



## ikfjokfjd [ky i "BHKfe dk Nk=ka dh [kyka ea vflk#fp ij i Mus okys i tko dk vkydu

**jhuk [kk.Madj<sup>1</sup> & MKW jruk JhokLro<sup>2</sup>**

**<sup>1</sup>itv; kld] I ekt'WL=] "kkl dh; dlv; k Luk egkfo [ky;] jhook ½-e-i ½  
<sup>2</sup>'kks Nk=k] vo/kk irki fl g fo'ofo [ky;] jhook ½-e-i ½**

### I kjlk%&

iLrq v/; u dk mnas; ikfjokfjd [ky i "BHKfe dk Nk=ka dh [kyka ea vflk#fp ij i Mus okys i tko dk vkydu djuk gA iLrq 'kks v/; u ds fy; s mPprj ek/; fed 'kkykvka ea v/; ujr-500 Nk=ka dk p; u fd; k x; kA bns ftys ds 'kgjh rFkk xkeh.k {k=ka ea I plfyr 'kkl dh; rFkk v'kkl dh; mPprj ek/; fed 'kkykvka I s Nk=ka dk p; u fd; k x; kA v/; u ds mnas; kA ds vuq i 250 Nk=ka ftuds i kydk dh iDZ ea [kyka ea I gHkkfxrk jgh gks rFkk 250 Nk=ka ftuds i kydk dh iDZ ea [kyka ea I gHkkfxrk ugha jgh gks dk p; u fd; k x; kA v/; u gsq mPprj ek/; fed 'kkykvka ds d{kk 8 I s d{kk 12 e v/; ujr~ Nk=ka dk p; u fd; k x; kA I iZ kstu i)fr ds vkkj ij U; kn'kZ dk p; u fd; k x; kA p; fur Nk=ka dh [kyka ea vflk#fp dk eki u Lofufet eki uh ds }jk fd; k x; kA ifj.kke ds vuq kj , s Nk=ka ds I eyg ftuds ekrk@fir rk dh iDZ ; k orZku ea [kyka ea I gHkkfxrk jgh gS dh [kyka ea vflk#fp , s Nk=ka ds I eyg ftuds ekrk@fir rk dh iDZ ; k orZku ea [kyka ea I gHkkfxrk ugha jgh gS dh ryuk ea vf/kd i k; h x; hA fu"d"kl% ikfjokfjd [ky i "BHKfe Nk=ka dh [kyka ea vflk#fp dks I kFkd : i I s i tko for dji rh gA



### I d's 'kCn % [kyka ea vflk#fp] ikfjokfjd [ky i "BHKfe] 'kkys Nk=

### I Lrkouk %

; g n{kk x; k gSfd fd'kkjo; ds cPpk ea thou eadN cuus dh pkg gkrh gSrFkk dN bathfu; j rks dN MRDVj ; k odky cuuk pkgrs gA bl dk vFkZ ; g gyk fd fd'kkj ckyd ckfydkvka ds i l anhk fo"k; ; k dk; Z fHkkUu fHkkUu gkrsgA dN ckydk dks [ky cgr T; knk i l n gkrsgA vr% foHkkUu {k=k fo"k; kA rFkk dk; kA ds ifr yxko ml ds ifr vflk#fp dks i nf'kZ djrk gA bl iZdkj vflk#fp e 0; fDrxr fHkkurk; j gkrh gA vflk#fp dks, d 0; fDr i jd euknfV dgk tk I dkrk gSftI ds dkj.k 0; fDr dks fdI h dk; Z dks djusea ij .kk feyrh gA vflk#fp I qk rFkk I rksk I s tM gkrh gA tc 0; fDr eafdI h dk; Z; k oLrq dks ifr vflk#fp tkrk gkrh gS rc ml eamI dk; Z; k oLrq dks tkuuso I e>us dh ftKkI k mRi Uu gkrh gSA fdI h dk; Z dks ifr vflk#fp gkrus ij 0; fDr ml dk; Z dks mRi kg I s djrk gS rFkk ekxz ea vkus okyh I Hkk ck/kkvka dks i kJ djus dk iZ kI djrk gA eukfoKku ea vflk#fp dk vFkZ ml I oSKRed voLFkk I s gkrk gS ftI ea 0; fDr fdI h dk; Z I s yes I e; tM jguk pkgrk gA mnkgj.k ds fy; s fdI h cPps dh foKku fo"k; ea vf/kd #fp jgrh gS tcfd fdI h vU; cPps dli #fp [kydm ea vf/kd jg I drh gA d{kk

