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# Editorial Note

Rammani Multiple Campus, Manigram established in 2045 BS and located in Tilottama Municipality, Rupandehi has played a significant role in providing higher education in the fields of Management, Education, Humanities and Social Science and Science and Technology. Research Management Cell (RMC) of campus has already made five efforts by publishing the following five issues of The Journal of Academic Development: Vol. 1 No.1, January 2013; Vol. 2 No. 1, February 2014; Vol. 3 No. 1 February 2015; Vol.4 No. 1 February 2016; Vol.5 No. 1 February, 2017. And again, in its sixth effort the RMC is publishing its peer reviewed issue Vol. 6 No. 1 on November, 2020.

The research department is always heading towards producing the research journal and articles to enhance the knowledge of research in the faculties of campus to meet the education system of the world. The journal is organized with APA and MLA methods of references as the faculties of campus are associated with different disciplines. The editorial board is not liable for the data/information, literatures and other materials used by authors in this journal.

The editorial board is obliged to those readers, authors, distinguished learned personalities, and scholars etc. who put forward the comments and suggestions on journals structure, manuscript and format for improvement of the journal.

***Editorial Board***

**November, 2020**

# The Journal of Academic Development

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# PERVASIVENESS OF BUSINESS GROUPS IN NEPAL - AN INSTITUTIONAL VOIDS PERSPECTIVE

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## Abstract

*Business groups have a dominating presence in most low- and middle-income economies, and this is no different in the case of Nepal. These highly diversified organizations often substitute for the missing institutions that increase effectiveness of markets in capital, labor, and goods and services. Existing research indicates that business groups come into prominence when there are failures in market based institutions. Chronic failures of market ordering institutions give rise to institutional voids, perpetuating poor market development and reinforcing social inequalities. A preliminary discussion of the nexus between business groups and institutional voids in the Nepalese context is attempted in this paper. Archival data from published sources and institutions are utilized to make general inferences about business groups in the context of Nepal.*

*Keywords: Business Groups, Institutional Voids, Corruption Perceptions Index, Ease of Doing Business*

## INTRODUCTION

Institutions are among the primary shapers and influencers of business forms and norms across diverse societies. In developed economies where institutions are well developed, business activities are both facilitated and constrained by the enduring institutional presence. In other contexts where institutions are either underdeveloped or dysfunctional, businesses operate without the well-grounded institutional compass that supports and regulates their activities. The latter context is more likely apt in the case of Nepal, a developing economy with per capita GDP among the lowest in the world (Central Intelligence Agency, 2020). According to multiple indicators, well-developed market institutions either do not exist in Nepal, or when they do, fall critically short in effectiveness owing to different reasons (World Bank, 2020; Transparency International, 2019). Consequently, businesses operating in Nepal function in an institutional environment that is deficient, with market institutions either non-existent or dysfunctional. Institutions that are weak or non-existent lead to the development of institutional voids. Such institutional voids are attributed to the formation, dominance, and persistence of a unique business structure - the business group. These diversified business groups often substitute for the very institutions that increase effectiveness of markets in capital, labor, and goods and services (Khanna & Palepu, 1999). As such, business groups act as compensators and proxies for market ordering institutions.

This study seeks to understand the relationship between the business groups and institutional voids in the context of Nepal. A preliminary assessment of business groups operating in Nepal is made using multiple archival sources - published research articles, country rankings, business group websites, and business magazines. The state of Nepalese institutions, specifically ones that affect market organizations, is assessed by comparing it against institutions in China and India, Nepal's neighbors. Information about the Nepalsese institutions is obtained from three different archival sources of data. Specifically, data collected by The World Bank, Transparency International, and Forbes magazine is used to infer the relative condition of Nepalese institutions by comparing it with institutions in China and India.

## THEORETICAL FOUNDATIONS

### Institutions and Institutional Voids

Institutions are defined as resilient social structures manifested in rules, regulations, routines, norms, and cultures. Institutions are able to exert pressure on organizations because institutions embody a value that the people accept (Stinchcombe, 1965). Stated simply, institutions set the "the rules of the game" (North, 1990) and pick who is eligible to play in it (Mair et. al, 2012). Institutional practices are held in place by three "pillars" – regulative, normative, and cognitive – through which legitimacy is established and conformity is secured (Maguire & Hardy, 2009; North, 1990). Regulative pillar is concerned with ensuring compliance with existing rules and regulations. Normative pillar is concerned with alignment of organizational objectives with social expectations and moral obligations. Finally, cognitive pillar is related to the prevailing social reality or orthodoxy, where conformity is automatic and unconscious. An elaborate institutional environment not only affects the organizational structure, but it also serves to stabilize the organizational environment by buffering it from turbulence (Meyer & Rowan, 1977).

In a modern market economy, the production and exchange activities of organizations are both facilitated as well as constrained by the presence of market-based institutions, through effective enforcement of rules, regulations, and norms. Elaborate institutional architecture governs the behavior of market actors – firms and entrepreneurs – and ensures equality in access and opportunities, resulting in sound market development and growth. However, when market institutions are weak or absent, as is the case in many underdeveloped or developing economies, there is difficulty in establishing markets and requisite outcomes such as efficiency, transparency, and service guarantee. Following the typology of Mair et al. (2012) this study defines institutional voids as either "*presence*" of dysfunctional institutional arrangements or "*absence*" of specific institutions. Whereas functional institutions safeguard market growth and inclusion, institutional voids act as inhibitors of effective markets by creating market exclusion. Specifically, past research indicates that institutional voids not only affect effective market development and growth (Khanna & Palepu, 1997), but also influence among other things ownership, entry mode, and network preferences of organizations (Meyer et al, 2009; Chakrabarty, 2009; Mair et al., 2012). To summarize, the presence of institutional voids results in inadequate development of market elements which negatively impacts business organizations.

**Business Groups**

Business groups (BGs) are defined as legally independent firms bound together by a network of formal and informal ties and accustomed to taking coordinated action (Khanna & Rivkin, 2001). The two primary characteristics of a BG include diversification across distinct markets, and a large number of member firms under a formal group (Abegaz, 2005). Research on BG firm performance indicates that BGs are known by various terminologies around the world, such as *Konglomerat* in Indonesia, *Qiye Jituan* in China, *Business Houses* in India, *Guanxiqiye* in Taiwan, *Chaebols* in South Korea, *Hongs* in Hong Kong, *Keiretsu* and *Zaibatsu* in Japan, *Oligarchs* in Russia, and *Groupos Economicos* in Latin America. BGs generally have a commanding presence in most developing or under-developed economies. This does not preclude the fact that BGs are also found in developed economies, rather BGs are not the dominant form of business. Research shows that business groups command a good performance in the absence of institutions – that is when there are institutional voids - but as more market-based institutions and reforms develop, their performance goes down unless they pursue related diversification strategies (Ramaswamy et. al, 2017). Business group affiliation is generally found to diminish firm performance for individual firms, but the affiliate firms fare better off in contexts where financial and labor market institutions are not developed well (Carney et. al, 2011). To summarize, business groups perform better in developing economies compared to developed economies. Also, BGs' unrelated diversification pays off in developing economies, whereas related diversification strategy pays off in developed economies.

## The Nepalese Context

**Nepalese BGs.** Nepal, a mountainous country wedged between Tibet and India, is no stranger to BGs. With a per capita GDP of USD 2,500, Nepal consistently ranks among the least developed countries in the world (Central Intelligence Agency, 2020). Prominent businesses in Nepal are owned by BGs which are legacy family businesses (GEFONT-Nepal, 2001). With a family member at the helm, these BGs are involved in a diverse range of businesses. This is similar to *Business Houses* in India, Nepal's southern neighbor where many family owned BGs are in prominence.

Table 1. A Sample of Prominent Business Groups in Nepal

| Business Group | Businesses & Investments | Diversification Strategy | Ownership |
|---|---|---|---|
| **Bhat-Bhateni Group** | Retail, Energy, Financial Services, Hotels & Resorts | Unrelated | Family |
| **Chachan Group** | Construction Materials, Food Processing, Chemicals, Financial Services | Unrelated | Family |
| **Chaudhary Group** | Food & Beverage, Biotech, Electronics, Real Estate, Hotels, Financial Services, Energy, Construction Materials | Unrelated | Family |
| **Dugar Group** | Food & Beverage, Automobiles, Energy, Construction Materials, Financial Services, Real Estate | Unrelated | Family |
| **Golchha Group** | Food & Beverage, Automobiles, Real Estate, IT, Steel , Electronics, Food Processing | Unrelated | Family |
| **Golyan Group** | Plastics, Energy, Real Estate, Financial Services, Spinning Mills | Unrelated | Family |
| **ICTC Group** | Engineering, Construction, Energy, IT, Food & Beverage, Hotels & Resorts | Unrelated | Family |
| **IME Group** | Financial Services, Travel, Entertainment, Energy | Unrelated | Family |
| **Jyoti Group** | Automobiles, Energy, Electronics, Financial Services, Healthcare | Unrelated | Family |
| **KC Group** | Energy, Construction, Education, Financial Services, Real Estate | Unrelated | Family |
| **Kedia Group** | Construction Materials, Food Processing, Financial Services, Steel, Education, Real Estate | Unrelated | Family |
| **Keyal Group** | Construction Materials, Steel, Electronics, Food Processing, Pharmaceuticals | Unrelated | Family |
| **Khetan Group** | Mining, Food & Beverage, Financial Services, Telecommunication, IT, Real Estate, Energy | Unrelated | Family |
| **Laxmi Group** | Automobiles, Financial Services, Food & Beverage, Plastics, Healthcare | Unrelated | Family |
| **Mahato Group** | Energy, Financial Services, Media, Healthcare, Education | Unrelated | Family |
| **MS Group** | Food Processing, Steel, Spinning Mills, Chemicals, Plastics, Financial Services, Hotels & Resorts | Unrelated | Family |
| **Panchakanya Group** | Iron & Steel, Plastics, Chemicals, Construction Materials, Energy, Automobiles | Unrelated | Family |
| **Prabhu Group** | Financial Services, Travel, Entertainment, IT, Energy, Airlines | Unrelated | Family |
| **Sharda Group** | Food & Beverage, Financial Services, Construction Materials, Chemicals, Automobiles, Electronics, Energy | Unrelated | Family |
| **Vaidya's Organizations** | Automobiles, Construction, Education | Unrelated | Family |

A quick survey of prominent BGs in Nepal is listed in Table 1 in alphabetical order (Lamsal & Pande, 2018; GEFONT-Nepal, 2001). In this convenience sample of twenty Nepalese BGs, one can discern quickly and without much effort that most BGs have businesses and investments which are unrelated to each other, and all are family-owned.

Scanning the BGs on Table 1, the first one on the list – Bhat-Bhateni Group - has businesses in retail sector, hotels & resorts, financial services, and energy. These are businesses that are under different sectors altogether, and are therefore unrelated to each other. As such, Bhat-Bhateni Group is a diversified BG pursuing unrelated diversification strategy. Another BG on the list, Chachan Group has delved in construction materials, food processing, chemicals, and financial services. All of these businesses are unrelated to each other, making Chachan Group an unrelated diversified BG. Similarly, Chaudhary Group has businesses ranging from food & beverage, biotech, electronics, real estate, hotels, financial services, energy, to construction materials. These businesses are, as is the case with diversified BGs, unrelated to each other. Similarly, another BG, the Dugar group has businesses related to food & beverage, automobiles, energy, construction materials, financial services, and real estate. This trend of BGs with diversified portfolios pursuing unrelated diversification strategy continues for other Nepalese BGs as seen in Table 1.

**Understanding Nepalese Institutions.** To understand the state of institutions in Nepal, it is useful to compare Nepalese institutions with benchmarked institutions somewhere else. Therefore, a compare and contrast approach was utilized to understand market based institutions in Nepal by comparing them to institutions in China and India, Nepal's neighbors. Specifically, this study draws upon information from three different archival sources of data to evaluate institutional conditions in Nepal by comparing them with institutions in China and India. Archival data on institutions is obtained from the following sources:

1. *Doing Business* Annual Report 2020
2. *Corruption Perception Index* 2019
3. Forbes *Best Countries for Business* 2019

A meaningful proxy for understanding market-based institutional environments across the world is the *Doing Business* Annual Report published by The World Bank. Primarily, *Doing Business* is an assessment of regulative institutions prevalent in a country necessary for encouraging efficiency and freedom in doing business. The twelve items covered in preparing an *Ease of Doing Business* ranking include starting a business, obtaining permits, getting utilities, line-of-credit, taxes, contracts, insolvency, trading, contract enforcement, resolution of insolvency, worker employment, and government contract (World Bank, 2020). The twelve items are measured individually and aggregated to produce an *Ease of Doing Business* ranking. As such, *Doing Business* reports on countrywide regulations that constrain or enhance business activities to produce an *Ease of Doing Business* ranking in 190 countries around the world. A high *Ease of Doing Business* ranking implies that a country's regulatory institutions are friendlier to starting and continued operation of a business. The *Ease of Doing Business* ranking for 2020 places Nepal at the 94th position out of 190 countries (World Bank, 2020). To put this finding in context, comparison was made with China and India. Once again Nepal lagged far behind its neighbors China (31st position) and India (63rd position). Specifically, Nepalese regulatory institutions are either absent or dysfunctional when it comes to starting a business, getting utilities, paying taxes, and enforcing contracts. This implies the presence of institutional voids in the regulatory institutions in Nepal.

Another useful proxy for assessing normative institutions around the world is the *Corruption Perceptions Index* (CPI) which is published annually by Transparency International. The CPI is an indicator of the perceived levels of public sector corruption obtained by ranking 180 countries and territories around the world (Transparency International, 2019). Public sector corruption levels around the world is ranked, with a high score indicating low or no public sector corruption, and a low score indicating highly corrupt public sector. Nepal's CPI rank for 2019 is 113 out of 180 countries, indicating Nepalese public sector corruption is at high levels (Transparency International, 2019). To benchmark Nepal's performance, comparisons were made with Nepal's neighboring countries China and India. Once again Nepal's neighbors fared much better with China and India coming in at 80th position, 33 points ahead of Nepal.

A proxy that takes a comprehensive view of different institutional environments and developmental factors is Forbes' *Best Countries for Business*. This ranking determines the *Best Countries for Business* based on 15 different factors: property rights, innovation, taxes, technology, corruption, infrastructure, market size, political risk, quality of life, workforce, freedom (personal, trade, and monetary), red tape and investor protection (Forbes, 2019). By weighing each factor equally, an aggregate ranking is prepared for business friendliness of countries around the world. On this list, Nepal is ranked at 116th position out of 161 countries (Forbes, 2019). Once again, to contrast this finding with Nepal's neighbors - China comes in at 49th position for *Best Countries for Business* and India at 63rd position; 67 and 53 points ahead respectively.

## DISCUSSION

This study was aimed at examining the nexus between BGs and institutional voids in the Nepalese context. It is not an overestimation to say that BGs play a major role in the Nepalese business landscape (GEOFONT-Nepal, 2001). Diversified BGs are found elsewhere in the world, but they have a dominating presence in developing economies such as Nepal compared to the developed economies of the world such as USA or UK where independent businesses are in prominence. Past research indicates that market based institutions that are weak or absent are generally symptomatic for the BG structure of organizations. Specifically, presence of institutional voids – where institutions are none or lacking – is a fertile ground for BGs. A preliminary observation indicated that BGs are a major form of organizational structure in Nepal, and these BGs are family-based organizations. The Nepalese BGs pursued unrelated diversification strategies as is common among BGs. An attempt to understand institutions and institutional voids was made using three different archival data sources. Specifically, The *Doing Business* index, CPI, and Forbes *Best Countries for Business* all pointed to relatively weak or non-existent institutions in Nepal, when compared to Nepal's neighbors China and India.

Future studies can empirically test the linkage between institutions and BGs in the context of Nepal by collecting primary data. This can further deepen our understanding of Nepali BGs and clarify why they continue to dominate the market landscape. Another issue to explore is to test the same linkage but in a different context such as Korea or Japan, where although the countries are economically developed, BGs are in high prominence. One can imagine that institutions in Korea or Japan lack systemic voids unlike in Nepal, but BGs are still a prominent form of business as in Nepal. This might provide insights into when and under what conditions BGs continue to flourish, regardless of market ordering institutions.

## CONCLUSION

Institutions are enablers and regulators of business forms across societies, and Nepalese businesses are no exception to this matter of fact. Preliminary research from this study indicates that market based institutions in Nepal are either weak or absent, specifically when compared to China or India. Weak or absent market ordering institutions - or institutional voids - are the antecedents to BG structure as is the case in Nepal. As such, the nexus between institutional voids and BGs is plausible in the Nepalese context.

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# SPIRITUALITY AND ITS ROLE ON THE UPLIFTMENT OF AN ORGANIZATION

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## Abstract

*Business organizations have their primary goal of maximizing profits. A dedicated, honest and hard working staffs can only take the organization to its ultimate goal. Spirituality in the context of an organization helps build a strong team work which ultimately drives the organization towards the path of success. Spirituality is an in-depth feeling of oneness among fellow beings and community at large. It makes people highly productive, innovative and cooperative that set the foundation for the achievement of the goal of an organization. Research has shown that there are numerous benefits associated with integrating spirituality at work place. The present paper is an attempt to throw light on the role that spirituality plays in making an organization a happy and congenial place to work which is free of stress chaos and other malpractices. The secondary sources of information with descriptive research design have been used to study the role of spirituality at work place for the upliftment of an organization*.

*Keywords: Spirituality, Productivity, Human Values, Creativity.*

## INTRODUCTION

Business organizations have their primary goal of maximizing profits. Business is a complex of gainful human activities, the main objective of which is to create exchange and possess wealth in the form of physical output and useful services whereas management is the activity for getting things done through other people. Management represents that skill which directs, regulates and integrates human effort in the discharge of all operations required for an enterprise. (Saxena, 1997) A dedicated, honest and hard working staffs can only take the organization to its ultimate goal. Spirituality in the context of an organization helps build a strong team work which ultimately drives the organization towards the path of success. Spirituality is an in-depth feeling of oneness among fellow beings and community at large. It makes people highly productive, innovative and cooperative that set the foundation for the achievement of the goal of an organization. Spiritual values are human values and are the fundamental roots of a healthy, vibrant and viable work career. The values of truth, righteousness, peace and non-violence are found in all major spiritual paths. Spirituality is the quality of being concerned with the human spirit or the soul as opposed to material or physical things. Spirituality provide individuals with direction, meaning and balance in life. Individuals and organizations can see work as an opportunity to grow and contribute to society in a meaningful way. Spirituality in the organization can play an important role in effectively managing people in the organization. Organizational spirituality also implies the opportunities to grow and contribute to something substantial. Spirituality is the feeling that no matter how bad things happen; they will always workout somehow. The Bhagwat Geeta also tells the spiritual values or divine values. We should all try to imbibe these values to become eternal happy person.

Spirituality is a broad concept with room for many perspectives. In general, it includes a sense of connection to something bigger than ourselves and it typically involves a search for meaning on life. As such, it is universal human experience –something that touches us all.

Modern spirituality is concerned with the “deepest values and meaning by which people live.” It embraces the idea of an ultimate or alleged immaterial reality. It envisions an inner path enabling a person to discover the essence of his/ her being.

## OBJECTIVES OF THE STUDY

The present paper follows the under mentioned objectives:
-to analyse the role of spirituality on the upliftment of an organization.

## MATERIAL AND METHODS

The secondary sources of information with descriptive research design have been used to study the role of spirituality at work place for the upliftment of an organization. Further, quotes from Bhagwat Geeta have been taken to give emphasis on the research work.

## RESULTS AND DISCUSSION

**Seven Principles of Spirituality in the Work Place:**Spirituality in the work place can be defined using the following principles: creativity, communication, respect, vision, partnership, energy and flexibility.

1. Spirituality is creativity: Creativity includes the use of colour, laughter, and freedom to enhance productivity. Creativity is fun. When people enjoy what they do, they work

much harder. Creativity includes conscious efforts to see things differently and find new ways of thinking, doing and being. Creativity is a natural, normal aspect of healthy human beings.

Suppression of creativity leads to violence. When people are forced to crush their productivity, their energy force turns to destructive release.

2. Spirituality is communication: Communication is the vehicle that allows people to work together. Whether a personal relationship or work relationships, one of the most important skills any one can learn are good communication skills. Lack of communication leads to isolation, confusion, anxiety, mistrust, suspicion and much more.
3. Spirituality is respect: Respect for the self and others include respect for the environment, other peoples' personal privacy, their philosophy, religion, life style, ethnic origin, physical ability, belief and personality.

   Along with respect comes acceptance which includes acceptance of the inherent rights of each person to follow their chosen life path and acceptance that diversity and variety leads to a rich mixture of humanity. Lack of respect and acceptance lead to conflict and hostility.
4. Spirituality is vision: Vision means seeing beyond the obvious - seeing the unseen. It is a trait used to qualify leaders and entrepreneurs. Where vision comes from?. For some people it is an inborn trait. They have always seen things that others cannot. Others learn to broaden their prospective and to reach beyond where they are. They see a vision of what can be, of possibilities beyond the status quo. And having seen the vision, they head straight for it. They follow their vision in spite of obstacles or non-believers.
5. Spirituality is partnership: Ppartnership encompasses individual responsibility and trust that other people will perform according to their commitments for the good of the team and partners.

   Partnership accepts that different people have different viewpoints and beliefs and those differences are used as positive aspects for broadening the tem experience. Partnership encourages a balanced and fair view of being and working together, as well as disagreement without hostility or warfare. Lack of partnership leads to isolation and unhealthy competition.

6. Spirituality is Energy: Very positive energy forces are released when people feel creative, have the freedom to express their opinions and feel respect for their superiors and peers.

The opposite energy creates hostile work place situations - including violence, sexual harassment, discrimination, verbal abuse, lack of respect, loss of productivity and other harmful activities.

7. Spirituality is flexibility: Flexibility includes the ability to adapt to changing situations and allowing one's own belief and habits to change as needed.

As our world changes at an ever- rapid pace, we need to find ways to adapt and change ourselves with it.

**Principles of Spirituality in Business**

Nishkam karma from Bhagwat Geeta:

It is self-less or desire-less action performed without any expectations of fruits and results, and the central tenet of Karma Yoga path of Liberation.

In Hindu philosophy, action or karma has been divided into three catagories, according to their intrinsic qualities or gunas. Here Nishkam karma belong to the first category, the SATTVA (pure) or action which add to calmness; the sakam karma (self-centred action) comes in second RAJASIC (aggression) and vikarma (bad- action) comes under the third, TAMASIKA which correlates to darkness or inertia. (Bhagwat Geeta)

Managers and employees practicing the nishkam karma no doubt sees that individual goal is subordinates to organizational goal and will do his best to the fulfillment of organizational goal.

**3 C's of spirituality at work place.**

It denotes connection, compassion and contribution.

Connection denotes that the whole world is one family (vasudaiva kutumbakam) and it implies that doing good to others or fulfilling one's duties and responsibilities sincerely will definitely bring good result for oneself as well.

Compassion denotes feeling for others. Compassion in the context of an organization indicates that superior have compassion towards their subordinates and sub- ordinates respect their superiors.

Contribution denotes contribution to the welfare of the society through CRS i.e. Corporate Social responsibility. CSR is a business approach that contribute to sustainable development by developing economic, social and environmental benefits for all stakeholders.

