

Is Engineer an Enemy of Engineer? How to Impact our Education System on Human Resources by Making of Educated Illiterates and Bad Engineers?

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I. INTRODUCTION

If I ask to any engineer, what is engineering? Most of the students react like “what it asked?” This is not an answer of only in my researched area. Actually this scenario is in all over the country (India). No one knows, “what is engineer and what is engineering according to the engineers?”

In intellectual way, (Like 3 Idiot’s Movie) “Engineering is the branch of science and technology that applies the principles of science and mathematics to develop the economic solutions in relations to technical problems. It discovers easy technology for commercial application and develops new products.

In my points of view in simple words (Like 3 Idiot’s Movie), Engineer is nothing, It’s a “Maker” who work on the problem to solve it.

Actually this is the same problem in our country with most of the students, no one knows what they are learning? If you ask to Arts students, what is the meaning of literature? They will see you like, what they have asked? If you same question asked to commerce students, what is the meaning of economics? They said we are studying about money. If you again asked to them, only money! They react like, what they are asking?

“Everyone is fighting for job and job is nowhere”. In my research, I found disastrous situation and issues regarding engineering as human resources. But no one understands the problem of requirement of industrial job. All are wandering like sheep. If one takes admission in engineering, all will take admission in engineering. In Pune, if you send query on Google, how many engineering college are available in your surroundings (Pune). You will find approx more than 50 engineering colleges are near you. And if you send query on different searching websites, how many will give chance to give admission?

Most of the colleges will call you to take admission and even give you lots of offers like, Fooding, Lodging, Free WIFI, every year industrial visit and even offers like celebrities came here, we do Robot fest, Regional Fest, college fest and lot. But in all of this, no one is interested to ask to the students, he is interested or not.

Before start of my research explanation on Pune district of Maharashtra. I will explain the present situation of Education system in India and abroad.

We saw too much dramatic change and growth of India since last 10 years, which has not changed in the last 1000 years. But our educational curriculum is not changing, same old syllabus; old case studies, old subjects, and old management theories are destroying our education system.

I am providing here facts and figure according to the reports of different Indian and foreign Institutes.

- 1) As per, Annual status education report 2015
 - 52% students of class 5th are unable to read the book of class 2nd and class 3rd.
 - 25% students of class 3rd are unable to solve the two digits plus and minus.
 - 25% students of class 5th are unable to solve the multiplication and division.
 - 44% students of class 8th of rural India are unable to solve the multiplication & division.
 - 75% students of class 5th cannot give the reading of English book.
 - There are 847118, primary school in our country. In which, 2684194 students are studying in these primary school. As per parliamentary diary of 2014, Hr Minister smt. Smriti Irani stated that 586000 seats are vacant in primary schools.
 - There is not any single language teacher in 37% schools of India.
 - There is not any social sciences teacher in 31% of India.
 - Math’s and Science teacher are not in 29% of School of India.
 - 25% teachers are always in on leave.
 - Only 20% teachers have got teachers training.
 - 04 Lac teachers are untrained in elementary schools.
 - These above data is the mirror of our education system.
 - 2) As per CAG report of India
 - Students are studying without blackboard in 3680 schools of our Country.
 - 20% teachers are unable to teach the students.
 - 84% teachers of govt. school are unable to use “First Aid” equipments in emergency.
 - There are no official records of 42% students of govt. school in our country.
 - In spite of it, we are giving slogan of “Aao school Chale hum”. These are also unfortunate for our education system.
 - 3) As per Global Monitoring Report of 2014
 - 28.7% of total populations are illiterate that are four times population of France.
 - 37% illiterate populations of the world are living in our country.
 - 71% students are leaving the school before the 8th class in our country.
 - 4) As per Survey Report of NSSO
 - 26% (seven crore) students are depending on private coaching and tuitions. In which, four crore are male students and three crore are Female Students.
 - It shows that our school students are not up to the level.
 - India is facing the problems of skilled youth too.
- These are as under:-

India	2%
Europe	80%
East Asia	60%
South Korea	96%
Germany	75%
Britain	68%

Table 1:

- India's expenditure on primary education is Rs. 586000.00 in last decade. In spite of it, we are unable to get positive progress report.
- India's budget in 2016-17 as Rs. 43553 Cr. On education that was 3.3% of total budgets but India requires, "Minimum 06% budget should be on education in India".