ea ; k ckgj I Hkh mez ds ykska ea ftl dk; Z ds ifr mudh #fp vf/kd jgrh gS ml s djrs l e; mues , dkxrk] /; ku rFkk y{; dks ikr djus dh vklak vf/kd jgrh gA dN vuqdkudrkvka dk ; g Hkh fopkj gS fd vflk#fp I kekftd xfr'khyrk I s mRiuu gkrh gA vflk#fp dh vo/kkj.kk ds ckjs ea de tkudkjh ds dkj.k dN izuka tS s vflk#fp fdI iZkj mRiuu gkrh gS rFkk D; ka , d 0; fDr Li/kkRed QVckWy dks dfj; j ds : i ea purk gS tcfd , d nIjk 0; fDr dyk dks dfj; j ds : i ea purk gS ij vkt Hkh erfHkUrk gA , k ekuk x; k gS fd vflk#fp I kgp; Z I h[kus dk i fj.kke gkrh gS (Thorndike, 1935a) A Lewin (1935) ds vuq kj I kekU; vFkZ ea #fp ; k vflk#fp dks [kjkh ; k vkum ds I kfkd I gl ckr fd; k tkrk gS ftl ds vuq kj fdI h dk; Z dks djus ea [kjkh 0; Dr djuk gh vflk#fp dks n'kkh gA Watson et al. (1988) ds vuq kj I kekU; r% vflk#fp dks 0; fDr dks i l n vkus okys dk; Z ; k oLrqekuk tkrk gS ijUrq; g vflk#fp dk vr; r gh I dfjor vFkZ gA fOds eP nEkrss l e; jkep ; k [kjkh ; k ftKkI k tkxr gks I drh gS ijUrq; fn 0; fDr dks fOds ea vflk#fp gh u gks rks ml s ckjekj fOds eP nEkrss ij [kjkh ; k vkum dh vuqfir ugha gksx A vr% fdI h dk; Z ea vflk#fp gksus ij gh 0; fDr dks ml dk; Z ; k oLrq l s yes l e; rd vkum ikr gkrk gS (Berlyne, 1974c) A Renninger and Hidi (2016) dh ijHk'kk ds vuq kj I edkyhu nf"Vdksk vflk#fp dks , d ijg pj ekurs gS tks fd fo | kfFkZ ka dh fdI h oLrq ; k /kj.kk ds ifr vklf'kr djrk gS rFkk mUga fdI h dk; Z ea I fefyr gksus dh i fO; k dk elxh'klu djrk gA vflk#fp dk I cdk oLrq , oa 0; fDr dks chp ijLij fO; kvka l s gS ftl ea vQDfVo rFkk I kkRed ?kVd Hkh 'kkfey gks gA (Harackiewicz and Knogler (2017) A Renninger (2009) ds vuq kj fdI h fo | kfFkZ ea i wkz i l s fodfl r vflk#fp ml ea ml oLrq dks tkuus , oa i gpkuus dh mRdBk dks c<krh gA bl ckr dh i wkz I kkouk gkrh gS fd o\$ fDrd vflk#fp ds i Hkko l s fo | kfFkZ fdI h fopkj ; k /kj.kk l s tMes dh vkj i fjr gkrk gA Harackiewicz and Knogler, 2017 ds vuq kj o\$ fDrd vflk#fp ds i Hkko ea fo | kfFkZ fdI h dk; Z dks djus ea vkum dk vuqko djrk gSA

