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Editorial

The basic and most important unit of the society has been the family from the beginning. For the empowerment and development of the country, first of all it is necessary to pay attention to the moral, social, economic and cultural dimensions of basic institutions like family. Balanced development of the family is very important for the development of the society. Therefore, if we want to have a complete and balanced development of the country, then we need to lay maximum emphasis on the basic institution called family. It is necessary that we should not make any discrimination between son and daughter in the family and we must explain this to our sons and get them involved in their activities. Even today, those who belong to the old belief believe that a woman cannot get any freedom, she cannot go anywhere alone, she cannot roam anywhere alone, but today's youth refuse to accept these values.

Some people also say that the importance of the walls in the house, the same importance is given to the education of the boys in the society. But how is a house made? Who are in the base of the house? The base of the house is our daughters, our girls, that means they are related to the roots. If our root becomes weak in the society, then our house or house cannot be strong at all. There is a need to understand this social context in reality.

The extent of favoritism is reached when we see discrimination in small tasks. Some people think that a girl is someone else's wealth, what job she should do. That's why some parents discriminate between boys and girls and this discrimination is visible somewhere in our behavior, in feeding and dressing. This is sheer injustice. God has given the same brain to boys and girls and today girls are proving it by bringing better results.

Girls stay at their parents' house for only a few days, so it is our duty to pay deep attention to their education, upbringing, only then we can fulfill the concept of a strong society. God has made us the trustee of our children so it is our duty to treat all members equally with full justice because both boys and girls have same power, same soul. So we should give them equal opportunities for development.

The basic objective of women empowerment is the development of women and communication of self-confidence in them. Women empowerment is important for the overall development of the society. Empowerment of women is the most important social phenomenon because they are the creators. If you empower them, make them strong, encourage them, it is better for the society. Women and men are the basis of creation and human society. Both complement each other. These are the wheels of the chariot of life by which the journey of life runs

smoothly. The role of both has been equally important for stability in family and society. The basis of change and development in a society depends on the mutual interaction of men and women, walking step by step and equal mobility of both. A chaotic situation is created in social life when any one side lags behind. The history of mankind is witness to this that where women have been neglected, the development of the society has been stunted. The role of women in creation of creation, education of children, upbringing of family is much more important than that of men, thus her position becomes central in the society. Therefore, without the progress of women, there can be no upliftment of mankind and society. As far as India is concerned "Yatra Naryastu Pujayante Ramante Tatra Devta" means where women are worshipped. The deities reside there. With this ideal any Indian woman can feel pride in comparison to the western woman. The ideal of learning in Saraswati, the ideal of wealth in Lakshmi, the ideal of valor in Durga, the ideal of purity in Ganga, even the ideal of creation in the form of Jagad Janani we find only in India.



Professor Akhilesh Shukla
Chief Editor

CONTENTS

01.	Analysis of the concept of victim logy with special reference to domestic violence	09
	Akhilesh Shukla, Aanchal Shukla	
02.	Ecofeminism and Environmental Movements in India	17
	Rani Tyagi	
03.	Socio-Economic Conditions of Elderly Women Slum Dwellers	21
	Archana Mishra	
04.	Public Health and the Disputed Issue of Subsoil Water in Colonial Bombay City: 1860-1900	26
	Madhu Kelkar	
05.	Rock Art of Keraha: A Critical Study	33
	Neha Singh	
	Pritam Kumar	
	Mahesh Chandra Srivastava	
06.	Socio-Economic Inequalities in Chhattisgarh	39
	Shashi Kiran Kujur	
	Upendra Kumar Sahu	
07.	The Study of Augmented Reality Advertising and growing trends in India	46
	Rita Khatri	
08.	Drug Abuse and the Criminal Justice System	50
	Ajay Kumar Dwivedi	
09.	Theory of basic structure in reference to the amendment of the Indian constitution (An observation)	55
	Om Dutt	
10.	A Comparative Study on The Anthropometrical Variable of Volleyball and Basketball Players of Senior Secondary School	63
	Mohammad Muqarram	
11.	Effect of Anxiety and Achievement Motivation in Sports Performance	68
	Alok Kumar Pandey	
12.	Significance of projection	72
	Mohammed Imran Khan	
13.	Tourist places in Meerut District: an over View	78
	Poonam Chaudhary	
	Aanchal	

