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- **Old verses New: E- Recruitment -the New Way**

*Dr. Monika Jain, Ms. Priya Dubey*



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## EDITORIAL

*Greetings from the Editor's Desk !! I am very glad, to present the 8<sup>th</sup> Volume of our Research Journal, 'Dharohar'. The main aim of this journal is to provide, Academicians a platform, where they can share their research thoughts with the co-researchers/readers. This issue we have given the journal a new look and included totally new Editorial Advisory Board. I am thankful to all the experts for accepting our invitation and being the part of this research compendium. I am sure under the leadership of you all, the journal will grow, and will achieve new milestones, and will be part of renowned databases.*

*This issues consist of articles/papers from various interdecipline. **Dr. Pallavi Rajankar** in their paper titled **"To Prevent a Globally Dubious Disaster Yogayajñadi Karmadhithanasya Superiority"** discussed about the issues related to the importance of yoga-yajñadi karma in the present research essay. Another paper by **Shrikant Gopichand Shende**, and **Dr. Alka Vinayakrao Deshmukh** titled **"Corona-era employment issues and VUCAFU's challenges: in the context of MGNREGA"** discussed the issues related to employment instability in India, especially in rural India, the Employment Guarantee Act was enacted in 2005 and later came to be known as MGNREGA. After the emergence of Covid's situation, the government and the political party's attitude towards the MGNREGA scheme began to change. This led to two problems, one was the increase in pressure on the native villages and the other was the problem of unemployment. When such instability occurs, the word elements contained in the VUCAFU are attached to it. As instability creates uncertainty, complexity, ambiguity, one also has to deal with anonymous fears and unprecedented situations. The country has experienced an unprecedented situation due to the embargo. The impact was huge not only on the economy but also on the social, educational and cultural spheres. Against this backdrop, it is clear from the policy on rural development that the MGNREGA scheme has overcome the VUCAFU environment. Another paper by **Dr. Monika Jain and Ms. Priya Dubey** titled **"Old Verses New: E-Recruitment –the new way"** explore the old verses new recruitments methods and its impact on organisation and employees. In today's era Technological tools and equipment are widely used in because of their capabilities of doing task faster than human. Such tools help in scrutinizing reliable data according to requirement. The research article is primarily descriptive. Primary data was gathered by an e-questionnaire*

distributed over social media, while secondary data was gathered through journals, websites, and research papers. The Core objective of research is to know the growth and scope of e-recruitment in near future. The research concluded that E-recruitment is positive step towards digitalisation. Companies are looking forward to apply such online and technological tools in process of hiring

*Happy Researching!!*

**Dr.Shiney Chib, Editor-In-Chief.**



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## **TO PREVENT A GLOBALLY DUBIOUS DISASTER YOGAYAJNADI KARMADHISTHANASYA SUPERIORITY**

- विमर्षात्मिकम् अध्ययनम्

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**Abstract :** *Man is by nature freedom-loving. Residents of one country do not want to be subject to another country. Contrary to this, it is also the nature of human beings to want to keep other human beings under their control. Due to this anti-dualistic tendency of human beings, mass struggle has not been eradicated from the beginning of creation till date. What is to be eradicated, day by day, malice is increasing in different societies and between countries within this country. No matter how many small and big wars have taken place in the world till date, the physical cause of them is this dual nature of human beings. In the history of the world, the victorious countries have mistreated the dependent countries for the most part. The civilization and literature of the conquered countrymen have been axed. In order to overcome this unprecedented, unforeseen, changeable, complex, ambiguous and doubtful situation, an attempt has been made to discuss the importance of yoga-yagnadi karma in the present research essay. Concise references have been considered due to fear of expansion*

**Key Words:** Suspicious, Mutable, Complex, Obscure, Fear of Ignorance, Unprecedented

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### **Introduction**

The main duty of human beings in this world is to perform these four purusharthas - religion, meaning, work and salvation. They become self-perfected and all the perfections are obtained instinctively — it seems from looking at history.

It is unfortunate that human beings today have reached the culmination of misery or suicide by abandoning the supremely virtuous path of pure self-sufficiency. This is why thousands of supernatural, metaphysical and spiritual sufferings have come upon man today. Subdued by selfishness and lust, they use each other's plunder and crooked tactics to create class wars and have started killing millions and millions of innocent creatures by making horrible weapons like epidemic atom bomb and hydrogen bomb.

### Objectives:

- 1) To assimilate the yoga-yagnadi activities for the relief of the present supernatural, metaphysical and spiritual suffering.
- 2) To conquer both external and internal nature through yoga-yagnadi karma for the full development of humanity.
- 3) To perform high-quality knowledge and achievements by worshiping God through yoga-sacrifice, devotion, philosophy.
- 4) To establish the best of yajnadi karma in order to make daily karma, quadruple purushartha prapti, rajyaprapti etc. karmya karmadi behavior successful.

### Methodology:

Critical study method has been adopted for the presented dissertation

### Significance of study :

In order to fully develop humanity, it is necessary to conquer both external and internal nature. There is a veil of mystery lying on a huge demonic power that is bound in the interval of nature. Science removes this veil and places this demonic power in our hands. Now if we are self-conquered we can make good use of this power for human welfare and make this surface a paradise, but if we use this demonic power for our own selfish ends then it will have no other result than genocide and this surface will become hell. In the absence of restraint, even a blessing can turn into a curse. The Western world discovered this demonic power through science, but did not teach us how to use it. Indian culture has always strived for the full development of humanity. Our Upanishads tell us-

असतो मा सद्गमय, तमसो मा ज्योतिर्गमय, मृत्योर्मा मृतं गमय ।

Our culture signals us to go from falsehood to light, from darkness to light and from death to immortality. Physical, mental and moral development are all necessary. By a healthy, wholesome body we go from death to immortality, by the power of knowledge and lore we awaken the brain powers and go from darkness to light and by conquering our inner nature through restraint and celibacy we go towards asceticism. Proper development of body, brain and character is essential for complete humanity.

विषया विनिवर्तन्ते निराहारस्य देहिनः ।  
रसवर्जं रसोऽप्यस्य परं दृष्ट्वा निवर्तते ॥<sup>1</sup>

Attachment does not disappear just by not feeding the senses. Attachment disappears only when the divine glimpse is absorbed in the heart. With the realization of God, all the bonds

of love are loosened and the extreme development of humanity takes place. Innumerable powers are hidden in the human brain. The cooperation of these powers is essential for the full development of humanity. In ancient times, Yogashastra tried to provide immortality to humanity by awakening the brain powers and Tantra Shastra through Kundalini Shakti.

सत्त्वं रजस्तम इति गुणाः प्रकृतिसम्भवाः ।

निबध्नन्ति महाबाहो देहे देहिनमव्ययम् ॥<sup>2</sup>

All creation, the entire universe is an extension of these three qualities. Among these, the characteristics of Sattvaguna are purity of body, mind and intellect, purity of knowledge, peace and equality of mind. On the contrary, disorder is a symptom of omnivorous attachment to sensual substances and constant attempts to get rid of those substances. The more one is subject to this quality, the more he suffers from work 'रजसस्तु फलं दुःखम्'<sup>3</sup> Tamogunaka is characterized by inertia, mental laziness, discouragement, delusional sleep.<sup>4</sup> Rajogunaki is predominant in human beings. This raj-tam-samishram makes man the devil.

प्रवृत्तिं च निवृत्तिं च जना न विदुरासुराः ।

न शौचं नापि चाचारो न सत्यं तेषु विद्यते ॥

असत्यमप्रतिष्ठं ते जगदाहुरनीश्वरम् ।

अपरस्परसम्भूतं किमन्यत् कामहैतुकम् ॥<sup>5</sup>

These demonic natures, bound by thousands of hopes and desires, motivated by work and anger, accumulate money for the fulfillment of their desires by the following measures. But such a tendency of this country is not proved by the ancient Indian history. In the Raghu vansh of Kalidasa, there is a description of world conquest by Raja Raghu. Raghu had conquered some of the countries of Central Asia like Persia, Iran etc. Their money was not immediately looted and no further arrangements were made to collect taxes from them. This is a unique thing about the conquerors in the history of the world. And Ravana's Lanka was attacked by Rama for the salvation of his wife abducted by Ravana and for the slaying of the sinful demon. Sri Rama, the conqueror of Lanka, did not make it a colony of Ayodhya, but made Ravana's brother Vibhishan his officer.