ge I Hkh fdI h u fdI h iZkj ds ifjokj l s tMgks gS tks fd ekrk&fi rkj xlftz u ; k l xs l cdkh gks l dks gA ; g Hkh l ofofnr gS fd i fokj gh cPps dh i fke I kekftd i kB'kkyk gkrh gA vf/kdak ckyd vi us i fokj ds fu; e] i Ekkvka rFkk jhfr fjoctk dk ikyu djrs gS rFkk ikydk ds 0; ogkj , oa vknrk dks nEkdj I h[ks gA bl h iZkj [ky ds {ks ea Hkh ikydk rFkk i fokj ds l nL; ka ds i kRl kgu , oa l eFklu cPpk dk [ksydm dh xfrfot/k; ka ds #>ku c<ku ea l gk; d gks gA cPps [ky ea Hkx ysdj mPp mi yfc/k; k vftz djuk pkgrs gS ij bl ds fy; s og fu.kz u ds fy; s ikydk rFkk i fokj ds vU; l nL; ka ij vlfJr jgrs gA cdfj; u ifreku ea [ky ea l gHkfxrk dks l e>kus ds fy; s i fokj dks , d bdkbz ekuk x; k gA ?kjywmRiknu fl )kr vuq vlfFkZ fodYi l s l ckr gS ftl ea i fokj foftklu enka ds fy; s l a k/kuka dks vkcVr djrk gS ftl ea [ky Hkh l fefyr gks gA i fokj }jk bu l a k/kuka dk vkcdu l e; rFkk i fokj dh vk; ds i fji; ea fd; k tkrk gA vr% bu l a k/kuka ds vlc/kj ij [ky rFkk 'kjhfjd xfrfot/k; ka dks i kRl kfgr fd; k tkrk gA

Cokl ey (2004) ds SLOTH ifreku ds vuq kj Hkh vlfFkZ fu.kz u [kyka rFkk 'kkjhfjd xfrfot/k; ka ea l gHkfxrk dks fu/khJr djrk gA Grolnick et al. (2009) ds vuq kj ikydk rFkk i fokj ds l nL; ka dk CPPLs dh vflk#fp ds {ks ka ea l fO; l gHkfxrk mues ij .kk ds Lrj dks c<krh gS A muds vuq kj i R; sl ikyd dk 0; ogkj bl l a kRl ea vyx&vyx gkrk gA ikyd viuh i l n ds vuq kj ekuoh; xqk rFkk i kfjokfjd xqk dks foftklu i fr l s iZV djrs gS ijUrq dbZ ckj ; g cPPkka dh Lo; a dh {kerkvka , oa i frlkk dks i gpkuus dh ; k; rk dks i Hkfor djrs gA Knight et al. (2011) us ; g ekuk fd [ky ea l dkjRed , oa udkjRed vuqko ea ikydk dh Hkiedk gkrh gA cPps dks fn; s x; s l dkjRed l g; ks] i kRl kgu rFkk iZk dk cPps dks [ky ea l rr Hkx yss ds fy; s i fjr djrk gS ijUrq ikydk dk udkjRed 0; ogkj cPps ea [ky ds ifr v#fp mRiuu dj l drk gA i kfjokfjd [ky l a Nfr dks ckfM; ks ds l kekftd fl )kr l s Hkh l e>k tk l drk gS ftl ea ikyu&i ksk.k dh rduhd rFkk l a Nfrd i gyvka dks vlc/kj cuk; k x; k gA Lareau (2003) us Hkh bl dk mYyek fd; k gA bl ea vuq l a Nfrd rdk dh l gk; rk l s i fokj dh nsud fnup; k rFkk dk; k dks fo'yfkr fd; k ftl ds }jk i fokj ds l nL; ka }jk

