Professional Development of Teachers

Professional Development of Teachers
Knowledge to the students.

New Methods of Teaching-A teacher should be able to change and update his methods of teaching with the changing curriculum and technology. He should have the knowledge of the latest and the best trends in Teaching-Learning Process and should be able to implement this in the classroom. He should knowhow to foster knowledge into the minds of students in the best possible way and help foster knowledge into the minds of students in the best possible way and help

them in making use of this knowledge in everyday life.

Modernism in the Attitude of Students - Today's students are extremely different from the students of the older days and tomorrow's will show an even higher degree of difference and modernity. Keeping in view the needs of the day, higher degree of difference and modernity softeaching. A teacher should be able to a teacher should follow the updated ways of teaching. A teacher should be able to

catch the changes otherwise he will be thrown out of the stream.

Scientific Inventions and Developments - We are living in the period of transformation where new inventions and technology can be seen at every step. If a teacher doesn't update his knowledge and keeps an eye on the new inventions a teacher doesn't update his knowledge and keeps an eye on the new inventions and theories, he may be left behind in the race of modernization, which can and theories, he may be left behind in the race of modernization.

degrade the teacher's personality in front of the students.

To compete the Advanced Nations-If the teachers keep on following the same old and outdated methods of teaching, they cannot even light the flame of competition among the students. If the teachers themselves do not have any knowledge about the updated trends and advanced technology, they cannot impart the quality education to their students. Thus, teachers themselves need to have an eye on the latest trends and advanced technology so that they can have an eye on the latest trends and advanced technology so that they can encourage the students to update themselves from time to time and make them eager to gain more knowledge about new inventions and technology.

Promotes a Growth Mindset-Specialized trainings encourage trachers to actively participate in their own learning and add more to the knowledge. Encouragement of teachers ensures that the sudents are also eager to learn and Encouragement of teachers ensures that the sudents are also eager to learn and gain advanced knowledge. If there are no such professional development gain advanced knowledge. If there are no such professional development programmes for teachers, there will be no encouragement and eagerness on the part of both the students and the teachers. If the administration wants to provide part of both the students and the teachers. If the administration regional the quality education to their students, they must organize professional development programmes for the teachers in the form of

workshops, seminars, conferences and peer observation etc.

Specialized Trainings are just like Elastic- It shows that these teacher development programmes or simply exposing a teacher to a new concept or skills has little or zero classroom impact because as soon as the 'learning' is finished, we push the teachers back to the same classroom environment. They are not provided with the updated technology to implement the knowledge gained from

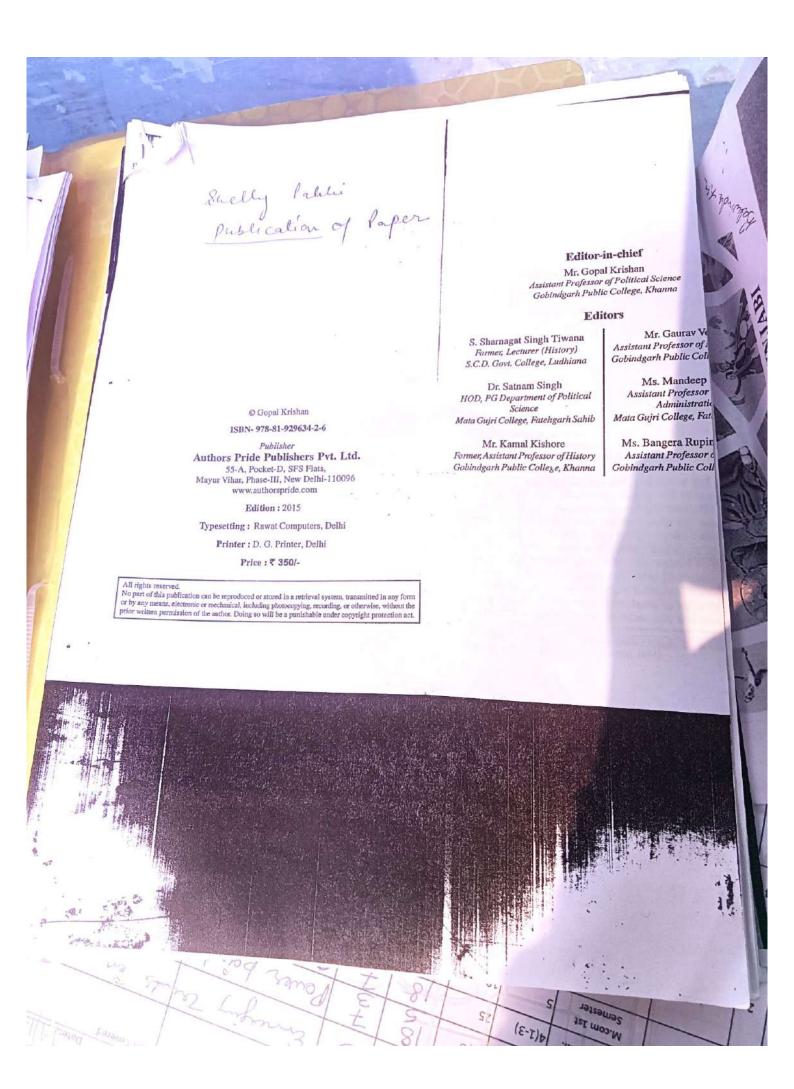
Teachers have to follow Administrative Rules - It is of no use to organize the specialized training programmes when administration is not ready to provide for the updated skills. The teachers have to followhe same outdated curriculum and the updated skills. The teachers have to followhe same outdated curriculum and the same old methods of teaching when they are bound by the administrative the same old methods of teaching when they are bound by the administrative rules. None of them dares to raise their voice against administration for the fear of losing their job. As Former North Carolina GovernerPerdue (2019) writes, rules their job. As Former North Carolina GovernerPerdue (2019) writes, the conversation. They know what their classrooms need, yet they don't feel the conversation. They know what their classrooms need, yet they don't feel empowered or emboldened by their school systems and their states, and they lack empowered or emboldened by their students succeed."