In ancient times, human beings, by keeping the mind and senses in extreme restraint, used to perform yoga-yagna, devotional philosophy, chanting and worshiping God and perform high-level knowledge and achievements. Those Trikaladharshi Mahanubhav Maharishis did not use that knowledge science only for their own pleasure and credit, human beings all over the world benefited by taking advantage of it according to their own rights and qualifications. Philosophy like Sankhya, Nyaya, Vaisheshika, Purvamimansa, Daivimimansa and Uttaramimansa, History like Ramayana-Mahabharata, Manu-Yajnavalkya-Parashar-Shankha-Likhit-Atri-Yama-Apastamba, Dharmashastra, and Srimadbhagavata, Vishnu, Padma, Skanda, Narada, Markandeya, Varaha, Vamana, Shiva, Garuda made the world full of cosmology by composing Puranas. Due to the influence of this knowledge-science, asceticism-yoga-devotion, they could come to the worlds like heaven-death-hell etc. without any restraint. Sitting in the ashrams resounding with the sound of Veda-Shastra of tens of thousands of disciples, sitting in the ashrams, they could know the happenings all over the world in an instant through meditation enjoyed all kinds of pleasures. The storehouses of wealth, food, clothing and juice were full and all people were endowed with intellect, body, knowledge, family, etc., and there was no place for misery, poverty, epidemic, famine, death, fighting. Scholarly thinkers from Europe and America had visions of such high-class archetypes, and they too, fascinated, took

those whose books could be obtained from India at great cost and by observing them with concentration, by inventing many of them, they have enriched and are making their country prosperous. Here, the children of modern India are disrespecting and destroying the works of their glorious ancestors by calling them old, wild, anti-progressive and trying to blindly imitate Europe, America and Russia.

आशापाशशतैर्बद्धाः कामक्रोधपरायणाः ।  
 इहन्ते कामभोगार्थमन्यायेनार्थसंचयान् ॥  
 इदमद्य मया लब्धमिमं प्राप्स्ये मनोरथम् ।  
 इदमस्तिदमपि मे भविष्यति पुनर्धनम् ॥  
 असौ मया हतः शत्रुर्हनिष्ये चापरानपि ।  
 ईश्वरोऽहमहं भोगी सिद्धोऽहं बलवान् सुखी ॥  
 आढ्योऽभिजनवानस्मि कोऽन्योऽस्ति सदृशो मया ।  
 यक्ष्ये दास्यामि मोदिष्य इत्यज्ञानविमोहिताः ॥  
 अनेकचित्तविभ्रान्ता मोहजालसमावृताः।  
 प्रसक्ताः कामभोगेषु पतन्ति नरकेऽशुचौ ॥<sup>6</sup>

Thus the disease which is afflicting man at this time, has been diagnosed; But only the diagnosis will be made, unless his medicine is told. In order to avoid the terrible future that is looming, mankind should renounce the tamasic tendencies and follow the sattvic tendencies as much as possible, according to their lineage and circumstances, Bhagavatprityartha should strive to perform their duties in a detached manner and thus lead a life. The spectator of this path has two famous memoirs. One is - - स्वकर्मणा तमभ्यर्च्य सिद्धिं विन्दति मानवः ॥<sup>7</sup> The second observance is - अयं तु परमो धर्मः यद्योगेनात्मदर्शनम् । (Yajnavalkyasmriti) Emergently, these two appear in different ways. But in reality both the great men have instructed the same thing. Lord Krishna says to do Bhagavatprityarthakarma and to practice Yajnavalkya Yoga योगः कर्मसु कौशलम् । Therefore, these two memoirs point to the same path and the same destination. Just as it is necessary for a human being to protect and follow yoga in his life, in the same way it is essential for him to protect and follow the sacrifice. Without Yajna, human beings and the humanity living in human beings cannot be protected. Therefore, human beings should adopt Yajna-Dharma for the overall welfare of their lives. Manavaka and Yajna have been closely related since the beginning of creation. In fact, the beginning of human life is from Yajna. This subject is also explained in the Gita -

सहयज्ञाः प्रजाः सृष्ट्वा पुरोवाच प्रजापतिः ।  
 अनेन प्रसविष्यध्वमेष वोऽस्त्विष्टकामधुक् ॥  
 देवान् भावयतानेन ते देवा भावयन्तु वः ।  
 परस्परं भावयन्तः श्रेयः परमवाप्स्यथ ॥<sup>8</sup>

At the time of creation, Prajapati (Brahma) created the human race with the Yajna and said to them, "Through this Yajna, you will prosper and this Yajna will be a giver of fruit for you." Satisfy the gods with this sacrifice and the gods will satisfy you with the fruit of the sacrifice. In this way, both of you get the highest welfare post. It has also been mentioned in Padmapuran-

यज्ञनिष्पत्तये सर्वमेतद् ब्रह्मा चकार ह ।  
 चातुर्वर्ण्यं महाभाग यज्ञसाधनमुत्तमम् ॥<sup>9</sup>

‘Hey Mahabhog! Brahma created human beings in the form of Chaturvarnya, the best instrument of Yajna, only for the purpose of Yajna karma.

तं यज्ञं बर्हिषि प्रौक्षन् पुरुषं जातमग्रतः ।

तेन देवा अयजन्त साध्या ऋषयश्च ये॥<sup>10</sup>

It is also written in Shatapathabrahman that Prajapati produced the first Yajna as his idol (picture). Therefore Yajna is actually the form of God-

अथैनमात्मनः प्रतिमामसृजत यद् यज्ञम्, तस्मादाहुः प्रजापतिर्यज्ञ इत्यात्मनो ह्येनं प्रतिमामसृजत ॥<sup>11</sup>

यज्ञेन यज्ञमयजन्त देवाः ।<sup>12</sup>

अयं यज्ञो भुवनस्य नाभिः।<sup>13</sup>

यज्ञो विश्वस्य भुवनस्य नाभिः।<sup>14</sup>

यशाः पृथिवीं धारयन्ति ।<sup>15</sup>

एकं सद् विप्रा बहुधा वदन्ति ।<sup>16</sup>

Regarding Yajna, it has been said that Yajna is the center of all Bhuvanas and it is holding the earth. Yajna Heesakshat is the form of God, which is pronounced by the names Vishnu, Rama, Krishna, Yajnapurusha, Prajapati, Savita, Agni, Indra, Surya etc.- यज्ञो वै विष्णुः।<sup>17</sup> यज्ञो वै विष्णुः।<sup>18</sup> विष्णुर्वै यज्ञः।<sup>19</sup> पुरुषो वै यज्ञः।<sup>20</sup> यज्ञः प्रजापतिः।<sup>21</sup> यज्ञ एव सविता।<sup>22</sup> अग्निर्वै यज्ञः।<sup>23</sup> इन्द्रो वै यज्ञः ।<sup>24</sup> यज्ञो वै स्वरहर्देवाः सूर्यः।<sup>25</sup> यज्ञो हि भगवान् विष्णुः ।<sup>26</sup> भगवान् यज्ञपूरुषः ।<sup>27</sup> प्रभो यज्ञपुमांस्त्वमेव ।<sup>28</sup> साक्षात्स यज्ञपुरुषः ।<sup>29</sup> यज्ञः सर्वगतो हरिः।<sup>30</sup> अहं क्रतुरहं यज्ञः।<sup>31</sup> अहं हि सर्वयज्ञानां भोक्ता च प्रभुरेव च।<sup>32</sup> तस्मात्सर्वगतं ब्रह्म नित्यं यज्ञे प्रतिष्ठितम् ।<sup>33</sup>

वेदयज्ञमयं रूपमाश्रित्य जगतः स्थितौ ।

स्थितः स्थिरात्मा सर्वात्मा परमात्मा प्रजापतिः ॥<sup>34</sup>

ऋणैस्त्रिभिर्द्विजो जातो देवर्षिपितृणां प्रभो ।

यज्ञाध्ययनपुत्रैस्तान्यनिस्तीर्य त्यजन् पतेत् ॥<sup>35</sup>

जायमानो वै ब्राह्मणस्त्रिभिर्ऋणैर्ऋणवान् जायते

ब्रह्मचर्येण ऋषिभ्यो यज्ञेन देवेभ्यः प्रजया पितृभ्यः ।<sup>36</sup>

As soon as Dwij is born, Rishi-rin, Dev-rin and Pitru-rin become indebted to these three types of debts. Through Brahmacharya, sage is liberated from debt, Yajna is liberated from God-debt, and children are liberated from patriarchal debt. (6/35). The main deeds of the human beings are explained by the above-mentioned debts. Debt is also mentioned in the loan. In order to be free from deva debt, the above mentioned Tattiriya Shrutin has made it clear that liberation from deva debt is possible only through sacrifices. That sacrificial deed is very pure and unimaginable, as God Himself has theorized in the Gita, dispelling many differences of opinion.

