليلي لوصف الظاهرة محل الدراسة، واستخدم لجمع البيانات المختلفة المقابلات والملاحظات وفحص السجلات، وقد بلغ مجموع عينة البحث أربعين عينة موزعة على فروع مكاتب الضمان الاجتماعي بمنطقة الباحة، وتمثلت أهم النتائج في موافقه أفراد عينة البحث على دور التدريب في زيادة كفاءة الأداء وحاجتهم اليه لتطوير أدائهم هناك علاقة ذات دلالة إحصائية بين التدريب وبين كفاءة الأداء لدى الموظفين وعلاقة بين نوع التدريب وتحسين أداء الموظفين وهناك علاقة ذات دلالة إحصائية بين فترة التدريب وكفاءته وعدم موافقة أساليب التدريب واغلب الدورات نظرية وليس لها علاقة بالعمل الميداني وقصر مدة التدريب مع طول ساعات التدريب اليومية وأوصت الدراسة الى ضرورة دعم وزيادة الاهتمام بقياس أثر التدريب على المتدرب وعلاقته بتطوير أداءه وعمله مهاراته العلمية وضرورة رفع ميزانية التدريب والاهتمام بعملية التقييم بعد التدريب ومتابعة المتدربين بنقارير الأداء وزيادة عدد الدورات وإتاحة الفرصة لجميع الموظفين للحصول على الدورات التدريبية دون استثناء وأن يعطى الموظف الفرصة في تحديد الدورات التدريبية التي يرغب الالتزام فيها.

17-العمامى (2014) أثر رأس المال البشرى على التميز التنظيمي لقطاع النفط في ليبيا

هدفت هذه الدراسة الى التعرف على واقع رأس المال البشرى بقطاع النفط في ليبيا والتعرف على الدور الذي يلعبه رأس المال البشرى في تحقيق التميز التنظيمي بقطاع النفط في ليبيا، والتعرف على مدى تحقيق التميز التنظيمي في قطاع النفط في ليبيا، ومحاولة معرفة الصعوبات التي تحد من وصول الشركات الى تحقيق التميز التنظيمي، والتعرف على مدى التباين في تحقيق التميز التنظيمي بين الشركات الليبية النفطية محل الدراسة والتعرف على طبيعة تأثير رأس المال البشرى على التميز التنظيمي بقطاع النفط في ليبيا.

كما سعت الدراسة الى تقديم الرؤية المستقبلية، وتقديم المقترحات والحلول المناسبة التي تساعد على تحسين وتطوير رأس المال البشرى، وبالتالي الرفع من مستوى أداء الشركات النفطية الليبية، وتذليل الصعوبات التي تواجهها للوصول الى تحقيق التميز التنظيمي.

يتكون مجتمع الدراسة من جميع الدراسة من جميع الشركات النفطية المملوكة للمؤسسة الوطنية للنفط، والمتخصصة في مجال إنتاج، وتصنيع، وتسويق النفط في ليبيا، والمراكز والشركات التابعة لها، وقد بلغ إجمالي هذه الشركات (15) شركة، وقد تم اختبار ست شركات ، وقد تمت عملية الاختيار لهذه الشركات على أساس التبعية الكاملة للمؤسسة الوطنية للنفط ، والتي تدار بإدارة ليبية محلية، وتخضع للقانون الليبي في إدارتها بشكل كامل ، ولكونها تمثل أكبر الشركات من حيث لحجم ، ورأس المال ، وحجم الموارد البشرية التي تعمل بهذه الشركات ، وتنوع نشاطها وتشتمل عينة الدراسة على (المديرين)، وقد تم إجراء حصر شامل لهم عن طريق الخريطة

التنظيمية الخاصة بالقيادات الإدارية للشركات - محل الدراسة- وبلغ عدد المدراء (260) مديرا وتم التركيز على اختيار القيادات الإدارية في كافة المستويات الإدارية، وقد توصلت الدراسة الى الأهداف الآتية:

- 1-إن التوجه نحو الاهتمام برأس المال البشري وكل بعد من أبعاده - حسب وجهة نظر المدراء في الشركات محل الدراسة-تقع في المدى المتوسط، ولكنها لا تصل للمستوى الذي يطلبه العمل في بيئة تشهد تحديات كبيرة وخصوصا، في الصناعات النفطية، وأن درجة تطبيق أبعاد رأس المال البشري مرتبة تنازليا ما يلي، (إدارة المعرفة، الابداع التنظيمي، التدريب).
- 2-إن درجة تحقيق التميز التنظيمي في الشركات النفطية الليبية والمتمثل في ممارسة القيادة الابداعية تقع بشكل إجمالي في المدى (المنخفض) من المقياس-حسب وجهة نظر مدراء الشركات محل الدراسة وهذا يدل على أن ممارسة القيادة الابداعية لا ترقى للمستوى الذي يحقق التميز التنظيمي.
- 3-عدم وجود فروق ذات دلالة إحصائية بين متوسطات استجابات الشركات النفطية الليبية محل الدراسة فيما يتعلق بأبعاد رأس المال البشري المتمثلة في التدريب، وإدارة المعرفة، والابداع التنظيمي ويعزى هذا لتشابه اللوائح الإدارية المعمول بها في الشركات محل الدراسة بها حيث إننا تدار جميعها من قبل المؤسسة الوطنية للنفط.

18-حجازي (2016) دراسة بعنوان: التوظيف وعلاقته بالتميز المؤسسي دراسة ميدانية على المنظمات الأهلية غير الحكومية-قطاع غزة

هدفت الدراسة الى التعرف على علاقة إجراءات التوظيف بالتميز المؤسسي في المنظمات الأهلية غير الحكومية في قطاع غزة، وقد اعتمدت الباحثة لإجراء الدراسة المنهج الوصفي التحليلي الذي يصف الظاهرة ومن ثم يقدم التفسيرات المتعلقة بها، ولتحقيق أهداف الدراسة تم تصميم استبانة كأداة للدراسة، وتم استخدام أسلوب المسح الشامل لجمع البيانات من المديرين العاملين في المنظمات الأهلية غير الحكومية في قطاع غزة والبالغ عددهم 240 مدير، حيث تم الحصول على استبانات معبئة وصالحة للتحليل من قبل 117 منظمة من أصل مجتمع الدراسة الذي تمثل بـ 127 منظمة، ومن أهم نتائج هذه الدراسة:

- 1-أبعاد إجراءات التوظيف تطبق بدرجة مرتفعة وبوسط حسابي (3.97) وبوزن نسبي 79.3؛ حيث حصل بعد " التعيين" على المرتبة الأولى بوزن نسبي 20.7%، وحصل بعد الاختيار على المرتبة الثانية بوزن نسبي 79.4% وحصل بعد التنبؤ بالاحتياجات من الموارد البشرية على المرتبة الثالثة بوزن نسبي 93.1% ويأتي في المرتبة الأخيرة بعد الاستقطاب بوزن نسبي 77.9%

أ-مستوى التميز المؤسسي في المنظمات الاهلية غير الحكومية العاملة في قطاع غزة كان مرتفعا بوزن نسبي (82.3%).

وقدمت الدراسة مجموعة من التوصيات أهمها: أن على المنظمات الاهلية في قطاع غزة تطوير آلية مناسبة يتمكن من خلالها عمل تحليل وظيفي لمبع وظائف المؤسسة كذلك اشراك جميع الدوائر والاقسام في التخطيط للموارد البشرية داخل المنظمة ومراجعة استراتيجية تقييم الموارد البشرية بشكل يساهم في تطوير المنظمة.

الدراسات باللغة الأجنبية:

19-دراسة فالريا بل فيدير، ألبرتو غراندي وهيرفي ولجينفر(2018) هدفت الدراسة إلى التحقق مما إذا كان يمكن استخدام نموذج التميز في الأعمال التابع للمؤسسة الأوروبية لإدارة الجودة (EFQM)

كإطار مرجعي في تصميم نظام لقياس الأداء متعدد الأهداف (PMS) لوظيفة المشتريات، واختبار صلاحية EFQM BEM لتصميم دورة شهرية وظيفية، بناءً على أن النموذج يؤكد أهمية وجود مراقبة مشتركة لمحركات ونتائج قسم المشتريات، واستخدمت الدراسة نهج موضوعي، قائم على دراسة استقصائية دولية أيضاً في وظيفة المشتريات مستندة لوثائق من (118) شركة، ويمكن استخدام هذا النموذج كإطار مرجعي مناسب لقياس وإدارة أداء هذه الوحدة التنظيمية

20-دراسة خواكين غوميز، ميكايلا كوستا وأنجيل لورنيتي 2017 Micaela Costa & Angel Lorente, Joaquin Gomez

هدفت الدراسة إلى البحث في تكافؤ نظامي (EEM)، EFQM نموذج التميز الأوروبي، وإدارة الجودة الشاملة TQM، واستخدمت المنهج التجريبي على الشركات التي تُنفذ EEM كأداة لإدارة تستخدم TQM بشكل غير مباشر، ونتج عن الدراسة أن EEM و TQM على الرغم من أنهما غير متماثلتين ولا يوجد دليل تجريبي يوضح تكافؤ الأنظمة، إلا أنهما يتبعان مساراً مشابهاً، ويمكن توقع أن الشركة ذات الدرجات العالية في EEM سيكون لها احتمالات كبيرة في أن تكون شركة TQM، بالإضافة إلى ذلك يوفر كلا النظامين وسيلة لتحسين الأداء وفقاً للنتائج التي تم قياسها بواسطة EEM.

21-دراسة (Collins & Clark, 2003) بعنوان: The role of human resources practices in creating organizational competitive advantage. Top management team social network

دور ممارسات الموارد البشرية في تحقيق الميزة التنافسية في شركات تكنولوجيا المعلومات

هدفت الدراسة الى التعرف على دور ممارسات إدارة الموارد البشرية في تحقيق الميزة التنافسية في شركات تكنولوجيا المعلومات وعددها 73 شركة، وتكونت عينة الدراسة من 100 مدير عامل في هذه الشركات.

وقد أظهرت نتائج الدراسة: م وجود علاقة دلالة إحصائية بين ممارسات إدارة الموارد البشرية وتحقيق الميزة التنافسية في شركات تكنولوجيا المعلومات، وجود تخطيط جيد للعمالة ووجود معايير للتعين بعيدا عن المحسوبية ويطبق بدرجة مرتفعة، تقوم الشركات باستخدام اساليب حديثة في عملية الاستقطاب وتطبق بدرجة مرتفعة أيضا عدم وجود فروق ذات دلالة إحصائية بين ممارسات إدارة الموارد البشرية وتحقيق الميزة التنافسية تعزى للجنس، المؤهل العلمي، العمر، الخبرة الوظيفية، المسمى الوظيفي.

وقد أوصت الدراسة بضرورة التحديث المستمر لعملية التحليل الوظيفي في الشركات بسبب التطور التكنولوجي السريع.

22-دراسة (Bernthal & Rioux, 2005) بعنوان: Better recruitment and selection strategies result in improved development dimensions international organizational outcomes

استراتيجيات الاختيار والتعيين وأثرها في تحسين مخرجات المنظمة

هدفت الدراسة الى التعرف على استراتيجيات التعيين في مركز المعايير التطويرية للموارد البشرية، وطبقت الدراسة على بعض الاعضاء في مركز المعايير التطويرية للموارد البشرية بوسطن وبلغ عددهم (90) عضو .

