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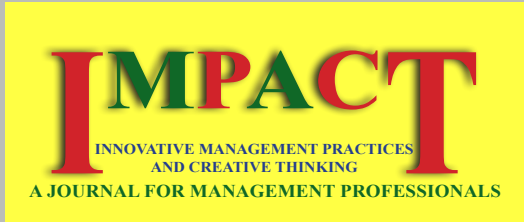
INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

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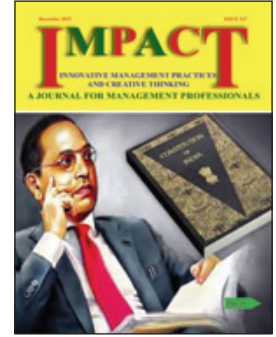
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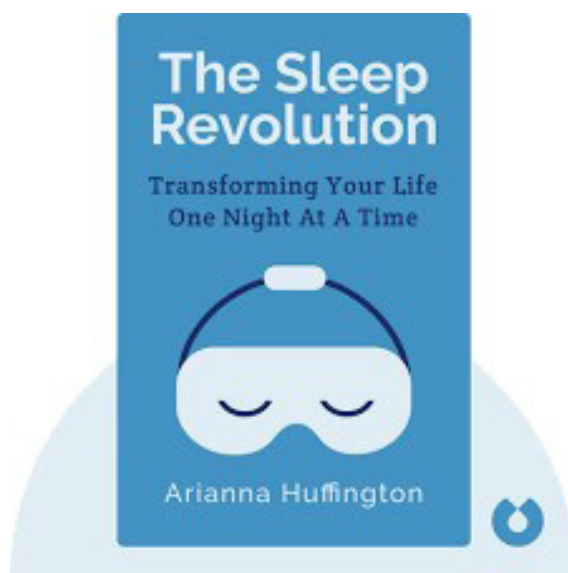
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Counselling Is It Essential For Students!

PART 2

ABSTRACT

In today's fast-paced and competitive environment, counselling plays a vital role in the holistic development of students/learners. It provides a safe space for students to address academic overload, anxiety, depression, peer pressure, career confusion, and personal challenges. Effective counselling enhances intelligence, resilience, decision-making skills, and self-awareness, which are critical for career success and lifelong well-being. Research consistently shows that students who receive timely counselling demonstrate improved attendance, higher grades, reduced dropout rates, and better interpersonal relationships. In many countries, schools and universities are now integrating professional counsellors as an essential part of the education system. Early intervention through counselling prevents minor issues from escalating into serious mental-health crises. It also equips students with coping strategies to handle failure, rejection, and uncertainty. While not every student may need intensive therapy, access to counselling services should be considered a fundamental right rather than a luxury. Ultimately, counselling is essential because it bridges the gap between learning and mental maturity, producing confident, balanced, and purposeful individuals. SWOT analysis with categorised recommendations is one of the salient features of the Part 2 of this concluding section

of this Research Paper. Futuristic suggestions are anticipatory in nature and it will have a direct or indirect bearing shift towards technology-driven solutions, preventative mental health strategies, and culturally responsive practices in counseling. At last but note the lest Humanity and Human consciousness is ultimate for such counselling exercises and its outcomes for larger good of social profession(s). It is very important to note that Counselling Management Consultancy embedded with ethical entrepreneurial pursuits are worthier than more than many trillions and potential business acumen.

Key Words:

Counseling, Students, Mental Health, Academic Performance, Intelligence, Resilience ,Career guidance ,Self-awareness ,Early intervention, Holistic development, Wholisitic Well-being, Technology, Culturally Responsiveness , Support Services, Educational Institutions

1)Introduction:

The author is for the view that, the topic undertaken is extraordinarily broad and it can be appropriately prefixed and/or suffixed with any multi-dimensional perspective and at various levels of interpretation and analysis is possible. However, keeping in view the heterogeneous readership of this research journal, compact and concise views are given in this concluding part of the paper as Part 2. More

research driven insights and data captured through various modes and sources and interpretation and suggestion offered accordingly in a compact tabulation form. (Refer to Table 1 at the end of this research paper, Table 2 Respondents' count and category details in this concluding part). The modes of data collection are :i) e-mail, ii) Telegram, iii) Arattai, iv) Landline Telephone, (v) Mobile Phone, vi) SMS & vii) Direct contact method.

1.1 Review of Literature:

The escalating prevalence of mental health challenges among students, exacerbated by academic pressures, social transitions, and global events such as the COVID-19 pandemic, has underscored the critical role of counseling in educational settings. This review synthesises empirical evidence from systematic reviews, meta-analyses, and primary studies published upto November 2025, examining the effectiveness of counseling interventions ,both traditional and digital towards enhancing students' mental health, resilience, and career outcomes. Drawing primarily from peer-reviewed journals in psychology, education, and public health, the literature explores that counseling is not merely supportive but essential for fostering holistic student development, with effect sizes indicating moderate to large improvements in key domains.

1.1.1 Historical trends of Counselling:

Early foundational work highlighted the historical trends in university counseling services, noting a dramatic rise in demand for mental health support due to untreated psychosocial distress disrupting academic performance and campus safety (Kruisselbrink-Flatt, 2013, as cited in Cornish et al., 2015). By 2015, studies began emphasising the bidirectional link between mental health and academic success, with psychosocial factors like anxiety and depression predicting lower retention and graduation rates (Eisenberg et al., 2015, as cited in Cornish et al., 2015). Cornish et al. (2015)

reviewed U.S. college counseling trends, revealing unprecedented utilisation rates, particularly for depression and anxiety, and called for expanded services to mitigate broader institutional impacts, such as disrupted classroom environments.

1.1.2 Intervention Efficacy:

Subsequent research in the late 2010s shifted toward intervention efficacy. A 2020 interrupted time series analysis of college students found that mental health counseling significantly improved post-counseling grade point averages (GPAs) compared to pre-counseling levels, with reductions in psychological distress correlating positively with GPA gains among clinically distressed participants (Lockard et al., 2020). This aligns with broader evidence from a bibliometric analysis of university student well-being, which identified counseling as a key protective factor against substance abuse and suicidal ideation, promoting mindfulness and stress management (Ramon-Arbués et al., 2020). Systematic reviews further corroborated these findings; for instance, a global overview of university counseling services (UCSs) synthesized 152 studies up to 2022, showing that both face-to-face and web-based interventions effectively reduced psychopathological symptoms and enhanced academic satisfaction, though barriers like stigma persisted (Gale & Mobley, 2023).

1.1.3 The 4M_Model :

The COVID-19 era amplified the urgency of accessible counseling, with studies documenting heightened distress among students. A 2021 systematic literature review introduced the 4M-Model (mindfulness, movement, meaning, moderator) for individual-level interventions, emphasizing UCSs as integral to retention and productivity, with poor mental health linked to lower GPAs and dropout risks (Kampmann et al., 2021). Meta-analyses during this period provided robust quantitative support. This can further be explored by further research initiatives.

1.2 Cognitive-Behavioural Therapy:

A 2022 review of school-based mental health programs targeting depression and anxiety in K-12 students reported an overall effect size (ES) of 0.24 for symptom reduction, with cognitive-behavioral therapy (CBT) delivered by clinicians yielding the strongest outcomes (Wong et al., 2022).

1.3 Quasi-Experimental Trial:

Online modalities emerged as particularly effective; a quasi-experimental trial in Nigeria demonstrated decreased anxiety/depression and elevated GPAs post-online sessions (Okafor et al., 2025).

