સંશોધન પેપર
<table>
<thead>
<tr>
<th>Sr. No</th>
<th>Title and Author</th>
<th>Page No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>कवि अनेकों अक बहुसंख्य अतिरिक्त</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>शासनसी समाप्ती</td>
<td>8</td>
</tr>
<tr>
<td>3</td>
<td>असरापुर सिमेन्ट उद्योग का विकास</td>
<td>13</td>
</tr>
<tr>
<td>4</td>
<td>शर्मिश्वास अने टॉप विकास</td>
<td>20</td>
</tr>
<tr>
<td>5</td>
<td>पूर्वीरस्तृती मध्यवर्ती जापानी वैदिक भाषा : अनुवादक दृष्टि पहली</td>
<td>23</td>
</tr>
<tr>
<td>6</td>
<td>वाखाली अने नारी जागृति</td>
<td>32</td>
</tr>
<tr>
<td>7</td>
<td>अन्नमं माया : MARITAL ADJUSTMENT</td>
<td>36</td>
</tr>
<tr>
<td>8</td>
<td>वेदिक विवर्णसुर पर्यावरणाची चर्चा</td>
<td>39</td>
</tr>
<tr>
<td>9</td>
<td>संस्कृत तथा संस्कृतिसंबंध – विद्वान अने विद्वान</td>
<td>43</td>
</tr>
<tr>
<td>10</td>
<td>भारतविद्या किंवा विद्वानयेंमध्ये वेडिकाच चर्चा</td>
<td>47</td>
</tr>
<tr>
<td>11</td>
<td>आठ पहोर रात्रिकाळी आरामकल</td>
<td>53</td>
</tr>
<tr>
<td>12</td>
<td>भारतीय संस्कृतिनी गौरवाचा : सरसोत्पत्ती</td>
<td>58</td>
</tr>
<tr>
<td>13</td>
<td>स्मार्कशाही संपादन वाढ – अभियंती बैजित</td>
<td>63</td>
</tr>
<tr>
<td>14</td>
<td>ज्ञानविज्ञ</td>
<td>68</td>
</tr>
<tr>
<td>15</td>
<td>स्पर्शिनरायण गोंकरकिकी वंदुशाळाकार स्वामी</td>
<td>70</td>
</tr>
<tr>
<td>16</td>
<td>सन्तुष्ट मंग व्यक्तिकाय</td>
<td>74</td>
</tr>
<tr>
<td>17</td>
<td>सुन्दरकाव्य सुंदर कवी हैं ?</td>
<td>79</td>
</tr>
<tr>
<td>18</td>
<td>भारतीय संस्कृति में नारी</td>
<td>84</td>
</tr>
<tr>
<td>19</td>
<td>डा. किसने और सूरज का धनुष-मंग</td>
<td>86</td>
</tr>
<tr>
<td>20</td>
<td>संसार के एक राज में आधुनिक युगवी</td>
<td>96</td>
</tr>
<tr>
<td>21</td>
<td>पारंपरिक हस्तिसे कन्याकी की प्रासंगिकता</td>
<td>102</td>
</tr>
<tr>
<td>22</td>
<td>Advertisement : An Innovative Linguistic Application into English Language</td>
<td>107</td>
</tr>
<tr>
<td>23</td>
<td>Title : Comparative study of preposition in English and Hindi with reference to oblique form in Hindi</td>
<td>112</td>
</tr>
<tr>
<td>24</td>
<td>Capital Market and Social Effects with reference to Globalization</td>
<td>118</td>
</tr>
<tr>
<td>25</td>
<td>An Actual Image of Child Labour</td>
<td>124</td>
</tr>
</tbody>
</table>
"सोरास्त्रांम सिंभेट उद्योगनो विकास"

प्रस्तावना :-

भारत केवल आजाद भयो ल्याये भारतीय अर्थतंत्र मुच्य्यते पशतात कृपा आधारित छतुं. तेमहा विकासगी प्रदते मुख्यते पशतात अर्थतंत्र कहतुं. भारतेन झडपी विकास साधनांत छाटे हे.स. १८५७ वी आयोजनानं स्वीकार करो. अनौन दर पाश वर्ष माहेनं योजनांमध्ये पंचवाढळ स्वाभाविक तेमहा भारतात आम साधन विश्व अर्थतंत्र पंढरितनं स्वीकार करो. अर्थतंत्रांना प्राथमिक बेटमां कृपा, द्वितीय बेटमां उद्योग अने तृतीय बेटमां सेवा बेटों समावेश धाव हे.

बारतीय अर्थतंत्रां मुख्य-मुख्य केंद्रां महत्त साजे :-

(१) प्राथमिक बेटे :-

जेमां मुख्यते कृपा, मात्स्यव्यवसाय, उद्योग, परिपालन तेमहा कृपा संवर्तन उद्योगांनो समावेश धाव हे. भारतीय कृपा आधारित लगभग ५४% रोजगारी ५०% स.आ., २४.८% फ.प. सरक्षण धाव हे. कृपा मित्रतीनी निमित्तो वाच्यी बिजेश फुलियामुख मेज्यांनी साजे तेमहा उद्योगांना माहेनं अथवा माह कृपा बेटांमध्ये प्राप्त करी शाक्य हे.