14. Give to All an Equal Liberty: A Study of Abolitionist Sentiments and Anti-Slavery Historiography in the Anti-Slavery Alphabet (1847) 85
Anirban Guha Thakurta
15. Supplementary effect of methionine on the growth and survival *Channa punctatus* 94
Umesh Shukla
16. Random-amplified polymorphic DNA profiling of isolates from dung sample of camel for sorting out distinct isolates 96
Shikha Tiwari
17. Estimation of nitrogen fixation by different genera of *Azotobacter* and *Azospirillum* and effect of herbicides on nitrogen fixation of *Azospirillum* in malate medium under laboratory conditions. 100
Vandna Krishna
18. Duration of parental care received by fawns of *Antilocapra* in captivity 106
Sonia Yadav
Raksha Modi
19. Salinity tolerance on germination and growth of chickpea (*Cicer arietinum* L.) 114
Archana Tiwari
Archana Mishra
20. Serum sodium level in men and Women belonging to different blood groups 117
Umesh Shukla
21. The Mystery of Maharaas, the Cosmic Dance 119
Patel Nilaben Alpesh kumar, Yogesh Bhatt
22. A New Dimension of Leadership: Ethical Leadership 124
Parul C. Dave
23. Impact of COVID - 19 Pandemic on Perceptions towards Physical and Mental Health 128
Bhavna L. Gajera
24. New Education Policy in reference with Physical Education and Sports 131
Minaxi Masukhbhai Patel

A New Dimension of Leadership: Ethical Leadership

• Parul C. Dave

Abstract- *The world is full of strong leaders. However leadership is a neutral term. It can be good or bad. Stalin, Hitler, Mussolini and Mao Tse Tung were regarded as good political leaders but the history has proven, however, that each was guilty of an immoral use of the tremendous power his leadership afforded him. Today it is a great question that is our business leaders leading their companies in an ethical way? And perhaps we are not sure about it. So with all this thoughts here the researcher tries to focus on a new concept of leadership which is known as ethical leadership. Here the various points like its meaning, its process or steps as well as its benefits are discussed. In the present era ethical leadership is very beneficial to organization, employers, and consumers and also to the nation. So it is important to think seriously on this particular topic.*

Keywords- *Leadership, Neutral, Legacy, Regulatory, Culture*

Introduction- Leadership is the source of motivation. Human relations are developed through clever leadership. It plays a great role in each institution. But today we feel that in much area we cannot found such leader who helps the people in their development and it happen because of the lack of ethical leadership. May be this is the new concept in Indian society but at present we must need this type of leader for our great future. So here we will discuss some important points of ethical leadership.

Meaning of Ethical leadership- Ethical leadership is leadership that is involved in leading in a manner that respects the rights and dignity of others. Leaders who are ethical demonstrate a level of integrity that is important for stimulating a sense of leader trust worthiness, which is important for followers to accept the vision of the leader. Individual values and beliefs impact the ethical decisions of leaders.

Qualities of Ethical leaders-

1. Leaders who are ethical are people-oriented.
2. They are aware of how their decisions impact others.
3. They use their social power to serve the greater good instead of self-serving interests.
4. They motivate the followers to put the needs or interests of the group ahead of their own.
5. Ethical leaders assist followers in gaining a sense of personal competence that allows them to be self-sufficient by encouraging and

empowering them.

Steps for Ethical Leadership- Setting the ethical tone of the organization is a leadership function. And to perform this function successfully the leader must know the steps for ethical leadership.

1. **Reflect on Values.** To focus the appropriate attention on the ethical tone of the organization, a leader must “draw on their own fundamental values and capabilities” in order to optimize their leadership potential. To do this, leaders must find time to reflect and identify their own personal moral compass as well as to ask themselves what are the key ethical questions and dilemmas facing their organizations. Just as a manager must take time to understand their market, budgets, production timelines, etc., an ethical leader must take time to understand his/her own personal values, the values of the team, what the value statements of the organization should be identify the gaps that exist in aspired goals and current behavior within the organization.

2. **Establish Trust.** Build an environment of trust with employees in order to create an environment where employees feel free to discuss ethical dilemmas and issues with management.

3. **Establish a Shared Ethical Vision.** To ensure buy-in and commitment from the organization, include members from various levels of the team to help create a “Code of Conduct” that is aligned with the Ethical Vision of the organization.

4. **Communicate the Ethical Vision and Code of Conduct.** A leader must ensure that the vision and code is communicated to everyone within the organization. This can be done through policy manuals, training events, one-on-one and team coaching, newsletters, team meetings, etc.. “Communicating the program frequently is another important success factor, as is establishing a way for employees to communicate their concerns back to management in a safe and confidential manner.