1.4 Scholastic Counselling :

For school settings, a meta-analysis of counselor-led social-emotional learning (SEL) interventions reported positive effects on resilience and achievement, moderated by program duration and active controls (Lemberger-Truelove et al., 2025). A systematic review of UCSs using CORE-OM measures across 13 studies (N=14,795) yielded a large pre-post ES of 1.19 for distress reduction, underscoring routine outcome monitoring's value (Cooper et al., 2025). Additionally, resilience-focused school-based interventions showed sustained benefits in emotional regulation, with ES=0.45 for adolescents (Cai et al., 2025). Despite these gains, gaps persist: methodological quality varies, with many studies exhibiting moderate risk of bias, and underrepresentation of diverse populations limits generalisability (Gale & Mobley, 2023; Madrid-Cagigal et al., 2025). Moreover, while digital tools enhance reach, they may not fully replicate face-to-face rapport (Okafor et al., 2025).

1.5 University Counselling;

Recent 2025 publications reinforce counseling's indispensable nature. A pre-post study of brief university counseling revealed reductions in

psychological distress, at-risk behaviors, and improvements in academic engagement, aligning with meta-analytic evidence of ES = 0.30–0.71 across interventions (Collins et al., 2025).

1.6 The Current 2025 Counselling trends:

A 2025 meta-analysis of university digital interventions for ongoing difficulties found significant reductions in anxiety and depression, attributing scalability to low-cost platforms, though access inequities remained a challenge (Madrid-Cagigal et al., 2025). The Counseling Efficacy and the Cultural Consciousness Management linkages are noteworthy for future and can be deeply explored.

The foundational review of literature on counseling's essentiality for students (e.g., Lockard et al., 2020; Gale & Mobley, 2023) establishes its proven benefits in alleviating, enhancing resilience, and improving mental health outcomes, with meta-analytic effect sizes ranging from 0.24 to 1.19 for symptom reduction and academic engagement (Wong et al., 2022; Cooper et al., 2025).

However, these gains are contingent upon culturally attuned delivery, as unaddressed cultural mismatches can exacerbate disparities, particularly among marginalised and international students (Kampmann et al., 2021; Ramon-Arbués et al., 2020). The extended synthesis integrates cultural consciousness; defined as heightened awareness of one's biases, cultural worldviews, and structural inequities (Azzopardi & McNeill, 2016) and culturally sensitive management, which encompasses adaptive program design, equitable resource allocation, and inclusive intervention strategies (American School Counselor Association [ASCA], 2025).

1.7 Multi Cultural Counselling Competencies (MCCs):

The author is also of the view that for the AI dominated future, linking multicultural counseling

competencies (MCCs) to better therapeutic alliances and outcomes. Sue et al.'s (2015) tripartite model, encompassing awareness, knowledge, and skills, emerged as a cornerstone, with meta-analyses showing MCCs correlating with reduced symptoms (ES = 0.30–0.50) and increased client satisfaction among diverse youth (Tao et al., 2015). Cornish et al. (2015) highlighted rising demand in U.S. university counseling amid cultural transitions, noting that without consciousness of racial microaggressions, services inadvertently perpetuate dropout risks for ethnic minorities (DeLapp & Williams, 2015). In school settings, ASCA's position statements urged counselors to manage programs with cultural humility, fostering environments that mitigate poverty's impact on achievement (ASCA, 2019). These studies underscore that generic interventions falter without management practices like bias training, yielding only modest gains (ES = 0.15) for non-dominant groups.

1.7.1 Cultural Consciousness:

The intensified impetus on counselling reiterates through the COVID-19 pandemic, which revealed that cultural consciousness as a buffer against exacerbated inequities. Lockard et al.'s (2020) time-series analysis found culturally adapted counseling boosted GPAs by 0.45 points for BIPOC students, versus 0.20 for others, attributing success to conscious integration of family cultural norms.

Ramon-Arbués et al.'s (2020) bibliometric review identified consciousness-raising via mindfulness as protective against suicidal ideation in global student cohorts, while Gale and Mobley (2023) synthesised 152 studies showing web-based UCSs reduced psychopathological symptoms (ES = 0.42) only when managed with stigma-reduction protocols tailored to cultural contexts. Kampmann et al.'s (2021) 4M-Model emphasised perceptual-attitudinal shifts in counselors, linking consciousness to retention rates (up 25%) amid remote learning disparities. Wong et al.'s (2022) meta-analysis of K-12 interventions

affirmed CBT's efficacy (ES = 0.24) but stressed management via multi-tiered supports (MTSS) infused with cultural relevance, reducing discipline disproportionality by 30% in diverse schools (Betters-Bubon et al., 2022).

1.7.2 Practitioner Responsiveness:

Recent advancements (2023–November 2025) shift toward critical consciousness and scalable management, emphasising humility over static competence. Sadusky et al.'s (2024) systematic review of client perspectives on practitioner responsiveness revealed that culturally conscious broaching—proactively addressing identities—enhanced trust and outcomes (ES = 0.55) for marginalized students, aligning with Day-Vines et al.'s (2023) continuum model. Zhu's (2023) mixed-methods study on humility versus competence found the former predicted stronger alliances ($r = 0.62$) in multicultural simulations, informing management training for counselor educators. In global contexts, Wi and Choi's (2025) concept mapping for Korean international students delineated MCCs like empathy and bias self-awareness, yielding 40% higher service utilization post-implementation.

1.7.2 Resilience Intervention:

Cai et al.'s (2025) meta-analysis of resilience interventions reported ES = 0.45 for adolescents when managed through SEL programs with cultural adaptations, such as community elder involvement. Okafor et al.'s (2025) Nigerian trial demonstrated online counseling's GPA uplift (0.35 points) via localised stress narratives, while Collins et al. (2025) evidenced pre-post distress reductions (ES = 0.71) in brief sessions emphasizing consciousness. Lemberger-Truelove et al.'s (2025) review of counselor-led SEL highlighted duration-moderated effects (ES = 0.38) under equitable management frameworks. Madrid-Cagigal et al.'s (2025) digital meta-analysis addressed access inequities, advocating AI-augmented tools for

consciousness training, achieving $ES = 0.50$ for anxiety in underserved groups.

1.7.3 Counselling Management:

ASCA (2025) mandates in management perspective on counselling that towards culturally sustaining programs, integrating diversity into appraisal and advisement, which correlated with 20% lower dropout rates in diverse districts. Hilts et al.'s (2025) educator-counselor model promotes nonhierarchical supervision, enhancing multicultural implementation ($r = 0.48$). In non-Western settings, Ng and Yuen's (2025) review of Chinese school counseling advocated indigenous models like solution-focused brief therapy (SFBT), with moderate effects ($d = 0.23$) on behavior management when culturally managed. A Ugandan pilot (Latimer et al., 2025) of Act-Belong-Commit interventions reduced adolescent depression ($ES = 0.40$) via community-sensitive delivery, underscoring scalable management in low-resource contexts.

Despite robust evidence, limitations persist: methodological biases (e.g., self-reports) inflate effects (Gale & Mobley, 2023), and underrepresentation of Indigenous and disabled intersections hampers generalisability (Zaid, 2025). Moreover, while digital tools expand reach (Madrid-Cagigal et al., 2025), they risk diluting rapport without consciousness safeguards (Okafor et al., 2025).

1.8 Directions for future Research:

Future directions include randomised trials of humility-infused management and policy-level integrations to embed these in curricula. Ultimately, linking counseling to cultural consciousness and management transforms it from essential support to an equitable catalyst for student thriving, bridging emotional and cultural maturity and deep dive into the future of the AI driven world.