**Mahatma Gandhi's concept of Trusteeship**

Trusteeship is a social-economic philosophy that was propounded by Mahatma Gandhi. It provides a means by which the wealthy people would be the trustees of trusts that looked after the welfare of the people in general. Employees in an organization will have a feeling that their desire will be fulfilled by the organization if they work honestly and sincerely.

**Implementation of Corporate Governance**

It is a system by which business corporations are directed and controlled. It decides -i) Character the company is to have ii) Values iii) Relationship with its customers, employees, communities and shareholders.

People are searching their way to connect their work lives with their spiritual lives to work together in community , to be unified in a vision and purpose that goes far beyond making money.(Miller,1998)

In an effort to gain an in-depth understanding of spirituality, what is needed according to Butts (1999) is: Sufficient clarity and theoretical understanding of the meaning of spirituality and how it can apply to work especially in terms of personal satisfaction , peak performance, and overall business success that can also enrich communities, cultures and Earth itself.(p.328)

Palmer (1999) defined spirituality as "the human quest for connectedness." (p.8)

Furthermore two of the most popular view points of spirituality include the intrinsic origin view and the existentialist perspective. As Krishna kumar and Neck (2002) noted "The intrinsic origin view of spirituality is that which argue that spirituality is a concept or a principle that originates from inside of an individual." Brandt (1996) agreed "Spirituality's goal is greater personal awareness of universal values, helping an individual live and work better and enjoy more joyfully."

As for the existentialist view "This view of spirituality is perhaps the most connected to the concept such as the search for meaning in what we are doing in work place.(Kahnweiler&Otte, 1997). Some of the existentialist questions which come up are:

-Why am I doing this work?

-What is the meaning of the work that I am doing?

-Where does this lead me to?

-Is there reason for my existence and the organizations?

These questions appear when people are in repetitive and boring jobs which in turn lead to existential sickness. When there is a lack of meaning or purpose in work, employees tend to feel separated and alienated from oneself. This can cause employee frustration and reduced productivity.

To quote Bhagwat Geeta:

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन।

मा कर्मफलहेतुर्भूर्मा ते सङ्गोऽस्त्वकर्मणि॥

You have right to perform your prescribed duty, but you are not entitled to the fruits of action. Never consider yourself the cause of the result of your activities, and never be attached to not doing your duty. Employees in an organization should put 100% effort in their work without worrying for the result thereof. Commitment to work or fulfilling one's duty makes a person focus on his work and that no doubt brings the desired result. The ultimate goal of increase in productivity, profitability and long term sustainability is possible only when one moves in the path of spirituality. Less employee turnover, less absenteeism and an environment of enthusiasm among the workers and management are the essential prerequisites for success in any organization.

Further Lord Krishna says to His devotee Arjun in Bhagwat Geeta :

अभयं सत्त्वसंशुद्धिर्ज्ञानयोगव्यवस्थितिः ।

दानं दमश्च यज्ञश्च स्वाध्यायस्तप आर्जवम् ॥

अहिंसा सत्यमक्रोधस्त्यागः शान्तिरपैशुनम् ।

दया भूतेष्वलोलुप्त्वं मार्दवं ह्रीरचापलम् ॥

तेजः क्षमा धृतिः शौचमद्रोहो नातिमानिता ।

भवन्ति संपदं दैवीमभिजातस्य भारत ॥

–Fearlessness, purity of mind, steadfastness in spiritual knowledge, charity, control of the senses, performance of sacrifice, study of the sacred books, austerity, and straightforwardness; non-violence, truthfulness, absence of anger, renunciation, peacefulness, restraint from fault- finding, compassion toward all living beings, absence of covetousness, gentleness, modesty, and lack of fickleness; vigor, forgiveness, fortitude, cleanliness, bearing enmity toward none, and absence of vanity- these are the marks of him who is born with the divine gifts. This is what is needed is to practice the path of yoga and meditation by which the person is always aware of what is good for himself , what one should do what one shouldn’t do.

## CONCLUSION

Spiritual intelligence in the organization is the human need and talent to find meaning in life. It is to access the way we think and take the decision by using senses, vision, and beliefs. Spirituality in the organization tend to have certain characteristics, such as commitment of responsibility, employee participation, better communication and feeling of oneness among the fellow worker and better relationship with the management. After reviewing extensive research, it was concluded that spirituality at workplace helps in developing leadership skills. Spiritual intelligence helps individuals to become a crucial leader who respects other people, express care and concern, and develop listening skills to the appropriate response. It also helps to know the social relationship and wisdom. It affects job satisfaction, performance and helps to develop sense of joy at workplace.

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# ECONOMIC IMPACTS OF GLOBALIZATION IN NEPAL

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## Abstract

*The waves of globalization properly appeared on Nepal's shores after arrival of democracy in 1990s, later than a lot of other South Asian countries. Nepalese economy has freed itself from the chains of protectionism to attain liberalization which has definitely led to some positive developments. Because of its multi-dimensional structure, different opinions on globalization's definition come into question when the effect of globalization on economic growth is taken into account. While the globalization is a component of creating opportunities for countries' economies and effecting their economic growth in a positive way thanks to these opportunities for some, it causes poverty and injustice income dispersal and it also effects the economic growth in negative ways for others. In the past 20 years, Nepal has experienced a few success stories as well as cases of failure and frustrated expectations, which clearly highlight the need to assess the whole process of globalization.*

*Keywords: Remittance, GDP, Economy, Inflow, Migration.*

## INTRODUCTION

The globalization is a process of integration, interdependence and interaction among the economic agents by increased international trade, foreign direct investment, and facilitated by fast growth in information communication technology and Multinational Corporation. Globalization is a contested concept that refers to shrinkage of time and space (Steger, 2009).

With access to new markets and opportunities, countries have seen flourishing industries and tourism, improved infrastructures and technology, increasing income, improving living standard, benefits of competition, and has also been linked with indirect impacts on poverty reduction. Globalization will show new ideas and policies that would improve the economic standards of the least developed countries like Nepal. Nepal formally adopted the policy of globalization after the restoration of multiparty democracy in the early 1990s. The addition of Nepal to the WTO in 2004 accelerated the process of globalization.

First, globalization has greatly contributed to the modernization of the Nepali economy. Nepal has been transformed into an open and service-based economy by lowering the share of agriculture in the GDP to 27%. Second, Nepal has expanded its market to the global level. Consequently, the country's total exports have been increasing, though gradually, and the trade with the outside world has been diversified to some extent.

Nepal has indeed come a long way from where it was before the global economic integration as a result of globalization; it has grown to a certain extent. The GDP has been rising since the 90s, but what Nepal has achieved after globalization is remarkably insignificant as compared to other countries that started out where Nepal did. Nepal being a developing country, the Nepalese businesses were not geared to meet the challenges of global competition. Because of this, the multinational companies have penetrated the country and the home companies are in the fear of being wiped out. The trade is in heavy deficit and the productive sectors are lagging behind in today's global competition due to failure at integrating new technology.

## OBJECTIVES

- To analyze the positive and adverse impacts of globalization for Nepal
- To identify the potential areas of prospects for Nepal as a result of globalization
- To evaluate Nepal can reap greater economic benefits from globalization

## METHODOLOGY

For this paper, I referred to secondary sources of data. I took information available on the internet, journals, books and articles published by different organizations and also reports published by the Government of Nepal.

## LITERATURE REVIEW

According to Buckley and Ghauri (2004), globalization is leading to a relocation of some of the key functions of a firm. Production operations are sliced in smaller pieces and each piece is located in an optimal location or countries with lower labour cost. Only firms with higher value-added operations have survived this trend. As a consequence, the impact of globalization on traditional manufacturing sectors can be observed at the managerial level through the existence of a higher number of commercial firms and at the social level through the high number of jobs lost. This process is particularly noticeable in those areas where the textile sector is more concentrated.

According to Hill, (2009) Global Market refers to the "Merging of Historically Distinct and separate National Markets into one huge global market place." With the expansions of global markets liberalize the economic activities of exchange of goods and funds. Removal of Cross-Border Trades barriers has made formation of Global Markets more feasible.

Ogunsola, (2005) said that, by the development of technologies specifically related to Telecom as internet, telephones, wireless technologies, undersea fibers, a global technological infrastructure has been developed so information can be moved more smoothly across the borders. Laws regarding Copyrights, patents and international agreements can be easily applied. Through information technology, awareness and application of criminal laws have become easier. Frauds in International Trade and in society can be easily detected.

Ying (2014) analyzed the connection between social and political globalization and economic growth in ASEAN countries between the years 1970 and 2008. He found out that economic globalization effects economic growth in a positive way but social and political globalization effects it in negative ways.

Individual countries or groups of countries have the option of becoming integrated into the globalizing world economy or remaining insulated from it. But they do not have the option of stopping the process of globalization itself in so far as much of the world has become part of it. Individual countries must now compete more fiercely than in the past for a share of the widening world market in goods and services because many more countries have abandoned the inward-looking ISI strategy of the past. Similarly they must compete more vigorously than in the past for a share of international capital flows because many more countries have drastically reduced obstacles to capital movement. In this sense, individual LDCs do not have the choice of ignoring the process of globalization. They must find a way of coping with it.

## FINDINGS

### Advantages of Globalization to Nepal

Nepal has gained some genuine benefit and opportunities from globalization, but in small area and amount. Various underdeveloped countries like Nepal can get lots of benefit from the processes of globalization. Some of them include getting more jobs, foreign investments, trade prospects, tourism, technology transfer, etc. As economic reports and indicators revels, the per capita GNI increased from $ 185 in 1990 to $ 960 in 2018 and size of GDP has expanded manifold since then.

**Prospects for Trade**

Trade is the primary vehicle for developing countries like Nepal, for realizing the benefits of globalization. Import brings additional competition and variety of domestic markets benefiting the consumers. Benefiting business, foreign trade gives firms access to improved capital inputs such as machine, tools, boosting productivity as well. In particular, it has contributed to the ongoing shift of some manufacturing and service activities from industrial to developing countries providing new opportunities for growth (WDR 1999/2000). The opportunities on garments, carpets and other agriculture and service related productions and good access to herbal production and medical herbals have been recognized and are being worked on as exports.

In all the periodic plans of Nepal the foreign trade has been emphasized. Realizing that the composition of exports be changed by identifying new exportable items, after the Ninth Periodic Plan (1997/'98- 2001/'02) too discouraged the import of luxury goods. The huge stress has been placed on industrialization through export promotion and import substitution. Exports have been on rise, though insufficient and gradual increase in investment on productive sector, and it has encouraged industrialization in Nepal.

**Employment Opportunities and Remittance**

The employment opportunity can be expanded in the economy in terms of industries i.e. manufacturing, tourism, investments, industrialization. The opportunities of employment were limited till 1990 as most of the sectors were under the control of the government. After restoration of multiparty democracy, opportunities increased due to start of privatization. Due to Maoist insurgency, many industries were affected after 1995 and thus youths began to seek employment abroad, facilitated by globalization. Trend of going abroad increased after 1997 when employment in Malaysia and Middle East were available. Today, millions of Nepalese people are working abroad for family income and have been able to maintain a standard of living. A total of 508828 labor permits were issued only the period of 2018/07/17 to 2019/07/16 136 destination countries.

Remittances constitute a huge part of the nation's GDP (almost 16.39% of GDP for FY 2018/19). It can generate a positive effect on the economy through various channels such as savings, investment, growth, consumption, and poverty and income distribution, and by increasing the total pool of resources available for investment. Remittances make a direct contribution to raising household income, while broadening the opportunities to increase income. They also permit households to increase their consumption of local goods and services. At the community level, remittances create multiplier effects in the domestic economy, producing employment opportunities and spurring new economic and social infrastructure and services; bringing about a change, especially in remote rural areas where state resources have not been effective.

Remittances assist in augmenting national income by providing foreign exchange and raising national savings and investment as well as by providing hard currency to finance essential imports hence curtailing any BOP crisis. Since they bear no interest, do not have to be repaid, and their utilization is not tied to specific investment projects with high import content, they have a more positive effect on BOP than other monetary flows such as direct investments or loans.

**Transfer of Technology**

Technology is an important ingredient of the development mix. Developing countries are generally characterized by technological backwardness and a slow pace of technological progress. Transfer of technology from the developed to the developing countries, which is a necessary measure to speed up the pace of the economic development and modernization process, is facilitated by the global integration. Nepal, thus, has benefitted in terms of being exposed to new technologies and has been given the opportunity of improving its trade competitiveness using these advancements.

IT revolution also, has shrunk the economic territory of the world. Financial transactions, e-business, rapid information sharing have immensely increased the thinking power of human resources. Nepal has also achieved the great advantages of development of communication. It has the positive impact on the national economy and has also brought positive advantages in the social scene

**Foreign Direct Investment (FDI)**

One of the major advantages of globalization is the flow of foreign direct investment and establishment of multinational corporations. Efforts suited with globalization have been made to attract foreign investment through liberal policies that gives a top priority to privatization in Nepal. After the restoration of democracy in 1990, reforms in industrial sector to attract FDI were made. The Industrial Enterprises Act, 1992, The Foreign Investment and Technology Transfer Act, 1992, and Foreign Investment and One Window Policy, 1992 are in operation.

FDI is viewed as an instrument for exploring the resources, promoting industrial growth, enhancing the competitiveness of the domestic firms; and also promoting export particularly in developing countries like Nepal. During mid-March of FY 2018/19, net FDI receipt was 6.66 billion as compared to Rs. 14.24 billion in the mid march of FY 2017/18. FDI ensures a huge amount of domestic capital, production level, and employment opportunities in the developing countries, which is a major step towards the economic growth of the country.

**Poverty Reduction**

Poverty has been reduced in Nepal from 38 percent in 1996 to 21 percent in 2018. Nepal has made a positive development in reducing overall poverty, and the credit goes to substantial inflows of foreign remittances from its large contingent of labor force of overseas. The income distribution and reduction of poverty effects have significant role of remittance.

The tourism sector has also provided employment to many youths and locals, it also helps to reduce unemployment and reduce poverty. Globalization has also encouraged employment in tourism, manufacturing, trading and other areas by FDIs which helped increase the disposable income and saving of Nepalese people.

**Tourism**

Tourism in the small Himalayan Kingdom of Nepal is a relatively new phenomenon as the country was opened to the western world in 1960s. Nepal is one of the small but richest countries in term of bio-diversity due to its unique geographical position and variation in altitude. Because of the presence of natural beauty, fine blend of art, culture and tradition, Nepal has a great potential to attract all types of tourists from all over the world. Tourism is multifarious industry, which promotes cottage industries, trade and other sectors. It is the second largest sources of foreign exchange earnings.

The number of tourists coming to Nepal has been ever increasing. The total change of tourist arrivals from FY 2002/03 increased by 22.7% and the foreign exchange earnings during the same year increased by 80.5%. A total of 1,173,072 tourists had visited Nepal in 2018 while this number has been 25.0 percent greater in comparison to the previous year 2017. In the year 2018, the top five countries with largest number of tourist's arrival have been India, China, America, Sri Lanka and the UK respectively. Tourists from these countries have occupied 49% of total tourists.

The economic globalization added more value to the tourist industry of Nepal, The flow of capital from other countries to Nepal in service industry and hotel has offered an international level service to the tourist. Tourism can provide much needed employment to thousands of workers from hotels, bars, transport, shops and restaurants. Tourism has also provided incentives for investment in infrastructure development, as well as funding local level development. It has also provided economic incentives for a place to preserve, regenerate, and provide upkeep in their urban and wildlife areas.

**Socio-cultural Transformation**

Globalization has promoted socio-cultural transformation of the country through cultural and technological exchanges, tourism activities and expansion of knowledge. Besides, it has raised concerns over social issues like child labor, gender discrimination, human trafficking, and etc. and environmental issues of the day, such as climate change, global warming, and pollutions of various forms. It has helped for greater qualitative developments in living standards, crucial for economic development of Nepal.

**Challenges of Globalization**

While globalization is a catalyst for and a result of human progress, it is also a complex process that requires adjustment and creates significant adversities, challenges and problems. For Nepal, trade, investment, foreign exchange, financial and industrial sectors were subsequently deregulated, de-licensed, and privatized. Although the joy brought about by economic liberalization resulted in a satisfactory performance of the economy initially for a few years, the so-called success was soon over. Hasty liberalization and improper sequencing of globalization measures subsequently resulted in the slowdown in industrial activities, low economic growth rate, and worsening income distribution.

**Unsatisfactory Trade Performance**

Nepal’s foreign trade performance has tremendously been suffering from consistent deficits which can have negative effect on foreign currency reserve of the country and thereby invite macro-economic instability. Despite huge potential and opportunities from globalized markets, the export sector has been facing problems due to lack of physical infrastructure, failure in maintaining the set quality and standards in the production of exportable goods, failure to identify niche products and niche markets for export promotion, and also low competitiveness in the international market. There is lack of investment and trade friendly environment due to weak peace and security situation, uneasy labor relations, and shortage of energy in the country. The slow growth in export compared to the robust growth in import remains a major concern for Nepal to benefit from trade.

Export performance of manufactured goods is very dismal and depressing. Nepal's manufacturing sector has not performed as the engine of growth. In fact, its share in GDP gradually declined from 9.0% 2000/01 to 6.2% in 2012/13. The share of total exports in the GDP declined to 5% in 2014-15 from 10% a decade ago, and from 15 percent one and half decade ago. Though merchandise exports did grow by an average of 4.2% during the last one decade, it was less than 1% during the same period. But, Nepal could not be benefited from such advantages. The export of garments, carpets and pashmina have been declined after abolishing the quota facility provided by the importing countries. There is lack of entrepreneurship, trade competitiveness and technological adoption in Nepal.

Agricultural products still occupy the largest share in total export basket because Nepal's has not been able to maintain competitiveness in manufactured goods. The industrial productions are notable to compete with better quality and cheaper foreign goods in the domestic and well as international market. Moreover, there have not been much more changes in the types of goods that constitute Nepal's exports for past few decades. The government has failed at giving much incentive to exports. The total imports have increased by 3.3 times in the last ten years, growing by 15% percent annually in average, majority of the origin being India and then China. But the export growth in dollar terms has remained almost stagnant; Nepal has thus been seeing alarming levels of trade deficit increasing every year.

**Youth Migration and Dependency on Remittance**

According to the census data of 2011, around 1.9 million Nepalis lived abroad, which is around 8.3 percent of total population. And 91.68 percent of the total absent population stated private and institutional jobs abroad as the reasons for leaving Nepal whereas the remaining 8.32% were abroad for studies. A lack of decent employment opportunities, particularly in rural areas of Nepal, and the prospects of higher earnings abroad entice Nepalis to migrate for work. With thousands of labor and students migrating to other developed countries, Nepal is losing its productive manpower and a lot of opportunities for prospective development. Retaining the skilled human resources inside the country remains a challenge in today's globalized world.

Despite sluggish economic growth, demand in Nepal remained strong in the last one decade, due mainly to remittance earning by migrant workers. With increasing globalization and employment opportunities overseas, remittance including pension has increased annually by an approximate 16.39 percent in these years. Remittances contributed a 10.9 percentage share of the gross domestic product (GDP) in 2003/04 and 28 per cent in 2018/19. Nepal received US$ 8.1 billion worth of remittance in FY 2018/2019. This over whelming flow of remittance has made the economy heavily depended on it, and poses a risk of collapsing anytime.

**Economic Dependency**

As a result of increasing interchange of economic activities at all levels, Nepal is becoming dependent on developments outside its own borders and also the hope of getting international aids. With globalization, the growing economic dependency of Nepal on external agents especially India is one of the grave issues currently. Our trade deficit with India has been growing with every year with imports consisting of even basic of goods for daily consumption. The data revealed that Nepal has the trade deficit amounting 222.9 billion in last three months of fiscal year 2018/19 Dependency is encouraging resource exploitation and a lot of resources from Nepal are being exported at low cost and the refined versions of the same resources are being imported paying huge amounts. According to the annual report of the department of customs, trade deficit has increased by 13.55 percent in the fiscal year 2018/19 compared to previous fiscal year 2017/18. A data has revealed that Nepal has trade deficit with 112 countries and trade surplus with only 28 countries out of 140 countries across the globe.

Nepal imports everything salt to gold, needle to machine and equipments, rice to vegetables. Economic dependency is hence on rise for almost every sector of Nepalese economy. Dependency on other countries as encouraged by globalization has brought instances of blockades and political pressures.

**Technological challenges for Agriculture and Small Cottage Industries**

Nepal has not been able to bring adequate technological advancements in productive sectors like agriculture and local industries due to lack of capital and skilled manpower. A lot of agricultural produces and other resources from Nepal are being exported at low cost and the refined versions of the same are being imported paying huge amounts. Raw materials may be displaced by globalization.

Agriculture in Nepal is still mainly practiced for subsistence using primitive tools and technology. Despite majority of the population (more than 65%) relying on agriculture as major occupation, Agriculture does not even have roughly more than 31.7% contribution to nation's GDP. The impacts of globalization are yet to be clearly felt in areas of agricultural technology and further processing of agricultural products.

**Dual Economy and Inequality:**

Nepal lags behind in terms of education and literacy. Thus there are huge gaps and differences regarding people's knowledge as well as ability to cope with technology and take part in mainstream economic activities. The cities being more exposed to international and national markets, there is a risk of rural areas and areas that are economically backward, becoming isolated from the nation's development stream. This feature or impact of globalization further intensifies the dualism in the developing economies like Nepal. Also indicating inequality, it has a congested modern sector mainly centered on the major cities of Nepal like Kathmandu and Pokhara, and it has a slow-growth, subsistence economy across the rest of the country.

Moreover, people with the advantage of education and knowledge about latest technology machines, management and manufacturing are employed and such labors become highly mobile nationally and internationally. They would obviously take charge of most of the national income and this increases the inequality in the national income distribution**.** This is encouraging heavy migration and is giving birth to unmanaged urbanization.

## CONCLUSION

Although the euphoria brought about by economic liberalization resulted in a satisfactory performance of the economy for a few years, the hasty liberalization and improper sequencing of globalization measures subsequently resulted in the slowdown in industrial activities, low economic growth rate, and worsening income distribution. Opening up the Nepalese economy to the global order in early 1990s created much room for foreign borrowing along with widening market for domestic products. As exports of the country went up by five folds, so did the foreign debt. Part of the surge in debt is due to devaluation of the Nepalese rupee, somewhat wrongly exercised as a tool of export promotion following the outward orientation of the economy.

The transition from controlled to market oriented development policies dismantled the existing institutions without creating the market based ones. The void in development strategy led not only to stagnation but also to a great deal of policy confusion. Implementation of value added tax resulted in confusion. Many of the privatized public enterprises did not deliver expected result. Like the experiences of many other countries, unarmed liberalization and subsequent globalization in Nepal failed as it shredded all the existing institutions and safety nets without necessarily creating market based ones, leaving the weak and the vulnerable class to the mercy of the market.

Hence, efforts should be made to maximize the advantages to be derived from globalization. Despite having to bear some adverse costs it can actually help our economy grow and develop at a faster rate if we are able to catch up to it. We believe Nepal cannot stay aloof from globalization and the benefits, with ample efforts, can reach a stage where the benefits outweigh the negatives, essential for a developing country like ours.

