

Annual Conference on Interdisciplinary Approaches to Social  
Realities; Empirical Evidence of Challenges and Opportunities of  
People in Bengaluru



**Organized By:**

Center for Social Research, In Association with Departments of  
Economics, Sociology, Psychology and Social Work

**Date: 7th February, 2012**

**Time: 9.30 am to 5.30 pm**

**Venue: Central Block, 10<sup>th</sup> Floor (Auditorium)**

<b>Inaugural Programme</b>		
9.30 am	Invocation & Lighting of the Lamp	
9.35 am	Welcome Address	Dr. Bino Thomas Organizing Secretary & Coordinator, Centre for Social Research and Dept.of Social Work, Christ University
9.42 am	Presidential Address	Dr. DNS Kumar Associate Director- Projects Centre for Research, Christ University
9.57 am	Inaugural Address	Dr. Krishnaswami P Dean of Humanities and Social Sciences, Christ University
10.12 am	Felicitation	Fr. Jose CC Principal, Christ Junior College and Director, Dept of.Sociology Christ University
10.20 am	Vote of Thanks	Mrs. Suparna Kar Assistant Prof. Department of Sociology, Christ University

## Presentation Schedule

10.45 am- 11.00 am	Key Note Address I Developing Research Initiatives in Students	Dr. Tony Sam George Head, Department of Psychology, Christ University
11.00 am -11.20 am	Key Note Address II Challenges and Opportunities of Bangaloreans	Dr. Jane Henry Consultant, Employee Assistant Programmes and Family Therapist, Bangalore

**Session 1: Changing Families and Relationships.** Chaired by: Dr. Jane Henry, Consultant, Employee Assistant Programmes and Family Therapist, Bangalore

Sl. No	Title	Authors	Venue and time
1	Lesbians' Interpersonal Issues in Parental and Romantic Relationships	Apoorva B and Elizabeth Thomas	<b>11.25 am-12.30 pm 10<sup>th</sup> Floor Auditorium, Central Block</b>
2	Youth in Live-In Relationships	Divin George	
3	A Study on Social Distance Experienced by Sexual Minorities	Smeja Paul, Dr. Sheeja Remani B Karalam	
4	Psycho- Social Problems of Commercial Sex Workers Above 40 Years of Age	Siny Maria Skaria	

**12.30- 1.35 PM LUNCH BREAK**

**Session 2: Challenges and Opportunities of Vulnerable Population, Aged, Children and Women.** Chaired by: Dr. K Hemalata , Coordinator, M.Phil Program, Dept of Social Work, Christ University

Sl. No	Title	Authors	Venue and time
1	Transit School for Transformation	Fore Lutters, Angeline Hofstee, Peter Van Der Beek, Harshith T. R, Namit Bafna, Archana Dinesh and Emmanuel. P. J	<b>1.45 pm- 3.00 pm 10<sup>th</sup> Floor Auditorium, Central Block</b>
2	A Study on the Life Situation And Family Burden of Parents of Children with Malignant Neoplasm in Bangalore	Anil John	
3	Why Does A Child Have to Pay The Price of Poverty? An Observation on Violation of Child Rights.	Anwasha Pathak and Srijana Pradhan.	
4	Social Advantage of Social Networking Sites on Adolescents' Academic Development	Dev Prasad	
5	A Study of The Self Help Group-Microfinance Model as A Channel for Empowerment of Women	Samma Panicker, Gopalakrishnan, Savith, Ankush, and Emmanuel. P. J	

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**Session 3: Urban Development and Migration.** Chaired by: Dr. Prita Das Gupta, Head, Dept. of Sociology, Christ University

Sl. No	Title	Authors	Venue and time
1	Slums in Bangalore: The Flipside of Development	Divya Malhotra, Jiss Elesha Nazia Begum, Payel Saha, Tina Jose and Emmanuel. P. J	<b>1.45 pm- 3.00 pm Room No: 515 , Central Block</b>
2	Urban Waste Management: The Role of a University	SoumikaMukherjee, Rupali Gupta, Shilpa Venkatesh and Emmanuel. P. J	
3	Mobile Human Rights Legal Clinic: An Intervention for the Slum Dwellers.	Nona Kaveramma	
4	Problems Faced by International Students	Navendu Rashmi and Saadia Samar	
5	A Study on Naga Student Migration in Bangalore and Role Of Student Center	Sonam Youtol and Thelma Laltleipuii	
6	Parivarthana the Way for Change	Arathi S, Narayana Sreekumar, Danish Syed, Ole Snel, Dennis VaneVeegaete, Igno Notermans and Emmanuel. P. J	