TV culture and Mobile culture have also given the negative impact to our coming generations. Guardians are also not giving the time and monitor the children. They are unable to motivate them, unable to make the ambitious for the further

Future and make the strong education base. Teachers also have not in devoted nature for the development of students due to effect of materialism.

Due to this, students are not conscious and laborious for better future. They are wasting their time in Mobile and T.V. It reduces the intellectual capacity of the students. And when they become's younger age to earn something. They are unable and depend on parents like beggar. These trends must be changed by guardians, teachers and society too.

As per report of ASER 2017;

Sampling has done on 28,323 people, in which only 17% students are eligible for employment.

In generally, in our country, students are disappointed with our education system. In survey, find 70% students are enrolled up to 14 years, but at the age of 18, they reduced and left only 60%.

Average education funding of USA is Rs7465167.00 for a children of between 5 to 15 years. That means, average expenditure in a year on education is Rs 7.00 lacs per child by USA government.

Even the Economy of Zimbabwe is weaker than India. But education system is better than India. Their educated youth are more employable than Indian.

We Indian are not counting the skilled person as educated person. We are only counting the doctors and engineers, are educated persons. We are not seeing the career in cooking, music, dance and sports except cricket, because from last one decade IPL happened and there is too much money. Rest of sports and activities are worthless because "our society don't allow us and our education system don't teach us".

We Indian should concentrate for vocational training that can increase the employability. Practical knowledge should be preferred in comparison to theory. Due to traditional education system, our youths are facing the frustration.

In this report, also mention the 90% students of India are using 4G data, but they are not using it in creative way. They are not interested in learning. So, it reduced the level of understanding and logic. They are unable to difference between "Fans and Followers". It means, they are follows anyone blindly without any evaluation or mind.

According to the below table, which shop you will select to purchase books?

Shop-1		Shop-2	
Name of Book	Price (Rs)	Name Of Book	Price (Rs)
Science	50	Science	Special Offer
Math	80	Math	Set of 5 Books for
Hindi	30	Hindi	
English	70	English	
S.Science	40	S.Science	Rs 299 Only

Table 2:

If anyone will not evaluate the rate with logic, and they will pay the offer price, that is more than the retail price, according to the table. It means, there is lack of logic making and our teaching mechanism, what our teacher are teaching us.

82% youths of 18 Years are using 4G mobile with internet. But 42% are unknown about intellectual knowledge by the help of internet. They have no knowledge of location of their state on map. It means technology has given to their hand. But how has to deal with it? That do not teaches us. This shows that, our education system is generating "hermaphrodite". Most of the youths are using mobile for entertainment, not for education. Due to that, on micro level, students are destroying and on macro level our country more destroying.

We live in past too much. Past culture, past religion, secret animals, rituals etc. and when discussed about the future like our children, our youth, our environment, our society, our country etc. then all locked on their mouth.

Due to corruption in our system, exam papers are generally leaking day to day life. It has lost the faith in our education System in the world also.

Our education system is still based on British period education system. Still today same styles or methodologies are applying on hiring of same clerk post. And it is now, not suitable for present socio-economic development.

5) "Indian Failing Education System" According to the "Times of India"03-04-2018

Ratio of suicide is increasing in students in each part of India due to "unfulfillment of his desires related to education". These are those who do not get good college and do not able to achieve their goal, career etc. Those who want to become, but they do not become, and then forcefully made them something. The philosophy behind it is simple, "something better than nothing". They take admission anywhere under pressure and then at the end, unable to get good college that can help in placement. Due to all above scenario, students have no options and then they take wrong decisions.

For making of NEP (National Education Policy), Dr. D.S.R. Subramanyam to Dr. Kasturirangan as president of NEP has given their recommendation to government of India which have not implemented still now.

As per survey of "Economic Times", lack of qualified teachers is in primary and pre-primary school. They are unable to understand the psychology of children or you can say students. So, the foundation of them is becoming weak and facing frustration in higher classes.

Government of India (NDA and UPA both), has made the "Right to Education" under constitutional article

21A. As per this, students of 6 to 14 years will get free education. But it did not become effective due to unequipped educational institutions and unqualified teachers.