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# DEVELOPMENT OF COOPERATIVE MOVEMENT IN NEPAL

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## Abstract

*The cooperative development was initiated as one of the important components under the first five year plan in the Fiscal Year 1956/57. The plan envisaged that cooperative development could be one of the suitable ways to improve rural poverty. During the plan period 'The Cooperative Act, 1959' and 'Cooperative Rules, 1961' came into effect as the legal framework of cooperatives. Modern cooperative was legally initiated as the first cooperative society of Nepal in Chitwan since 4th April, 1957. Coordinated services provided to the business included appropriate value determination crops, loans to the farmers at the right interest rate , supply of fertilizers, storage house and the scientific ways of crops classification etc. Cooperatives agriculture development programmes were conducted to increase yield of agricultural products. "Sajha Centre" was also established in 1961 to solve the problems of transportation, health, consumer storage and publication of non-agricultural sectors. "Sajha Institution Rules-1986" was also adopted to strengthen the Sajha program. All of this has been a positive step for the achievement that has happened in the development of cooperative sector, and which has brought change in the economical, social and political sector of citizens between 'first five year plan 1956' and 'Seventh five year plan 1985-1990.'*

*Key words: Cooperative, Society, Credit, Autonomy, Movement, Dhikuri*

## INTRODUCTION

The cooperatives in Nepal constitute a very important institute that stimulates social and economic development in Nepal. It is a way of life especially in rural Nepal. The cooperative credit societies were the first institutional sources for supplying credit to the farmers in Nepal. The reason for the lack of institutional credit facilities, the farmers were using individual money lenders throughout the country. In such critical situation the concept of cooperative movement was realized for the rural economic development .There is long tradition of time immemorial in helping each other in Nepalese society, irrespective of ethnicity. Historical background of cooperatives is divided into two sectors.

Informal Cooperative Sector has Cooperation among relatives and members of different segments of the communities through a socially accepted institution has been in the practice of Nepalese culture from the time immemorial and this may be a relative term or 'cooperatives' that was classically exercised through the informal sector in the Nepalese societies. Formation of such informal cooperative groups with sizable persons has remained a common component of the Nepalese socio economic structure for generations; however, no attempt has been made to deeply recognize them as cooperatives. Those groups were a kind of self help organizations which were not legally supported. Such groups are still being practiced in a way of informal groups. Some examples of such groups are referred in the following (ICA, 2003).

Guthi is a kind of cooperative trust .It is a group of people who accept to join it on the voluntary basis and who contribute a certain amount of money or labour or in kinds. There are different types of Guthi namely Rajguthi, Analguthi, Oliguthi, Mankakhala Guthi, Deveguthi or temple / monastery Guthis' etc. The objectives of Guthi are confined in the social, cultural and religious purposes which include religious and funeral performance, financial and labour support to its needy members and other community members too who are not its members. Parma is another traditional informal cooperative for exchange of labour. It is operated among the people who voluntarily agree to join it for mutual cooperation, particularly in the farming as well as non agricultural activities by way of contributing voluntary labour as well as money. Dhikuri is a rotation service with in limited number of member for saving and credit activities in cash or in kind. Each member of the Dhikuri is morally obliged to contribute certain amount of money in the certain period of time. The fund is utilized though bidding or alphabetical order of names against the collateral and through the joint responsibility. Dharma Bakery is literally defined as food grain fund for religious purpose in the farming communities. It is constituted by those farmers who are voluntarily willing to be associated with for making contribution of food grains. The fund either in cash or in kind is utilized when is members need just before the start or cultivation and during the scarcity period of food grains.

Formal Cooperative Sector has existed for last five decades of the last century but the agricultural development programmes and initiatives were virtually negligible. It was found that neither farmers paid keen attention in putting necessary inputs and new technology in their farms nor the growth of agricultural productivity and production .The agricultural economy was in tangent state in the traditional farming system. Land and mortgage Bank and cooperative society was established in Benepa in 1943A.D. Major general Bijaya Shamsher had given order writing a letter to Sardar Bhim Bahadur Pandey to study the possibility of establishing ‘land mortgage bank and cooperative’ in 1943, September. There were two staffs to look after it. It was dissolved in 1949 march 15. Rana government had thought about the establishment of cooperatives for the benefit of people but it was not established as an institution (Thakuri, 2010).

Following the collapse of autocratic family rule of Rana and the promulgation of democracy in 1951, an interim government was instituted. The interim government decided to explore the possibilities to bring changes in the economic and social life of the people. In 1953, the department of cooperative (DOC) was established in order to improve the agricultural productivity and production. In the beginning, the Department faced several problems such as the absence of legislative framework, lack of proper consciousness of the people towards the cooperative system, lack of persons educated in cooperative principles and methods. The prominent obstacle to the department was the extremely inadequate fund for the development of cooperative spirit .The cooperative development was initiated as one of the important components under the first five year plan (1956/57-1960/61) in the Fiscal Year 1956/57. The plan envisaged that the cooperative development could be one of the suitable ways to improve rural poverty. It was introduced with the formation of micro credit organization known as credit cooperative in Chitwan district in Nepal for the first time.
During the plan period ‘The Cooperative Act, 1959’ and ‘Cooperative Rules, 1961’ came into effect as the legal framework of cooperative. A number of cooperatives, thereafter, were registered and their focus was virtually for the agricultural development. Training arrangement for the managing committees, members and employees of the cooperatives and the staff of the department of the cooperatives was made so that they might be able to run and guide the cooperatives (ICA, 2003)
Besides these constraints, establishment of most of the cooperatives was based on the top down approach adopted by the government. These cooperatives have not been in accordance with the needs and aspiration of the members. This has resulted in the loss of interest, dedication and active participation in their cooperative activities.

Now a days, community based organizations have been created largely in the form of cooperatives such as *Savings and Credit Cooperatives, Multipurpose Cooperatives, Dairy Cooperatives, Agriculture Cooperatives, Consumers Cooperatives, Science and Technology Cooperatives, Electricity Cooperatives, Tea Cooperatives and Coffee Cooperatives.* The main goal of such organizations is to improve socio-economic status of rural people by creating cooperation and mutual support to each other. Basic features of cooperatives are as follows:

a) Organize community people into the groups
b) Collect savings for the loan investment and social activities
c) Share ideas on community, social and economic development
d) Empower grass roots people
e) Grasp financial resources
f) Access technical assistance from the related other development agencies and
g) Develop self-operating financial institutions at the village level.

Because of their operating philosophy, cooperatives are equally popular in developing and developed countries since long time (Shrestha, 2007).

## OBJECTIVES

The objective of this study is to evaluate the plan wise development of cooperative movement from 1956 to 1990.

## MATERIALS AND METHODS

For the completion of the present paper secondary sources of information obtained from different books, reports and website are used. Likewise, the analysis and presentation of paper follows descriptive method. The objectives and progress of cooperative development in each plan has been analyzed.

## RESULTS AND DISCUSSION

### Development of Cooperatives from 1956 to 1990

A brief description is presented here as to how cooperative field has been promoted in the planned development campaign and what were its achievements.

**First Five year Plan (1956-1961)**. Among the eighteen scopes which were separated for the development of this plan, cooperative field was one of them. And it was named as “cooperative committees”. Through these committees, assistance would be provided to the business. It was seemed to have managed the appropriate value determination of selling of the product crops, loan providing to the farmers in the right interest, facilities of fertilizers, storage house and the scientific ways of crops classification etc. And likewise the role of cooperative which was under the land reformation was taken into account. In the plan, it was assumed to manage the cooperative institutions to provide loan for farmers and to annex the fragmented lands as well. Cooperative trainings were planned to manage for three and forty eight personnel of higher and lower grades respectively.

Development of cooperative field remained as highly motivated which was conducted from direct supervision of cooperative department. Different branches of government development sector prioritized to the cooperative fields. Then the government had formulated "Executive Order-1956" as temporary management system until the long term legal provision was addressed. Modern cooperative was legally initiated as the first cooperative society of Nepal in Chitwan since 4$^{th}$ April 1957 according to the same executive order. To conduct and manage the cooperative institution well during this plan period "Cooperative Society Act- 1959" was implemented after the dissolution of executive order with this plan period of different objectives , 365 cooperative institutions and 4 district level purchasing, selling and credit cooperative union were founded. These were total 0.11 lakh (10.1 million) members in cooperative programmes of 19 districts and 4 lakh share capital was invested in the cooperative (NCF, 2010).

**Second Three Year Plan (1962-1965)**. Under the title "Agriculture Loan", cooperative sector was maintained as cooperative management in this plan. Its objectives were to uplift the social and economical background of farmers by using their minimum capital, less acre of land and labour. It was also explained the dire necessity of cooperative development to bring change in the recent land management. Despite the absence of plan in fiscal year 1961/1962, Cooperative Society Rules- 1961 was maintained and agriculture cooperative remained as counterpart for rural development. Likewise, "Sajha Centre" was also established in 1961 to solve the problems of investment in transportation, health, consumer storage and publication etc. of non-agricultural sectors.

Up to this plan period, the number of primary cooperative and district level cooperative union was 1109 and 14 simultaneously. During this period, 44 district numbers were there where programmes were conducted. On the other hand, the number of members who were involved in cooperative was 0.30 lakh and share capital was 17 lakh. Cooperative department has also established 5 zonal cooperative offices and cooperative training centre for making effective cooperative development. To make well managing for cooperative financial system, cooperative bank was initiated formally since 1963 after the introduction of Cooperative Bank Act- 1962. Government has constructed five storage houses for the farmers' product that enable the security and determine market price of their products. And those storage houses were handed over to the cooperative institutions as to the provision of clearing loan with 20 years in minimum interest rate (NCF, 2010).

**Third Five Year Plan (1965-1970).** This plan, the title of cooperative sector was "Agriculture Loan and the Development of Cooperatives". Its main motto was to develop the agricultural system of Nepal under the cooperative assistance. Land reform and agricultural development program were launched to meet the objectives. And different policies were forwarded with united form of cooperative development programmes.

Coordinative agriculture development programmes were conducted to make increase the agricultural products in nine districts of the country. Administrative responsibilities i.e. composition of cooperatives, registration, etc were withdrawn from the 1967/68 fiscal year. And they were shifted to the land reform department. But cooperative department regained those rights within a year. After the inauguration of Agricultural Development Act-1967, cooperative bank was changed into the agriculture development bank that had aimed for the economic upgrading and facility maintenance of the public people. A program like “Back to village: National Campaign” of Panchyati Government had also emphasized to the cooperative institutes as proper financial management. Total 1468 primary cooperatives and 21 district union were listed up to this period. 0.71 lakh members and 27 lakh share capital was supposed to have invested. And cooperative programmes were expanded to the 56 districts during the period (Hada, 2009).

**Fourth Five Year Plan (1970-1975).** Cooperative sector was named as "Cooperative Development" under the sub title of "Agricultural Loan" in this plan. It was clear that law makers and planners were under in the confusion of cooperatives as loan distributing institution. The cooperative movement was directed more towards the agricultural cooperatives. This plan emphasized the qualitative aspects of the cooperatives. Guided Principles was adopted to operate the cooperative societies as per the Cooperative Strengthening Plan.

Local cooperatives initiated the work of changing compulsory saving amount into the share of saving agent during this period and likewise, legislative responsibility of cooperative societies was handed over to the agriculture development bank within this period, it seemed that 251 cooperatives were into existence of conduction after unification and re-unification of them, and district cooperative unions were the eighteen numbers as they were united too. Cooperatives programmes were seen to have been conducted in sixty districts. And it was equal to the condition of share investment and the condition of members as previous plan (Hada, 2009).

**Fifth Five Year Plan (1975-1980).**Cooperative sectors were placed as the "Sahakarita Ra Sajha" from the head title "Agriculture Loan, Production, Equipment and Management" in this plan. Expansion of cooperative institution and the ways of growth flowing of agriculture loan and equipment were the distinct objectives in the period. Under the institutional management, Sajha Programmes were taken into action for the rural development since 1976. After the formation of sub-committees of ward level by establishing cooperative institution in every village, different works were initiated and public development committees were formed in the central level through village to district.

It was continued to change the compulsory saving amount into the share of cooperative institution. Cooperative administrators restored the responsibilities of cooperative management which was once delivered to the agriculture development bank. In the 67 districts, cooperative programmes were implemented along with the Sajha Programmes. And total 678 primary cooperatives and 33 district unions were running in this time period. It was recorded that there were gross 11.94 lakh share members and 1361 lakh share capital within the period (NCF, 2010).

**Sixth Five Year Plan (1980-1985).** It is seen that cooperatives are placed as "Sajha (Cooperative) Development" along with the development in different sectors. Economical support, agricultural loan, equipments, consuming goods and selling/buying facility of their production etc were the basic amenities to the poor and marginal farmers. Eradication of traditional exploitation of farmers, development of local leadership via Sajha programmes, poverty alleviation and formation of sentiments in public involvement, and the growth of productivity in rural farming and small entrepreneurs of urban areas etc were the main objectives in this plan (NPC, 1980).

Sajha programmes were implemented since the initial phase in this plan. When "Sajha Institution Act-1984" came into existence, all the departments and offices of cooperative field were changed in the Sajha institution. During this period there were altogether 348 storages in the total 53 districts. As a result, there were 686 and 33 numbers of primary cooperatives and districts union respectively. To this phase, 14.35 lakh in share members and 1479 lakh in share capital were increased, and program conduction was expanded in the 70 districts (NCF, 2010).

**Seventh Five Year Plan (1985-1990).** Cooperative (Sajha) programmes were presented with other topic of different fields even in this project. With the aim of developing rural economy; promoting the growth of Sajha in rural level and establishing the central department oriented to the interest of institution etc. was as main mottos in this plan. Among those objectives, there were many more like economical assistance to small and marginal farmers, availability of basic facilities for agricultural growth, strengthening in production and productivity of small farmers and entrepreneurs and developing the institutional medium in the rural level (NPC, 1985).

There were 830 primary cooperative institutions and 33 district level union during this period. And programmes were run in the 72 districts and the numbers of share holders was 14.35 lakh as well as 1479 lakh in share capital. "Sajha Institution Rules-1986" was also adopted to strengthen to the Sajha programmes. Since 1987 Sajha Development Department was placed under the control of ministry for agriculture which was withdrawn from ministry for land reform. And likewise, compulsory saving amount was proclaimed to be returned to the saving members in this duration (NCF, 2010).

## CONCLUSION AND RECOMMENDATIONS

It is a significant achievement that has happened in the development of cooperative sector, and this has brought change in the economical, social and political sector of citizens between ‘first five year plan 1956’ and ‘Seventh five year plan 1985-1990’. But there was some ambiguousness in policy makers and planners who placed cooperative under the sub-title of different original heading during these different periods.

Because the cooperative sector is an important pillar with large potentiality of hope, there should be preparation of a distinct framework of implementation in this field. By moving forward adopting various suggestions from the past, cooperative has a bigger chance to be successful in contributing to the economy of the nation.

It has been half century since cooperative developed formally in Nepal. And so, there have been many positive changes. However, it seems to have made less progress in our country as compared to high progression in neighboring and other different countries in the world.

The following points have been recommended for the improvement of cooperatives:

- Cooperative education and professional trainings should be made available and effective.
- Effective supervision system should be developed to increase stability of receiving and giving service to cooperative members.
- Capable and skilled official mechanism and accessible administrative mechanism are necessary.
- Cooperatives should be made accessible for all citizens through study, research and formal education.
- Recent act, policies, rules of government and structure of cooperative organizations should be updated time and again.

- Advices given from different advisory task force in different time should be implemented.

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# A STUDY OF CONTINUOUS STUDENT ASSESSMENT IN PRIMARY LEVEL EDUCATION OF NEPAL

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## Abstract

*In formal education, the first level education is primary level, and the primary level education is also considered as basic level or beginning level. The different countries of the world have invested more of their budgets in this level of education. Thus, to make this level of education more effective, the continuous student assessment system becomes inevitable which makes the students provide feedback. For this, a case study has been attempted in the school of Galyang Municipality of Syangja district of Nepal to analyze the improvement in teaching learning processes. The data collection procedures are followed with interview schedule, interview and observation method. Qualitative and quantitative research design has been used and data analysis has been carried out with descriptive method.*

*Keywords: Continuous assessment, Teaching-learning, Livelihood, Inevitable, Obstacles, Project-based, Summative evaluation.*

## INTRODUCTION

Continuous assessment system is a new experience in the field of Nepalese school education. It came in practice in the duration of Basic Primary Education Programme ( BPEP 2nd) which was implemented in the period of 2056 to 2060 BS. The aims of continuous assessment in the duration of BPEP 2nd were the improvement of teaching and learning by the continuous assessment of students learning progress. It was also aimed to promote the retention of students in school and decrease their dropout ( Rana, 2071 BS ).

Continuous assessment system is an alternative evaluation system to terminal examination, as it evaluates the students progress regularly in the course of instruction. In the place of using formal test for evaluating students, it uses informal means for collecting data regarding to learning of students such as observation, daily records, portfolios, behavioral records, class work, home works, and oral test etc. Both teaching-learning and evaluation take place simultaneously in this system. So different countries of the world have emphasized in this system of assessment and they have invested more budget in education to improve the teaching-learning processes ( Gronland and Robert, 2003).

The assessment or evaluation is a such appraisal work that to what extent the students achieve the knowledge and learning skills in the school. In this regard, one of the educationalist Tyler has mentioned that to decide to what extent the educational objectives achieved, is an assessment (Ebel Rosert and David, 2009). The interpretation of both qualitative and quantitative behavior of the students as per expectation achieved or not, to give value through assessment process is an evaluation (Srivastava, 1990).

In Nepal, the assessment system was not so much systematic before 2028 B.S. For the assessment system it had divided the national level aim into class-wise objective and subject wise objective. And further, this was proposed to give weightage 60 percent and 40 percent external evaluation. But now except written test, for inspection and homework the scores are given and the answer sheet of examination are evaluated with scientific method (Bhattarai, 2066 B.S.).

As per the Primary Education Curriculum 2062 the formative evaluation method has been emphasized to the learning of students and the learning opportunities are provided to the students time and again through this formative evaluation technique (CERID, 2004).

The National policy of education (1986) of the neighboring country of India was amended in 1992 A.D. to make improvement in examination and assessment system. Thus in this context, a comprehensive evaluation system was emphasized (Singh, 2004 ) so as in Nepal. In the educational history of Nepal it was provisioned in Education in Nepal-2011 that the assessment system should be continuous in the student which had covered all the aspects of education (PEC, 2066 BS, Sharma; 2065), Whereas the All Round National Education Committee – 2018 had emphasized in the assessment system on the basis of oral test and activities based test in primary level. Thus, any type of educational learning follows the activities carried in the school, the written test or summative evaluation system provides the outcome of its theoretical knowledge only, but it ignores the practical activities so the continuous assessment system is a technique of evaluating the student in any time on the basis of their performance, practical and project based activities.

## OBJECTIVE

The present study has the following objectives:

i. To identify the present condition of continuous student assessment system implementation
ii. To compare the participation of the students before and after implementing the continuous student assessment system

## MATERIAL AND METHODS

In the study, the qualitative as well as quantitative data are used. Data are mainly primary sources based but to support the primary data secondary sources have also been used through reports and written documents and records of schools and websites as well.

The tools used to collect the primary data are interview schedule, interview, and survey form. These tools were administered in the headmaster, and teachers,. The study area was limited only in the Galyang Municipality of Syangja district of Gandaki Province.

Only 5 community schools of ward no. 9 and 10 of Galyang Municipality were chosen on the basis of purposive sampling method. The headmasters – 5, the no. of guardians were 10 chosen and 15 teachers were selected at least 3 teachers from each school.

To analyze the data for the study mainly descriptive and explanatory methods are used. No any other advanced statistical tools are used in the study.

## RESULTS AND DISCUSSION

To make the paper research oriented Human Relationship Theory has been presented here as its theoretical framework is propagated by the famous American politician and philosopher Merry Parker in 1868. He says that to make the human relationship effective whether in any business organization or any education institution, there should be the continuity of relationship so as in the continuous assessment of the students. Similarly, other theory presented here is Scientific Management Theory propageted by French F.W. Taylor (1911 ) He says that for the improvement in the productivity of laborers the continuous training and stimulus is required so that the working performance of laborers can be increased (Khanal, 2065 B.S.).

On the basis of these theories it can be opined that the improvement in the learning of students can also be effective and achievement level will be higher only if continuous assessment of students is conducted in the school education.

**The Present Condition of Continuous Student Assessment System Implementation**

The Ministry of Education, Government of Nepal had selected the districts like Ilam, Chitwan, Syangja, Surkhet and Kanchanpur for its trial and later from 2063 B.S. it has been implemented all over the country. It is the provisioned that from grade 1 to 3 there is complete continuous Assessment System while in grade 4 and 5 it is provisioned that 50 percent continuous assessment system and rest 50 percent is under periodical test evaluation. The Continuous Assessment System is a continuous process so it is considered as one of the major parts of teaching learning processes.

The study was directly conducted in the school to get the information regarding the class repetition and dropouts of the students. Thus to find the present condition of continuous student assessment system implement the stakeholders like headmaster, teachers and students, guardians were asked the questions to get information and the information are described in the following ways :-

a) The data obtained from head master, teachers and resource persons were analyzed and explained
b) The data obtained from guardians were analyzed and explained

It is found that 60 percent guardians as respondents replied that assessment is carried out through periodic examination while 40 percent replied they do not know about this.

The Primary Education Curriculum 2062 B.S. and 2065 B.S. has considered the standard like class participation, project work, behavior change, creative works and attendance for continuous assessment of the students. As in the study area, 15 teachers were selected for research activity and standards how the teachers have used in the class for assessment of the students are given in the following table.

Table 1: The use of standards as per determined by curriculum

| **S.N.** | **Standard for Assessment** | **Teachers who use** | | **Teachers who do not use** | |
|---|---|---|---|---|---|
| | | **No.** | **Percent** | **No.** | **Percent** |
| 1 | Class work / Class Participation | 15 | 100 | - | - |
| 2 | Project work | 6 | 40 | 9 | 60 |
| 3 | Behavior change | 6 | 40 | 9 | 60 |
| 4 | Creative works | 8 | 53.3 | 7 | 46.7 |
| 5 | Attendance | 10 | 66.7 | 5 | 33.3 |

Source: Author’s Field Survey, 2075 B.S.

The table 1 indicates that the teachers who use the standard for assessment of the student in class participation i.e. 100 percent. It means every teacher uses this standard assessment whereas the lowest ones who use fewer standards are project work as well as behavior change i.e. 40 percent respectively.

Similarly, it is found that the techniques used to measure the students' performance and achievement level are by giving written test by the teachers is 80 percent, by asking questions is 86.7 percent, by inspecting the class participation and class work is 86.7 percent, by observing the behavioral change is 40 percent, by checking the home work is 86.7 percent and by extra-curricular activities is 60 percent (Table 2).