**3.00 pm 3.15 pm - TEA BREAK**

**Session 4: Changing Work Culture.** Chaired by: Dr. Mahesh, Asst. Professor, Dept. of Economics, Christ University

Sl. No	Title	Authors	Venue and time
1	Influence of Corporate Volunteering on Organizational Commitment among the Employees in Bangalore.	Rubitah Abraham	<b>3.15 pm -4.00 pm 10<sup>th</sup> Floor Auditorium, Central Block</b>
2	The Correlation Between Work Locus of Control and Occupational Stress among Team Leaders Working in IT Companies In Bangalore	Noopura Sundaresh, and K Hemalatha	
3	A Study on HR Practices and Welfare Measures in NGOs in Bangalore	Rukmini Diwakar	

**Session 5: Mental Health.** Chaired by: Dr. Baiju Gopal, Asst Professor, Dept of Psychology, Christ University, Bangalore

<b>Sl. No</b>	<b>Title</b>	<b>Authors</b>	<b>Venue and time</b>
<b>1</b>	A Study on Social Support among Abstinent and Non Abstinent Alcoholics.	Ashok Kumar H., Nirmala B.P, Ahmed A	<b>3.15 pm -4.00 pm</b>  <b>Room No: 515, Central Block</b>
<b>2</b>	Mental Health of Institutionalized Women Accommodated with the Mentally Ill in Bangalore City.	Benita Itty and Jenny Thannikal	
<b>3</b>	Stress among Institutionalized Adolescent Boys	Misha Mariam Thomas, B. P. Nirmala and Mariamma	

**Valedictory function 4.10 PM – 4. 30 PM**

# Abstracts

## Sub Theme I: Changing Families and Relationship

### Lesbians' Interpersonal Issues in Parental and Romantic Relationships

Apoorva B\* & Elizabeth Thomas\*\*

\* 2<sup>nd</sup> Year Clinical Psychology, Christ University, Bangalore.

\*\* Assistant Professor, Department of Psychology, Christ University, Bangalore.

Research shows that traumatic experiences, stigmatization and minority stress can impact lesbian's interpersonal relationship with their parents and romantic relationships (Kurdek, 1995; Peplau, 1996, Chekola 2000, Corliss, 2002). The objective of the study was to explore the core interpersonal issues faced by lesbians in India, in relation to their parents and romantic relationships. A Phenomenological paradigm was used to study the experience of the participants. Purposive sampling was used to select 5 self-identified lesbians from Bangalore. In depth interview was used to collect data and interpretative phenomenological analysis was used for data analysis. Results: Three themes emerged in relation to parents: (1) Treating like outsider, (2) The therapist trap (3) Shame to family. Three themes emerged in relation to partners (1) I hate it when I cannot tell them (2) Either you are in or out (3) Not as much as before. This study helps in understanding the influence of ethnicity, religion and culture on the relationship of the lesbian community in India. It also helps clinicians to have a better understanding about lesbians in India and to equip themselves to address the issues of lesbians in more culturally sensitive manner.

### Youth in Live-in Relationships

Divin George

2<sup>nd</sup> MSW, Christ University, Bangalore

The study intends to understand the positives and negatives in live-in relationships. The idea of marriage in our society has undergone many changes. The idea of living together before marriage is gaining importance among today's youth. For the youth of today, marriage is not only the option to form a more or less permanent partnership with another person. They find live-in relationship as a long-term commitment. One of the most common alternatives to marriage among youth is live-in relationship. The legal definition of live in relationship is "an arrangement of living. under which couples who are unmarried live together to conduct a long-going relationship similarly as in marriage" (The Free Dictionary). Cohabitation or pre-marital cohabitation is the other widely used term for live-in relationship. The present study is a qualitative study using Case study method. A semi- structure interview guide was used to collect data. The major findings show that there is a mixture of experience in the partners and social acceptance is considered to be a major challenge. The implications are that it helps in

rethinking the challenges of existing social institutions of marriage. Insights are given to practicing marriage and family therapists in dealing with people in live-in relationships.

