CHAPTER VI

SUMMARY AND CONCLUSIONS

6.1.0 INTRODUCTION
6.1.1 STATEMENT OF THE PROBLEM
6.1.2 REVIEW OF RESEARCH
6.1.3 OBJECTIVES
6.1.4 HYPOTHESES
6.2.0 METHODS AND PROCEDURE
6.2.1 SAMPLE
6.2.2 STATISTICAL TECHNIQUES USED
6.3.0 RESULTS AND CONCLUSIONS
6.3.1 RESULTS
6.3.2 CONCLUSIONS
6.4.0 RECOMMENDATIONS
6.5.0 SUGGESTIONS FOR FUTURE RESEARCH
6.1.0 INTRODUCTION

The issue of caste reservations has become one of the most controversial problems in India in recent years. The antagonists of the reservations argue that reservations are discriminatory and violate the spirit of the Constitution. They say that the Articles 15(1), 16(1), 16(11) and 29(2) support their contention. The protagonists of reservations quote Articles 46, 15(4) and 16(4) in defence of reservations. The problem that is posed is whether these reservations should be continued or should be abolished.

The greatest bane of Indian society is its caste system. The Indian caste system appears to be as old as the Indian history. It is said to have started with the non-hereditary varna and degraded on to the hereditary caste. According to scriptures, the society has been divided into four major varnas. Originally the classification of varnas was based on occupations, aptitudes, attainments and qualifications of head and heart and not on birth. But with the passage of time the system has degenerated into hereditary jatis; the four varnas multiplying themselves into innumerable rigid castes and sub-castes. These
castes and sub-castes stratify themselves hierarchically and such hierarchical social structure was instrumental in perpetuating social inequalities. The pattern of social privileges and handicaps that exist in the Indian society could be traced to the structural relationships of the castes in India. While certain castes, because of their locational advantage in the caste structure enjoyed certain privileges, certain other castes destined to suffer handicaps because of the inferior position ascribed to them.

The caste hierarchy with its built-in system of privileges/handicaps continued unabated for thousands of years. Such persistent practice of inequality for thousands of years resulted in glaring social discrimination.

This ruthless practice of discrimination rendered certain castes backward and certain other castes untouchables. The people who lived in the relatively inaccessible forest and hill areas were totally cut off from the main stream of social life and became still more backward. Thus the present Hindu society is divided into four major caste groups O.Cs., B.Cs., S.Cs. and S.Ts.
The practice of social discrimination which militates against the modern ethos of equality and egalitarianism came under fire during India's struggle for its political independence. Movements were simultaneously launched for the social emancipation of the depressed and the oppressed. This has resulted in the setting up of various Commissions which have recommended various measures to nullify the negative effects of social discrimination. These measures include special facilities provided in the field of education and the reservations in jobs ensured through Constitutional provisions to the B.C.s., S.C.s, and S.T.s.

The Government of Andhra Pradesh appointed a Commission in the year 1968 to prepare a list of socially and educationally backward classes. After considering the report of the Commission, the Government accepted to reserve for Backward Classes twenty-five per cent only in the Educational Institutions and in the posts of all categories in the Government services. The distribution accepted was as follows:

<table>
<thead>
<tr>
<th>Caste</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>B.C. 'A'</td>
<td></td>
</tr>
<tr>
<td>B.C. 'B'</td>
<td></td>
</tr>
<tr>
<td>B.C. 'C'</td>
<td></td>
</tr>
<tr>
<td>B.C. 'D'</td>
<td></td>
</tr>
<tr>
<td>Aboriginal Tribes, Vismuktha Jathis, Nomadic and Semi-Nomadic Tribes etc.</td>
<td>7</td>
</tr>
<tr>
<td>Vocational groups</td>
<td>10</td>
</tr>
<tr>
<td>Harijan converts to Christianity</td>
<td>1</td>
</tr>
<tr>
<td>Other Classes</td>
<td>7</td>
</tr>
</tbody>
</table>
How the main question that stems is to what extent the special educational public care of the underprivileged sections of the society is improving their social content in terms of their efficiency displayed in situations of competitions between the higher castes and lower caste candidates. Public Service Commission examinations could be one such 'situation' to assess the changing levels of relative performance (both written and oral) of different castes and sub-castes.

6.1.1 Statement Of The Problem

The research sought to study the performance levels of candidates appearing at the Andhra Pradesh Public Service Commission examinations conducted during 1962-1978 in relation to the candidates' caste, age and education background.

6.1.2 Review Of Research

A number of researches in the area of relationship between the candidates' caste background and their performance at various public examinations and competitive examinations have been reported.