(२) द्वितीय बेटे :-

भारतीय अर्थतंत्रां मुख्य द्वितीय बेटमां ओषधिक बेटंनी समावेश धाव छे. जेमां पावाना बावीर्य उद्योगांना सेवा के, स्वी, जुणं, पावड, पेड्डो डेमोक्रेसी, आंदोलन, भाजप-भाजी, जूंक अनेक उद्योगांना विवेधांनी समावेश धाव हे. ओषधिक बेटांना विकास माते भारत सरकार पंचवाढळ योजनांनी सांख्य सामांतांते जुंक-जुंक ओषधिविनिर्माणी असल्याने मुळी. तेमहा हे.स. १८५७ ना ओषधिविकासाची लागू पावाचावमा आयो अने बाणीकरक, उद्योगांमध्ये अने वैद्यकरण द्वारे ओषधिक विकासाचा दर भोपी नाम्या अने ओषधिक बेटमां विकास मार्ग ८ वी ८% जेतो जोपी आप्या.

(३) तृतीय बेटे :-

ओषधिविकास माहेनं महत्त साजे माहेनं सेवा के जेमां पावाना वाडवालतवार, सेवानमात्र, वेगी, विई, शिक्षा, माहेनं माहेनं माहेनं संवर्तनांनी समावेश धाव हे, सेवा व्यवसाय मित्रतीन अने रोजगारी सरक्षण हे. आपाती घटने हे. १८५०-५१ मासे जी.पी. ३२.४% अने २०१० मा पी. पी. ५४.४% जेतो हो. हे.स.

भारतीय अर्थतंत्रां माहेनं स्वातंत्र धावे हे, तेमहा गुरुदाताना अर्थक्रमां माहेनं उद्योगांना काही महत्त्वांना रोजगार मुख्यत्वास तेमहा मुख्यत्त विकण्यास कर्नाती तेमहा धावे, पाण्या अने साकाराती व्यवसू रोजगार हे.
સુર્યાલદ્યાના ચૌકિદારી બદલાઈ થતા થતા હતા. ૨૨ બંદરો ના દુકાન બંદ તેમજ વિકસાતા અંતગત
માણસું, અરીયોધક વાતિક, રાજકોટ અસોયોધક અરીયોધક વાતિક, સાધુજીઓ વાતિકાસ તન વગેરેના ખર્ચો સુર્યાલદ્યાના અરીયોધક વિકસાતા અંતગત ભાગ હતા છે. સુર્યાલદ્યાના પંજાબ કેટલાક, શીર્ષકાના, બેલાયત વાતિક, પગરી આપી અંતગત ઉદ્યોગ, અરીયોધક અનાવાર ઉદ્યોગ, મીકા, મેટ્લ ઉદ્યોગ, લેમણી ઉદ્યોગ વગેરે વિકસા છે.

જયારે સુર્યાલદ્યાના પાલક ડેસબર્ડ ૧૯૬૧ માં અબાદ બંદ પ્રારંભિત પ્રશાસન સાથે ભાગ પડી ગયેલા લાખ જમીન અદેખ મેળવવા માટે જીવિત કહોય હતો તેમાં સુર્યાલદ્યાના વિકસા માટે સુધી માણસ ઉદ્યોગ કન્ટ્રોલ થતો હતો. તેમજ સુર્યાલદ્યાના પણ ખિલાવાર અને ઉદ્યોગ સમાન કરી ગયેલા હતા. સુર્યાલદ્યાના ૧૯૪૦માં અંતગત અરીયોધક અરીયોધક વાતિક, માણમાં નંદ્રાક્ષેત્રોના ઘટકો અને અંદાજાત સુધી માણસ યોગદાન કરી ગયો છે. સુર્યાલદ્યાના પણ અરીયોધક અરીયોધક વાતિક, માણમાં બંદ પ્રારંભિત પ્રશાસન સાથે ભાગ પડી ગયેલા લાખ જમીન અદેખ મેળવવા માટે જીવિત કહોય હતો તેમજ સુર્યાલદ્યાના માણસ ઉદ્યોગ કન્ટ્રોલ થતો હતો. તેમજ સુર્યાલદ્યાના પણ ખિલાવાર અને ઉદ્યોગ સમાન કરી ગયેલા હતા. સુર્યાલદ્યાના ૧૯૪૦માં અંતગત અરીયોધક અરીયોધક વાતિક, માણમાં બંદ પ્રારંભિત પ્રશાસન સાથે ભાગ પડી ગયેલા લાખ જમીન અદેખ મેળવવા માટે જીવિત કહોય હતો તેમજ સુર્યાલદ્યાના માણસ ઉદ્યોગ કન્ટ્રોલ થતો હતો. તેમજ સુર્યાલદ્યાના પણ ખિલાવાર અને ઉદ્યોગ સમાન કરી ગયેલા હતા. સુર્યાલદ્યાના ૧૯૪૦માં અંતગત અરીયોધક અરીયોધક વાતિક, માણમાં બંદ પ્રારંભિત પ્રશાસન સાથે ભાગ પડી ગયેલા લાખ જમીન અદેખ મેળવવા માટે જીવિત કહોય હતો તેમજ સુર્યાલદ્યાના માણસ ઉદ્યોગ કન્ટ્રોલ થતો હતો. તેમજ સુર્યાલદ્યાના પણ ખિલાવાર અને ઉદ્યોગ સમાન કરી ગયેલા હતા.
उढ़ोग मित्र राज्य बनाए। कवि 'काल गुजरत' ने बड़ी 'काल नोट गुजरत' में व्यक्ति समग्र जीवित चर्चा करती है।

