

REMOTE WORK TRENDS

The landscape of work has undergone a dramatic transformation in recent years, driven largely by technological advancements and global events such as the COVID-19 pandemic. Remote work, once considered a niche or temporary solution, has become a mainstream trend reshaping how and where people work. This shift has significant implications for businesses, employees, and the future of work. Remote work has gained momentum due to its numerous benefits, including flexibility, cost savings, and the ability to attract a broader talent pool. The pandemic accelerated this trend, forcing many organizations to adopt remote work practices out of necessity. As restrictions have eased, many companies have chosen to maintain or expand remote work options, recognizing the advantages it offers. One of the most significant trends is the adoption of hybrid work models. This approach combines remote and in-office work, allowing employees to choose where they work based on their preferences and job requirements. Hybrid models offer flexibility while maintaining some level of in-person interaction, which can enhance collaboration and team cohesion. Remote work has highlighted the importance of work-life balance. Companies are increasingly offering flexible working hours and schedules to accommodate employees' personal lives. This flexibility helps improve job satisfaction, reduces burnout, and increases productivity. The success of remote work relies heavily on technology. Businesses are investing in advanced tools and platforms for communication, project management, and collaboration. Tools like Zoom, Microsoft Teams, and Slack have become integral to daily operations, enabling seamless interaction and teamwork regardless of location. Remote work shifts the focus from time spent in the office to the results achieved. Companies are increasingly adopting performance-based metrics to assess employee productivity, which encourages a results-oriented culture. This change helps employees manage their own time more effectively and promotes a greater sense of autonomy. With remote work becoming more permanent, organizations are placing greater emphasis on employee well-being. This includes offering mental health support, creating virtual social events, and developing resources to help employees manage the challenges of working from home. As remote work becomes more prevalent, companies are rethinking their physical office spaces. Some are downsizing their office footprint or redesigning spaces to support collaborative work and meetings, rather than traditional desk setups. While remote work offers many benefits, it also presents challenges. Maintaining team cohesion, managing remote teams effectively, and ensuring cybersecurity are significant concerns. Companies must address these issues by implementing robust communication strategies, providing training for remote management, and investing in cybersecurity measures. The future of remote work is likely to see continued evolution. Organizations may explore new hybrid models, integrate emerging technologies like virtual reality for remote collaboration, and refine policies to better support remote employees. As remote work becomes a permanent feature of the modern workplace, its impact on organizational culture, employee engagement, and work-life balance will continue to be areas of active exploration and development. In conclusion, remote work is reshaping the traditional workplace and offering new opportunities for flexibility and efficiency. As businesses and employees adapt to this new paradigm, the focus will be on finding the right balance between remote and in-office work, leveraging technology effectively, and ensuring that all employees have the support they need to thrive.