After free trade policy, several education institutes are established that are based on profit maximization. More than 5500 business colleges are established. Except it, more than 3 crore students are studying in universities. In which, 93% students are unemployed or under employment. Most of the students have taken education loan. They are unable to pay the interest only. So, Indian banks are facing the problems of 147% NPA (Non Performing Asset).

6) According to the Hindu: Business Line 23-3-2018 Despite increasing number of students not paying back their loans spiking NPAs to over 10 per cent, lending continues for higher education with the disbursals topping Rs 20,000 crore in fiscal 2017, according to a report.

Banks and other lenders together disbursed around Rs 20,000 crore in education loans in FY17, up from around Rs 17,000 crore a year ago, while total outstanding grew 1.6 per cent to Rs 81,600 crore.

Non-performing assets (NPAs) within the education loan book of the system ballooned 21 per cent in the reporting year, spiking the NPA ratio to 10.2 per cent as of March 2017, said a report by credit information company Crif High Mark. Educational Institutes are not interested in qualitative faculty. They concentrate only for profit.

Average Salary of Lecturer in India	Salary of Lecturer in Abroad	
28-32 Thousands/month Only	HARVARD BUSINESS SCHOOL	16 Lacs/Month
	STANFORD GRADUATE SCHOOL OF BUSINESS	16.5 Lacs/Month

Due to faulty executive education system, government is not paying better salary and facilities to professors and teachers than executives in private or corporate sectors. So, all talented students are interested to join as government executives or in corporate sectors. Because they are getting there better salary than education field.

And top it off all, on this instance, no one a single parent want to his/her children become a good teacher. Always their priority is different. His/her child as a teacher, they thought on it, at the last stage. When all options have gone, they try to consume them as a teacher. So, how these teachers give quality education to their students. Those who already come with helplessly. So, India is unable to get better faculty.

Professors of abroad are excited because they are getting best salary there. So, students are also excited and doing the all activities of study with enthusiasm and getting good job due to get professional guidance from industries. See below fig "Learning Pattern"

Average Ph.D faculties are getting 28K-30K per month salary in India, where will he bring excitement for delivering good teaching quality?

Faculty does not have excitement. So, how will he bring excitement for students. Due to that students don't want to attend the classes. They interested to take bunk in class.

To avoid these bunks, high court make the law, 75% attendance are compulsory in colleges. And after this law, the result is, students are not come with motivation to study. They come forcefully to just complete their 75% attendance. Due

to it, his/her focus is not on study. They just pass lecture to lecture.

If sometime students got project or case study, they never do any effort. They go to local market and purchase pre-made data and projects and submit it. In research we find it, 38% to 58% students never done summer internship and they submit fake project report to the college. And the major problem with it is, college never do cross verify.

We have to understand and read curriculum of best universities like:

- If you tell me I may forget,
- If you show me I may remember you,
- If you involve me I will understand and apply.

Harvard University, Stanford University, Wharton University are not taking classroom lectures. They involve their students in project based problem solving case studies. They give some situations, circumstances, problems to their students. Because when they will go to corporate, they should be able to solve the problem.

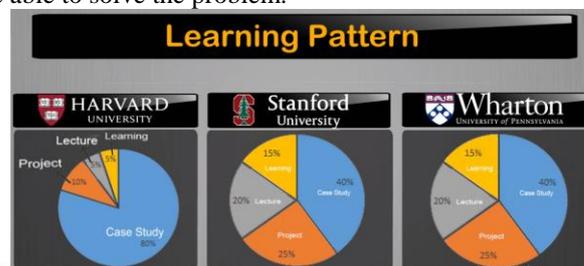


Fig. 1:



Fig. 2:

India is the one of the youngest country in the world

Secondly, there is lack of tie-up between college and corporate sectors. Colleges are not preparing the students as per aspirations of industries. Corporate and industries are want ready students for industry from universities, but colleges are only stressing on theory based classes, not practical. So, after getting the degree of universities, they are facing the problems.

7) The question is what is wrong here?

According to RBI (In year 2017) said, Incompetent faculties teaching with conventional theoretical classroom approach. Corporate required single employee who work like five employee. But, we produce five employee and they are not capable to do work like a single employee. Their skill deficit is too big. After completion of MBA or Engineering, their skill is not even 1.5 out of 10 i.e. on a scale of 1 to 10.

