

REGULATING TRAFFIC SYSTEM

Traffic authorities are trying their best to tackle increasing congestion but it is disappointing to see that people tend to take traffic rules and regulations for granted. The problem is widespread and no part of the City of Temples is unaffected from this hazard. Further, in all the towns and district headquarters, traffic related issues are increasing with each passing day. There are a number of reasons which can be pointed out for causing the mess which traffic system is witnessing these days. Moreover, Jammu City also completely lacks a modern and advanced traffic mechanism. Secondly people are found most of times either ignoring or violating rules while driving. The result of absence of an upto date system and disregard of traffic rules lead to chaos on roads with increasing number of road accidents. As hundreds of lives are lost every year in road accidents, it is a fact that safety of roads has received a lot of attention in last few years by the Government. It is important to upgrade rules and equally important is to ensure that they are followed, to ensure a smooth and organized traffic system. It is imperative that we should also follow the rules and regulations in letter and spirit. It is also a harsh fact that our roads are in a miserable condition and need immediate upgradations. So traffic department and other agencies have a huge job at their end. When rules are violated then Traffic department must act and punish all those found guilty. Unfortunately flouting the rules has become a behavioral issue and worse is that it is multiplying further. The violators behave in such a way that they do not want to be stopped by authorities or anyone else who tells them to go by book of rules. There is need to find a stronger deterrent that can restore order on roads. Besides imposing penalties, traffic authorities must consider temporary suspension of licenses or even cancellation if violator does not mend his or her ways. Driving licenses of the violator should be tagged and in case of too many or repeated violations, same ought to be seized or cancelled.



OFF 'D' CUFF Expand your awareness

Like spiritual activities like reading scriptures, reciting hymns and practicing meditation, but my parents get anxious about this. They don't like my 'unconcerned' appearance; often they try to guilt-trip me. I'm unwavering, but why do I feel that I can't make them happy? Kumkum Dutta, 26 years

Dear Kumkum,

Your wording is very general, so I will have to speculate about the specifics. Your parents could identify with the modern, secular side of India, or they might want you to follow traditional social patterns. A third alternative is simply a lack of communication. When you say that you are 'unwavering,' it suggests a conflict of wills in the family. Just as likely you feel an inner conflict. Part of you values your spiritual direction, while another part wants to please your parents.

In all these cases, what is needed is negotiation. If both sides stubbornly insist on their viewpoint nothing will get resolved, and only deeper division will follow. Be the first to come forward and tell your parents that their happiness and approval are important to you, but so is your self-directed path and personal growth. Make them feel your sincerity about both sides of the issue.

Ask them for a solution rather than insisting on your own. I doubt that your parents are totally fixed and intractable. See if you can partially share a vision of the future in which you and they are both happy. But don't take everything on your shoulders. Perhaps money, security, and work are part of the whole situation, so be open about this. For some in your parents' generation, spirituality feels like 'hippies' with no sense of responsibility. Whatever their attitude might be, it is not up to you to change it. Your responsibility is only to negotiate so that two different viewpoints can find common ground. I hope this helps.

Being is universal reality. Can educating people on Being bring about holistic health — physical, mental, emotional and ecological health? Shashidhara G

Dear Shashidhara,

Being is not a subject like biology and physics that can be disseminated in school. In fact, it isn't a topic at all, which is a problem for anyone attempting to teach anything about consciousness. For most people, Being and consciousness are taken for granted. We exist and we think. This is about as far as it goes for the

Deepak Chopra

Treat your kid like a darling for the first five years. For the next five years, scold them. By the time they turn sixteen, treat them like a friend. Your grown up children are your best friends.

-Chanakya

EDITORIAL

Administrative Management in Corporate Sector

■ MAHADEEP SINGH JAMWAL

It is generally perceived that employees from government services after their retirement are household commodities. This does not apply to All India Services level officers. The talent is often hidden in the silence and quietness of tired minds and if you have wits and senses, nothing is impossible and your working experience while on payroll of government exchequer can be channelized in a better way in the corporate world. This world provides excellent opportunities by providing space with lucrative offers. In today's times, standing out in the corporate world is not just a good idea, it is essential. Being from police department background got such an opportunity firstly in JK Bank as security officer (latterly left the job) and then with a reputed company in the corporate world in the position of a director corporate affairs, legal compliance & administration (on board yet) both listed on NSE. The corporate sector is altogether a different kind of world. It all starts with business and ends with business. But it is the corporate world that has the resources to improve the world. It's where people live and work.