وقد أظهرت نتائج الدراسة: أنه بالرغم من أن الموظفين الداخليين يبقون في وظائفهم ، وأنهم أكثر نجاحا من الموظفين الخارجيين، إلا أن المؤسسات تنجح الى التوظيف من الخارج في مستويات إدارية مختلفة، أكثر من الاتجاه للتوظيف من الداخل بنسبة 13% ، كما أن 60% من الموظفين القائمين على عملية الاختيار والمقابلات لديهم فهم كامل لعملية الاختيار وجود تحليل ووصف وظيفي لجميع الوظائف حتى تكون عملية الاستقطاب أفضل وتكون استراتيجيات التعيين ذات كفاءة، أن غالبية الموظفين المسئولون عن عملية الاختيار والتعيين لديهم فهم كامل لعملية الاختيار والتعيين، 97% من المؤسسات تقوم باستخدام المقابلات السلوكية لاختيار الموظفين، كما أظهرت النتائج أن اقل من 20% من المؤسسات تعتمد على طرق التقييم.

وأوصت الدراسة بضرورة وجود وصف تفصيلي لجميع الوظائف لتكون عملية الاستقطاب أفضل وأكثر فاعلية، وأن تكون استراتيجيات التعيين ذات كفاءة ومخرجاتها موضوعية، كما اوصت بضرورة تتبع الممارسات الملائمة لاختيار الموظفين مثل المقابلات السلوكية، وتقديم الدورات والخبرات واختبارات القدرات.

23-دراسة (Siu Chow, 2008) بعنوان: an empirical investigation of coherent human resources practices and high performance work systems

هدفت الى بيان فحص العلاقة بين ممارسات الموارد البشرية والأداء العالي لأنظمة العمل، تكونت عينة الدراسة من (248) فردا من الشركات العاملة في هونغ كونغ والتي لديها أنظمة لممارسات الموارد البشرية تدعم الأداء فيها، وقد توصلت الدراسة الى وجود علاقة ذات دلالة إحصائية لممارسات الموارد البشرية وبين الأداء العالي للمنظمات عينة الدراسة.

24-دراسة (Vlachos, 2009) بعنوان "The effect of human resources practices on firm growth"

هدفت الى بيان مدى مساهمة ممارسات الموارد البشرية في نمو المنظمة بالإضافة الى بيان الارتباط بين ممارسات الموارد البشرية وأداء المنظمة، تكونت عينة الدراسة من (71) مدير موارد بشرية في شركات الأغذية برومانيا، وقد توصلت الدراسة الى العديد من النتائج كان أبرزها أن سياسة التعويضات ترتبط بشكل إيجابي بنمو المبيعات، وأن هناك علاقة ارتباط غير ايجابية بين كافة ممارسات إدارة الموارد البشرية بنمو الشركة باستثناء الأمن الوظيفي.

25-دراسة (Kim, 2010) بعنوان: Strategic Human Resource practices introducing alternatives for organizational performance improvement in the public sector

هدفت الى تأثير اربعة عوامل تساهم في توقعات العاملين حول البيئة التنافسية على الأداء المؤسسي، وهذه العوامل هي الرواتب، والمنافع، والفرص، والقواعد وقد توصلت الدراسة الى العديد من النتائج، أبرزها: وجود مساهمة عالية لتوقعات العاملين Naps-III التنظيمية، تكونت عينة الدراسة من (80) عاملا يعملون في حول البيئة التنافسية على أداء مؤسساتهم.

26-دراسة Mercy, Garcheri Munjuri, 2011 أثر ممارسات إدارة الموارد البشرية في تحسين اداء الموظفين في المؤسسات الكاثوليكية للتعليم العالي في كينيا

The effect of human resources management of practices in enhancing employee performance in catholic of Higher learning in Ken

ركزت هذه الدراسة على تأثير الممارسات إدارة الموارد البشرية على أداء الموظف وسعت هذه الدراسة إيجاد تأثير للتدريب، الأداء المرتبط بالأجر، امن الوظيفي، تمكين الموظف وتصميم الوظائف وفرص العمل على أداء الموظفين في المؤسسات الكاثوليكية للتعليم العالي في كينيا كان تصميم البحث المستخدم هو تصميم بحوق استقصائية وصفية والعينة المستهدفة جميع موظفي الدعم في المؤسسة استخدمت الدراسة تقنية العينات العشوائية وقد تم جمع البيانات باستخدام الاستبيانات وتحليلها باستخدام الاحصاءات الوصفية مثل الترددات والنسب المئوية، وتوصلت الدراسة الى أن الاجر المرتبط بالأداء كان له الأثر الأكبر في رفع مستوى أداء العاملين التدريب وتمكين الموظف أيضا لهم تأثير على زيادة مستوى أداء الموظفين ، أما تصميم الوظيفة والأمن الوظيفي هي الاقل تأثير على الأداء وكشفت الدراسة أن الغالبية العظمى من الموظفين من المستوى المتوسط تم تزويدهم بفرص التدريب مدفوعة الاجر من قبل الموظف في معظم الاحيان بيد أن أغلبية الموظفين لم يتلقوا أي مكافآت مالية بعد تحقيقهم الاهداف المحددة، بمعنى أنه لا يوجد أي الاجر المرتبط بالأداء في المنظمة، وأوصت الدراسة بأنه من أجل تحسين الأداء، يجب على المنظمة أن توفر للموظفين الأمن الوظيفي والعلاوات والحوافز كمكافآت للعاملين على تحقيق الاهداف لأن هذه الممارسات لإدارة الموارد البشرية ترتبط ايجابيا بعلاقة قوية جدا بأداء العاملين بالإضافة الى الممارسات الاخرى ذات التأثير ايجابي على أداء الموظفين وتشمل اعطاء العاملين فرصة لاتخاذ قرارات يمكنهم التعامل معه الأخذ بأراء الموظفين في القرارات الإدارية، وتفويض المهام التي يمكن التعامل معها، تزويدهم بالمهارات المطلوبة المتعلقة بوظائفهم، ووضع أهداف قابلة للتحقيق واشراك العاملين في تحديد الأهداف والتقييم العادل للأداء، وزيادة الراتب على تحقيق الأهداف المحددة وإدارة عادلة للمكافآت.

27-دراسة (Nasser & Khaled) (2013) العلاقة بين ممارسات إدارة الموارد البشرية والأداء المتوقع من العاملين في المستشفيات الأردنية.

Relationship between Human resources management practices and perceived performance of Employees in Jordanian Hospitals

العلاقة بين ادارة الموارد البشرية (HRM) الممارسات والأداء التنظيمي هو موضوع مهم في العلوم التنظيمية، ولكن لم يتم إجراء بحوث تذكر لدراسة هذه العلاقة في المستشفيات وتهدف هذه الدراسة الى تحديد حالة ممارسات ادارة الموارد البشرية وهل تطبق بشكل فعلى أم لا وأيضا دراسة الاثار المترتبة على ممارسات ادارة الموارد البشرية على أداء الموظفين في خمسة من المستشفيات في الأردن ، وتشمل الممارسات (التخطيط - الاختيار - التدريب - تقييم الأداء - التحفيز - التعويض - التوظيف) حيث تم استخدام تصميم المسح الوصفي، تم جمع البيانات من جميع الموظفين من كل مستشفى باستخدام الاستبيانات وتحليل البيانات باستخدام الاحصاء الوصفي ، تم جمع البيانات من جميع الموظفين من كل مستشفى باستخدام الاستبيانات وتحليل البيانات باستخدام الاحصاء الوصفي وتحليل الارتباط والانحدار ، اثبتت النتائج أن ممارسات ادارة الموارد البشرية لها تأثير على الأداء، وان المستشفيات الأردنية لا تملك ممارسات فعالة، وأن التعويض له الاثر الأكبر في زيادة مستوى أداء الموظف على الرغم من أن ممارسات ادارة الموارد البشرية عامل أساسي في تعزيز أداء المنظمة إلا أن معظم المستشفيات الأردنية لا تطبق هذه الممارسات بشكل فعال في أعمالها وأن المساهمة الرئيسية لهذا البحث يتمثل في اقناع مديري المستشفيات إعطاء اهتماما جديا للعلاقة بين ممارسات ادارة الموارد البشرية والأداء ويجب أن يولوا اهتماما أيضا في كيفية تعزيز القدرات في مجالات الموارد وتنمية المهارات البشرية من أجل زيادة وتحسين الأداء في المستشفى.

28-دراسة Momena Akhterl & Nur-E-Alam Siddique, 2013 ممارسات ادارة الموارد البشرية وأثرها على أداء العاملين (دراسة على معلم للإسمنت في بنغلاديش).

Practices and its impact on employee performance: study of the cement industry in Bangladesh

الهدف الرئيس لهذا البحث هو دراسة أثر ممارسات الموارد البشرية على أداء العاملين في معمل الاسمنت في بنغلاديش لهذا الغرض حاول الباحثون البحث والتحري في مختلف مكونات ممارسات إدارة الموارد البشرية على أداء الموظفين وفقا للعينه تألف من 160 من الموظفين من سبع شركات أسمنت المدرجة في دكا المالية للتبادل أظهرت النتائج أن التدريب والتنمية وإتاحة الفرص للتطور الوظيفي لها اثر إيجابي كبير على أداء الموظف من ناحية أخرى، تقييم الأداء والتعويض وممارسات القيادة لها تأثير إيجابي أيضا على أداء الموظفين ولكن هذا التأثير ليس هاما في معمل الاسمنت في بنغلاديش والادارة الفعالة للموارد البشرية يمكن أن تزيد من أداء العاملين في شركات الاسمنت في بنغلاديش أوصى البحث: أنه يجب على شركات الأسمنت تحديث ممارسات إدارة الموارد البشرية الموجودة وتنفيذ ممارسات إدارة الموارد البشرية مبتكرة جديدة، وينبغي إجراء المسح بين الموظفين من وقت لآخر لمعرفة رضاهم عن الممارسات الحالية وإشراك المديرين التنفيذيين في عملية تصميم أو تعديل ممارسات إدارة الموارد البشرية، وينبغي أن تنفذ تقنيات تقييم الأداء الجديدة مثل 360 والتي سوف تساعد المنظمة لجمع المعلومات حول أداء الموظف من مجموعة متنوعة من المصادر

29-دراسة Paul So, Olumuyiwa and Esther (2015) بعنوان تحديد نموذج للعلاقة بين تقييم الأداء والانتاجية التنظيمية في القطاع الحكومة النيجيري.

وفقا للدراسة فإن هناك العديد من التحديات التي تواجه الممارسة الفعالة والكفوة لنظام تقييم الأداء الذي يشمل تأثير القرارات الإدارية ونظام المكافآت وما تحققه من التزام وولاء الموظفين والذين يؤدي في النهاية إلى إنتاجية أعلى داخل المنظمة، لذلك ركزت هذه الدراسة على ما هو النظام الفعال للتقييم، لماذا نقوم بالتقييم وكيف نقوم بالتقييم حيث أن هذه العوامل غالبا ما تكون وراء الاستياء الشديد الذي قد يظهر بين الموظفين وأرباب العمل واعتمدت طريقة تصميم المسح الوصفي باستخدام استبيان وزع على الادارة والموظفين في بعض القطاعات العامة المختارة في ولاية لاغوس، جنوب غرب نيجيريا، من بينها 254 تمثل 85% استبانة صالحة للبحث ، وقد بنى الاستبيان على أربعة أقسام وأشارت الدراسة إلى أنه إذا كانت القرارات الإدارية عادلة ومنصفة وكان يرافقها مكافآت وترقيات عادلة للعمل الذي تم انجازه فإنه سيزيد من التزام الموظفين وولائهم في المنظمة، وعلى نفس المنوال ، إذا كان الموظفون يحفزون على نحو مناسب مع تلبية الاحتياجات التدريبية اللازمة والكافية، فإن الابتكار سيزداد بسرعة في العمل، وهذا سيؤدي بالتالي إلى وضع تنافسي أفضل وبالإضافة

30-دراسة Hafsa Shaukat & others, 2015 أثر ممارسات ادارة الموارد البشرية على أداء الموظفين (دراسة حالة معهد comsats لتكنولوجيا المعلومات في باكستان