ckyd dh #fp fdI h fo'ksk {ks= ea fodfl r djus dk iz kl fd; k tkrk gS rFkk ; g {ks= 'kskf.kd] I kNfrd ; k fQj [ky gks I drk gS (Reay, 1998)A bl vo/kkj .kk dh 'k#okr ifjokj dh [kyka ea Hkkx yus dh ij .kk I s gks gS rFkk [kyka ea I gHkkfxrk dks i kI kfgr djus okyh thou'ksy rFkk vknrka ij fuHkj djrh gS rFkk bl vo/kkj .kk dk i gyk Hkkx dN I hek rd ckfSM; ks ds I kekftd fl )kr I s ey [kyka gA Bourdieu, 1990 ds vuq kj gfcVI ; k vH; Lrrk dk fuelk ifjokj dh [kyka ea I gHkkfxrk ds bfrgkI rFkk I kekftd Jskh ds vk/kkj ij gksk gSA gfcVI ea ifjokj ds I nL; ka }kj mu xfrfot/k; ka , oa dk; k dks i kI kfgr fd; k tkrk gS tks fd mudh ekU; rk ds vuq kj fdI h fo'ksk y{; dh i frz ds fy; s vfr vko'; d gks gA Kinght et al. (2016) us vi us 'ksk I s; g i frifnr fd; k fd ; fn i kydk rFkk cPpk dh fdI h fo'ksk [ky ea , d I eku #fp gS rc ikyd cPpk dks ml [ky ds ckjs ea vks vPNh rjg I s I e>kdj ml dh vflik#fp dk fodkl dj I drs gA ; | fi cPpk dks [kyka I s tM oLryka dks mi yC/k djkus I s i kydk ij vkkfkd Hkj i Mfk gS ij ; g cPpk dks Li /kred [kyka I s tM ds fy; s vko'; d gksk gS (Harwood and Kinght, 2015)A tc cPps ikydk ds I kFk [ky xfrfot/k ea Hkkx yrs gA ; k Vsyhfotu ij [ky dk; Dc I kFk ea nks gS rc bl dk i kko cPpk ea [kyka ds i fr vflik#fp ds fodkl ea vf/kd i Mfk gSA Blazo and Smith (2015) us ; g dgk fd , k ekuuk i w% l gh ugh gS fd cPpk dh [kyka ea vflik#fp fodfl r djus ea doy ekrk&fir dk gh ; kxnu jgrk gS cfYd muds vuq kj bl ea Hkkb&cgu rFkk vU; I nL; ka dk Hkk ; kxnu gks I drk gS tks fd veuu ml h [ky ; k feyrh&tvrh 'kjhfd xfrfot/k; ka ea I gHkkfxrk djrs gA ij Urq cPps dh [kyka ea vflik#fp ds fodkl ij muds Hkkb&cgu ds i kko ij vuq 'ksk fooj.k mi yC/k ugh gA ; | fi Cote, 1999; Davis and Meyer, 2008; Davison, 2004 us t: j bl fo'k; ij i zdk'k Mkyk gSA

### I kfkr I kfgR; dk v/; ; u %

i Z ea fd; s x; s dk; k Duda (1989) us eukoKkfud ?kVdk dk fo | kfFkZ ka dh [kyka ea #fp ij] Byrne (1993) us cPpk ds [ky p; u rFkk I gHkkfxrk ea ifjokj dh Hkfedk] Akpata and Gitonga (2002) us Ldy ds fo | kfFkZ ka dh fofHklu [ky xfrfot/k; ka ea I gHkkfxrk dk mudh I kekftd fLFkfr , oa vk; ds I nHkZ ea I o(k.k) Wright et al. (2003) us ckydk dh [kyka ea #fp dk I kekftd&vkfFd ifji{; ea v/; ; u] Seabra et al. (2008) us I kekftd&HkSksfyd rFkk I kldfrd ifjokj dk 10 I s 18 o"Z ds cPPkka dh [kyka ea #fp rFkk ml ea I fØ; I gHkkfxrk ij i kko] Jermaine (2014) us f[kykfM+ ka dks i fjr djus ea i kfjokfjd I jpuh dh Hkfedk] Dauda-Olajide et al. (2015) us [ky I fo/kvka dk fo | kfFkZ ka dh [kyka ea #fp ij i Mus okys i kko] Rafeeq and Newton (2020) us I kekftd&vkfFd fLFkfr ds vk/kkj ij fo | kfFkZ ka dh [ky rFkk 'kjhfd xfrfot/k; ka ds i fr #>ku] Lian et al. (2021) us cPpk dh [kyka ea I gHkkfxrk ij ifjokj dh [ky ds i fr vflikofRr ds i kko dk v/; ; u fd; k A vr%; g Li "V gS fd Hkkjr ea i kfjokfjd [ky i "Bhie ds i fji{; ea Nk=ka dh [kyka ea vflik#fp dk vkydu ugh fd; k x; k gS vr%; g v/; ; u fd; k x; k A

