Research Paper

On

EMPLOYEE ENGAGEMENT:

A REVIEW PAPER

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Abstract

Employees are the foundation pillar of any industry. The success of any industry lies in its engaged workforce.. Employee engagement is a function of relationship between an organization and its employees. It plays a key role in achieving the organizational goals. Employee engagement leads to the feeling of belongingness and hence ultimately leads to satisfaction. Modern organizations consider their employees to be full of enthusiasm, excitement and express initiative at work, they want them to take concern for their own development, try for high quality and performance, be stout and dedicated to what they do and in other words companies need their employees be engaged. Engagement is achieved when people envisage that their organization respects their work, their work contributes to the organizational development and more prominently their personal ambitions of growth, rewards and pay are met. Thus it has become very essential to implement various HR Strategies which support every employee and make them feel valuable. This paper makes an attempt to study the different dimensions of employee engagement with the help of review of literature. The study deals with the study of literature on Employee Engagement concept, and Human Resources Strategies This study is based on secondary data which is collected through referring journals, Books and websites.

KEYWORDS: Employee Engagement, Organization, Human Resources Strategies

Human Resources Management Practices in Ultratech

Cement Ltd, Kovya, Gujarat

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Introduction

Human resource is the most important asset for any organization and it is the source of achieving competitive advantage. Managing human resources is very challenging as compared to managing technology or capital and for its effective management, organization requires effective HRM system. HRM system should be backed up by the sound HRM practices. HRM practices refers to organizational activities directed at managing the pool of human resources and ensuring that the resources are employed towards the fulfillment of organizational goals. Human resource is considered as the backbone of any economic enterprise. In recent years the economist had added "Human resource" besides land, capital and technology as the key factor for building and developing the nation. The optimal utilization of natural resources and the factor inputs of capital technology depend on the extent of the use of Human resources. The human resource management is a proactive central strategic management activity which is different from conventional personnel management. Human resource management is a sun rise concept and traditional personnel management is a sun set concepts. The HRM is a growing concept. It has tremendous relevance to the productivity industry. Human input is a single largest that goes in the cement industry. The level of efficiency of production of this input reflected in the quality of product provided by industry to its customer. The most of the employees on regular and contract status show excellent performance but just after being regularized their performance decreases, and it has become a different circle. In industrial sector to see the problem in its totality and planned approach is needed for maximizing the human resources. In two approaches will not be helpful quantitative aspects need more emphasis organization having excess and poorly utilized manpower cannot think of growth in the future. The ultratech cement limited is one of the large scale organizations in the cement industry employing human resources with entire satisfaction of employees. It was decided that to know their human resource policies of employees and level of satisfaction is carried out by the researcher in this study. Hence the ultratech cement Ltd. Kovaya, Gujarat taken up for the study.

STATEMENT OF THE PROBLEM

Indian economic scenario is undergoing a basic structural change affecting all walks of life. Physical, behavioral and psychological differences among individual have increased with rapid changes taking place in the management process of organizations. These have implication in the design of recruitment, selection, training and development, compensation program, performance appraisal, employee discipline, promotion and transfers etc. are becoming difficult for implementation due to poor understanding of human resource management by the employees. Therefore, it is necessary to know the meaning of the term human resource management is not simply a new form of jargon to describe management, it represents a new model of management with different value system, for others it remains an exclusive concept, elastic an ambiguous. However, there is pressing need for empirical research that addresses the contribution that HRM makes to a firm's ability to accept risk, be innovative and be proactive.

OBJECTIVE OF THE STUDY

1) To study motivational factors that excites people about a career in GCW
2) To study recruitment and section procedure, methods and techniques of GCW's for attracting qualified, experience and skilled personnel.
3) To understand the critical training and development program conducted by GCW
4) To find employee's welfare activities of GCW this boosts employee's morale.
5) To study the training methods used by GCW.
6) To understand in detail the compensation policies implemented at different levels by GCW.

METHODOLOGY

This study covers both primary and secondary data. Primary data is collected by distributing questionnaire to the employees of the Ultratech cement Ltd Gujarat and secondary data collected from various journals, articles websites, dissertation and thesis pertaining to the relevant matter of the subject under study. In this connection out of 250 employees 125 are selected covering almost all the departments.

The main focus of study is human resource policies and practices in Ultatech cement limited Gujarat. With the help of excel sheets the tables are prepared, analyzed and interpreted. On the basis of findings the tabulated information in previous chapter, and the observation during the data collection work recorded by the researcher is considered and conclusions are drawn out by the research investigator which will help to recommend few precise suggestions.

ANALYSIS AND INTERPRETATION

The study on HRM has been focused on the HR policies and practices followed in company related to HRP recruitment, compensation, employee welfare, training and development. The success of the company is purely based on the human resource policies and practices followed. Human resource policies wise classification of the respondents the following table classified the respondents on the basis of level of satisfaction regarding human resource policies and practices.

Human resource policies	Highly dissatisfied	Dissatisfied	Moderately satisfied	Satisfied	Highly satisfied	total
Human resource planning		7	19	53	46	125
		5.6%	15.2%	42.4%	36.8%	100%
Recruitment and selection		6	27	65	27	125
		4.8%	21.6%	52%	21.6%	100%
Training and development	2	4	34	54	31	125
	1.6%	3.2%	27.2%	43.2%	24.8%	100%
Wages and salary structure	4	12	25	49	35	125
	3.2%	9.6%	20%	39.2%	28%	100%
Promotion and transfer	5	7	38	44	31	125
	4%	5.6%	30.4%	35.2%	44.8%	100%
Motivational measures	2	15	39	43	26	125
	1.6%	12%	31.2%	34.4%	20.8%	100%
Safety measures	4	12	29	52	28	125
	3.2%	9.6%	23.3%	41.6%	22.4%	100%

Human Resource planning: It denotes that a maximum of 42.4% of the respondents are satisfied and a minimum of 5.6% of the respondents are dissatisfied with the human resource planning process of the company.

