CHAPTER II

RELEVANT RESEARCHES

2.0.0 INTRODUCTION
2.1.0 CASTE LEVELS AND PERFORMANCE
2.2.0 AGE LEVELS AND PERFORMANCE
2.3.0 EDUCATION LEVELS AND PERFORMANCE
The purpose of the present study was to investigate and find out the relationship between the performance of candidates who appeared before the Andhra Pradesh Public Service Commission in Group I, Group II and Group III Services examinations over the years beginning from the year 1962 to the year 1970, in relation to the candidates' caste levels, age levels and education levels. It is commonly believed that the performance of the forward class candidates is superior to that of the Backward class candidates; the performance of the Backward Class candidates is superior to that of the candidates belonging to the Scheduled Castes; the performance of the Scheduled Caste candidates is better than that of the Scheduled Tribe candidates. It is almost an axiomatic belief that as the age of a person advances his performance in any examination also improves till a certain stage is reached. It is also normally believed that the performance of a candidate with higher qualifications is better in
competitive examinations than that of a candidate with comparatively lower qualifications. The present investigation sought to test the veracity of these beliefs and assumptions. In this respect, it is worthwhile to review the relevant research made so far in the areas of (i) Caste and Performance; (ii) Age and Performance; and (iii) Education and performance.

2.1.0 CASTE LEVELS AND PERFORMANCE

Subrahmanyan (1971) made an exhaustive study of the "Social Background of India's Administrators". It is a socio-economic study (which included the caste background of the candidates as one of the dimensions) of the higher Civil Servants of India. He made this study in respect of selected candidates of the Indian Administrative Service, the Indian Foreign Service, the Indian Police Service and the Central Services. The study was concerned with two spells of periods. The first from 1947 to 1956, when there were no reservations for the Scheduled Caste and Scheduled Tribe candidates and the second, over the years 1957 to 1963 when the reservations for Scheduled Castes and Scheduled Tribes were implemented. In the first period, the number of selected candidates was 159 and in the second period, the number was 254, who were selected for the Indian Administrative Service. There were 172 Officers selected for the Indian Foreign Service.
As per the caste, the S.Cs. and S.Ts. have picked up in representation in the second period after special provisions concerning their recruitment were put into active operation by the Ministry of Home Affairs. Over-representation of Brahmins during both the periods flows out of their centuries' old educational tradition, their early success with western education and their entrenchment in all the occupations of the middle class. However, it has toned down over the decades of this century from near-monopoly to mere over-representation. It is not uniform throughout the whole of India: they constitute over 80% of all recruits from Madras, nearly 40% from Maharashtra, progressively less in Bengal and Uttar Pradesh and very much less elsewhere. From the more detailed caste break-up of the recruits since 1963, next to Brahmins, the higher castes such as Khathris in the north and the Nairs in the south got large share of I.A.S. vacancies.

While discussing the I.F.S., which is mostly an interview-oriented service, the investigator concludes that the I.F.S. is clearly different from the I.A.S. and that it is even more different from other services in important regards. It attracts recruits from higher social strata than the other services.

In regard to the performance of S.Cs. and S.Ts. the findings of the investigator are as follows:
According to the regulations now in force, 12.5% vacancies are reserved for S.C.s and 5% for S.T.s. Till 1961 owing to the non-availability of suitable candidates, the Commission had recommended very few such candidates and consequently only 2 S.C. candidates were appointed to the I.F.S. One S.T. candidate entered the service by obtaining a high rank in the general merit list. During 1962-66, 16 were recruited. The reason for this substantial increase may be the growth of educational opportunities for these communities resulting in a sharp rise in the total number of graduates appearing at and qualifying in the competitive examinations. The U.P.S.C. has noted with satisfaction the progressive and rapid improvement in the performance of the S.C. and S.T. candidates over the last few years.