वारियर उल्लोल समिति द्वारा गुजरतका उर्वरूपी बढ़िया मोटरमोट मात्रा उद्धोग विधाना तथ्य प्रदर्शन अर्थशास्त्र दोषों अर्थशास्त्रीय धारा के तेस्रा पतिकार रहेंगे कहते हैं। प्रमुख अर्थव्यवस्था विधिक उद्धोग, बांड उद्धोग, सहायक उद्धोग, सीमेंट उद्धोग, भेंड, या उद्धोग, कारण उद्धोग, लोकसभा-पोलिटिक उद्धोग, राज्य उद्धोग, ईमानदार उद्धोग बताते हैं। किसी तो समारोह में उद्धोगों द्वारा विदेशी रूप से केही उद्धोग से एक समय में केही उद्धोग महत्त्व करती हैं।

भारतमा सुन्ना अर्थ महत्त्व उद्धोगों जेवा के मूलांकपकाराण उद्धोग, प्रांद उद्धोग, शार्क उद्धोग, सीमेंट उद्धोग, तेंडा उद्धोग, कारण उद्धोग, लोकसभा-पोलिटिक उद्धोग, राज्य उद्धोग, ईमानदार उद्धोग बताते हैं। किसी तो समारोह में उद्धोग महत्त्व दर्शित है। परिवेश में उद्धोग महत्त्व नामा मोटरमोट मात्रा उद्धोग महत्त्व करती हैं।

**सीमेंट उद्धोगों का उद्धवत्न:**

सीमेंट उद्धोगों का उद्धवत्न प्रायोगिक समाज समय विधाया है। अनुभवलीक व्यापार दोहोसे सीमेंटनों उपयोग करतो द हाला। व्यापारी होकर दोहोसे सीमेंट उद्धोगों विकास करता, व्यापारी पोर्ट्सबर्गमा सीमेंटनो नक्सल देते, खेड़े उद्धोगः कसी है। सीमेंट उद्धोग १८ मिस्टो-सुधी हूनाल पवर अनु जवानामुखीकाल पत्रिका मिश्रक तरीके आयोजित होता। "स्विंदेन" हारा मात्राना मात्रा पवर साचेना मिश्रक तरीके समस्या. "स्विंदेन अइटीडिंग" च.स. १६२२ मांा सी समय सेमिनाल आयु आ समय, सीमेंट नेटो नाम आयु आयु.

भारतमा सीसीमेंट उद्धोगोंका उद्धवत्न को.स. १७ दिसंबर भारत अंतर्द्रमित सीकीट द्वारा करारमा आयु। अगार वारियर उपवरा बनाता २५ दिसंबर नेटा २५ दिसंबर। अ.स. १७ दिसंबर मा महासागर विदेशी भाग भाग। व्यापारी द.स. १७ दिसंबर मा गुजरतमा पोस्टर लेहरे 'हरियरन सीमेंट' उपवरा मा सीमेंट उपवरा बनाता भारतमा मात्रा। ताजे तेजी उपवरा बनाता अधिन रकेटेन २०० तन शेकी हरती। व्यापारी व भारतमा, विभागित अर्थ राजस्थानमा सीमेंटनु उपवरा शाम वर्ष आ अतिक्रांत हैकटिकी हारा ६२ वर्ष १५०० (पंचाशी वर्ष) तन सीमेंटनु उपवरा बन वाद आयु।

**सीमेंटनो अर्थ:**

सीमेंट अदेह एक प्रकारो बुद्धि पावर छ। जेन पानी के अन्य प्रवालिका मिश्रक करता द बिखा पर नदिया स्वरूपमा करवाय छ, सीमेंटनो अर्थ राजस्थानक रीते जोडने तो हेलिस्कन, अददुभावने अर्थ सीमेंटना विविध प्रमाणका संबंधित अर्थक पावर छ।