Recruitment and selection: It denotes that a maximum of 52% of the respondents are satisfied and a minimum of 4.8% of the respondents are dissatisfied with the recruitment and selection policies of the company.

Training and development: It denotes that a maximum of 43.2% of the respondents are satisfied and a minimum of 1.6% of the respondents are highly dissatisfied with training and development program of the company.

Wages and salary structure: It denotes that a maximum of 39.2% of the respondents are satisfied and a minimum of 3.2% of the respondents are highly dissatisfied with the wages and salary structure of the company.

Motivational measures: It denotes that a maximum of 34.4% of the respondents are satisfied and minimum of 1.6% of the respondents are highly dissatisfied with the motivational measures of the company.

Safety measures: It denotes that a maximum of 41.6% of the respondents are satisfied and a minimum of 3.2% of the respondents are highly dissatisfied with the promotion and transfer process of the company.

Allowances wise classification of the respondents:

Dearness allowance: It denotes that maximum o49.6% of the respondents are satisfied and minimum of 6.4%of the respondents are dissatisfied with dearness allowance provided by the company. House rent allowance- It denotes that maximum 55.2% of the respondents are satisfied and a minimum of 3.2% of the respondents are dissatisfied with the house rent allowance provided by the company.

Conveyance allowance: It denotes that maximum 40.8% of the respondents are satisfied and a minimum of 0.8% of the respondents are highly dissatisfied with conveyance allowance provided by the company.

Washing allowance: It denoted that minimum 40.8% of the respondents are satisfied and a minimum of 106% of the respondents are highly dissatisfied with washing allowance provided by the company.

Heat allowance: It shows that maximum 36% of the respondents are satisfied and minimum of 4.8% of the respondents are highly dissatisfied with heat allowance provided by the company.

Dust allowance: It reveals that maximum 42.4% of the respondents are satisfied and a minimum of 0.8% of the respondents are highly dissatisfied with the dust allowance provided by the company.

Night shift allowance: It reveals that maximum 42.4% of the respondents are satisfied and a minimum of 0.8% of the respondents are highly dissatisfied with the night shift allowance provided by the company.

Special pay allowance: It reveals that maximum 33.6% of the respondents are satisfied and a minimum of 5.6% of the respondents are highly dissatisfied with the special pay allowance provided by the company.

Labour welfare measure wise classification of the respondents

Leave facilities: It reveals that maximum 40% of the respondents are moderately satisfied and a minimum of 1.6% of the respondents are highly dissatisfied with the leave facility provided by the company.

Medical facilities: It reveals that maximum 46.4% of the respondents are satisfied and a minimum of 0.8% of the respondents are highly dissatisfied with the medical facility provide by the company.

Drinking water: It reveals that maximum 45.6% of the respondents are satisfied and a minimum of 0.8% of the respondents are highly dissatisfied with the drinking water facilities provided by the company.

Canteen: It reveals that maximum 44.8% of the respondents are satisfied and a minimum of 1.6% of the respondents are highly dissatisfied with the canteen facility provide by the company.

Free coffee and tea: It reveals that maximum 44.8% of the respondents are satisfied and a minimum of 4.8% of the respondents are highly dissatisfied with the free coffee and tea provided by the company.

Rest and lunch room: It reveals that maximum 39.2% of the respondents are satisfied and a minimum of 9.6 % of the respondents are highly dissatisfied with the rest and lunch room provided by the company.

Sports and recreational facilities: It reveals that maximum 34.4% of the respondents are moderately satisfied and minimum of 6.4% of the respondents are highly dissatisfied with the industrial relations provided by the company.

Facilities of children education: It reveals that maximum 37.6% of the respondents are satisfied and a minimum of 0.8% of the respondents are highly dissatisfied with the facilities of children education provided by the company.

Loans and advances: It reveals that maximum 44% of the respondents are satisfied and a minimum of 0.8% of the respondents are highly dissatisfied with the loans and advances provided by the company.

Retirement benefits: It reveals that maximum 38.4% of the respondents are satisfied and a minimum of 8% of the respondents are highly dissatisfied with the retirement benefits provided by the company.

Supply of uniform and shoes: It reveals that maximum 48% of the respondents are satisfied and a minimum of 4.8% of the respondents are highly dissatisfied with the supply of uniform and shoes provided by the company.

Housing facilities: It denotes that maximum 43.2% of the respondents are satisfied and a minimum of 2.4% of the respondents are highly dissatisfied with the housing facilities provided by the company.

Special medical aid: It reveals that maximum 32.8% of the respondents are moderately satisfied and a minimum of 1.6% of the respondents are highly dissatisfied with the special medical aid provided by the company.

Leave travel concession: It reveals that maximum 37.6% of the respondents are satisfied and the minimum of 5.6% of the respondents are highly dissatisfied with the leave travel concession provided by the company.

FINDINGS:-

Human resource policies

- Maximum of 42.4% ,52%, 43.2%,44.8%,45.6%,39.2%,35.2%,34.4%,41.6% of the respondents are satisfied and minimum of 5.6% of the respondents are dissatisfied with

the human resource planning process, recruitment and selection policies, training and development program, performance appraisal, career advancement avenue, wages and salary structure, safety measures, motivational measures, promotion and transfer process of the company.