Effect of human resources management practices on employee's performance

قيمت هذه الدراسة الروابط بين نظم " ممارسات الموارد البشرية" وأداء الشركات حيث اعتمدت مقاييس أداء العاملين على الدراسات التجريبية المنشأة التي تربط بين ممارسات إدارة الموارد البشرية وأداء الموظف، تم إعداد استبيان تألف من 31 العناصر التي شملت سبعة من المتغيرات التي تشمل التدريب ، تقييم الأداء، التخطيط الوظيفي، ومشاركة الموظفين، وتعريف العمل، التعويض والاختيار حيث صمم هذا الاستبيان على أساس هذه المتغيرات من أجل إيجاد علاقة وربطها مع النتائج وتوصلت الدراسة استنادا إلى نموذج وطني من الشركات إلى أنه على الرغم من أن العنصر البشري هو دائما الأهم في أي منظمة، إلا أن هذه الأهمية سوف تزداد في المستقبل بسبب التغييرات التي تحصل في بيئة العمل والتي تتطلب من الفرد، يلعب دورا حاسما ومهما في المنظمة وتشير إلى أن هذه الممارسات لها تأثير هام اقتصاديا وإحصائيا في أداء الموظف، وباختصار ، جميع "ممارسات الموارد البشرية" المختبرة ترتبط إيجابيا مع أداء الموظفين وأوصت هذه الدراسة على أنه ينبغي إعطاء أهمية للجانب التنموي في إدارة الموارد البشرية لتعزيز فعالية المنظمة خصيصا " أداء الموظف، وينبغي مراجعة وإصلاح وتحديد أنظمة الموارد البشرية مثل نظام المكافآت والترقية والتحفيز والتدريب والتعويض، وعلميات الاستقطاب لكي تكون أكثر ديناميكية وفعالية ومراقبة سير عمل هذه الأنظمة بشكل دائم لذا على كل المنظمات المهتمة بالنمو والأداء العالي من خلال زيادة مشاركة العامل يجب أن تعطى أهمية للتدريب والاختبار والتعويض والتحفيز .

التعليق على الدراسات السابقة:

قد تتشابه هذه الدراسات مع بعض الدراسات السابقة في بعض النقاط ولكنها تختلف عن الدراسات السابقة بمجال التطبيق ومجتمع البحث، تبحث هذه الدراسة في مؤسسات التعليم العالي الخاص ولكن الدراسات السابقة معظمها بحثت في مجال الشركات الخاصة - العامة كما تختلف أيضا من ناحية حجم العينة.

معظم الدراسات السابقة كانت تهدف الى بيان واقع ممارسات ادارة الموارد البشرية في المؤسسات العامة والخاصة بينما الدراسة الحالية تتطلع إلى التعرف على أثر ممارسات ادارة الموارد البشرية في تحقيق التميز في مؤسسات التعليم العالي الخاص.

ما يميز هذه الدراسة:

- تطرقت الدراسة الحالية الى التعرف على علاقة الممارسات الحديثة لإدارة الموارد البشرية بالتميز في المؤسسات التعليمية للتعليم العالي الخاص تطبيقا على جامعة 6 أكتوبر بمحافظة الجيزة
 - اولى الدراسات المحلية التي تناولت الممارسات الحديثة لإدارة الموارد البشرية والتميز المؤسسي معا تطبيقا على مؤسسات التعليم العالي الخاص في حدود علم الباحثة.
- وجه الاستفادة من الدراسات السابقة:**

- تم الاستفادة من الدراسات السابقة في حصول الباحثة على معرفة تراكمية عن كيفية اجراء الدراسة وكيفية اختيار المنهجية المناسبة والاساليب الاحصائية للاستخدام في تحليل البيانات وعرض النتائج.
- ساعدت الدراسات السابقة في تسهيل عملية تصميم أداة الدراسة وهي الاستبانة.

ثانياً: الإطار النظري للدراسة:

يتناول البحث الحالي في الإطار النظري الأساس النظري لمتغيري الدراسة: ممارسات إدارة الموارد البشرية والتميز المؤسسي

الفصل الأول: ممارسات إدارة الموارد البشرية

مقدمة:

تعد ادارة الموارد البشرية من الإدارات الهامة التي تعتمد عليها المنظمات والمؤسسات في مختلف دول العالم لأهميتها لما تقدمه من وظائف هامة للمنظمة في التواصل مع الموظفين من خلال الوظائف التي تقوم بها مثل وظيفة التدريب والتعيين وغيرها من الوظائف التي تجعلها في تواصل دائم مع الموظفين والمسؤولين بما يحقق اهداف المنظمة والعاملين

وسوف نتناول الباحثة في هذا الفصل مفهوم واهداف واهمية وممارسات إدارة الموارد البشرية

-مفهوم ادارة الموارد البشرية:

ان تعريفات ادارة الموارد البشرية تتعدد من حيث الصياغة ولكنها تتحدد في مضمون وروح رسالتها.

وعرفها عقيلي بقوله إن إدارة الموارد البشرية وظيفة أساسية في المنظمات تعمل على الاستخدام الامثل للموارد البشرية التي تعمل فيها من خلال استراتيجية تشمل على مجموعة من السياسات والممارسات المتعددة وبشكل يتوافق فيه هذا الاستخدام مع استراتيجية المنظمة ورسالتها ويسهم في تحقيقها (عثمان على، 2015) وترى الباحثة أن هذا التعريف يمثل اتجاه معاصر في دراسة وظيفة إدارة الموارد البشرية في المنظمات اليوم ويختلف عن التعريفات سابقا في إطاراتها حيث كانت تعتبر سابقا مجرد ادارة للأفراد وعرفها نادر أبو شيخة بأنها الجهود التي تستهدف تحقيق التوازن بين مصلحة العاملين ومصالح المنظمة (ابو شيخة، 2010، 36).

وترى الباحثة أنه يمكن تعريف إدارة الموارد البشرية بأنها أسلوب حديث في التعامل مع القوى البشرية باعتبار أن هذه الادارة شريك في التخطيط الشامل على مستوى المنظمة بحيث يكون هناك توافق بين اهداف المنظمة وطموح وأهداف الافراد العاملين والتعامل مع العاملين على أنهم أصل من أصول المنظمة يجب الحفاظ عليه وصيانته.

أهداف ادارة الموارد البشرية:

أن الاهداف التي تسعى الى تحقيقها إدارة الموارد البشرية هي أهداف المنظمة بصفة عامة وأهداف ادارة الموارد البشرية بصفة خاصة وان أهداف المنظمة في اطار مواردها البشرية غالبا ما تتطوي على هدفين رئيسيين هما الكفاءة والعدالة والكفاءة بالنسبة للمنظمات تتحدد على ضوء العلاقة بين مدخلات عملياتهم الانتاجية ومخرجاتها وتحقيق كفاءة الاداء كلما كانت قيمة المخرجات أكبر من قيمة المدخلات وفي الجانب الخاص بالعدالة فإن ذلك يتوقف على العلاقة بين الاجراءات والقرارات الخاصة بالتعامل مع الموارد البشرية وكلما تم رعاية العدالة في أمور التوظيف والعلاوات والترقية كلما أدى ذلك في النهاية الى رضا العاملين وفي إطار هذين الهدفين الاساسيين للمنظمة يمكن أن تتبلور أهداف إدارة الموارد البشرية على النحو التالي :

1-قوى عمل متجانسة: ويقوم التجانس هنا على أساس وجود خصائص مشتركة في القوى العاملة.

- 2- قوى عمل منتجة: أي أنها تستطيع أن تحقق الانتاج والخدمة المطلوبة وفق المعايير المحددة سلفا (كما ونوعا) وفي الوقت المحدد والمواصفات المحددة.
 - 3- قوى عمل فعالة: أي ما يتم انجازه يتم بأحسن الطرق وبأقل التكاليف وفي أقصر وقت.
 - 4- قوى عمل مستقرة. أن ازدياد حركة دوران العمل تؤثر بلا شك على انتاجية المنظمة وفعاليتها وكلما أمكن تخفيض نسبة دوران العمل والغياب كلما ساهم ذلك في قوى المنظمة وفعاليتها.
 - 5- التعامل مع الازمات والمواقف الصحية الخاصة بالعلاقات بين الافراد ضمنا لأن لا تتفق هذه الاشياء في طريق تحقيق المنظمة لأهدافها.
 - 6- تنمية قدرات الافراد.
 - 7- تحقيق الانتماء والولاء. أن تحقيق هدف المنظمة في كفاءة انتاجية عالية لا يمكن أن يتم دون ضمان رفاهية العاملين واستقرارهم وضمان مستقبلهم الوظيفي وكلما حرصت المنظمة على إرضاء الموظفين وخاصة الكفاء منهم فإن ذلك سيؤدي الى الشعور بالانتماء والولاء للمنظمة (علاقي، 2015)
- أهمية الموارد البشرية:
- إن وجود إدارة موارد بشرية فعالة يمكن أن يساهم بدون كبير في نجاح المنظمات وتكمن أهمية إدارة الموارد البشرية في دورها المؤثر في رفع كفاءة إدارات المنظمة وفعاليتها في أداء مهامها وأنشطتها بوصفة محصلة نهائية لكفاءة وفعالية المنظمة ذاتها ومدى قدرتها على التميز والمنافسة داخليا وخارجيا (رشيد، 2001، 15-16)
- ويرى برنوطي أن إدارة الموارد البشرية تكتسب أهميتها من:
- (برنوطي ، 2004، 23) -
- 1- الدراسات والبحوث، فقد أكدت نتائج الدراسات العديد على العناية بالعنصر البشري باعتباره العامل الرئيسي لزيادة الانتاج ولتزايد أهمية العلاقات الانسانية وتحفيز العاملين واشباع حاجاتهم ولأن نجاح أو فشل كافة المنظمات مرهون بالعنصر البشري.
 - 2- التكلفة، حيث تشكل النفقات التي تتحملها المنظمات لتغطية أجور وتعويضات العاملين جزء كبير من نفقاتها ولذا فأفضل استثمار يجب أن يوجه للعاملين.
 - 3- الحاجة الى التخصص. فقد أصبح من الضروري أن تتطلب عمل إدارة الموارد البشرية تأهيل وتدريب متخصص في الجوانب العديدة لهذه الوظيفة كتخطيط الموارد البشرية وتصنيف الوظائف بأفراد من ذوي التخصصات العامة.
 - 4- الاستفادة من الموارد البشرية : تزايد ادراك وقناعة المنظمات بان الافراد مورد أنساني وانه كسائر المورد التي تحرص المنظمات على استثمارها بشكل افضل ، مما يتطلب الاستفادة منها وحسن استخدامها والمحافظة عليها والعمل على تحسين أدائها باستمرار ولهذا لا بد من تبني اسلوب أنساني في التعامل مع الموارد البشرية واشباع حاجتهم وتحفيزهم وإشراكها في اتخاذ القرارات والتخطيط وتصميم البرامج لها والادارة الحديثة تدرك أن نجاح المنظمات مرهونا بتحقيق أهدافها وأن الوسيلة الأكثر فعالية لتحقيق هذه الاهداف هي مواردنا البشرية.
- وهناك العديد من الدراسات التي اجريت في الدول المتقدمة تؤيد العلاقة بين وجود إدارة ناجحة للموارد البشرية ومستويات نجاح المنظمات وبغض النظر عن حجم تلك المنظمات فقد أوضح تقرير تناول مائة شركة أمريكية ناجحة في سنة 1990 أن هذه الشركات تتبع السياسات التالية في إدارة الموارد البشرية (الموسى، 2004، 21):
- 1- ارتباط مدير إدارة الوارد البشرية برئيس الشركة المباشر .
 - 2- اعطاء أهمية قصوى لسياسات الشركة في مجالات استقطاب الموظفين واختبارهم وتطوير قدراتهم.
 - 3- تحويل الصلاحيات الى المستويات الادارية الدنيا في التنظيم لتتمكن من اتخاذ القرارات الصائبة في الوقت المناسب.
 - 4- تبني تخطيط الموارد البشرية كجزء أساسي في التخطيط الاستراتيجي الشامل في الشركة.
- والباحثة ترى أن أهمية إدارة الموارد البشرية تتبع أساسا من الاسباب التي استدعت الاهتمام بها وأهم هذه الاسباب من وجهة نظرها:
- 1- التطورات والمتغيرات البيئة سواء في البيئة الداخلية أو الخارجية للمنظمة.
 - 2- تغير النظرة الى العنصر البشري من عنصر انتاج الى أصل من أصول المنظمة.
 - 3- التركيز على العوامل النفسية المؤثرة على سلوك العاملين داخل العمل وهي الدوافع والاتجاهات والادراك والتعلم.
 - 4- ظهور مفاهيم جديدة مثل مفهوم ادارة الجودة الشاملة
 - 5- بروز ظاهرة التمكين للعاملين.
 - 6- التدخل الحكومي من خلال إصدار مجموعة من القوانين المتعلقة برفاهية الاقرار والمساواة في العمل والضمان الاجتماعي.
 - 7-

