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Dr. Babu G. Gholap

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Sakri, Tal. Sakri, Dist. Dhule



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05

The Analytical Approach of Modernization Challenges in India's Defence Sector

Dinesh Mali

Abstract

In the last few years to modernize the armed forces and technically slowly, they were not there should be where. The indigenous development of modern defense hardware remains a concern, and the Indian policy ambition for defense autonomy is still largely elusive. The purpose of this research is to reflect how the Indian Armed Forces are responding to the emerging security situation in the region and beyond, and to focus on defense policy making, defense modernization and military effectiveness. The major Indian defense industry policy, the military-industrial which is suffering from structural and cultural challenges that the Indian struggle for the protection of which is to deliver modern hardware protection and indigenous and production can grow. Experts see many systematic flaws in the Indian defense establishment and civil-military relations, which pose a major challenge to India's aspirations for military modernization. With the dynamic security environment likely to increase India's defense needs in the future, indigenous development of modern security hardware and technology is likely to be a top priority.

Keywords: National Security, Defence Awareness, Defence Requirements, Difficulties in Modernization, Security Strategies, Decision Making, Sustainable Challenges, Required Changes.

Introduction

India is an ambitious great power and believes that great powers have big weapons, the military has played a vital role in addressing its national security problem, with its ability to assimilate interest and self-reliance in the development of advanced defense hardware and technology to meet its armed needs. The study here will highlight the obstacles to India's defense modernization and the potential implications for India's national security.

India's National Security Concerns and Defence awareness

India faces the most complex threats and challenges of today, from nuclear to sub-conventional conflict. Regional disputes unresolved between China and Pakistan, Jammu and Kashmir (Jammu and Kashmir) and rebellion in the Northeast states, the threat of left-wing and increasingly urban terrorism threat has increased and India's security environment.

In the regional security movement, it has become clear that China poses the most powerful military threat to India in terms of its advantages in nuclear, missile and military hardware. Moreover, relations between China and Pakistan and the increased strategic investment between the two have increased the likelihood that India will face bilateral war in the future.

Therefore, the traditional arise and turned to face the challenges of the land that is the ability to protect, gas and marine potential to increase the need for this protection, modernization of Indian policy towards the ('Make In India' like activities) is reflected in a large scale.

India's defense industry has failed to manage India's security challenges today. India is one of the largest arms importers in the world Technology is an area where indigenous production of India starts to accelerate. Since the protection of the industry meets the needs of a variety of essential services to the armed

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forces of severe shortages, it is a question of preparing for the defense of India.

India's ground forces lack sophisticated weapons and weapons, naval submarines have fallen to 40 percent of the minimum required level of force, and combat teams are at 60 percent of the inevitable need, which is a cause for concern.

Therefore, when considering the changing nature of threats in the emerging geo-political situation (considering the changing nature of the war with the rise of non-state actors); For the continuous modernization of the Armed Forces, India should focus on increasing capacity and directed towards achieving the desired capability which will instead depend on risk analysis.

Expressive India's Defence Requirements

India's defense needs are likely to be affected by external factors, such as threats from Pakistan and China, especially its two primary enemies. Although Pakistan remains an immediate threat, China remains a major concern, as some observers believe China may be a medium-term threat. Therefore, India's defense needs are likely to be based on a capability that will meet the greatest threat, taking care of this threat from Pakistan's traditional enemies.

Since Pakistan's strategic capabilities in India as compared to the traditional and more important, China's display unit over the years China is likely to affect China's growing offensive challenges of India's defense, which has caused great debate members. The strategic and educational community emphasized the need for proactive decision-making in order to streamline the acquisition and procurement of defense, while also focusing on indigenization, which increased India's overall war footing.

Therefore, there is a growing understanding among India's security establishments that China should focus on modernizing and enhancing Indian defense

capabilities. China or to create a comprehensive national capacity to resist any threat arising collected by China and Pakistan understanding change urgently need of the hour is to do.

Given India's current shortage in the armed forces, it is important to focus on the development of advanced and sophisticated weapons systems for different battlefields, namely land, sea and gas, and ensure the necessary integration into those services. Military forces as well as intelligence organizations to respond effectively to threats posed to the immediate regional security environment.

There is a need to conduct a thorough assessment of security threats and to clarify the needs of the armed forces and take the necessary steps to obtain a sophisticated weapons system, which will increase India's national strength. Before looking at India's defense requirements, in the next section we discuss the challenges India faces in its defense industry.