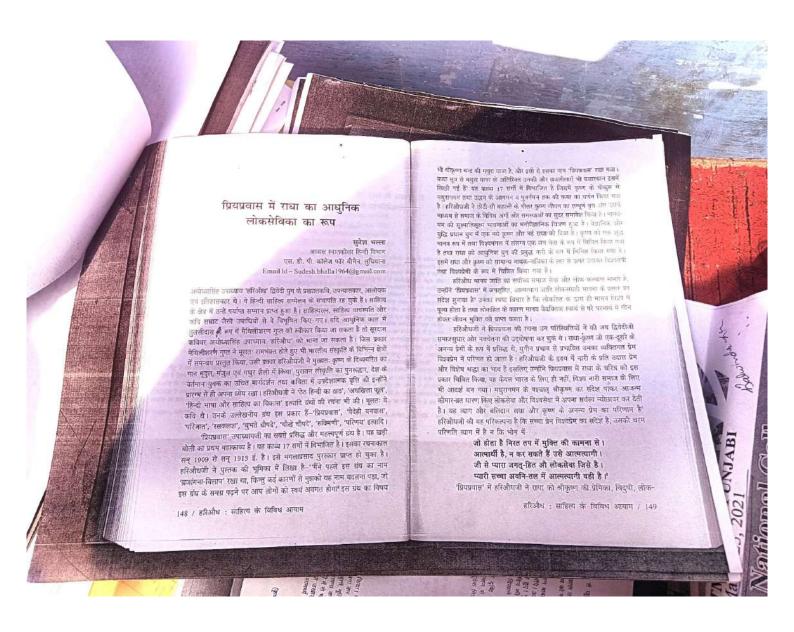
empowered or canonical to help their students succeed.
the tools and funding they need to help their students are Reluctant to cooperate - No doubt, these professional Students are Reluctant to cooperate