यज्ञदानतपःकर्म न त्याज्यं कार्यमेव तत् ।

यज्ञो दानं तपश्चैव पावनानि मनीषिणाम् ॥<sup>37</sup>

Not only that, while determining the philosophy of world welfare and the path of duty, God has made it clear that all deeds except यज्ञार्थात्कर्मणोऽन्यत्र लोकोऽयं कर्मबन्धनः ।<sup>38</sup> It is also said in the Gita- नायं लोकोऽस्त्ययज्ञस्य कुतोऽन्यः कुरुसत्तम ।<sup>39</sup> This mortal world of those who do not perform Yajna cannot be attained, then what is the point of Divyalok (afterlife). Atharva Veda also says- अयज्ञियो हतवर्चा भवति ।<sup>40</sup> Yajnahin purushka tej nasht hota hai According to Kalikapuran's 'सर्वं यज्ञमयं जगत्'<sup>41</sup>, this entire world is Yajna. All the karma that takes place in this Yajna world is Yajna, which is always omnipresent. For example, Sandhya, Tarpan, Balivaishvadev, Devpujan, Atithisatkar, Vrat, Jap, Tap, Kathashravan, Tirthayatra, Adhyanadhyapana, Khan-Paan, Shayan-Jagran Adinitya and Upanayan-Vivahadi Sanskar Naimittik and Rajyaprapiti etc. All these behaviors are successful. Not only this, the form of life-and-death sacrifice has been given. In Gita (4 | 28) also, God has mentioned Dravyayagya, Tapoyagya, Yogayagya, Swadhyayagya etc. and has given the form of Yagya to all of them.

This proves that all the objects of the world are in the form of Yajnas and the refuge of all those Yajnas is Parabrahma Paramatma. Those who do not have reverence for yagnas, they become various misfortunes and for such people it is said 'नास्ति यज्ञसमो रिपुः'. Is the principle. That is the second name of virtuous religion, which can be obtained only through good deeds. Shruti especially inspires human beings towards good deeds.

न हि कल्याणकृत् कश्चिद् दुर्गतिं तात गच्छति ॥<sup>42</sup>  
 कर्मणैव हि संसिद्धिमास्थिता जनकादयः।<sup>43</sup>  
 संन्यासः कर्मयोगश्च निःश्रेयसकरावुभौ।  
 तयोस्तु कर्मसंन्यासात् कर्मयोगो विशिष्यते ॥<sup>44</sup>

In order to make all human beings karmath in this karmic world by these proofs, Gita also preaches for the welfare of her sacrificial sons like a mother. Therefore-

अन्नाद्भवन्ति भूतानि पर्जन्यादन्नसम्भवः ।  
 यज्ञाद्भवति पर्जन्यो यज्ञः कर्मसमुद्भवः॥<sup>45</sup>

### Conclusions

This proof proves that all practical and transcendental work sacrifices are dependent on the best of deeds. That in the name of progress, reform or freedom, the following measures should be decided and managed to prevent the misery of humanity.

### Remedy -

- (1) Man should be devoted to Nirmal-Chittasebhakti by firmly believing in Jaganniyanta Ishwar and Ishwar-Swarupasanatan Dharma and should follow his obedient principles of Vedas, Gita, Bhagwat, Manusmriti, Ramayana, Mahabharata.
- (2) By making radical changes in the prevailing teaching-practices of schools and colleges, in schools like ancient sages, gurukulas, brahmacharyashrams, students should be provided with religious education along with art-skills, industry-trade, agriculture-science, ayurveda, archery.
- (3) Teaching should be compulsory in the provincial language as well as in Sanskrit and Hindi.
- (4) Many promises and diseases that have arisen in Europe, America and China have spread epidemics, arbitrariness, arrogance and atheism and created great misfortune. Humans should be followed. By doing this, the plight of humanity will be completely stopped and ultimate happiness and bliss will be achieved.

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## **CORONA-ERA EMPLOYMENT ISSUES AND VUCAFU'S CHALLENGES: IN THE CONTEXT OF MGNREGA**

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**Abstract :** In 1991, the US military introduced the concept of VUCA to the world in the wake of the war in Afghanistan. Later, it was used in the war-torn Iraq as well. The atmosphere of the twentieth century began to show a large gap in this. In the economic sphere, the consequences were even more dire. After the adoption of liberalization, the word VUCA became effective in the life of the common man along with the economy. The words Volatility, Uncertainty, Complexity and Ambiguity became associated with economic and political life. It added to the FU, the unknown fear, the unprecedented situation. The aftermath of the epidemic seemed to make the world more familiar with the latter two words. Normally a model or diagram is considered to overcome the situation, but the model of VUCAFU remains negative.

**Key Words: VUCAFU**

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### **Introduction**

In times of war or epidemics, the political system of a country's economy is under attack. In such a situation, alternative plans need to be devised to overcome it. After India's acceptance of liberalization on July 24, 1991, it was hoped that employment would be planned, but given the pre-epidemic period, it was not possible for the rulers to create the expected employment model. This does not mean that the plan has not been formulated, but the central government has come up with a number of plans according to the situation. In order to end employment instability in India, especially in rural India, the Employment Guarantee Act was enacted in 2005 and later came to be known as MGNREGA. After the emergence of Covid's situation, the government and the political party's attitude towards the MGNREGA scheme began to change. This led to two problems, one was the increase in pressure on the native villages and the other was the problem of unemployment. When such instability occurs, the word elements contained in the VUCAFU are attached to it. As instability creates uncertainty, complexity, ambiguity, one also has to deal with anonymous fears and unprecedented situations. The country has experienced an unprecedented situation due to the embargo. The impact was huge not only

on the economy but also on the social, educational and cultural spheres. Against this backdrop, it is clear from the policy on rural development that the MGNREGA scheme has overcome the VUCAFU environment.

### **Nagpur District :**

In Nagpur district, 25.17 lakh man days were generated during the Covid period in 2020-21, which is 33 per cent more than in 2019-20, while the central government had allocated Rs 61,000 crore for 2020-21. However, the actual expenditure incurred was Rs 1,11,500 crore, which is more than 50 per cent as compared to 2019-20. This means that in times of instability, the inclusion of workers in the MGNREGA scheme has made it possible to control the social and economic situation.

**Keywords:** Unemployment, Reverse Migration, MGNREGA, Instability, Rural Development.

### **Preface:**

Over the past year, the entire world has fled the Corona crisis. On the one hand, no one could have imagined that a single virus would change the equations of global power as the world's superpowers are on the verge of becoming world powers. The big decision in this endeavor is lockdown. Most of the nations around the world, including India, have more or less imposed restrictions and this has led to the extraordinary status of VUCAFU.

Due to the lockdown, small and big businesses, industries and other businesses came to a complete standstill, leading to unemployment and starvation. Lack of employment upsets the economic and social balance of the people. They face many kinds of problems. These problems create unfavorable conditions for the progress, unity, integrity and stability of the country.<sup>1</sup> Unemployment caused a great deal of instability and uncertainty in employment. In India, the largest working class in the industrial sector is the rural migrants. Unemployment and semi-unemployment in rural areas seem to have been a problem for a long time due to the decline of rural small scale industries, growing population and over-reliance on agriculture.<sup>2</sup> This is why this class seems to be attracted to the city in search of permanent employment. But Corona forced the city to reverse the concept of permanent employment and relocate and accommodate this migrant class by providing them employment and adjusting the rural economy to some extent. An analysis of the role of is presented in this research article.

### **Research Question:**

The extraordinary condition of VUCAFU arose during the Covid period. The concept is more prevalent in urban areas than in rural areas. The class, who had gone to the city as laborers, returned to their hometowns in reverse, due to the fear of the unknown and the unpredictability of the future. As a result, employment and the possibility of living became two problems. It is almost impossible to live without employment, the need arose for them to find an alternative, but this option was made available to both locals and migrants through the MGNREGA scheme.

### **Objectives:**

1. To check whether MGNREGA scheme has become important for the employment of migrants.
2. To analyze whether the MGNREGA scheme has been fruitful in Nagpur district with a view to alleviating the oppression arising from the VUCAFU concept.

### **Research Methods:**

The descriptive method has been adopted in the research method.

**Hypothesis:** The issue of employment of migrants and locals caused by Covid has been a useful reason for MGNREGA to come out of instability.