OMPRAKASH (1978) made another study of the "Socio-Economic Background of Regular Recruits to the I.A.S." He took into consideration the social background of the candidates recruited to the I.A.S. during the period 1973-1975. He has taken the data for the investigation from the descriptive rolls of the I.A.S. Probationers available at the L.B.S. Academy of Administration.
Mussorie. The investigation reveals that though the reservation for Scheduled Castes and Scheduled Tribes as per population was 15% and 7 1/2% respectively, their representation during the years in the I.A.S., however, was 13.08% (S.Cs.) and 6.54% (S.Ts.). He concludes that among the Scheduled Castes and Scheduled Tribes, the disparities were due to the status-oriented ideology among them. For instance 'Jatav' as compared to 'Harijan' in the Western part of Uttar Pradesh is regarded as a status-oriented caste.

The Union Public Service Commission appointed a Committee in the year 1974 under the Chairmanship of Dr. D.S. Kothari to go into the recruitment policy and selection methods. In the Report of the Committee, the following remarks are found in regard to the performance of S.C. and S.T. candidates. "It is rather disconcerting that the difference between the average marks of all candidates successful at the I.A.S., etc. examinations and the average marks of S.C./S.T. candidates has shown no noticeable improvement. It was 228 in 1960, 148 in 1965, 164 in 1971 and 183 in 1974. The subject merits detailed study by Sociologists and Educationists" (Kothari Report, 1976).

C.P. BHOMERI (1973) on the basis of findings of his studies has arrived at the conclusion that the majority of the candidates selected for the service come from
upper middle class families and were educated in Institutions, where the medium of instruction was English and in the Universities which were situated at the metropolitan cities.

C.P. BHOSKRI (1974) made another study entitled "Recruiting the I.A.S." He has contended that "in reality the recruitment is grossly weighted in favour of those who have the resources needed to acquire higher education in better institutions and a socially disabled group, though talented, does not get in and thus it is a refuge for mediocrity". This study has suggested lowering the educational qualifications and age limit and extending the training period with an intensive programme.

Chitra, M.N. (1969) studied the social background of undergraduate women students in Mysore City. The aim of the study was to identify the section of women who were the largest recipients of higher education and to determine the relationship between social origins, inequalities in educational opportunities and social mobility. Two colleges one each at Ambil and Magge were chosen for the study. First, a census of the students was conducted to obtain information such as their caste and income and the occupational background of their parents by distributing "Census Schedules" among them. Out of
1300 students in Ambil, information could be had from
1185. The study has shown that (a) individuals from the
upper strata of Mysore Society had greater opportunities
for higher education than those from the middle and lower
strata; (b) among the Hindus, Brahmins had the highest
representation among the students as compared with the
dominant peasant castes or other non-Brahmin castes;
(c) among the backward classes, the upper layers have been
beneficiaries of scholarships, free-ships etc; (d) in
both the colleges, the students from the higher income
strata (Rs.500 and above) enjoyed the highest represen-
tation; (e) there existed a strikingly wide gap between
the attitudes of the students and their parents; (f) the
students' cliques were based far more on class than on
caste except among the so-called untouchables and Muslims;
these cliques influenced not only the students' attitudes
but also their behaviour.

Jain S. (1965) made an experimental study of the
relationship between home environment and scholastic
achievement. The study revealed that among other factors
the influence of home environment on achievement was
positive and significant and (ii) that socio-economic
conditions seem to have no relationship with school
achievement.

PATHAK, A.B. (1972) investigated into the factors
differentiating high and low achievers in Science. One of the important findings was that the overall socio-economic status of high achievers was significantly higher. The educational background as well as the financial condition of parents was better in the case of high achievers.

Desai & Pandor (1974) studied 193 S.C., 235 S.T. and 108 non SC/ST high school students and 158 teachers of Gujarat State. It was found that (a) in a large number of cases the SC/ST students were first generation educated, the percentage of primary educated parents being larger in other castes/tribes, (b) a good percentage of SC/ST students believed that their conditions had improved, but their status would still be lower than that of their friends in other castes/tribes, (c) teachers opined that SC/ST students were comparatively low in academic calibre.