**सीमेंटना प्रकार:**

उपवरा बनाता आधार सीमेंटना ने प्रकार पहे ७। (१) मेजर सीमेंट (२) मानी सीमेंट, मेजर सीमेंटना ने प्रकार पहे ७। ओपलींडरी, पोर्ट्सबर्ग (OPC) र. पोर्ट्सबर्ग पोर्ट्सबर्ग सीमेंट (PPC)

**सीमेंट उद्धोगों का विकास:**

भारतमा सीमेंट उद्धोग ३००० ब्रम्हिकोने भारतीय रोजगारी आपे ३ अने १०० करोड़ दियमातु वारियर उपवरा करे ७। अ.स. २५ करोड़ दृष्टा सीकीट द्वारा रकेटेन सरकार करने आपे ३। डॉ दर्रस दियमा वारता मात्रा स्वरूपे मनावने आपे ३। भारतमा १८४१ मा मानी सीमेंटनी वपराश प.प दियमातु भोज पात। तेहांदे १८०२ मा २५ दियमातु, १८८७ मा २५ दियमातु शेकी हरती छ। कृती विधिक देवीदेवी दुलाको मान ूला शो।
भारतमां सीमेंट उद्योगों विकासः

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<th>वर्ष</th>
<th>उत्पादन भमता (मिलियन तनमा)</th>
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उपर्युक्त कोट्स यथा समीकरण धारा 3 के अनुसार 1814 मास में सीमेंटों कुल उत्पादन मात्र 0.10 मिलियन तन हुआ, 1854 मास में 10.00 मिलियन तन रहा, 1884 मास में 40.00 मिलियन तन तथा 2000 मास में 85.00 मिलियन तन अने 2012 में 300.00 मिलियन तन के लायु हुए।

भारतमां सीमेंट उद्योगमां सीरीजेंटा सीमेंट उद्योगों कारणः

दरम्यान समयमां देशमां आर्थिक विकासमां सीमेंट उद्योगों कारण बदलणे हो, सीमेंट वीं उद्योग मां सतत विवाह योग्य करणे हो. भारतमां आदि 183 मोटा सीमेंट प्लांट अने 1879 जेट्स नाता (भीनी) सीमेंट प्लांट कार्य करी रहणे हो. तेशा वाणी नवा सीमेंट अंधमो शुक वर्ष रहणे हो. दरम्यान समयमां आर्थिक विकासमां सीमेंट उद्योगमा प्रथम स्थान धारि जरूर रहणे हो. जेनी 24.78 मिलियन तन कुल उत्पादन कारण धारि जरूर रहणे हो. जुलाईमां सीमेंट उद्योगमा सीरीजेंटा सीमेंट उद्योगों स्वतंत्र विकास ध्येय जरूर रहणे हो, सीमेंट मोटा सीमेंट प्लांट कारण रहणे हो. सीमेंट मोटा सीमेंट प्लांट कारण उद्योगमा 10% कुल उत्पादन कारण वागणे 15.00 मिलियन तन के लेव्य दिने हो. जे भारतमां कुल सीमेंट उद्योगमा वागणे 10% के लेव्य दिने वाग्यो सीरीजेंटा सीमेंट उद्योगों सेलेक्ट करती हो.

सीरीजेंटा मोटा सीमेंट अंकनों उत्पादन कारण प्रतिवर्ष

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<th>क्रम</th>
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शीर्षक: सीमित उद्योग द्वारा अन्य राज्योंमधे सीमित मोड्यावर आवे.

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शीर्षक: शीर्षक उद्योगाचे अभिमुख्य आणि सीमित अन्य राज्योंमधे निवड करावे. तेपासून बंधा देशांमध्ये सीमित निवड करणे बिनवी विद्येशी हूथियासमोर माहिती घेतली आहे. सीमित उद्योगाचे अन्य राज्यांमध्ये केल्यांकडून संबंध उद्योगांना पहा विविध वातावरणांनी आपल्या मोड्यांना विषयक व्यवस्था देऊन गोपनीय स्थान घेतली आहे.