-الممارسات الحديثة لإدارة الموارد البشرية:

لقد ساهمت التحديات البيئية المختلفة في تطوير الوظائف التي تمارسها ادارة الموارد البشرية سواء من حيث المحتوى أو من حيث التطبيقات ولقد شهدت السنوات الاخيرة تطورات كبيرة في تكنولوجيا المعلومات وتزايدت الاتجاهات نحو اللامركزية للمعلومات واتخاذ القرارات لذا كان لزاما على إدارة الموارد البشرية شأنها شأن الادارات الاخرى في المنظمة إعداد نظام معلومات للموارد البشرية لخدمة الموارد البشرية من خلال العديد من التطبيقات الخاصة بنشاطات ووظائف هذه الادارة (عباس، 2003، 47).

وأن التطور الذي حدث في وظيفة ادارة الموارد البشرية نقلها من وظيفة تقليدية يقتصر دورها على القيام باستقطاب الموارد البشرية وتعيينهم وصرف الأجور، منح الاجازات الى وظيفة استراتيجية تقوم بدور استراتيجي أكثر شمولاً من الدور التقليدي، الأمر الذي يتطلب توافر كفاءة متخصصة الى جانب المهام التقليدية للموارد البشرية (نصر ، 2013، 107) وترى الباحثة أن الوسيلة المباشرة لكي تحقق المنظمة أهدافها من خلال تطبيقها الممارسات الحديثة لإدارة الموارد البشرية فذلك يعتبر المدخل لتعزيز جودة الموارد البشرية وتحسين ادائها وبالتالي تحسين فاعلية المنظمة وتحقيق أهدافها حيث أن تحقيق هذه الاهداف يكون من خلال تكوين الموارد البشرية المطلوبة لتحقيق ذلك واستقطابهم واختيارهم وتعيينهم واعتبارهم أصل من أصول المنظمة يجب صيانته والمحافظة عليه. وتعرف ممارسات الموارد البشرية على أنها مجموعة من الممارسات التي تم تطويرها لتوفير العنصر البشري في المنظمات من اجل التنسيق بين هذه العناصر البشرية وصولاً لتحقيق أعلى انتاجية (الطيح، 2011، 91-92) وقد أشار (السالم، 2009، 105) إلى أنها مجموعة من الاستراتيجيات تتضمن استراتيجية تكوين الموارد البشرية واستراتيجية إدارة أداء الموارد البشرية واستراتيجية تعويض ومكافئة العاملين.

وتقوم إدارة الموارد البشرية بوظيفتين اساسيتين الاولى ادارية والاخرى تخصصية.

أما الوظيفة الادارية تشترك فيها الموارد البشرية مع الوحدات الادارية الاخرى في المنظمة من التخطيط والتنظيم والتوجيه والرقابة والابداع والتطوير وتخصيص الموارد.

أما الوظيفة التخصصية فهي تركز على ممارسات الموارد البشرية وتضم تخطيط الموارد البشرية، تطوير الموارد البشرية، تدريبها، مكافأة الموارد البشرية، دمج الموارد البشرية، الحفاظ على الموارد، تقييم أداء الموارد البشرية أو السلامة المهنية للموارد البشرية، رعاية الموارد البشرية. وترى الباحثة من خلال اطلاعها على ما ورد في الاديبيات المتعلقة بموضوع ممارسات ادارة الموارد البشرية انه يمكن تصنيفها الى ثلاثة ممارسات رئيسية هي كما يلي:

1-الممارسات الاستشارية: وهي متمثلة في تقديم المشورة عن العاملين ولكافة الادارات العاملة في المنظمة سواء من الناحية الفنية أو القانونية بالإضافة الى اقتراح التحسينات وتطوير التعليمات والانظمة المتعلقة بالعاملين من أجور وحوافز وخدمات عمل وغيرها ويستلزم هذا ان تكون ادارة الموارد البشرية أكثر اتصالاً والتصاقاً بالإدارات الأخرى في المنظمة وأكثر اطلاعا على مشاكلها وأعمق تعاوناً وتفهماً لثنونها المتنوعة حتى تتمكن من أداء دورها الاستشاري بالشكل المطلوب (الغزاوي جواد، 2010).

2-الممارسات التخصصية: وهي الممارسات التي تمارسها إدارة الموارد البشرية في أي منظمة سواء من قطاع عام أو قطاع خاص وتشتمل على ما يلي:

- تخطيط الموارد البشرية: وهو اجراء يتم بموجبه التنبؤ باحتياجات المنظمة من الموارد البشرية لفترة معينة في المستقبل والقيام بمسح المهارات المتوفرة لدى العاملين على رأس العمل وفي سوق التوظيف ومن ثم يقرر الأساليب والطرق التي ينبغي اتباعها لمقابلة الاحتياجات (ضرار، 1981). وترى الباحثة أنه يمكن تعريف تخطيط الموارد البشرية بأنه تحديد الاحتياجات المستقبلية من القوى العاملة كما ونوعاً من خلال التنبؤ الاحتياجات من الموارد البشرية وتحديد المصادر التي يمكن الاعتماد عليها في الحصول على هذه الاحتياجات.

-تحليل وتوصيف الوظائف: ويقصد بتحليل الوظائف العملية النظامية في دراسة وجمع المعلومات والمسئوليات الخاصة بالوظيفة بهدف تحديد وضع الوصف القابل لها وشروطها (مواصفاتها) (كشواي، 2003، 40)

التوظيف. ويتضمن نشاط التوظيف الحصول على الموارد البشرية المطلوبة لضمان استمرار عمليات المنظمة وهذا يشمل عمليات البحث عن الافراد المؤهلين المناسبين للعمل داخل المنظمة والذين يتوقع أن يتقدموا بمطالب عمل للمنظمة نتيجة وجود شواغر عمل حالية أو توقع حدوث مثل هذه الشواغر في المستقبل (Denisi & Griffin, 2001, 125)

ويعرف (الكلادة، 2011، 59) عملية التوظيف بأنها إحدى أهم الوظائف التي يتعين على ادارة الموارد البشرية انجازها وأن النجاح يحدد مسار نشاطات التوظيفية في المنظمة ويشمل التوظيف الانشطة الاتية كما ترى الباحثة:

- استقطاب الموارد البشرية.
 - اختيار أفضل المرشحين للوظائف الشاغرة.
 - التعيينات ووضع الشخص المناسب في المكان المناسب.
 - تقييم أداء العاملين.
 - تحديد الأجور والتعويضات المناسبة لكل وظيفة وفقاً لمتطلبات الوظيفة
 - مراجعة وتقييم بيئة العمل وتحقيق الصحة والسلامة المهنية في المنظمة ووضع الروح المعنوية للعاملين.
- 3- الممارسات الإدارية: وهي الممارسات التي تساعد إدارة الموارد البشرية في انجاز ممارساتها التخصصية والتي تحتاجها لتزويد الإدارات الأخرى بكافة احتياجاتهم من الموارد البشرية من حيث الاعداد والتخصصات (طيبة، 2014)

الفصل الثاني: التمييز المؤسسي

مقدمه:

تعتبر المؤسسات المتميزة سواءً كانت حكومية أو غير حكومية هي تلك التي تبذل كل ما في وسعها لتحقيق الاحتياجات الحالية، بل والتوقعات المستقبلية من خلال ما تقدمه من خدمات وما سوف تقدمه في المستقبل.

التمييز يعنى في اللغة العربية التفريق أو الاختلاف بين شيئين أو حالتين ويعنى ايضا الاختلاف عن الغير .

وشاع استخدام مصطلح تميز للإشارة الى التفوق في مجال معين على الآخرين في نفس المجال.

والتمييز تبحث عنه الكثير من المنظمات ولكن القليل منهم من يصل اليه أو قادر على تحقيقه فالتمييز اسلوب للحياة تنتهجه المنظمات بفكر وفلسفة إدارية تهدف إلى تحقيق نتائج ملموسة للمنظمة بكفاءة وفاعلية.

والباحثة ممن يرون أن الجودة تعتبر الأساس الذي تقوم عليه فكرة التميز المؤسسي وهناك ترابط الى حد كبير بين التميز المؤسسي وإدارة الجودة الشاملة ويكاد يكون المعنيين متطابقين وما يؤكد ذلك هو أن المنظمات المتميزة تستخدم اسلوب الجودة الشاملة في عملها ورغم التشابه بين مفهوم التميز المؤسسي ومفهوم الجودة الشاملة في بعض الجوانب إلا أن هناك اختلاف أيضا في بعض الجوانب الأخرى.

فيري (مرزوق، 2013) أن التميز المؤسسي نمط فكري وفلسفة إدارية تعتمد على كيفية تحقيق النتائج المرغوبة وذلك من أجل الوصول اشباع احتياجات كافة الاطراف سواء العاملين في المنظمة أم العملاء أم المجتمع ككل في إطار المعرفة ورأس المال البشرى والابداع والقدرة على الاداء المستمر بينما مفهوم الجودة الشاملة مفهوم عملي وتطبيقي.

وسوف نتناول الباحثة في السطور القادمة مفهوم وانواع وخصائص التميز المؤسسي وكذلك مفهوم المنظمة المتميزة مفهوم التميز المؤسسي:

يعرف التميز المؤسسي بأن جهود تنظيمه مخططة تهدف الى تحقيق المزايا التنافسية الدائمة للمنظمة في عصر المنظمات والجودة الشاملة، والعاملين من ذوي القدرة على الابداع (زايد، عادل، 16).

وأشارت (العوايشة، 2006، 30) أنه في حالة من تفرد التفوق للمنظمة على أداء غيرها من المؤسسات المماثلة في مجال العمل وظهوره بالصورة التي تميزها وتبرزها وتعلو شأنها بالنسبة للمؤسسات الأخرى.