- Minimum of 5.6%, 4.8%,10.4% of the respondents are dissatisfied with the human resource planning process, recruitment and selection policies, performance appraisal of the company. Minimum of 1.6%, 4%, 3.2%, 4%, 1.6%, 3.2% of the respondents are highly dissatisfied with training and development program, career advancement avenue, wages and salary structure, safety measures, motivational measurer, promotion and transfer process of the company.

ALLOWANCES

- Maximum 49.6%,55.2%, 40.8%, 36%, 42.4%, 33.6% of the respondents are satisfied with dearness allowance, house rent allowance, conveyance allowance and washing allowance, heat allowance, dust allowance and night shift allowance, special pay allowance provided by the company.

- Minimum of 6.4%, 3.2% of the respondents are dissatisfied with the dearness allowance house rent allowance provided by the company. Minimum of 0.8%, 1.6%, 4.8%, 0.8%, 5.6% of the respondents are highly dissatisfied with the conveyance allowance, washing allowance, heat allowance, dust allowance and night shift allowance, special pay allowance provided by the company.

EMPLOYER EMPLOYEE RELATIONSHIP

- Maximum 44%, 49.6%, 47.2%, 43.2%, 44.8% of the respondents are satisfied with employee participation in management, social security measures, collective bargaining, employee discipline, employee grievance handling process provided by the company and 34.4% of the respondents are moderately satisfied with the industrial relation provided by the company.

- Minimum of 9.6% of the respondents are dissatisfied with employee participation in management provided by the company and a minimum of 3.2%, 1.6%, 3.2%, 6.4% of the

respondents are highly dissatisfied with the social security measures, collective bargaining, employee discipline and employee grievance handling process, industrial relation provided by the company.

LABOUR WELFARE MEAURES

- Maximum 40%, 34.4% and 32.8% of the respondents are moderately satisfied with the leave facilities, sports and recreational facilities and special medical aid provided by the company.

- Maximum 46.4%, 45.6%, 44.8%, 39.2%, 37.6%, 44%, 38.4%, 48%, 43.2%, 37.6% of the respondents are satisfied with medical facilities, drinking water facilities, canteen facilities and free coffee and tea, rest and lunch room facilities, for children education, loans and advances, retirement benefits, supply of uniforms and shoes, housing facilities, leave travel concession provided by the company.

- Minimum of 1.6%, 0.8%, 1.6%, 4.8%, 9.6%, 6.4%, 0.8%, 8%, 2.4%, 1.6%, 5.6% of the respondents are highly dissatisfied with the leave facilities, medical facilities and drinking water facilities, canteen facility, free coffee and tea, rest and lunch room, sports and recreational, facilities for children education, loans and advance, retirement benefits, housing facilities, special medical aid, leave travel concession and a minimum of 4.8% of the respondents are dissatisfied with the supply of uniform and shoes provided by the company

INFLUENCING FACTORS TOWARDS THE ATTITUDE

1. Human resource planning is ranked first, performance appraisal is ranked second and recruitment and selection is ranked third.
2. Dearness allowance is ranked first, conveyance allowance is ranked second, and house rent allowance is ranked third.
3. Leave facilities are ranked first; drinking water is ranked second, facilities for children education is ranked third.
4. Employee participation in management is ranked first, collective bargaining is ranked second, and employee is ranked third.

SUGGESTIONS

1. The company should conduct many awareness programs related to human resource policies and practices, it will improve the knowledge of employees about human resource policies and practices.

2. The company should provide the maximum level of allowance as much as possible. Because the workers in the cement industry are suppose to work with so many hurdles like heat, pollution etc.

3. Adequate training and development programs should be provided to employees. It will develop their knowledge and skill which leads to better productivity.

4. It is suggested that many further welfare measures can be implemented. Because the employees expectation on welfare measures is more.

5. It is essential for conducting special programs on human resource policies and practices.

6. It is suggested that, a separate department for HRD activities may be established in cement industry.

7. If the employee's grievance is reasonable, the workload of the employees can be reduced by the consultation with trade union and management.

CONCLUSION

1. The study reveals that more than 80% of the employees are satisfied with human resource policies and practices followed in the company. In allowances also more than 80% of the employees are satisfied. In employer and employee relationship around 85% of the employees are satisfied.

2. More than 85% of the employees are satisfied with labour welfare measures. The overall conclusion about the human resource policies and practices followed in Ultratech cement limited is excellent. It shows that the reason for the vast development of India cements limited groups. If the company continues the same stream of human resource policies and practices in future it may achieve many glorious things.

NETWORK SECURITY:
ISSUES AND CHALLENGES

By

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Abstract

Secure Network has now become a need of any organization. The security threats are increasing day by day and making high speed wired/wireless network and internet services, insecure and unreliable. Now – a - days security measures works more importantly towards fulfilling the cutting edge demands of today's growing industries. The need is also induced in to the areas like defines, where secure and authenticated access of resources are the key issues related to information security. In this paper Author has described the important measures and parameters regarding large industry/organizational requirements for establishing a secure network. Wi-Fi networks are very common in providing wireless network access to different resources and connecting various devices wirelessly.

There are need of different requirements to handle Wi-Fi threats and network hacking attempts. This paper explores important security measures related to different network scenarios, so that a fully secured network environment could be established in an organization. Author also has discussed a case study to illustrate the minimal set of measures required for establishing network security in any organization.