### **A Study on Social Distance Experienced by Sexual Minorities**

Ms. Smeja Paul\*, and Dr. Sheeja Remani B Karalam\*\*

\*2<sup>nd</sup> Year MSW, Christ University, Bangalore

\*\*Associate Professor, Department of Social Work, Christ University Bangalore

There are individual differences in sexual minorities' direct exposure to stigma and prejudice. Nevertheless, continued public claims that sexual minority individuals are immoral, unnatural, unhealthy, or harmful and therefore not deserving of equal rights (e.g., marriage) suggest that, in the current scenario, it is nearly impossible to avoid exposure to sexual minority stigma. In this study the researcher explores social distance experienced by sexual minorities with special reference to those from Bengaluru urban society. It is a Qualitative study with case study as a tool from Urban Bangalore using snow ball sampling. The study results show that the sexual minorities are experiencing social distance from the society in vast means. These experiences are affecting them even in their daily life. They are not getting adequate opportunities even though they deserving of them and they experience a lot of threats from the society. This research attempts to gain a better understanding of the unique perspectives and experiences of sexual minorities. This knowledge can be used productively to improve services for sexual minority individuals and communities.

### **Psycho-Social Problems of Commercial Sex Workers above 40 Years of Age**

Siny Maria Skaria

2<sup>nd</sup> MSW, Christ University, Bangalore

The objective is to make an in depth study of commercial sex workers above 40 years in Bengaluru city, in order to understand the psycho-social problems that they face in the course of their profession. These include those faced by them in terms of physical problems, psychological problems, social problems, emotional problems, financial problems, safety and security problems and the like. Thus, this study throws light on the problems faced by older sex workers as they are more severe than those of their younger counterparts. Purposive sampling was used as the study involves deliberate and subjective selection of some sample units and the tool used in this study is intensive case study method. The major findings state that these women face several psycho-social problems that are unique to them, in addition to those faced by their other counterparts. This may be attributed to the additional responsibilities that they have towards their off spring, due to the inevitable process of biological ageing, due to facing stigma from society and many other contributing factors. This study would have implications in terms of making people more aware and sensitive to the needs and problems faced by older sex workers. It would also provide a basis for those who wish to conduct further studies in this area. It will also help to develop interventions in

the form of rehabilitation models for this client group, so that the present position of these women is changed and they can become positively functional individuals in society.

## **Sub Theme II: Challenges and Opportunities of Vulnerable Population, Aged, Children and Women**

### **“Transit School” for Transformation**

Fore Lutters\*, Angeline Hofstee\*, Peter Van Der Beek\*, Harshith T. R\*, Namit Bafna\*, Archana Dinesh\* and Emmanuel. P. J\*\*

\*2nd Year Economics, Christ University, Bangalore

\*\* Assistant Professor, Department of Economics, Christ University, Bangalore

Education is a process of giving systematic instructions, especially at schools or universities. In a broad sense it is the means through which the aims and the habits of group of people live on from one generation to next. Whereas, in the technical sense it is the process by which the society transmits its knowledge, skills, values etc. from one generation to others. A major challenge for education in India is the high rate of school drop-out and thereby low level of educational productivity. This paper discusses the issue of school-drop outs and re-integrating the drop-outs into the school system after a one-year special training. The focus of the paper is the “the Transit school” initiated by centre for social action (CSA), Christ University, motivated by the right to education (RTE Act, 2009) in L.R Nagar, Bangalore. This school deals with students who have failed to complete their basic schooling. The information relevant for the study was collected through open-ended questionnaire from important stakeholders in L.R Nagar slum and also from secondary sources. The study identified the challenges faced by the transit school and recommends various measures to make the school attractive and child friendly in addition to developing a curriculum which caters to the various phases the children go through in a year of transformation in a transit school system.

### **A Study on the Life Situation and Family Burden of Parents of Children with Malignant Neoplasm in Bangalore**

Anil John

2<sup>nd</sup> Year MSW, Christ University, Bangalore

The present study aims to know the life situation and family burden of parents of children with cancer. The study was conducted at a Bangalore based Cancer hospital. Simple random sampling was used to select 50 parents of children with cancer. Life Situation Scale for Parents (LSS-P) and Family Burden Schedule scales were used for the study. SPSS software was used for the statistical analysis. Some of the findings are, time of diagnosis and the treatment duration has significant correlation with different aspects of life situation and family burden. There is a positive significant correlation between preparedness and well-being, care and disruption of routine family activities. There is also highly significant positive correlation between care and the effects on the physical health of others. The study points to

the important aspect of preparing the family of the child who is diagnosed with cancer to face this life altering disease with much preparedness and support.