### v/; ; u dk mnas; %

i Lrqr v/; ; u dk mnas; i kfjokfjd [ky i "Bhie dk Nk=ka dh [kyka ea vflik#fp ij i Mus okys i kko dk v/; ; u djuk gA

### ifjdyuk %

i kfjokfjd [ky i "Bhie Nk=ka dh [kyka ea vflik#fp dks I kfFd Lrj ij i Hkkfor djxhA v/; ; u i fr %

### U; kn'kZ %

i Lrqr 'ksk v/; ; u ds fy; s mPprj ek/; fed 'kkykvka ea v/; ; ujr~500 Nk=ka dk p; u fd; k x; kA bns ftys ds 'kgjh rFkk xkeh.k {ks=ka ea I pkfyr 'kki dh; rFkk v'kki dh; mPprj ek/; fed

'kkykvka l s Nk=ka dk p; u fd; k x; kA v/; ; u ds mnas; ka ds vuq i 250 Nk=kftuds i kydka dh i wZ ea [kyka ea I gHkkfxrk jgh gks rFkk 250 Nk=kftuds i kydka dh i wZ ea [kyka ea I gHkkfxrk ugh jgh gk dk p; u fd; k x; kA v/; ; u grq mPprj ek/; fed 'kkykvka ds d{k 8 l s d{k 12 e v/; ; ujr~ Nk=ka dk p; u fd; k x; kA l i z kst u i) fr ds vkkj ij U; kn'kz dk p; u fd; k x; kA

### ijh{k.k fof/k %

#### [kyka ea vflk#fp eki uh %

p; fur Nk=ka dh [kyka ea vflk#fp dk eki u Lofufe[r eki uh ds }kjk fd; k x; k A bl Lofufe[r i zukoyh ea i kjk ea 'kkdk funf'kdk ds ekxh'klu e 35 dFku 'kkfey fd; s x; s FkA ; g dFku 05 fcmyka dh fydVZ Ldsy ij vk/kkfjr Fks A bl ds i 'pkr~Lofufe[r eki uh dks 10 fo'k; fo'kSkKka ds i kl Hkst k x; k A buea 'kkhfjd f'k{kku euksoKku [ky i zkk u] l ekt'kk= l s tMs fo'k; fo'kSkKka 'kkfey FkA bu fo'kSkKka dh jk; , oa vuqld k ds vkkj ij eki uh e 25 dFku 'kkfey fd; s x; s A

**Ldkfjx %** bl eki uh ea i frfØ; kvka ds eki u ds fy; s 5 fcmyka dh fydVZ Ldsy dk i z kx fd; k x; k gS rFkk mRrjnkrkvka dks vi uh i frfØ; k dFku ij i wkl% vI ger] vI ger] u I ger u vI ger] I ger] i wkl% I ger ea l s, d fodYi dks pujdj 0; Dr djuh gA Ldkfjx ds fy; s i wkl% vI ger fodYi ij 01 vD] vI ger ij 02 vD] u I ger u vI ger ij 03 vD] I ger ij 04 vD rFkk i wkl% I ger ij 05 vD fn; s tkusgA l Hkh vdkadks tkMkj [kyka ea vflk#fp ij Nk= dk Ldkj Kkr fd; k tk l drk gA