### **Topic of Study:**

The whole world suddenly felt the vibration of the corona and the entire industry was shut down due to the lockout that took place during this period. The economies of large nations collapsed and large numbers of people lost their jobs. The unseen signs of escaping the lockdown, including the outbreak of the corona in urban areas, have not only lost employment but also brought the disgrace of living in the shelter of others. Uncertain and volatile employment, as well as the government's frequent increase in lockdown periods, have created an ambiguity for VUCAFU's livelihood in urban areas. This unprecedented situation in front of the working class who turned to the city in search of permanent employment created an atmosphere of unknown fear in their minds. As a result, a large number of these laborers started migrating home. Due to the restrictions imposed on transportation by the government, the workers returned home with their families in the scorching sun. During this time a new picture of the struggle for survival came before the world. According to a report by the Center for Monitoring Indian Economy, 12.2 crore people lost their jobs in April alone and about 80 million workers migrated after the strike. Nagpur district is no exception. Due to various employment opportunities in the city, the laborers from the rural areas of Nagpur came to live in the city. But during the lockdown, these same workers preferred to return home. The uncertainty of employment in the city has led to large-scale relocation to rural areas in the hope that the labor crisis will be alleviated in the villages and MGNREGA has become an important source of livelihood for these migrant unemployed.

Since the beginning of economic reforms in the post-independence period, rural poverty seems to have increased significantly compared to urban poverty.<sup>3</sup> According to the 2011 census, 68.84% of the total population of India lives in rural areas. Mahatma Gandhi said, Until the village develops and the village is self-sufficient again, the country can't develop till then.<sup>4</sup> Improving the social and economic conditions of the people living in rural areas means development.<sup>5</sup> and it is also clear that the country cannot develop without the development of rural areas. The Mahatma Gandhi National Rural Employment Guarantee Act-2005 (MGNREGA) is seen as a symbol of this thinking. The MGNREGA Act came into force on September 5, 2005 and was implemented across the country in three phases. The first phase started on February 2, 2006 and covered a total of 200 districts in the country. The second phase started in March 2008 with 130 districts and 295 districts with effect from April 1, 2008.<sup>6</sup> This law is based on the principle that work is provided to each family for at least 100 days in a year. Emphasis has been laid on providing employment to rural farmers and agricultural laborers through this Act, providing social security, empowerment of women and weaker sections as well as strengthening of Panchayat Raj Institutions.<sup>7</sup>

#### **Employment received under MGNREGA in Nagpur district:**

<b>Year</b>	<b>Man Days creation</b>
2018-19	20.27 lakhs
2019-20	19.35 lakhs
2020-21	25.17 lakhs
1 April 2021 to 25 June 2021	5.41 lakhs

**Source:** [www.nrega.nic.in](http://www.nrega.nic.in)

The above table shows the pre-crisis situation of Corona and the migration and employment demand due to Corona. Since March 2020, there has been a lockout all over India and a total of 25.17 lakhs man days have been created in the district in the year 2020-21. While a VUCAFU-like environment has been created in urban areas, MGNREGA has challenged the VUCAFU in rural areas by providing such a large number of jobs to migrants, forcing the whole world to pay attention to MGNREGA.

Article 41 of the Constitution of India gives the right to work to the individual.<sup>8</sup> When commenting on Indian plans, Indian plans are said to be as good as paper, but in reality they are not as

good.<sup>9</sup> But in the case of MGNREGA, this statement is not true. During the Corona period, many countries announced various packages, but all the nations of the world realized that announcing the package would not solve the problem of unemployment. They had to lift the lockdown at the risk of their lives as they did not have a plan to accommodate jobs like MGNREGA in India. This shows the success of MGNREGA. And so compared to other laws, MGNREGA is really the law of the people for the people and the law of the people.<sup>10</sup>

### Expenditure incurred on MGNREGA:

While the urban economy has completely collapsed in the relative environment of VUCAFU created during the Corona period, in rural areas, however, MGNREGA seems to be challenging VUCAFU by creating new dimensions. Considering the total expenditure incurred in Nagpur district in the last three years, the total expenditure incurred in the district in 2018-19 is 5,598.89 lakh, in 2019-20 is 4,750.31 lakh and in Corona period 2020-21 a total of 6,735.06 lakh has been spent under MGNREGA. On the one hand, the instability of employment in the city has created a problem for the livelihood of the people as seen in the Gram Gita, Rashtrasant Tukadoji Maharaj said that those who have migrated to the city after leaving the village, त्यांच्या सुखाने मुख्य साधन | सर्वतोपरी स्वावलंबन | शहरावरी न राहता अवलंबून | काम करावे सर्वांनी |<sup>11</sup> makes this sentence come true.

The Government of India has also taken note of MGNREGA and has provided special amount for MGNREGA in the Union Budget.

Year	Budget (in Crores)	Actual Expenditure (in Crores)
2018-19	55,000	61,815
2019-20	60,000	71,168
2020-21	61,000	1,11,500
2021-2022	73,000	--

Source: <http://indiabudget.nic.in>

Considering the provision of the Government of India's budget for that period and the provision for 2021-22, it became clear that the MGNREGA scheme is more useful in addressing the issue of migrants. The pace of the economic cycle in the Covid period, which had been a source of hope in large areas, came to a halt, however, the availability of employment under MGNREGA through rural development, the employment generated from it, at least kept the economic cycle going and the unknown fears caused by the corona's amazing condition in rural areas were allayed by MGNREGA.

### Hypothesis Testing:

After the unexpected corona virus spread around the world over the past year, an unknown fear was created in front of all the nations of the world. This sentiment stirred up social, economic, educational, cultural and political factors. The idea of a closed life and distance was born by changing the idea of living freely. To date, the society has never experienced such a situation. But today's society seems to be going through an unprecedented situation. Although the economic cycle has been slowed down due to restrictions on congestion and teamwork, MGNREGA has managed to lift the rural population out of the abyss of unemployment by providing employment to the rural migrants and the rural laborers. But when the concept of military-related VUCAFU emerges in a new form in the Corona era, it becomes clear that schemes like MGNREGA can be effective in coping with such an environment. MGNREGA has also emphasized on rural development by providing full employment opportunities to the migrants in the village itself. In this sense, this hypothesis has been proven.

### Conclusion:

1. The Corona period has proven to be a revival for locals and immigrants.
2. MGNREGA has worked to strengthen the rural economy.
3. The MGNREGA scheme is crucial to meet the challenges of VUCAFU.
4. Unstable employment during the Corona period has been boosted by MGNREGA.
5. MGNREGA has set a new standard for the whole world by providing year-round employment during the Corona period, breaking the concept that permanent employment opportunities are only in the cities.
6. Assessing MGNREGA during the Covid period in terms of development, employment and economic balance, it is clear that MGNREGA has been very successful in resolving social conflicts and economic woes as well as the availability of the scheme.

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## OLD VERSES NEW: E- RECRUITMENT -THE NEW WAY

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**Abstract :** *In the current world scenario companies have switched to online mode of working. This is the reason researcher wanted to explore the old verses new recruitments methods and its impact on organisation and employees. In today's era Technological tools and equipment are widely used in because of their capabilities of doing task faster than human. Such tools help in scrutinizing reliable data according to requirement. The research article is primarily descriptive. Primary data was gathered by an e-questionnaire distributed over social media, while secondary data was gathered through journals, websites, and research papers. The Core objective of research is to know the growth and scope of e-recruitment in near future. The research concluded that E-recruitment is positive step towards digitalisation. Companies are looking forward to apply such online and technological tools in process of hiring*

**Key Words:** E-recruitment, Artificial Intelligence, Technology

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### Introduction

In today's era digitalization has evolve in almost all sectors. Whether government sector or private firms, right from raw materials to final distribution, accounting of organization, hiring of employees, etc everything is based on online systems and technologies. If we take the example of recent pandemic it makes vital for every sector to transform from physical to virtual process of working. Companies are now looking forward to make the process of organization flexible, innovative and productive one. On the other hand employees are more keen to develop under innovative working that enhance their skills.

Researcher has taken E-recruitment for various IT sectors by keeping in mind the future of digitalization and the behavior of companies for the same transformation towards online recruitment. Traditional methods of recruitment are time consuming and lack the application of effective technological tools. By using AI tools and techniques in hiring process it helps the

management to get the reliable data of candidates, to know about their efficiencies or capabilities and then scrutinize the best required talent among crowd. It helps to ease the process of management to select the right candidate at the right time in the right position. E-recruitment helps in saving time and makes the process flexible for organization and employees hand in hand.

In human resource management, AI's effect is growing to a greater level. It begins with an employee's recruiting and ends with their departure, and involves training, engagement, benefits, recordkeeping, and so on. Employee productivity is boosted by AI-based HR apps. It can evaluate, forecast, diagnose, and become a more capable resource all while focusing on the requirements and outcomes of employees. Moreover, there are issues like as data security, a skill shortage, maintenance, integration capabilities, and a lack of established applications. Finding reliable learning data sets, adopting the proper implementation technique, seeking clarity, minimizing bias, and considering accidental effects are all important aspects of AI systems management.