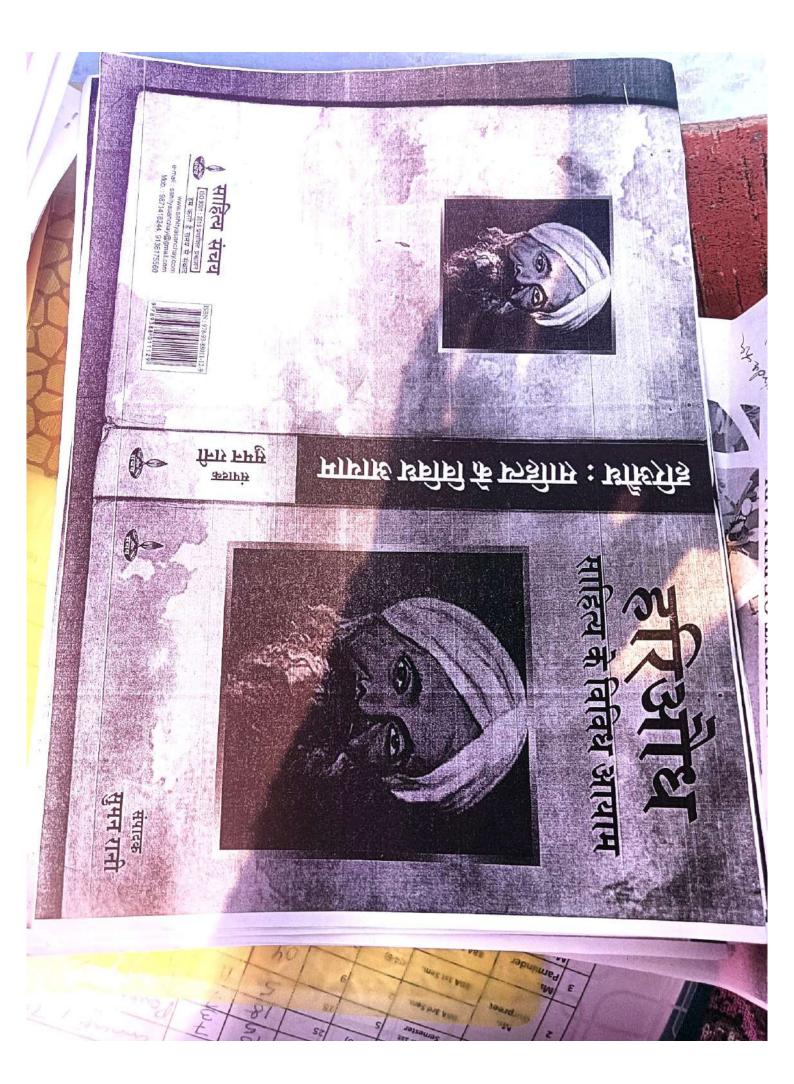
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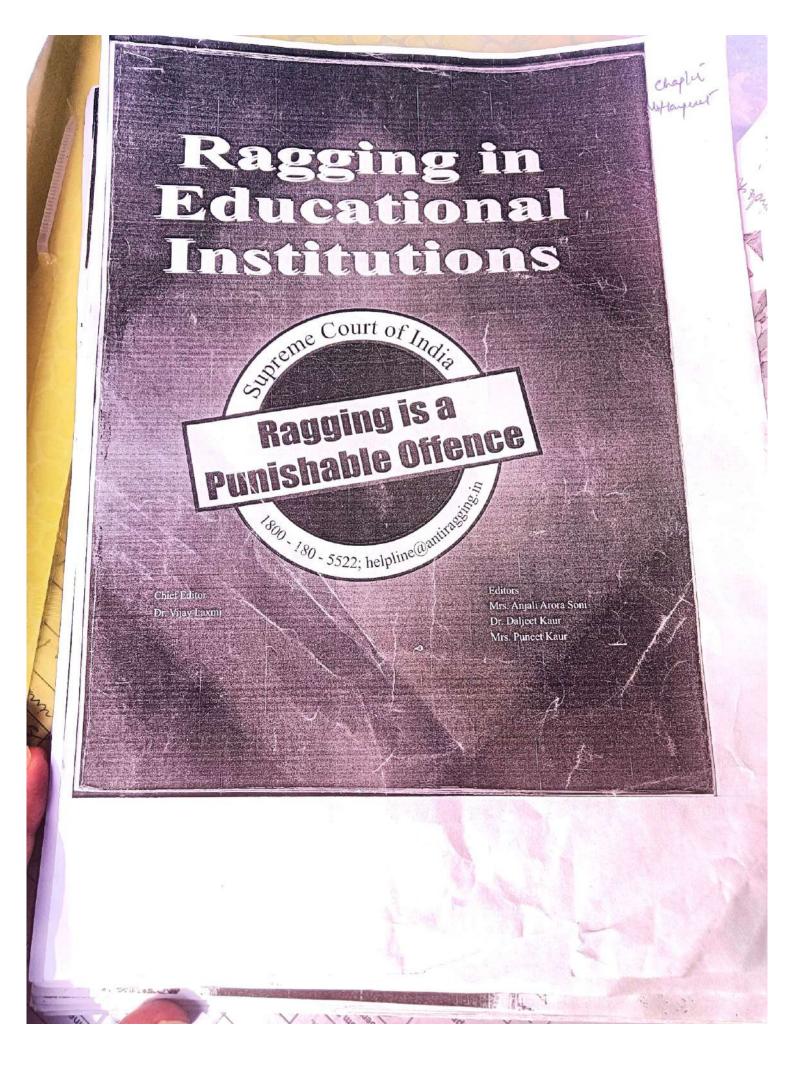