**fo'ol uh; rk , oa o\$krk %** bl eki uh dh fo'ol uh; rk rFkk o\$krk Kkr djus ds fy; s [kyka ea vflk#fp eki uh dk i zkk u mPprj ek/; fed 'kkykvka ea v/; ; ujr~ 50 Nk=ka ij fd; k x; kA i frfØ; kvka dh Ldkfjx ds ckn l k[; dh i jh{k.k Cronbach a phadu x.kuk dh x; hA x.kuk l s i klr Cronbach a phadu eku 0.89 i klr gyk tksfd bl eki uh dh fo'ol uh; rk l k[; dh : i l s fl ) djrk gA bl eki uh dh o\$krk Lawshe (1975) fof/k l s fl ) gS A bl Ldsy ij 110 ,oa ml l s vf/kd vD mPp Lrj dh [kyka ea vflk#fp dks i nf'k[ djrs gA bl Ldsy ij 80 l s vf/kd rFkk 110 l s de vD e/; e Lrj dh [kyka ea vflk#fp dks i nf'k[ djrs gA bl Ldsy ij 80 ,oa ml l s de vD fuEu Lrj dh [kyka ea vflk#fp dks i nf'k[ djrs gA

### i fØ; k %

binkj ftys ds 'kgjh rFkk xkeh.k {k=ka ea I pkfyr mPprj ek/; fed 'kkykvka ds 800 Nk=ka dks fpfgr fd; k x; k ftl ea l s i wZ ea [kyka ea I gHkkfxrk j[kus okys i fjokj l s 400 Nk= rFkk i wZ ea [kyka ea I gHkkfxrk u j[kus okys i fjokj l s 400 Nk= FkA p; fur Nk=ka , oa i kydka dks v/; ; u ds mnas; ka l s voxr djk; k x; k rFkk mUga bl ckr ds fy; s Hkh vk'oLr fd; k x; k fd muds }kjk nh x; h i frfØ; k, i i wkl% xk uh; j [kh tk; xk A Nk=ka ij [kyka ea vflk#fp eki uh dk i zkk u fd; k x; kA dly 700 Nk=ka l s i wZ : i l s Hkjh gbjZ [kyka ea vflk#fp eki uh i klr gbjZ ftuea l s i wZ ea [kyka ea I gHkkfxrk j[kus okys i fjokj l s 400 Nk= rFkk i wZ ea [kyka ea I gHkkfxrk u j[kus okys i fjokj l s 300 Nk= FkA buea [kyka ea I gHkkfxrk j[kus okys i fjokjka l s 250 Nk= rFkk [kyka ea I gHkkfxrk u j[kus okys i fjokjka l s 250 Nk=ka dk p; u fd; k x; kA eki uh ds fm'kkfunzka ds vuqkj i frfØ; kvka dks eW; kdr fd; k x; kA v/; ; u dh i Nfr ds vuqkj l k[dkh; fof/k; ka dk i z kx dj vkkMka dk fo'yk.k fd; k x; kA

### ifj.kke %

rkfylk 1 ea Nk=ka dh [kyka ea vflk#fp dk vkkdu i kydka dh [kyka ea I gHkkfxrk ds vkkj ij fd; k x; k gS A i kydka dh i wZ orZku ea [kyka ea Hkxhnkjh ds vkkj ij Nk=ka ds nks l eyg cuk; s x; s ftudh [kyka ea vflk#fp dh ryuk dk dk; Z independent sample 't' test ds }kjk fd; k x; kA