Janmashtmi the Birthday of Lord Krishna



SUNIL VAID
Love is a major deity in Hinduism. He was born in 3228 BCE in Mathura, and was destined to model the spiritual and temporal destiny of mankind. His birth day is celebrated as Krishna Janmashtmi also, known as Janam Asthmi with great fervor and zeal in India during the Bhadro/Monsoon month. Shri Krishna is considered as one of the rarest and powerful incarnations of. On this day, Krishna temples are decorated, Processions are taken out and host of bhajans and kirtans taking place along with Satsang, Kite flying, dance-drama enactments of the youthful life of Krishna (Rasleela) and devotional singing mark the day. Dahi Handi is another important aspect of this festival which is observed on 2nd day. In his 125 years of life, Shri Krishna made an indelible impression upon mankind collective consciousness- re-educating the world about Devotion and Dharma as well as ultimate reality. His life was a Model for people in days past, the modern world and surely for those in ages to come. Seeing Krishna as perfect personification divinity, to this day hundreds of Millions of people pray to him, chant his names, meditate on his form and try to put his teachings into practice. His life has inspired a treasure house of poetry, music, painting, sculpture and other fine arts. His story is source of joy and inspiration for people from all walks of life. Srimad Bhagavad Gita was taught by blessed Narayan himself to Arjuna, Compiled by Vyasa the ancient seer, in the middle of Mahabharata. The famous Gita Shashtra is an epitome of the essentials of whole Vedic teaching. A Knowledge of its teaching lead to realization of all human aspirations. Krishna did not fight but made sure that his cousins the Pandavas won. The Gita repeats that restraint and freedom from desire are essential to spiritual perfection. Attachment to objects, a sense of ego, is the Characteristics of lower nature. If we are to raise to knowledge of our true- self, we must conquer of lower nature with its ignorance and inertia, its love of worldly possessions etc. According to Gita, an action which is obligatory, which is performed without attachment, without love or hate and without desiring any fruit is Goodness. Lord Krishna did not teach to turn away from own relations to attain self realization. He taught to be free from all attachments, maintaining loving relationship and upholding family responsibilities. We all adore Lord Krishna for his omnipotence, omnipresence & omniscience in addition to sweet Naughty nature as a divine child and infinite affection for his devotees. Irrespective of one's own belief system, the stories past time of his childhood are captivating for everyone. He is particularly recognized as main inspiration to whole Bhakti movement which is all about complete surrender and unalloyed unconditional devotion to God. But for this instruction in Holy Gita to Arjun, we would have been deprived of learning about the most important virtues of life. Bhagvat Gita guides his devotees in the difficult & unusual times, While his devotional cultural & spiritual greatness is well known, on his Birthday, it is important for us to reflect on the relevance of his life and activities for today context, in the business management, finance and economy. Trust in Lord Krishna will take us from the Land of evil to Land of consciousness & beyond. Where ever there is Krishna, the master of mystives and where ever there is Arjuna, the supreme archer; there will also certainly be opulence, victory, extraordinary power & Morality . May Lord Krishna on this day fill our lives with happiness & peace and abundance. Let his teachings inspire our actions & we reach our ultimate goals with love in our hearts & good wishes for others.

Janmashtami-the Birthday of Shri Krishna

I.D SONI
Janmashtami! The greatest Day in Hindu history! The Day is sacred as the Birthday of Shri Krishna! It was an epoch-making event in India's life when Shri Krishna was born over five thousand years ago. He came with ravishing beauty. He came with the matchless music of the flute. The purest of the pure. Stainless, he came with purity of his heart that saw. The Divine in the Human and made him to many a milk-maid (gopi) an image of Eternal. He came with eternal youth. He came with an ancient, unborn beauty which gave joy to all, to man and maid, to bird and beast, to oak and pine, to flower and star. In a crisis of our history, He came with a rich out pouring of love. Krishna played upon the Murl, the flute. In its notes, Krishna sang his vision of life, a vision of Wisdom and Joy. "Why do you always wear black?" asks a character in a little drama. And the answer given is, "I am in mourning for my life. I am unhappy!" Many alas! Are unhappy. The world needs a message of strength, life and joy. Civilization lies prostrate today. The Lord of the Flute brings as a message of a new life: "Bound for Brahmhaloka (the city of God) are ye, bound for beauty eternal. Why wander ye away from love? Why spend our strength in separation, hate and strife? Out in the open he lived: he tilled the field! He tended the cows; and his heart was open to the strange mystic voices of nature and the inner Realm of the spirit. At last, came through him the great Revelation of Wisdom enshrined in the Bhagavat Gita and Bhagavat Purana. This cow herd became a seer, a Prophet, a Teacher. And they who heard him said never man spoke as he. He was a singer too. He played upon the flute and ravished the heart of all who heard him. This Flute Player became the great way- shower to multitudes. This was a blend of Karma (service), gnana (wisdom) and bhakti (love). He taught how to serve, and through services grow in wisdom and blend service with love. The secret of his insight and his power upon the multitudes was his Realisation of the One Universal Life flowing into all men, all birds and beasts, all forms of manifestation. In