### **Why Does a Child Have to Pay the Price of Poverty? An Observation on Violation of Child Rights**

Anwasha Pathak & Srijana Pradhan,  
2nd Year MSW, Christ University, Bangalore

The study was intended to observe the extent of child labour and child marriage in DJ halli slum and to find out the extent of the violation of Child Rights in that community. According to JJ Act till 18 years is considered as child. In a pilot study done by the researchers in DJ halli, Bangalore, it was observed that in every shop in that area at least one child less than the age of 18 was doing both Hazardous and non hazardous work, which is strictly against child rights. The staff and Doctor of the Primary Health center and Aganwadi teachers of DJ halli, were interviewed and it was found that this slum community consists of lots of child Labour and that the people in the community do not mind child labour. The observations about the issues of children in this particular community are discussed. NGO's working for children have to look into this matter as well as this Area need more attention as it is one of the biggest slums in Bangalore.

### **Social Advantage of Social Networking Sites on Adolescents' Academic development**

Dev Prasad, PhD Scholar,  
Dept. of Sociology, Christ University, Bangalore

“The Internet itself might not automatically bring changes to people’s social networks, but the nature of individuals’ usage will determine its impact on their socialization” (Peng & Zhu, 2010). There is some discrepancy between usage of social network sites (SNS) and socialization of students’ in academic interest. The discrepancy or knowledge gap provides a clue to the socialization of academic interest in students’ community through SNS in Bengaluru city. It is possible through SNS, that one can assess and evaluate, as to, how much of internet usage happens on matters of academic interest among adolescent students, like sharing knowledge of different academic subjects. Research knowledge on this issue would immensely benefit students’ learning pattern in the social network era. This research would explain and explore about the productive sharing of useful knowledge by leveraging the academic interest in the students’ community. At the same time, it would enable social network sites to develop education-sociability tools for students’ community. The area of research looks into SNS and Sociability, in the academic matter focusing on students’ community about their knowledge sharing skills. Here media acts as an interface for

socialization of culture while, community as a medium for quick access to the cultural knowledge of the society both at the global as well as local terms.

### **A Study of the Self Help Group-Microfinance Model as a Channel Empowerment of Women**

Saramma Panicker\*, Gopalakrishnan\*, Savith\*, Ankush\*, Emmanuel. P.J \*\*  
\*2<sup>nd</sup> Year Economics, Christ University, Bangalore

\*\* Assistant Professor, Department of Economics, Christ University, Bangalore

Microfinance has evolved over the past quarter century across India into various operating forms and to a varying degree of success. One such form of microfinance has been the development of the self-help movement. Based on the concept of “self-help,” small groups of women have formed into groups of ten to twenty and operate a savings-first business model whereby the member’s savings are used to fund loans. The results from these self-help groups (SHGs) are promising and have become a focus of intense examination as it is proving to be an effective method of poverty reduction. This study examines the self-help group (SHG)-Microfinance Model, operating under the aegis of Centre for Social Action (CSA) of Christ University, Bangalore, at Rajendira Nagar area in Bengaluru, its impact on empowerment of women and how it needs to be supported in order to enhance the process of women empowerment. The data relevant for the study would be obtained from both primary and secondary sources. The findings of the study are important as the model seems to be quite effective and successful and hence can serve as ideal approach for the cause of women empowerment.

### **Sub Theme III: Urban Development and Migration**

#### **Slums in Bangalore: The Flipside of Development**

Divya Malhotra\*, Jiss Elesya\*, Nazia Begum\*, Payel Saha\*, Tina Jose\* and Emmanuel.P\*\*  
\*2<sup>nd</sup> Year Economics, Christ University, Bangalore