It took just a few months for me to comprehend and digest why people function so differently in the corporate world compared to where I was coming from. My value system was very different to the one I have to tune up now. I found that when it comes to people skills, particularly networking, leveraging influence and positioning, my value system was very different to the one I embraced. In order to ensure, you don't take too much time in finding your footing in the corporate world, the corporate sector takes your worth to the company tied to your last performance rating/evaluation. My little thought bears me out that the corporate people are nice only when you are influential or they need you. Once the need or influence changes, so does their behavior. How people can manage such extreme levels of fakeness is a mystery? Higher paid opinions are more valued than low paid data and facts. Most companies encourage straight talk and let you speak your mind but it must be kept in mind that it's usually not the words; it's the tone that gets people off their positions and chairs in the corporate world. Once you are in a directive position one has to bear in mind that engage in meaningful dialogue, be open minded and listen to other's idea, have confidence in your team and always show your appreciation. The silent workers get lost in the endless darkness of the corporate world. There will be times when you have to choose between being in the right and being employed. It's your choice. Once you learn the rules of the game, it is easy to thrive on mediocrity and your comfort zone. But the irony of corporate life is, it has stubborn mediocrity. Most people never create or discover anything new but are helped by people of exceptional wisdom & expertise. Corporate culture is the only sustainable competitive advantage that is completely within the control of the entrepreneur. Just tasking a team to be creative won't get you to be innovative. It's having a corporate climate that gives people the space to experiment and take risks. Only then can you truly sustain it. My experience to survive in the corporate world hinges upon following observations: Get ready for a hard schedule. Never let go of your values and morals. Learn to be punctual. Try to be a team player. Avoid gossiping sessions. Maintain professionalism. Keep looking for challenges. Maintain a happy attitude. Do not be submissive. Respect boundaries. Be who you are? The corporate world can be confusing and intimidating at first, but as you get into the culture, you will find the going easy. Take each step wisely and do not hurry either about opinions or strategies. Many companies fail because of ineffective communication because it has the potential to destroy the functioning of a business, the motivation level of its employees and the satisfaction rate of its customers. A lack of communication can also lead to wrong and uninformed decisions which can often turn out to be disastrous for a business. It's useful to have a governance model to ensure that an organization has the right structure in place to meet its purpose and objectives, as well as to have the right leadership and accountability in place. A governance operating model is the mechanism used by the board and management to translate the elements of the governance framework and policies into practices, procedures, and job responsibilities within the corporate governance infrastructure. The corporate business hubs need advice, direction, and a few pairs of hands that mobilize the corporate functioning in achieving the desired goals. It's at this point where most promoters put together a board of directors. I can vouch that administrative management is the key to ensure the smooth operation of a business, and that is why those administering administrative responsibilities are required to have a broad understanding of all stages of the management process: First, a proper analysis of every task for finding out the most efficient way of doing that, secondly matching workers with jobs as per their skills, thirdly close monitoring of workers and fourthly provide time to time training to employees. Administration management involves designing a formalized administrative structure for smooth functioning of organization. There is a clear hierarchy of authority from top to bottom denoting their responsibilities and functions. Esprit de corps means "Team spirit" and involves promoting team spirit within the organization. It will lead to unity, harmony and co-operation among employees working in the company. Every plan and policies are framed with a motive of attaining desired targets. No one strategy makes administrative management complete. Effective administrative management requires the implementation of multiple strategies that are based on the individual organization's mission, vision and goals.

which will improve the overall productivity and reinforce your company's position as industry leader. Give your employees another reason to stay by investing in up skilling their skills to increase employee allegiance and to strengthen team bonding. With the development of mobile technology nowadays, you can give your employees the choice of learning on any mobile devices at any time as per their convenience. As such, your employees have access to seamless training content while also having the option to seek performance support at specific time when needed. Learning new skills shouldn't be boring. Companies can spice up the process using creative games and rewards. Gamification has long noted as an effective tool to motivate learners in a healthy and competitive way. It's also good to encourage your employees to put their newly acquired skills into practice and to acknowledge their achievements.