the stars in their course as in the birds in their flight, he saw the One universal spirit the Atman! Seeing the one in all, he saw that love was the mightiest force in life. He radiated love: his life was a moving picture of love. The world alas! Does not yet see the truth of "Law" of love the world is still entangled in strife, fighting and war. Shri Krishna's way is the way of sympathy, in infinite understanding and love. The Kauravas listened not to him. And the modern world, dominated by desires and self-seeking, listens not to Krishna's call. Yet in his way is still the hope of the world, and nations will not be truly free until they rise above all cults of exclusiveness to a vision of sympathy and understanding as the hope of this dark and lonesome world. The world needs inspires and leaders filled with Krishna's spirit. Krishna builds a new city on the sea-shore, in kathiwar: He names it Dwarka, "the city of many gales." He love Dwarka, as he loves Gokul and Brindaban, where he is early years he played upon the flute spent the spring of his song. In Dwarka are gathered together many of his devotees. Krishna loves the sea: its waves sound in his ears and makes Dwarka a city of joy. He loves, too, the forest and the field: he loves the lily and the lotus: he loves the rose and the brier: though he knows they live but a day and he lives himself in Eternity which itself is but a Day spent in freedom and joy. He loves to listen to the music of the brook flowing, flowing: seeking the sea, seeking and singing the mystery that flows for ever! Will Bharata advance to her appointed fulfillment? Then must India's youths, in a true historic spirit, commune with the loving past. India was once a fount of inspiration to sages like Appolonius and Plotinus and elements. Alberani, the great Muslim traveller and scholar; felt the fascination of Hindu ideals and Hindu culture: he accompanied Sultan Mahmud to India, and in India made a study of Sanskrit and, with love and reverence in his heart, read the "Bhagavad Gita." In her long history hath India been blessed by Great Ones, again and again. On six of them, specially, have I love to meditate. They are among the Ancestors of Arya-varta: Shri Rama, avatara of

shakti; Shri Krishna; avatara of wisdom born of Ananda and Bliss; Buddha and Mahavira, avatara of compassion; Sant Kabir; avatara of Nama (the word and name Divine) and Guru Nanak; avatara of fellowship, unity and peace. Krishna's "Bhagavad Gita's" message is regarded as the essence of Hindu Wisdom. "All the Upanishads," we read, "are cows, men of purified intellect are the drinkers, and the Gita is the milk." The "Bhagavad Gita" is the song universal. It is a song of life. Wrong it, I humbly submit, to think that the Gita ask us to run away from life. The Gita shows us how we may eliminate the "ego" and enter into the "self", how we may abandon ugliness and illusion to embrace the spirit of life and the life of the spirit. The Gita Reveals Krishna I. As teacher of Dharma (righteousness) II. As lord of compassion and III. As servant of humanity. In every age he says, "I am back I. To serve the good, II. To destroy the sin of the sinner; and III. To enthroned Dharma, righteousness." In the teaching of the master; activity or "work" is not discarded: work and wisdom or unified, are regarded as one. But "work" should be purified of "desires." It is "impure" work which has made men unhappy. "The world", says the Gita, "is imprisoned in its work, in its activity dominated by desire." "Work of the true type must become a "yagna", an offering to God. Perform action sacramentally", says the Gita, "perform action as worship of God!" Karma or action should be a sacrament, a yagna, an offering to God! Of impurities must "action" be freed. These are three the Gita refers to them as the three gates of Hell." These are lust, anger and greed. Hence the Gita's emphasis on "duty",swadharma. Every man has his duty to do. The householder must perform his duty: the merchant has his duty; the peasant has his. There is a room on this earth-plane for the "warrior", too his duty; Dharma is heroic action. The sanyasin or the "contemplative" man his dharna, too: it is the pursuit of wisdom which fulfils itself in holiness.

All life, the Gita teaches is sacred: and higher than "theroism" is "Love" or "compassion", which is to be poured on all creatures, birds and nests, not alone on fellow-mvsn. Thus spiritually equipped, a man may well be in the world and work for the world's welfare, blessing all. Well says the Gita- When, in deed, a man hath no lust And no hatched in his heart, He well may move Safely among the things of lust and hate. Attaining to wisdom and enriched with love, with compassion in his heart, a man may well mingle with all men and make his earth-pilgrimage a source of service to humanity and universe. Such an one called the man of realisation: he sees the One in all: he sees that God is the "light of the fire", the "life of all that lives": he sees that God is the "eternal seed of everything that grows", that God is the "vigour of the active", "the strength of the strong." Verily such a man is truly wise. He acts, yet hath no desire for "fruits" of action. He acts, yet not imprisoned in action's "chain." He acts, yet is free. Having conquered desire, he need nothing. "Thou Krishna! Thou are my all! And having Thee, need not anything, he says. Such a man act and rises beyond action to the Eternal. He acts, but lusteth not after anything. He acts, yet calleth nothing his own. He acts, but is not beyond. He acts, but is free. Broken are his bonds illumined is his heart: his life becomes a mirror which reflects the one supreme. This message gave Krishna five thousand year ago. This message may yet save modern civilisation. For I hold that his life and teaching are not for India alone. They are for the world. And centuries will may meet at the Lotus Feet of him who "emptied" Himself of his Glory and played with the little ones, free children of earth and space, and loved cows and birds and loved the forsaken ones and loved, too, each lotus of the lake and each lily of the field. Blessed, indeed, is the man who ever keeps in mind this teaching of the Master that the heart that is tranquil, the spirit that is free from passion and purged from all harm, to the Life Divine.