Table 2: The use of techniques of measurement of Students' performance and achievement level

| S.N. | Aspects | Teacher who use | | Teachers who do not use | |
|---|---|---|---|---|---|
| | | No. | Percent | No. | Percent |
| 1 | By giving written test | 12 | 80 | 3 | 20 |
| 2 | By asking oral questions | 13 | 86.7 | 2 | 13.3 |
| 3 | By inspecting class participation and class-work | 13 | 86.7 | 2 | 13.3 |
| 4 | By observing the behavioral change | 6 | 40 | 9 | 60 |
| 5 | By checking home-work | 13 | 86.7 | 2 | 13.3 |
| 6 | By extra-curricular activities | 9 | 60 | 6 | 40 |

Source: Author's Field Survey, 2075

**The Opinion of Head master, Resource person, and Guardians**

After the continuous assessment system implementation, for taking the opinions of head master, resource persons and guardians, 40 percent guardian replied the increment of students' participation and 60 percent replied that it is as usual. The resource person in the same response has said that it was quite difficult at the beginning while slowly it was improved and the drop-out and repeatition of class by the students is decreasing and also students' enrollment and students' regularity is better.

**A Comparative study of Students 'Participation Before and After Implementation of the Continuous Student Assessment System**

As the Continuous Students Assessment System is implemented from the academic session 2063 B.S. and it was applied up to grade five in 2067 B.S. To get such information mainly headmaster, teacher, school inspector, resource person and guardians were taken as key-informants. In this regard, 10 guardians who are asked about the students' participation after the continuous assessment system implemented the forty percent (40%) replied that the participation of students has been increased while 60 percent replied that it is as usual.

It is also found that at beginning of continuous assessment, the teachers and students were not practiced so it became difficult in implementation, but in the span of time, it is gradually improving and the rate of drop-out and repetition rate is decreasing and enrollment rate in the school is increasing.

Similarly, including 5 headmasters and 15 teachers altogether 20 were asked about the condition of students participation, 80 percent teachers (16) replied that the rate of drop-out is decreasing and remaining 20 percent (4) replied that it is not decreasing. Likewise, in regard to Repetition of Class when inquiry was made (18) replied that the repetition rate is decreasing by 90 percent while (2) replied that it is decreasing by 10 percent.

Thus from the analysis it can be said that in the view of headmaster of the school the rate of drop-out and repetition of class is decreasing and the school enrollment of students is increasing. So if we apply the continuous student's assessment system in the school, the drop-out and repetition rate can be minimized and enrollment rate can be maximized.

## CONCLUSION

The Continuous Students Assessment System is ongoing process as per the learning process. And it is taken as the major part of learning process. So whatever criterion or standards provisioned in the curriculum, if it is applied seriously and effectively, the problem of drop-out, repetition rate of the students can be minimized and Students participation in the school by enrolling in the class can be increased. In this regards, to make the Continuous Students Assessment System effective, some important suggestions are put forward which are given below :-

i) Make interactive programme to make clear the guardians regarding this continuous students assessment system

ii) Manage sufficient trainings and orientation program especially for teachers and headmaster so that they can implement it properly
iii) The number of teachers in the school should be more to implement it
iv) Manage extra classes for weak students
v) There should be more availability of sufficient teaching materials and assessment materials in the school
vi) The recording process of continuous students assessment system is more difficult and burdensome so make it more simplified

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# A STUDY ON CAUSES AND EFFECTS OF EMPLOYEE TURNOVER ON PRODUCTIVITY IN NEPALESE ORGANIZATION

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## Abstract

*Employee Turnover poses a recurrent challenge to most business organization globally. There is virtually no organization that is immune toemployee turnover be it small or big organization, they are all exposed to employee turnover. Although, it may not be feasible for any organization to totally eliminate employee turnover nevertheless it could be reduced significantly. Prior studies only focus on causes of employee turnover without considering the effects of it. The current study examine the causes, effects and prevention of employee turnover. The study provides the theoretical foundation underpinning employee turnover. The causes of employee turnover are also provided which includes poor work environment, unfavourable workplace, economy, characteristics of job, unavailability and poor remuneration packages etc. The study further indicates that employee turnover has economic implications to the organizations, which include but not limited to vacancy advertisement, interview, recruitment and training of new hire employees, loss of productivity. Strategies that can help in addressing employee turnover include favourable work environment and improved remuneration packages, amongst others.*

*Keywords: Employee Turnover, Job Satisfaction, Productivity, Strategies.*

## INTRODUCTION

Productivity is commonly defined as a ratio between the capacity volume and the volume of inputs. In other words, it measures how efficiently production inputs,such as labour and capital are being used in an economy to produce a given level of output. It is also termed as a measure of capability or performance of a person, machine, organization etc., in converting inputs into valuable outputs. The success of an organization has a linear relationship with employer’s productivity. Productivity helps to motivate the workplace culture and boost morale, producing an even better company environment. More often than when a firm is highly productive, it eventually becomes successful and because of this incentives are bound to be made available to the employees. It is a measure of the efficiency of production. High productivity can lead to greater profit for organization and greater income for individuals. For organizations productivity growth is important because providing more goods and services to consumers translate to higher profit.

Employee turnover refers to the number or percentage of workers who leave an organization and are replaced by new employees. It is the regular phenomena of workers leave their job and join new in every organization. The activities of incoming and outgoing of workers in specific time period is called labour turnover. Generally skilled and experience workers leave the job for better opportunities and unskilled and unexperienced workers join or enter in an organization. Measuring employee turnover can be helpful to employers that want to examine reasons for turnover or estimate the cost-to-hire for budget purposes. Employee turnover can be classified into two types i.e.(i) voluntary and involuntary turnover (ii) desirable and undesirable turnover.

When an employee leave the company of his/her own wish, it is called voluntary turnover. Employee gives number reasons for leaving their jobs. They may be accepting employment with another company where as employee termination for poor performance, absenteeism or violation of workplace policies is involuntary turnover.

Desirable turnover occurs when replacing employees infuses new talent and skills which can give an organization a competitive advantages. Whereas undesirable turnover means the company is losing employees whose performance, skills and qualifications are valuable resources.

Today’s competitive business world, it is considered to be an important task to manage employee turnover for any organization. Naturally people want diversities in his/her everyday life, seeks for new and challenging jobs and good working environment in the job place. To provide these things to the employees in an economic way is very difficult and challenging .But it is also crucial for any organization to retain its talented employees. Every organization wished to have high productivity, fewer turnovers and to be profitable. Managing turnover successfully is a must to achieve the above goals. It is very important to manage turnover for both government and non – government sectors. In government sectors, although some fringe benefits are given to the employees regularly do not satisfy them sufficiently. In private sectors, though salary and benefits are high but security of job is less. Due to these reasons turnover rate in private sectors are higher than public sectors. Turnover rate also varies from manufacturing to services sectors. The owners of the business organizations do not concentrate on this important issues because of less awareness. They have little idea about how detrimental the effects of turnover is into the productivity of their organizations.

For any organization to run and actualize its objectives there is need for work force that will drive the processes of the organization (Borthwick, 2011). As the world shift further into a knowledge-based economy that relies majorly on information, knowledge and high level skills, human capital will become progressively more central to business organizations across the globe. The work force of any organization represents its employees. Ideally, every employees in any organization is expected to continuously render productive service to the organization and remain in that organization until retirement. However in reality this is not so.

The concept of labour turnover is often used interchangeably with employees' turnover. It means the rate at which employees leave a business enterprise (Hedwiga, 2011). A number of other terms have been used interchangeably with employees turnover, such terms include: quits, attrition, exists, mobility, migration or succession (Morrel, John&Adrian, 2011). It represents the relative rate at which a business enterprise gains or losses its employees (Marisoosay,2009).Kazi and Zedah(2011)describe employees turnover as the regular change of employees around the employment market among organizations , professions and career and between the conditions of full employment and that of being without a job. Employees' turnover can also be defined as a measure of the number of employees leaving and being replaced within a particular period. For the purpose of the current study ,the concept of employees turnover can be defined as a measurement of the length of time of an organization's employees remain in the workforce of the organization and how frequent the organization has to replace its workforce . Anytime an employee leaves the workforce of any business organization.

Rajan(2013)observes that labour turnover may be categorized into five groups as (a) Functional and Dysfunctional turnover. Functional turnover is a turnover in which employees that perform poorly leave an organization meanwhile dysfunctional turnover is a turnover in which employees that perform excellently leave an organization. (b) Voluntary and Involuntary turnover: Voluntary turnover is the turnover in which employee has own choice to quite or instances of turnover initiated at the choice of employees whereas involuntary turnover is one in which employees have no choice in their termination. (c) Skilled and Unskilled turnover: Unskilled, Untrained, Uneducated positions often face high turnover rate on the other hand Skilled, well trained and educated positions may create a risk to the organization while leaving. Therefore turnover for skilled and educated professionals incur replacement cost as well as competitive disadvantages of the business.(d) Avoidable and Unavoidable turnover: A turnover that happens in avoidable circumstances is called avoidable turnover where as a turnover that happens in unavoidable circumstances is called unavoidable turnover.(e) Internal and External turnover: Internal turnover happens when employees send off their current position and getting a new position within the same organization . It is related with the internal recruitment where organization filling the vacant position by their employee or recruiting within the organization. Whereas the external turnover is the turnover in which employees leaving their current position and taking the new position in another organization. External turnover influences include local economic conditions and labour market conditions.

For the business organizations to stand the test of time in a highly competitive environment the issue of employees' turnover must be addressed. Although it may not be feasible for any organization to totally eliminate employees turnover due to several reasons, nevertheless it could be reduced o the barest minimum.

## OBJECTIVES OF THE STUDY

(a) To identify the causes of employee turnover in the business organization.
(b) To identify the effects of employee turnover in the productivity of the business organization.

## SIGNIFICANCE OF THE STUDY

(a) It is important to identify the actual reasons of turnover
(b) It is important to analyse how turnover affects productivity of organization
(c) It is important to find out the possible solutions of reducing turnover
(d) It is important to help business organizations by identifying their problems, analysing the Informations and recommending for possible solutions.

## LITERATURE REVIEW

A literature review is a comprehensive summary of previous research on a topic. The literature review surveys scholarly articles, books, and other sources relevant to a particular area of research. The review should enumerate, describe, summarize, objectively evaluate and clarify the previous research. It should give a theoretical base for the research and help to determine the nature of research. The rate of turnover varies from company to company. The highest level of turnover normally found in private sectors than public sectors. The level of turnover is also vary from region to region. The highest rates are found where unemployment rate is lower and where it is easy for people to get alternative employment.

## THEORETICAL REVIEW

### Equity Theory

Equity theory is concerned with the perceptions people have about how they are treated as compared to others. Equity theory proposes that a person's motivation is based on what he or she considers being fair when compared to others (Redmond, 2010). As noted by Gogia (2010), when applied to the workplace, equity theory focuses on an employees work compensation relationship as well as that employee's attempt to minimize any sense of unfairness that might result. When compared to other people, individuals want to be compensated fairly for their contributions. A person's beliefs in regards to what is fair and what is not fair can affect his or her motivation, attitude and behaviour. Employees who feel unfairly treated may be compelled to seek for better opportunities elsewhere.

### Expectancy Theory

Expectancy Theory provides an explanation of why individuals choose on behavioural option over others. The basic idea behind the theory is that people will be motivated because they believe that their decision will lead to their desired outcome (Redmond, 2010). Expectancy theory proposes that work motivation is dependent upon the perceived association between performance and outcomes and individuals modify their behaviour based on their calculations of anticipated outcomes (Chen & Fang, 2008). This theory is built upon the idea that motivation comes from a person believing they will get what they want in the form of performance or rewards. The theory states that individuals have different sets of goals and can be motivated if they believe that: (i) There is a positive correlation between efforts and performance (ii) Favourable performance will result in a desirable rewards(iii) The reward will satisfy an important need . The employees who feel their expectations are not being met may be compelled to seek for better opportunities elsewhere where they feel their expectations would be met.

### Herzberg Two Factor Theory

Boundless (2015) argues that in this theory, there are two types of factors that influence motivation and satisfaction among individuals, particularly those who work in the employment sector. This theory assets that there are certain factors in the workplace that can cause job satisfaction and separate set of factors that can cause dissatisfaction

(Boundless,2015). It is critical to emphasize that this is not a linear relationship: the factors that cause satisfaction do not necessarily negate those that cause dissatisfaction, one does not necessarily increase exactly as the other decrease. According to Sincero(2008), in 1959, Herzberg conducted a study from which he proposed a two factor approach when attempting to understand motivation among employees. The two factor theory includes two types of factors that affects how motivated or satisfied an employee is at work. These are comprised of hygiene factors and motivator factors. Hygiene factors are those that need to be addressed by an organization in such a way that they would not result to the employee's unpleasant experiences and feelings at work (Sincero,2008). The satisfaction of hygiene factors motivates employees in their work. The hygiene factors are : (i) Wages salaries and other remuneration(ii)Company's police and Administration (iii) Quality in the inter personal relations (iv) Working conditions (v) Feelings of job security and (vi) Quality of supervision.

Motivator factors emerge from the need of an individuals to achieve personal growth. Job satisfaction results from the presence of motivator factors. Moreover effective motivator factors do not only lead to job satisfaction but also to better performance at work.

The motivator factors identified by Sincero(2008) are(i)Challenging and stimulating work (ii) Status (iii) Opportunities for advancement (iv) Responsibility (v) Sense of personal growth /job achievement (vi) acquiring Recognition.

## EMPIRICAL REVIEW

Shukla and Sinha (2013) examined employee turnover in the banking sector. The study employed descriptive research design. Primary data were obtained from the respondents through the administration of structured questionnaire. The collected data were analysed using mean, standard deviation and linear correlation. The result of the study revealed that lack of job satisfaction and work environment ranked high among the causes of employees' turnover. Employees were willing and ready to change to a new job that promised them better remuneration and work environment. This suggests that a strategic approach to reducing employees' turnover is to make the work environment conductive and provide improved remuneration.

Nwokocha & Iheriohanma (2012), Conducted a study in Nigeria on emerging trends in employees retention strategies in a globalizing economy. They argued that to minimize the rate of employee turnover and catch up with the current demands of global economic needs and organizational performance. Organizations should adopt critical sustainable retention trends such as establishing a strategic plan, involving employee in decision making process, initiating personalized compensation plan, installing mechanisms for career planning, training and development and building flexible work programs especially for critical knowledge.Bula(2012),in the study of labour turnover in the sugar industry in Kenya found that salary is a major factor causing labour turnover followed by training , promotion, performance appraisal and work condition. Other factors like: recognition, job content, participation in decision making and leadership style were also considered as immediate factors .It was also revealed that although lack of employee commitment and motivation can be major causes of labour turnover, they are dependent on all the other factors causing labour turnover.

Ngethe,Iravo & Namusonge (2012),examined the determinants of academic staff retention in public Universities in Kenya. The results of the study revealed that eldership influence over the behaviour or action of subordinates was a potential cause of employees' turnover in Kenyan organizations. Distributive justice, the extent to which rewards and punishments are related to job performance and fairness in the allocation of outcomes such as pay and promotions were reported to be critical to employees' retention. Work environment was another factor that affects employees' decision to stay with or leave any organization. The work environment include issues such as office space, equipment, air conditioning,comfortable chairs just to mention but a few. The employees' perception on their work environment also affect their productivity and efficiency. Many people would be dissatisfied if working conditions are poor. Thus, to reduce employees' turnover, the work environment should be made very conductive for the employees.

Okubanjo(2014), examined the predictive power of organizational commitment and job satisfaction on primary school teachers' turnover intention in Ijebu North Local Government area of Ogun state. Three instruments, turnover intention scale, organization commitment scale and intrinsic motivation inventory were utilized in the study. Multiple regression (stepwise) and simple percentage were used for analysis. Findings showed that the two determinants variables (organizational commitment and intrinsic motivation) when taken together, determined the criterion variable (turnover intention). Findings also indicated that organization commitment was the most important contributor to the prediction of turnover intention of primary school teachers.

a) Sometimes employee turnover benefits organizations positively. This might happen when a poor performer is replaced by a more skilled employee and when a retired employee replaced by a younger one. Employee turnover may be also costly as it requires different cost to take account such as administrative cost, cost of covering during the period which there is a vacancy, training cost for the new employees etc.

b) Turnover occurs for many different reasons. Sometimes new job attracts employees and pull them to leave the old one. In contrary employee also pushed to leave job due to the dissatisfaction in their present workplace or by domestic circumstances when someone reallocates with their spouse or partner.

c) A poor relationship with the management can be an important reason for the employees to leave their job. It is relatively rare for people to leave jobs in which they are happy even offered by higher salary elsewhere.

d) A lack of poor training and development is also major cause for voluntary turnover. Employees have a preference for security of their jobs.

Turnover could be minimized through considering different preventive measures by the management. These may include providing training to the line managers for an effective supervision before appointing or upgrading employees, providing the security of jobs with good working environment etc. There may be an offer for re- training the existing managerswho have a poor record at keeping their staff happily. Supervising managers could be accountable for employee turnover in their teams. Maximization of opportunities for individual employees such as accommodate individuals preferences on working hours, regular appraisal , providing as much jobs security as possible can help to reduce turnover.

## METHODOLOGY

The current study being a review, adopted the descriptive research methodology. This approach involves the collection of relevant information from existing resources in the internet and the library. Specially, online journal articles, hard-copy journals articles, test books and other periodicals were consulted for the relevant secondary information used in this study. This approach is considered appropriate bearing in mind the large volumes of studies which have already been carried out on employees’ turnover.

### Causes and Influencing Factors of Labour Turnover

Turnover basically arises from the unhappiness from job place for individual employee. But being unhappy in a job is not the only reason why people leave on company for another. If the skills that possess are in demand, they may be lured away by higher pay, better benefits or better job growth potential. That’s why it is important to know and recognize the difference between employees who leave the job because they are unhappy and those who leave for other reasons.

There are number of causes that contribute for employee turnover. Some of these are explore below:

The economy- one of the most common reasons given for leaving the job is the availability of higher paying jobs. Some minimum wage workers reported for leaving one job to another. Obviously, in a better economy the availability i\of alternative jobs plays a role in turnover.

i. job's attractiveness will be affected by many characteristics, including its repetitiveness, challenges, danger, perceived importance and capacity to elicit a sense of accomplishment.
ii. Demographics- empirical studies have demonstrated that turnover is associated in particular situations with demographic and biographical characteristics of workers.
iii. The person- in addition to the factors listed above, there are also factors specific to the individual that can influence turnover rates. These include both personal and trait-based factors. Personal factors include things such as change in family situation, a desire to learn a new skills and trade or an unsolicited job offer. In addition to these personal factors, there are trait-based or personality features that are associated with turnover.
iv. A bad match between the employees' skills and the job-employees who are placed in jobs that are too difficult them or whose skills are underutilize may become discouraged and quit the job.
v. Standard equipment, tools or facilities- if working conditions are not standard or the workplace lacks important facilities such as proper lighting,furniture,restrooms and other health and safety provisions, employees will not be willing to put up with the inconvenience for long time.
vi. Lack of opportunities for advancement or growth-if the job is basically a dead-end proposition, this should be explained before hiring so as not to mislead the employee. The job should be described precisely, without raising false hopes for growth and advancement in the position.
vii. Feelings of not being appreciated-since employees generally want to do a good job, it follows that they also want to be appreciated and recognized for their works. Even the most seasoned employee needs to be told what he or she is doing right once in a while.

viii. Inadequate or lacklustre supervision and training- employees need guidance and direction. New employees may need extra help in learning an unfamiliar job. Similarly, the absence of a training program may cause workers to fall behind in their level of performance and feel that their abilities are lacking.

ix. Unequal or substandard wage structure- inequity in pay structures or low pay is great causes of dissatisfaction and can drive some employees to quit. Again, a new worker may wonder why the person next to him or her receiving a higher wage for what is perceived to be the same work.

**Relationship between Turnover and Productivity**

Turnover deeply related with the productivity of an organization. Employees' turnover can hamper the overall productivity of an organization and is often a symptom of other difficulties. Productivity is the measure of an organization to achieve its targeted production with the means of workforce, authority's strategies, machineries, equipment and assets. Authorities must have plans to increase their productivity. Various terms affect productivity such as incentive scheme, line balancing, scheduling etc. Production of a manufacturing organization is hampered due to labour turnover. Small percentage of turnover may cause considerable amount of production cost. Turnover directly affects the production and productivity. It causes a replacement which is costly and time consuming. So many formalities have to maintain to replace a person. During that time production is hampered to a great extent. There are also other difficulties during the replacement of workers such as: (a) the newly replaced worker may not be efficient like the previous one. The newer one takes time to be easy with the new system, with the co-worker, to be habituated with the new environment etc. (b) during the time of replacement the co-worker faces problems due to the vacancy. After the replacement the co-worker have to spend time from their task to help the new worker. (c) Some organizational authority point on the turnover tendency of the worker that affects their productivity. Suppose, a worker may get assurance from another organization for joining and the joining date may be after one month later, then the worker gives up concentration from working. At the time the productivity of the organization fall down. (d) Newly appointed employee may not be trained properly for the new position and needed time consuming training for settle down with the new job place.( e) There may be the cultural difference between new employees with the previous one which slow down his or her job performance. Demographic position also influences workers performance and characteristics. All the causes mentioned above contribute hugely to the damage of productivity of any organizations and service sectors.

## SUMMARY

From the analysis of the collected information / Literature reveals that, most of the factors influencing the employees turnover are listed as: The Economy, the characteristics of job, demography, the person, A bad match between the employees' skills and the job, Substandard equipments, tools and facilities, Lack of opportunities for advancement and growth, Feelings of not being appreciated, In adequate of lacklustre supervision and training, unequal or substandard wages structures.

## CONCLUSION AND RECOMMENDATIONS

Employees' turnover poses a recurrent challenge to most business organizations globally. There is virtually no organization that is immune to employees turnover, be it small size or big size organization, they are all exposed to employees turnover. Although it may not be feasible for any organization to totally eliminate employees turnover due to several reasons, nevertheless it could be reduced to the barest minimum. Many of the prior studies only focused on the causes of employees' turnover without considering the effects. In bridging this gap the current study examines the causes and effects of employees' turnover. The study provides theoretical foundation underpinning employees' turnover. The causes of employees' turnover are also provided among which we have poor work environment and poor remuneration packages. The study further indicates that employees turnover has cost implications to the organization, such cost include but not limited to vacancy advertisement , headhunting fees, interview, recruitment and training of new hire, loss of productivity and cost of inefficiency of the new staff. Strategies that can help in addressing employees' turnover include conductive working environment and improved remuneration packages amongst others.

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# FAST FOOD CONSUMPTION HABITS AMONG COLLEGE STUDENTS IN MAJOR CITIES OF NEPAL

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## Abstract

*The purpose of this study is to explore the fast food consumption habits of college going students in Nepal. The study uses primary data collected from 289 close-end questionnaires from Pokhara, Butwal, Kawasoti and Kathmandu cities. The study is based on survey cum descriptive research design with use of various descriptive statistical tools to analyze the data. The major findings of the study reveal that majority of college students in Nepal consume fast foods with friends in different restaurant mostly as snacking. Further, the study concludes that students prefer to consume fast food due to quick service, tasty as well as available in more variety and convenient to consume anywhere. This study conducted on investigating the habits of fast food consumption of college students in Nepal. So, the results can provide useful baseline information for larger studies that can be used by the food industry, academia, consumers, and the government as well as healthcare professionals.*

*Keywords: Fast Food, Momo, Snacking, Restaurants, Food Chain, Nutrients*

## BACKGROUND

Fast foods are defined as foods that can be cooked and served quicker than traditional foods. They are any type of meals with low preparation time typically served to the customers in restaurants, can take away to eat at home, many of which may not be particularly nutritious (Chopera, 2018). Such fast food outlets often come with a "drive-through" service that lets customers order and pick up food from their vehicles. Others have indoor or outdoor seating areas where customers can eat on-site. Common menu items at fast food outlets comprise fish and chips, pizza, hamburger, sandwiches, French fries, fried chicken, soda, kumpir, kabab, hot dogs, noodles, chaats, MOMO, soft drinks, ice-creams, and also slower foods like chilli, mashed potatoes and salads.