शीर्षक: सीमित उद्योग द्वारा अन्य राज्योंमधे सीमित मोड्यावर आवे.
(4) વિદેશી ઉદ્ભોગની હરિકાથામાં ટકાવાની વસતાની અમલ.
(15) વેષયાદ વિવસ્તવા પ્રભૂ
(16) ઉપયોગ વસતા ઓની અને નખાવતા ગુણવતા
(17) ઉદ્ભોગના વસતા પ્રભુ પ્રભૂ
(18) ઉદ્ભોગની ગેરવસતા હરિકાથા
(19) ધૃઢ્યો મોટા પ્રભૂઓ વધયાત.
(20) વિશ્વાસ અને દેશની તૂના માટાદીક પદધાતાતું પ્રભુઓ કોણ?
(21) અમતરી આંતર્ભાષાની સુવિધા સુરેમાં આગળ અને વૈશ્ણવની આગળ.
(22) મોટા પ્રભૂઓ—ધૃઢ્યો ધૃઢ્યો
(23) નદી કપાલ ચાલ કરવા માટે જમીન સૌ મુરા વસતા જતી પદાર.
(24) મચરવણા પ્રભૂ (ધૃઢ્યો અંગે પ્રભૂ)
(25) બૌલની પુલની દૃષ્ટિ પદાર.
(26) કાબ્રાના અભી ઘડી કે—કોરસો, નુંનરા વાડર, કોંટીયમ, ઓક વડે એ મેખવાના પ્રભૂ
(27) મહિલાને પ્રભૂ, પ્રભૂ યુદ્ધમાં ઉદ્ભોગની પ્રભૂ, પ્રભૂ વસતાથી વારફાતિ વાર કોરડર પુનઃ વિશ્વાસ દાય હતે.
(28) ધૃઢ્યો માંડળી
(29) સૂતી પુરાળી ઉપયોગ પદાર.
(30) કૃષણકા ઢોંગ.

દેશના પૂર્વ અને ઉત્તર વિસ્તારમાં સીમેનટની અખત છે જયારે હૃદયમ અને દૃષ્ટિના વિસ્તારમાં સીમેનટની અખત છે. ધૃઢ્યો સીમેનટની કંપનીઓ પદધાતા અને દર્દાર વાત્રામાં આવેલી છે. તેથી ઉત્સર્જા વાતામાં સીમેનટની માંગ તુલનાત્મક રીતે વધુ હતે છે. તેથી વાતાવરણ તરફ અને ગણના પ્રભૂ સારવાર છે.

猬ેમેન ઉદ્ભોગના વિકાસ માટે સુધીનો :-

વાતાવરણ સમયમાં સીમેનટ ઉદ્ભોગની વસતિમે વિકાસ માટે અને ઉદ્ભોગની ગણના ચાલ છે. તેથી સીમેનટ ઉદ્ભોગને વસતાના પ્રભૂ દુર કરવા છે, જેથી વસતા અને રાજનીતિ સુવિશ્લેષણ અને વસતા ધૃઢ્ય વસતા રાખવા બને. 
(1) સીમેનટ ઉદ્ભોગ માટે પ્રખ્યાત અને વિખયાત સામાજિક સરસ્વતી સરસ્વતી સુધીનો.
(2) સીમેનટની સુધીના સુવિશ્લેષણ અને હરિકાથા કરવા અને હરિકાથા હરિે વસતા કરવા.
(3) વિશાળ સવસ્તા સરસ્વતી સુધીનો, વિશાળ વસતા તેવા પ્રખ્યાત કરવા.
(4) ઉદ્ભોગની સપ્તાહના વધારણી.
(5) ઉદ્ભોગ સામાજિક સરસ્વતી.
(6) સામાજિક વસતા વધારણી.
(7) લાખના ઉપયોગ સામાજિક માટે વધારણી.
(8) ઉદ્ભોગ સાદ્દાસ્સના સાદ્દાસ ઉપયોગ.
(9) ઉદ્ભોગ સાદીસ્સના સાદીસ્સ ઉપયોગ.
(१०) सीमेंटच्या उद्योगाच्या माध्यमातून, त्याच्या माध्यमातून समस्या सुधीर साधणी राहणावा.
(११) सीमेंट उद्योगाच्या माध्यमातून हायक्से दूर करणावा.
(१२) सीमेंट उद्योगाच्या हेलाच्या प्रदूषण अतिक्रमणाने पर्यावरणावर संकट दृष्टी करणावा.
(१३) सीमेंटच्या माध्यमातून वापरकर्त्यांना यथेच तेवा प्रस्तुती करणावा.
(१४) माध्यमातून सौंदर्य साधन भागात अनेक तंत्रज्ञ दर्शने तंत्रज्ञ स्वर्णांच्या कडव्यावा.
(१५) सीमेंट उद्योगाच्या माध्यमातून वैश्विक आत्मविश्वासी साधणी राहणावा.
(१६) आधुनिक टेक्नोलोजीचे उपयोग करणावा.
(१७) सीमेंटच्या वपरासाठी वैश्विक संबंधांच्या आत्मविश्वासी साधणी राहणावा.
(१८) सीमेंटच्या व्यापारांमध्ये स्वतंत्रता व्यक्ती.