Keywords : Cryptography; Security Attacks; Security Measures; Security Tools; WAN; Security Factors; Firewalls; Gateways; Intrusion Detection.

1. INTRODUCTION

Network security can be defined as protection of networks and their services from unauthorized alteration, destruction, or disclosure, and provision of assurance that the network performs in critical situations and have no harmful effects for neither user nor for employee [6].

It also includes provisions made in an underlying computer network infrastructure, policies adopted by the network administrator to protect the network and the network-accessible resources from unauthorized access. Network security design constraints can be summarized under the following,

A. Security Attacks

Security attacks can be classified under the following categories:

Passive Attacks

This type of attacks includes attempts to break the system by using observed data. One of the example of the passive attack [8,11] is plain text attacks, where both plain text and cipher text are already known to the attacker.

The attributes of passive attacks are as follows:
• Interception: attacks confidentiality such as eavesdropping, "man-in-the-middle" attacks.
• Traffic Analysis: attacks confidentiality, or anonymity. It can include trace back on a network, CRT radiation.

Active Attacks

This type of attack requires the attacker to send data to one or both of the parties, or block the data stream in one or both directions. [8, 11] The attributes of active attacks are as follows,

• Interruption: attacks availability such as denial-of-service attacks.

• Modification: attacks integrity.

• Fabrication: attacks authenticity.

B. Network Security Measures:

Following measures are to be taken to secure the network [6]:

• A strong firewall and proxy to be used to keep unwanted people out.

• A strong Antivirus software package and Internet Security Software package should be installed.

• For authentication, use strong passwords and change it on a weekly/bi-weekly basis.

• When using a wireless connection, use a robust password.

• Employees should be cautious about physical security.

• Prepare a network analyzer or network monitor and use it when needed.

• Implementation of physical security measures like closed circuit television for entry areas and restricted zones.

• Security barriers to restrict the organization's perimeter.

• Fire asphyxiations can be used for fire-sensitive areas like server rooms and security rooms.

C. Network Security Tools:

Following tools are used to secure the network [4]:

• N-map Security Scanner is a free and open source utility for network exploration or security auditing.

• Nessus is the best free network vulnerability scanner available.

• Wire shark or Ethereal is an open source network protocol analyzer for UNIX and Windows.

• Snort is light-weight network intrusion detection and prevention system excels at traffic analysis and packet logging on IP networks.

• Net Cat is a simple utility that reads and writes data across TCP or UDP network connections.

• Kismet is a powerful wireless sniffer.

2. BACKGROUND

Marin [7] defined the core practical networking aspects of security including computer intrusion detection, traffic analysis, and network monitoring aspects of network security. Flauzac [5] has presented a new approach for the implementation of distributed security solution in a controlled collaborative manner, called grid of security, in which community of devices ensures that a device is trustworthy and communications between devices can be performed under control of the system policies. Wu Kehe [13] has defined information security in three parts - data security, network system security and network business security, and the network business security model. A theoretical basis for security defines for enterprise automatic production system has also been established. A Public Key Infrastructure (PKI)-based security framework for wireless network has been defined by Wuzheng [14]. In this [1, 3, 4, 9-12] various tools and treatment related to cryptography and network security has been defined. The latest issues related to network security technology and their practical applications like Advance Encryption Standard (AES), CMAC mode for authentication and the CCM mode for authenticated encryption standards are also discussed in a very elaborative way. In addition, various hacking attempts and their detection, remedial are also discussed in a very efficient way.

Nowadays, transfer of information in a safer and secure way over a network has become a major challenge for the industry. The attacks and the network security measures define that how using the network security tools, a better, healthy and safe network can be designed and maintained for an organization/industry. This research focuses on the issues through which network security can be managed and maintained more efficiently in an organization.

Furthermore the Security methods and a case study will help a lot in understanding the better management of the network-security-controlling in an organization.

3. SECURITY METHODS

a. Cryptography
• The most widely used tool for securing information and services [11].
• Cryptography relies on ciphers, which is nothing but mathematical functions used for encryption and decryption of a message.

b. Firewalls
A firewall is simply a group of components that collectively form a barrier between two networks.[8,11] There are three basic types of firewalls:

I) Application Gateways

This is the first firewall and is some times also known as proxy gateways as shown in figure 1. These are made up of bastion hosts so they do act as a proxy server. This software runs at the Application Layer of the ISO/OSI Reference Model. Clients behind the firewall must be categorized & prioritized in order to avail the Internet services. This is been the most secure, because it doesn't allow anything to pass by default, but it also need to have the programs written and turned on in order to start the traffic passing.
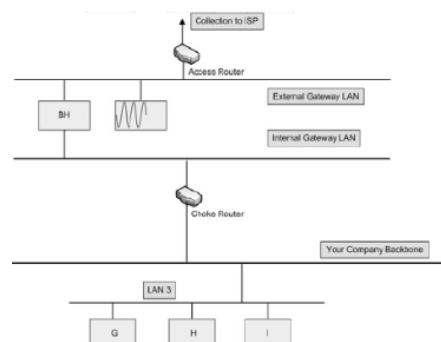

Figure 1: A sample application gateway [8]