Fast food began with the first fish and chip shops in Britain in the 1860s. The American company White Castle, founded in 1921, is generally credited with opening the second fast food outlet and first hamburger chain, selling hamburgers. Drive-in through restaurants were first popularized in the 1950s in the United States. Nearly from its inception, fast food has been designed to be eaten "on the go," often does not require traditional cutlery. In recent times, the boom in IT services has allowed customers to order food from their homes through their smart phone apps.

Modern commercial fast food is often highly processed and prepared in a large scale with standard ingredients and standardized cooking and production methods. In most fast food outlets, menu items are generally made from processed ingredients prepared at a central supply facility and then dispensed to individual outlets where they are reheated, cooked or assembled in a short amount of time. This process ensures a consistent level of product quality, and is key to being able to deliver the order quickly to the customer and minimize labor and equipment costs in the individual stores. In another spectrum, such large-scale fast food outlets also employed a large number of workers in the industry. However, McDonald, KFC, Barista, Pizza hut, Berger-king, Starbuck, Dairy Queen etc. are some of the popular fast food chains having their outlets in most of the countries of the world. As such, it is evident that fast-food has become a significant symbol for the modern culture as it satisfies people in a relatively short time (Yardimci, Ozdogan, Ozcelik & Surucuoglu, 2012) with consistent quality.

As one of the major segments of food industry, fast food sector has got an immense importance in various perspectives. Consumption of fast food has becoming a fashion even among people of developing countries. In Nepal, fast food consumption and its preferences has increased drastically in recent days. A number of fast food chains have also been expanding their outlets all over the world along with Nepal. Nepalese fast-food sector has also much potential growth and thus having great significance for international fast food chains. There is significant number of young age people, studying in various colleges; they have strong demand for fast foods.

Students studying college normally eat fast foods in different fashion anytime in a typical day. They used to go fast food outlets even for recreational purpose with their friends, organizes short meeting of their clubs because of easy availability of snacks. Going fast food restaurants has becoming a matter of culture among youths and students. In this context, the study of fast food consumption habits among college students has got a major concern for discussion.

## LITERATURE REVIEW

In parallel with the rapidly developing technology, eating habits has also undergone changing. Consumption of fast foods away from home has become almost a global phenomenon in the recent past. Changes in life style, participation of women in work life and scarcity of time for office workers have increased the demand for fast foods (Onurlubas & Yilmaz, 2013). Popularity of these food stuffs in this age of urbanization has been attributed to quick preparation and convenience of finishing a meal within few times. Great taste, attractive appearance along with aggressive advertising by the food industry has played a major role in attracting people particularly adolescents towards fast foods (Josheph *et al.,* 2015).

Fast food restaurants frequently aim younger generation with television and internet advertising. The majority of nutritionists and numerous authors sensed that the youth was eating more fast-foods outside the home than their elders (Shami & Fatima, 2017). Young people are normally not concerned with food preparation and that is why, they prefer to go out for their meals. They usually go to fast-food restaurants, especially when there is nobody to cook for them (while they study away from home) and also when they want to socialize (Antaru & ISPAS, n.d.). Although most people, who are usually very busy working schedule, find fast-foods advantageous, but such foods are of high in calories, fats, sugar and salt. Even so, young people admit that it is very difficult for them to change their food habits - especially because they don’t have time and discipline to do it.

Fifty four percent of the respondents skipped their breakfast due to a variety of reasons including class pressure and had fast food after finishing their classes, either from varsity canteens or other fast-food outlets. Though ninety eight percent of the students were well informed about the negative effects associated with excessive fast food consumption, they were still profoundly addicted to it. Specific health education programs, dietary guidelines and effective public awareness campaigns could be initiated to address the unhealthy lifestyle of university students and improve their health (Bipasha & Goon, (2014).

Khan *et al.* (2013) found that the service quality and brand are the key factors for satisfaction in fast food industry in Peshawar Pakistan. However, there is a significant positive relationship between the Promotion, Service quality, Customer expectations, Brand, Physical Environment, Price, and Taste of the product to customer satisfaction. Kumar and Radhika (2013) reported that most of the consumers are satisfied with their choice of fast food outlets and would like to visit them often. They also concluded that the overall level of satisfaction of the respondents with regard to the service rendered at the fast food outlets is satisfactory. The study has brought out the customer preference of fast food and fast food outlets and also the factors that need to be improved. Rai & Rawal (2019) reported that taste has the dominant impact on the consumer preference on fast food along with ambience and location however, the price factor do not influence on the consumer preference on fast food.

Poudel *et al.* (2018) study showed that students were influenced by peer. Student with peer's influence were more likely to consume high junk food than student without peer's influence. Children consumed junk food in a regular basis; the majority preferred it for taste and some as influenced by advertisements. Only half of them were aware of health risks associated with poor eating habits. Thus, there is a great need to maintain a practice of healthy eating habits among the adolescence in order to decrease the health risk associated with eating frequent junk food (Sapkota & Nuepane, 2017).

Younger generation typically desire for change in their food habit, especially they prefer to go fast food outlets to show their social status, sometimes may be artificial, who work for long hours, for foods at cheaper price, etc. Although fast foods are nutrient less but because of less space consumption and less equipment needs for preparation, younger generation working at urban area, fast food become a convenient alternative for their meals. Similarly, when the young enter college life, they take more control of their lifestyle, in particular food choices and practices, especially if they are away from home (Bipasha & Goon, 2013).

When the young enter university life, they take more control of their lifestyle, in particular food choices and practices, especially if they are away from home. The food consumption patterns and associated nutritional risks specific to university students is a key concern (Kremmyda *et al.*, 2008). In re-cent years, nutritional knowledge of university students and their food consumption patterns have received global attention.

## STATEMENT OF THE PROBLEM

Consumption of fast food continues to increase in Western societies and is particularly widespread among young people adolescents (Jaworowska *et al*., 2013). This unhealthy practice is also becoming more popular in developing countries. When the young enter university life, they take more control of their lifestyle, in particular food choices and practices, especially if they are away from home (colic Baric *et al.*, 2003). The food consumption patterns and associated nutritional risks specific to university students is a key concern. In recent years, nutritional knowledge of university students and their food consumption patterns have received global attention (EI Ansari *et al.,2012*).

Changes in lifestyle and loss of the family tradition of eating together trigger the popularity of fast foods among young people. The shift from healthy, homemade food to more convenient, longer lasting fast foods combined with a sedentary lifestyle has resulted in global fattening and related health complications. (Popkin B, 2001; Yadav *et al.*, 2008). Regular eating of fast food can increase the risk of weight gain and obesity because of having a high energy density with the presence of high levels of fat and sugar in the meal, and a correspondingly low level of fiber and protein

Fast food consumption is a vigorously uprising trend among the youngsters along with students. The culture of fast food consumption has replaced the traditional meal among college students and also a great health concern of them (Kolodinsky *et al.*,2007). It has brought life style changes and loss of the family tradition of eating together. Fast foods are normally non nutrients but attracting young students serving artificial flavor. In some point of view, it seems that students used to have fast foods as a fashion which increases economic burden of their parents.
This study seeks to answer the following research questions:

1. How often do students visit fast food restaurants?
2. What are their practices of going fast food restaurants?
3. What are the major choices of fast foods of the students?
4. How much they spend in fast foods?
5. What are the reasons for choosing to eat fast food?

## OBJECTIVES

The basic objective of this study is to explore the fast food consumption habits of college students in Nepal. Based on this, the specific objectives have been set as follows:

1. To assess the frequency of students' visit to fast food restaurants.
2. To analyze the practices of going fast food restaurants.
3. To identify the most preferred fast food items by the students.
4. To evaluate the average expenditure in fast foods of the students.
5. To explore the reasons for choosing fast foods.

## METHODS

In this study, major cities like Pokhara, Kathmandu, Butwal have been chosen as study area. The samples were collected on convenience sampling basis. Students of these locations studying at Bachelor and Master Level were the respondents of the study. In order to collect the data, a set of questionnaires have been prepared regarding fast food consumption (For detail, refer Appendix) and total 303 questionnaires have been distributed to the students as per convenience of the researchers and collected 289 filled up questionnaires (i.e. response rate = 95.4%). While collecting data, total fifteen days time has been spent starting from May 2 to 22, 2018 A.D. The data collected through questionnaire has been processed systematically by each member separately and then compiled in a master sheet then different working tables were developed as per the need of the analysis. This study has followed survey cum descriptive research design. Data have been analyzed using descriptive statistics like percentage, average and bar graphs to meet the objectives.

## Data Analysis

### General Information about Respondents

The demographic characteristics of the students or respondents of the study have been shown in Table 1 as follows:

Table 1 *Profile of the students/respondents*

| Personal profile | Respondents (%) |
|---|---|
| *Gender* | |
| Male | 99 (34.4%) |
| Female | 189 (65.6%) |
| *Age* | |
| Below 20 | 131 (45.3%) |
| Between20-25 | 133 (46.0%) |
| Above 25 | 25 (8.7%) |
| *Marital status* | |
| Single | 236 (81.9%) |
| Married | 52 (18.1%) |
| *Education* | |
| Bachelor | 213 (73.7%) |
| Master | 76 (26.3%) |
| *Status of college* | |
| Constituent | 94 (32.5%) |
| Public | 103 (35.6%) |
| Private | 92 (31.8%) |

*Source: Field survey, 2018.*

Table 1 shows female students studying in Bachelor and Master Level are higher i.e. almost two times more than that of male students in city areas. Of the students, 91.3% have the age up to 25 years while studying in college. Majority of the students studying at college are unmarried i.e. single. The students studying at Bachelor Level are more in comparison to the Master Level. It indicates that the number of students at higher level decreases as the level of education increases. The study also shows students do not have such special preference of colleges in terms of constituent, public and private for their higher education.

**Students' Fast Food Consumption Habits**

Fast food consumption habits of the students have been shown in Table 2 as follows:

Table 2 *Habits of fast food consumption of students*

| **Habits of fast food consumption** | **Respondents (%)** | **Habits of fast food consumption** | **Respondents (%)** |
|---|---|---|---|
| *Fast food preference (n=289)* | | *Timing of fast food consumption (n=289)* | |
| Yes | 264 (91.3%) | Breakfast | 32 (11.1%) |
| No | 25 (8.7%) | Lunch | 48 (16.6%) |
| *Pattern of eating fast food (n=289)* | | Snack | 196 (67.8%) |
| Never | 2 (0.7%) | Dinner | 13 (4.5%) |
| Rarely | 38 (13.1%) | *Fast food consumption (n=289)* | |
| Once a week | 73 (25.3%) | Berger | 31 (10.7%) |
| 2-4 times a week | 122 (42.2%) | French fries | 8 (2.8%) |
| 5-7 times a week | 37 (12.8%) | Pizza | 18 (6.2%) |
| More than 7 times a week | 17 (5.9%) | Fried chicken | 24 (8.3%) |
| *Fast food consumption day (n=289)* | | Sandwiches | 4 (1.4%) |
| College day | 76 (26.3%) | MOMO/Chowmein | 189 (65.4%) |
| Anytime/day | 213 (73.7%) | Other | 15 (5.2%) |
| *Fast food restaurant preferences (n=289)* | | *Soft drinks consumption (n=289)* | |
| Same restaurant | 85 (29.4%) | Normal water | 51 (17.8%) |
| Different restaurants | 204 (70.6%) | Tea/Coffee | 24 (8.4%) |
| *Fast food consumption practices (n=289)* | | Coke/Pepsi | 84 (29.3%) |
| Eat in | 226 (78.1%) | Fanta/Sprite | 121 (42.2%) |
| Takeaway | 51 (17.7%) | Oasis/Lemonade | 2 (0.7%) |
| Drive thru | 12 (4.2%) | Other | 7 (2.4%) |
| *Going fast food restaurants (n=289)* | | *Spending on fast food consumption (n=289)* | |
| With friends | 223 (77.2%) | Less than Rs.100 | 52 (18%) |
| With family | 48 (16.6%) | Between Rs.101-Rs.200 | 166 (57.4%) |
| Alone | 18 (6.2%) | Between Rs.201-Rs.300 | 56 (19.4%) |
| | | More than Rs.300 | 15 (5.2%) |
| | | *Fast food consumption is unhealthy (n=289)* | |
| | | Yes | 228 (78.9%) |
| | | No | 61 (21.1%) |

*Source: Field survey, 2018.*

Table 2 reveals that 91.3% students do enjoy and prefer to eat fast food among the sampled respondents. Of the students, 42.2% consume fast food 2-4 times a week, 25.3% at least once a week, 13.1% rarely, 12.8% 5-7 times a week, 5.9% more than 7 times a week and 0.7% never. Yahya, Ozdogan, Ozcelik and Surucuoglu (2012) found in their study conducted in Turkey that 40.1% of the students consume fast food rarely, 31.4% 1-2 times a week, 14.7% 3-4 times a week, 5.7% 5-6 times a week and 8.0% everyday.

Of the students, 73.7% go to eat fast food anytime or day of the week but only 26.3% go only on the college day. Majority of the students (70.6%) prefer to go eating fast food in different restaurants while only 29.4% do go in the same restaurants every time.

More than three quarter of the students consume fast food in the restaurants (78.1%) whilst 17.7% consumed taking away from the restaurant may be either in their homes or somewhere else and only 4.2% eat in the car. Similarly, 77.2% students prefer to go fast food restaurants with their friends, 16.6% prefer to eat with family and a lower prevalence of those prefers to eat alone (6.2%). In parallel with the findings, Chopera (2018) found in his study conducted in Zimbabwe that 23.8% students consume fast food in their homes whilst 21.4% consume it in their campus residence and a lesser proportion of 15.5% reportedly consume it in the car and or restaurant (15.5%). Similarly, more than half of the respondents (52%) preferred sharing meals with a friend on purchasing fast food followed by a lower prevalence of those who preferred to eat alone (23.8%) and the rest preferred sharing with family (20.2%) or a partner (20.2%).

Snacking time is the most preferred time for eating fast food for the students (67.8%) followed by lunch 16.6%, breakfast 11.1% and dinner 4.5%. Chopera (2018) found that lunch time was the most preferred time for visiting fast food outlet (61.4%) followed by snacking in between meals (28%) and dinner (14.3%) whereas none of the respondents mentioned morning as the time they would visit a fast food outlet. Similarly, Bipasha and Goon (2013) found in their study that Breakfast was the most often skipped meal among the students (54%), followed by lunch 27% among university students of Bangladesh.

An assessment of the aggregate propensity to consume fast foods indicated that MOMO/Chowmein (65.4%) are the most popular meal, followed by burger 10.7%, fried chicken 8.3%, pizza 6.2%, French fries 2.8%, sandwiches 1.4% and others 5.2%. While consuming soft drinks at fast food restaurants, 42.2% students consume fanta/sprite and 29.3% consume coke/pepsi. Chopera (2018) found that fried chips were the most popular meal (57%), followed by meat (piece of chicken or beef) (33.7%), burgers (27.7%) and sodas (22.9%). Yahya, Ozdogan, Ozcelik and Surucuoglu (2012) found that of those who consume drinks, 57.6% consume fizzy drinks (Kola etc.) and 25.0% consume ayran.

A majority of the students (57.4%) spent at a range of Rs. 101 up to Rs. 200 on fast food consumption followed by 19.4% between Rs.201 to Rs.300 and 18% less than Rs. 100. Only 5.2% students spend more than Rs. 300 in fast food consumption. However, more than three quarter students (78.9%) opined that the fast food consumption is unhealthy for the students as reported by the study. Heidal, Colby, Mirabella, AI-Numair and Bertrand (2012) reported in their study in USA that students spent an overall average of $71per month and consume approximately 12000 calories Categorically, male students spent significantly ($p<0.05$) more money and consume significantly ($p<0.05$), more calories on fast food than female students.

## Reasons for Choosing Fast Food

This section deals with the reasons for choosing fast food by the college students. Under this the reasons why students choose fast food were asked in terms of quickness in service delivery, price, taste, varieties served, for changes from their traditional meal and increase performance in their study. The survey found the results in Table 3 as follows:

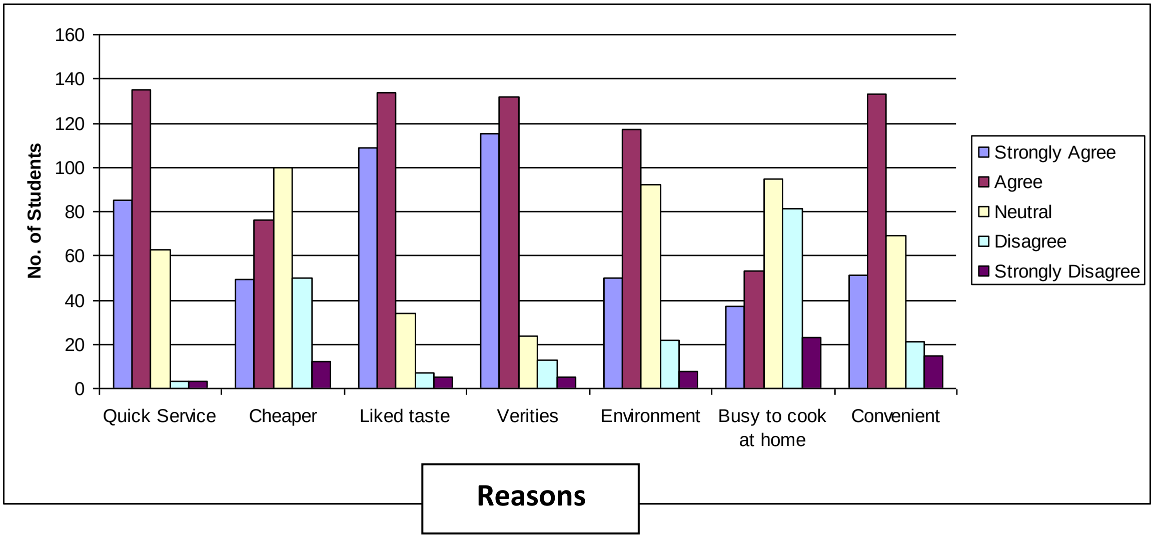
Table 3 *Reasons of choosing fast foods*

| Reasons | Response | | | | | Total |
|---|---|---|---|---|---|---|
| | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | |
| Quick Service | 85 | 135 | 63 | 3 | 3 | **289** |
| Cheaper | 49 | 76 | 100 | 50 | 12 | **289** |
| Liked taste | 109 | 134 | 34 | 7 | 5 | **289** |
| Verities | 115 | 132 | 24 | 13 | 5 | **289** |
| Environment | 50 | 117 | 92 | 22 | 8 | **289** |
| Busy to cook at home | 37 | 53 | 95 | 81 | 23 | **289** |
| Convenient | 51 | 133 | 69 | 21 | 15 | **289** |

*Source: Field survey, 2018.*

Table 3 depicts that higher number of students are strongly agree that the students consume fast foods due to favorable taste and availability of varieties of foods. The students believe that the service is quick in the fast food restaurant. Mostly, the price of food is not cheap and environment is quite enjoying in the restaurant. Most of the students are indifferent and disagree that they do eat fast food due to busy in works and no time to cook food at home. Most of the students are agreed that the finding and eating fast foods is convenient. Chopera

(2018) found that the presence of variety (34.1%) largely contributed to the selection of a particular outlet, followed by price (31.7%), tasty meals (26.8%) and friendly service offered (22.0%) were the reasons for frequenting a particular outlet.




## Findings

The major findings of the study are as follows:

1. The survey finds that almost all the college students enjoy fast foods where they do not have any time and day special. Moreover, they consume fast foods in different restaurants except in few cases.
2. Students mainly consume fast foods visiting fast food outlets. Only few of them take away fast foods from the restaurants. Students usually go fast food restaurants with their friends at the snacking time.
3. The best choice of the majority students are MOMO/Chowmein along with fanta/sprite as a soft drinks.
4. The average expenses on fast foods of the majority students are Rs. 150/- per day though the consumption of fast food is unhealthy.
5. Students prefer to eat fast foods because it is served quicker; foods are tasty as well as available in more varieties, friendly environment and convenient to consume anywhere anytime.
6. Snacking time is the most preferred time for eating fast food for the students followed by lunch breakfast `and dinner.
7. Nepalese students feel that fast foods are not healthy as more than three quarter students opined that the fast food consumption is unhealthy for the students as reported by the study.

## CONCLUSION AND IMPLICATIONS

The major conclusion of study reveals that majority of college students in Nepal consume fast foods with friends in different restaurant mostly as snacking. Further, study conclude that student prefer to consume fast food due to quick service, tasty as well as available in more variety and convenient to consume anywhere. Based on the findings of the study, it is determined that the tendency to consume fast foods is high among college students in Nepal. It is gradually becoming a way of their life irrespective of poor attraction towards continental foods as the study reported. However, almost all the students are negative regarding the impacts of fast foods as it is nutrient-less.

This study conducted on investigating the habits of fast food consumption of college students in Nepal. So, the results can provide useful baseline information for larger studies that can be used by the food industry, academia, consumers, and the government as well as healthcare professionals.

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# APPENDIX

## Questionnaire

Dear valued respondents,

We are the students of M.Phil. program (2018/19), first semester (Group A), Faculty of Management, Office of the Dean, Tribhuvan University. We are conducting a survey on "**Fast Food Consumption Habits among College Students in Major Cities of Nepal"**. This is an academic work to be submitted as a group project assignment. Therefore, please answer this set of questionnaire by ticking the most appropriate choice. All information gathered will be kept confidential. Thank you for taking time to participate in this survey.