उपरोक्त सूचनेच्या अभ्यास पूर्ण करण्यासाठी आवश्यक तंत्रज्ञानासाठी सर्वांगीण सर्वांगीण विकासाची दाबणे.
Academic Discovery Review
-The Refereed International Journal

: Editor :

DR. PRAFUL PANSURIYA
<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Research Paper/Articles</th>
<th>Author</th>
<th>Page No.</th>
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<tbody>
<tr>
<td>1</td>
<td>Freedom Of Expression: Problems &amp; Perspectives</td>
<td>Dr. Jagdip U. Nanavaty</td>
<td>08</td>
</tr>
<tr>
<td>2</td>
<td>Through the Prism of Time: Women And The Partition Of India</td>
<td>Dr. Nitin S. Vyas</td>
<td>15</td>
</tr>
<tr>
<td>3</td>
<td>Prison Reforms and the Indian Supreme Court</td>
<td>Dr. Kinna T. Chadokia</td>
<td>20</td>
</tr>
<tr>
<td>4</td>
<td>गुजरातली तस्वीर अने तासीर</td>
<td>डॉ. (श्रीमती) हिना अंबेदकर</td>
<td>25</td>
</tr>
<tr>
<td>5</td>
<td>Useful of Sankrit Subject at presenttime (Envi’ronment aspect) −वर्तमान समय में संस्कृत विषय (पर्यावरण संबंध)</td>
<td>प्राचीन विश्वविद्यालय के आज</td>
<td>31</td>
</tr>
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<td>उपनिवेशवादी आर्थिक नीतियों अनुसार उपनिवेशवादी (ई.स. 1707 धी. 1843)</td>
<td>श्री शाहलाल उल्लभावाल योगदान</td>
<td>35</td>
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<td>डॉ. पुष्कर मा ओ. निवेदी</td>
<td>38</td>
</tr>
<tr>
<td>8</td>
<td>Faculty development for excellence in higher education: Issues, challenges &amp; opportunity</td>
<td>Prof. J.K. Vasoya</td>
<td>42</td>
</tr>
<tr>
<td>9</td>
<td>मानव अधिकार विशे आत्मांत जानकारी</td>
<td>प्रो. डॉ. रुद्धरनी</td>
<td>48</td>
</tr>
<tr>
<td>10</td>
<td>सेवा के नीतियों अभिलेख - अंश प्रदर्शन के अन्तर्गत साहित्य संपन्न</td>
<td>प्र. संजय धानागरिक</td>
<td>51</td>
</tr>
<tr>
<td>11</td>
<td>गुजरातमा मानव विकास आंक बने आगोष्ठ</td>
<td>प्रो. डॉ. रुद्धरनी</td>
<td>53</td>
</tr>
<tr>
<td>12</td>
<td>सेवायोगों आंक गुरुका दारो</td>
<td>श्री भवन गाढा</td>
<td>56</td>
</tr>
<tr>
<td>13</td>
<td>सुरक्षा : आबाद जागृति वर्तमान</td>
<td>डॉ. पाणिसुखोत्रिल मुत्तू के.</td>
<td>58</td>
</tr>
<tr>
<td>14</td>
<td>&quot;प्रोजेक्ट &quot;</td>
<td>जयविन प्र. पंडेया</td>
<td>62</td>
</tr>
<tr>
<td>15</td>
<td>E-mail Document is Electronic Evidence Proof ?</td>
<td>Rushikesh Vyas</td>
<td>65</td>
</tr>
<tr>
<td>16</td>
<td>रामायणकालिन सनायत</td>
<td>प्र. डॉ. निशाना एस. जुल्ला</td>
<td>70</td>
</tr>
<tr>
<td>17</td>
<td>ग्रुप / स्टेंग आपरेशन पर परमाण</td>
<td>डॉ. प्रकृत के. पाससुहित</td>
<td>75</td>
</tr>
<tr>
<td>18</td>
<td>International Financial Reporting Standards</td>
<td>Prof. Vinod Movaliya</td>
<td>78</td>
</tr>
<tr>
<td>19</td>
<td>गुरुत्वात्मक स्रोतों विश्लेषण मान्यता मापदंड (Sex Ratio)</td>
<td>प्र. अरविंदकुमार पी. मात्राम रामिराम</td>
<td>83</td>
</tr>
<tr>
<td>20</td>
<td>दीलिपस्य गो वेरावरतमा</td>
<td>प्र. डॉ. राम काम भोजविया</td>
<td>87</td>
</tr>
<tr>
<td>21</td>
<td>Pharmaceutical Sector in India- An Overview</td>
<td>Sandip K. Parmar</td>
<td>94</td>
</tr>
<tr>
<td>22</td>
<td>Corporate Social Responsibility &amp; Business Performance</td>
<td>Mr. Kuldeep H Jobanputra</td>
<td>98</td>
</tr>
<tr>
<td>23</td>
<td>स्त्री सशक्तिकरण अने समाज</td>
<td>स्त्रीवृद्धि अनु. उन्नतिया</td>
<td>107</td>
</tr>
</tbody>
</table>
8. "Faculty development for excellence in higher education: Issues, challenges and opportunity"

PROF. J.K. VASOYA
Shree K.O. Shah Muni. Arts & Commerce College;
-Dhoraji

ABSTRACT

Teacher are one of the most important of academic excellence. But why faculty development? What is the process? What is the goal? What is the profile of a role-model faculty member? What are the policy initiatives (strategies) that need to be taken by the government for faculty development?