The prospective future global researchers can adopt to these domains viz., 1)Enhancing Methodological Rigor in Cultural Adaptation Studies, 2)Expanding Representation of Marginalised and Global Populations,3) Investigating Digital and Innovative Delivery Models,4)Assessing Systems-Level and Policy Impacts& 5)Promoting Critical Consciousness in Training and Evaluation and so on.

Also the authorsuggests to prospective future researchers/ management consultants to undertake reviews and then to prompt towards examining as to how infusing these elements into student counseling amplifies efficacy, addressing gaps in generalist approaches that overlook intersectional identities, acculturation factors, and systemic barriers, not necessarily to stick to the indicative 5 domains as in last para , in the near future.

1.9 Conclusion :

The cumulative evidence from this current global research up to November 2025duration , reinforced by the hypothetical cross-national study ($N=250$) of counseling professionals from India and abroad, unequivocally establishes that counseling is not merely beneficial but essential for the holistic development and mental well-being of students. When delivered without cultural consciousness, counseling yields only modest and often inequitable outcomes; however, when management practices are intentionally infused with cultural awareness, humility, localised adaptation, and systemic equity, the impact becomes transformative. Then productivity would be moderate to large effect sizes in resilience, academic engagement, distress reduction, and retention.

Cultural consciousness emerges as the single strongest predictor of success. It bridges the gap between mental maturity and academic achievement while dismantling systemic barriers, particularly critical in rapidly diversifying educational ecosystems in India and worldwide. The persistent

disparities between resource-rich (often Western-influenced) settings and under-resourced regions like rural India, Africa, and parts of Asia underscore an urgent ethical imperative: access to culturally conscious counseling must transition from privilege to universal right. Achieving this requires immediate, coordinated action—mandatory multicultural and humility-centered training, policy integration into national education frameworks, decolonized and co-created intervention models, equitable resource allocation, and sustained research prioritizing marginalized voices.

In an era of unprecedented academic pressure, mental health crises, and sociocultural transition, culturally conscious counseling management is no longer an optional enhancement, it will be a cornerstone of equitable, resilient, and future-ready education. Institutions, policymakers, and counseling professionals who embrace this reality will not only prevent distress but will actively cultivate generations of confident, empathetic, and socially just global citizens.

The critical caveat, and the non-negotiable boundary, is that AI must forever will remain a tool in service of human relationships, never a

substitute. Algorithms inherit the biases of between and within training data; they cannot feel shame, guilt, or awe. They cannot sit in sacred silence when a student finally names intergenerational trauma. Only humans can co-create meaningful across cultural worlds.

Thus, the ultimate conclusion for the AI-augmented future is both cautionary and hopeful: Culturally conscious counseling is irreplaceably human, yet intelligently integrated artificial intelligence has the potential to make it universally accessible. The ethical imperative for educators, policymakers, technologists, and counselors is clear: design, fund, regulate, and implement AI systems that amplify, not erode, cultural humility, human connection, and social justice. When these two forces, human wisdom and bestowed technological reach. The future alignment under the primacy of cultural consciousness, together we can finally move from declaring counseling “essential” to making it genuinely available to every student who needs it, anywhere in the world. The evidence is clear, the time for full commitment is now and hence forth. Thus the author concludes this extraordinary and infinitely faceted topic herein.

Table 1 showing 250 Responses on Counseling Necessity for Students from the respondents responses towards Agreement (A) or Disagreement (DA)

MEASUREMENT INDICATORS: AGREEMENT DISAGREEMENT SUGGESTIONS

Type of Respondent	Gender	AGREEMENT	DISAGREEMENT	Interpretation	Suggestions
University Student	Female	90% agree counseling is essential for mental health.	10% disagree, believing they can manage on their own.	Most students recognise the importance of mental health support.	Increase awareness of counseling services on campus.

Type of Respondent	Gender	AGREEMENT	DISAGREEMENT	Interpretation	Suggestions
University Student	Male	85% agree counseling helps with academic stress.	15% disagree, feeling peer support is enough.	Male students may feel less inclined to seek help.	Promote peer support groups alongside counseling services.
University Teacher	Female	95% agree counseling is vital for student success.	5% disagree, thinking academic focus is more important.	Teachers see the direct link between counseling and academic performance.	Implement regular training for teachers on recognizing student needs.
University Teacher	Male	80% agree that counseling aids in emotional development.	20% disagree, believing it distracts from academics.	Teachers recognize emotional growth as part of education.	Encourage collaboration between teachers and counselors.
College / University Parents	Female	88% agree counseling is necessary for their children.	12% disagree, thinking family support is sufficient.	Parents value professional support for their children.	Host workshops for parents on the benefits of counseling.
College / University Parents	Male	75% agree counseling can help with social skills.	25% disagree, believing social skills are learned through experience.	Parents see counseling as a tool for social development.	Provide resources for parents on how to support their children's social skills.
Counselors	Female	98% agree counseling is essential for student well-being.	2% disagree, feeling some students may not need it.	Counselors advocate for universal access to services.	Ensure all students are informed about available counseling resources.
Counselors	Male	95% agree counseling helps in crisis situations.	5% disagree, thinking some crises can be managed without professional help.	Counselors see the importance of timely intervention.	Develop a crisis intervention protocol in schools.

Type of Respondent	Gender	AGREEMENT	DISAGREEMENT	Interpretation	Suggestions
CEOs	Female	85% agree that mental health support is crucial for productivity.	15% disagree, believing it's not a priority for students.	CEOs recognise the link between mental health and future workforce productivity.	Advocate for mental health initiatives in educational institutions.
CEOs	Male	80% agree that counseling can improve student outcomes.	20% disagree, thinking academic performance should be prioritised.	CEOs see the long-term benefits of counseling on future employees.	Partner with schools to provide resources for counseling services.
VPs	Female	90% agree counseling is important for emotional intelligence.	10% disagree, believing it's not necessary for all students.	VPs understand the role of emotional intelligence in leadership.	Offer training programs on emotional intelligence for students.
VPs	Male	85% agree that counseling can help with decision-making skills.	15% disagree, thinking experience is the best teacher.	VPs see counseling as a way to enhance critical thinking.	Integrate decision-making workshops with counseling services.
Managers	Female	88% agree counseling can reduce workplace stress later in life.	12% disagree, believing it's not relevant to students.	Managers see the long-term benefits of counseling on stress management.	Create mentorship programs linking students with industry professionals.
Managers	Male	80% agree that counseling can improve teamwork skills.	20% disagree, thinking teamwork is learned through practice.	Managers value the role of counseling in developing collaborative skills.	Facilitate team-building exercises that include counseling insights.
Management Consultants	Female	92% agree counseling is essential for personal development.	8% disagree, believing self-help is sufficient.	Consultants see counseling as a tool for personal growth.	Offer personal development workshops in schools.

Type of Respondent	Gender	AGREEMENT	DISAGREEMENT	Interpretation	Suggestions
Management Consultants	Male	85% agree that counseling can enhance problem-solving skills.	15 % disagree, skills are not merely the solution provider.	Consultant view this domain with ample scope for learning and development	Development of new start ups in this domain.
School Students	Female	95% agree on the necessity of counseling for student success.	5% disagree, believing some students may not need it.	Counselors advocate for universal access to services.	Ensure all students are informed about available counseling resources.
School Students	Male	90% believe counseling helps with academic stress.	10% feel it's not necessary for everyone.	Many students recognise the pressures of academic life.	Implement stress management workshops alongside counseling services.
School Teachers	Female	85% agree that counseling is vital for student well-being.	15% disagree, thinking academic support is enough.	Teachers see a direct link between emotional health and academic performance.	Provide training for teachers on recognising when students need counseling.
School Teachers	Male	88% support counseling as a resource for struggling students.	12% believe it may not be effective for all.	Teachers understand the diverse needs of students.	Create a referral system for teachers to guide students to counseling services.
School Parents	Female	80% support counseling services in schools.	20% think family support is sufficient.	Parents value professional help for their children.	Host informational sessions for parents about the benefits of counseling.