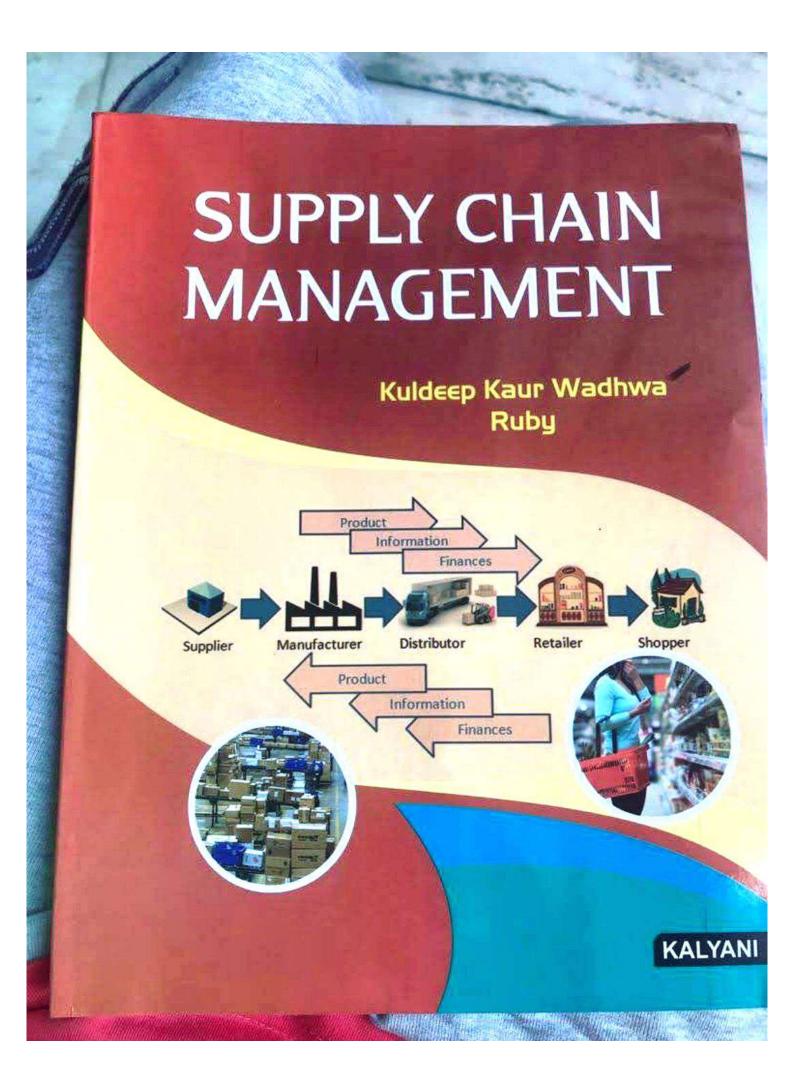


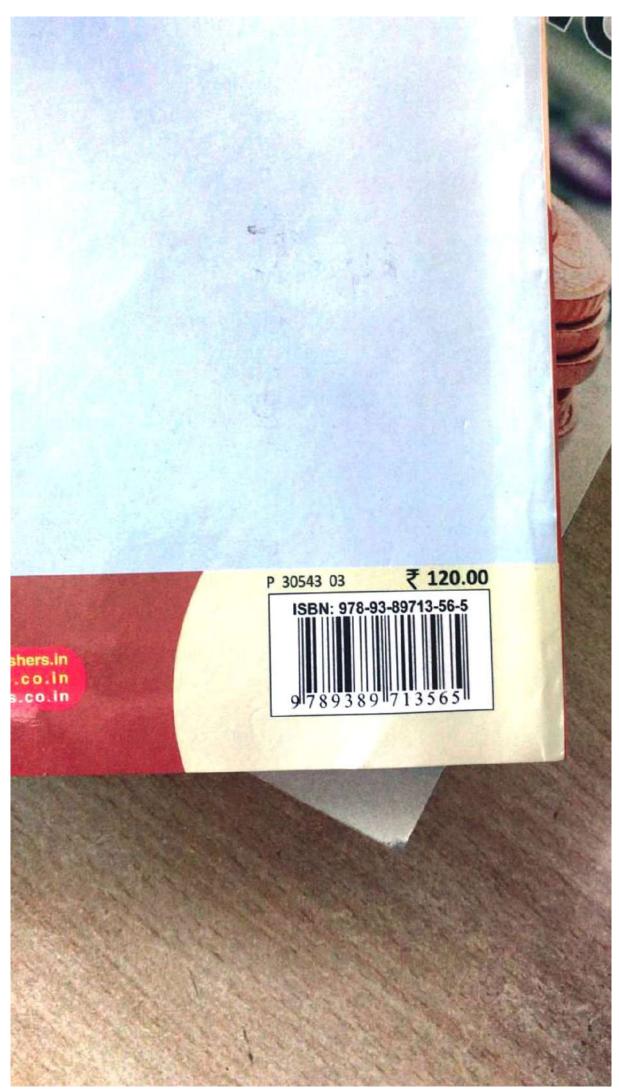


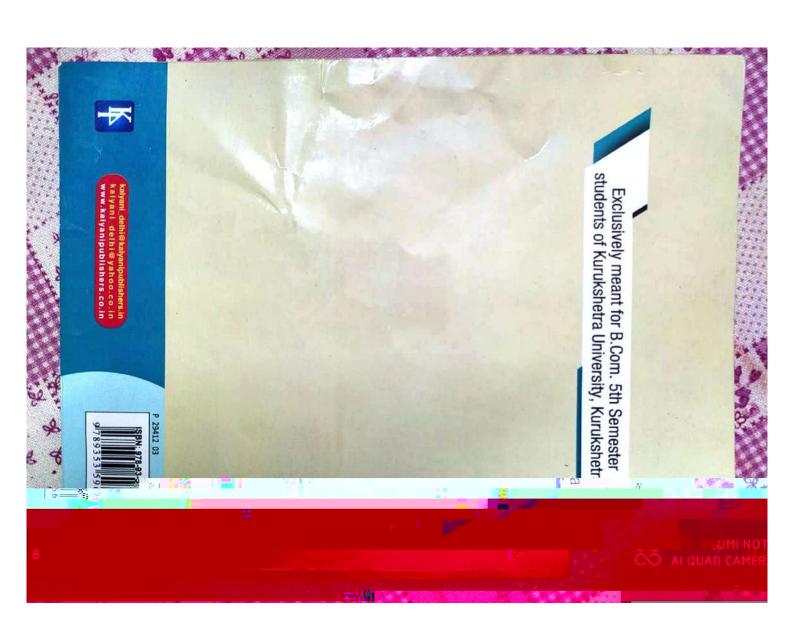
Sustainability Issues in Commerce & Manage of achie ssil fuel IV. Environment caring practices ay saving A. Initiatives of Private Sector Bank in India atments The Bank realizes the importance of environmental issues such as climate change and global warming and impact they have on the have of the have on the have on the have of the have on the have on the HDFC Bank impact they have on the business in the long term. In this regard, the Bank has been measuring its carbon foot.

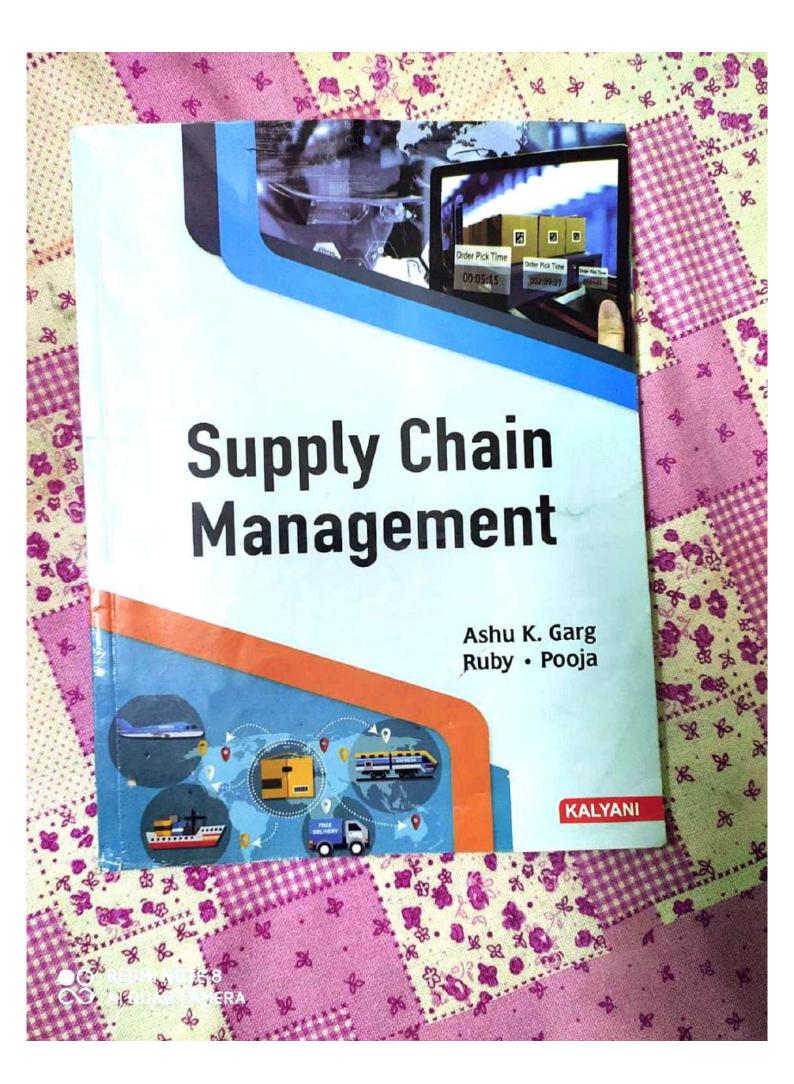
The Bank also discloses its the long term. In this regard, the Bank has been measuring its carbon foot. as given The Bank also discloses its environmental information in the annual sustainability report. Does the Conditional State of period (2 complete 4,180 cro identify and assess potential environmental risks? The Bank identifies and assesses the potential environmental risk associated with its operations and business e Indian 1 Bank has a wholesale credit risk policy which details a Social and Environmental Management System (SEMS rat (1) an screening and monitoring social and environmental risks associated with projects. gy Consi Energy Consumption and Management Bank has Yes, HDFC Bank has undertaken initiatives on clean technology, energy efficiency, and renewable energy. initiative 1 Installation of green locks and AC controllers in air-conditioning machines in order to save energy gement to rgy Saving support the go-green initiative Installation of energy capacitors at high consumption offices to control the power factor and to re + desktop energy consumption All main signboards in branches switched off post 10 p.m. + is a por Put controls on usage of lifts, ACs, common passage lights, and other electrical equipment puter. Impl Provided