Now again questioning is rising, why IIM and IIT faculties are want to do work regularly in these types of institutes those give less salary than foreign institutes. And these are also a government bodies.

The Answer is IIM or IIT hiring best professors with less salary as compared to Harvard professors or other foreign institutes because they give lots of opportunity and facilities behalf of less salary. Like These Institutes give private consulting with brand of IIM or IIT, Family quarters, lots of allowances, medical facility etc. Now, Professor gets freedom, IIM Brand, Respect, Research sponsorship, Even they have opportunity to free-lance their knowledge under the IIM or IIT rules. That's why they are teaching there; otherwise they will go to International.

Due to discovery of Automation, "Artificial Intelligence" (AI), NAVRATNA's Companies in India are reducing man power job day-by-day and they are adopting the "Lean Management Process" (LMP). Below points maybe help to understand the huge literate army in India is worthless:

- Ratio of engineers is growing more than ratio of Indian Economy.
- 70% management enrolment increases in last some years.
- Literacy rate is more than 92% on paper in India is just for taking degree not for knowledge.

Very well Statement by someone: "Today students have well filled mind, But they have not formed mind". And above all these are percentage headache for us, if they have not engaged.

Some world class corporate is trying to hiring research oriented students without degree. Like Google, Starbucks, EY, IBM, Apple, Bank of America. ASSOCHAM Said:

Indian graduates salary (10k/Month)

=
Security Guard Salary

Literacy rate of youth on paper, according to ASSOCHAM

Literacy on Paper	
Country	Literacy Rate
China	99.70%
Shri Lanka	98.80%
Myanmar	96.30%
India	92.20%
nepal	86.90%
Pakistan	74.80%
Bangladesh	83.20%
World Average	91.30%

Table 3:

After all above research, when I was exploring my research place Pune. I found horrible result in terms of "Electrical, Electronics and instrumentation" engineering. There is huge gap between engineering theory education and practical knowledge. Engineers are like failed ship floating without destination in pune.

After some days, we will see agitation on the road in all over the country against of our government. When automation acquires your job or work and you will not have options to do anything. In India, population and unemployment is increasing like uncontrollable dangerous disease.

Due to automation, industries have not required engineers. They need labor on very less wages.

In today's condition, new fresher engineer's wages are less than 10th and 12th pass out labor. Some companies said to new fresher engineers, do work 2 to 3 months free of cost for training, and then they will decide about trained fresher are capable for job or not. During 2016-2017 most of the companies are offering to new fresher on very less salary (5-7K / Month) during training and after that, they decided to increase it. But during 2017-18, we found most companies said to new fresher engineers, do 2 to 3 months job free of cost on training and then they will decide about fresher will capable for job or not. As per my prediction, after some years, this free of cost training period will increase to 6 months to 1 year within 5- years.

Year	Engrs. Starting Salary / Month on same position	
	2010-2012	12-14k
2012-2014	8-10.5k	
2014-2016	7-9k	
2016-2017	5-7k	
2017-2018	2-3 moths Free	Now Its Happening
2020-2022	4-6 months Free	Prediction
2023-2025	1 yr. Free	Prediction

Table 4: Data collected from Automation Industries, Pune

Industrial Automation and Artificial Intelligence or industry 4.0 is a shocking technological revolution in industries by Engineers. And when these types of automation scared you, mean's you are in under arrest of technology. You can't say anything, you can't control anything. You can see only and everything done automatically. Due to it, we are losing the charm of traditional work. We are losing the learning of handmade art. We are losing the hormonal growth of human by manual work. We are losing our natural environment and climate change happening by industrialization. After all these by engineers, they have very less options to get job and they are mostly work like labor.

So, government started Skill development program like NEEM, DDUGKVY, PMKVY, NSDC etc. are developed to give opportunity to create job. And on rural level government started NAREGA, Gramin Sadak Yojna etc. but all these jobs are giving to them those who have very less academics. But on the other side, what are those, who have no jobs with very high qualification?

In this case, Companies hire huge amount of students on the basis of government rule regulations for 2 years per students. But companies hire them as a labor work (like production/quality etc.) not for technical work. And recently, I also found, companies neither want graduates, engineers and nor diploma holders, they want very less quantities of ITI and huge amount of 10th to 12th passed students on government pay rule.

