



INTERNATIONAL JOURNAL OF RESEARCH IN COMPUTER APPLICATION AND MANAGEMENT

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A STUDY ON THE MANAGEMENT ACTION PROFILE OF THE TRIBALS IN THE NILGIRIS DISTRICT OF TAMIL NADU

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ABSTRACT

The life and culture of the various tribes in India always kindled interest and amusement. Prized with the vast, rich forests and hills, the country has many aboriginal tribes inhabiting them, preserving their distinct identities. This study is conducted in the Nilgiris district of Tamil Nadu and covers five tribes living in the district. Two hundred respondents from each tribe namely Kotas, Todas, Kurumbas, Paniyas and Irulas were chosen for the study. Altogether four dimensions were studied that is activator, director, co-operator, and evaluator. The results indicate that they have more drive as activator and evaluator.

KEYWORDS

Profile, activator, director, co-operator, evaluator.

INTRODUCTION

The origin of the term tribe is closely connected with the rise of European colonialism and its racist ideology. It is crucial to acknowledge that several of the present day "tribes" were once considered as nations and peoples by the same Europeans who wanted to establish commercial and diplomatic relations with them. It was the colonial subjugation that transformed such nations, countries, kingdoms and peoples into "tribes". The term has no equivalent in Africa, Asia, Australia or America, prior to the colonial annexation (Vlukhr-Lobban, et. Al., 1976 : 143-65). Constituting as an integral part of the ideology of racism, it is freely used for hegemonic purposes. With all its connotations of primitivity and unfounded distinction between primitive and civilized in terms of inferior and superior (Diamond, 1972), the term was freely used by the colonial powers to dominate and oppress the peoples and nations of the Third World. The stress on their moral inferiority rationalized colonial domination in terms of the "White Man's Burden" and contributed to the maintenance of the status quo of colonialism (Diamond, 1971: 172). Subsequently, with the rise of national liberation movements in the colonies, ironically their cultures were magnified and the myth of "noble and contended savage" was spread to divide the struggling peoples and join hands with pro-imperialist sections from among them (Maquet, 1964: 50). The shift in perspective was obviously a calculated move to consolidate the colonial aggression. Besides it is not merely accidental that only in the heydays of colonialism, were the people labeled as tribes. True the term survives as its strength of ideological manipulation has not yet been lost even in the post-colonial states. In countries like India, Indonesia, Malaysia etc., where only a fraction of the population was designated as tribe, the term has persisted with even more reliance and political utility.

L.H. Morgan (1877) defined tribe as a "completely organized society" in a barbarian stage, established a series of stages through which humanity was supposed to have proceeded, based on productive technology. While early twentieth century anthropology sought to dispense Morganian ideas of evolutionary changes, recently, the neo-evolutionists like Sahlins (1961) and Service (1962) himself removed chiefdom from the scheme.

India has one of the largest tribal populated countries in the world. According to 1991 census, the total scheduled Tribes population is estimated to be 67.76 millions. They account for 8.07 of the nation's population. Yet they continue to be the weakest among all sections of the society.

The life and culture of the various tribes in India always kindled interest and amusement. Prized with the vast, rich forests and hills, the country has many aboriginal tribes inhabiting them, preserving their distinct identities. One such hills that are credited with the origin of some prominent, ancient tribes, is the Nilgiri hills (or, the Blue Mountains) in Tamil Nadu that are quite popular. A brief description of the tribals taken for the research study are given below

Kotas: The 'Kota' tribal name is said to be derived from the root "ko" which means cow. The Kota people believe that their forefathers were cows. A place they live in is called a "kokkal", meaning resting place of the cows. This leads us to assume that Kota tribes were originally cow-herders who later adapted to the profession of pottery. The tribes of Cow-herders were once extensively spread in India. Kota or Kota tribes at present speak Kota language and live in Nilgiri area of Tamilnadu. As per the census, Kota people are more than 2000 in overall Nilgiris district. Here in this population over 80% of them are educated.

Todas: The Todas are the inhabitants of the Nilgiris District hills, and they are one of the most picturesque tribes in India. Even though there are six major primitive tribes in the districts, the Todas have attracted for greater attention both here and foreign countries than any other single tribal community. They traditionally trade dairy products with their Nilgiris neighbor peoples.. At the early stage from were people in large number but slowly it has been decreased. At present there are around 1,500 people in Nilgiris district.

Irulas: Irulas are one of the poorest tribal communities with a population of 2.1 lakhs, concentrated mainly in North Eastern Tamil Nadu. Irulas with a few subsects among them are living in Masinagudi area, and in parts of Kotagiri and Coonoor Taluks. They are generally engaged in Collection of minor forest products. This is a seasonal operation and they work as casual agricultural laborers on local estates. Some of them are also engaged in looking after the herds of cattle belonging to others. Some are engaged in agriculture in the patta lands, conditionally assigned to them, where they have raised tea, coffee, jack trees, guava etc.