Can sex education be a way forward to end epidemic of sexual violence in India?

DR. BIJOY RAKSHIT
The recent horrific and gruesome incident of rape and murder of a junior postgraduate doctor in Kolkata has shaken us all to the core. People across the country are expressing their concern with mounting anger and demanding immediate justice for the victim and the family. We can witness the widespread national and global outrage over the blood-boiling incident and the involvement of the Central Bureau of Investigation (CBI) and the Supreme Court (SC) of India in questioning the state machinery. While the horrific incident garnered a great deal of public attention, bringing people onto the street and sparking protests across the country, an important question remains: what must be done to prevent such heinous acts in the future? What could be a permanent solution to end this epidemic of sexual violence? Numerous discussions are currently taking place, and multiple approaches can be proposed to answer the above question. However, in my opinion, perhaps a long-lasting approach that can be proven instrumental in preventing sexual violence, which has become rampant in the country, is the implementation of sex education into mainstream education, and the institutional and societal acceptance of such education. Let me extend a possible explanation to support the claim. Statistically speaking, the present number of rape in India presents a bleak reality. According to the National Crime Records Bureau (NCRB), between 2017 and 2022, a total of 189,000 rape cases were reported, involving 191,000 victims. Notably, in 179,000 of these cases, the perpetrator was known to the victim, while in 9,670 cases, the crime was committed by a stranger. On average, India reported 86 rape cases per day during this period, equating to four rape cases every hour. These statistics are undeniably disturbing

and can daunt us gravely. It can be persuasively argued that historically, the majority of young Indian men and women grew up in a male-dominated patriarchal society with negligible access to sex education. Specifically, the interaction between males and females significantly diminishes after puberty in rural areas. Such an environment gives rise to misdirected masculinity, characterized by a sense of male sexual dominance and profoundly ingrained gender inequality in attitudes and behavior. The alarming disparity in gender roles becomes even more dominant during the phase of adolescence. Men tend to witness and experience greater privileges reserved for them- such as greater freedom, increased mobility, plenty of opportunities, and most importantly, power. On the contrary, females encounter growing restrictions, limited mobility, and compromised power. Sometimes, girls are even dropped out of school and college due to these factors. These limitations and restrictions imposed on girls' merit scholarly attention and comprehensive sexuality education in India, including modules that focus on awareness of sexual violence and exploitation. India has a vibrant and incredibly rich history of liberated sexual perspectives, as popularly documented in its ancient literature and sculptures in temples. In present times, however, the concept of sex education continues to be a contentious topic in the major part of the country. The attempt to include this topic in mainstream education and widespread social acceptance is astonishingly nascent. Strangely, the concept of sexuality has conveniently been relegated to a means of reproduction rather than an integral part of human nature. When implementing sex education in primary school curricula and monitoring progress promptly, UNESCO has undertaken several robust steps for countries worldwide. World-

renowned psychologist Manoj K. Pandey and psychiatrist T.S. Sathyanarayana Rao, in their research, identified that India falls short of several developing nations, such as the Congo, Ghana, Kenya, Sudan, and Uganda, in terms of sex education curriculum development and decentralization of implementation. While sex education is often taught in secondary school in India, it has been sensitized to children as early as elementary school in many other nations. It is surprising to learn that several states, including Gujarat, Maharashtra, Rajasthan, Madhya Pradesh, and Karnataka, have opposed and advocated for the outlawing of sex education in schools. They claim that such programs can encourage dangerous behavior in students and jeopardize the safety of the learning environment. Moreover, some educators, religious institutions, and social activists questioned the implementation of sex education as it may lead to premature sexual activity in children. However, an article published by Kumari (2022) on "Sex education and sexuality in India" shows that Indian youth demonstrate a more practical approach. Significantly, 88% of youth think that sex education ought to start in elementary school. Furthermore, according to 66% of them, teachers in elementary and secondary schools are not adequately prepared to teach sex education. In addition, ninety percent of young people support giving parents and educators factual training so they may better prepare them for talks about this topic. In India, several initiatives have been launched by government and non-governmental organizations to promote sex education. On a positive note, UNESCO has generously acknowledged a successful sex education story and its positive impact on students under the overarching program "Udaan" from the state of Jharkhand. Under this initiative, a school-based adolescent education program was introduced