ويعرف التميز المؤسسي أيضا بأنه سعى المنظمات الى استغلال الفرص الحاسمة التي يسبقها التخطيط الاستراتيجي الفعال والالتزام بادراك أو رؤية مشتركة يسودها وضوح الهدف وكفاية المصادر والحرص على الأداء (Pinat & Girard, 2008, 31)

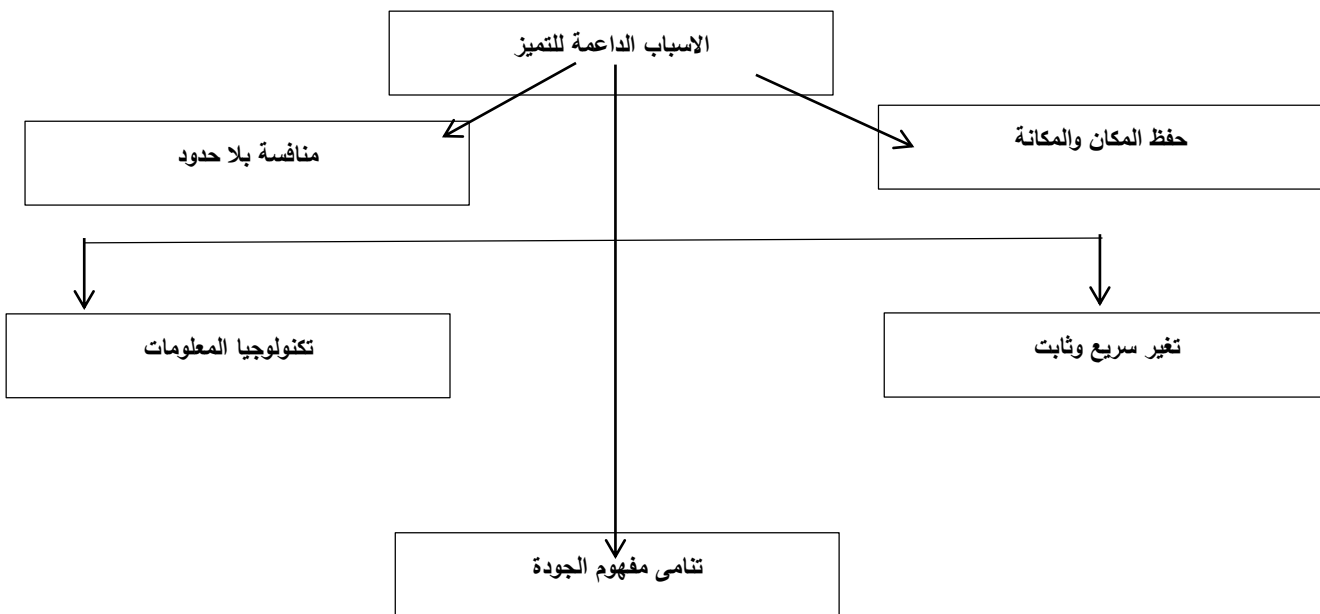
(ويرى أنه كل فعل أو نشاط لكل شخص يعزز ويقوى الإنجاز داخل المنظمة ويتضمن العديد من قوى العمل التي تشكل هيكل المنظمة (Nohria, 2003, 43) والتمييز مفهوم كلى وشامل لا يقبل التجزئة بمعنى أنه لا يمكن تصور منظمة ما متميزة في مجال معين بينما بنهار ادائها في باقي المجالات فالتوازن والتشابه كلمتان أساسيتان للتمييز في مختلف قطاعات المنظمة وهو يشتمل على بعدين من محاور الإدارة الحديثة هما ان حاجة الإدارة الحقيقية هي السعي الى تحقيق التميز والآخر أن كل ما يصدر عن الإدارة من أعمال وقرارات وما تعتمد من نظم وفعاليات تتسم بالتمييز، والبعدان متكاملان ويعتبران وجهان لعملة واحدة ولا يتحقق أحدهما دون الآخر (السلمي، 2001، 12).

ويشير (عبد الفتاح، 2004، 116) الى أن التميز محصلة الجهود التي تبذلها منظمة الخدمة لتحديد توقعات العملاء عن الخدمة التي تؤديها من أجل تحسين وتطوير أداء هذه الخدمات وتقديم خدمة تفوق تلك التوقعات وتجعل المنظمة نموذجاً يحتذى به.

وترى الباحثة أنه يمكن تعريف التميز المؤسسي بأنه، سعى المنظمة وراء اقتناص الفرص المسبقة بتخطيط استراتيجي والسعي الدائم لتطوير وإدامة تقديم قيمة جديدة للعملاء ولأصحاب المؤسسة من خلال توقع احتياجاتهم وتبذل كل ما في وسعها للمحافظة على الأداء التنافسي الإيجابي الذي يحقق التميز المؤسسي. ويعتبر من أهم الأسس التي يقوم عليها التميز المؤسسي وجود قيادة متميزة تسعى دائما إلى الإبداع والابتكار والتطوير والتحسين المستمر والتخطيط الاستراتيجي الذي يكون هدفه الأساسي توقع احتياجات العملاء المستقبلية وأصحاب المؤسسة والمجتمع ومراعاة التوازن في تلبية هذه الاحتياجات والمصالح ولن يتأتى ذلك إلا بوجود مورد بشري قادر على تحقيق ذلك من خلال التفعيل للممارسات الحديثة لإدارة الموارد البشرية لتوفير هذا المورد. فمن أهم أهداف التميز المؤسسي تحقيق التوازن والنتائج المرغوبة لكافة أصحاب المصلحة، والاستثمار الامثل في كافة الموارد في المنظمة وتوظيفها بشكل مثالي.

الدوافع للأداء المتميز:

ينتج فكر المنظمات في العصر الحديث الى تبنى مفهوم التميز ولذلك يستجيب الى الدوافع الى هذه الاتجاه ومن هذه الدوافع.



الشكل (1) الاسباب الداعمة للتميز المصدر (زايد، 2007، 36)

1-طفرة تكنولوجيا المعلومات: حيث يجب على الادارة في المؤسسات المتميزة، أن يكون قادرة على:

أ-الالتزام بتطبيق استراتيجيات متعلقة بإدارة الموارد التكنولوجية.

ب-المشاركة في اختيار وتقييم الموارد والتكنولوجيا البديلة والحديثة بما يتماشى مع غايات ومبادرات المؤسسة.

ج-الاستغلال الامثل للموارد والتكنولوجيا المتوفرة.

د-استخدام التكنولوجيا المساندة ودعم جهود التطوير والتحسين المستمر.

2-التغير سريع وثابت. التغير هو الثابت الوحيد الذي نتعامل معه المنظمات في عصرنا الحديث فلا شك أن الظروف البيئية الحديثة تميزت بدرجة عالية من التغير

فالإنسان نفسه يتغير في كل مرة والسبب الرئيسي لحدوث هذا التغير هو تغير ظروف البيئة الخارجية (زايد، 2007، 16).

-أنواع التميز المؤسسي:

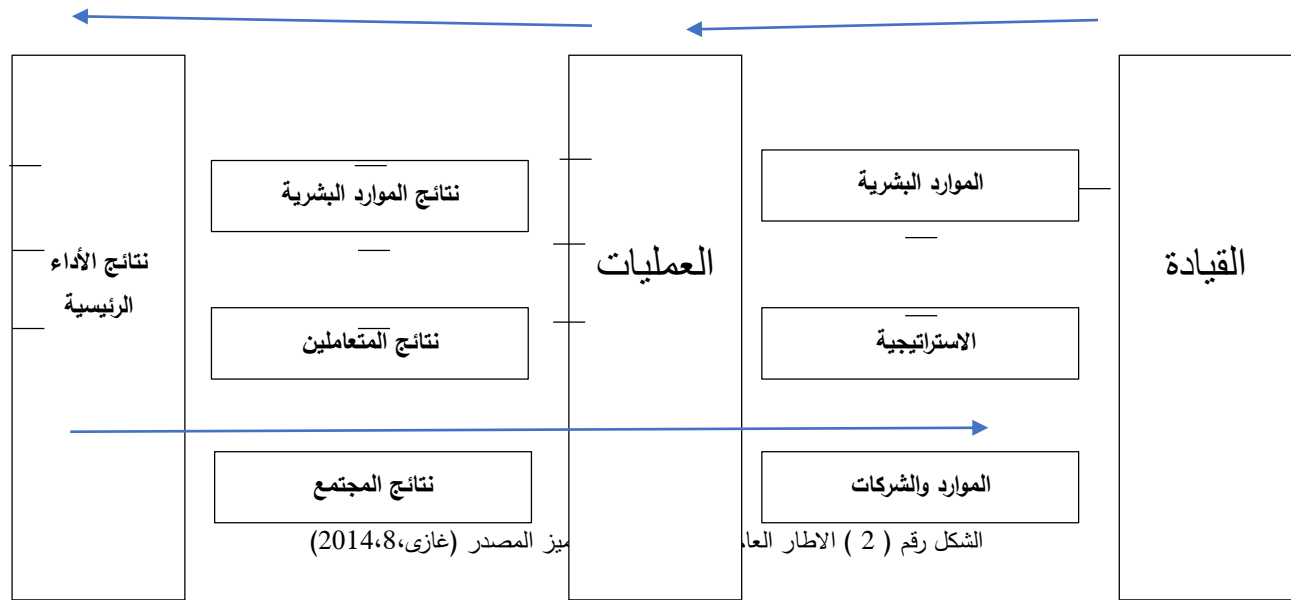
1-التميز القيادي: القيادة العليا لها تأثير مباشر على التميز، وذلك من خلال تنمية قدرات الافراد وتشجيعهم بالتوجه نحو الإبداع والتميز، وذلك من خلال تميزها بالمهارة القيادية وعلاقة العمل الفعالة والقدرة على التفكير المتجدد الذى يبتعد عن التقليد. كذلك باهتمامها بتشجيع المنافسة بين الافراد للتوصل إلى أفكار جديدة كما أن

القيادة العليا اذا تبنت استراتيجية الباب المفتوح ودعم الاتصالات المباشرة بينها وبين الافراد، فإن ذلك يتيح تبادل المعلومات المتعلقة بفاعلية المنظمة، والقدرة على المنافسة والوصول الى اقتراحات وابتكار حلول جديد لمشاكلها وهناك مجموعة من النشاطات التي يجب أن يقوم بها القادة لتشجيع ظهور التميز في المنظمة ، فنظام اللامركزية في العمل داخل المنظمة يسهل انسياب المعلومات والافكار الابتكارية بين العاملين والقيادة العليا مباشرة دون حواجز بيروقراطية ، كذلك القدرة على الابتكارية لدى الافراد تتأثر بنمط القيادة الديمقراطية أن القائد المتميز الذي يستطيع رؤية كثير من المشكلات في الموقف الواحد فهو يعطي الأخطاء ونواحي النقص والقصور. (Borghini, 2013, 226).

2- التميز بتقديم الخدمة: أن فئات المتعاملين كافة يعدون بمثابة مستهلكين للسلع والخدمات ، وعندما يتم الحصول على سلعة لا تلبى حاجات فئات المتعاملين أو تزيد من توقعاتهم فإن هؤلاء المتعاملين يلجئون الى المنافسين للتعامل معهم وفي ظل إدارة التميز اللجوء الى هذه النتائج يعد مؤشر على ان شيئاً ما يتم خطأ في أسلوب تقديم الخدمة التي أدت الى انتاج هذه الخدمة وهذه الاعراض تقضى الى خطة عمل لتصحيح هذه الأخطاء أو نواحي القصور ولاشك أن استخدام المدخل الهيكلي لحل المشاكل يجعل بالإمكان التحرك المستمر نحو التحسين المستمر (النعيمة ، وآخرون ، 2008، 43).

3- التميز البشري:

وترجع أهمية العنصر البشري الى عدة أسباب منها أن الانسان هو متخذ القرار وهو المسؤول عن التجديد والابتكار وهو الوسيط المتعلم في المنظمة فما من شك أنه برغم الاساليب الكمية الحديثة في مجال عملية اتخاذ القرارات التنظيمية إلا أن العنصر البشري هو بكل المقاييس العنصر الحاكم في عملية اتخاذ القرار ومن الشكل رقم (2) الذي يوضح موقع القيادة والموارد البشرية والخدمات في النموذج الأوربي للتميز (EFQM) ، والذي اصبح إطارا علميا وعمليا يتم العمل به في غالبية دول العالم وبما يهدف الى تقييم وتقويم الاداء المؤسسي والاسترشاد به لتحقيق التطوير والتحسين المستمر في المؤسسات المعاصرة والتي تسعى لتحقيق التميز (غازي، 2014، 8).