5. **Act.** To be effective, the leader must show that all to organization is serious about ethical behavior. All reports of unethical behavior must be investigated thoroughly. Furthermore, all violators of ethical standards must be punished equally and justly throughout the organization, regardless if the perpetrator is a senior executive or first line hire. In addition to punishing negative behavior, effort should be made to reward and recognize positive ethical behavior. Just as a good manager knows that rewarding employees for reaching goals is important, the ethical leader will recognize that equal importance must be given to recognize those who exemplify by ethical behavior within the organization. Acting also means leading by example by letting ethical behavior guide the actions of the leaders at all times. Doing so will help establish and sustain a culture of ethical behavior.

6. **Monitor and Sustain Ethical Behavior.** The leader must consider ethical leadership a key aspect of their role as a manager. It cannot be seen as a passing organizational fad. Effort must be made to gather feedback through surveys, focus groups, one-on-one interviews, etc., to identify employee concerns regarding the ethical environment where they work. This should be a continuous improvement process to identify concerns and to improve the overall ethical environment.

Organizational benefits from ethical leadership- As never before, there are huge organizational advantages from behaving ethically, with humanity, compassion, and with proper consideration for the world beyond the boardroom and the shareholders:

1. Competitive advantage- Customers are increasingly favoring providers and suppliers who demonstrate responsibility and ethical practices. Failure to do so means lost market share, and shrinking popularity, which reduces revenues, profits, or whatever other results the organisation seeks to achieve.
2. Better Staff Attraction and Retention- The best staff wants to work for truly responsible and ethical employers. Failing to be a good employer means good staff leaves, and reduces the likelihood of attracting good new-starters. This pushes up costs and undermines performance and efficiency. Aside from this, good organizations simply can't function without good people.
3. Investment- Few and fewer investors want to invest in organizations which lack integrity and responsibility, because they don't want the association, and because they know that for all the other reasons here, performance will eventually decline, and who wants to invest in a lost cause?
4. Morale and culture- Staffs who work in a high-integrity, socially responsible, globally considerate organisation are far less prone to stress, attrition and dissatisfaction. Therefore they are happier and more productive. Happy productive people are a common feature in highly successful organizations. Stressed unhappy staff is less productive, take more time off, need more managing, and also take no interest in sorting out the organization's failings when the whole thing implodes.
5. Reputation- It takes years, decades, to build organizational reputation – but only one scandal to destroy it. Ethical responsible organizations are far less prone to scandals and disasters. And if one does occur, an ethical responsible organisation will automatically known how to deal with it quickly and openly and honestly. People tend to forgive organizations who are genuinely trying to do the right thing. People do not forgive, and are actually deeply insulted by, organizations who fail and then fail again by not addressing the problem and the root cause. Arrogant leaders share this weird delusion that none can see what they're up to. Years ago maybe they could hide, but now there's absolutely no hiding place.
6. Legal and regulatory reasons- Soon there'll be no choice anyway – all organizations will have to comply with proper ethical and socially responsible standards. And these standards and compliance mechanisms will be global. Welcome to the age of transparency and accountability. So it makes sense to change before you are forced to.
7. Legacy- Even the most deluded leaders will admit in the cold light of day that they'd prefer to be remembered for doing something good, rather than making a pile of money or building a great big empire. It's

human nature to be good. Humankind would not have survived were this not so. They greedy and the deluded have traditionally been able to persist with unethical irresponsible behavior because there's been nothing much stopping them, or reminding them that maybe there is another way. But no longer Part of the re-shaping of attitudes and expectations is that making a pile of money, and building a great big empire, are becoming stigmatized. What's so great about leaving behind a pile of money a great big empire if it's been at the cost of others' well-being, or the health of the planet? The ethics and responsibility zeitgeist is fundamentally changing the view of what a lifetime legacy should be and can be. And this will change the deeper aspirations of leaders, present and future, who can now see more clearly what a real legacy is.

Conclusion- Traditionally the view of leadership has been that the main goal of leaders is to increase production and profits. The traditional view of leadership is slowly diminishing, as more theorists are asserting that leaders also have the responsibility for ensuring standards of moral and ethical conduct. Good leadership refers not only to competence, but to ethics and transforming people as well. So here a new concept is discussed and we hope that the present Indian society will get benefits from ethical leaders in the various fields.

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