II) Packet Filtering

Packet filtering is a technique whereby routers have ACLs (Access Control Lists) turned on. By default, a router will pass all traffic sent through it, without any restrictions as shown in figure 2. ACL's is a method to define what sorts of access is allowed for the outside world to have to access internal network, and vice versa. This is less complex than an application gateway, because the feature of access control is performed at a lower ISO/OSI layer. Due to low complexity and the fact that packet filtering is done with routers, which are specialized computers optimized for tasks related to networking, a packet filtering gateway is often much faster than its application layer cousins. Working at a lower level, supporting new applications either comes automatically, or is a simple matter of allowing a specific packet type to pass through the gateway. There are problems with this method; thought TCP/IP has absolutely no means of guaranteeing that the source address is really what it claims to be. As a result, use layers of packet filters are must in order to localize the traffic.
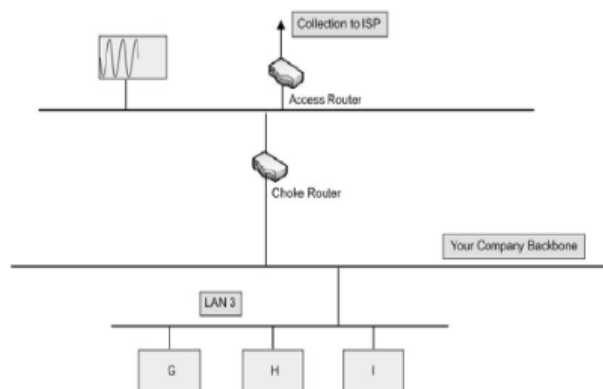

Figure 2: A sample packet filtering gateway [8]

It can differentiate between a packet that came from the Internet and one that came from our internal network. Also It can be identified which network the packet came from with certainty, but it can't get more specific than that.

III) Hybrid Systems

In an attempt to combine the security feature of the application layer gateways with the flexibility and speed of packet filtering, some developers have created systems that use the principles of both. In some of these systems, new connections must be authenticated and approved at the application layer. Once this has been done, the remainder of the connection is passed down to the session layer, where packet filters watch the connection to ensure that only packets that are part of an ongoing (already authenticated and approved) conversation are being passed. Uses of packet filtering and application layer proxies are the other possible ways. The benefits here include providing a measure of protection against your machines that provide services to the Internet (such as a public web server), as well as provide the security of an application layer gateway to the internal network. Additionally, using this method, an attacker, in order to get to services on the internal network, will have to break through the access router, the bastion host, and the choke router.

4. SECURITY MANAGEMENT ISSUES

• Ensuring the security strength of the organization is a big challenge nowadays. Organizations have some pre-defined security policies and procedures but they are not implementing it accordingly. Through the use of technology, we should impose these policies on people and process.

• Building and affirming high-quality resources for deployment and efficient management of network security infrastructure.

• Adopting technologies that are easy and cost effective to deploy and manage day-to–day network security operations and troubleshoots in the long run.

• Ensuring a fully secure networking environment without degradation in the performance of business applications.

• On a day-to-day basis, enterprises face the challenge of having to scale up their infrastructure to a rapidly increasing user group, both from within and outside of the

organizations. At the same time, they also have to ensure that performance is not compromised.

• Organizations sometimes have to deal with a number of point products in the network. Securing all of them totally while ensuring seamless functionality is one of the biggest challenges they face while planning and implementing a security blueprint.

• The implementation and conceptualization of security blueprint is a challenge. Security is a combination of people, processes, and technology; while IT managers are traditionally tuned to address only the technology controls.

Network Security cuts across all functions and hence initiative and understanding at the top level is essential. Security is also crucial at the grassroots level and to ensure this, employee awareness is a big concern. Being update about the various options and the fragmented market is a challenge for all IT managers. In the security space, the operational phase assumes a bigger importance. Compliance also plays an active role in security; hence the business development team, finance, and the CEO's office have to matrix with IT to deliver a blueprint.

5. WHAT AN ORGANIZATION MUST DO?

• Organization should be prepared to cope with the growth of the organization, which in turn would entail new enhancements in the network both in terms of applications and size. They should plan security according to the changing requirements, which may grow to include various factors like remote and third-party access.

• Threats are no longer focused on network layer; application layer is the new playground of hackers. Attack protection solutions must protect network, services and applications; provide secure office connection, secure remote employee access, resilient network availability, and controllable Internet access.

• The ideal solution for internal security challenges is not only a conventional security product but it must contain the threats (like worms), divide the network, protect the desktop, server and the data center.

• About 70 percent of new attacks target Web-enabled applications and their number is growing. Enterprises should, therefore, deploy Web security solutions that provide secure Web access as well as protect Web servers and applications. The security solutions must be easy to deploy, and they should also provide integrated access control.

6. TECHNOLOGY OPTIONS

Leading security vendors offer end-to-end solutions that claim to take care of all aspects of network security. End-to-end solutions usually offer a combination of hardware and software platforms including a security management solution that performs multiple functions and takes care of the entire gamut of security on a network. An integrated solution is one that encompasses not only a point-security problem (like worms/intrusion) but one that also handles a variety of network and application layer security challenges. Available products can be categorized in the following streams, ASIC based appliances: The move is from software-based security products that run on open platforms to purpose-built, ASIC-based appliances, just like the path the routers have followed in the last decade. SSL-VPN: Greater awareness of encryption on the wire in the form of SSL and IP-VPNs. People are increasingly aware of the security risks in transmitting data over the wire in clear text. To address this, SSL-VPN has hastened acceptance of VPNs for end users and IT departments alike. Intrusion Detection Prevention Systems: An IPS combines the best features of firewalls and intrusion detection system to provide a tool that changes the configurations of network access control points according to the rapidly changing threat profile of a network. This introduces the element of intelligence in network security by adapting to new attacks and intrusion attempts. Intrusion prevention has received a lot of interest in the user community. Most organization evolves in their use of intrusion prevention technology. Some will adopt blocking in weeks and rapidly expand their blocking as they see the benefits of accurate attack blocking. Others will start slowly and expand slowly. The key is to reliably detect and stop both known and unknown attacks real time.