In a sample of more than 20,000 employees are doing job in all over India under NEEM program by Government of India. Manufacturing companies hiring in between 67-70% employees have done only 10th or 12th academic classes. Same companies hiring between 18-20% employees have done ITI only. 5% are diploma holders and 5% are graduates or Engineers (Degree holders) for manufacturing. These all data's are collected from NEEM programs conducting in Pune district of India. It means, graduate engineers have very less requirement in industries and it shows 10th and 12th class students are more capable to do job.

Neem Employee	Reuired Recruitment	Wages/month in Pune
10th/ 12th	70%	10,800
ITI	20%	11,500
Diploma	5%	12,500
Graduates/Engineers	5%	13,500

Table 5:

On the same place, Pune is the educational hub of India, where lots of students comes from different national and international places for higher studies. And there is also the Asia's biggest Automobile industry, India's one of the top most IT industry as well as pharmaceutical too. But after all these, industries are mostly hiring 10th, 12th and ITI students under govt. program. But, the question is, why few engineers are required in industries?

Answers are lot, but the main thing is "wages". Companies said lower educated employees are able to do any labor work but well educated engineers and graduates are not. Companies give reasons like; engineers are ready to run for the next opportunity. That's why; companies are hiring stable candidates like 10th 12th students. They are come to industry because they have need and they are comfort with all works. So, we are not interested to hire higher educated students. And due to it, those have engineer degrees and they really needed the job. They hide their degrees and they do labor work silently on the same wages those who taken by 10th-12th pass students.

So, I thought, if in industries, engineers are not required, please stop the production of engineers for unemployment or underemployment.

"Karl Marks said, when demand of job will increase, wages will decrease".

After all these, if automation will happen everywhere, then what will happen? 10th and 12th pass out students will lose their job and robots will work. Then!?

As in research on engineers, from different placement providing agencies, "Industrial Automation jobs after Industrial Automation Courses". Placement providers said we place them approx 80% students out of 100 and rest of 20% actually doesn't potential to do job in it. But when I asked to them how much students (those get job) are capable to do "Industrial Automation" job after completion of this course. They said, only 20% students are capable, rest of them are placed by hook or crook or our efforts only. Max of them is badly dumped students.

When we asked to the automation companies, why they don't hire fresher students?

- They said students have not enough knowledge.

- They have not guts to do job.
- They are not capable to handle project alone.
- They don't want to work on site.
- Some are scared about to touch technical equipment's as well as no confidence on their work profile.
- Some are able to make logic of big projects. But they have no guts to perform that logic in the Industry.
- Some are work like taken for granted. Actually, they don't want to do job. They do job for family or some else pressure.
- Less than 5% engineers are real and rests of them are faked for industry as well as for him. 95% engineering students do those works who can work by a common man.

Actually in reality, more than 50% engineering students don't want to do engineering. They want some other courses but their family pushes them to do engineering.

Now, the question arises, what 20% students do and 80% don't do (Out of 100) in Industrial Automation courses? And What 20% do out of 80% (those get job) and 60% don't do?

And the answer is, the major issue is in our education system has hole i.e. corruption. Say, education is the only key of better life. But, when education is under corruption, no one can do anything. Here, corruption of moral, corruption of mind set, corruption of selection, corruption of delivery, corruption of honesty and when corruption is everywhere, education is under danger. After all these, we have to understand; our education system is run or designed by whom? Actually we don't know. But we heard, they only funding in our education system for to taking decision about which could be in our education curriculum and which could be not.

As I know, in electronics engineering in India, last 30 to 40 years our education system use same 8051 microcontroller in engineering syllabus in all over India. And no one has found or generates the best methodology or solution about this training. Still new students are struggling with this particular subject and most of them are passed on marginal marks. Even this microcontroller can't be used in industry due to their lots of programming and component issues. And I also don't know who gives pressure to use this topic as subject still now? Even in USA, Arduino microcontroller used as a DIY purpose in schools.

No one is interested to change it and even no one is interested to make it easy to learn. Even faculties are treats this subject on non-practical manner. They teach same thing year to year with same practical's, repeat lectures like tape-recorder, they pride like they know too much and they thought only about their result in final exam. They have not a single drop of regret about their students, they can't make career in this field. Due to that behavior of teaching, most of the students left this very important subject to study. Because most of the faculties are actually so dumped, they have only engineering degree like new engineers.