\*\* Assistant Professor, Department of Economics, Christ University, Bangalore

Urban growth in India has brought an increase in the proportion of slums and squatters especially in its 'metros' and other large cities (Biswaroop Das). Over 93 million Indians live in slums which is about 10% of the urban population (Census 2011). In the last one decade, Bengaluru, a demographically and culturally diverse city, witnessed an IT Boom which created a magnetic pull-in effect. However as a flip-side, it also experienced a parallel mushrooming of slums. This research is an attempt to highlight the quantitative and qualitative aspects of slums in Bengaluru, with special reference to employment status of slum dwellers, incidence of child labour and its impact on their quality of life. The sample included 80 families from across five major slums in Bengaluru. Survey and Interview

methods were used to collect the information as also personal observation. The paper is divided in five sections. The first section deals with definition and features of slums, the current status of slums in India in general and slums in Bengaluru, in particular. The second part elaborates on Employment status of the slum dwellers and its effect on the general Quality of life. The third segment focuses on incidence of child labour in particular. The fourth part deals with areas that need special attention. It concludes with practical and viable recommendations to improve slum life with an emphasis on youth participation in community development. It also highlights the scope for further research in this field.

### **Urban Waste Management: The Role of a University**

Soumika Mukherjee\*, Rupali Gupta\*, Shilpa Venkatesh\* and Emmanuel. P. J\*\*

\*2<sup>nd</sup> Year, Economics, Christ University, Bangalore

\*\* Assistant Professor, Department of Economics, Christ University, Bangalore

Waste collection and its disposal is a major problem that Bangalore, India's 6th largest metropolis, faces with rapid industrialisation and urbanisation. This has turned into a threat to health and environment as it leads to the generation of considerable quantities of municipal, industrial and biomedical waste. In the midst of various organisations, both governmental and nongovernmental, trying to tackle the problem and help improve the situation, the model of waste management implemented and supervised by the Centre for Social Action (CSA), Christ University stands out. The objective of the paper is to assess the success achieved by the CSA model in meeting the challenge and also to test the applicability of the model elsewhere. For the aforementioned purpose, all relevant information and data has been collected by using personal interview and questionnaire method. It is expected that the study will help in presenting a clearer picture of the nature of the problem and also the difficulties faced by organisations in launching and undertaking remedial programmes.

### **Mobile Human Rights Legal Clinic: An Intervention for The Slum Dwellers.**

Nona Kaveramma

1<sup>st</sup> MSW, Chrsit University, Bangalore

The study intends to analyze the legal problems faced by the residents of Jankiram layout and to find the cause for these problems which will be of assistance for interventions. Methodology used for the study is Group discussions, One on one interview, and Observation. Major findings of the study are: on the basis of their economic condition, people can buy goods like food grains, sugar and kerosene with the help of their ration cards. But a large number of people are deprived of the same and the people living in slums are the ones who are affected the most. One such slum is Jhankiram layout, Bangalore. All individuals when questioned about the problems faced by the people of the locality, they stated that it was problems related to id and ration cards. Individuals who attended the legal clinic stated that they have visited the tahsildar's office but in vain. During the one on one discussion with the individuals, the problem of alcoholism was brought to notice, and this being the cause for domestic violence. They were advised to visit the legal clinic but did not turn up at the

intervention program (legal clinic). The implications include bringing to the notice of the residents of the locality the procedures to be followed if any legal issue arises. Spreading awareness about their rights, and making them capable of fighting for their own rights and bringing to the notice of the authorities the major problem of id and ration card faced by the residents and making sure it is resolved.

### **Problems Faced by International Students**

Navendu Rashmi and Saadia Samar  
2<sup>nd</sup> MA sociology, Christ University, Bangalore

The study was intended to understand the international students committee and to know the different problems faced by international students. Interview method was used. Information is collected from primary and secondary resources. The results show that international students face racial discrimination whenever they go out from the campus. Other results and implications will be presented.

### **A Study on Naga Student Migration to Bangalore and Role of Student Center**

Sonam Youtol and Thelma Laltleipuii  
2<sup>nd</sup> year Sociology, Christ University, Bangalore

The study was undertaken to look at the role of student center in migration of students from Nagaland. It also aimed at assessing the factors influencing migration of students from Nagaland, to find out the effect of migration on students at different levels, and changes that occur in their life and problems faced by these students at the new place. Interview method was used. Head of the student center and students were interviewed. The major findings are in terms of the significance of student center in contributing towards migration, problem faced by students in adapting to the new place and changes that took place in them. There are several obstacles which came in the formation of student center, and there were few obstacles which influenced the study. They will be discussed.