7. WAN SECURITY

In organizations where there are satellite offices in various regions the task of securing the network system is even tremendous. May the organization need to employ something like an Up logic network security system to better automate management of this scattered computers. It's really a challenge to work with networks that span various locations. Just imagine that one will need to fly to that place if the support if not done remotely.

8. CASE STUDY

Author has given a case study of a software development company to explore the security mechanisms and the security measures used in the company to establish a secure network environment.
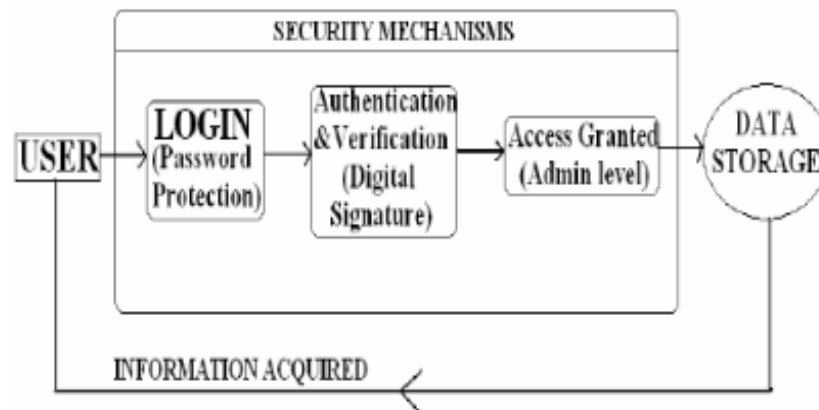

Figure 3: Information flow between user and Data Storage

Figure 3 shows the company's data access and user-database interaction model. Here firstly the originality, authenticity etc is checked and then the user is granted the access for gathering information from data storage at the administrator level. The above diagram is a very small representation of the security mechanisms applied in the company. The company uses its intranet, hubs, routers, data storage units etc, which are managed and arranged by the different professionals at their level. The information

provided to the outsider of the company is always general and the important data and information are not even leaked or opened in front of the employees. Only the particular data management section handles the security of data and tries to maintain the importance of the data. Figure 4 represents the dataflow in the company and showing the mechanism that how DBA can use and arrange data better than a user and why he is more powerful? This diagram shows that how a user/employee in a company goes through the data access in a company. It can vary by the no. of users, employees. For this company, the user first goes through a secured firewall for acquiring the information but he can only read the gathered information and can only transfer it to the third party as to second user with no modification and alteration whereas administrator can go through all the read and write operations in the database, he can check the authenticity, originality of the original message time to time and can maintain the security level by this mean. The encrypted information provided by the Database to user 1 is just for his reading works only, he neither can use, modify nor can alter this information. The company chosen by the author doesn't have any branches at all. The company follows a security hierarchy, which is applicable to all employees while assessing any resources on the network.
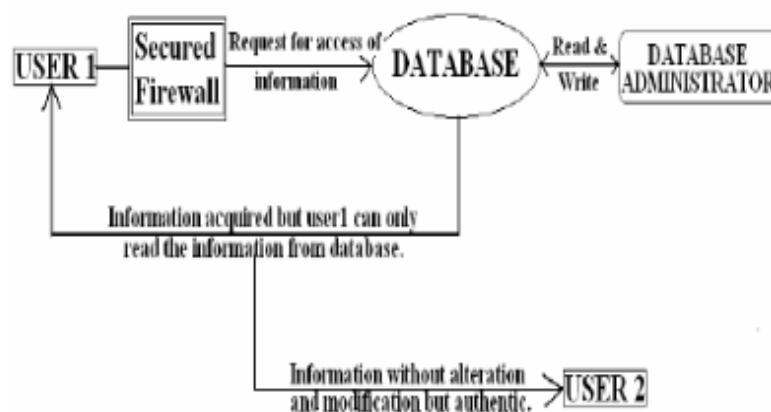

Figure 4: Interaction between users

For maintaining the level of security, there are many professionals' related to ethical hacking, information security and network security and due to the field of

crackers growing day by day network level security and information security have become a need of every company whether it is big or small!

9. FUTURE WORK

Malicious code and other attacks are increasing in intensity and the damage that they cause. With little time to react, organizations have to become more proactive in their security stance. Reactive security will no longer work. Therefore, organizations need to better understand what the future trends, risks, and threats are so that they can be better prepared to make their organizations as secure as possible. Generally the network security system tools in the past were command line interface (CLI) based. It's only in this last few years that more and more computer and network administration task is done remotely through a web-based tool. Network system tools are very important no matter whether they are GUI or CUI, in today's heavily inter-connected era.

10. CONCLUSION

Security has become important issue for large computing organizations [6]. There are different definitions and ideas for the security and risk measures from the perspective of different persons. The security measures should be designed and provided, first a company should know its need of security on the different levels of the organization and then it should be implemented for different levels. Security policies should be designed first before its implementation in such a way, so that future alteration and adoption can be acceptable and easily manageable. The security system must be tight but must be flexible for the end-user to make him comfortable, he should not feel that security system is moving around him. Users who find security policies and systems too restrictive will find ways around them.