LED lamps at branches and offices oximately Provided solar panels for captive power generation at our offices in Pune and Bhubaneswar Monitoring and energy-saving initiative for 100 branches, resulting in power saving of over 10%. ch Server Bank won an Award in National Energy Efficiency Circle Competition 2017 - Winner Best En objective (Efficient Case Study held by CII in May 2017. Considering the benefits accrued, we have ful tion in a se extended the monitoring program to additional 500 branches across the country. dia. Waste Management ste Manage The Bank has limited scope for using recycled material as processed inputs. The waste generated by the Ba Bank took primarily e-waste (for example, computers, and monitors, modems, switches, laptops, scanners, and rot printers, and UPS systems). The e-waste generated is disposed of with the help of authorized recyclers. About ce the quar erated. This of the domestic effluent generated from the largest operating location of the Bank is treated by a sewage treating plant prior to being released into the municipal sewer system. erate centre 5 lakhs appr B. Initiatives by Public Sector Bank other types State Bank of India endors who i SBI is the first among the public sector banks to develop a sustainability roadmap for its operations across In The Bank has committed to minimizing the direct and indirect environmental impacts of its operations. ating Enviro ding on envi Key environmental responsibilities of the Bank: tribute to lon Minimizing SBI's environmental footprint ed out to educ ticipate active Reducing water consumption mbai followe Managing the quantity of waste generated, especially plastic ing SBI Green and e-waste en Channel C Investing in renewable energy C aims to pro Creating awareness on the importance of environmental sustainability at of Sale (P(Achieving Carbon Neutrality aude cash with as transactions