### **“Parivarthana” the Way for Change**

Arathi S\*, Narayana Sreekumar\*, Danish Syed\*, Ole Snel\*, Dennis VaneVeegaete\*, Igno Notermans\* and Emmanuel. P. J \*\*

\*2<sup>nd</sup> Year Economics, Christ University, Bangalore

\*\* Assistant Professor, Department of Economics, Christ University, Bangalore

This study discusses the original case of the paper recycling unit “Parivarthana”. Parivarthana was established by the Centre for Social Action, Christ University, in the year 2009 to address the problem of urban waste management and also to provide employment for urban

poor women. Parivarthana includes a compost unit, a paper recycling unit and 2 solid waste management systems. They produce a variety of products mainly files and folders, notebooks, photo frames, paper bags etc. Parivarthana currently runs at zero profit as of now. The objectives of the paper are to understand the working of Parivarthana currently and to suggest measures to increase the efficiency of every member, to create a marketing strategy which can create a reasonable profit per annum and to make the paper recycling unit sustainable in 3 years time. The data are collected both from primary and secondary sources. A systematic process of analysis and tabulation were used to come to conclusions. The study found that though the workers work to their full capacity, the unit needed up gradation and expansion both in infrastructure and human resources. Based on the findings, the study makes suggestions to improve marketing and productivity through various means.

#### **Sub Theme IV: Changing Work Culture**

##### **Influence of Corporate Volunteering on Organizational Commitment Among the Employees in Bangalore.**

Rubitha Abraham  
2<sup>nd</sup> Year MSW, Christ University, Bangalore

Corporate Volunteer Programmes are redefining the concept of Corporate Social Responsibility. Community benefits from CSR have been well researched and documented. In an era where organizations are concerned about retaining talent and promoting the development of their human resources, Corporate Volunteer Programmes have contributed to this cause positively. However, there is very limited research done especially in the Indian context, on what internal influence these programmes have, on the organizations. The study attempts to assess the level of organizational commitment of the employees and to examine the influence of Corporate Volunteer Programmes on the organizational commitment amongst the employees in a corporate in Bangalore. A random sample of 50 employees from the corporate was selected and data collected through a questionnaire on Participation in the Corporate Volunteer Programmes along with the Organizational Commitment Scale. The respondents were placed into two independent groups according to their volunteer activity: Non- volunteers and Volunteers. The findings suggest that there is no significant relationship found to exist between Corporate Volunteering and Organizational Commitment of the same corporate employees. The alternative hypothesis failed to be retained and the null hypothesis was accepted. The implications of the study include, examining the perception of employee and employer attitude towards Corporate Volunteering, Determining if a relationship exists between corporate volunteering and organizational commitment in other industrial settings like telecom and software companies.

## **The Correlation Between Work Locus of Control and Occupational Stress Among Team Leaders Working in the Companies in Bangalore.**

Noopura Sundaresh\*, Dr K Hemalatha\*\*

\*PhD Scholar, Social Work, Christ University, Bangalore

\*\*Associate Professor, Department of Social Work, Christ University, Bangalore

The research aims to investigate the relationship between Work locus of control and occupational stress of team leaders working in IT companies in Bangalore. It is hypothesized that the higher the internal locus of control of the team leader, the lower level of occupational stress they experience and the higher the external locus of control of the team leader, the higher the level of occupational stress. A sample of 100 team leaders working in three different IT companies were examined by administering the Occupational stress index by AP Singh and AK Srivastava and Work locus of control scale by Paul E Spector. The extent of work stress was examined on its twelve sub-scales, i.e. role overload, role ambiguity, role conflict, unreasonable group and political pressure, responsibility for persons, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working condition and unprofitability of Occupational stress index. A structured questionnaire was designed to gather information on the socio demographic profile of the respondents. The correlation between occupational stress and external control was found to be positive and significant as predicted ( $p < 0.001$ ). There are practical implications educational implications and research implications that will be presented.

## **A Study on HR Practices and Welfare Measures in NGOs in Bangalore**

Rukmini Diwakar

II MSW, Christ University, Bangalore

The study intended to understand and learn the working conditions, work culture and ethics of the NGO and to understand the different agency profiles. This is an exploratory study using semi structured interview schedule developed by the researcher. The data was analyzed using qualitative techniques. The findings are; in few NGOs there are no particular log in and log out time whereas in many others 8 hours work is a must. Few of the NGOs work all days of the month, some work only 5 days a week and whereas few others work based on not quantity of days but quality of work. In these NGOs settings some provide freedom and no rigidity in work proceedings, yet others provide a friendly atmosphere, few of them have a blend of formal and informal work environment and some do not have a physical office where in all employees work but they work from their convenient places. Discussion oriented, planning oriented, employees can express difficulties, target based, accountability based, and professional atmosphere is also considered. The implications of the study is to have a particular structured HR Policy which consists of the various HR practices that would

help the NGOs to manage their employees better. Further research in cooperation with many NGO's is suggested.