In order to do institutional soul searching a SWOT (Strengths, Weakness, Opportunity and Threats) framework may be simple yet insightful tool identify issues, challenges and opportunity in the process of faculty development. In higher education a very preliminary SWOT analysis is attempted here though a more thorough approach is advocated.

Faculty related issues are most critical, success factor for excellence in education. It is great opportunity to make India a truly knowledge superpower over next-decade by the leveraging strengths inherent in Indian brain power, converting our weakness in to opportunities for improvement and developing visionary academic leadership with sincerity of purpose and commitment to excellence. We need to proactively locate such role-model teachers and facilitate them to act as 'men form' on other institution to develop young faculty in excellent academic. It is hoped that issues outlined in this provide a focus for future efforts forward academic excellence.

"Faculty development for excellence in higher education: Issues, challenges and opportunity"

Teacher are one of the most important of academic excellence. But why faculty development? What is the process? What is the goal? What is the profile of a role-model faculty member? What are the policy initiatives (strategies) that need to be taken by the government for faculty development? In the paper critically examines that faculty related issues are most critical factors for excellence in education. Hopes that the issue outlined in this paper will provide a focus for future efforts towards academic excellence.

Introduction:
Indian has an increasingly important role to play in a globalize, knowledge driven society. Ancient times India was considered to be a great intellectuals power where knowledge seekers intellectuals from other part of the world came to gain knowledge. Nalaanda was a fine example of that. Our Vedas and other scriptures were ocean of knowledge and wisdom. In science and mathematic and spirituality India was globally know. Unfortunately we could not maintain our ancient intellectual lead and the current state of Indian higher education to be substantially improved. There exist centers of excellence, but these as isolated islands of intellectual capital while the general state of higher education in the country needs, serious soul-searching.

The intellectual potential of a typical Indian is astonishingly superb genetically. This gives us a ray of hope to march forward in the knowledge millennium and make Indian higher education regain its part glory. Teacher (faculty) are the most important component of academic excellence. We need to look at education as a process for developing learning society and it calls for a fundamental ‘rethink’ on the way we look at our teachers in the society. In this paper the process of faculty development for academic excellences examined, identifying the key issue challenge and opportunities to enhance the quality, motivation and commitment of teacher in the teaching-learning process in pursuit of academic excellence to enable India become a truly knowledge super-power.

**Enablers of Academic Excellence in Higher Education**

Good faculty profiles contribution to the prestige, popularity and excellence of an academic institution faculty member are the intellectually capital of the institution and forma very sensitive group who are the policy and opinion masher and perceived ast and the models for student. There is a saying that ‘teacher teach as they are taught’ Member of the faculty, being highly sensitive member of society seek to work in an autonomous environment and quiet often shun direction and guidance and are motivated by the psychic-income in addition to play and perks. Some key enablers of academic excellence are:

(i) Visionary and committed academic leadership
(ii) Facilitating systems, which are efficient, effective, technology driven yet with human face and participative but yet accountable.
(iii) Empathy with stake holders-students partner, employers, society government and the intellectual.
(iv) Excellent - oriented resource support such as learning resources materials, library computational support, internet e-connectivity (e-journals) library class room and co-curricular support and financial resources.
(v) Outstanding faculty resources perceived as intellectual brain bank of the Institution who are role models teacher who are sincere, intelligent compassionate, innovative, creative individuals with academic integrity, human value spirit of exploration and inspiring communication skills will be prime movers of academic excellence.

**Role of Teacher in Higher Education**

Teacher constitutes the most important critical success factors for excellence in higher education. Good faculty can help improve bad systems but even good systems with bad
faculties cannot lead to excellence. Great teacher will inspire his/her pupils and leave a permanent mark in the process of personality development of student; it is hypothesized that a strong correlation exits between reputation of an institution and quality and commitments of its faculty members. A good teacher will ignite the creative minds and facilitate in developing great qualities of head and heart among student, who in turn will reinforce the teachers own academic development process, because it is the teacher and the taught that will lead to academic excellence. Wherever institutions have shown signs of academic decline, the major role for that must have been played by the academic leadership and the teachers which eventually percolates down to all other stake holder employees and student alike.

Profile of a Role-model Faculty

Member

A great teacher has to be academically brilliant with outstanding academic credentials together with super communication skills, with inspiring and charismatic personality profile, Enthusiasm, Sincerity, Commitment, to the excellence, fairness, equity, academic Integrity moral value and strength of character. He/She must be person with capacity to mould the student towards pursuit of excellence as a role model. It is not the oral communication along that is important it is the total value system of the teacher as perceived by the student and society at large that will make a transformational impact on the mindset of the student. A good teacher is a persona who is not driven by the financial and other materialistic considerations alone, who enjoys. Interacting with student and scholars any time has respect for other and takes responsibility for his/her action obviously this is a tall order because a great teacher has to be a great human being too. But this is the crux of the matter. There is no other alternative to such a profile of a teachers though, sadly such a person is acutely in short supply in the present scenario. Hence the major challenge of faculty development process is to attract motivate and retain the best of the intellectual capital with above mentioned profile to the teaching profession as their first choice, because people who join teaching out of other compulsion are unlikely to achieve the heights of excellence a core issue in the success of university/institutions.