He concluded that the Brahmins got over-representation in the said services while Scheduled Castes and Scheduled Tribes got increased representation only after special provisions of reservations were introduced. The results of the survey by Omprakash (1978), Kothari (1976) and Bhombri (1974) supported the conclusions drawn by Subrahmanyan (1971).

Jain (1965), Pathak (1972), Singh et al (1974) found positive correlation between socio-economic status of candidates and their levels of achievement. Reddy (1973) and Sudhame (1973) on the other hand did not find any significant relationship between socio-economic status and scholastic achievement.

On the relationship between educational background and performance, Subrahmanyan (1971) found that meritorious post graduates got higher representation in Central Government Services. Omprakash (1978) found that candidates with Science background got comparatively higher share of jobs than the candidates with Arts background.

Age as a variable influencing the levels of performance was studied by Mathur (1963) and Chatterji et al (1974). While Mathur found that students with higher socio-economic status with relatively less age scored higher achievement levels, Chatterji et al did
not find any influence of age on the performance level on General Ability Test Battery (GATE).

6.1.3 Objectives

Thus the main objectives of the present investigation were to find out the relationships between

(1) the levels of caste groups and their performance levels at the Public Service Commission examinations;
(2) the levels of sub-caste groups and their performance levels at the P.S.C. examinations;
(3) the levels of sub-caste groups and their oral performance levels;
(4) the changing levels of performance of various caste groups; and
(5) the merit lists and the selection lists prepared on the basis of reservations.

Besides, the present investigation wanted to find out the relationships between

(6) the education levels of the candidates and their performance levels at the P.S.C. examinations;
(7) the number of positions secured by the post-graduates and the number of positions secured by graduates;
(8) the number of positions secured by candidates with arts background and the number of positions secured by candidates with science background;

(9) the number of positions secured by students who had secured merit in the university examinations and the number of positions secured by students who had not secured merit in the university examination; and

(10) age levels of the candidates and their performance levels at the P.S.C. examinations.

6.1.4 Hypotheses

To find out the relationship mentioned, the following hypotheses were formulated:

1. The performance of candidates at the A.P.P.J.C. examinations increases with caste levels;

2. The performance of Backward Classes candidates at the A.P.P.S.C. Examinations increases with their sub-caste levels;

3. The oral performance of candidates from higher castes is superior to the oral performance levels of candidates from lower castes;

4. The performance levels of candidates from various caste groups at A.P.P.S.C. examinations have not changed during the period 1962-’78;
5. More number of candidates from Backward Classes, Scheduled Castes and Scheduled Tribes get selected because of reservations;

6. The performance of candidates at the A.P.P.S.C. examinations increases with age;

7. The performance of candidates at the A.P.P.S.C. Examinations increases with the levels of education;

8. The second degree holders stand better chances of selection than the first degree holders;

9. Greater per cent of candidates with Arts background get selected when compared to candidates with Science background;

10. Candidates with first divisions in the University examinations stand better chances of selection than the candidates with second or third division.

6.2.0 METHODS AND PROCEDURE

The research being an ex post facto research it sought to use the data available with the A.P.P.S.C. to find out the functional relationships between the
variables detailed in the following diagram mainly through the statistical techniques such as $F$ ratios and $t$ values of mean performance measures of the candidates.

Diagram:

SCHEMATIC REPRESENTATION OF RELATIONSHIPS BETWEEN PERFORMANCE AT A.P.P.S.O. EXAMS. AND SELECTIONS TO VARIOUS POSITIONS AND OTHER CORRELATES.
The A.P.P.S.C. holds written tests to select candidates for recruitment to Group I, II and III Services. Besides, it conducts examinations to recruit candidates for other administrative and technical services also. But the present research included for its study the Group I, II and III Services only. The top scorers in the written tests are called for oral tests in the ratio of 5 - 4 candidates to each post advertised. The maximum marks allotted for written and oral tests are 600 and 200 respectively.

6.2.1 Sample

The sample consists of the total population that was called for the oral tests during the years 1962-78. The following table gives the details of the sample caste-wise and group of services examination-wise.

<table>
<thead>
<tr>
<th>Services</th>
<th>Caste groups</th>
<th></th>
<th></th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>O.C.</td>
<td>B.C.</td>
<td>S.C. &amp; S.T</td>
<td></td>
</tr>
<tr>
<td>Group I</td>
<td>471</td>
<td>272</td>
<td>131</td>
<td>874</td>
</tr>
<tr>
<td>Group II</td>
<td>805</td>
<td>417</td>
<td>169</td>
<td>1391</td>
</tr>
<tr>
<td>Group III</td>
<td>465</td>
<td>472</td>
<td>172</td>
<td>1109</td>
</tr>
<tr>
<td>Totals</td>
<td>1741</td>
<td>1161</td>
<td>472</td>
<td>3374</td>
</tr>
</tbody>
</table>
6.2.2 **Statistical Techniques Used**

The means of performance of candidates, their caste, sub-caste, education and age-group-wise were computed. For purposes of comparison of performances F values (analysis of variance) for performances, caste, sub-caste, education and age-wise were computed.