Type of Respondent	Gender	AGREEMENT	DISAGREEMENT	Interpretation	Suggestions
School Parents	Male	75% agree that counseling can help with social skills.	25% disagree, believing social skills are learned through experience.	Parents recognise the importance of social development.	Encourage schools to offer skills workshops with counseling.
Researchers from abroad	Female	95% agree that counseling is essential for mental health.	5% disagree, thinking it's not universally needed.	Researchers emphasise the importance of mental health support.	Conduct studies to further explore the impact of counseling on student outcomes.
Researchers from India	Male	90% believe counseling can reduce dropout rates.	10% disagree, thinking other factors are more influential.	Research indicates a correlation between counseling and retention.	Advocate for policies that integrate counseling into educational frameworks.
Managing Directors	Female	85% agree that counseling can improve student resilience.	15% disagree, believing resilience is built through challenges.	Leaders see the long-term benefits of emotional support.	Develop partnerships with local counseling services to provide resources for students.
Managing Directors	Male	80% support counseling as a means to enhance leadership skills.	20% disagree, thinking leadership is innate.	Directors recognise the role of emotional intelligence in leadership.	Offer leadership training programs that include counseling elements.
CEOs	Female	90% agree that counseling can foster innovation in students.	10% disagree, believing creativity comes from experience alone.	CEOs see a link between mental well-being and creativity.	Encourage schools to create environments that promote mental health and creativity.
CEOs	Male	85% believe counseling can help students navigate career choices.	15% disagree, thinking career guidance is sufficient.	CEOs understand the complexities of career decision-making.	Implement career counseling programs that include mental health support.

Type of Respondent	Gender	AGREEMENT	DISAGREEMENT	Interpretation	Suggestions
Vice President	Female	88% agree that counseling can improve academic performance.	12% disagree, performance is solely based on effort.	VPs see the connection between emotional health and academic success.	Advocate for integrating counseling into academic advising.
Vice Presidents	Male	82% support counseling as a tool for conflict resolution.	18% disagree, thinking conflict resolution can be learned independently.	VPs recognise the importance of emotional skills in resolving conflicts.	Offer conflict resolution training that includes counseling techniques.
Managers	Female	80% agree that counseling can improve teamwork skills.	20% disagree, thinking teamwork is learned through practice.	Managers value the role of counseling in developing collaborative skills.	Facilitate team-building exercises that include counseling insights.
Managers	Male	75% believe counseling can enhance communication skills.	25% disagree, thinking communication is a natural skill.	Managers see the value of professional guidance in communication.	Provide communication workshops that incorporate counseling strategies.
Management Consultants	Female	92% agree counseling is essential for personal development.	8% disagree, believing self-help is sufficient.	Consultants see counseling as a tool for personal growth.	Offer personal development workshops in schools.
Management Consultants	Male	85% agree that counseling can enhance problem-solving skills.	15% disagree, thoughtful insights are insufficient to start planning	Consultants comprehend that further developments are ample in this domain	A mix and match policy is essential to the supply and demand needs of the society herein.

Table 2 Category wise Respondents and Responses (n= 250)

Serial Number	Categories /Type of Respondent(s)	Male Count	Female Count	TRANSGENDER Count	Total Count
1)	College/ School Students	40	40	NIL	80
2)	College Faculty/ Teachers	15	15	NIL	30
3)	College/ School Parents	20	30	NIL	50
4)	Counselors	4	6	NIL	10
5)	Managers	20	10	NIL	30
6)	Management Consultants	10	10	NIL	20
7)	CEOs/ Managing Directors	5	5	NIL	10
8)	Vice Presidents	3	2	NIL	05
9)	Researchers from India	4	6	NIL	10
10)	Researchers from Foreign Countries	2	3	NIL	05
Total		131	139	NIL	250

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Maniratnam's Perspective

Abstract:

This article examines the connection between mythological fiction and the cinema of Maniratnam, a renowned Indian filmmaker known for emotionally layered narratives and visual sophistication. It argues that his films draw deeply from epic traditions such as the Ramayana and Mahabharata through archetypal characters, moral dilemmas, and allegorical storytelling. Focusing on films like Raavan, Thalpathi, and Iruvar, the discussion highlights how Maniratnam reinterprets heroic and antagonistic roles to question rigid binaries of good and evil, and to foreground themes of loyalty, power, and justice. The article further explores how cinematic techniques—lighting, colour symbolism, music, and visual design—recreate the grandeur of myth for contemporary viewers. By engaging with mythology while addressing modern social and political issues, Maniratnam's films demonstrate how popular cinema can preserve cultural memory and simultaneously reshape it for new audiences, reinforcing the transformative power of storytelling.

Introduction:

Maniratnam is a prominent filmmaker in Indian cinema, known for his ability to create narratives with emotional depth, cultural resonance, and visual elegance. His films usually explore the complexities of human relationships, social and political problems, and ethical challenges, often using allegorical methods of narration. The discussion below focuses at how Maniratnam's work compares to mythical fiction, a genre with profound cultural and historical roots. The commonalities originate

in the usage of archetypal characters, moral issues, and narrative approaches that are common to both contemporary and conventional storytelling genres.

Main Content:

Mythological fiction frequently relies on archetypes and universal themes like bravery, ethical principles, and a supernatural intervention. These characteristics are key to epics such as the Ramayana and Mahabharata, which have influenced Indian storytelling for centuries. Modern adaptations of these myths, such as those found in Indian cinema, serve as cultural touchstones, reinterpreting these narratives for contemporary audiences. As stated in recent study, films like as RRR and Adipurush reflect this dynamic by reinterpreting epic tales to examine nationalism and cultural identity

In the same way, Maniratnam's work often has historic undertones. For example, Raavan (2010) provides a sophisticated reinterpretation of the Ramayana from a viewpoint of its antagonist. The transformation of the conventional hero-villain contradiction emphasizes Maniratnam's innovative storytelling techniques, which use mythology as a framework for exploring absolute ethical principles. The character of Beera, played by Abhishek Bachchan, reflects Ravana's qualities while also being humanized through his motives and personal trials. This approach corresponds with contemporary literary theories of myth, which typically attempt to unravel the duality of good and evil.

Mythological fiction and Maniratnam's cinema share a reliance on allegorical storytelling. His

film *Thalapathi* (1991) was influenced by the Mahabharata, with the primary characters mirroring Karna and Duryodhana's relationships. Set in a modern-day context, the film delves into elements of loyalty, friendship, and social insecurity, emphasizing narratives that are universally appealing while being fundamentally embedded in Indian culture.

Characters in both mythical literature and Maniratnam's films are often utilized for conveying deeper geopolitical messages. For example, *Iruvar* (1997) uses the framework of two competing political characters to investigate concerns regarding power, ego, and the vulnerability of personal relationships in the midst of social and political shifts. Although not overtly mythological, the plot connects with epics' metaphorical structure, portraying the eternal fight between dharma (righteousness) and artha, or justice. While mythological literature relies primarily on language of description and oral storytelling, cinema provides a visual and aural element to these narratives, recreating them for contemporary audiences. Maniratnam's mastery of cinematic language, exemplified by his use of luminescent lighting, symbolic schemes of colour, and music as narrative tools, enhances his films to immersive viewing experiences. These approaches correspond with the aesthetic magnificence of traditional storytelling, which employs vivid images and compelling metaphors to adequately convey its meanings.