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FOREWORD

The written word is the coin of our realm. As an academic, a few experiences are more gratifying than learning that a variety of authors have used their experiences and writing skills to centribute than learning that a variety of authors have used their experiences.

a book with a wide spectrum of issues and subjects on given disciplines.

in academics, strong writing skills prove tremendously helpful. Not surprisingly, the research academics, strong writing skills prove tremendously helpful. Not surprisingly, the research driven writers enjoy a competitive advantage in the professions. In academic institutions as well at driven writers enjoy a competitive advantage in the professions. In academic institutions as well at corporate world, strong writers quickly find themselves involved, and thus positioned on higher corporate world, strong writers quickly find themselves involved, experience suggests that the beginning and important work. Quite simply, experience suggests that the beginning and important work. Quite simply, experience suggests that the beginning and important work to professional opportunity and success, writers find that their skills offer them a fast track to professional opportunity and success.

Writing articles or scholarly papers offer academicians and professionals a chance to spread their wings in terms of their research, analysis, and writing. Indeed, almost every step in the creation of a wings in terms of their research, analysis, and writing. Indeed, almost every step in the creation of a book and the effort of the writers to achieve perfection of a research based article deserve; appreciation. It also helps prepare a professional to perform effectively in practice too.

Of course, writing publishable papers require hard work as considerable amounts of timein and reading and writing is expended. Wefeel immensely pleased for the authors who followed the process of conceptualizing, researching, organizing, editing, submitting, and publishing their works process of conceptualizing, researching, organizing, editing, submitting, and publishing their works for this book. For such academicians, it will be a strongly felt notion that their students are fortunate enough to have gifted teachersand role models available in their lives who are willing to shepherd them through their learning processes. As a result, most of their students also embarkupon their quest to produce scholarly work.

Users of this book will find sufficiently significant subject matter on various current issues concerning their fields of study. The book has been carefully laid out and includes well explained, pertinent issues for discussion and further research. Students will also be able to read them on their own. The readers will also be able to augment proficiency in their respective subjects.

We would like to extend our appreciation to the team at GGNIMT, Ludhlana for their wholehearted support in producing the book in our hands. To all contributors, our special words of praise for their efforts to make this book very useful for its multi-disciplinary approaches.

Once again, we, on behalf of all members of Gujranwala Khalsa Educational Council, extend our congratulations to all the authors and the editorial team for their concereted effort to bring this book on the table for readers.

Dr. S.P. Singh (Former Vice-Chancellor, Guru Nanak Dev University, Amritsar) Hon. General Secretary Gujranwala Khalsa Educational Council

Gursharan Singh Narula President Gujranwala Khalsa Educational Council

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DEMONATISATION: A ROAD MAP FOR DIGITAL ECONOMY

Gurpreet Kaur

INTRODUCTION

Digital economy is one of the new productivity platform that some experts called it as the third industrial revolution. Digital revolution also known as 'Internet of Everything' or 'The Internet Economy' is expected to generate jobs, new market growth opportunities and the biggest opportunity of mankind in the next 30 to 40 years. Goldman Sachs predicts that India - comprising 15% of the world population, with a growth rate of 7 to 8%, could be the second largest economy by 2030.