Vijay

Economic views of Sardar Patel for Sashakt Bharat

■ ER PRABHAT KISHORE

Sardar Vallabhbhai Patel, the Iron Man, has been the foremost among the national heroes of India. In 1946, in view of the possibility of getting independence soon, 13 out of 15 provincial committees of the Congress proposed the name of Sardar Patel for the national president, so that he could become the first Prime Minister of independent India. But despite the proposal of an invincible majority, this could not happen due to the insistence of Gandhi in favour of Nehru and the country was deprived of a strong and practical leadership. This adversely affected policies of the nation in various domestic and foreign matters, for which we are suffering till date. Sardar's view towards the economic affairs of the country was very practical. It was full of humanity and the need of the hour. More production, equitable distribution, and fair treatment of all the means of production were the mainstays of his economic policy. He made it clear that achieving industrial dexterity and self-reliance through progressive development would be the first goal of the nation, which would increase the prosperity of the common mass and ensure a high standard of living for them. In a speech given in Kolkata on January 5, 1948, he stressed that before nationalization of industries it is necessary to first establish them properly and such people cannot be patriots who believe that workers should reduce production, but they should be given more money. Sardar Patel had realistic views on the planning and economic policy of India. He had emphasized on the co-operation between the three stakeholders, the government, the industrialist and the workers, to counter the economic sickness spreading in the country. He was a staunch supporter of the abolition of control and supported the government's plan to decontrol food and clothing and provide industrial relief. He was opposed to the planning framework which went beyond the country's capacity and resources. He wanted to organize the country's economy on the basis of villages. He firmly believed that once the facilities were provided to the villagers, they would take care of themselves and then their grain production would increase much more than we expected. Patel was against instilling in the people such hope which would never be fulfilled. He was not against taking foreign loans when needed, which could be spent on production related plans and industrialization. According to N G Ranga, in 1936, Raja and Sardar Patel had rehearsed that Jawahar's socialism would create problems for the social economy of India, so he presided over the Congress and opposed their campaign of socialism from a favorable position. As a result of which Nehru had to wait till the year 1951 i.e., Sardar's death before launching his campaign against economy of the Indian peasantry and the enterprise of its people. In a meeting of Chief Ministers and heads of provincial Congress Committees, Patel clarified that the plan for this country would be different from that of industrialized countries, which were either small in extent or highly developed. Machine is not the complete solution to the problem of this country. Millions of useless hands cannot get work from the machine, because the machine itself displaces man. He emphasized on the expansion of cottage industries, but at the same time called for rapid industrialization in the country to generate sufficient resources, so that the country does not face a serious crisis. Sardar Patel was accused by the so-called socialists of being a friend of the capitalists. He made it clear that on the basis of Gandhi's teachings, he behaves workers, industrialists, princes, farmers and landlords in equal measure and lovingly inspires them to do the right thing. In the current situation, he was against nationalization. He said that it is necessary to establish industry and increase production in the country before nationalisation. Socialism in England has come there rightly by following the path of industrialization. In India, socialism in true sense lies in the development of cottage industries, which can provide employment to crores of people. By making the spinning wheel more ubiquitous, the concept of Swadeshi can be developed through Khadi. Patel urged the traders not to import foreign clothes and urged the citizens not to wear it. In order to take

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Effective ways to study mathematics