Kurumbas: People identified as Kurumbas have been reported across a wide area in south India. Major settlements, however, are found in the Nilgiri area located between 11° 10' and 11°30' N and between 76°25' and 77°00' E, at the junction of the Eastern Ghats and the Western Ghats. There the Kurumbas

occupy the thickly forested slopes, glens, and foothills of the Nilgiri Plateau. The Kurumba houses known as "GUDLU" are temporary constructions in the forests. The traditional occupation of the Kurumbas is food gathering, like collection of honey and forests produce

Paniyans: The Paniyans or Paniyas are found in southern part of India in the state of Tamil Nadu, Kerala and Karnataka. In all these three states they are referred as Paniyans. In list approved Primitive Tribal Group (PTGs) by the Government of India, the Paniyans are identified as a Primitive Tribal Group, only in Tamil Nadu not in Kerala and Karnataka states. In Tamil Nadu the Paniyans are found only in Gudalur and Pandalur taluks of Nilgiri Districts. The population of Paniyans is quite high, comparing to the other tribal people. But according to the population level the education level does not equalize.

The Management Action Profile (MAP) has been designed largely as a follow-up instrument to The Leader Style and Profile and Professional Style Profile. It may, however, be used equally as a management profile in its own right, or as one of several instruments to provide indications of both individuals and team styles on assessment and development centres. It is particularly useful as a means of giving managerial dimensions to the personality attributes identified in the 16PF or Myers Briggs inventories. The aim of The Map is to help you identify your Primary and Backup modes of Acting, when in the role of director, or manager. It seeks, therefore, to categorize and defines your behaviour – not you as a person. It also sets out to identify how some of your most important behaviours combine and interact when managing, to produce different management action styles.

OBJECTIVE OF THE STUDY

1. To analyze the management action profile of the five tribes.
2. To determine the differences that exists among the five tribes.

MATERIAL AND METHODS

AREA OF RESEARCH

The Nilgiris district of Tamil Nadu is chosen for the present study.

SAMPLE POPULATION

Five tribes of the districts namely Kotas, Todas, Irulas, Kurumbas, Paniyas are chosen for the study.

SAMPLE SIZE

A total of 1000 respondents are taken for the study, 200 respondents ranging from 20 to 40 years of age from each tribal group were selected for the present study.

SAMPLING METHODS

The methods of sampling used for this study is Simple Random Sampling.

DATA COLLECTION METHOD

Primary data is collected through a set of questionnaires and interview method is followed to gather the required information. Secondary data is collected through various journals, internet and other related books.

REVIEW OF LITERATURE

Tribal India depicts of the persistence of large number of problems. As the geographical configuration of tribal areas are mostly located in altitudes between 1000 to 3000 feet, and the terrain is highly with the consequent loss of fertility and soil erosion, agricultural as a source of their livelihood has been mostly unproductive (Das P.K, Gulani: P.,L., 1980). The tribal's live in an environment of life even when the forests and land resources are utilize to the optimum extent (21st report of the SC, ST Commission, 1971-72, 1972-73). They are deeply religious, traditional bound and God fearing. Most of them are literate and ignorant and even elementary calculations involved in day – to – day measurements in selling their products. The tribal economy, especially in the inaccessible tribal areas in coupled with environmental factors has significantly contributed towards their low living condition (Quarish, M.A, 1974). In the post – independent India, the government is pursuing the policies of protection, integration and development (Ramaiah, p, 1981). The constitution of India guaranteed certain safeguards to the tribal people under various matters of public interest, keeping in view of their long isolation and arrested growth. In pursuance of these, the government has initiated several policy measures and programmes to ensure a better quality of life and to protect them from exploitation. A shift in the policy of isolation to integration of India tribes was indeed a very healthy trend and a major landmark in tribal development. Despite the positive impact of these measures on the well being of tribals, majority of them still derive their livelihood by cultivation, manual jobs, hunting and collection of minor forest produce (Jain.H.C. and Das. N, 1981). In the process of the development in the hitherto inaccessible tribal areas are thrown open by modern means of communications results in a larger number of industrial projects have been located in the tribal areas, but tribals could not take full advantage of the employment opportunities thrown open by this projects. On the contrary, they have lost the land which they have been ploughing for generations. They generally get employment in these projects at the time of constructions but they are thrown out of employment once these projects are commission for want of education, technical skills etc., the tribal's who are enjoying equal rights under constitution have not yet developed political consciousness like other weaker sections of the society (Jena, A., 1986).

RESULTS AND DISCUSSION

The study is confined to test four skills namely activator, director, co-operator and evaluator. The Table I describes each skills with mean and standard deviation. It is inferred from table – I that the tendency to lead in developing opportunities and exchange of information shows the highest mean (1.19) than other sub factors in the skill "Activator". There are fewer tendencies towards working closely in a group as well as winning people by persuasion. The skill of directing is comparatively less among the tribals living in the Nilgiris district of Tamil Nadu. A philosophy of –"I' ll find a way – or 'I' ll make a way" has the highest mean value (1.17) indicating that the tribal's has the habit of working on their own without seeking much help from others. As an evaluator they would like to leave decision making to those who are well qualified or in the right position to make them. From the table it can be concluded that the behavior of the population is more as an evaluator and activator. The other two behaviors taken in study that is co-operator and director has shown less significance. Since they live in groups, they are approachable, considerate and friendly. (1.14). Personal accountability is less among the tribals (1.07) but they are good at identifying, determining and setting work objectives by themselves (1.15). They have greater tendency towards dropping or avoiding, those relationships that seems to prove fruitless, negative or very difficult to handle.