Difficulties in India's Defence Modernization

India faces all kinds of complex challenges in its defense modernization aspirations, with the potential for serious threats to our national security. Given the current capabilities of India's defense industry, it is not difficult to say that many observers have rejected it and proposed many reforms aimed at strengthening India's defense production capabilities, thus achieving self-reliance in building and facilitating such capabilities. India is the country's biggest importer of weapons in the world, the armed forces of the service is likely to have a negative impact on the ambition of becoming India's largest power depends more than other countries-the-art weapons system. It is widely believed that great powers should have industries with large weapons. The challenges facing India's defense industry today are immense and require serious scrutiny when it comes to manufacturing and purchasing

advanced weapons to meet the needs of the armed forces. The issues that plague India today are discussed one by one.

Self-reliance and sustainable challenges

In the early years of independence, India's defense industrial policy was guided by the word 'self-reliance'. It has since been transformed into 'self-reliance' in defense production and has been the main target of indigenous arms production till now. However, India's dependence on arms imports is a matter of concern for MPs, observers, policymakers and defense analysts.

The inability of the indigenous product to meet its own defense needs (two major events are the example of the main battle tank Arjun and the light combat aircraft Tejas, in which the Indian Defense Research Institute has exceeded production delays and costs). The Indian defense industry is facing the challenges of making advanced weapons systems and defense technologies efficient, productive and conducting research and development (R&D). Year-to-date goals have not been achieved, and this raises questions about India's defense industry's ability to create weapon systems and defense technologies to meet the needs of the armed forces.

There is an urgent need for the government to focus on the indigenous production of defense hardware and technology by carefully considering long-term strategic plans to increase India's military strength. As India is a growing power base with a huge economic base, India will have to look beyond the buyer-seller approach which almost became a feature of its defense industrial policy and should instead develop domestic weaponry systems and defense technology.

Decision-making and national security strategies

Given India's current defense situation, much debate about the barriers to India's defense modernization is underway, and it is

affecting India's ability to expand its defense capabilities. Since India is a threat, both traditional and non-traditional, effective defense readiness to secure its national interest will depend on its ability to produce and procure advanced, sophisticated weapons and high technology tools. It is that the services of the Armed Forces and their needs are met, which will increase India's combat capability and naturally increase its military strength.

The speed and complexity of India's decision-making performance in national security and strategic matters is predicted because of the procedural structure of decision-making that affects India's ability to produce and deploy weapons in a timely manner. Today, the services of the Armed Forces are plagued by an acute lack of essential combat capabilities, which has dire implications for India's national security, considering real needs.

India's aspiration for self-reliance on indigenous defense production and the rapid development of advanced weapons systems, however, depends on the effectiveness of decision making at the highest level, taking into account India's national security interests. Some observers have questioned the efficiency of the established decision-making process in the acquisition or defense of a crisis, which is managed by the Security Cabinet Committee (CCS).

India's high defense management and national security decision-making processes have a growing number on the need for significant structural reforms, which in the long run will help improve India's defense research and development, self-sufficiency in defense production and civil-military relations.

Attainment and Equalize Strategy

India's defense has long relied on its offset policy to expand its industrial base, deal with foreign suppliers, and promote the transfer of technology, which could lead to domestic defense production. 200 2005 presented in the



first, the offset policy in the defense procurement policy over the years famous went out from many of the reforms (the new March 201 in the in). The purpose of the deal with foreign suppliers is to enhance India's economic, technical and industrial potential.

It is all-knowing. India has long relied on licensed product from foreign contractors for protection. And the now mandatory offset, while the acquisition of India's defense budget increased as a result of the growing number of agreements are expected to be offset by the benefit of technology exchange in India.

The rise in defense spending is not only due to the stress in the immediate regional security environment but also to the rapid economic growth of many years which has given it a strong financial base. India's defense offset, which provides the financial resources needed to boost the country's defense production, should play a major role in increasing the appetite.

However, India's defense offset policy faces major challenges that need to be addressed. India's offset policy requires foreign sellers to participate with local defense companies through co-development; co-production, joint ventures, maintenance and improvement, but complete mergers and acquisitions are not permitted. Therefore, foreign companies are looking to invest in the defense industry without having full involvement in defense production.

And other issues in offset policy need to be addressed, such as the mandatory nature of the policy, the objectives that need to be broadened, and the main underlying complications that need to be deducted.