### **VUCAFU: E- Recruitment**

The quality of being subject to frequent, quick, and considerable change is known as **volatility**. The term "volatility" in the context of E-recruitment refers to the fluctuation in market demand for employees. For example, corporations are experiencing financial losses as a result of the current pandemic, which limits demand for employing more workers. **Uncertainty** is a feature of that circumstance, in which occurrences and consequences are unpredictably unexpected. When it comes to dealing with modern equipment, there are challenges with the internet and others. While dealing with the online recruitment process, several unforeseen issues may arise, causing the process to be hampered. **Complexity** encompasses a wide range of challenges and causes, some of which are closely linked. Problems developing in the maintenance of technology used for hiring are referred to as E-recruitment complexity. **Ambiguity** is characterized by a lack of clarity and the difficulty in determining the exact nature of the situation. There are issues that develop during the online employment procedure. Employees got confuse on procedure for online application of job. **Fear of Unknown** is a tendency to be afraid when one does not have enough information on any level about something. Till now most of the companies had relied on traditional way of recruitment so, the sudden change in online process of recruitment make the candidate to fear and anxiety about how the process will be and how to face it. **Unprecedented** refers to a situation which never happens before. So E-recruitment is a new trend following in many companies due to pandemic

situation. But people are more aware of walk-in-interviews rather than online process so; there is tendency that they do not know at all about how the E-recruitment works.

➤ **Study of existing literature:**

Sr. no.	Title of paper	Name of auditor	Publication details	Objective	Findings/remarks
1.	E-recruitment: a walk towards paperless hr	Anand J and Dr. Chitra Devi S	Res 2016;2(11): 528-531.	To look at the impact of perceived efficacy on e-recruitment adoption and the obstacles that HR professionals encounter.	Value-added services, cost effectiveness, timeliness, delivering tailored solutions, helping to form relationships with HR managers, and facilitating company brand creation are all factors that contribute to e-recruitment success.
2.	E-recruitment: a study into applicant's perceptions of an online application system.	Stefan Thomas Mol	September 2009;17(3): 311 – 323	To examine how applicants feel about web-based methods.	Candidates in the United Kingdom, the Netherlands, and Belgium are more satisfied with online applications, according to a study. The most important predictors of

					applicant satisfaction are website features, perceived efficiency, and user-friendliness..
3.	E – recruitment and its impact upon on job seekers: a contemporary approach.	ROZY RANI	Vol-2 Issue-4 2016	To learn about the broad effects of e-recruitment, with a focus on job seekers.	According to the findings, online job site developers should provide more beneficial capabilities or tools on their sites to assist consumers in their job search.
5.	A study on increase in e-recruitment and selection process	Celine D'Silva Student, Department of MBA, VIT Business School, VIT University, Chennai, India	IJRESM, vol. 3, no. 8, pp. 205–213, Aug. 2020.	To find whether users prefer online recruitment or face-to-face selection	Highlighted that with the advancement of technology, there has been a significant growth in the number of people applying for jobs online. E-Recruitment has proven to be more effective in locating the right candidate for the right job.

6.	E-recruitment: is it delivering?	M Kerrin, P Kettley	A catalogue record for this publication is available from the British Library  ISBN 1 85184 329 9	To conduct evidence-based research on overall trends in the usage and practise of e-recruitment.	e-Recruitment is more than just a piece of software.  The criteria for selection are sound and genuine.  HR and line managers' capabilities should be developed.
7.	Factors affecting e-recruitment	Dr . Rupa Rathee, Miss. Renu Bhuntel	Volume 8, Issue XI, NOVEMB ER/2018	The purpose of this study is to determine the influence of e-recruitment on the organisation.	This study found that e-recruitment is advantageous, saves time, and speeds up the process.

➤ **Objectives of study:**

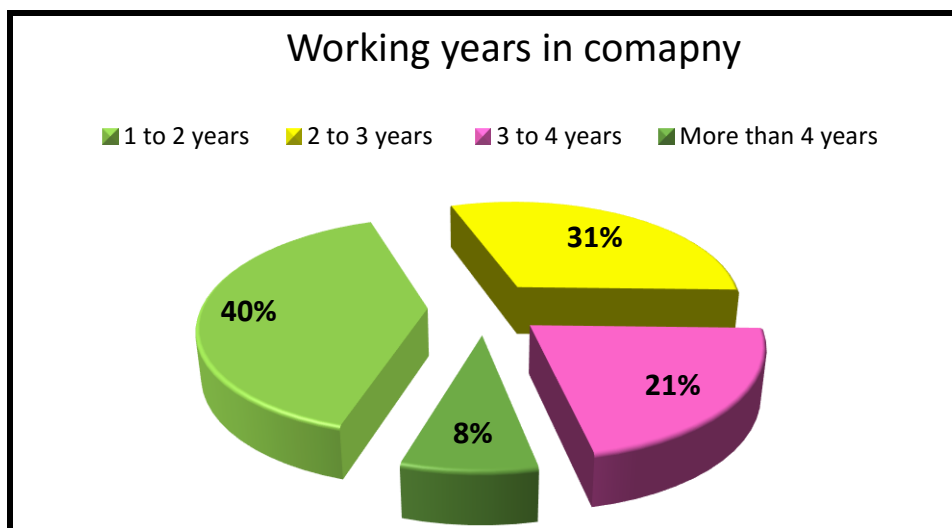
- To assess the value and necessity of the recruitment process.
- To know the perception of employees regarding recruitment and selection process.
- To find the various methods of recruitment adopted by IT companies.
- To find whether the traditional methods or online methods, which one is more appropriate for effective recruitment.
- To know the pros and cons of both online/offline recruitment process.
- To find the impact of digitalization in HRM management.
- To find whether online recruitment is a saving of cost or additional cost to management.

➤ **Data collection tool and sampling frame:**

The data is collected using questionnaire. The structured questionnaire was prepared and circulated online through various social media platform among different IT companies and employees. The sample size was 100 but 81 responses were collected. The data which collected are presented in tabular form, pie charts, bar column using excel sheets.

1. How long have you been with the company?

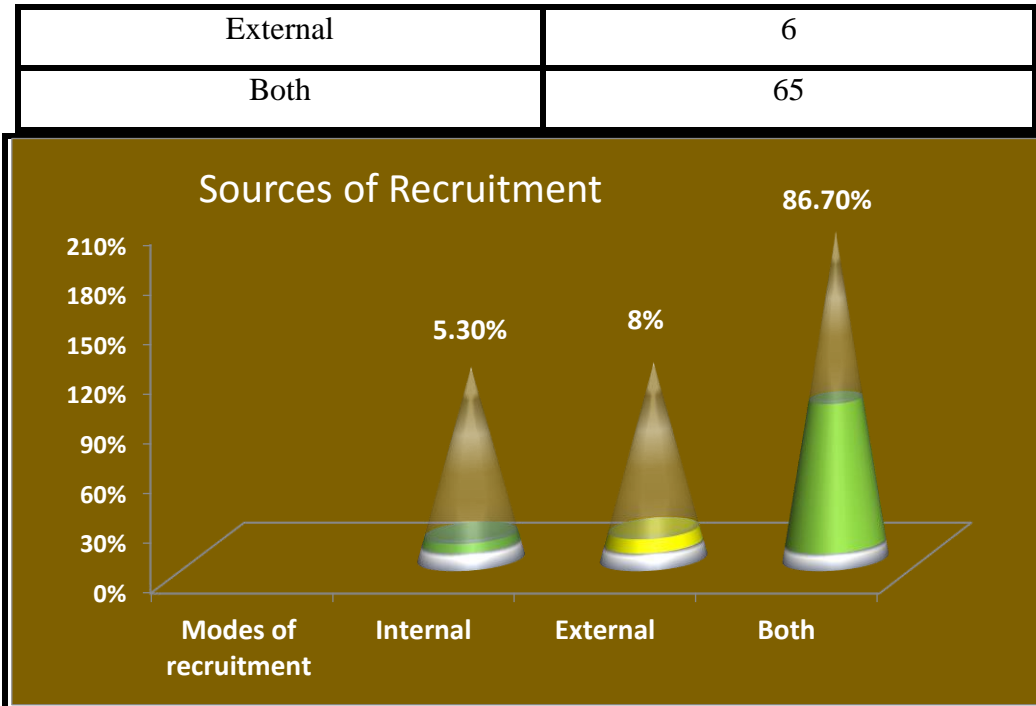
Option	Respondents
1 to 2 years	30
2 to 3 years	23
3 to 4 years	16
More than 4 years	6



There were 81 respondents in a sample out of which about 30 of Employees have worked for 1 to 2 years, 23 employees have worked for 2 to 3 years. While 16 of employees have worked for about 3 to 4 years, but only few employees which is 6 who have worked for more than 4 years. So, maximum number of employees prefers to work for 1 to 2 years, which shows very less time serving in an organisation.