وترى الباحثة أن هناك نوع رابع من التميز المؤسسي وهو:

- 4-تكنولوجية العملية (تميز المنتج):** وهو التميز أو التفرد في تقديم سلعة أو خدمة من نوعية معينة، السمعة الطيبة بشأن العلامة استنادا الى مجهودات تسويقية متراكمة أو علاقات وطيدة مع العملاء محكومة بتكاليف تحول أو تعديل مرتفعة وتتصف هذه المزايا بعدد من الخصائص اهمها:
- أ- يتطلب تحقيقها ضرورة توافر مهارات وقدرات من مستوى مرتفع مثل الافراد المدربين تدريبا خاصا، القدرات الفنية الداخلية والعلاقات الوثيقة والوطيدة مع كبار العملاء.
 - ب- تعتمد على تأريخ طويل من الاستثمار المستمر والتراكمي في التسهيلات المادية والتعلم المتخصص والبحوث والتطوير والتسويق.

ت-ويترتب على أداء هذه الأنشطة مجموعة من الاصول الملموسة وغير الملموسة في شكل سمعة طيبة، علاقات وثيقة مع العملاء وحصيلته من المعرفة المتخصصة (خليل، 1998)

خصائص التميز المؤسسي:

تتمتع المنظمات التي تحقق تميزاً بمجموع من الخصائص المهمة وهي (Grote, 2002, 55):

- 1- قبول الأعمال الصعبة: إذ أن قبول الأعمال الصعبة يعد من أهم مصادر التميز المؤسسي، حيث فرص النمو والتعلم السريع للمنظمات، وتحسين العمليات وبدء العمل من الصغر.
- 2- توفر القيادة الكفوة: إذ ان القيادة تعمل كقوة لها دور بارز في تحفيز التميز والتشجيع عليه.
- 3- تحمل المصاعب: فالمصاعب توضح مستويات قدرة المنظمات إذ أن ارتكاب الأخطاء وتحمل المنظمة للأزمات ومواجهتها، يسهم في صقل قدرات المنظمة وتميزها.
- 4- الخبرات البعيدة عن العمل: أن المنظمات المتميزة يتوفر لديها الخبرات خارج نطاق العمل، وبالتحديد خدمة المجتمع التي تقدم العديد من الفرص، لاكتساب التميز في الأداء.
- 5- برامج التدريب: أن النظام المعياري السائد في المنظمات لأنشطة التميز في الاداء تكون أهميته أقل بالنسبة لما يتم تعلمه مباشرة من الفرص التدريبية التي تعزز من تميز المنظمات.
- 6- الدقة: ويقصد بها تعزيز دقة نظام التنبؤ الخاص بها من خلال اختبار أفضل الاساليب لتأدية المهمات، وبناء مناخ داخلي يؤكد على أهمية دقة التنبؤ في التأثير على تميز المنظمة.

-مفهوم المنظمة المتميزة:

هناك مفاهيم رئيسية للتميز داخلة لنماذج التميز، وهذه القائمة من المفاهيم ليس المقصود منها أن تكون شاملة وثابتة، فهي تتغير من منظمة الى أخرى ومن نموذج للتميز الى آخر وتعددت وتطورت عبر العقدين الماضيين مثل المنظمات التي تقوم بالتطوير والتحسين في ادائها، ومن أهم تلك المفاهيم أن تقسيم ما يلي (Harrington, 2008, 56).

- 1- القيادة وثبات الغاية. وهو يعبر عن سلوك القادة فهو الداعم لجميع منهجيات التميز، إذ يتم توضيح اتجاه قيم وغاية المنظمة من خلال سلوكهم وتشجيعهم لموظفيهم في السعي لتحقيق التميز.
- 2- التميز المستمد من العملاء: تؤكد كل مداخل التميز أن العميل هو مصدر الحكم الاخير على تميز الخدمات ونوعية المنتجات، وفهم الاحتياجات الحالية والمستقبلية للعملاء الحاليين والمحتملين بعد أفضل وسيلة لتحقيق ولاء العميل والاحتفاظ به، فصوت العميل يكون حاسماً في تصميم العمليات أو عرض الخدمات التي تؤثر على العملاء.
- 3- التوجه الاستراتيجي: جميع منهجيات التميز تؤكد على أهمية التوجه الاستراتيجي وتبنى خطط التطوير الاستراتيجي في المنظمة وتحقيق التنسيق والتكامل الاستراتيجي في كل أجزاء التنظيم.
- 4- التعلم والتحسين المستمر: يعد التعلم والتحسين المستمر عنصرين حاسمين في منهجيات التميز، فتحفيز التعلم والتحسين لهم في توفير بيئة مناسبة للأبداع والابتكار من خلال تحقيق المشاركة الفعالة للمعرفة.
- 5- التركيز على الأفراد: مستوى الموظفين يعد عنصراً مهماً في إطار التميز فنجاح المنظمة يعتمد اعتماداً كبيراً على تميز مستوى المعرفة، والمهارات والقيم المشتركة التي تدعماً ثقافة الثقة والتمكين في المنظمة.

- 6- تطوير الشركات: منهجيات التميز تؤكد أن المنظمة بحاجة الى وضع استراتيجية متبادلة ذي منفعة مشتركة طويلة الأجل مع مجموعة من الشركات الخارجية بما في ذلك العملاء والموردين ومنظمات التعليم، تقديم قيمة مستدامة للشركاء تحقق نجاح الشركة على المدى الطويل.
- 7- الادارة بالحقائق: تركز جميع مداخل التميز على أن تكون إدارة العمليات على أساس الحقائق الفعلية لتصميم العمليات ملبية لمتطلبات العملاء، ويكون تحسين العمليات على أساس التغذية الراجعة من العميل والتغذية الراجعة من العمليات ذاتها، وتقاس قدرة العمليات على مقدرتها على تلبية متطلبات العملاء.
- 8- توجيه النتائج: من خلال تحقيق التوازن بين احتياجات جميع اصحاب المصلحة الرئيسية ويعد ذلك جزءاً مهماً ومحورياً لوضع الاستراتيجيات، فالتميز يهتم بخلق قيمة لجميع أصحاب المصلحة الرئيسيين، بما في ذلك العملاء، والموظفين والموردين والشركات، والجمهور والمجتمع ككل.
- 9- المسؤولية الاجتماعية، غرض كل مناهج التميز على المسؤولية تجاه العامة فالسلوك الأخلاقي والمواطنة الصالحة لها أهميتها على المدى الطويل لمصالح المنظمة.

وترى الباحثة مما سبق أن لكي تصل المنظمة الى التميز المؤسسي فهي تحتاج الى استراتيجية شاملة ومنظمة متكاملة من السياسات التي توجه نحو الاهتمام بنتائج ايجابية ومتميزة لجميع الاطراف عملاء، مجتمع، اصحاب المنظمة، ومما لا شك فيه أن الممارسات الحديثة للإدارة الموارد البشرية سوف تدعم وتؤهل للارتقاء بمستوى المنظمة ودخولها المنافسة وصولاً إلى التميز المؤسسي بشكل أسرع فمن خلال الموارد البشرية سيتم توصيل رسالة ورؤية وتوجيهات المنظمة الرئيسية.

-جوائز التميز المؤسسي:

تتضمن جوائز التميز المؤسسي مسابقات تتنافس فيها المنظمات بشقيها السلعي والخدمي وفقاً لتمييزها في منتجاتها وخدماتها، وارتقاء اساليب ونظم العمل، والعلاقات التنظيمية التي تتيح فرص التحسين والتطوير المستمرين، ويعتمد اسلوب الجوائز على استخدام قوائم رصد، أما عن طريق مقارنة أعمال وخدمات المنظمة بأعمال وخدمات منظمات منافسة، أو بوضع جداول تتم بواسطتها مقارنة النجاح الذي أمكن تحقيقه لكل من الجهات المتسابقة في ضوء مجموعة من المعايير، ومن أشهر جوائز التميز على المستوى العالمي، جائزة ديمينج Deming وجائزة بالدريج Baldrige وعلى المستوى العربي هناك جائزة الملك عبد الله الثاني لتميز الاداء الحكومي والشفافية، وجائزة دبي للأداء الحكومة المتميز (الضامن، 2006، 209).

ثالثاً: الجانب الميداني للدراسة:

مجتمع الدراسة:

يعرف مجتمع الدراسة بأنه "جميع الأفراد أو الأشخاص أو الأشياء الذين يكونون موضوع مشكلة الدراسة". ويتكون مجتمع الدراسة الحالية من جميع العاملين بالمؤسسات التعليمية الخاصة الموجودة في مصر .

عينة الدراسة:

تعرف العينة بأنها "مجموعة الوحدات التي تم اختيارها من مجتمع الدراسة لتمثل هذا المجتمع في البحث محل الدراسة".

أيضاً تعرف بأنها المجموعة الجزئية التي تمثل المجتمع أفضل تمثيل، ولها نفس خصائصه، ويكون الباحث قادراً على تعميم نتائجها على مجتمع الدراسة.

وقد اقتصرت عينة الدراسة الحالية على العاملين في إدارة الموارد البشرية ومديريهم ومديري الإدارات المختلفة وقيادات المؤسسة ومديريها ومن ينوب عنهم في جامعة 6 أكتوبر بمحافظة الجيزة -مصر

تساؤلات الدراسة

1. ما أثر الممارسات التخصصية لإدارة الموارد البشرية (تخطيط الموارد، تحليل وتوصيف الوظائف، التوظيف) وبين تحقيق التميز المؤسسي (الغير قيادي، التميز في الخدمة المقدمة، التميز البشري، التميز في المنتج).
2. ما أثر الممارسات الادارية لإدارة الموارد البشرية في تحقيق التميز المؤسسي (تميز قيادي، تميز بالخدمة، تميز بشري، تميز في المنتج).
3. ما أثر الممارسات الاستشارية لإدارة الموارد البشرية وبين تحقيق التميز المؤسسي (تميز قيادي، تميز بالخدمة المقدمة، تميز بشري، التميز في المنتج)؟

متغيرات الدراسة:

• المتغيرات المستقلة:

تعرف بأنها المتغيرات التي تعمل على إحداث تغير ما في الواقع أو الظاهرة المراد دراستها، وتظهر آثاره ونتائجه على المتغيرات التابعة، ويمكن للباحث التحكم فيه، وتمثل المتغيرات المستقلة في هذه الدراسة في:

- الممارسات الاستشارية لإدارة الموارد البشرية
- الممارسات التخصصية لإدارة الموارد البشرية
- الممارسات الادارية لإدارة الموارد البشرية

• المتغيرات التابعة:

- تعرف بأنها المتغيرات التي تقيس أثر تطبيق المتغيرات المستقلة عليها، ويسعى الباحث للكشف عن تأثيرها، وتمثل المتغيرات التابعة في هذه الدراسة التميز المؤسسي والذي يتكون من
- تميز قيادي
 - تميز الخدمة المقدمة
 - تميز بشري
 - التميز في المنتج

أداة الدراسة:

تم استخدام الاستبانة كأداة لجمع المعلومات من عينة الدراسة، حيث أن الاستبانة أداة ملائمة للحصول على معلومات وبيانات وحقائق مرتبطة بواقع معين لا تتوفر اجاباتها إلا عند الأفراد المعنيين بموضوع الاستبانة، وقد استُخدمت الاستبانة لكونها الأكثر ملائمة لتحقيق هدف الدراسة الحالية وهو تأثير الممارسات الحديثة لإدارة الموارد البشرية على تحقيق التميز المؤسسي في مؤسسات التعليم العالي الحكومي.