Anand, C.L. (1973) studied the influence of socio-economic environment on the mental abilities and the academic achievement of children in Mysore. It was found that the children with high socio-economic status (S2S) achieved a higher mean score than pupils in both low S2S group and middle S2S group, the impact of socio-economic environment was found to influence mental abilities and academic achievement.

Reddy, V.L.N. (1973) studied 396 students of S.V. University in A.P. and found that socio-economic status
and personality factors were not significantly related to achievement in any subject or group of subjects.

Sudame, G.R. (1973) studied 341 post-graduate students of M.S. University, Baroda and found that there was no significant effect of socio-economic status on academic achievement of the students.

SACHIDANANDA (1974) aimed at 1) assessing the status of the S.C. and S.T. students in Schools of Bihar, 2) comparing the students wherever possible with the students of the other castes in general and 3) identifying the kinds of discrimination and types of difficulties and the obstacles that they faced.

The following were some of the major findings of the study:

1. Educational aspiration was higher in S.T. students than their S.C. peers;
2. But the occupational aspiration showed an opposite trend;
3. Reason for poor performance of these students as opined by the teachers was the lack of proper educational atmosphere at home.

SINGH, T.P., PANDEY, B.P., DUBBY, G.S. and YADAV, D.R. made a study that aimed at surveying the conditions of education amongst the S.C. and S.T. students of Secondary
Schools in Eastern Districts of Uttar Pradesh (1974).

The study covered 240 students and 64 teachers from 16 Institutions of the eastern districts of Deoria, Gorakhpur, Faisabad and Pratapgarh—the major S.C. and S.T. districts of eastern U.P.

Some of the major findings of the investigation were:

1. 68% of the S.C. students were in economically difficult conditions;
2. A majority of S.C. students did not have congenial home atmosphere for proper study;
3. A major proportion of students were found to do well at school in spite of adverse socio-economic background;
4. No teacher of S.C. was found in the sample. About 63% of the teachers felt that the S.C. students were poorer in intelligence than the other students.

Not it can be summarised that the research review testifies the fact that the performance levels increase generally with caste levels and that the performance of Scheduled Caste candidates has not increased significantly over the years. But the investigations reviewed were undertaken outside Andhra Pradesh.
2.2.0 AGE LEVELS AND PERFORMANCE

The relationship between performance and age levels has not been studied much. Age as one of the variables was, however, attempted in two researches.

Mathur, K. (1963) investigated the effects of the socio-economic status on the achievement and behaviour of higher secondary school students. He tested the hypothesis that students of higher socio-economic status are younger than their counterparts.

The results of the study revealed that the students of higher socio-economic status were younger than the students of lower socio-economic status.

Chatterjee 'et al' (1974) intended to examine the effect of educational level, culture, grade or division and age upon the scores on the General Ability Test of the applicants to various courses of the Indian Statistical Institute in 1968. The findings revealed that the factors did not play any important role in making the performance on General Ability Test Battery (G.A.T.B.) different.

Now it can be concluded that while some studies show that candidates from higher castes with relatively less age perform better than their compatriots from lower castes, other studies show that, by and large, age as a factor does not play a part in the performance.
The relation between educational levels and performance attracted the attention of a few investigators. It will be relevant to discuss their findings.

Subrahmanyan (1971) studied the performance of I.A.S. Probationers selected during the years 1947 to 1956 and 1957 to 1963 in relation to their education levels. He compared the performance of these Probationers with those of the I.F.S. Probationers. His findings are very interesting.

The results reveal that among the services, the I.A.S. nearly gets the pick of the academic basket, if we go by its bag of first classes. In the first period, 90 got first classes in their first degree and another 23 in the second degree, making up 71.5% of the 158. In the second period, 97 got first classes in their first degree and another 34 in their second degree making up about 56%. The fall is accounted for partly by the increased intake from below the 75th rank or even 100th rank and the inclusion of a number of S.C. and S.T. candidates from the special list.