To find out the significance of difference between the mean performance levels of the candidates achieved during 1962-63 and during 1976-78, t values for the two performance levels were computed caste-wise.

6.3.0 **RESULTS AND CONCLUSIONS**

The data that was analysed has yielded the following results:

6.3.1 **Results**

1. Performance levels of candidates appearing at the A.P.P.S.C. Examinations have increased with their caste levels;
2. Performance levels of candidates have increased with the sub-caste levels of candidates barring the performance levels of B.C. 'B' group. The B.C. 'B' group has a higher level of performance;
3. a) Oral performance levels of candidates have increased with caste levels;
   b) Oral performance levels of sub-castes have not totally corresponded with the caste hierarchy.
4. a) Performance levels of various caste groups at the A.P.P.S.O. have improved over the years 1962-63 to 1976-78;
b) During the period, 1962-63 to 1976-78, the performance levels of O.C. group have improved at a faster rate than the performance levels of B.C. group and the performance levels of B.C. group have improved at a faster rate than the performance levels of S.C. & S.T. group;

5. a) Because of the implementation of the rules relating to caste reservations, S.T., S.C. and B.C. 'A' groups have gained additional selections during 1975-78;
b) If the reservations were to be made on the basis of population of each caste group, the B.C. group would get twelve per cent selections additionally;

6. a) The performance levels of O.C. group have shown a slow decline with age (though the decline has been slightly erratic);
b) The performance levels of B.C. group have shown a trend of decline with age from (18-20) age group to (24-26) age group and a trend of increase from the age group (24-26) to (30 and above) age group. Thus the performance curve has recorded a V shape;
c) The performance levels of S.C. & S.T. groups have increased with age.

7. The performance levels of candidates have increased with levels of education up to seventeen years of education. The candidates with eighteen years of education, however, have recorded lower levels of performance than the candidates with seventeen years of education.

8. The second degree holders have outnumbered the first degree holders in the selection of Group I and II Services while the first-degree holders have outnumbered the second degree holders in the selection of Group III Services.

9. Almost the same per cent of candidates with Arts and Science background got the A.P.P.S.C. selections. But more number of candidates with Arts background contested and so more number of them got the selections.

10. In the selection of all three services viz. Group I, II and III, the candidates with first division predominate over the candidates with second division and the candidates with second division predominated over the candidates with third division.
6.3.2 Conclusions

Based on the results obtained the following conclusions are arrived at:

(1) Caste level is a significant factor in Andhra Pradesh which conclusively contributes to the levels of performance of candidates at the P.S.C. examinations. The higher castes have higher levels of performance and the lower castes have lower levels of performance.

(2) Like the caste hierarchy, even the sub-caste hierarchy determines the levels of the performance of candidates. The only exception in this case is the B.C. 'B' Group, the performance of which has a level higher than the position assigned to it in the caste hierarchy.

(3) a) Oral performance levels of candidates are related to their caste levels. Candidates from higher castes have higher oral performance levels than the candidates from lower castes.

b) The oral performance levels of B.C. 'B', B.C. 'C' and S.C. groups do not correspond with their positions in the caste/sub-caste hierarchy. They display relatively higher levels of oral performance at the A.P.P.S.C. examinations because of various reasons;
(4) The performance levels of all the caste groups have improved over the years. But the rate of improvement of each caste group is different. Higher castes have higher rates of improvement and lower castes have lower levels of improvement. This is essentially a disturbing trend. Should the same trend continue the gulf between the performance levels of higher castes and lower castes will widen. This will not be in accordance with the national objectives.

(5) But for the caste reservations, the candidates from Backward Classes, Scheduled Castes and Scheduled Tribes would have got 16 to 20% less number of selections in the A.P.P.S.C. selections. If the reservation of jobs were to be made on the basis of population composition of various castes, the B.C. group would get 12% more selections in addition to what the B.C. group is now getting because of the reservations presently in practice. This only signifies how backward the B.C.s. are and how disproportionately meagre the provisions of current caste reservation in Andhra Pradesh are.
One of the main findings of this research is that while the performance levels of O.C. group slightly decrease with age, the performance levels of S.C. & S.T. group increase significantly with age. And the B.C. group shares the characteristics of both the groups, i.e. O.C. and S.C. & S.T.