The government's demonetisation move is set as target for the economic growth as interest rates have come down as a result of increased deposits in banks. Demonetisation leads to increasing the demand for loans in particular as well as credit flow flow to micro, small and medium enterprises which will enhance economic activity and provides employment opportunities.

As business models become increasingly distributed and dependent on the real-time engagement of many users and service providers, a company's ability to transform into digital business has become a matter of survival. The digital economy has the power to change the lives of millions of people of India. It could provide the opportunity for India to dramatically expand its importance and influence in the global economy and become a powerhouse of digital innovation.

Objectives of the study

The objectives of the study are as follows:

- 1. To study the role of demonetisation in digital economy.
- To examine status of digital payments.
- 3. To study the impact of demonetisation on digital payments.

The study is based on secondary sources of data. Different journals and relevant websites have been considered in order to make the study an effective one.

Arpit Guru and Shruti Kahanijow researcher (2010) analysed the black money income? They analysed that black money is spread everywhere in India up to a large extent which

Tax Research Team (2016) in their paper stated in support of demonetisation. The main

objective of team is to study the impact of demonetisation on Indian economy. Varo and Sahadeo (2016), Though it has been expected that the rural segment would be

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leastimpacte to be a larger Drpartap Sing India has armo hand is an es equities. Of th crore(\$190 bi ROLE OF DEM Cash is king i banking system cards. The ave china(14.4), B The black mo while with sor form of gold, across many s ordebit cards The governme ash in Indian credit catds w service charge demonetisati DEMONETISA

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st impacted due to black money erosion drive as tax-exempted rural income constitutes eartap Single Tion Office and the constitutes are portion of the constitutes are portion of the constitutes. pea larger portion of rural economy.

partap Singh Svirender Singh (2016) "Impact of Demonetization on Indian Economy" is an estimate the bigs and single singl has amongst the highest level of currencles in circulation at 12.1% of GDP. Cash on the company of the highest level of currencles in circulation at 12.1% of GDP. Cash on the company of nd is an estimated highest level of currencles in circulate.

uities. Of this cash, 87% is laund 3.2% of household assets, higher than investment in uities. Of this cash, 87% is in the form of Rs. 500 and Rs. 1,000 notes or roughly Rs. 14 lakh OLE OF DEMONETISATION IN DIGITAL ECONOMY

sh is king in India. More than half the population does not have access to the formal bing system and only a small the population uses debit or credit the average number of small percentage of the population uses debit or credit of the average number of card transactions per inhabitant is a mere 6.7 compared to pina(14.4), Brazil (54.8) and the UK (201.7), according to a recent RBI report. pinal 14..., and the UK (201.7), according to a recent non-epoint geblack money circulation is very high in India. It is estimated to be around 25% of GDP, and some other estimators which in India. It is estimated to be around 25% of GDP,

pile with some other estimates as high as 40%. The majority of black money is held in the of gold, stocks, real estate and foreign currency- ultimately resulting in price rises or some of gold, and foreign currency- ultimately resulting in price rises possible. ardebit cards.

pegovernment's decision of demonetising raised some questions about the validity of gsh in Indian economy. As a solution, the use of plastic money in the form of debit and gedit catds was forward. The government has also announced incentives like reduction in grice charge and other charges on debit or credit card transactions. The main aim behind emonetisation is promoting e-payments, cashless payments and plastic transactions. REMONETISATION IN INDIA

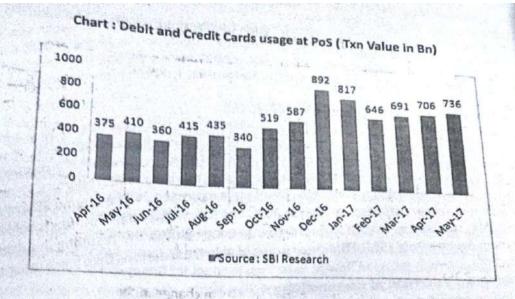
Historically, previous Indian governments had demonetised bank notes. In January 1946 banknotes of Rs. 1,000, Rs.5,000 and 10,000 were taken out of circulation. The Rs.10,000 notes were thr largest currency denomination ever printed by Reserve Bank

In 1977 Wanchoo committee, a direct tax inquiry committee, suggested demonetisation as a measure to unearth and counter the spread of black money. Due to such recommendations demonetisation taking place in 1978.