2. What are the sources of recruitment and selection used in the Company?

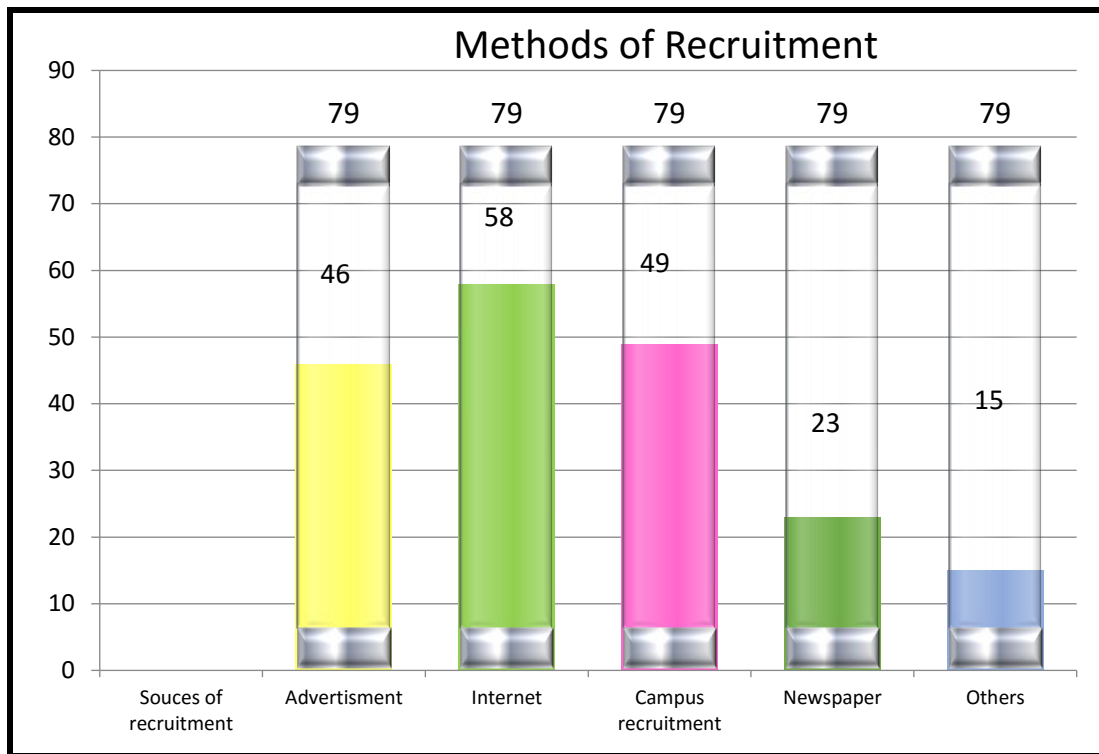
Option	Respondents
Internal	4



This statistical analysis shows modes of recruitment in which about 65 of employees work in a company which use both internal and external methods of recruitment. While 6 of employees work in a company which use companies prefer external mode and only 4 of employees work in a company which use companies uses internal mode of recruitment. It means maximum number of companies make uses of both internal and external mode for recruiting employees.

3. Which of the following methods your company uses for recruitment?

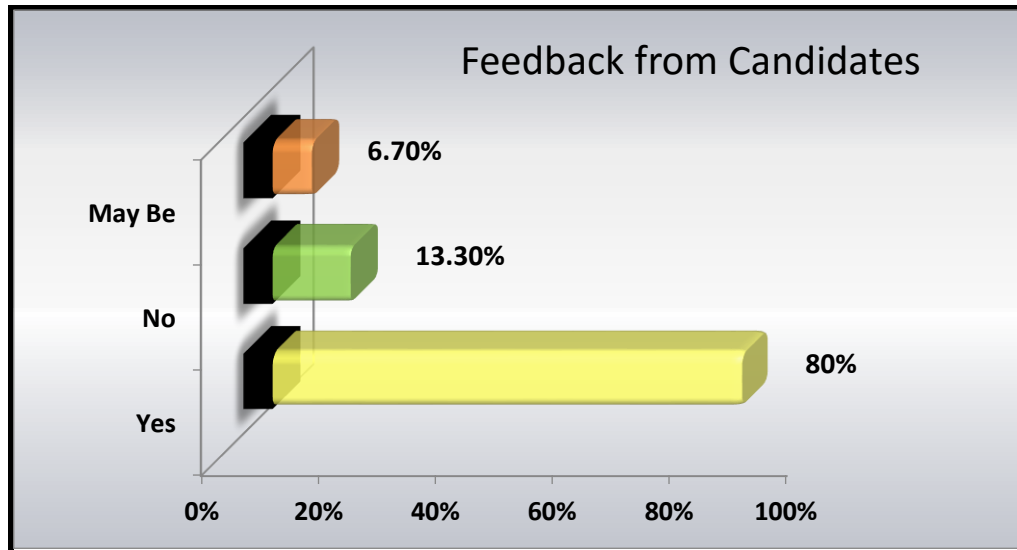
Option	Respondents
Advertisement	46
Internet	58
Campus Recruitment	49
Newspaper	23
Others	15



The above analysis shows that 58 of companies make use of internet or social media for recruitment. About 49 of companies hire candidates from campus and 46 of companies use advertisement. But around 23 uses newspaper and 15 have show for other sources of recruitment.

4. Does your company take feedback from candidates on recruitment process?

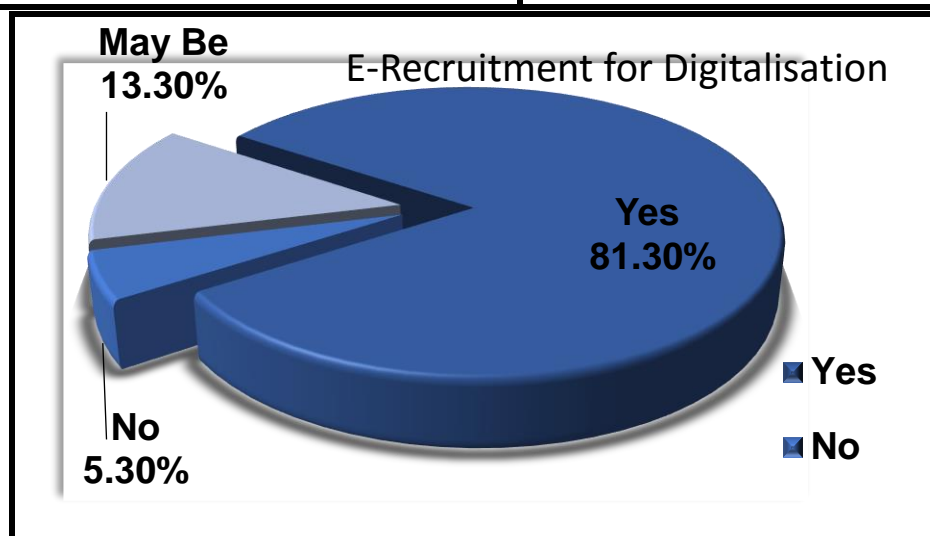
Option	Respondents
Yes	60
No	10
Maybe	5



It is found that around 60 of companies take feedback from candidates after a recruitment interview. But 10 of companies don't prefer to take feedback from candidates and a rough idea about 5 of companies which may or may not take feedback of recruitment interview conducted. So here, it is clear that most of the companies prefer to take feedback from candidates.