صدق أداة الدراسة:

أ - صدق المحتوى أو الصدق الظاهري:

إن من الشروط الضرورية التي ينبغي توافرها في الأداة التي تعتمدها الدراسة، أداة البحث تكون صادقة إذا كان بمقدورها أن تقيس فعلاً ما وضعت لقياسه، ويشير أنه وافق الخبراء على أن الأداة ملائمة لما وضعت من أجله فإنه يمكن الاعتماد على حكمهم، وهذا ما يعرف بصدق المحكمين"، كما يقصد بالصدق شمول الاستمارة لكل العناصر التي يجب أن تدخل في التحليل من ناحية ووضوح فقراتها ومفرداتها من ناحية أخرى، بحيث تكون مفهومة لكل من يستخدمها، وتم التأكد من صدق أداة الدراسة من خلال:

للتعرف على مدى صدق أداة الدراسة في قياس ما وضعت لقياسه تم عرضها على عدد من المحكمين من أعضاء هيئة التدريس بالجامعات، والمختصين بالموضوع محل الدراسة.

ب. صدق الاتساق الداخلي:

بعد التأكد من الصدق الظاهري لأداة الدراسة قامت الباحثة بتطبيقها ميدانياً على عينة استطلاعية مكونة من (20) فرد، ومن خلال بيانات العينة الاستطلاعية قامت الباحثة بحساب معامل ارتباط بيرسون لمعرفة الصدق الداخلي للاستبانة حيث تم حساب معامل الارتباط بين درجة كل عبارة من عبارات المحاور الثلاثة بالدرجة الكلية للمحاور التابعة لها أو الذي تنتمي إليه العبارة كما يلي:

جدول رقم (1) يوضح معاملات الارتباط لكل عبارة من عبارات مع الدرجة الكلية للمحور الأول

رقم العبارة	معامل الارتباط بالمحور الأول	القيمة الاحتمالية (Sig)
1	0.630**	.001
2	0.522**	.009
3	0.493*	.004
4	0.559**	.005
5	0.520**	.009
6	0.548**	.006

.003	0.589**	7
.001	0.508*	8
.004	0.577**	9
.001	0.630**	10
.000	0.763**	11
.000	0.772**	12
.000	0.772**	13
.000	0.762**	14
.020	0.463**	15
.002	0.627**	16
.002	0.616**	17
.000	0.746**	18
.000	0.817**	19
.005	0.562**	20
.000	0.749**	21
.004	0.575**	22
.000	0.802**	23
.000	0.800**	24
.000	0.838**	25
.007	0.539**	26
.008	0.532**	27
.000	0.790**	28
.000	0.827**	29
.007	0.545**	30
.000	0.826**	31
.000	0.711**	32
.000	0.825**	33
.000	0.907**	34
.000	0.712**	35
.000	0.789**	36
.002	0.628**	37
.018	0.471*	38
.001	0.644**	39

40	0.713**	.000
41	0.761**	.000
42	0.626**	.003

- ملاحظة:(**) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.01) فأقل
- ملاحظة:(*) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.05) فأقل

يتضح من الجدول رقم (1) أن جميع معاملات الارتباطات دالة إحصائياً عند مستوى الدلالة (0.05) فأقل بين كل عبارة والمحور الأول كاملاً، وهذا يعني ان جميع فقرات المحور الأول مرتبطة بمحورها ولا يمكن حذف أي منها.

جدول رقم (2) يوضح معاملات الارتباط لكل عبارة من عبارات مع الدرجة الكلية للمحور الثاني

رقم العبارة	معامل الارتباط بالمحور الثاني	القيمة الاحتمالية (Sig)
43	0.613**	.002
44	0.848**	.000
45	0.465*	.019

- ملاحظة:(**) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.01) فأقل
- ملاحظة:(*) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.05) فأقل

يتضح من الجدول رقم (2) أن جميع معاملات الارتباطات دالة إحصائياً عند مستوى الدلالة (0.05) فأقل بين كل عبارة والمحور الثاني كاملاً، وهذا يعني ان جميع فقرات المحور الثالث مرتبطة بمحورها ولا يمكن حذف أي منها.

جدول رقم (3) يوضح معاملات الارتباط لكل عبارة من عبارات مع الدرجة الكلية للمحور الثالث

رقم العبارة	معامل الارتباط بالمحور الثالث	القيمة الاحتمالية (Sig)
46	0.608**	.002
47	0.455*	.022
48	0.816**	.000

- ملاحظة:(**) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.01) فأقل
- ملاحظة:(*) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.05) فأقل

يتضح من الجدول رقم (3) أن جميع معاملات الارتباطات دالة إحصائياً عند مستوى الدلالة (0.05) فأقل بين كل عبارة والمحور الثالث كاملاً، وهذا يعني ان جميع فقرات المحور الثالث مرتبطة بمحورها ولا يمكن حذف أي منها.

جدول رقم (4) يوضح معاملات الارتباط لكل عبارة من عبارات مع الدرجة الكلية للمحور الرابع

رقم العبارة	معامل الارتباط بالمحور الرابع	القيمة الاحتمالية (Sig)
49	0.532**	.008
50	0.818**	.000
51	0.652**	.001
52	0.749**	.000
53	0.675**	.004
54	0.645**	.007
55	0.726**	.000
56	0.846**	.000
57	0.811**	.000
58	0.752**	.000
59	0.729**	.000
60	0.625**	.002
61	0.866**	.000
62	0.781**	.000

- ملاحظة: (**) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.01) فأقل

- ملاحظة: (*) تعني الارتباط دال إحصائياً عند مستوى الدلالة (0.05) فأقل

ينضح من الجدول رقم (4) أن جميع معاملات الارتباطات دالة إحصائياً عند مستوى الدلالة (0.05) فأقل بين كل عبارة والمحور الرابع كاملاً، وهذا يعني أن

جميع فقرات المحور الثالث مرتبطة بمحورها ولا يمكن حذف أي منها.

ثبات أداة الدراسة:

يعرف بأن "المقياس يعطي نفس النتائج إذا ما أعيد على نفس الأفراد وفي نفس الظروف" وللتأكد من مدى ثبات أداة الدراسة (الاستبانة) سيتم تطبيقها على

عينة استطلاعية مكونة من (20) فرد وباستخدام طريقة التجزئة النصفية وسوف يتم احتساب معامل الاتساق الداخلي بطريقة الفا-كرو نباخ (Alpha Combach)

، وبطريقة التجزئة النصفية (Split-half) كما في الجدول رقم (5) التالي:

الجدول رقم (5) يوضح معاملات الثبات الإحصائي وفق طريقة ألفا كرو نباخ وطريقة التجزئة النصفية باستخدام معادلة سبيرمان- براون للمحاور الثلاثة والاستبيان

كاملاً:

المحاور	معامل الثبات بطريقة الفا كرو نباخ	معامل الثبات بطريقة التجزئة النصفية
المحور الأول	0.9401	0.9254
المحور الثاني	0.9332	0.8891
المحور الثالث	0.8368	0.7787

0.8043	0.9106	المحور الرابع
0.9425	0.9202	الاستبيان كاملاً

ويتضح من الجدول السابق أن قيمة معامل ألفا كرونباخ أكبر من 0.7 مما يعني ثبات أداة الدراسة

إجراءات تطبيق الدراسة:

بعد التأكد من صدق وثبات أداة الدراسة (الاستبانة) واعتماد أداة الدراسة من قبل لجنة التحكيم والمشرفة على الدراسة وإعدادها في صورتها النهائية، تم توزيعها على عينة الدراسة

المعالجات الإحصائية:

لتحقيق أهداف الدراسة وتحليل البيانات التي تم تجميعها، فقد تم استخدام العديد من الأساليب الإحصائية المناسبة باستخدام الحزم الإحصائية للعلوم الاجتماعية Statistical Package for Social Sciences والتي يرمز لها اختصاراً بالرمز (SPSS).

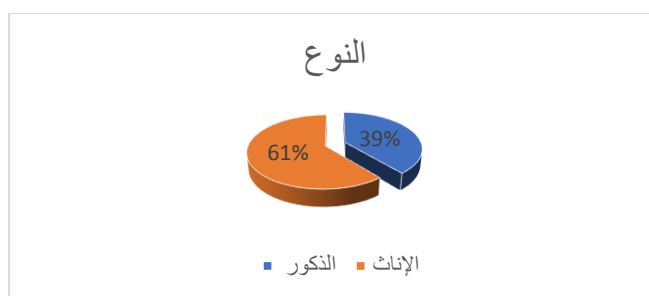
تحليل نتائج الدراسة

المتغيرات الديموغرافية للعينة

جدول رقم (6) توزيع أفراد العينة وفقاً لمتغير النوع

النوع	النسبة المئوية
ذكر	39%
أنثى	61%
الإجمالي	100%

شكل رقم (1) توزيع أفراد العينة وفقاً لمتغير النوع



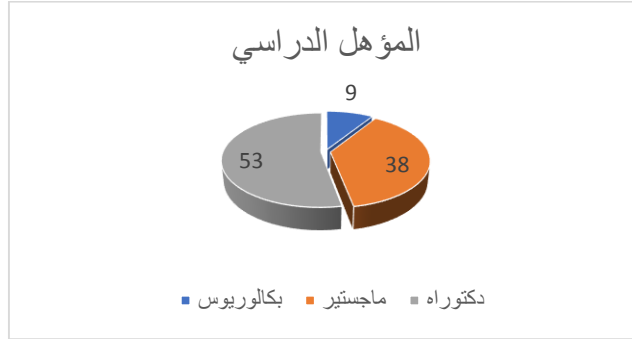
يتضح من الجدول السابق أن نسبة الإناث أكبر من نسبة الذكور وهذا يتطابق مع حقيقة أن دور المرأة العاملة أصبح في تزايد مستمر وأنه بات دوراً مهماً لا يمكن إنكاره.

جدول رقم (7) توزيع أفراد العينة وفقاً لمتغير النوع

المؤهل	النسبة المئوية
بكالوريوس	9%

ماجستير	%38
دكتوراه	%53
الإجمالي	%100

شكل رقم (2) توزيع أفراد العينة وفقاً لمتغير النوع

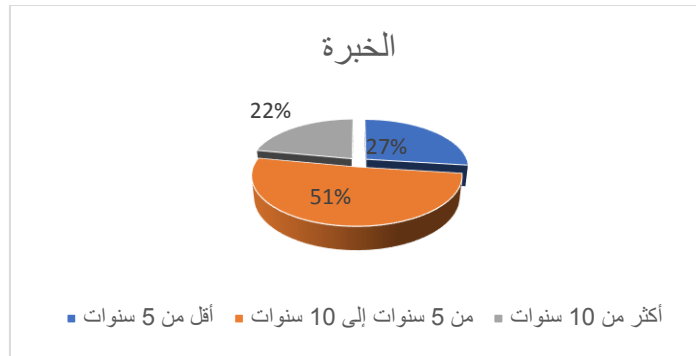


يتضح من الجدول السابق ارتفاع نسبة المؤهلات العليا والماجستير والدكتوراه مما يعطى طمأنينة للباحثة في استيعاب أسئلة الدراسة والقدرة على الإجابة عليها

جدول رقم (8) توزيع أفراد العينة وفقاً لمتغير النوع

النسبة المئوية	سنوات الخبرة
%27	أقل من 5 سنوات
%51	من 5 سنوات إلى 10 سنوات
%22	أكثر من 10 سنوات
%100	الإجمالي

شكل رقم (3) توزيع أفراد العينة وفقاً لمتغير النوع



يتضح من الجدول السابق ارتفاع نسبة من لديهم خبرة أكثر من خمس سنوات مما يعطى طمأنينة في الإجابات التي تم الحصول عليها

اختبار فرضيات الدراسة

ولاختبار فرضيات الدراسة من الأولى إلى الخامسة فقد تم استخدام تحليل الانحدار المتعدد ويتطلب هذا التحليل إجراء مجموعة من الاختبارات للتأكد من ملاءمة البيانات لهذا التحليل وسلامة النتائج التي يعطيها وسيتم التطرق لهذه الاختبارات عند مناقشة تحليل نتائج الانحدار المتعدد.