Author have shown the minimum set of requirements parameters to establish a secure network environment for any organization with the help of case study of a software development firm. Security policies should not be fixed rather than it should be flexible enough to fulfill the need of an organization as well as it should be capable

enough to tackle future security threats while at the same time easily manageable and adoptable.

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"Descriptive Study of Employment Generation Schemes & Solutions Provided By Government of India to Rural People"

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ABSTRACT:-

The Paper aims to the rural area in the country, their needs, situation, occupations and the Economic status of the people. The study also aims to project the different schemes & opportunities present for economic development. The planning, functions and structure of employment generation schemes by government. The paper first projects the poverty issues of country and then projects the remedial solution of the problems of employment in country. The proper description of growth of rural area is described properly in the paper.

Keywords: - Employment schemes, Rural Development, IRDP, DWCRA, NREP, TRYSEM, MGNERGA, SJGRY, PMGKRA, Indira Awas Yojna.

Introduction: - The Employment Generation Scheme means the remedy for unemployment to the people who are unemployed. After Independence there are various programs designed to solve the problems of unemployment such as Industrial revolution, Green revolution, 5 year planning, etc. Various schemes of government were promoted to employ the people of country for economic development and prosperity of country for generating income and creating employment opportunities to the people for survival. The paper focuses on the present employment generation schemes for rural people in the country.

Objectives:-

The main Objective of the Paper is to understand and know the schemes introduced by government of India for employment in Rural Areas. The Rural people have very less opportunities of jobs in rural areas and there is problem of unemployment, to cope up with

this problem. Rural people should understand the scheme should take the opportunity of schemes available, and become self sufficient taking advantage of various schemes.

Research Methodology:-

The method for research is Quantitative as it collects the information which is characterize to observe the schemes of government to rural people for economic development and employment of the people in India.

The Research study is of Descriptive type and primary data is collected n from observations and surveys (online). The data is collected through the Secondary data collection method is used for collection of data from various websites, Journals, books Annual Reports and Research papers in journals.

Data Analysis/ Area of Analysis:-

This includes descriptive analytics presenting data in the most effective format. The data is presented as below. The Research Area is as follows;

1) Rural Population and their occupations:-

The Rural population in India was 64.13% in Year 2022 according to the World Bank collection of development indicators, collate from officially recognized sources. The main occupation of rural people is Agriculture and Agricultural activities. The People of Rural areas are engaged in various occupations like Agriculture, Households, Animal Husbandry, Fishing, Horticulture, Apiculturist, Pottery Basket weaving, forest based works etc.

2) Problems of Rural People:-

The rural people are dependent on Agriculture and other occupations as mentioned but the income and the output through this is very less and the jobs are temporary also the jobs of agricultural farming have unpredictable outcomes and income. The output is dependent on Weather conditions and other Environmental factors such as rain, land etc. The rural people are financially weak because of these conditions; they can't take the maximum outputs from their land, and are un capable of doing modern farming as it needs Modern equipments and

Machineries which are expensive. The Rural people don't have the required funds to set up businesses as they are very poor and they don't get loan facilities as needed.

3) *Schemes of Government for in Rural areas:-*

Here it is focused that the rural people are unemployed and to generate employment the Government of India have made schemes to make rural people self sufficient by taking advantage of the schemes.

Indian Government, announces Welfare Schemes for a cross section of the society from every so often. These schemes are either Central, State specific or a joint alliance between the Center and the States. Information regarding schemes provides an easy and single point access to information about several welfare schemes of the Government and the various aspects including eligible beneficiaries, types of benefits, scheme details etc.

In the paper the schemes for rural people are projected are as follows:-

A) *IRDP (Integrated Rural Development Program):-*

The Indian government plan of IRDP was initiated in the year 2nd October 1980. It was introduced in 6th **5** Year Plan. It was initiated for economic development of rural people for employment and remove poverty from rural areas. Providing self- employment opportunity by growing business in the cross the poverty threshold. IRDP is integrated via the Agencies DRDA (District Rural Development). DRDA requires local MPS, Zila Parishads chairman, Scheduled costs women's etc.

The blocks are responsible for controlling the plan at ground level and the state level Planning Committees control the programme, at the state level.

Objective of IRDP:-

1) Integrated Rural Development Program Includes group of Small farmers, marginal farmers, agricultural laborers rural artisans and families which are below the poverty line.

2) The Subsides provided through IRDP beneficiaries are Small farmers, Marginal farmers and Agricultural labourers, SC/ST families , women and differently abled people.

3) Under this scheme Central funds are allocated to states on the basis of proportion of rural poor in a state to the total rural poor in the country.

4) Support is given in the form of subsidies by the government and term credit advanced by financial institutions, such as commercial banks, cooperatives and regional rural banks.

5) The program's goal is to give work possibilities as well as chances to enhance their skill sets in order to better their living situations.

B) DWCRA (Development of Women and Children in Rural Areas) scheme:-

It is the scheme which focuses on women and children development in rural areas. The DWCRA was combined with the Swarnjayanti Gram Swarozgar Yojana (SGSY) on 1 April 1999. It was launched by the Union Government in September 1982.The district were chosen by seeing the low literacy rate of women and high infant mortality rate.

Objective of DWCRA:-

1) The main objective of DWCRA is to progress the socio-economic, health, and educational status of rural women by providing financial help and creating employment opportunities for them to become self-reliant and to raise their standard of living.