TABLE I: MANAGEMENT ACTION PROFILE OF THE TRIBALS

Activator	Mean	SD
Working closely with others, so that there is higher interdependence, and jointly arrived at goals	1.12	.358
Taking the lead in developing opportunities and influencing outcomes with peers, superiors and stuff	1.19	.049
Ensuring that I always maintain full and frank exchange of information between myself and others	1.19	.421
Being seen as out-going, self-confident, ready to 'grasp the nettles' and therefore, the one who usually initiates and organize the things	1.16	.434
Arriving at decisions through open discussion and fair, but tough, bargaining or negotiation	1.10	.304
Taking what seems to be practical and workable solution, after consulting with others and hearing their views	1.15	.409
Being able to win people over by drive, persuasion or by networking with them	1.11	.312
Total	8.02	
Director		
Identifying, determining and setting work objectives myself, whenever I can	1.15	.362
Concentrating upon those areas where I have expertise and independently taking initiatives to resolve problems, or make things happen	1.12	.365
A philosophy of -'I' ll find a way - or 'I' ll make a way	1.17	.377
To get people to respond as I need them to, by demanding results and high standards	1.11	.343
Running my 'own-ship' and being held personal accountable for the results	1.07	.295
Accepting that if you want to get a job done properly, it is usually best to do yourself	1.10	.325
Creating and maintaining all the freedom and autonomy I can, by keeping my boss- or others- at arms length.	1.10	.325
Total	7.82	
Co-operator		
Being supportive, collaborative and helpful to colleagues and superiors	1.09	.286
Being approachable, considerate and friendly and putting aside a rank, status, or formality.	1.14	.340
Making plans and taking actions which foster harmony, good will and smooth working, within or between the departments	1.12	.333
Generally being someone who is open and friendly and who can see some good in almost everyone	1.14	.343
Readily helping people to achieve the goals they want to have	1.16	.414
Being in one who shows empathy and who is prepared to listen and give thoughtful consideration to others	1.12	.334
Handling such relationship, by hoping and trusting that given time and goodwill, things will generally improve	1.13	.345
Total	7.87	
Evaluator		
Finding alternative way of getting things done, then trying to rely upon those who have left me down, or acted in on underhand way	1.16	.370
Operating efficiently and knowledgeable, within agreed guidelines, procedures guidelines, procedure and yardsticks	1.19	.434
Leaving decision making to those who are well qualified, or in the right position to make them	1.30	.498
Quietly ignoring, 'side stepping', or conveniently forgetting inappropriate or foolish instructions	1.15	.416
Keeping with ideas, plans and actions that have worked previously	1.17	.393
Dropping, or avoiding, those relationships that seems to prove fruitless, negative or very difficult to handle	1.14	.373
Being practical and analytical, and not simply rushing in to give support to others.	1.16	.394
Total	8.27	

TABLE II- TEST OF HYPOTHESIS

No significance association between community of the Respondent and the following	Chi-square value	D.f	Result
Want to be seen as a person whose work is through, accurate and reliable	3.208	2	Accepted
Want to be seen as a person whose approach is characterized by determination and courage	3.293	2	Accepted
Enjoy the excitement and level of challenge or risk involved in sudden changes to the course of action	.006	2	Accepted
Be very alert to shifts in events, or tactics, so as to respond more opportunely as and when needed	1.209	2	Accepted
Change time priorities or goals, in order to take full advantage of opportunities as they rise	.895	2	Accepted
No significance association between the Education of the Respondent and the following			
A philosophy of -'I' ll find a way - or 'I' ll make a way	1.79	8	Accepted
Ensuring that I always maintain full and frank exchange of information between myself and others.	9.507	8	Accepted
Operating efficiently and knowledgeable, within agreed guidelines, procedures guidelines, procedure and yardsticks	1.444	8	Accepted
Concentrating upon those areas where I have expertise and independently taking initiatives to resolve problems, or make things happen	5.813	8	Accepted

From the Table II it is clear that there is no significant relationship between the community and the way they want to be seen by others. By nature they are very hardworking and courageous people and are ready to take up challenges or risks involved in sudden change of action. Irrespective of the community they belong to, they are very alert and keep changing the time priorities or goals in order to take full advantage of opportunities as they arise. According to census 1991, very few tribes have gone up to the level of graduation or post graduation. Most of them are either school dropouts or have completed senior secondary education. Education has no significance association between their way of living and the nature of decision they take in their life.

IMPLICATION

The tribals in our country are called as adivasis in the ordinary usage of term. But this word has no meaning in the present days especially with respect to the five tribes taken under study. Despite all the benefits extended by the government, still they find it difficult to compete with the present society, they live in. Extending training on developing different skills may improve their personality and bring them to the knowledge of their hidden capabilities.

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