Please tick (√) on the circle/rectangle where necessary. You may choose only one answer:

**Section 1: Respondents' Personal Profile**

| | | | | |
|---|---|---|---|---|
| 1. | What is your gender? | Male ◯ | Female ◯ | |
| 2. | Your age group? | Below 20 ◯ | Between 20-25 ◯ | Above 25 ◯ |
| 3. | Your marital status? | Single ◯ | Married ◯ | |
| 4. | Your level of education? | Bachelor ◯ | Master ◯ | |
| 5. | Your status of college? | Constituent ◯ | Public ◯ | Private ◯ |

**Section 2: Fast Food Consumption Habits**

1. Do you enjoy fast food?
   Yes ◯ No ◯
2. How often do you eat fast food in a week?
   - I never have fast food ☐
   - I very rarely have fast food ☐
   - Once a week ☐

- 2 - 4 times a week ☐
- 5 – 7 times a week ☐
- More than 7 times a week ☐

3. In which day, do you usually go for fast food?
   At the college day ☐ Any time else ☐
4. Do you visit the same fast food restaurant or many different ones?
   The same fast food restaurant ☐
   A variety of different restaurants ☐
5. Have you ever visit in fast food chain restaurants?
   Yes ◯ No ◯
6. Do you usually eat in the restaurant or use their takeaway or drive thru service?
   Eat in ☐ Takeaway ☐ Drive thru ☐
7. If you eat in, how do you used to go fast food restaurants?
   With friends ☐ With family ☐ Alone ☐
8. At what time do you typically eat fast food?
   Breakfast ☐ Lunch ☐ Snack ☐ Dinner ☐
9. What type of fast food do you prefer to eat?
   Vegetarian ☐ Non-vegetarian ☐
10. What food do you usually prefer to eat?
    Berger ☐ French fries ☐ Pizza ☐
    Fried chicken ☐ Sandwiches ☐ MO:MO/Chowmein ☐
    Other, please specify: ☐
11. What is your usual drink of choice when at a fast food restaurant?
    Normal water ☐ Tea/Coffee ☐
    Coke/Pepsi ☐ Fanta/Sprite ☐
    Oasis/Lemonade ☐ Other, please specify ☐
12. What is the main reason for choosing to eat fast food?
    *(Please rate your response, in any one of the options)*

| Statements | Strongly agree | Agree | Neutral | Disagree | Strongly disagree |
|---|---|---|---|---|---|
| 1.They are quick service | | | | | |
| 2. They are cheaper | | | | | |
| 3.They are tasty | | | | | |
| 4.They offers a variety | | | | | |

| | | | | | |
|---|---|---|---|---|---|
| 5.I like the environment | | | | | |
| 6.I am too busy to cook | | | | | |
| 7.Convenient | | | | | |
| 8.I like the change | | | | | |
| 9.They increase performance | | | | | |

13. How much does your typical meal cost at your favorite fast food restaurant in each visit (per person)?
    Less than Rs.100 ☐ Between Rs.101 – Rs. 200 ☐
    Between Rs.201 – Rs. 300 ☐ More than Rs.301 ☐
14. Do you think fast food is unhealthy?
    Yes ◯ No ◯
15. If yes, eating fast food causes the following adverse impacts (You may tick one or more):
    Diabetes ☐ Obesity ☐ Liver disease ☐
    More time saved ☐ Quick energy boost ☐ Stroke ☐
    Heart disease ☐ Cancer ☐ All of the above ☐

**Thank you for your kind cooperation.**

# ATTITUDES OF TEENAGER GROUP ON HIV/AIDS INFECTED PERSON

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## Abstract

*The present paper is an attempt to analyze the awareness level and attitude of teenager group students especially studying in class 11 and 12 towards HIV/AIDS infected persons. The paper follows the primary sources of data focused on school children of teenagers with sociological prospective. The analysis of data has been made with description and explanatory methods. The finding reveals that there is more awareness of HIV/AIDS knowledge in school children of class 11 and 12 as HIV/AIDS is included in school curriculum. The study is conducted in Rupandehi district of Nepal.*

*Keywords: HIV/AIDS, Sociological, Prospective, Teenagers, Awareness level, Skill, Diseases*

## INTRODUCTION

HIV is a retro virus that causes AIDS a health condition in which a person is affected by a series of disease because of poor immunity. HIV, by itself is not an illness and doesn't instantly lead to AIDS. There is no way of knowing whether just looking at them infects someone. An HIV infected person can lead a healthy life for several years before developing AIDS. However, during this period, he/she can pass the virus to others. The health condition of AIDS victim patients whose body's immune system is gradually destroyed following an HIV infection over a period of time, the immune system weakens and the body losses its natural ability to fight against diseases, eventually the infected person may lose weight and become ill with disease like persistent severe diarrhea, fever, skin diseases, pneumonia, TB or tumors. At this stage, he or she has now developed AIDS. (NCASC 2005)

This is a very critical incurable disease, which has been destroying the life of the many people of the global community. Many youth have become the victim of it and many children have been losing their parents due to the alarming increasing rate of this disease. The disease has become a challenge for the medical science; many scientists have paid their much effort to discover the medicine to completely cure the disease but failed. So, awareness in the most for the teenagers to be safe from the fatal epidemic and to be positive towards the HIV/AIDS infected person.

Because of these reasons, the awareness is needed from the beginning of teen age about HIV/AIDS. False impression about the cause of HIV/AIDS infection is another burning problem. False beliefs about how to protect from HI/AIDS, social taboos against sex and blind towards HIV/AIDS infected person etc. have compelled the HIV/AIDS infected persons to live in frustration, hat redness and in hopeless condition. These all, due to the lack of awareness. HIV can be transmitted from one person to another unsafe sexual intercourse, HIV infected blood, infected mother to her unborn baby and multiple uses of unsterilized needles (UNAID, 2005)

Many investigations that are carried out are found that HIV/AIDS cannot be transmitted from one person to another living with the HIV infected person, shaking hands, kissing, sharing handkerchief -towel, toilet and eating together with HIV/AIDS infected person.

From Sociological perspective HIV/AIDS is not merely a health problem, it is a social problem too, and its consequences are not limited in destruction of an individual's health. It goes beyond the individual to individual's family community nation even the world at last. HIV/AIDS can give impact at different levels ranging from individual, family, and community to nation and international level. The impact may be socioeconomic and psychological. Since these areas cover many dimensions, it is often very difficult to cope with the impact of AIDS when it invades the general population. Nepal is a multicultural and multiethnic society with over one hundred ethnic and caste groups Socio-cultural norms provide a formidable challenge to efforts to mitigate the impact of HIV/AIDS. AIDS is a social and cultural issue, dealing the sex issues regarding in Nepalese society, it is disrespectful. Sexual behaviour is not openly discussed in Nepal and talking sex is considered impolite. Parents and elders usually do not talk openly about sex with adolescents and this cultural constraint is one that this paper will examine in more detail. (Dahal 2003).

The First and for most case of HIV/AIDS in Nepal was reported in July 1988 with four persons then after the figure is increasing rapidly, in the span of 18 years, HIV/AIDS has emerged as one of the biggest challenges to human kind. It has changed for the worse life of the millions of people. By the end of November 2005, the number has reached 5988. According to the latest data of national centre for AIDS and STD control 5404 out of 5988 identified HIV infected belongs to 10 to 19 years age group. Other 8 persons are found to be infected in January 2006.

Both Male and female population age group 10-19 years defined as adolescents. Adolescents can be divided into two groups, early adolescents (10-14 years) and late adolescents (15-19 years). Adolescent represent major potentials human resource for overall development.(Acharya 1999). Teenage also remain in this age group. Teenage is defined as from the age of 13 to 19 years. This is the age of transitional age. They experience various changes (biological, physical, as well as social) during this age group. This is the whimsical age. At that age they frustrate in family, relatives and incline with anti-sex life if awareness is lack.

## OBJECTIVE OF THE STUDY

- To explore the socio-economic and demographic background of the teenager students.
- To analyze the various medium sources of information from which they aware about HIV/AIDS.

## MATERIALS AND METHOD

The study is fully based on primary data collected from the field survey of study area and collected data are both qualitative and quantitative. To collect number of students, information were obtained from the school office. There were 300 students from 11 to 12 class which were the size of universe. From the list of universe 15 percentage that is 40 students were selected as a key respondent by non probability purposive sampling method. The data were collected using structured and unstructured questionnaire and some data were collected through direct interview. The technique of data collection was the purposive sampling method.

All the data are presented and analyzed to fulfill the objectives of the research. To illustrate the research work table and figures are used as per data presentation, in this research some statistical tools like percentage, average and ratio are used to analyze data. The personal experiences, field information and observation are also used while elaborating and specifying data. The study is a micro level research which confines the school of Rupandehi ,District.

## RESULTS AND DISCUSSION

The sexual behavior of people is largely discriminated by socio-cultural upbringing and surroundings of the individuals. There are major differences in behavior. Values and norms associated with sexuality and the different roles of men and women between the various countries in the regions in the world and individual countries and groups in society. The prevailing socio-cultural situation in several countries in the region include sexual and socio- cultural sub-ordination of women, economic crisis which result in migration and flourishing sex trade, discriminatory practices towards perceived “high risk” groups in society: poverty, intolerance to difference in opinions, lack of STD/HIV/AIDS and sexual health education in schools, limited access to health services and practices that increase the vulnerability of irrationalized populations. These all fuel the spread of HIV/AIDS in the region (UNFPA, 1999).

Similarly , its social impact involves the fear of bringing shame to family name, fear of being isolated from family and fear of kids being rejected etc. the impact of AIDS on the family may be loss of a love one in a family ,loss of family reputations, helpless, orphans, widows and other dependent. The impact of AIDS in the community and the nation are broken relationship for of transmission, loss of productive and skill force, loss of predictive time spent on funerals vigils etc. Diversion of resources for other health and development priorities for AIDS prevention and control, fear of loss of corporate/community image. And cause lost generation of society (Becalo,1994). There is still no care, and there is still no vaccine. Common thinking was that this disease was principally a public health challenge. That was wrong, HIV/AIDS is reversing decades of development gains, increasing poverty and undermining the very foundation of progress and security. Every year more children are losing their parent and the support that allows than to go to school. Responding to this challenge is essential for global development and for our collective mission to reduce poverty. However, it is a unique opportunity to help next generation to weaken the deadly grip of HIV/AIDS. (James,2002)

From the deviant behavior perspectives this perspective is largely adopted to study the social relation to HIV/AIDS. According to parsons is relevant and applies to HIV/AIDS research. As Rushing (1995) observes,’’ the moral constitution of HIV/AIDS are social deviants when people violate the established norm of behavior. Other express disapproval, deviants are typically met with negative reaction in the form of ostracism or my punishment. Sickness is not role which is defined by social norms and expectations.’’ HIV/AIDS has become a much-studied topic. It has threatened so many lives that many researchers have done to find out its cure, to tell people how it might be transmitted etc. One study done by

UNICEF has found that 90 percentage of the teenagers have heard about HIV/AIDS but they don’t know the means of transmission and the prevention measures (A survey of teenagers in Nepal, April2001)

In general, women are more vulnerable to HIV/AIDS as compared to men. Nepali women have been living under social discrimination since earlier time in term of access over resources political rights and social justice. So they have been facing social blame and stigma if infected by HIV/AIDS.

**Table1 Distribution of respondent by sex**

| Sex | No. of respondents | Percentage |
|---|---|---|
| Male | 10 | 25 |
| Female | 30 | 75 |
| Total | 40 | 100 |

Source: Field survey, 2019

The table 1 shows that majority of the respondents i.e. 75 percent which are females and remaining 25 percent are males. It is found that parents are conscious to send their daughters to school as their son.

**Age of the Respondents**

Age factor also plays very vital role for being victim of HIV/AIDS the researcher had selected the teenagers as sampling to find out the level of awareness about HIV/AIDS as this is initial age of entering in sexual intercourse activities.

**Table 2 Distribution of Respondents age**

| Age | No. of respondents | Percentage |
|---|---|---|
| 15 – 17 | 18 | 45 |
| 18 -20 | 22 | 55 |
| Total | 40 | 100 |

Source: Field survey, 2019

The table 2 depicts that the majority of respondent belonged to 18- 20 years age group.This shows that the average age of secondary level is 18-20 years which is very critical age in pint of view physical, mental and psychological development.

## Caste and Ethnicity

Caste and ethnicity can directly or indirectly influence the attitude of the people towards anything. Some caste can have blind and deep rooted faith which develops the false concept about HIV/ AIDS also.

**Table 3 Distribution of respondents by caste and ethnicity**

| Caste/ ethnicity | No. of respondents | Percentage |
|---|---|---|
| Brahmin | 5 | 12.5 |
| Chhetri | 1 | 2.5 |
| Tharu | 8 | 20 |
| Yadav | 7 | 17.5 |
| Dalit | 5 | 12.5 |
| Others * | 14 | 35 |
| Total | 40 | 100 |

Source: Field survey, 2019 *Magar,Gurung & Giri

The table 3 depicts that Tharus are of 20 percent. The leading ethnic group among the sample size is other caste which includes Magar Gurung and Giri .This proves the statement that Nepal is multi-ethnic, multi-lingual, and multi-cultured country. These all caste and ethnic groups were living with harmony, co-operation and tolerance.

### Types of Family

Structure of family also determines the norms and values of the individual. Family values norms, taboos, cultural and social dimension directly influence the individual's perception and attitude.

**Table 4 Distribution of respondent's family structure**

| Types of family | No. of respondents | Percentage |
|---|---|---|
| Nuclear | 30 | 75 |
| Joint | 8 | 20 |
| Extended | 2 | 5 |
| Total | 40 | 100 |

Source: Field survey, 2019

As shown in above table 4 that majority of the respondents belonged to Nuclear family. Among respondent 75 percent of them lived in Nuclear family, 20 percentage of respondents lived in joint family and rest of all i.e. 5 percent belonged to extended family. it is because of the new settlers migrated from other place living here the rate of nuclear family is in increasing rate.

**Table 5 Distribution of respondents by the profession of fathers**

| Profession/ occupation | No. of respondents | Percentage |
|---|---|---|
| Agriculture | 12 | 42.5 |
| Business | 18 | 45 |
| Self-employed | 7 | 17.5 |
| Service | 3 | 7.5 |
| Total | 40 | 100 |

Source: Field survey, 2019

The above table depicts that majority of respondents fathers involved in business and agriculture among the respondents reported that their father involved in agriculture 42.5 percent involved in business, 7.5 percent involved in service and only 17.5 percent respondent said that their father engaged in self-employed profession.

## Awareness Level

AIDS is very critical incurable disease, which has been destroying the life of the many people of global community. Many youth have become the victim of it and many children have been losing their parents due to the alarming increasing rate of this disease. The disease has become a challenge for the medical science; many scientists have to completely cure the disease but failed. The ‘teenagers’ is the age of curiosity, temptation and whimsical. Due to this, the age is considered as a vulnerable age. Most cases of HIV/AIDS occurred among sexually active age of 15 to 19 years and children under 15 years make up 3 percent of case. Teenager is the initial stage of entering in sex relation. So awareness is the most for the teenagers to be safe from the fatal epidemic and to be positive towards the HIV/AIDS infected person.

## Difference between HIV and AIDS

HIV (Human immunodeficiency virus) is a virus that causes AIDS, a health condition in which a person is affected by a series of disease because of poor immunity. HIV infected person can lead a healthy life for several years before developing AIDS. However during this period, he/ she can pass the virus to other.

AIDS is a health condition where the body's immune system is gradually destroyed following an HIV infection over a period of time, the immune system weakens and the body loses its natural ability to fight against disease, eventually the infected person may lose weight and become ill with disease like persistent severe diarrhea, fever, skin disease, pneumonia, TB, or tumors. At this stage, he/she has now developed, AIDS.

**Table 6 Distribution of respondents who can differentiate between HIV and AID**

| Can differentiate between HIV and AIDS | No. of respondents | Percentage |
|---|---|---|
| Yes | 35 | 87.5 |
| No | 5 | 12.5 |
| Total | 40 | 100 |

Source: Field survey, 2019

The table 6 depicts that 87.5 percent means most of the respondents knew the difference between HIV and AIDS and remaining 12.5 percent didn't know the differentiation between HIV and AIDS. The shows that secondary level of students has high level of awareness regarding HIV/AIDS .These students can be the major source of awareness of their respective community.

**Table 7 Distribution of respondents who ever talk about sex and sexuality to parents, relatives and friends?**

| Ever talk to | No. of respondents | Percentage |
|---|---|---|
| **Parents** | | |
| Yes | 4 | 10 |
| No | 36 | 90 |
| Total | 40 | 100 |
| **Relatives** | | |
| Yes | 15 | 37.5 |
| No | 25 | 62.5 |
| Total | 40 | 100 |
| **Friends** | | |
| Yes | 30 | 75 |
| No | 10 | 25 |
| Total | 40 | 100 |

Source: Field survey, 2019

The above table points out that they have still wrong notion about sex and sexuality. It is because of social taboo and cultural barriers. The socio- cultural barriers should be eliminated and opened discussion should be there of disease including HIV/AIDS should be created and level of education should be raised in grass-root level community.

## CONCLUSION

Sociologically HIV/AIDS is not merely a health problem, it is a social problem too, and its consequences are not limited in destruction of an individual's health. It goes beyond the individual to individual's family, community, nation and even global community at last. HIV/AIDS ranging from individual, mainly and community, nation and international level. The impact may be social-economic and psychological.Teenagers, who are the high risks group among population from the point of view of STD, HIV and AIDS. Awareness is the most from the initial stage to lead the healthy life, healthy community as well as healthy nation. Higher Secondary school study area 40 students from class 11-12 have been taken as key respondents. 40 students from class 11-12 of Rupandehi are selected as key respondents to find out the level of awareness among teenagers and attitude of them towards HIV/AIDS infected people.

It can be concluded that the information of 40 teenager students' awareness level and attitude of them towards HIV infected persons. This study is based on descriptive and explanatory and based on primary data. Purposive sampling method of non probability sampling is the sampling procedure where .majority of respondents is awarded about the mode of transmission. They get information through their health teacher and mass media but still some of them suggest hiding disease and leaving the society if any person is infected by HIV/AIDS because of social values, attitude, felling and beliefs towards sex and sexuality, cultural views of illness and misfortune. This proves that though people are aware about the modes of transmission of HIV/AIDS, social- cultural factor determine the attitude towards HIV/AIDS infected people.

In short, all findings conclude that teenagers have basic knowledge and awareness on HIV/AIDS. But they still need more opportunity to be aware through awareness program at local area. Proper guidance and healthy competitive environment, they can play significant role to protect their family and community members from such fatal diseases.

It is done among higher secondary students who have found more awareness because of the health education included on higher secondary level's curriculum, so education is the chief significant weapon of mankind, which could provide us energy to follow the right direction. It enables us to comprehend, compare, analyze, communicate and act accordingly.

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# तिलोत्तमामा पर्यटन विकास : एक अध्ययन

बालकृष्ण अर्याल
सहप्राध्यापक
राममणि बहुमुखी क्याम्पस,

## *सार*

*यस अध्ययन बाट तिलोत्तमा नगरभित्र आन्तरिक तथा बाह्यपर्यटकहरुलाई यहाँका दर्शनीय स्थलहरुको अवलोकन गराइ मनोआकांक्षा, कौतुहलता परीपूर्ति गराई यस स्थानको प्रचार प्रसार साथै आयआर्जन, राजस्वमा योगदान दिन ओभ्झेलमा परेका ऐतिहासिक स्थलहरुको उजागर गरी जानकारीमा ल्याउन प्रयत्न गरिएको छ । यहाँका ऐतिहासिक, धार्मिक मनोरञ्जनात्मक, व्यवसायिक क्षेत्रहरुको अवलोकन तथा आदीवासी जनजातिको संस्कृति सँग सामिप्य हुने अवसर पर्यटकलाई दिनेछन् । अध्ययन गर्ने सिलसिलामा वडा प्रतिनिधि एवं जानकार राख्नेहरुसँग संवाद र सम्बन्धित क्षेत्रमा प्रत्यक्ष अवलोकन गरिएको छ । यस अध्ययनबाट तिलोत्तमा नगरपालिका भित्रका पर्यटकीय क्षेत्रहरुको बारेमा रुचि लिनेहरुलाई जानकारी हुनुको साथै पर्यटक र आय आर्जनको सम्बन्ध स्थापित गर्न खोजिएको छ । प्रस्तुत अध्ययनमा प्राथमिक तथा द्वितीयक तथ्याङ्क प्रयोग गरिएको छ र यसको विश्लेषण वर्णनात्मक पद्धतिद्वारा गरिएको छ । तिलोत्तमा नगरपालिका क्षेत्र पर्यटन उद्योग विकासकालागि अत्यन्त उपयुक्त स्थान रहेको र यहाँका ऐतिहासिक, धार्मिक मनोरञ्जनात्मक, दृष्यावलोकन स्थल आदीले पर्यटकको आकांक्षालाई पुरा गर्नेछ ।*

*मुख्य सब्दावली : पर्यटन, पार्क, धार्मिक स्थल, मन्दिर, बौद्ध धर्म, नीजिक्षेत्र, आयआर्जन, मनोरञ्जन ।*

## परिचय

मनोरन्जन, आराम र आनन्दको खोजिमा घर बाट टाढा समय बिताउने कार्यलाई पर्यटन भनिन्छ। खुशी खाज्नेहरु सामान्यतया कठिनाई, खतरा र अप्ठ्यारो बाट तटस्थ हुन्छन् र उनीहरु ले साभ्का व्यवसायको जन्म दिन्छन् त्यो नै पर्यटन हो । १७ औ शताब्दिमा पश्चिमी यूरोप बाट पर्यटन व्यवसायको सुरुवात भएको भएता पनि यसलाई आधुनिक सामाजिक व्यवस्थाको उपजको रुपमा लिइन्छ। यसका अतिरिक्त पर्यटन अन्य गतिबिधिहरु बट पनि प्रभावित भएको हुन्छ जस्तै धार्मिक, खेलकुद, चिकित्सा, आदि ।

पर्यटनले अर्थतन्त्रलाई चलायमान गराउँछ । देशको आर्थिक विकासलाई गति प्रदान गर्नुको साथै सामाजिक, सास्कृतिक उन्नतिमा सहयोग पुग्दछ । श्रमप्रधान कार्यहरु, साना व्यवसायहरु पर्यटनबाट लाभान्वित हुन्छन । पथ प्रदर्शक, कोच, होटल, रेष्टुराँ, खुद्रा, खाद्य उत्पादन, खाना, ग्रामिण हस्तकला, कपडा, श्रृङ्गार, औषधी उपचार, यातायात, मनोरञ्जन आदी क्षेत्रले पर्याप्त रोजगारिको अवसर प्रदान गर्दछन भने स्थानीय समुदायको ऐतिहासिक, साँस्कृतिक सम्पदा, समुदायको गौरवको प्रचार प्रसार आदान प्रदान हुन सक्दछ । समुदायको कला, संस्कृति जर्गेना गर्दै पाहुनाहरु समक्ष कला संस्कृतिको प्रर्दशनले स्थानीय सम्पदा नास हुनबाट जोगाउन सकिन्छ ।

पर्यटनको विकासले ग्रामिण भेगको विकासका पुर्वाधारहरुको निर्माण तथा सुधार हुँदै जनतालाई फाइदा पुग्न जान्छ । पर्यटन गन्तव्यको सिलसिलामा सेवा तथा सुविधाहरु प्रदानगरि भौतिक तथा मनोबैज्ञानिक सन्तुष्टी प्रदान गर्न सकिन्छ ।

पर्यटनको सम्भावनाले पर्यटकहरुलाई आकर्षण गर्नका लागि देशमा बिध्यमान श्रोतहरुको पहुँच, श्रोतको व्यवस्थापन, गुणस्तर, र पयृटकलाई अकर्षण गर्न सक्ने क्षमता भन्ने बुझिन्छ (एयडरसन २००७)। पर्यटनका संभावनाहरुलाई प्राकृतिक, सांस्कृतिक, ऐतिहासिक र सामाजिक संगठनका गतिबिधिहरुको प्रभावको रुपमा परिभाषित गर्न सकिन्छ । समुदायको स्वामित्वमा भएका श्रोतहरुको प्रचुरताले पनि पर्यटनको कति सम्भावनाहरु रहेका छन् भन्ने कुरा बुझिन्छ । तथापी पर्यटनको समभावनालाई संसाधनमा आधारित दृष्टिकोण बाट मात्र बुझ्नु हुँदैन, पर्यटन सम्भावनाका सम्बन्धमा अन्य धैरै कारकहरु जोडिएका हुन्छन् । पर्यटकहरुलाई आर्कषणका लागि आवश्यक सेवासुबिधाहरु र पूर्वाधारहरुको विकास हुन सबैभन्दा महत्वपूर्ण हुन्छ (बस्से २०१५) ।