5. Online Recruitment is a good step towards digitalization.

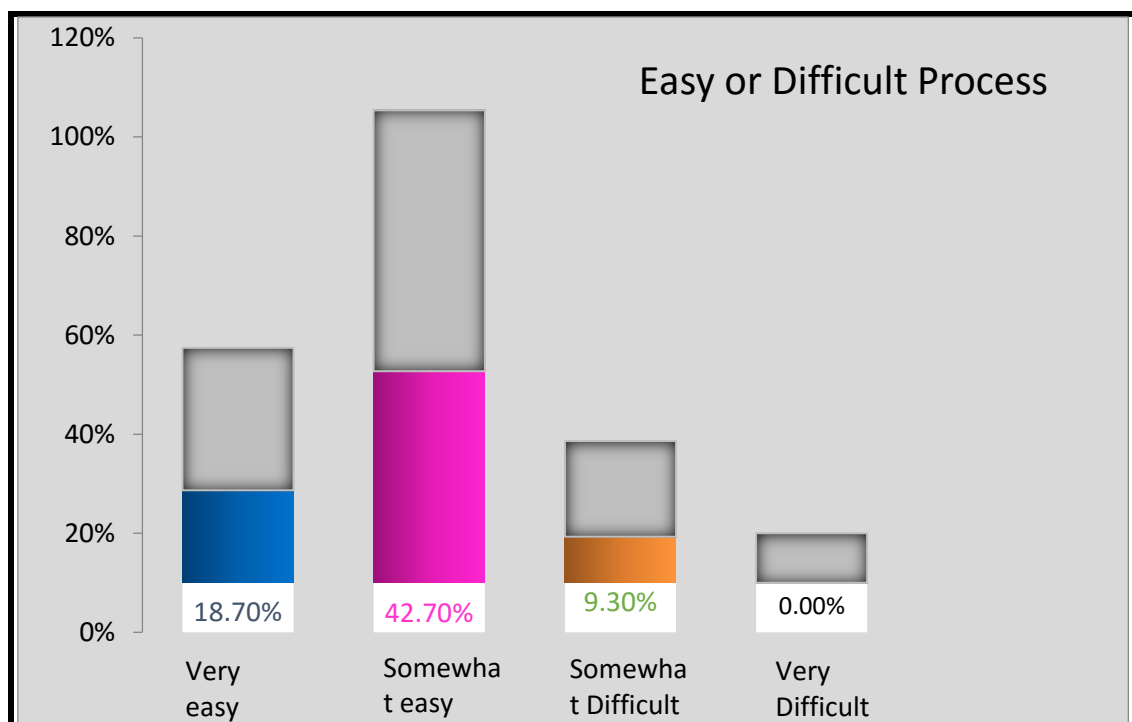
Option	Respondents
Yes	61
No	4
Maybe	10



The above analysis shows the companies perspective regarding online recruitment towards digitalization. Here researcher has found that maximum companies around 61 of which prefer yes, 4 of them prefer no and 10 for may be. So it is found that most of companies think online recruitment is a good step for digitalization.

6. How easy or difficult is online recruitment.

Option	Respondents
Very easy	14
Somewhat easy	32
Neutral	22
Somewhat difficult	7
Very difficult	0

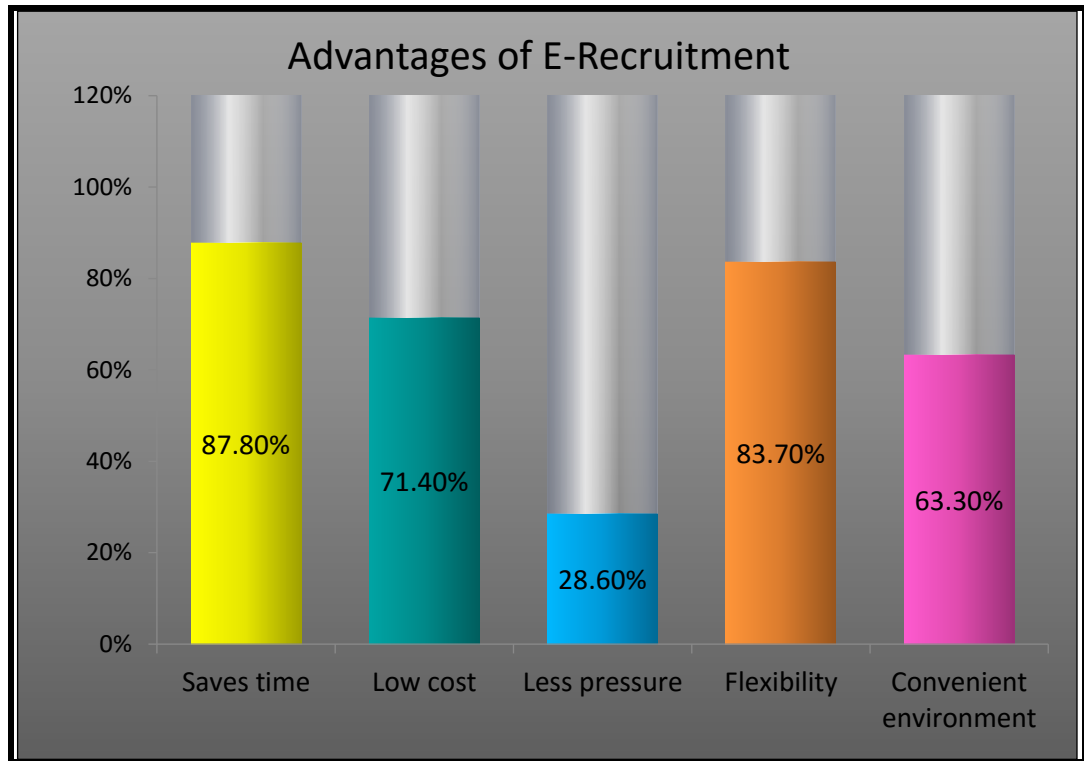


According to analysis about 32 find it to be somewhat easy. While 14 find online recruitment to be very easy process. 22 were in neutral category But 7 finds it somewhat difficult.

7. What could be the advantages of online recruitment?

Option	Respondents
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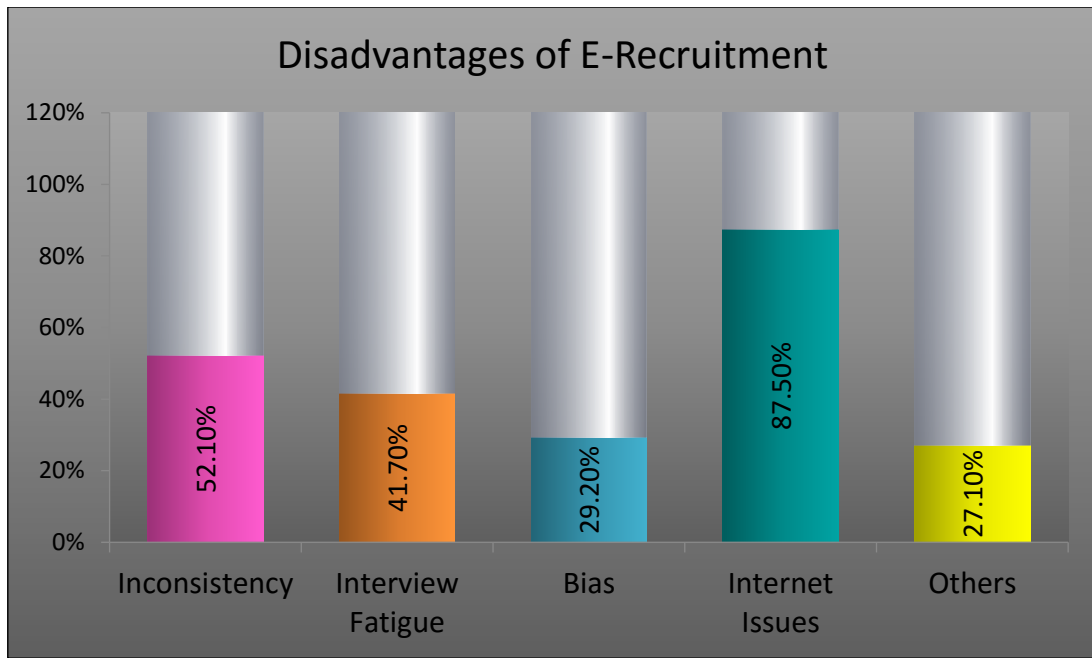
Saves time	43
Low cost	35
Less pressure	14
Flexibility	41
Convenient environment	31



In the above analysis it is found that 43 of employees say it saves time and 35 are in favor of Low cost and 41 of flexibility. 31 of them for convenient environment and only 14 feel it to be less pressure on candidates.

8. Problems likely to face in online interview.

Option	Respondents
Inconsistency	25
Interview fatigue	20
Bias	14
Internet issues	42
Others	13



It is found that 42 of employees found internet issues major problem to be faced. While 25 employees opted for inconsistency. 14 for bias. 20 voted for interview fatigue. The rest of 13 of them opted for other problems.