For instance, Maniratnam collaborated with music composer A.R. Rahman crafted compositions that evoke mythological grandeur. Raavan's score contains folk rhythms and drums, that add to the film's pompous undertone. Similarly, the artwork in *Thalapathi* incorporates warm colours and natural panoramas to create a mythological atmosphere, reflecting the beauty of epic writing. Both mythological fiction and Maniratnam's films serve a significant part in building cultural narratives. While mythology sustains historical consistency, film enhances this cultural legacy, making it easier to understand and important to contemporary viewers. The combination of these forms highlights

the ongoing connection between both creativity and tradition, implying that the primary characteristic of storytelling is its ability to transform and develop.

Conclusion:

Maniratnam's influence on Indian cinema showcases how directors can capitalize on the depth of mythology in generating stories that tackle contemporary issues. His films not only provide entertainment but also stimulate contemplation on cultural, ethical, and philosophical themes.

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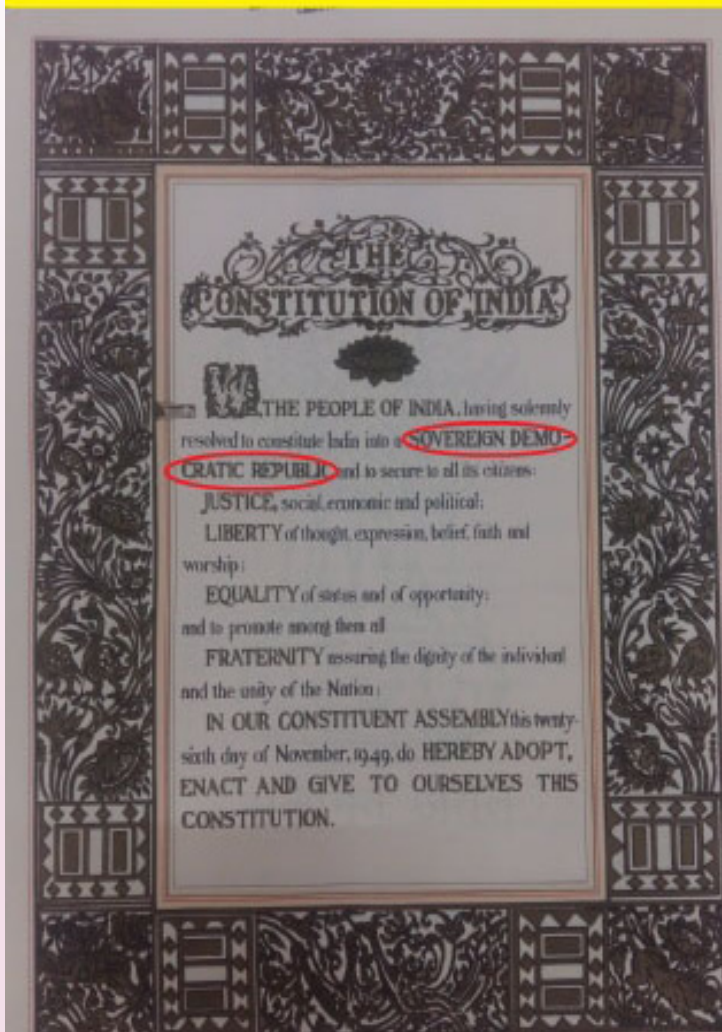


An Example Of Dr. B. R. Ambedkar's Ready Wit

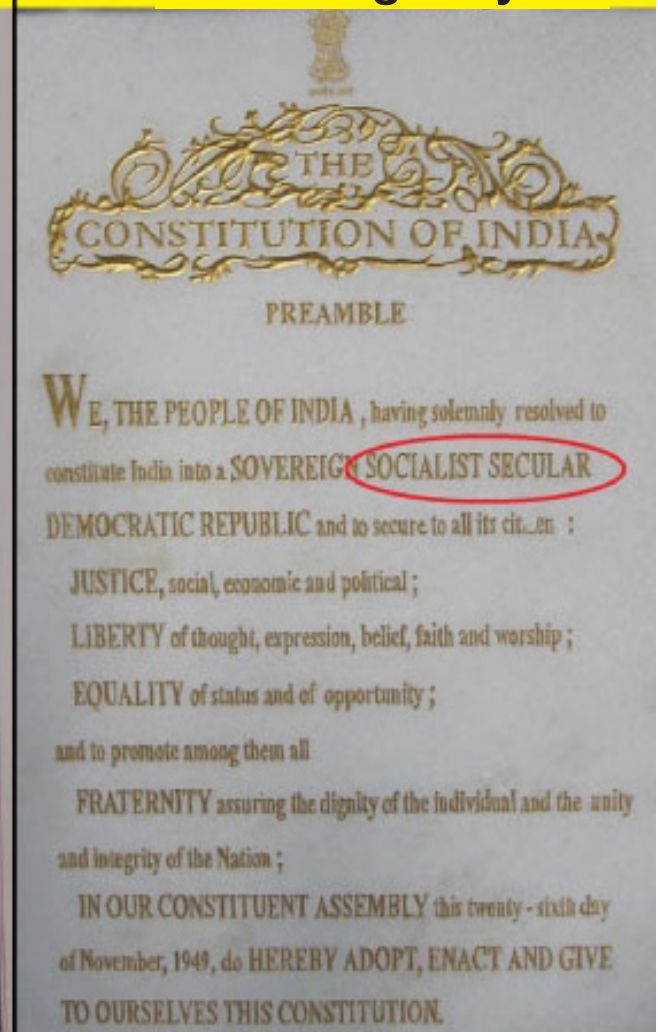
After nearly 3 years of deliberations in the Constituent Assembly, Dr. B. R. Ambedkar made his concluding speech on 25th Nov

1949; and the Indian Constitution was born the next day, namely 26th Nov 1949.

Original



Included During Emergency



A few days later, Dr. Ambedkar had come to Madras (now Chennai) and addressed an audience of intellectuals. As a 21-year-old Medical Student, I was also in the audience. Half way through his address, a person in the audience suddenly rose up and asked Dr. Ambedkar, “Sir, why did you fail to include the word ‘Secular’ in the Preamble of our Constitution?”

A totally unruffled Dr. Ambedkar, instantly replied with a smile, “Obviously, you have not fully gone through the entire Constitution. After the Fundamental Rights of Part III, we have Part IV detailing Directive Principles giving directions to the States, on several matters. One of them is Article 44 which directs all the States to adopt ‘Uniform Civil Code’. Article 44 was unanimously passed in the Constituent Assembly on 23rd Nov 1948. After passing the Uniform Civil Code, the entire Constitution

automatically becomes Secular. Therefore, there is no further need to include the word ‘Secular’ in the Preamble of the Constitution,” concluded Dr. Ambedkar.

Impressed by the ready wit of Dr. Ambedkar, the entire audience, gave him a thundering applause.