## **Sub Theme V: Mental Health**

### **A Study on Social Support among Abstinent and Non Abstinent Alcoholics**

Ashok Kumar H\*, Nirmala B.P.\*\*, Ahmed A.\*\*\*

\*Psychiatric Social Worker, NIMHANS, Bangalore

\*\*Asst. Professor at the Dept of Psychiatric Social Work, NIMHANS

\*\*\*Associate Professor at the Dept of Psychiatric Social Work, NIMHANS

The study intends to assess the Social Support of Abstinent and Non-Abstinent Alcoholics. The sample of the study comprised of 30 Abstinent and 30 Non-Abstinent Alcoholics persons between the age group of 20 - 50 years, those who were undergoing in-patient and out-patient treatment at NIMHANS, Bangalore. The data of the study was collected using socio demographic data sheet and Social Support Appraisal (SS-A) using purposive sampling method. Results showed 20% of the total Respondents were 20.29 years out of which 33.3% were Abstinent and 66.7% Non-Abstinent. The socio demographic data revealed that majority of them were Hindus, married and working in private sector. 25% of the total respondents reported psychosocial problems preceding treatment. It was interesting to know that both Abstinent and Non-Abstinent Alcoholics had a history of 7 years of Alcohol dependence; they had social support from friends and family members. Large number of respondents had maintained their abstinence since the last two years.

### **Stress among Institutionalized Adolescent Boys**

Misha Mariam Thomas\*, Dr. B. P. Nirmala\*\*, and Dr. Mariamma\*\*\*

\*PhD Scholar, PSW, NIMHANS, Bangalore

\*\*Asst. Professor at the Dept of Psychiatric Social Work, NIMHANS

\*\*\*Senior Research Officer in the Dept. of Biostatistics, NIMHANS

This study intends to compare the level of stress among adolescent boys of short term and long term categories in State run Children's Home. The universe consisted of all adolescent boys residing in Government Home for Boys, Bangalore. 30 samples each were taken from the two groups- short term care and long term care. The total sample size was 60. The design of study was descriptive. As a tool for data collection structured Interview Schedule on Stress among Institutionalized Adolescent Boys was prepared by the investigator. Results show that short term care boys experience more stress than long term care boys. Some of the implications of the study show that during adolescence, the absence of protective factors can make an adolescent vulnerable to different mental health and behavioural problems. The

Children's institutions are an attempt to protect such adolescents from danger. The study revealed that adolescents have been found to perceive significant stress in an institution with short term category experiencing more stress. Avoidance style is the main coping strategy used, which has been studied to be an unhealthy way of coping to stressors often leading people to attempt suicide. It is important to create an atmosphere that is conducive to the overall development of the adolescents living in closed institutions.

### **Mental Health of Institutionalized Women Accommodated with the Mentally Ill in Bangalore City.**

Benita Itty and Jenny Thannikal  
1<sup>st</sup> MSW, Christ University, Bangalore

The study intended to find out the behavioural changes in women living with inmates having mental health problems. 25 continuous days of observation and interaction were the methods of the study. Some of the findings were that inmates had many psychosocial problems. It was observed that some of them were HIV positive; some were suffering from mild to moderate mental illnesses and some of them were suffering from physical illnesses such as epilepsy, skin infection etc. All of them shared the same bio psychosocial environment. The inmates with mental health problems usually underwent physical abuse by the other inmates and always experience hostile feelings. There was a heightened expression of anger and decreased impulse control among the inmates. It was also observed that there was a lack of awareness among the inmates related to mental illness and the need for a healthy environment. Difficulties of the study were language barriers, limitations in terms of opportunity for interventions, limited individual interaction with the inmates. Some of the implications of the study leads to the focus of ideas that the inmates need to be taken care of by a trained professional having knowledge related to both physical and psychological illnesses. Systematic scientific research needs to be carried out in this area for more structured findings and interventions. Focussed group work keeping in mind the above problems can be conducted to improve group bonding and cohesion among the inmates.