Required Changes in Indian Defence

1. Every service of the Indian Armed Forces today needs to be modernized to meet the complex security challenges that arise in the increasingly unstable neighborhoods and complex strategic regional security

environments. The Indian Army, which serves as the world's largest standing army, has weapons and equipment that are obsolete and need to be replaced. The next step is to acquire network-centric capabilities to optimize the full potential of the military in defensive and offensive tasks.

2. As stated in an interview by Lieutenant General J. P. Singh in the Center for Land and Warfare Studies, New Delhi, critical capabilities include battlefield transparency, battlefield management systems, night-fighting capability, enhanced fire power, terminal guided weapons, self-propelled.

3. Also, immediate steps should be taken to increase the efficiency of Army aviation, engineers, signal communications, witchcraft, and surveillance and target acquisition branches so that the overall combat potential of the army is addressed.

4. To secure the security interests of the Indian Ocean region and beyond, India needs to take urgent steps towards comprehensive naval modernization. Space-based surveillance, marine witchcraft, Air-borne early warning and control and unmanned aerial vehicles including responsibilities in India should focus on improving their naval power by acquiring the marine domain awareness capabilities.

5. The Indian Navy should be equipped with modern capabilities in the areas of tactical aviation, anti-submarine warfare (ASW), air-air/anti-missile, ground attack, mine-resistant solutions and electronic warfare. It is equally important to ensure that the Indian Navy is integrated through the networking of ships, submarines and airborne platforms through satellites. Ultimately, the government must promise self-reliance and indigenously in order to increase national power in shipbuilding, engineering, electronics and information technology.

6. Indian Navy's modernization, although it was delayed, recent developments have

shown that India's naval fleet and have been for thousands of crore deals to expand India's naval dominance capabilities.

The Indian Air Force (IAF) is a full-spectrum force equipped with highly capable platforms and trained manpower, but this number is insufficient for fast and long operations. India must take urgent steps to maintain the edge of adverse conditions through technology and forced employment generation.

7. Trade negotiations with France over Rafale fighter jets have been settled, and India has not yet begun production of its indigenously built aircraft Tejas (the project is more than 30 years old). India should focus urgently on air domination and air control by building capacity to build domestic capacity for the design and development of aircraft, heavy attack helicopters and other combat and surveillance-related capabilities for the further launch of air force.

8. India's perspective, the armed forces of the most important elements of being brought into force for the good services of the integrity of a strong and efficient command, control, computers, communications, intelligence, surveillance system. The integrated system will enhance India's central to the overall defense capability.

9. If the service is better integration of the armed forces, the armed forces, defense and intelligence agencies and other public and private institutions must be integration between. It will provide a unifying force that protects the country from traditional as well as heterogeneous threats that provide flexibility, analysis, interpretation and efficiency. It will also provide benefits like information assurance, data control and disruption, data processing and management, quick decision making and large system integration.

10. Indigenous production of such capabilities requires a strong political will and competent framework for the participation of

players from different sectors (such as the private sector or educational institutions), which is an important national security requirement.

Conclusion

India's defense modernization has been slowed by the lack of teaching on national security strategies or the numerous fundamental holes in the system that has hindered long-term strategic defense plans. India's indigenous defense production capacity, however, has not increased due to many challenges. There is a lack of great political will to influence the decision of the armed forces to take timely weapons. For under-suffer Indian defense industry, the use of human resources is the foundation of the negative results of India's Defense Research and Development. Due to the friendly defense industrial procurement system, this has resulted in some co-development and co-production activities with foreign companies. The Indian Government must have immediate focus to encourage private individuals and organizations in India that may contribute to local defense production. This would mean that India would achieve its goal of self-reliance only if more private players had the opportunity to participate in defense and exercise the true potential of the Indian mind.

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A Empirical Study of Absenteeism At BPO Sector

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Introduction

Employee presence at work place during the scheduled time is highly essential for the smooth running of the production process in particular and the organization in general. Despite the significance of their presence, the employees sometime fail to report at the work place during the schedule time, which is known as Absenteeism.

The word 'Absenteeism' means 'habitual failure to appear, especially for work or other regular duty. It can also refer to the rate of occurrence of habitual absence from work or duty. Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace. Many causes of absenteeism are legitimate-personal illness or family issues, for example-but absenteeism also can often be traced to other factors such as a poor work environment or workers who are not committed to their jobs. If such absences become excessive, they can have a seriously adverse impact on a business's operations and, ultimately, its profitability.

The Labour Bureau goes on to explain Absenteeism as "the failure of a worker to report for work when he is scheduled to work. A worker is considered scheduled to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a