that could effectively educate over a million students on health topics, including sex education, by 2019. It was also stressed that extending this model to the rest of the states in India could serve the purpose of sex education and potentially benefit many students. In conclusion, I suggest that in light of the limited awareness of sex education and the growing incidence of sexual violence in the country, there has been a pressing need for India to implement effective and comprehensive sex education at primary and secondary levels. Policymakers and government stakeholders ought to consider the importance of such education in designing and framing modules and curricula for students that can prevent sexual violence and exploitation, which has remained an important topic to discuss. I firmly believe that the introduction and implementation of a well-structured curriculum on sex education may greatly empower the youth to understand the evolving roles of women in society and offer a secure environment for discussing misguided notions of masculinity and awareness of violence against women. In addition to this, educating young people about the risks of sexual exploitation and ensuring the safety of women in workplaces is crucial. Such a well-encompassing understanding of sex education will aid them in acknowledgingsexual violence and prevent them from committing violence. Implementing such education can also deepen students' understanding of their bodies, age-related changes, and essential concepts such as consent and personal space. A comprehensive discourse on a wide array of topics, including menstruation, sexual intercourse, sexually transmitted diseases, and pregnancy risks, should be encouraged. Finally, the involvement of parents, teachers, and civil society is paramount to achieving the targets. (The writer is faculty from IIM Jammu)

Lord Shree Krishna, his teachings and its Relevance in today's world

OMKAR DATTATRAY
Lord Krishna is the Hindu god of love, compassion and protection. Know as the Dark one, he is often depicted with dark blue skin. Krishna is the 8th avatar/incarnation of the god Vishnu, but he is also worshipped as a god in his own right. Hindu mythology is filled with the tales about Krishna's life. Krishna, one of the most widely revered and most popular of all Hindu divinities and is also a supreme god in his own right. Shree Krishna has come after Shree Rama to uphold righteousness -dharma and to protect the righteous people and to kill the evil ones spreading evil and this Lord Krishna did. Krishna became the focus of numerous Bhakti -devotional cults, which have over the centuries produced a wealth of religious poetry, music and painting. The basic sources of Krishna's mythology are epic Mahabharata, and its 5th -century -CE appendix, the Harivamsha and the Puranas -particularly Books x and XI of the Bhagavata-Purana. They relate how Krishna (literally "black," or "dark as a cloud") was born into Yadava clan, the son of Vasudeva and Devaki who was the sister of Kanasa, the wicked king of Mathura in the modern Uttar Pradesh. Kanasa, heard a prophecy that he would be destroyed by Devaki's child, tried to slay her children, but Krishna was smuggled along the Yamuna river to Gokula or Vraja, modern Gokul, where he was raised by the leader of the cowherds, Nanda and his wife Yashoda. The child Krishna was adored for his mischievous pranks, he also performed many miracles and slew demons. As a youth, the cowherd Krishna became renowned as a lover; the sound of his flute prompting the Gopis-wives and daughters of the cowherds to leave their homes to dance ecstatically with him in the moonlight. His favorite among them was the beautiful Radha. At length, Krishna and his brother Balarama returned to Mathura to slay the wicked Kanasa. Afterwards, finding the kingdom unsafe, Krishna