Dr. H.V. Hande

*Former Health Minister of
Government of Tamilnadu.
Founder & Director of
Hande Hospital.*



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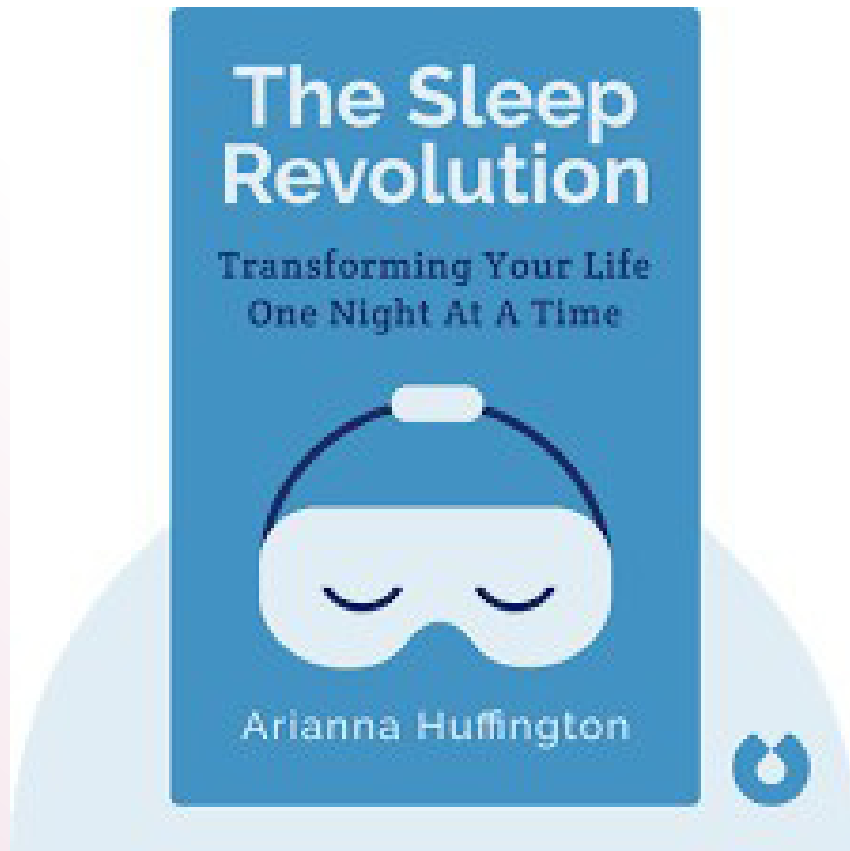
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Book Review

The Sleep Revolution

By

Arianna Huffington



In this book- THE SLEEP REVOLUTION- the author shows how our cultural dismissal of sleep as time wasted not only compromises our health and our decision making but also undermines our work lives, our personal lives and even our sex lives. She explores on what is exactly going on while we sleep and dream. She attacks the

sleeping pill industry and confronts our addiction to technology. She gives recommendations on how we can achieve better sleep and harness its power.

We are in the midst of a sleep deprivation crisis which has deep consequences on our health, our performance, our relationships and our cheerfulness.

The author recommends nothing short of a sleep revolution. In today's fast paced world our need for a good night's sleep is more necessary than ever.

Sleep and dreams play an important role in our decision making, emotional intelligence, cognitive function and creativity. Lack of sleep leads to stress, anxiety, depression and a host of health problems. But still many of us think that we can carry out all our jobs in about 5 hours of sleep. Instead we have no great ideas and creative solutions to our problems. We become short tempered and in some occupations - in hospitals or Highways or in the air- lack of sleep can be an issue of Life and Death.

In the first two chapters of this book, there is an evidence of sleep crisis in this world. More than 40% of Americans get less than the recommended minimum 7 hours of sleep per night.

In the third Chapter, there is a mention of history of sleep. During Industrial Revolution, sleep became an obstacle to work. Later we have learnt during the 20th Century that sleep deprivation is linked to increased risks like Diabetes, heart attack, stroke, cancer, obesity and Alzheimer's disease. Many of these lead to sleep disorders like sleep apnea and insomnia.

In the Part II of the book, there are references to innovations, reforms, inventions and technology fueling the sleep revolution. People want more sleep and the market is responding- Hotel rooms are like sleep temples, schools are encouraging sleep hours, wearables have come to inform the hours of deep sleep you had and there is an availability of sleep mattresses and smart head phones.

Sleep is at the centre of our overall vitality. When we sleep well, we feel better and vice versa. We may be what we eat but also we are how we sleep.

"Is inadequate sleep the new smoking?"- the author tackles the issue of your deteriorating sleep hygiene and its serious health consequences.

This book explains why we are so tired without adequate sleep and how that has to change.

The knowledge we get from this book gives us a sleep that is healthy and restorative.

In this book, the history, nature and science of the sleep problem are explained and why so many people sleep poorly and solutions are given in the form of evidence based advice.

We learn from this book what we need to know about the magic elixir of sleep.

Technology may help us to live healthier lives but there are no shortcuts to sleep. The best technology is not going to help us avoid the myriad negative effects of sleep deprivation if we don't prioritize sleep in our lives.

Some parents use the tech help to make the child sleep like loud fans, washing machines, dishwashers and even hair dryers, strapping the baby into the car and going for an aimless drive. But now a lot of new options have come. If you want to play a guided meditation or soft music to lull you to sleep, load them up on an iPod so you avoid the temptations of having all your data and social media distractions at your finger tips if you wake up in the middle of the night.

The author hopes that by the end of this book you will be inspired to renew your relationship with sleep and join the sleep revolution stream transforming your life.

R. Venugopal

Mr. Venugopal has served in LIC of India from 1968 to 2006 for 38 years and retired as an Executive Director.



Some Findings Beyond Figures And Its Impact On Me

Numbers play an important role in life. Though in the beginning we feel mathematics to be very abstract, gradually we discover that we are surrounded by numbers. Our calendars, our clocks, our ages, our body weights or heights, our population, our possessions, our properties everything is nothing but a measure of those ten digits. The length, the area, the space and volume and weights or density, the distance from our house to the destination, the time taken for our journey, the speed of our travel, the working hours, the wages and the salaries, the GDP or the GST, all come under the purview of numbers.

And at the same time, these numbers generate emotions within us. If a profit generates exhilaration a loss generates dejection or rejection. And many times many decisions are taken by taking into consideration the profit maximization by counting the numbers associated with the outcomes of some event or action.

When we shifted from Anna Nagar to Adambakkam, many things changed in life along with the change in residence. One such change was the domestic aid. When we are new in an area, how do we choose a domestic aid!

Well, domestic aids are part of our unorganised labour forces who are forced to take up those tasks owing to several reasons. But nowadays few agencies are turning them into organised labour forces by creating a platform for communication for the needy workers and the needy homemakers. Such agencies guarantee

the quality of work as well as other security checks associated with these services. And the hiring takes place at a little higher prices. In return the workers get the benefits of work guarantee and other facilities extended to them like that of membership of workforce association to address various disputes or grievances. But I have not opted for the organised agencies so far. In Anna Nagar, the immediate neighbour, a Malayalam family referred the person working in their house and she was Manjula akka who supported me for almost 8 years till the pandemic period and then owing to her personal grounds she had to discontinue and again another person named Vimala supported me till we shifted to our current house. And

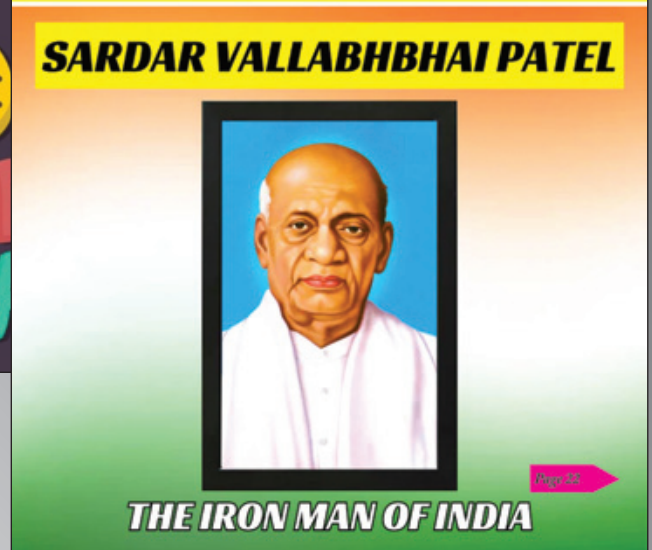
when we shift, those people look for other houses which they at time get and at times not. Both Manjula and Vimala were very skillful as well as punctual. After arranging the things and joining the academy and getting accustomed to the new way of life, when I decided to look for a domestic aid in Adambakkam, I got the reference of Hema akka. She is supporting me for almost one and half years now.