2) The target group of DWCRA is the same as that under IRDP, i.e. the families living below the poverty line. However, the basic difference with IRDP lies in that under DWCRA, it is not an individual family which receives assistance, but a group of families.

3) The scheme predicts the formation of groups each consisting of 15 to 20 women.

C) NREP (National Rural Employment Guarantee Programme)

The NREP was launched in 1980 with a view to significantly increase employment opportunities in rural areas. This was viewed as a major step towards poverty alleviation. The NREP replaced the food for work (FFW) programme. It was the scheme which gives recognition of right to work in the constitution. It was the commitment given that work should be given to the labour that comes first. It became a regular Plan program, implemented as a centrally sponsored scheme on 50:50 basic between the Central government and the State government. NREP is as fundamental part of the total package,

which monitor the wage employment opportunities accruing through this programme to members of the target group including those identified for assistance under the IRDP.

Objective of NREP:-

1) The main objective of NREP is to provide employment to unemployed man and women in rural areas.

2) The objective was also to remove poverty from the rural areas in the country.

3) To provide employment in rural areas, particularly in times of drought and food scarcity.

4) To create community asset to raise the income level of rural people.

5) To improve the health status of Rural people by increasing nutrition level.

D) TRYSEM (Training to Rural Youth for Self Employment):-

It was a program which was started in 15August 1979. The program was to train the youth i.e. Training of Rural Youth Self-Employment (TRYSEM) scheme of Indian government which was launched by Planning Commission in 1979 in order to provide technical and mechanical knowledge to rural youth of India for employment. The program was a collaborative effort between the central and state governments, by funding and providing the administrative support by the central government. These centers provided training of vocations, including agriculture, horticulture, animal husbandry, carpentry, and handicrafts. The program was targeted toward individuals between the ages of 18 and 35 who had completed at least a middle-level education.

Objective of TRYSEM:-

1) The primary objective of this program is to provide training to rural youth, especially from socially and economically disadvantaged sections.

2) It provides the training to the youth of rural people to generate the income source.

3) TRYSEM aimed at providing basic technical and entrepreneurial skills to the rural poor in the age group of 18-35 years.

4) Objective to enable them to take up income-generating activities (self/wage employment).

E) MGNERGA (Mahatma Gandhi National Rural Employment Guarantee Act):-

P.V Narashima Rao in 1991, proposed a pilot scheme for generating employment in rural areas with Employment Generation for agricultural labour during the lean season, Infrastructure Development and Enhanced Food Security. This scheme was called the Employment Assurance Scheme which later changed into the MGNREGA after the union with the Food for Work Programme in the early 2000s.

Objectives of MGNREGA:

1) Providing 100 days of guaranteed wage employment to rural and unskilled labour of India.

2) Increase economic security of the rural people.

3) Decreasing the migration of rural people to urban areas.

F) SJGRY (Sampoorna Grameen Rozgar Yojana):-

Sampoorna Grameen Rozgar Yojana was launched in the Year 2001by merging Employment Assurance Scheme (EAS) and the Jawahar Gram Samridhi Yojna (JGSY) by government of India. This scheme aimed to create jobs and food to rural People.The **SJGRY** provides loans at low interest rates and subsidies to people who want to start their businesses. The Pradhan Mantri Gramodhaya Yojana was launched in 2000 to develop primary education, fulfilling Primary needs, primary healthcare, drinking water, housing, and other facilities in rural areas.

Objectives of SJGRY:-

1) The scheme is to create the employment to rural people.
2) The scheme is to provide primary needs to rural people by providing basic facilities to them .

G) PMJKY (Pradhan Mantri Garib Kalyan Yojana):-

The Govt. of India launched Pradhan Mantri Garib Kalyan Yojana in 2016, as a part of the Taxation Laws Act 2016.The primary objective of the PM garib kalyan yojana scheme was to

ensure tax evaders declare unaccounted money and avoid penalty and criminal hearing. This scheme meant to intend the govt. to use the deposited black money for welfare of the poor people.

The Pradhan Mantri Garib Kalyan Yojana 2020 aims to provide relief to weaker sections of the society such as migrant workers, farmers, urban & rural poor including women. This scheme intended to provide help during pandemic covid-19.

Objectives of PMJKY:-

1)   It was intended to provide relief to weaker sections of society.

2)   It was to recover the black money from the unaccounted money from the tax evaders.

H) IAY (Indira awas Yojna) :-

IAY is essentially a public housing scheme for construction or the up gradation of housing units of members of Scheduled Castes and Scheduled Tribes, freed bonded labours, minorities in the BPL category and other below poverty line non- Sc and ST rural households by providing them sum financial help. It is a central government special project for BPl and SC/ST people.

Objectives of IAY:-

1)   It provides help to Below poverty line people.

2)   It is a scheme by which rural people or weaker section people can build their houses by the financial help by the government.

3)   It is a scheme by which the dream for house can be fulfilled.

Need for study:-

The rural people are dependent on agriculture sector for their employment and most of the people do not have their own land for agriculture .They work in other farms for money. And people who are financially incapable, having little piece of land can't fulfill their BASIC NEEDS also and comes under poverty line or below poverty line(BPL).They have financial debts and to help them economically the government of India have introduced various schemes to make them self reliant and remove poverty among Rural people.

Conclusion:-

The paper provides knowledge to the readers about the different schemes running by the Indian government for rural people for employment and self esteem to alleviate the poverty from the rural areas.

The schemes are for the people who are under below poverty line and who can't fulfill primary their basic needs for the survival. The rural people should take the advantage of the various schemes and should be self reliant in the life.

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