led the Yadavas to the western coast of Kathiawar and established his court at Dvaraka -modern Dwarka, Gujarat . He married the princess Rukmani and took other wives as well. Krishna refused to bear arms in the great war between the Kauravas -sons of Dhritrashtra, the descendant of Kuru and the Pandavas -sons of Pandu, but he offered a choice of his personal attendance to one side and the loan of his army to the other. The Pandavas chose the former, and Krishna thus served as a charioteer for Arjuna, one of the Pandava brothers. On his return to Dvaraka, a brawl broke out one day among the Yadava chiefs in which Krishna's brother and son were slain. As the god sat in the forest lamenting, a huntsman, mistaking him for a deer shot him in his one vulnerable spot, the heel, killing him. Krishna's personality is clearly a composite one, though the different elements are not easily separated. Vasudeva -Krishna was deified by the 5th century BCE. The cowherd Krishna was probably the god of a pastoral community. The Krishna who emerged from the blending of these figures was ultimately identified with supreme god Vishnu -Narayana and hence, considered his avatar: His worship preserved distinctive traits, chief among them an exploration of the analogies between divine love and human love. Thus, Krishna's youthful dalliances with gopis are interpreted as symbolic of the loving interplay between God and human soul. The nectar of words flowed from the lips of Krishna in the battlefield of Kurukshetra and it is the treasure trove of knowledge, wisdom and Jana Known as Bhagwad Gita and it is & the spiritual Guru of many great personalities including Mahatma Gandhii and he looked towards Gita whenever he faced trouble and confusion and it always showed him the right path. Bhagwad Gita is the best philosophy of the world and its teachings and preaching is ever fresh and relevant in

the modern greed torn world. Bhagwad Gita as a supreme scripture is very popular across the world and it is held in high esteem and reverence. It is a practical guide to humanity: Lord Krishna encourages us to act selflessly, meaning to perform actions without selfish desires. We should be willing to let go of the results of our actions. This doctrine known as Nishkama Karma teaches us to focus on the act of giving without expecting anything in return. To perform ones duty without expectation of reward in return is one of the cardinal principles of Lord Krishna's teachings as enshrined in the Bhagwad Gita. Lord Krishna and the Gita never taught renouncing work and duty but it teaches the mankind to renounce the bad works and never allow worldly desires to overtake you. Lord Krishna emphasizes the importance of following one's duty or dharna. He advises that individuals should fulfill their responsibilities and obligations with sincerity and righteousness. This doctrine told by Shree Krishna is a guide to humanity and we should follow this golden doctrine to be successful in our lives without being afflicted with greed and selfishness. Lord Krishna extols the path of devotion and total surrender to God. He teaches that genuine devotion and surrender lead to spiritual growth and can free individuals from the cycle of birth and death. Krishna teaches us the concept of selfless action, where one should perform their duties without attachment to the outcomes. This helps in reducing anxiety and stress while promoting a sense of detachment from the material world. Lord Krishna is known for his teachings and wisdom which are found in the Bhagvad Gita and other sacred texts. The following are 8 key teachings of Shree Krishna that can guide you towards a better life--1 Detachment-Lord Krishna advises detachment from the fruits of one's actions. He encourages individuals to focus on the task at hand without being overly concerned about success or fail-

ure. This detachment leads to a sense of inner peace and equanimity. 2-Knowledge and wisdom-Bhagvan Krishna stresses the significance of knowledge and wisdom. He encourages devotees to gain deeper understanding of the self, the world, and human reality. Wisdom leads to better decision -making and a more fulfilling life.3-Duty and Dharma4-Selflessness 5-Devotion& faith 6-Compassion and Forgiveness 7-Leadership 8- Problem solving 8-Friendship and loyalty. One of the key teachings of Lord Krishna is the importance of self -realization. Hr emphasized the need for individuals to look within themselves and discover their true nature. According to Krishna true happiness can only be found by understanding one's self and connecting with the divine within. Lord Krishna is a prominent figure in Hinduism and is known for his teachings and values that continue to inspire generations even today. His teaching hold great significance for youth of today as they navigate their way through a rapidly changing world. One of the key teachings of Lord Krishna is the importance of self -realization. In today's world, where there is a lot of pressure to conform to societal norms and expectations, this teaching is especially relevant. By understanding their true selves, the youth can make better decisions and lead more fulfilling lives. To conclude we can say that Lord Krishna and Bhagvat Gita is the important guide to mankind. The relevance of this treasure trove that is Bhagvad Gita and the teachings of Lord Shri Krishna cannot be exaggerated in modern times. In this connection a foreign scholar Ashburn has rightly said, "Burn all libraries of the world, far their essence is in Bhagvad Gita." We should make Gita as our Guru and look towards it whenever we face any confusion or problem and it will surely guide us properly and show us the true path as it is our torch bearer. (The author is a columnist, social and KP activist)