पर्यटनको गन्तब्य कुनै पनि क्षेत्रमा हुन सक्दछ जस्तै एक देश, कुनै निश्चित क्षेत्र तथा गाँउ पनि हुन सक्दछ (UNWTO 2000)। सानो एकाइमा एक गन्तब्य, एक ऐतिहासिक स्थान अथवा गाँउ जस्तै ऐतिहासिक सम्पदा तथा धार्मिक मठमन्दिरहरु पनि हुन सक्दछन् । पर्यटकको गन्तब्य आकर्षणलाई पर्यटकहरुको सेवा माग तथा पर्यटन सेवाको पूर्तिको पक्ष बाट पनि पर्यटनको सम्भाब्यताको मापन गर्न सकिन्छ। फाँर्मिका (२०००) ले पर्यटन सम्भावनालाई बयाख्या गर्ने क्रममा मागपक्ष र पूर्ति पक्ष को परिप्रेक्षमा उपलब्ध सेवाहरु र ति सेवाहरुको गुणस्तर ले यि दुई तत्वहरुमा प्रभाव पार्दछ भनेका छन् । बुहलिस (२००१) ले पर्यटन उद्योगको आपूर्तिको क्षेत्रलाई प्रतिस्पर्धात्मकताले निर्धारण गर्दछ र माग पक्षलाई गन्तब्यको आकर्षणले निर्धारण गर्दछ भनि दुई विचको भिन्नता देखाएका छन् । पर्यटनको सम्बन्धमा गरिएको पछिल्लो अध्ययनले आर्कषण शब्द भन्दा पनि सम्भाब्यता शब्दको प्रयोगलाई जोड दिएकाले पनि यस आलेखमा पर्यटनको सम्भाब्यतालाई जोड दिइएको छ ।

नेपालले पर्यटन उद्योगलाई केन्द्रविन्दुमा राखेर योजना तथा कार्यक्रम तर्जुमा गर्दै गएमा भविष्य उज्वल देखिन्छ । यसै सर्न्दभमा पवित्र नदी तिलोत्तमाको नामबाट नामाकरण भएको तिलोत्तमा नगरपालिका क्षेत्रभित्र रहेका प्रचारमा आउन नसकेका पर्यटकिय क्षेत्रहरुलाई प्रकाशमा ल्याउने प्रयास गरिएको छ । तिलोत्तमा नगरपालिका क्षेत्रभित्र रहेका मनोरञ्जन धार्मिक ऐतिहासिक उद्यम आदि क्षेत्रहरुको बारेमा जानकारी प्रचार प्रसार गरी यहाँका वासिन्दाहरुको उत्पादन, बस्तु, सेवाले पर्यटकहरुलाई सन्तुष्टि प्रदानगर्न तथा आयस्तर बढाउनकोलागि तिलोत्तमामा पर्यटन विकास बिषयगत लेख तयार गरिएको हो । यहाँ आउने पाहुनालाई आतिथ्यता प्रदानगर्न सकेमा प्रत्यक्ष/अप्रत्यक्ष रुपले रोजगारी सिर्जना भई आय बढन सक्दछ ।

## अध्ययन क्षेत्रको भौगोलिक अवस्थिति

एशियाका ज्योति गौतम बुद्धको जन्म स्थल लुम्बिनी भएकोले यसको विश्वस्तरमा ऐतिहासिक महत्व आफ्नै किसिमको छ । संघिय लोकतान्त्रिक तथा गणतन्त्रात्मक शासन व्यबस्था अर्न्तगत प्रदेश नं ५ का जिल्लाहरु मध्ये शैक्षिक, व्यापारिक केन्द्रको रुपमा परिचित रुपन्देही जिल्लाको बुटवल उप-महानगरपालिका र सिद्धार्थनगर नगरपालिकाको मध्यभागमा पूर्व रोहिणी नदी र देवदह नगरपालिका, पश्चिममा पवित्र तिनाउ नदी (तिलोत्तमा

नदी) सियारी तथा शुद्धोधन गाउँपालिका, उत्तर बुटवल उप-महानगरपालिका एवं दक्षिणमा सियारी तथा ओम सतिया गाउँपालिका र सिद्धार्थनगर नगरपालिकाको बिचमा तिलोत्तमा नगरपालिका रहेको छ ।

२७°.३३ देखि २७°.३९ उत्तरी अक्षांश र ८३°.२५ देखि ८३°.३३ पूर्वी देशान्तरमा अवस्थित यस नगरपालिका समुद्री सतहबाट १६० मिटरदेखि १७५ मिटरसम्म उचाई सरदर लम्बाई १२.५ कि.मि., चौडाइ सरदर १०.१ कि.मि. र यसको क्षेत्रफल १२६.१९ वर्ग कि.मि. छ । १७ वटा वडाहरुमा विभाजित यो नगरपालिकामा उष्ण जलवायु रहेकोले ९ महिना न्यानो तथा गर्मी हुन्छ भने मंसिर, पौष र माघमा ज्यादै जाडो हुन्छ ।

छिमेकी देश भारतसँगको अन्तर्राष्ट्रिय नाका १४ कि.मि.को दुरीमा रहेको, २० देखि ३० कि.मि.को दुरीमा गौतम बुद्धको जन्म स्थल लुम्बिनी, तिलौराकोट, देवदह अवस्थित हुनु, निर्माणाधिन बुद्ध अन्तर्राष्ट्रिय विमानस्थलको निकटता, सिद्धार्थ राजमार्गको बेलहिया बुटवल खण्डमा ६ लेनको सडक निर्माण, प्रदेश नम्बर ५ को सदरमुकाम बुटवल २ कि.मि.को दुरीमा हुनाले यो नगरपालिको पर्यटन गन्तव्यको रुपमा विकास गर्न सकारात्मक पक्ष मानिन्छ ।

## उद्देश्य

यस अध्ययनको मुल उद्देश्य तिलोत्तमा नगरपालिका भित्र पर्यटन विकाशको संभावना र समस्याको सामाधानको लागि सुझाव दिनुहो । यस उद्देश्य प्राप्तिको लागि निम्नानुसारका बिशिष्ट उद्देश्यहरु लिइएको छ ।

प्रस्तुत लेखको उद्देश्य नियमानुसारले रहेको छ ।

(क) तिलोत्तमा क्षेत्र भित्र पर्यटन उद्योगको विकासका सम्भावना र उपलब्ध सेवाहरुको पहिचान गर्ने ।

(ख) पर्यटन उद्योगको विकासमा देखा परेका समस्या र यसका समाधानका सुझावहरु प्रस्तुत गर्ने ।

## अध्ययनबिधि

तथ्याङ्क संकलन : प्रस्तुत अनुसन्धानमूलक लेखकालागि निम्न लिखित विधि वा साधन प्रयोग गरिएका छन् ।

प्राथमिक स्रोत तथ्याङ्क संकलन : यस अन्तर्गत प्रश्नावली, अन्तरवार्ता, अवलोकन आदि विधि प्रयोग गरिएका छन् । तिलोत्तमा नगरिपालिका का जन प्रतिनिधि, संम्बन्धीत क्षेत्रका जानकारहरु संग समेत सोधपुछ गरिएको थियो ।

द्वितीय स्रोत तथ्याङ्क संकलन : यस अन्तर्गत तिलोत्तमा नगर पालिकाको लागि सिद्धार्थ इन्सिच्युट अफ रिसर्च एण्ड कन्सलटेन्सी सर्भिसेजप्रा. ली. ले तयार पारेको Integrated urban Development Plan (IUDP) of Tilottama MunicipalityA Draft Report on Tilottama Municipaltiy Profile Integrated Urban Development Plan (IUDP) 076/77 TO 080/81रुपन्देहीदर्पण, उद्ममशीलता तथा उद्यम विकास, तिलोत्तमा नगरपालिका बाट प्रकासित बुलेटिनका सुचनाहरु आदि समेतको अध्ययनबाट तयार पारिएको हो

## छलफल तथा परिणाम

मनोरञ्जन, खेलकुद, आराम, स्वास्थय उपचार, धार्मिक आदिको उद्देश्यले आफ्नो आवास स्थान बाहेक अन्य स्थानमा भ्रमण गर्ने व्यक्तिलाई पर्यटक भनिन्छ । पर्यटक स्वदेशी वा विदेशी हुन सक्दछन् ।पर्यटन भनेको क्रियाकलाप, सेवा तथा उद्योगहरुको संकलन हो जसले पर्यटकहरुलाई खाने, बस्ने, यातायात, मनोरञ्जन, विविध सेवाहरु तथा आतिथ्य सेवा प्रदान गर्दछ ।

पर्यटकसँग सम्बन्धित आर्थिक क्रियाकलाप संलग्न व्यावसायिक कार्यलाई पर्यटन उद्यम भनिन्छ। पर्यटन उद्यमीले देशको सौन्दर्य, सम्पदालाई नगदमा परिणत गर्दछन् । पर्यटनलाई विषयवस्तु क्रियाकलाप, प्रकृति तथा भ्रमण स्वरुपको आधारमा साँस्कृतिक, सम्पदा, धार्मिक, तीर्थटन, सामाजिक, प्राकृतिक, ब्यापारिक, मनोरञ्जन, खेलकुद, स्वास्थ्य, वातावरणीय पर्यटन आदि समूहमा वर्गिकरण गर्न सकिन्छ ।

## पर्यटनको प्रकार

उद्देश्य अनुसार विभिन्न किसिमका पर्यटकहरु हुन्छन । पर्यटनको प्रकारलाई निम्नानुसारले उल्लेख गरिएको छ ।

व्यवसायिक पर्यटन : व्यवसायिक कारोवार गर्ने मिटिङ्ग, कन्फरेन्समा भाग लिने पर्यटक,

प्रकृति पर्यटन : स्थान विशेषको सौन्दर्यमा आधारित, दृश्यावलोकन, मनोरञ्जन

संस्कृति पर्यटन : मानिस तथा समुदायको सस्कृति अध्ययन गर्नु, देश, स्थान तथा जातिको इतिहास चाडपर्व, रीतिरिवाज, जीवनशैली, ऐतिहासिक स्थल, गुफा, म्युजियमको अध्ययन गर्नु,

मनोरञ्जन पर्यटन : थकित शरीर तथा दिमागलाई स्फूर्ति दिलाउन गरिने कार्यलाई मनोरञ्जन भनिन्छ,

खेलकुद पर्यटन : खेलकुदमा भाग लिने, खेल्ने वा हेर्ने उद्देश्य भएको पर्यटकहरु

तीर्थयात्रा पर्यटन : मनको शान्ति, परिवार, साथी, नातेदारको दीर्घजीवन प्रार्थना, मनले चिताएको आशिष माग्ने उद्देश्यले तिर्थाटन गरिएको हुन्छ,

स्वास्थ्य पर्यटन : व्यक्तिको स्वास्थ्य सुधार, भौतिक तन्दुरुस्ती तथा स्वास्थ्य चेतना सँग सम्बन्धित,

साहसिक पर्यटन : साहसिक खेल, मानोरञ्जन गर्ने

वातावरणीय पर्यटन :

इत्यादि :

## तिलोत्तमा नगरपालिका क्षेत्रमा भएका ऐतिहासिक, धार्मिक, प्राकृतिक, मनोरञ्जनात्मक पर्यटक स्थलहरूको परिचय (IUDP,2076)

### (क) पार्क तथा मनोरञ्जन स्थल विवरण

- शंकरनगर बन विहार तथा अनुसन्धान केन्द्र (वनबाटिका) : ति.न.पा. वार्ड नं. २ बनबाटिकामा पिकनिक स्पट, mini zoo अवलोकन, बाल अध्ययन, विविध मनोरञ्जन, बाल रेल, अध्ययन अनुसन्धान गर्न सकिन्छ । यस वन विहार भित्र वि.पि.बाटीका, पुष्पलाल पार्क, सहिद स्मृति पार्क, लखन थापा पार्क, थारु कल्याणकारी संग्राहालय, सुकदेव पार्क आदि अध्ययन अवलोकन तथा मनोरञ्जन गर्न सकिन्छ ।
- बाउन्नकोटी सामुदायिक वनमा रहेको नन्द भाउजु पार्क : यस पार्कभित्र पिकनिक, विविध मनोरञ्जन, बाल उद्यान, सिमसार क्षेत्रको अवलोकन गर्न सकिन्छ । ति.न.पा. वार्ड नं १४ मा पर्दछ ।
- तिलोत्तमा पार्क - ति.न.पा.-६, १० नम्बरमा अवस्थित मनोरञ्जन तथा अवलोकन ।
- कुञ्ज पार्क : ति.न.पा.-६, कुञ्जलापुर मा रहेको छ । विविध मनोरञ्जन तथा अवलोकन ।
- हरियाली पार्क : ति.न.पा.-६, गोरकट्टा, झूगी, पिकनिक, अवलोकन तथा बाल उद्यान ।
- जेष्ठ नागरिक मिलन केन्द्र तथा बालउद्यान : ति.न.पा.-९, मंगलापुर, जेष्ठ नागरिक मिलनकेन्द्र पार्क तथा बाल उद्यान ।
- श्रृङ्गेश्वर पार्क : ति.न.पा.-४, डिङ्गरनगर जेष्ठ नागरिक मिलन पार्क बाल उद्यान ।
- बोटानिकल पार्क : सामुदायिक वन अन्तरगत ति.न.पा.-८ जनभावना चोक, मनोरञ्जन, अवलोकन ।
- बालउद्यान : ति.न.पा.-८ सँगमचोक मनोरञ्जन, पिकनिक, बालउद्यान ।
- समइयामाइ पार्क : ति.न.पा.-१२, जुटपानी टोल मनोरञ्जन, अवलोकन ।
- जेष्ठ नागरिक पार्क : ति.न.पा.-१६, विन्धवासिनी पार्क तथा मनोरञ्जन ।
- सगरमाथा पार्क : ति.न.पा.-१४, मनोरञ्जन, अवलोकन ।
- मडाहा बालउद्यान : ति.न.पा.-१३ मनोरञ्जन, अवलोकन, बालउद्यान
- बेवरी ग्रिन पार्क : ति.न.पा.-१०, बेवरी मनोरञ्जन, अवलोकन
- लुम्बिनीहेल्थ वाटर किङ्डम प्रा.लि. : ति.न.पा.-९, मंगलापुर मनोरञ्जन, अवलोकन, बालउद्यान, साकाहारी खाना ।
- बाँसघारी पार्क : ति.न.पा.-६, पश्चिम पहुनी मनोरञ्जन, अवलोकन ।
- बेथरी ग्रिन पार्क : ति.न.पा.-६, पश्चिम पहुनी मनोरञ्जन, अवलोकन ।
- इलेफेन्ट पार्क : ति.न.पा.-६, पश्चिम पहुनी मनोरञ्जन, अवलोकन ।

**(ख) मन्दिर, धाम, धार्मिक स्थल**

- विन्दवासिनी धाम : ति.न.पा.-८, तल्लो सुस्पुरा
- कुवँरवर्ति मन्दिर : ति.न.पा.-११, मद्राहानी
- श्रृङ्गेश्वर धाम : ति.न.पा.-४, डिङ्गरनगर
- दुर्गा वैदिक परमानन्द सन्यास आश्रम (दुर्गा पञ्चायतन मन्दिर) : ति.न.पा.-१, नयाँमिल
- मोक्षधाम : ति.न.पा.-६, पश्चिम पहुनी
- रामजानकी मन्दिर : ति.न.पा.-९, मंगलापुर
- सरस्वती पञ्चायतन मन्दिर : ति.न.पा.-५
- बाँसघारी देवी मन्दिर : ति.न.पा.-६

**(ग) बिहार, गुम्बा, बुद्धधर्म सम्बन्धि**

- अन्तर्राराष्ट्रिय बौद्ध परियति उदय विहार
- विश्व सुख शान्ति बौद्ध विहार : ति.न.पा.-१, चपरहट्टि
- विश्व शान्ति महाज्ञान बौद्ध गुम्बा करौजिया

**(घ) ऐतिहासिक स्थल**

**ऐतिहासिक कुवा**

- बाउन्नकोटी सामुदायिक वनमा रहेको
- ति.न.पा.-४, डिङ्गरनगरमा रहेको
- ति.न.पा.-२, वनबाटीकामा रहेको
- ति.न.पा.-११, कुवर वर्तिमा रहेको
- ति.न.पा., सेमरामा रहेको रहेको

**(ङ) नीजिक्षेत्रका आर्कषण**

- अष्ट्रिच नेपाल प्रा.लि. : ति.न.पा.-१६, मधवलिया
- लुम्बिनी हेल्थ वाटर किन्डम प्रा.लि. : ति.न.पा.-९, शंकरपुर
- लुम्बिनि एग्रो प्रोडक्ट एण्ड रिसर्च सेन्टर प्रा.लि. : ति.न.पा.-१४, टिकुलीगढ (बनकट्टी)

**(च) विविध**

- निर्माणाधिन रोहिणी जलाशय : ति.न.पा.-१० सग्रहवा
- गौशाला : ति.न.पा.-१ र ८ शंकरनगर तथा करहिया सामुदायिक वनमा गौशाला निर्माण तथा संचालनमा

**पर्यटकको लागि बसोबास, खाना व्यवस्था, होटल, रिसोर्ट, रेष्टुरेण्ट तथा होमस्टे सम्बन्धि विवरण तालिका**

| क्र.सं. | होटल/रिसोर्ट/होमस्टे को नाम | ठेगाना | बेड संख्या | सम्पर्क नं. |
|---|---|---|---|---|
| १ | टाइगर प्यालेस रिसोर्ट | ति.न.पा.-१३ | २०० | ०७१-५१२००० |
| २ | ड्रिमल्याण्ड गोल्ड रिसोर्ट | ति.न.पा.-५, मणिग्राम | १०० | ०७१-५६२४०४ |
| ३ | होटल टुलीप | ति.न.पा.-४, ड्राइभरटोल | ५० | ९८५७०४२६४९ |
| ४ | होटल लक्ष्मी | ति.न.पा.-१, नयाँमिल | ३० | ९८५७०३०५७९ |
| ५ | मिड प्वाइन्ट पार्टी प्यालेस | ति.न.पा.-१५, पत्थरडाँडा | - | ०७१-५६०९३१ |
| ६ | मणिग्राम पार्टी प्यालेस | ति.न.पा.-५, मणिग्राम | - | ०७१-५६०५५६ |
| ७ | यती पार्टी प्यालेस | ति.न.पा.-१५, कोटिहवा | ४० | ०७१-५६१९४१ |
| ८ | थारु सखीया होम स्टे | ति.न.पा.-१३, सेमरी | - | - |
| ९ | रेडिसन पार्टी प्यालेस | ति.न.पा.-३, शंकरनगर | | ०७१-४१४६८५ |
| १० | एस.आर.होटल | ति.न.पा.-१, ड्राइभरटोल | ६० | ९८५७०७१५८४ |
| ११ | कृषि पर्यटन प्रवर्द्धन तथा भिलेज रिसोर्ट रिसर्च प्रा.लि. | ति.न.पा.-१७, कानपारा | - | ९८५२८३१९४१ |
| १२ | सगुन रिसोर्ट प्रा.लि. | ति.न.पा.-३, योगीकुटी | - | - |
| १३ | होटल द दरवार इन | ति.न.पा.-३, योगीकुटी | - | - |
| १४ | द.एच.के. होटल | ति.न.पा.-३, योगीकुटी | ३० | - |
| १५ | सुनगाभा रिसोर्ट | ति.न.पा.-७, भलवारी | - | - |
| १६ | छहारी क्लब हाउस प्रा.लि. | ति.न.पा.-५, मणिग्राम | - | - |
| १७ | ओ.एसिस कटेज | ति.न.पा.-१३, वभनी | - | - |

स्रोतः Integrated Urban Development Plan (IUDP) of Tilottama Municipality,2076

यस क्षेत्र भित्र स्टार होटलहरु पनि रहेका छन् । होटलहरुमा हेल्थ क्लव, स्वीमिङ्ग पुल, जीम हाउस, योगा क्लास सुविधाहरु पनि उपलव्ध छन् । तारे होटलमा क्यासिनो खेल्न धेरै भारतीयहरु आँउछन् तथा सस्तो बास बस्न अन्य होटलहरुमा गएको पाइन्छ ।

## महत्वपूर्ण धार्मिक, ऐतिहासिक, तथा पर्यटकीय, स्थलहरुको चिनारी

### कुञ्जपार्क

ति.न.पा.-६, कुञ्जलापुरमा रहेको छ । झरना स्पोर्टस क्लवद्धारा निर्मित करिव २ विगाहा क्षेत्रफल ओगटेको पार्कको वीचमा करिव १ विघा क्षेत्रफलमा पोखरी छ जहाँ माछा पालन, डुङ्गा संचालन, पार्क वरिपरि विभिन्न प्रजातिका फूल विरुवाले हरियाली र हराभरा बनाएको पार्क भित्र वाटर फाउण्डेसन, बालउद्यान, विश्राम स्थल,

पोखरीको चारै तर्फका विद्युतिय वल्वको प्रकाशले साँझमा सुन्दरता र मनमोहक बनाउछ । थारु समुदायको सोमइमाई र हिन्दू धर्मावलम्बिहरुको दुर्गा मन्दिर पनि छ ।

**विन्दवासिनी धाम**

ति.न.पा. वडा नं. ८ तल्लो सुस्पुरामा करिब १७ कठ्ठा क्षेत्रफलमा जलासय, १२० पिपलको रुख, दुर्गा मन्दिर, त्रिदेवी मन्दिर, पिकनिक स्थल, पार्क छ ।

**कुवरवर्ती मन्दिर**

ति.न.पा.-११, मद्राहानीमा कुवरवर्ती माइको मूर्ति रहेको छ । ०-२-१० क्षेत्रफलमा बुद्धकालिन ऐतिहासिक कुवा, सार्वजनिक चौपारी, सामुदायिक भवन पनि छन् । वडा दशैं र चैते दैंमा श्रद्धालुहरुहरुको जमघट हुन्छ । सिद्धार्थ गौतमको आमा माइत जाँदा विश्रद्धद्वपत ठाउँ रहेकोले प्रसिद्धि पाएको ।

**आष्ट्रिच फार्म**

रुपन्देही जिल्ला ति.न.पा १६ को मधवलियामा २२ विगाहा क्षेत्रफलमा विश्वमै अग्लो ८.५ फिटसम्म उचाई भएको, पखेटा भएर पनि उड्न नसक्ने चरा (आष्ट्रिच) पालनका लागि, आष्ट्रिच नेपाल प्रा.लि.को स्थापना भएको छ । नेपालमै यो पहिलो पटक व्यवसायिक फार्मको रुपमा विकसित भएको छ । १.५ अरब लगानी रहेको यस फार्ममा ५००० को संख्यामा आष्ट्रिच परजाती छन । आष्ट्रिच को मासुमा कोलस्ट्रोलको मात्रा कम , ओमेगा तत्व भएकोले विरामिको लागिसमेत उपयुक्त मानिन्छ । हाल प्रति के.जी. मासुको मूल्य रु. २७५०/-, रु. १९५०/- रु. १४०० कायम गरेको छ । नेपालीहरुको साथै बढीमात्रामा भारतिय प्रयटकहरु यो फार्म हेर्न आउँछन् । भारतीयहरुको संख्या पछि चाइनिज पर्यटकहरु अवलोकन गर्न आएको रेकर्ड बाट देखिन्छ ।