SWOT Analytic framework for faculty

Development

In order to do institutional soul searching a SWOT (Strengths, Weakness, Opportunity and Threats) frame work may be simple yet insightful tool identify issues, challenges and opportunity in the process of faculty development in Higher education a very preliminary SWOT analysis is attempted here though a more thorough approach is advocated.

A Strengths
(I) A vast pool of qualified intellectual capital available in the country due to large human resource base and a growing number of universities technical institution and R&D institutions this provides large catchments area.

(II) A typical Indian fund has intrinsic brilliance with innovative and creative a. insti.

(III) Government have created quit affirmative compensation packages through the pay structure of teaching higher education with good scope for career growth particularly in some sectors of excellence in education such as IIT’s and similar level academic institution

(IV) World wide recognition of India intellectual talent and success stories in India (such as IITs, IISc, IIMs and some other university) as well as enormous respect of Indian academic abroad particularly in USA, IIT is great brand equity not only India but globally.

(V) Large number of universities hung potential for student enrolment due to large population base and built-in urge in every India parent to see their child getting education even at the cost of their personal sacrifices to their personal sacrifices due to their limited resources.

(VI) Policy planning and administrative structures such as planning commission UGC and AICTE under MHRD to support higher education.

B Weakness

Regrettably the weaknesses related to faculty selection promotion, development performance appraisal and their levels of motivation, commitment, sincerity of purpose to the cause of academic excellence, relatively low social esteem in the present day materialistic society to teaching profession poor accountability lack of self discipline and organized pressure groups base enormous problems and challenges in attracting retaining the best talent to teaching; some of the major weaknesses are:

(i) Present day society does not center high social esteem to teaching profession managerial/executive position multinational companies, business, chartered accountant consultancy and other service sector. The best brains may not opt-to-join teaching as his/her first career option due to this perceived image of teacher in the society. This is a major challenge to faculty development a transformational change in society mindset is needed.

(ii) Mediocrity in academic profession may not advocate excellence-driven systems of performance appraisal student driven teaching –learning processes and collective pressures may lead erosion of accountability in education processes lack of to up date their own knowledge –base and skill may lead to tack of commitment motivation and half-hearted approach to academic divers this may have cascading effect manifested in the law of diminishing caliber situation is particularly alarming in technical education where teaching and research may not be the preferred career option of the best because of other perceived better career options.
(iii) In the name of academic freedom faculty member may tent to resist-innovation and adoption of newer ideas such as newer method of pedagogy, technology enhanced learning systems bench marking with the best academic practices structured faculty performance appraisal systems etc.

(iv) Very little efforts are being made continually upgrade the teachers own skills through the process of self renewal and self development. Little affords are being made of increase academic productivity lever raging information technology and technology enhanced learning recent initiatives of MHRD through HRD in it, national programmed on the technology enhanced learning (NPTEL) are of course particularly praiseworthy.

C Opportunity

(I) India increasing being recognized to be a future knowledge super power in the Current millennium. World economy is becoming more and more knowledge Based and universities are being perceived as the knowledge institution.

(II) Growing awareness of quality in higher education due to pressure of Accreditation required through bodies such as NAAC & NBA of AICTE.

(III) Increased funding by central Govt. to education provides and opportunity to convert weaknesses in to areas of improvement, thus enhancing quality of teacher and teaching-learning processes and systems.

(IV) Information technology video-conferencing and other distance learning model can facilitate teacher to have a wide reach to inspire. Larger portion of student population and serve as a role-model/mentoring in without logistical constraints.

D Threat

(i) Increasing the globalization and GATS related issues may badly impact Indian education systems due to globally competitive pressures and easy access to higher education abroad and possibility of establishment of the composes of reputed foreign Universities in India.

(ii) Under pressures and interference in day to day functioning of education at institutions may erode its efficiency effectiveness and crediblity future searing the talent away from joining teaching as their first career option

(iii) Increased threats due to law order, terrorism, degradation in society value system may inhibit creativity, innovation and academic freedom.

Conclusion

Faculty related issues are most critical success factor for excellence in education. It is a great opportunity to make India a truly knowledge super power over next-decade by the leveraging strengths inherent in Indian brain power, converting our weakness in to opportunities for improvement and developing visionary academic leadership with sincerity of
purpose and commitment to excellence. We need to proactively locate such role-model teachers and facilitate them to act as 'men form' on other institution to develop young faculty in excellent academic. It is hopped that issues outlined in this provide a focus for future efforts forward academic excellence.

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