In the terms of value, the annual report of Reserve Bank of India of 31 March, 2016 stated the total bank notes in circulation valued to Rs. 16.42 trillion (US\$ 240 billion) of which nearly 86% (around Rs.14.18 trillion (US\$ 210billion) were Rs. 500 and Rs. 1,000 banknotes. They were taken out of circulation from November 8, 2016.

palPayments: India's new currency, Debit card and Credit Card

transactions have trebled and quadrupled in volume and value across various des from wallets to cards and interbank transfers from a year earlier. Card transactions point of sale (PoS) terminals at merchant locations have increased, reflecting a positive for the economy as more people start using their debit cards for payments rather alor withdrawing cash at ATMs.



According to SBI Research, Debit Card transactions have increased to 892 billion in the month Dec,16 which showed a significant change from the previous records. The acceptance infrastructure of the country has also expanded significantly which allowed card transactions to report the biggest growth during post demonetisation.

With in a couple of weeks after Demonetisation, the economy shifted from the black money and fake currency to the virtues of digital economy. While old habits die hard, recent data show that new digital payment methods are building momentum.

DIGITAL ECONOMY: PAPER CLEARING AT BANKS FALLS

Paper-clearing transactions have gone down because other modes like NEFT,RTGS,IMPS have climbed up significantly. The RBI data shows the value of Paper- clearing transactions fell a fifth from Rs.100 lakh crore in 2012-13 to Rs. 80.9 lakh crore at the end of 2016-17. In the same period , the volume of such transactions fell to 120.6 crore from 131.3 crore. Paper clearning transactions, which accounted for 82% value of total retail payments in 2011-12, shrunk to 37% in 2016-17.

Paper clearing consists of cheque truncation system, MICR (Magnetic Ink Character Recognition) clearing and non MICR clearing. With GST, cash transactions have come down and been replaced by cheques or demand drafts.

IMPACT OF DEMONETISATION ON DIGITAL PAYMENTS

It was a day of great turbulence when government announced demonetisation of Indian high-value currency notes. According to different sources, the country's black money can be anywhere between 23-75% of India 'sGDP, Bydemonetising the government hopes to flush out considerable amounts of black money as well as encourage a switch to cashless state within the mainstream economy. The widely affected areas of demonetisation involve banking sector, business concerns, middle class people etc.

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Table: Impact of digital payments trend in 201

Month	RTGS	NEFT	Credit Card
	(Rs. in billions)		Credit Cards Debit Catds (Rs. in Millions)
1 - 15	7.84	8,80	
November 16	8.40	11.53	18.80 84.93
December 16	7.74	11.35	15.39
tanuary,17	7.42	10.87	1900
February,17	12.33	15.29	22.91
March,17	The state of the s	12.15	23.27
April 17	8.85	12.41	26.09 216
Max.17	9.01	12.69	26.71 216
June,17	9.28	12.01	28.48 225
July,17	8.71	CARROLL COLUMN	L-Li,
August 17	8.96	12.50	30.45 235

(Source: RSI)

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It is clear from the above table that there is a positive change in the behaviour of people. This new move has a buge impact on digital marketing. It encourages people to be involved in less cash transactions and use more plastic money. Afternovember, the use of debit and credit cards have also increased. The business man has also used more online payments.

POSITIVE IMPACT OF DEMONETISATION

- Tracide with corruption due to currency upholds.
- Withdrawal of old currency and bring unaccounted money back into the banking system by a considerable increase in bank deposits.

- Wich this idle money becomes productive.
- Reduction of Illegal activities.
- Encourage digital payments modes to reach the target of a cashless society.
- Eliminate the use of false currency.
- Reduced tax avoidance by encouraging higher tax payments.

NEGTIVE IMPACT OF DEMONETISATION

- Huse economic cost to nation.
- Discuption of business activities.
- Decrease in sales, particularly cash based activities.
- Inconvenience to the public.
- Additional printing and distribution cost of new currency.
- Problem for small-scale business operations that deal in cash.
- Wage payment issues.

DIGITAL ROAD-MAP SUGGESTED BY GOVERNIMENT COMMITTEE

1.3-Month Plan

- Independent regulator within RSI to grow digital economy.
- Discourage use of cash by providing many rebates on making digital payments.
- Incertwice to make Indian economy a cashless economy.

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- Ease of use via Aadhaar& mobile.
- Interoperability across banks and other payments systems.

II. 3-Year Goal

- Reduce Cash to GDP ratio is 12% now and 6% in three years.

III. Big Gains

- Greater financial inclusion.
- Open new business models & markets.
- Check on funds for criminal activities.
- Reduce cash-related cost.
 Curb tax leakages
- Curb tax leakages

CONCLUSION

The transfer of the state of th The government's demonetisation move is one of major step towards economic growth of country. After demonetisation, more deposits came into the banking system which in turn leads to increasing the demand of loans in general. It is also helpful for the growth of digital payments. In its starting point, it is biggest challenge and opportunity for digital economy.

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