In my research of Pune, Most of the engineering colleges hire non-industrial experienced faculties those have less than 10% practical knowledge. I found most of the electrical lecturers are not capable to making of simple relay Logic or even they are not capable to make electrical

hardware, like they never self-made electrical panel wiring and run basic fundamental DOL Starter and Star-Delta Starter with three-phase Induction Motor. They are only doing repeated task day by day and theory based approach.

Most of the colleges involve their faculties to manage their academic documentation. I always found, they carry files in their hand in spite of screw driver or some circuits. Colleges are not interested in teaching or giving knowledge to their students. They only interested in accreditation from government for college funding and their business.

During survey, I also found, in some colleges, every faculty has the responsibility of some admission should be by him and for that faculties have a duty to bring the students from different villages and towns to take admission in his or her college. And if you will see him, during these activities, faculty duties are like a sales man. They are offering to the students and parents, his/her college will provide lots of facilities (like everything). And when student gets admission, college only ask for fees nothing else, if students till don't ask for something.

90% final year students are not able to make their final year project. So, they purchase it from outside with high cost. And they said, our project coordinator said to us, project should be new concept as well as it should be published in IEEE paper. Actually that sentence said by those intellectual faculties those who don't know practically, how to make relay logic as well as DOL or Star-Delta Starter.

During survey we found after completion of engineering from different colleges, only 10% students get technical job, 40% do engineering job but not technical, 20% do further studies, 30% student's left engineering job and do something other.

After Completion of Engineering (Degree)	Engineering Students
Technical Job	10%
Engg. Job Like Production or Do Higher Studies	40%
Left engg. Do something other	30%

The above mention researched data, more or less the same situation in whole country.

II. CONCLUSION

A. Problems

- 1) Except for the older IIT's and some top most NIT's, out dated infrastructures are provided to the students. While in foreign countries, we would find better infrastructures, facilities and machines etc.
- 2) We are studying out dated syllabus in Indian Engineering colleges after independence of 70Yrs. And stressing on theoretical knowledge. So, most of engineers are unable in practical knowledge after completion of B.E./B.Tech.
- 3) Gap between the industry and the college Pedagogy. So, 80% engineers are unable to get job in leading firm.
- 4) Our basic education system and teaching quality are so, poor.
- 5) Language is huge issues in our education system.
- 6) Thirdly teachers are getting minimum salary.

B. Solutions and Suggestions are

- 1) Improvement is required.
- 2) Ratio of Population explosion is to be reduced.
- 3) Positive human capital should be prepared.
- 4) Economy and social Situation should be fast.
- 5) The valuation of "open university" will increase like IGNOU.
- 6) Digital learning platform reach to general public.
- 7) Promote education like "Swachh Bharat Abhyan".
- 8) Marketing of Quality education.
- 9) Like, for school teacher, B.Ed. qualification or teacher training is must for teaching job in school. Same as for college education, teachers should be trained for teaching. In India, NET or SET qualified students can become college lecturer i.e. not enough for good quality education. Lecturer should know how to teach?
- 10) In technical colleges like engineering or medical, lecturer should be more than 3 years industrial experience with some lecturer training or qualification like B.Ed. NET or SET should not be conclude in it.
- 11) Even on completion of every 5 years teaching experience, University and Colleges should transfer their faculties to the industries for 1 year or more than it to refresh their practical knowledge for better delivery in teaching.
- 12) Above three points (9, 10, and 11) will make our country strong with practical knowledge as well as increase the dignity of teacher. From last some decades it's decreasing and no one is interested to be a teacher. It's the optional profession for the students.
- 13) Make local learning groups those who provide vocational training (Like Cooking, Music, Writing Plumbing etc. to school going students).It means, in between school time student learnt lots of skills. And that will be helpful in his/her life. Japan works on same model. Due to it, only win-win situation will be generates and in future, they will be explore themselves in well way.
- 14) Indian education system should follow the good things from abroad by following points:
 - a) Emphasis on learning outcomes and not the syllabus.
 - b) Flexible course work.
 - c) Plagiarism is taken seriously.
 - d) Grades are not made public.
 - e) You don't memories a lot of text.
 - f) Continuously evaluation.
 - g) Integrated learning and innovation.
 - h) Better IT Infrastructure.

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