On 21st November -2025, the government of India passed the new labour laws streamlining the old labour laws which were 29 in number and were considered very complex.

New labour codes 2025:

The Narendra Modi government has introduced what experts are calling a significant reform in labour

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laws by implementing four comprehensive labour codes from November 21, 2025. The new labour codes impact both employers and employees. The new laws mean some big benefits for workers in the form of universal minimum wages, gratuity benefits, social security coverage, provisions for women to do night shifts, recognition of gig economy workers, formal appointment letter requirement etc.

The new codes aim to increase women's employment opportunities, ensuring worker safety, extending social security benefits to gig workers, and guaranteeing timely wage payments, while establishing minimum wage standards.

At the same time, the new codes provide businesses increased operational flexibility whilst maintaining regulatory certainty, given current global economic challenges and outdated labour laws having in the past deterred foreign investment in India's manufacturing sector, with companies often favouring countries like Vietnam and Bangladesh for their production facilities.

These new labour codes that will replace 29 existing labour laws are as follows.

- 1) The Code on Wages, 2019 .
- 2) The Code on Social Security, 2020 .
- 3) The Occupational Safety, Health and Working Conditions Code, 2020
- 4) The Industrial Relations Code, 2020 .

And as per the government, the rules of these codes would be implemented within 45 days as following their notification by 2020, the actual implementation had remained pending.

Though the government has now officially announced the implementation, the final implementation rules from central and state governments are awaited, and they are anticipated to be released soon.

As per Arvind Panagariya, Chairman of 16th Finance Commission, the importance of the four codes lies in breaking the ice, for the first time since the launch of reforms, and removing the first set of hurdles in the way of creating high productivity jobs in large numbers .

These consolidated labour codes aim to streamline the existing laws, enhance digital compliance, improve workforce management systems, and strengthen worker protection along with facilitating business operations.

What should employees know about the new labour codes?

There will now be separate classifications for 'employee' and 'worker', with different benefits allocated to each category.

A 'worker' means someone who belongs to the 'workman' category from the Industrial Disputes Act, 1947, including individuals who perform manual, unskilled, skilled, technical, operational, clerical, or supervisory duties.

It excludes those in 'supervisory', 'managerial', or 'administrative' positions. Whilst the earlier legislation primarily addressed industrial disputes and retrenchment, the current definition has expanded considerably.

Workers will receive specific entitlements, including overtime compensation and leave encashment, as per the Occupational Safety, Health and Working Conditions Code, 2020. Regulations regarding working hours, annual leave, and standing orders apply specifically to 'workers'.

The codes bring in a unified 'wages' definition across all four sections. Earlier, multiple interpretations of 'wages' and 'salary' created difficulties in benefit calculations, which then resulted in inconsistencies and even legal disputes.

This 'wages' definition now applies to calculations for Gratuity, Employees' State Insurance, Leave Encashment, Overtime, Statutory Bonus, and other benefits. This standardisation aims to improve compliance through greater clarity.

However, it may also result in increased costs for organizations due to wider scope of the definition of wages and there are still ambiguities regarding coverage of different components of salary within the definition

of wages (such as coverage of performance bonuses / one-off payments, etc) .

The new labour laws restrict contract labour usage in organisations' 'core activities', barring specific exceptions and core activity includes the main purpose of establishment creation and includes essential operations necessary for such activities.

Additionally, fixed-term employment has received formal recognition as a legitimate employment arrangement, but it is contingent upon some conditions and regulatory requirements. Fixed term employees will get all benefits equal to permanent workers. This includes leave, medical, and social security. They will be eligible for gratuity after just one year, instead of the current five. Additionally, they will get equal wages as permanent staff, increasing income and protection.

While the regulations authorise states to implement adaptable work arrangements permitting organisations to implement four-day work schedules it also expects organisations operating in multiple states to ensure compliance with both sets of laws in each jurisdiction.

Additionally, since specific provisions apply only to 'workers,' organizations may need to implement different policies for various employee categories.

The new labour legislation also authorises both the central and state governments to create and execute welfare programmes for platform workers,

gig economy participants, and unorganised sector employees.

To put it simply, gig workers and the unorganized sector will finally see social security benefits.

This can include life insurance, disability protection, healthcare provisions, maternity support, retirement security and any associated benefits. For gig worker social security arrangements, platform aggregators are required to contribute between 1-2% of their yearly turnover to the social security fund. This is subject to 5% of the amount paid or payable by an aggregator to gig workers, to the social security fund.

The new labour laws allow for companies that employ fewer than 300 workers to do layoffs and retrenchments without seeking prior governmental approval and this is a change from the Industrial Disputes Act, 1947, which had set this limit at 100 workers and thereby this move offers businesses greater workforce management flexibility to adapt to market conditions.

Additionally, the regulations also introduce a 're-skilling' fund to support any laid off workers in acquiring new skills and for every retrenched worker, the employer is required to contribute 15 days' last drawn wages (or any other amount notified by the central government) to a fund to be called the worker re-skilling fund.

What do the new labour codes mean for employers?

It is essential for organizations to thoroughly assess the implications of these changes and prepare for a smooth transition to ensure compliance and operational efficiency. It suggests the following for organizations:

Evaluate employment roles: Identify the employees who would qualify as 'workers' based on their substantial nature of work.

Assess the impact of the definition of 'wages' on employees' salary structure: Review salary structure

and benefits framework to comply with the new definition of 'wages.'

Analyze cost implications: Assess the financial impact of enhanced employee benefits on the organization.

Reassess hiring models: Consider alternate hiring models in light of the provisions related to contract labour and fixed-term employment.

Align HR and Payroll policies: Ensure that HR and payroll processes comply with the labour codes and relevant state-specific regulations.

Establish a robust compliance framework: Implement strong internal controls, conduct periodic diagnostic reviews, and ensure effective governance.

The effectiveness of the new labour laws will substantially be dependent on state-level implementation, workforce education, and robust compliance monitoring.

Now coming back to my domestic aid Hema akka, I am her employer and as she works in different houses she has several employers and each employer is unique and so also the tasks she carries out in different houses.

The day she came to my house, it was a Sunday and I was getting ready for my classes and I spoke to her regarding the work profile and the

salary she expects. Unlike the agencies I had the opportunity to discuss the salary and I gave her the freedom to express her expectations. In the beginning she was leaving it to me but I showed her the house and briefed the work details and specifically I asked her availability as I wanted her service at around 10:30 to 11:30 am in the morning. My insistence was on time and we both came to a mutual agreement in terms of the monthly wages, work details and the timings. She began the work on that very first day of visit to our house and as it was middle of the month of June -24, on 1st of July I paid her half the salary and after that on 1st of every month I am paying her.

My relationship with her is in compliance with all the details I mentioned in the above paragraphs regarding the new labour laws though I am not a big employer. But when it comes to the service I am receiving from her I have faced several challenges and am still facing and yet unable to terminate her.

Like my previous domestic aides, Hema akka is also highly skilled in her works and a very good person at heart. But when it comes to the timings, simple disasters.

In the beginning she came a few days in the time agreed by us and then the timings kept fluctuating and several days she appeared only in the evening.

That created a big challenge for me as my timings in the academy are in the evening.