■ VIJAY GARC

Mathematics is the language of nature. There's no better tool out there to study and learn about the world and the universe in general other than mathematics. We use it in our everyday lives from buying things to calculating our calorie intakes to stay fit. Hence, it isn't just important for mathematicians or physicists but everyone. Mathematics, for most people especially students is considered to be a difficult subject. The thing that makes math difficult for many students is that it takes patience and persistence. For many students, math is not something that comes intuitively or automatically - it takes plenty of effort. It is a subject that sometimes requires students to devote lots and lots of time and energy. German-American mathematician, Richard Courant has once said, Mathematics as an expression of the human mind reflects the active will, the contemplative reason, and the desire for aesthetic perfection. Its basic elements are logic and intuition, analysis and construction, generality, and individuality. If you are here to get tips about how to cover the syllabus a week before your finals then this article might not be for you (you can still have some great takeaways though). Mathematics isn't something that you can do well in just by sitting in all-semester classes and then cramming one week or few days before the finals. The reason is that many of the concepts in mathematics are built on other concepts, for instance, to learn concept A, you need to understand concept B, which requires you to already understand concept C. So here are certain techniques explained that are very effective when it comes to learning and understanding mathematics. Shutdown all distractions such as watching TV, chatting with friends, playing video games, smartphone notifications, and so on. Mathematics is a subject that requires more focus than any other discipline. Typically, the best place to study is somewhere at home, where you can sit in a comfortable, but upright position, where you can set up your computer, books, and other study materials and know that they will be exactly where you left them. When you can concentrate on something, you usually can learn the information more quickly and effectively. Hence, it is very crucial that you have set up and distraction-free study zone for yourself. The main goal of studying math is to understand, not memorize, the material. You need to stop yourself and ask if you understand a concept before moving on. Constantly ask question If I change this parameter, what would happen? Try using different resources (like a new book, web article, or video lecture) if you encounter a concept you can't make sense of. You can memorize formulas and rules to solve math problems. But don't

memorize every step in the solution. You should understand the underlying concepts behind what you are doing. If the concepts are not clear in your mind, it is not easy to solve problems successfully. Try to teach those concepts to someone else who is unfamiliar with it. Teaching is considered to be one of the best ways to master something. This is especially true in Math, since communicating your solutions and process is a huge component. If you stumble a little in your explanation of some particular concept that is a great way to diagnose and pick out areas you can work on. Try to get your hands on as many good resources as possible - textbooks, notes, video lectures, etc. Mathematics has tons of vocals and terminologies. Dictionaries play an important role in the development of vocabulary and connecting words with their true or multiple meanings. Mathematics has a vocabulary that consists of words and symbols that allow people to have a common base of understanding of mathematics. Creating a mathematical dictionary helps you understand the concepts and make better connections. Let's be honest here unless you're relatively gifted at mathematics then you might not feel like this applies because you will have breezed through your high school mathematics while barely lifting a finger. But otherwise, mathematics requires practice, lots of practice - every single day. This really adds up to your mathematics problem-solving skills. Now, this is a very important factor when it comes to learning mathematics. While you are practicing mathematics, it is very obvious that you shall come across several instances where your solutions don't right and you will have to approach a different method to solve the problem. Understanding where you went wrong, analyzing those mistakes, and working on them are crucial for stronger mathematical understanding. You understand something when it is so obvious to you that you start to think that you should have discovered it. Here are some extra tips that will help you understand the stuff much better:

1. If you don't understand something, focus on mastering that topic before moving on to the next topic.
2. Work example problems and check your answers to gain practice with every lesson.
3. When beginning to work on a Mathematics problem, do not map out a path from problem to answer in your head before writing anything down.
4. Two hours of extra sleep is almost always a more efficient use of your time than two hours of tired studying.
5. Sometimes the best way to make progress on a problem is to take a break, work on something different, or sleep on it.

and more competitive. Every marketer knows that digital world is a constant and fast-paced changing environment.

As such digital marketing is never going to be a set-it and forget-it solution. What you knew working today might not be relevant tomorrow. That's why digital marketing needs constant attention and regular maintenance, including fresh knowledge. As businesses are getting digitized at a faster rate, upskilling employees regularly is important to avoid a gap between the skills and the needs of the companies. 54 per cent of companies acknowledged that the digital talent gap is hampering their digital transformation programs and that their organization has lost competitive advantage because of a shortage of digital talent.

Up-skilling employees who already fit with your brand and culture allow them to keep up with industry advancements while putting their skills back into your company. An up-skilled workforce is up-to-date on the latest technology and industry trends,

YOUR COLUMN

Digital literacy need of hour

Dear Editor:

How many of you waking up only to grab your phone and switch on Facebook to check its news feed to see what you're missing while you're sleeping? The advancement of technology has allowed us to constantly connect with the rest of the world and stay updated with the current trends, news, and other parts of our social life. Now, let's put the same idea to your digital and marketing knowledge. Digital literacy is the ability to effectively and critically navigate, evaluate, and create information using a range of digital technologies. Like it or not, the reality today is that digital market and social media ecosystem would only become more crowded