A first class by itself does not mean much as its standards seem to vary very widely from one University to another and from one subject to another. Thus Science
and Mathematics graduates among the recruits have a higher proportion of first classes and the second class Honours graduates of Madras seem to fare just as well as first class pass graduates in regard to ranks. Moreover, there seems to be no close correlation between a first class candidate and his performance in the written examination. Further a large number of recruits (106 out of 158 during the first period and 140 out of 234 during the second period) had taken a second degree thus broadening the horizon, even if only less than a fourth of these had achieved first classes in it.

In regard to the I.F.S. Probationers, the Investigators concludes that "the majority of them secured a higher percentage of marks in the interview than in the case of the I.A.S. The ratio of first class graduates/post-graduates taking the examinations to the number of vacancies available has fallen from 3.8 to 1 in 1959 to 1.3 to 1 in 1964, which is very much lower than the norm of three first class candidates for every vacancy. A little over half of the number of recruits have secured second classes in their final University degree examinations. Third classes have been very few - only 6 out of a total of 153. The proportion of first classes has fluctuated but there had been a slight decline in the previous two years with the increase in intake."

An analysis of marks obtained by candidates
recruited to the I.F.S. from 1947 to 1964 is as follows:—

The aggregate marks (written and personality test scores) obtained by the topmost recruits have always been above 60%; in 1947 it was above 70% and in some years above 65%. The marks obtained by the last general candidates also show fluctuation but the level has always remained above 50% except for one candidate in the year 1954 who scored a little less. The maintenance of the level above 50% in the context of the considerable increase in the total recruitment is significant.

In regard to the I.P.S. the findings of the Investigator are as follows:—

The I.P.S. differs mainly in degree from the I.A.S. and I.F.S. The difference as regards educational attainments and performance in the examination is considerable. The proportion of first classes — which was lower than that of the I.A.S. in the first period — falls very low indeed in the second period. In the written papers of the examination too, the I.P.S. recruits are all in the 45 to 60% bracket compared to a majority in the 50 to 60% bracket for I.A.S. and I.F.S.

The conclusions, in regard to the Probationers of
the Customs and Postal Services, of the Investigator are as follows:—

The Customs and Postal Services have suffered a rather drastic sea-change in quality in the second period due to the increased intake in other services which are considered to be more prestigious. They had a reasonable proportion of first classes (46.97%), within majority of recruits drawn broadly from the same class but the proportion of first classes has fallen from 46.97% to 38.2% and the proportion of those within the hundred ranks from 51.5% to 19.1% while the proportion of those with low marks in the written papers and interview has increased. Even after this change its overall quality is perhaps better than that of State Administrative Services.

Om Prakash (1978) studied the faculty-wise distribution and the educational-wise distribution of the I.A.S. Probationers recruited from the period 1973 to 1975. His findings are as follows:—

1. Faculty-wise distribution:

<table>
<thead>
<tr>
<th>Faculty</th>
<th>%</th>
</tr>
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<tbody>
<tr>
<td>Arts faculty</td>
<td>65.78%</td>
</tr>
<tr>
<td>Science faculty</td>
<td>35.98%</td>
</tr>
</tbody>
</table>
2. Education-wise distribution

Graduates .. 27.10%
Post-graduates .. 72.86%

Those holding Post-graduate degrees predominated.

Among the graduate degree holders —
First Classes .. 9.11%
Second Classes .. 11.68%
Third Classes .. 5.14%

Among the Post-graduate degree holders —
First Classes .. 42.29%
Second Classes .. 28.04%
Third Classes .. 1.40%

The candidates holding first class graduate and post-graduate degrees continued to have substantial representation in the I.A.S.

The Investigator also studied the distribution of I.A.S. Probationers according to their research degrees and research experience.

Research Degrees .. 1.55 to 0.70%
Research Experience .. 10.51%

The Investigator concludes that the Indian system of recruitment to its I.A.S. is an amalgamation of quality with well-rounded personality.
Thus the researches reviewed indicate that
(i) performance levels of post-graduates are superior
to the performance levels of graduates; (ii) perform-
ance levels of Arts graduates are superior to the
performance levels of Science graduates; and
(iii) performance levels of candidates with academic
merit (first class) are superior to the performance
levels of candidates with less academic merit (second
and third class degree holders).