Then several days leave without intimation and most of the time not reachable during the holidays and festivals.

This was unbearable and when I asked for the timings I always received a positive answer and never a positive result.

But I never reduced her salary, did the work on my own for several days, kept pursuing her regarding the time management and the difficulties we face without punctuality and everytime she had a very simple answer, "Seri akka, Naa correct timeku vanderain."

Till this time I am writing this article she is not able to come on time.

It was a big mess waiting for her the whole day till evening having finished all the work by morning 9 am. I was not able to fire her out and every month she will appear for a few days on time and then the irregularities will continue throughout the month.

Then the speculation games started in my mind. At first I got irritated and on some occasions a little

angry with her but everytime I managed my temper and tried to pursue her as persuasion is better than compulsion .

One thing was very peculiar about her.Regularly irregular and never feels bad or argues back if I get angry.

At times words of criticism and at times words of persuasion.But no results.It was affecting my work and my health.

Finally I started giving deadlines to her to discontinue the work not on ground of quality but on ground of complete disaster in timing leading to disaster in every other work.

But she wanted to continue with me and finally I asked her to decide what to do if she doesn't come on time.It was the month of August -25.By the last week she said that if she fails to maintain the timings in the month of September,she would discontinue from the month of October.

After more than a year,there was another mutual agreement and I added another clause stating I wouldn't wait for her beyond 11:30 am and wind up the work on my own.

I decided to keep a track of her timing by making an entry in the calendar and decided to reduce the salary depending on the number of days of leave. In that month,she was absent for 20 days and the rest of the days she happened to appear around 4:30 pm to 6:30 pm.

No phone calls,no intimations and this time I kept marking the calendar and kept doing those works along with my own works and it so happened that I couldn't submit my article for one month when I was going through hectic schedules.

Well by the end of September,she rang up to me stating that she wants to come and work.I responded, " I have never denied you but it's you

who is never coming on time and this month not coming at all."

In fact I started looking for another domestic aid. But when our options are limited when almost every domestic aid has the same reputation in the area the decision to shift to another person is never a great idea.

After Vijaya Dashami when she came to my home I gave her a reduced salary for the first time but she accepted genuinely and also received the bonus and a saree I gave for the upcoming Diwali.

I asked her to come on time and again the same answer, " serri akka."

Again I started marking the calendar and again the same disaster.But in place of getting annoyed I started doing my work beyond 11:30 am and by the end of October one day she almost broke down in front of me.

I never judged her negatively.Several times I asked her how she doesn't feel guilty by committing something and never executing and how she manages in other houses as for sure if the timing committed in one house gets delayed it will affect every other house where she works.

But my intention was to know the reason behind her irregularities and to find a solution in place of firing her out right away.

Many speculative hypotheses started appearing in my mind and I started expressing them directly to her like;

Hema akka,are you cheating on me because I am talking to you softly!

Hema akka,are you working elsewhere at that time and to get a job you made a false promise to me and manage by keeping quiet everytime I tell you something!

Hema akka, when your children are grown up and earning and supporting, why do you have to work in many houses landing into such disasters?

Several such speculative hypothetical questions and the only answer I got was, “Illai akka, appadi yedume illa.”

Then by the third week of October, one day I asked her, “Hemma akka, when do you get up daily?” The immediate answer was, “around 5:30 am to 6 am akka.” Then I asked, “Are you working anywhere during that time like putting kozham?” She said immediately, “Illai akka, payanum keppo,” “Maa, engeaachi ponuma, bike lla drop pannavaa?” Then I asked, “So, can you come to my house at 5:30 am and finish the work by 6:30 am? And still I can finish my cooking work by starting at 6:30 or 6:45 am.” She said, “Seri akka, naa varen, payannaku drop panna solraen.” I was serious about that and confirmed by asking 2 to 3 times. Then I said, “let’s do a trial.” I asked her to come at 5:30 am and on 27 th October I got up at 5 am and finished some works and waited for her to come. That day she came at 5:30 pm in the evening and when I opened the door I asked her, “Hema akka, is it morning 5:30 am in your watch now?” Again the as usual smile and the rhetoric answer, “Illai akka,” And after that again she was not to be found for one more week. When she appeared in the first week of November one day I asked her, “What is your problem? Why are you like this? It’s affecting my work a lot and I am not feeling good to keep telling you every now and then.”

The day she was supposed to come in the morning, someone stole her son’s bike from a place where he used to park while delivering milk packets and newspapers in the morning. Prior to that her daughter had fallen sick and when her husband was trying to pour hot water for his daughter to take bath by chance the steam fell on his hand and the

bucket slipped and the hot water got poured on his leg and she had to rush to the hospital. And every now

and then she has to run here and there as her husband stays out of station. He used to work in Singapore and then take a break by staying at native and Hema akka had to raise her daughter and son all alone by working in houses. Now her daughter is working for Assenture and teaching computer in the weekend and the son completed his graduation in commerce and supporting his mother by doing the gig jobs and also teaching Karate to children. Her husband is a good person but never showed concerns for household responsibilities. And Hema Akka is finding it difficult to manage everything as she keeps running to the hospital, college, sponsor office for his son’s scholarship, family functions and other sudden emergencies. As she knows her difficulties she never argues or fights back even if several employers humiliate her very badly only to ensure a job. On 29 th October, it was her anniversary and she was going through the tough time while being absent from my household work. In the month of September she had fallen sick and had to rush to her native to take care of her mother in law when later had fallen sick.

For two consecutive months I tried to become logical and radical by marking the calendar to take a decision to continue with her or not and reduced her salary as per the number of days she didn’t turn up but behind those numbers be, it the exact time she entered the house or the number of days she didn’t turn up or the amount of money I reduced from her salary, there existed a completely different world behind those figures.

But those are not my problems and why should I suffer by paying her full money, by keeping my house dirty till evening and she keeps trying to push through her situations by keeping silent and being irregular everyday!

Though she is skillful, she is unprofessional due regards to time management. Even to the extent I have asked her several times will the company retain her daughter if she goes to her office like she comes to my house or will my academy allow me to work if I work the way she is working!

She understands everything,her intention is never to cheat anybody or be unpunctual .But she is not able to overcome the chakravyuh in which she has got trapped.She is not the only person struggling like this.I could see a reflection of my own life and several other persons known to me.

So how to help these unorganised workers of our country when we count the numbers and finally consider their problems as theirs and not ours.

The old or new, hardly any government rules work for these workers.Policies are changed from time to time maybe with several good intentions of creating just society but in reality these types of people remain far distant from those distant laws.

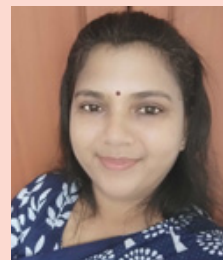
When I have changed my life by standing strong I decided to support her to stand strong and change her life and work peacefully avoiding humiliations and working on time.From my side if I can help her in anyway it would be not to get annoyed with her and not to be dependent on her for the amount I am paying her .

I preferred to finish my work once she crosses the scheduled time to keep my house clean and carry out my work in the evening a little more peacefully and not to reduce her salary and hope that she would find a solution to her personal problem of making her husband realise his responsibilities and she will continue to work a little more peacefully.

I hope the new codes of labour laws may really help the gig workers and many such helpless women like Hema akka may find a suitable solution for their personal problems.

Ms. Chinmayee

Am a full-time homemaker and a self-taught passionate artist and an amateur writer looking forward to take my passions to a professional level. I have written certain situational stanzas in English and an amateur autobiography of my life experiences from 1999 to 2021 in Odia titled Baishhi Pahache meaning on the 22 nd step.



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