**अन्तराष्ट्रिय बौद्ध परियति उदय विहार**

२०५१ चैत्र ३ मा स्थापना भएको हो । बौद्ध अभियान, बौद्ध चर्चा, शैक्षिक प्रवर्द्धन, निरन्तर प्रवचन, धर्म देशना तथा प्रशिक्षण गरिन्छ । आन्तरिक बौद्ध धर्मावलम्बी तथा म्यानमार, थाइल्याण्डबाट बौद्ध भिक्षु तथा बौद्ध धर्मावलम्बीहरु आउने गरेका छन् । यस हाता भित्र १ देखि १० कक्षा सम्म अध्ययन अध्यापन गरिन्छ । यहाँ नैतिक शिक्षा, बौद्ध शिक्षा, बौद्ध दर्शनमा आधारित पाठ्यसामाग्रीहरु पठनपाठन हुने गरेको छन् । यस विहार भित्र धम्वहल, भिक्षुणिगृह, बहुउद्देश्यीय भवन, हरियाली तथा पार्क, ध्यान केन्द्र अतिथि गृह, भिक्षु आवास, संरचना निर्माण गर्नेगरि गुरु योजना गर्नुमा गरिएको छ ।

**विश्व सुखशान्ति बौद्ध विहार**

ति.न.पा.-१, चपरहट्टिमा रहेको छ । यहाँ दैनिक पूजा, ध्यान गरिन्छ । अन्तराष्ट्रिय विपश्यना ध्यान शिविर संचालन हुने गर्दछ । यस शिविरमा ३ महिने वर्षिवास, बौद्धपूर्णिमा लगायत अन्य विशेष दिनमा बौद्ध कार्यक्रम हुन्छन् ।

### निर्माणाधिन रोहिणी जलाशय

ति.न.पा.-१० बहुउद्देश्यीय रोहिणी जलाशययुक्त आयोजना सम्पन्न भएपछि ५००० हेक्टर कृषिभूमिमा सिंचाई व्यवस्थापन हुनुका साथै मत्स्य पालन, वोटिङ, पौडि लगायत विभिन्न मनोरञ्जन, आमोद प्रमोदका कृयाकलाप संचालन हुनेछ । ७०/८० मिटर गहिरो रहने, आर्कषक जलाशय सौन्दर्यता, हरियाली र विविध मनोरञ्जन सम्बन्धि कियकलापले आन्तरिक तथा वाह्य पर्यटकका लागि महत्वपूर्ण गन्तव्यको रुपमा विकास हुने देखिन्छ ।

### लुम्बिनीहेल्थ वाटर किङ्गडम प्रा.ली.

तिलोत्तमा वडा न. ९ शंकरपुरमा २ बिघा ३ कठ्ठा क्षेत्रफलमा लुम्बिनी वाटरपार्क आठ करोड पचास लाख लगानीमा भएको हो । यस पार्क भित्र बालबालिका , युवा युवती र बृद्धा बृद्धीहरुका लागी पानीबाट खेलीने बिभिन्न खेलहरुको छुटाछुटै व्यवस्था मिलाइएको छ। निम्न बिभिन्न्न किसिमका सेवाहरु प्रदान गर्दछ(लुम्बिनी हेल्थ वाटर किङ्गडम प्रा.ली.को अभिलेख बाट) ।

Rainbow रेन्वे - शुद्धिकरण गरीएको पानीको फोराबाट शरिरधुलाइ गरी मनोरञ्जन लिने । Wave pool वेभ पुल- पौडी खेल्दा सामुद्रिक छालको अनुभुति लिई मनोरञ्जन गराउने । Tube slider (टयुव स्लाइडर-टयुव) बाट पानी माथि चिप्लेटी खेल्दै आन्द लिइ रमाउन सकिने । Multi slider मल्टी स्लाइडर : एकै चोटि दुईजना चिप्लेटी खेली मनोरञ्जन लिन सकिने । Kids Pool (किड्स पूल) : बच्चा बच्चीहरुलाई चिप्लेटी खेली पोखरीमा मनोरञ्जन लिन सकिने । Rain Dance रेन डान्स : संगितको धुनसंगै पानीको फोरामा एकैसाथ धेरै जना नाच गान गर्दै मनोरञ्जन लिन सकिने । Amusement एम्यूजमेन्ट : बाल उद्यान तथा एम्यूजमेन्ट समेत संञ्चालनमा रहेको छ । बाल उद्यानमा ट्रेन र झूलासहितको मनोरञ्जन व्यवस्था छन । Resturant रेष्टुरेन्ट : ५०० भन्दा बढी क्षमता रहेको पूर्ण शाकाहारी रेष्टुरेण्टमा विभिन्न परिकारको स्वाद लिन सकिने । प्रशिक्षक सहितको स्विमिङ् सिकाइने । ड्रेसिङ्ग रुम, लकर सहितको सुविधा ।

यस वाटर पार्क न्यानो तथा गर्मीयाममा मात्र अवलोकन, मनोरञ्जन गर्न फाल्गुण महिनादेखी आश्विन महिना सम्म यात्रीको चाप रहन्छन । सीमावर्ती भारतीयहरु सिद्धार्थनगर, बरौनी, ठूटीबारी, महाराजगंजबाट आउँछन भने लुम्बिनी अञ्चलको विभिन्न जिल्लाहरुबाट विद्यार्थी, कर्मचारी, युवा युवती, वृद्ध, वृद्धा, व्यवसायीहरु यहाँ आउने गर्दछन । प्रवेश टिकट दिनभरिको लागि रु. ५००/- र बच्चाको लागि रु. ४००/- रहेको छ । विभिन्न समयमा आफ्नो व्यवसाय प्रवद्धन गर्न Offer तथा Skim ल्याउने गर्दछन । तीज विशेषमा महिलालाई बुधबार ५०% छुट तथा Skim अनुसार खाजा नास्ता Free Offer पनि प्रदान गर्दछ । (LHWK, 2076)

### लुम्बिनी एग्रो प्रोडक्ट एण्ड रिसर्च सेन्टर प्रा.लि.

तिलोत्तमा नगर पालिकाको वाड नं. १४ मा २०६७ सालमा लुम्बिनी एग्रो प्रोडक्ट एण्ड रिसर्च सेन्टर प्रा.लि.को स्थापना रु. २५ करोडको लगानीबाट सुरुवात भएको थियो ।यस फार्ममा होलिष्टन फ्रिजन र जर्सी जातका ५०० भन्दा बढी गाईहरु रहेका छन । दुध जन्य वस्तुहरुको उत्पादन गरि अर्थतन्त्रलाई आत्मनिर्भर गराउने उद्देय रहेको छ । कृषि पशुपालन क्षेत्रतर्फ रुचि राख्ने कृषकहरुलाई यो गाई फार्मको अवलोकन ले सकारात्मक

अविष्मरणीय छाप पर्न जानुको साथै उत्साह बढाउने विश्वास लिएकोछ (लुम्बिनी एग्रो प्रोडक्ट एण्ड रिसर्च सेन्टर प्रा.लि. २०७६)।

**श्रङ्गेश्वर धाम**

ति.न.पा.-४ डिङ्गरनगरमा करिब १८ कठ्ठा क्षेत्रफलमा रहेको यस धाममा पशुपतिनाथ मन्दिर, शनिदेव मन्दिर, होम मण्डप, बटुक भैरव मन्दिर, कैलाश पर्वत, नाग मन्दिर, सभा हल, आकर्षक बगैचा निर्माण भैसकेको छ। यहाँ जेष्ठ नागरिक मिलन केन्द्र पनि रहेको, महाशिवरात्री, नववर्ष, साउने मेला, नवरात्रमा भक्तजनहरुद्वारा विशेष पूजाआजा गरिन्छ।

**दुर्गा वैदिक परमानन्द सन्यास आश्रम (दुर्गा पञ्चायन मन्दिर)**

ति.न.पा.-१, नयाँमिलमा २ विगाहा क्षेत्रफलमा मन्दिर रहेको छ। यस मन्दिर परिसरभित्र परमानन्द सन्यास आश्रम, दुर्गा पञ्चायन मन्दिर, राधाकृष्ण मन्दिर, वैदिक पाठशाला कक्षा, भण्डाराकक्षा लगायतका संरचना विद्यमान छन्। यहाँ दैनिक पूजा आराधना, रुद्राभिषेक, वैदिक संस्कृत पाठशाला, साँझमा भजन किर्तन, दीपावली, समयसमयमा विद्वान विदुषिहरुबाट प्रवचन, हिन्दुधर्मावलम्बीहरुको जमघट, पूजा, अर्चना, गुरु भण्डरा जस्ता कार्यक्रमहरु गरिन्छ।

**बाउन्नकोटी पार्क**

ति.न.पा. र सियारी गाउँपालिका ओम सतिया गाउँपालिकाको ७ वटा वडाहरुको बिचमा रहेको बाउन्नकोटी सामुदायिक वन ५५ हेक्टर क्षेत्रफलमा रहेको प्राचीन बाउन्नकोटी मन्दिर, ऐतिहासिक कुवा, नन्द-भाउजु ताल, सिमसार क्षेत्र, हरियालीहरु, घुम्न तथा पिकनिक स्थलको रुपमा प्रसिद्ध छ।

**मोक्षधाम**

ति.न.पा.-६, पश्चिम पहुनी भारतवर्षका चारधाम बद्रिनाथ, जगनाथपुरी, द्वारका र रामेश्वरम तथा नेपालमा रहेका मुक्तिनाथ, पशुपतिनाथ, रामजानकी मन्दिर जनकपुरधाम र लुम्बिनी सहित ४ धाम गरि आठ धाम तथा द्वादस ज्योतिर्लिङ्ग र १००८ शिव लिङ्ग स्थापित, विश्वनाथ मन्दिर, विभिन्न तीर्थ, गण्डकी, कोसी, कर्णाली, गंगा, यमुना, सरस्वती, गोसाइकुण्ड, दामोदरकुण्ड, मानसरोवर र सागरको जल मिश्रित अमृत कुण्ड, बाल आश्रम, बृद्धाश्रम, योग केन्द्र ध्यान केन्द्र, प्राकृतिक चिकित्सा केन्द्र तथा उद्यान सहितको दर्शनीय धाम निर्माण गर्ने योजना अन्तरगत काम भइरहेको छ। मोक्षधाममा तिर्थाटन गर्दा आठ धामको दर्शन हुने तथा अमृत कुण्डमा स्नान गर्नाले अनेकौ नदी, सरोवर र सागरमा गएर स्नान गरेको फल प्राप्त हुनेछ।

## शंकरनगर वन विहार तथा अनुसन्धान केन्द्र

वनबाटिका गेट, वनबाटिका पार्क विभिन्न किसिमका बोट विरुवा तथा वनस्पति, पशुपंक्षी सुन्दर पार्क, चिडीयाखाना, मनोरञ्जन, खुला विश्राम स्थल, सुविधायुक्त पिकनिक स्थल, सभा सम्मेलनका लागि केही संरचना निर्माण, नर्सरीको स्थापना, भ्यू टावर अवलोकन, विपश्यना ध्यान केन्द्र, एक्यूरियम तथा वनविहार जस्ता कार्यक्रम संचालन भएको छ। यसको प्राणी उद्यान तर्फ चरा चुरुङ्गी, जनावर, चितुवा, भालु, स्याल, चित्तल, हरिण,

नीलगाइ, रतुवा, मृग, खरायो, मुसा (गिनी पिग), सेतो मुसा, बाँदर, अजिंगर, राजहंस, गिद्ध, बाज, चिल, मयुर, खरायो, कछुवा, दुम्सि, आष्ट्रिच, सारस आदि छन् । मिनी जु को नामले परिचित यस उद्यानले आगन्तुकलाई छुट्टै आर्कषण गरेको छ ।

## नगरपालिकाको संस्कृति तथा पर्यटन विकास योजना

नगरपालीकाभित्र हिन्दू, बौद्ध, मुस्लिम, इसाई धर्मावलम्बिहरुको बसोवास भएको हुनाले चाड पर्व, भेषभूषामा विविधता पाइन्छ । बाहुन, क्षेत्री, मगर, गुरुङ्ग, थारु, नेवार, कुमाल, दमै, कामी आदि बस्दछन् । थारु मगर, गुरुङ्ग लगायतका संभावित क्षेत्रमा संस्कृति पहिचान गरि होमस्टे संचालन गर्न विभिन्न जात जातिहरुको भाषा, कला, भेषभूषा सहित मौलिकता संरक्षण गर्न साँस्कृतिक संग्राहालय निर्माण गरिने भएको छ ।

अर्गानिक खाद्यान्न, तरकारी, फलफूल, दूधको उत्पादनलाई होमस्टेसँग जोड्ने, कृषि पर्यटन प्रवर्द्धन गर्ने पर्यटकीय गन्तव्य स्थलहरुको प्रचार प्रसार, धार्मिक स्थलहरुको सम्वर्द्धन गरी धार्मिक पर्यटन वृद्धि गर्ने, ६ लेन सडक खण्डमा बुद्धमूर्ति स्थापना, बुद्धमूर्ति सहितको आकर्षक प्रवेशद्वार योगीकुटी र कोटिहवामा बनाउने, सुखौरा खोला क्षेत्रलाई उत्खनन् र संरक्षण गरी वेगम हजरत महल स्मारक स्थलको रुपमा विकाश गर्ने, सामुदायिक वन उपभोक्ता समितिसँग समन्वय गरी जंगल सफारी कार्यक्रम संचालन गर्ने, ति.न.पा. ११ ढाक्रेवासमा रहेको ३० विगाहा जग्गामा पर्यटन प्रवर्द्धन कार्यक्रम पर्यटकीय गन्तव्य जोडिने गरि पर्यटन परिपथ निर्माण, साँस्कृतिक महोत्सव आयोजना, तिलोत्तमा साँस्कृतिक भवन निर्माण, पर्यटन सूचना केन्द्रको स्थापना, पर्यटक गाइड, कुक, वेटरको तालिम संचालन, स्थानिय उत्पादन सहितको कोसेलीघर निर्माण, रामग्राम (नवलपरासी), देवदह र लुम्बिनी, तिलौराकोट, श्रीनगर (पाल्पा), पोखरा (कास्की), सौराहा (चितवन) जस्ता महत्पूर्ण पर्यटकीय स्थल रहेका ६ जिल्लालाई समेटी यस न.पा.लाई ष्ट्कोणिय Hexagonal गन्तव्यको रुपमा विकास गर्न वडा नं. १३ मा मिनि नेपाल बनाउने परिकल्पना, तिलोत्तमा परिक्रमा ५४ कि.मि. मेट्रोरेल संचालन जस्ता योजना र कार्यक्रम रहेको छ । (IUDP, 2076)

## निश्कर्ष तथा सुझाव

१. **थारु भिलेज होम स्टे तथा थारु संग्रहालय :** थारु संग्रहालय बनाई थारु कला संस्कृति, सामग्री हस्तकला, चित्रकला, मूर्तिकला प्रवर्द्धन गरेमा इतिहास अध्येता तथा रुचि लिनेहरुलाई सहयोग पुग्दछ । गुद, लोकता, खर, सनपाट, बेदबाँस, काठ, कागज, कपडा, आदि कच्चा सामग्रीको उपयोग गरी ढकी, गुन्द्री, टोकरी, मूर्ति, चित्र बनाइन्छन् । काठका मूढा, हात्ती, घोडा, बाघका माटाका मूर्तिहरु, छालाका मूर्तिहरु, ढाक बाज, काँस बाज, मृदङ्ग, डमरु, घूंघरु, खैचडी जस्ता पुरातन बाद्य वादन संग्रहालयमा राखिनु पर्दछ । माटोका डेहरी, घरका भित्ता ढोका, झ्याल, खम्बा आदिमा पशु पंक्षि, माछा, सर्प, भ्यागुता, मकर, विच्छि, हात्ती, घोडा, मयूर, बाघ, चरा चुरुङ्गी, वृक्ष, पत्र पुष्पका आकर्षक फूल बुट्टा भरी ऐतिहासिक कला, हस्तकलाको संरक्षणमा ध्यान पुऱ्याउनु पर्दछ । महाभारत (बड्कानाच), फगुवा (होली), झुमडा नाँच (माघ) रामायण झर्रा (नवरात्री), लाठी डान्स (सदाबहार), तरवार (पूर्वि नाटक), सती विहुला नाटक, मजोर नाच, (महाभारत बड्का नाच), रामायण (थारु नाच) आदि थारु कला संस्कृतिको संरक्षणमा थारु भिलेज होमस्टे लाग्नु पर्दछ फलस्वरुप थप अर्थ आर्जनमा योगदान पुग्दछ ।

२. **बौद्ध धर्मावलम्बि पर्यटक लक्षित कार्यक्रम :**श्रीलंका, थाइल्याण्ड, दक्षिण कोरिया, बर्माबाट आउने धार्मिक पर्यटकहरु बेलाहिया नाका प्रयोग गर्दछन् । गौतम बुद्ध विमानस्थल ६ लेनको बेलाहिया बुटवल खण्ड, बेलाहिया सुनौली नाका पर्यटनको क्षेत्रका सकारात्मक पक्ष हुन । धैरै पर्यटकहरु जुन दिन नेपाल प्रवेश गर्दछन् सोही दिन लुम्बिनी दर्शन पश्चात फर्कन्छन् । लुम्बिनी आउने पर्यटकहरुमध्ये आर्थिक हिसाबले महत्पूर्ण हिस्सा ओगटेको विदेशी पर्यटकहरु हुन् । लुम्बिनी आउने पर्यटकहरुलाई यस नगर क्षेत्र भित्रका बौद्ध धर्मसँग सम्बन्धित विहार, गुम्बा, बुद्धकालीन कुवाहरुसँग सम्बन्ध जोडिदिइ पर्यटकहरुलाई रिझाइ बास बसाल्न तथा बसाइ लम्बाउन सकेमा होटल सँग सम्बन्धित तरकारी, खाद्यान्न, मासु, दूध फलफूल मह अचार आदि उत्पादनको आयमा वृद्धि गर्न सकिने छ ।

३. **जनकपुर-जानकी मन्दिर सम्बन्ध :** तिलोत्तमा नगरपालिका वडा नं. ९ मंगलापुरमा रहेको राम जानकी मन्दिर र जनकपुर धाममा रहेको जानकी मन्दिर सँग ऐतिहासिक सम्बन्ध छ । अयोध्या र जनकपुरको सम्बन्ध जस्तै यसको सम्बन्ध छ भन्ने भनाइ सुनिन्छ । यस मन्दिरको परिसर भित्र ऐतिहासिक पिपलको रुख जहाँ हरेक शनिबार जलार्पण हुन्छ । साथै ऐतिहासिक कुवा पनि रहेको यहाँ विभिन्न समयमा मेला लाग्दछ ।

४. **खेलकुद :** सिद्धार्थ खेल मैदान चपरहट्टि, DMC दुर्गा मन्दिर युवा क्लबले गौतम बुद्ध मा.वि. केवलानीको प्राङ्गणमा खेल मैदान, लिस्नो क्लबले वडा नं. १५ पशुपति कलेज मैदानमा राष्ट्रिय स्तरको खेल संचालन, झरना स्पोर्ट्स क्लबले कुन्जलापुर वडा नं. ६ मा दशैमा आयोजना गर्ने राष्ट्रिय स्तरको फूटबल प्रतियोगिता, नवजीवन युवा क्लाब १० नम्बरको क्रिकेट फिल्डले खेल प्रेमीहरुलाई आकर्षित गर्न सक्दछ । नगरपालिकाले वडा नं. ७ मा ५ विगाहा क्षेत्रफलमा खेल मैदान बनाउने लक्ष्य राखेको छ ।

५. **मन्दिरैमन्दिरको नगरपालिका तिलोत्तमा :** यस नगरपालिका क्षेत्रभित्र बुद्ध बिहार, शिवालय, कालिका मन्दिर, सरस्वती मन्दिर, राधाकृष्ण मन्दिर, राधास्वामी सत्संग व्यास, सत्यसाई केन्द्र (मणिग्राम), ब्रह्मकुमारी ईश्वरीय विश्वविद्यालय, दुर्गा मन्दिर, मनकामना मन्दिरहरु छन् ।

६. **पर्यटक सूचना केन्द्र/प्रचार प्रसार :**"बोल्नेको पीठो विक्छ नबोल्नेको चामल बिक्दैन" यो युग विज्ञापनको युग भएकोले यस नगर क्षेत्रभित्र भएका प्राकृतिक सौन्दर्य, मठ मन्दिर, वन जंगल, ताल तलैया, स्वास्थय संस्था, पशुपालन, आष्ट्रिच फार्म, वनबाटिका बिहार तथा अनुसन्धान केन्द्र, मोक्षधामको बारेमा ब्यापक प्रचार प्रसार गर्नु पर्दछ । पर्यटन सूचना केन्द्रको स्थापना, सूचना सामग्रीको उत्पादन तथा सर्व सुलभ उपलब्धता हुनु पर्दछ । इलेक्ट्रोनिक माध्यमबाट सूचना प्रवाह गरेमा लागत न्यून हुनुको साथै प्रभावकारी मानिन्छ ।

७. **तालिम संचालन :** दक्ष गाइडले पर्यटकहरुलाई अविस्मरणीय प्रभाव पार्दछन् । यहाँका स्थलहरुको अवलोकन, अध्ययनले मनोरञ्जन प्रदान गरि पर्यटकलाई सन्तुष्टि प्रदान हुन्छ । उनीहरुको चाहना अनुसारको खानेकुरा बनाउन सक्ने कुक, वेटर तथा सक्षम तथा दक्ष पर्यटक गाइड उत्पादन गर्न तालिम दिइनु पर्दछ ।

८. यहाँका होटलहरुले तिलोत्तमा नगर क्षेत्रभित्रका पर्यटकीय स्थलहरुको बारेमा जानकारी गराइ यात्रुको बसाइ लम्बाउनु पर्दछ । क्रिमसन अस्पताल, आरोग्य आयुर्वेद केन्द्र, नलिनी स्वास्थ्य केन्द्र, मणिग्राम स्वास्थ्य केन्द्रहरुले स्वास्थ्य क्षेत्रमा योगदान पुऱ्याएका छन् ।

९. लगानी सम्मेलनपश्चात उद्योगहरुमा लगानीको आकर्षण बढेको हुनाले बृहत आकारमा उद्योगहरु तथा आधुनिक उद्योगहरु अवलोकन गर्न समेत मानिसहरुमा रुचिको विषय बनेको छ। उद्योग अवलोकनले उद्यमशीलता उजागर गर्न सघाउ पुग्ने देखिन्छ ।

**१०. विविधः**पर्यटकको सुविधा र सुरक्षाको प्रवन्ध मिलाउने, आन्तरिक पर्यटनलाई प्रोत्साहित गर्ने, सांस्कृतिक प्राकृतिक पुरातात्विक एवम जैवीक सम्पदाको संरक्षण गर्ने, विश्व पर्यटन बजारमा प्रचार प्रसार गर्ने, खुद्रा पसल अर्न्तगत उपाहार पसल, ऐतिहासिक बस्तुपसल कला शिल्प पसल सपिङ्ग मलको व्यवस्था मिलाउने ।

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