9. Which platform is more comfortable for recruitment?

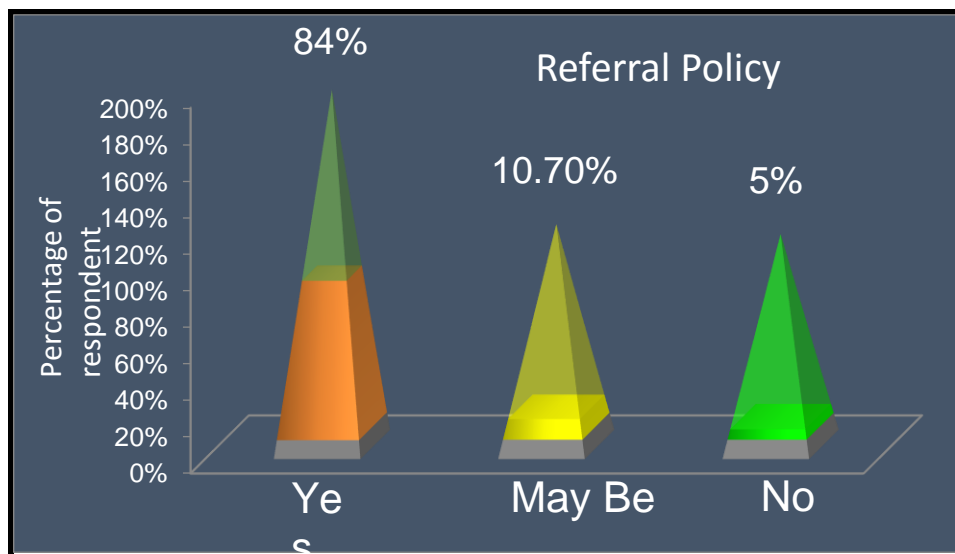
Option	Respondents
Online	28
Offline	12
Both	35



It is found that around 35 of employees find both online and offline process comfortable. While 12 think offline to be more comfortable. 28 for online mode of recruitment.

10. Do company have referral policy?

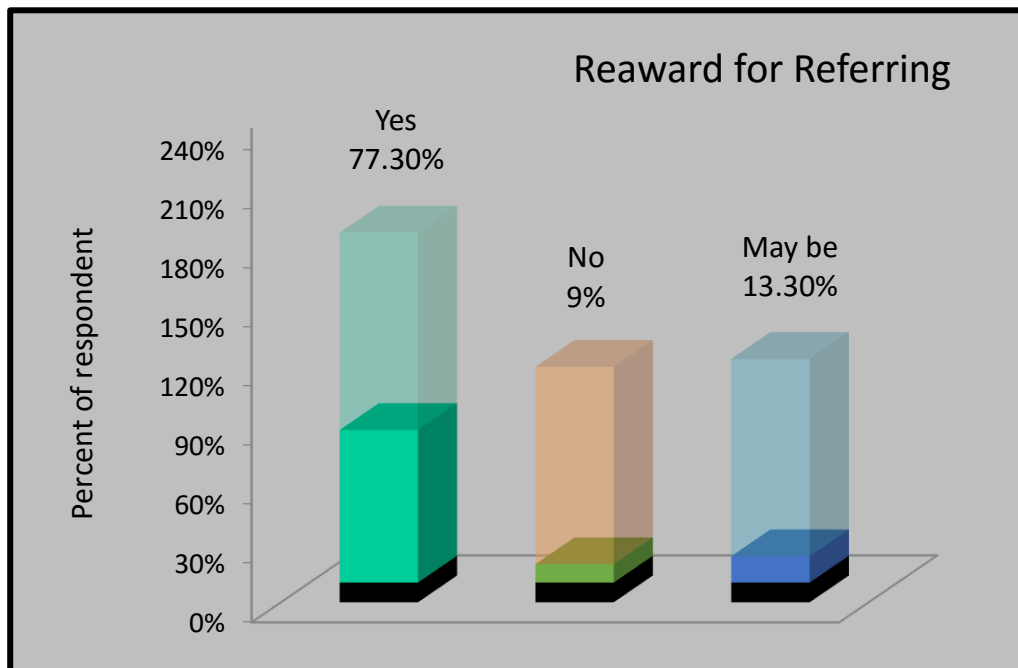
Option	Respondents
Yes	63
No	4
Maybe	8



In the above statistical analysis it shows that 63 of companies do have referral policy. But 8 opted for may be or may not have such policy. And only 4 of them do not have any referral policy in their company. So, maximum numbers of companies do have referral policy as a source of recruitment.

11. Do company give reward for referring employees?

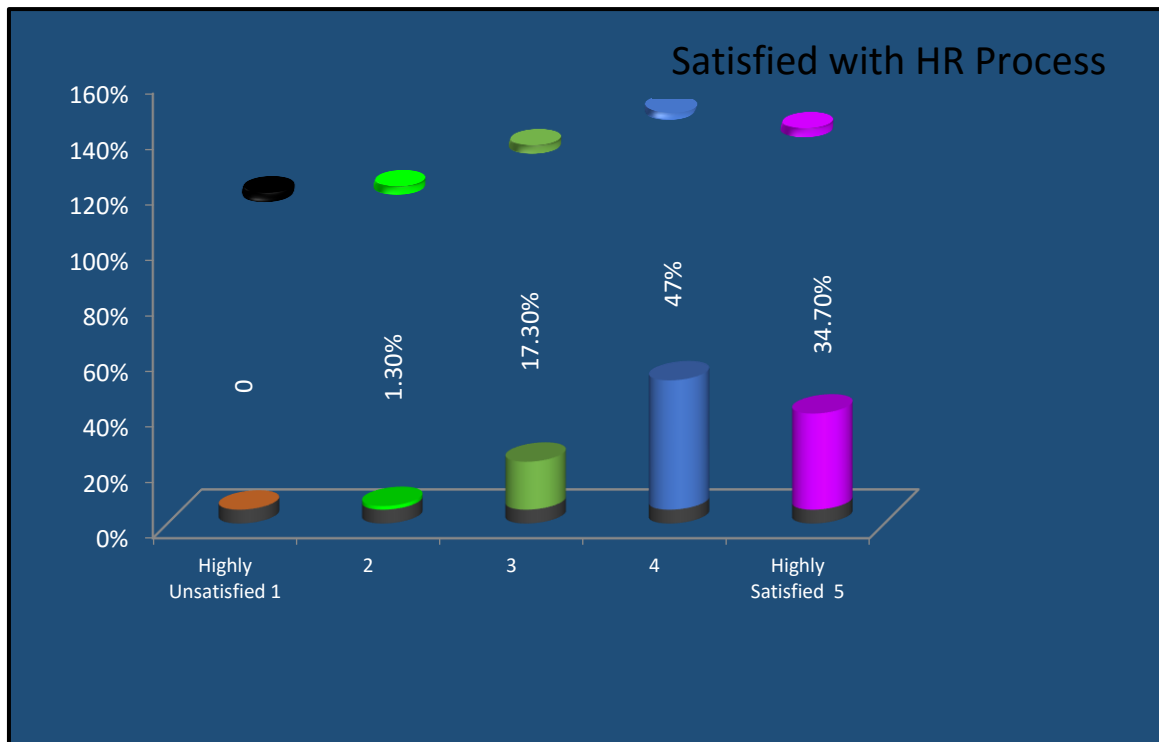
Option	Respondents
Yes	58
No	7
Maybe	10



The researcher has found that 58 of companies reward for referring employees. About 10 of them opted for company may or may not have this policy. 7 of companies do not have reward for referral policy. So here maximum companies reward for referring employees for companies.

12. Satisfaction with the process of HR management of the company.

Option	Respondents
Highly satisfied	26
Satisfied	35
Neutral	13
Dissatisfied	1
Highly dissatisfied	0



The researcher has found that 35 of candidates are only satisfied with the recruitment process followed by HR management of company whereas 26 of them are highly satisfied with the process. 13 are neither satisfied nor are dissatisfied and only 1 dissatisfied with process.

### ➤ Findings:

- Apart from Traditional sources, with the emergence of technological tools and internet Companies are using various social media platform for recruitment and branding.
- E-recruitment is proves to be very useful and a positive step towards digitalisation.
- Maximum employee's e-recruitment found to be easy to very easy process.
- E-recruitment benefits in saving time, low cost and flexibility.
- It has some consequences also like inconsistency, internet issues and biasness.
- Maximum employees were in favour of both online/offline mode of recruitment.
- It is seen that candidates have fear regarding working of the online process as they do not have enough information about the process.
- Uncertain things may happen like connectivity issues, machine break down problems, etc.
- Candidates do not have maximum knowledge about the steps of online recruitment which creates problems at the time of interview.

### ➤ **Conclusion and Suggestions:**

There is tendency among employees to switch companies frequently. Employee retention policies need to improve. Maximum companies use internal recruitment policy. But due to emergence of various technological tools it is helpful to apply AI (Artificial Intelligence) in selection process. E-recruitment saves time and cost, it gives flexibility and provide convenient environment to the candidates. Major issues seen in the process are internet issues, biasness interview fatigue.

Candidates are comfortable in both online/offline mode of recruitment. They have shown positive attitude for e-recruitment as a good step towards digitalization. E-recruitment proves to be a successful process in many organizations to recognize capable candidate with the help of AI and improves efficiency and boost confidence to seek the organizational goals.

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