جدول رقم (9) مصفوفة معاملات الارتباط بين متغيرات الدراسة المستقلة

المتغير الثالث	المتغير الثاني	المتغير الأول		
		1	معامل ارتباط بيرسون الدلالة الإحصائية من الطرفين	المتغير الأول
	1	.206** .002	معامل ارتباط بيرسون الدلالة الإحصائية من الطرفين	المتغير الثاني
1	.212** .000	.022** .222	معامل ارتباط بيرسون الدلالة الإحصائية من الطرفين	المتغير الثالث

يُظهر الجدول (9) أعلاه وجود ارتباط مهم احصائياً ما بين المتغيرات المستقلة وهي تتفاوت ما بين 0.022 و 0.212 وهي أقل من 1.2 مما يعني خلو البيانات من مشكلة الارتباط الخطي بين المتغيرات المستقلة Multicollinearity وهي الحالة التي قد تكون لها تأثيرات على تقدير معاملات المتغيرات وفقاً لـ (Gujarati, 2004)

وباستخدام الانحدار الخطي المتعدد سيتم اختبار فرضيات الدراسة من الأولى إلى الثالثة:

الفرضية الأولى:

H₁: لا يوجد تأثير ذو دلالة إحصائية للممارسات التخصصية لإدارة الموارد البشرية على التميز المؤسسي في جامعة 6 أكتوبر

الفرضية الثانية:

H₂: لا يوجد تأثير ذو دلالة إحصائية للممارسات الإدارية لإدارة الموارد البشرية على التميز المؤسسي في جامعة 6 أكتوبر

الفرضية الثالثة:

H₃: لا يوجد تأثير ذو دلالة إحصائية للممارسات الاستشارية لإدارة الموارد البشرية على التميز المؤسسي في جامعة 6 أكتوبر

وتظهر الجداول أدناه نتائج الانحدار الخطي المتعدد:

جدول رقم (10) ملخص نموذج الدراسة

النموذج الأول	معامل الارتباط	معامل التحديد	معامل المعدل	التحديد	الخطأ العشوائي	ديرين واتسون
	0.56283	0.58	0.611	0.56283	0.56283	2.053

أ: المتغيرات المستقلة: الثابت، الممارسات الاستشارية لإدارة الموارد البشرية، الممارسات التخصصية لإدارة الموارد البشرية، الممارسات الإدارية لإدارة الموارد البشرية.

ب: المتغير التابع: مستوى التميز المؤسسي

جدول رقم (11) تحليل التباين للنموذج

النموذج	مجموع المربعات	درجات الحرية	وسط المربعات	اختبار ف	الأهمية الاحصائية
الانحدار	21.399	3	7.133	11.728	0
البواقي	30.412	50	0.6082		
الاجمالي	50.836	53			

الجدول رقم (12) تحليل معاملات المتغيرات المستقلة

النموذج	المعاملات غير المعيارية		t	Sig.	احصائيات الارتباط الخطي في المتغيرات المستقلة	
	B	الخطأ المعياري			معامل	FIV معامل
الثابت	1.072	0.375	2.216	0.008		
الممارسات الاستشارية لإدارة الموارد البشرية،	0.051	0.063	2.713	0.03	0.849	1.836
الممارسات التخصصية لإدارة الموارد البشرية	0.249	0.121	2.551	0.023	0.484	2.173
الممارسات الإدارية لإدارة الموارد البشرية	0.139	0.106	1.446	0.041	0.445	2.081

أ : المتغير التابع: مستوى التميز المؤسسي.

يُظهر الجدول (11) وجود دلالة احصائية لمعامل فيشر (F)، بمعنى أن النموذج ملائم للدراسة وأن المتغيرات المستقلة معاً تؤثر على المتغير التابع وبدلالة احصائية عالية.

ويشير الجدول (10) إلى أن معامل التحديد R^2 يساوي 0.580 وهو يعكس قوة تفسيرية منطقية ومقبولة للنموذج، ويشير الجدول إلى أن معامل ديرين واتسون يبلغ 2.053 مما يعني عدم وجود مشكلة الترابط بين البواقي أي ملاءمة النموذج للتحليل الاحصائي أي صلاحية هذه المتغيرات في تفسير الاختلاف في متغير التميز المؤسسي.

أما الجدول رقم (12) فيُظهر الدلالة الاحصائية لكل معامل متغير مستقل من متغيرات الدراسة حيث يظهر تأثيرات ايجابية مرتفعة بدلالة احصائية عند مستوى 1% و 5% للمتغيرات الممارسات الاستشارية لإدارة الموارد البشرية، الممارسات التخصصية لإدارة الموارد البشرية على التوالي؛ حيث الأقوى تأثيراً - وذلك بالاعتماد على قيم بيتا المعيارية التي يظهرها الجدول رقم (9) هو الممارسات التخصصية لإدارة الموارد البشرية حيث أن معامل بيتا المعيارية له يبلغ (0.275) تقريباً الممارسات الإدارية لإدارة الموارد البشرية بدلالة احصائية 5% ثم الممارسات الاستشارية لإدارة الموارد البشرية.

وعليه ومن خلال الجدول أعلاه يمكننا بيان نتائج اختبار فرضيات الدراسة وكما يلي:

الفرضية الأولى:

تشير نتائج الجدول (12) إلى وجود علاقة إيجابية بين الممارسات الاستشارية لإدارة الموارد البشرية والتميز المؤسسي $B=0.061$ كما أن هذه العلاقة ذات دلالة إحصائية عند مستوى 5% ($Sig=0.030$) مما يعني وجود علاقة ذات دلالة إحصائية بين الممارسات الاستشارية لإدارة الموارد البشرية والتميز المؤسسي وعليه يمكن رفض الفرضية العدمية H1.

الفرضية الثانية

تشير نتائج الجدول (12) إلى وجود علاقة إيجابية بين الممارسات التخصصية لإدارة الموارد البشرية والتميز المؤسسي $B=0.275$ كما أن هذه العلاقة ذات دلالة إحصائية عند مستوى 5% ($Sig=0.023$) مما يعني وجود علاقة ذات دلالة إحصائية بين الممارسات التخصصية لإدارة الموارد البشرية والتميز المؤسسي وعليه يمكن رفض الفرضية العدمية H2.

الفرضية الثالثة

تشير نتائج الجدول (12) إلى وجود علاقة إيجابية بين الممارسات الإدارية لإدارة الموارد البشرية والتميز المؤسسي $B=0.106$ كما أن هذه العلاقة ذات دلالة إحصائية عند مستوى 5% ($Sig=0.041$) مما يعني وجود علاقة ذات دلالة إحصائية بين الممارسات الإدارية لإدارة الموارد البشرية والتميز المؤسسي وعليه يمكن رفض الفرضية العدمية H3.

النتائج:

في ضوء تحليل البيانات واختبار الفرضيات توصلت الدراسة الى النتائج الآتية

- 1- مستوى متغير التخطيط متوسط وحصل على معدل 3.2 درجة من 5 على مقياس ليكرت الخماسي مما يعني ضرورة الاهتمام بهذا العامل لما له تأثير على التميز المؤسسي
- 2- الاستقطاب اقل من المتوسط وحصل على معدل 2.6 درجة من 5 على مقياس ليكرت الخماسي مما يعني ضرورة التأكيد على انه يكون هناك توافق بين الاحتياجات التي تتطلبها الخطة الاستراتيجية للمؤسسة وبين الاستقطاب
- 3- متغير التدريب يشير الجدول الى ان الوسط الحسابي العام لمتغير التدريب اقل من المتوسط وحصل على 3.2 درجة من 5 على مقياس ليكرت الخماسي أي ان التدريب يحقق مستوى منخفض في جامعة 6 أكتوبر من وجهة نظر العينة ولذلك يجب التأكيد على ضرورة ان يكون هناك ارتباط بين الدورات التدريبية التي يخضع لها العاملين وطبيعة عملهم
- 4- متغير التحفيز: يتضمن الجدول ان الوسط الحسابي بشكل عام متوسط وحصل على معدل 3.4 من 5 على مقياس ليكرت الخماسي وهو قريب من الوسط الحسابي المستخدم في الدراسة للفرقة بين المستوى المتوسط والمرتفع مما يعكس أهمية هذا المتغير في التأثير على التميز المؤسسي
- 5- التميز في القيادة: وقد اظهر التحليل وجود مستوى مرتفع للتميز المؤسسي من حيث تميز القيادة من وجهة نظر العينة وحصل على معدل 4.1 درجة من 5 على مقياس ليكرت الخماسي، ونلاحظ ان المتوسط الحسابي بشكل عام اعلى من المتوسط الحسابي المستخدم في الدراسة للفرقة بين المستوى المتوسط والمستوى المرتفع
- 6- التميز بتقديم الخدمة: ويظهر من الجدول ان التميز المؤسسي لمتغير التميز في تقديم الخدمة مستوى مرتفع وحصل على معدل 3.41 من 5 على مقياس ليكرت الخماسي بوسط حسابي يزيد عن الخط الفاصل بين المستوى المتوسط والمستوى المرتفع المستخدم في هذه الدراسة
- 7- التميز التكنولوجي: ويظهر من الجدول ان التميز التكنولوجي في تقديم الخدمة متوسط وحصل على معدل 2.9 درجة من 5 على مقياس ليكرت الخماسي
- 8- تتمتع جامعة 6 أكتوبر بمحافظه الجيزة بمستوى مرتفع من التميز المؤسسي سواء من ناحية التميز في القيادة او التميز في تقديم الخدمة وبمستوى متوسط في التميز التكنولوجي

- 9- تتمتع جامعة 6 أكتوبر بمستوى متوسط من تخطيط الموارد البشرية طبقاً لوجهة نظر العينة إلا أن تحديد الاحتياجات من الموارد البشرية أقل من المتوسط مما يعنى التأكيد على ضرورة التوافق بين تحديد الاحتياجات من الموارد البشرية والخطة الاستراتيجية للجامعة
- 10- حظي التدريب بمستوى منخفض استناداً لآراء العينة وهذا يتطلب أن يكون هناك ارتباط بين الدورات التدريبية التي يخضع لها العاملون وطبيعة عملهم كما يجب على الجامعة أن تقوم بتحديث وتطوير الدورات المقدمة للعاملين وفقاً لأحدث التطورات وتحديد أوقاتها وإمكاناتها بدقة للعاملين وتحفيزهم للالتحاق بهذه الدورات
- 11- من خلال تحليل البيانات تبين أنه التحفيز قد حصل على مستوى متوسط وفقاً لآراء العينة وهذا يعكس أهمية هذا المتغير في التأثير على التميز المؤسسي
- 12- أثبتت الدراسة وجود علاقات تأثيرية موجبة ذات دلالة إحصائية بين المتغيرات المستقلة ومستوى التميز المؤسسي.

التوصيات:

- 1- مراجعة الخطط والبرامج التدريبية التي تم تنفيذها للتأكد من فاعليتها ومدى توافقها مع احتياجات ومتطلبات العمل
- 2- الاهتمام بالتحفيز المادي والمعنوي للعاملين وخاصة في ظل الوضع الراهن والظروف الاقتصادية الصعبة بمصر
- 3- اقتناء التكنولوجيا الحديثة واستعمالها ومسايرتها لأخر التطورات
- 4- زيادة الاهتمام بممارسات إدارة الموارد البشرية وتطويرها واعطائها بعداً استراتيجياً يلبي احتياجات الموارد البشرية والمنظمة في بيئة العمل التلي تتسم بالتغيير المستمر
- 5- نشر ثقافة التميز المؤسسي وعقد ندوات ودورات حول أهمية التميز المؤسسي وكيفية رفع مستواه وتشجيع العاملين على الإبداع والتحسين المستمر
- 6- ربط الورش التدريبية بالتميز المؤسسي
- 7- الاهتمام بعمل استطلاعات مستمرة مع المتعاملين مع الجامعة بهدف التعرف حاجتهم ورغباتهم

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