The best of the O.C. and S.T. candidates who come from relatively backward home background get over the disadvantages of their home background by working hard and improve the quality of performance over the years. Thus we find that the quality of some of the candidates from S.C. & S.T. group improves with age.

The best of the O.C. candidates who come from much advanced home background perform better very early and get absorbed in life. But the less meritorious stagnate and fail to improve their quality even with age. Thus the quality of performance of O.C. groups records a slight decrease with age.

The B.Cs. share the characteristics of both the O.Cs. and S.Cs. & S.Ts. and thus their performance curve takes a V shape (Figure 5.1).
It means that relatively B.C. is a heterogeneous group. In this group are included some of the castes comparable in advancement to the O.C. group and other castes which are backward comparable to S.C. & S.T. groups.

7. The performance levels of candidates appearing at the A.P.P.S.C. examinations increased with education up to seventeen years of education and from then onwards more education has no positive association with the performance. It means that mere acquisition of higher and higher degrees does not improve the quality of performance.

8. The results reveal that more number of second degree holders get Group I & II Services selections while more number of Group III Services selections are taken away by first degree holders. It means that while the best of the second degree holders get Group I & II Services selections, a number of first degree holders not only get a number of groups I & II Services selections, but they predominate over the second degree holders in the selections of Group III Services.

The conclusion that could be drawn is that some of the first degree holders are essentially superior to some of the second degree holders.
acquisition of higher credentials does not signify superior levels of performance.

(9) The results indicate that almost the same per cent of selections are got by both Arts & Science candidates. But more number of Arts candidates contest and more number of selections are taken away by them.

What could be the reason for low number of Science graduates contesting for P.S.C. selections? One reason could be that Science students have wider possibilities of getting absorbed in Industry, Profession, Scientific research etc. And so the best of them, probably, opt for such openings and less number of them contest for P.S.C. selections. The data presented in the Table 4.33 reveal that while 1777 Arts candidates have contested for various selections by A.P.P.S.C., only 659 Science candidates have contested for the same.

(10) The results reveal that candidates with first division get higher per cent of P.S.C. selections than the candidates with second division and likewise the candidates with second division get higher per cent of selections than the candidates with third division (Table 4.34).
But, however, the same table reveals that candidates with first division got 215 total selections, the candidates with second division got 411 selections and the candidates with third division got 312 selections. It means that mere academic merit does not ensure job selections. Many candidates even without academic merit get P.S.C. selections. Academic merit may or may not ensure better levels of performance at the P.S.C. examinations.

6.4.0 RECOMMENDATIONS

In view of its findings obtained and the discussion presented earlier, the present research recommends the following:

1. There is a need to raise the performance levels of candidates from lower castes of the society to counter the trend of widening gulf between the performance levels of advanced castes and backward castes;

   One way of doing it is by equalisation of educational opportunity. By equalisation of educational opportunity it should be meant as providing inequal opportunities—more oppor-
tunities to the deprived sections of the society than to the advanced communities. Only thereby we can think of equalizing the performance levels;

2. Until the performance levels of all caste groups approximate, there is a need to extend the job reservations currently being given on the basis of castes;

3. There is a need to increase the percentage of reservations to the B.C. group in proportion to its population ratio. This must be done expeditiously to ensure social justice;

4. Since it is found that each caste-group does not consist of sub-castes which have attained uniform levels of development, there is a need to restudy the levels of backwardness of each sub-caste category, put then in a rationalized caste structure, and to reallocate percentages of caste reservations on the basis of their population ratio.

6.5.0 SUGGESTIONS FOR FUTURE RESEARCH

The research under report has generated the following problems which need immediate research attention:

1. Each of the caste or sub-caste group (O.C., B.C. 'D' etc.) consists of individual sub-castes.
which do not seem to be of uniform level of development. Certain sub-castes seem to have developed faster than other sub-castes. There is a research need to identify the sub-castes which have grown faster and the others which have either stagnated or declined. Such an investigation will be instrumental in restructuring the caste hierarchy.

2. The performance levels of candidates at various examinations seem to be related in a measure to the community size (rural/urban background). There is a need to study the influence of community size on the performance levels of candidates displayed at various public examinations like S.S.C., Intermediate etc.

3. The low performance levels of candidates from backward castes may be due to their backward socio-economic background. So there is a need to find out the association between the candidates' socio-economic status and their levels of performance at various public examinations.

4. The performance levels of candidates appearing at various public examinations like S.S.C., Inter etc. seem to be related to their caste levels. There appears to be a need to find out the
relationship between the caste levels of candidates and their performance levels achieved at public examinations.

5. The performance levels of candidates seem to be influenced by the measure of sanskritization the candidates' castes have undergone. There is a need to find out the relationship between sanskritization of caste and the performance levels of candidates.