## rkfydk Øekd 1 ikydkad dh [kykaea l gHkkfxrk ds i fji; ea Nk=ka dh [kykaea vH#fp dh ryuk

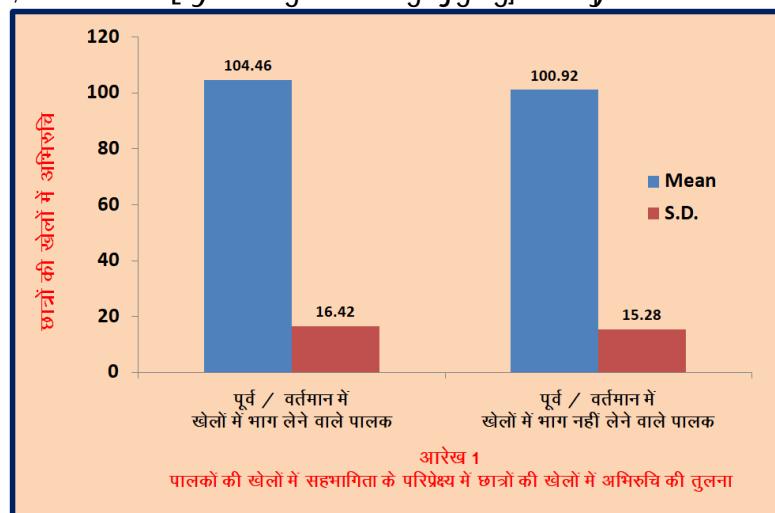
I ey	Nk=ka dh [kykaea vH#fp		't'	I kfkdrik dk Lrj
	Mean	Standard Error of Mean		
i @orZku ea [kykaea Hkkx yus okys i kyd (N=250)	104.46	1.03		
[kykaea Hkkx ugha yus okys i kyd (N=250)	100.92	0.96	2.49	.05

t(df=498) = 1.96 at .05 level and 2.59 at .01 level

rkfydk 1 ea x.kuk fd;s x;s t=2.49 dh i fji; : i s Nk=ka dh I ey ftuds ekrk@fir rk dh i @Z ; k orZku ea [kykaea l gHkkfxrk jgh gS dh [kykaea vH#fp ij Mean = 104.46, standard error of mean = 1.03, standard deviation = 16.42 Fkk A

, s Nk=ka dh I ey ftuds ekrk@fir rk dh i @Z ; k orZku ea [kykaea l gHkkfxrk ugha jgh gS dh [kykaea vH#fp ij Mean = 100.92, standard error of mean = 0.96, standard deviation = 15.28 FkkA

nksuka I eyka ds chp ek; ea vrj 3.54 Fkk ft l ds vuq kj , s Nk=ka ds I ey ftuds ekrk@fir rk dh i @Z ; k orZku ea [kykaea l gHkkfxrk jgh gS dh [kykaea vH#fp , s Nk=ka ds I ey ftuds ekrk@fir rk dh i @Z ; k orZku ea [kykaea l gHkkfxrk ugha jgh gS dh ryuk ea vf/kd Fkk A



x.kuk fd;s x;s t=2.49 ds }jkj Hkk bl i fji.kke dh I kfj; : i s -05 ds I kfkdrik Lrj ij i fV gksh gA vr% i kyd dh [kykaea l gHkkfxrk Nk=ka dh [kykaea vH#fp dks I kfkdrik Lrj ij i Hkkfor djrh gA

### ifj.kke ij ppk %

v/; u I s i klr ifj.kke ds vuq kj [kyka dh i kfjokfjd i "BHKie Nk=ka dh [kykaea vH#fp dks i Hkkfor djrh gA bl ifj.kke dh i fV Siekanska (2012) }jkj fd;s x;s v/; u ds i fji.kke I s Hkk gksh gSft l ds vuq kj [ky i "BHKie okys i fjkj vi us cPpk dks [kykaea Hkkx yus dsfy; sfcuk [ky i "BHKie ds i fjkj dh vi qk vf/kd i klr fgr , oa i fjr djrs gA Hayoz et al. (2017) us Hkk ; g i kf.kr fd;k gS fd , s h i kfjokfjd thou'ksh ft l ea [ky rFkk [ky xfrfot/k; ka dks egRo fn; k tkrk gS cPpk dh [kykaea vH#fp rFkk l gHkkfxrk dks c<kus ea l gk; d gksh gA i kyd fo'kskj fi rk dh [kykaea l gHkkfxrk Hkk ckdydk dh [kykaea vH#fp ds fodkl dk ?Vd gS rFkk bl v/; u I s [kykaea vH#fp dk vkuofk'

vk/kkj fl ) gkrk gS Downward et al. (2014)A Moore et al. (1991) ds vuq kj , s ifjokj ds cPps ftues ekrk&fir dh [kykaea I gHkkfxrk jgh gk dh [kykaea mPp Lrj dh vflk#fp gks dh likkouk , s cPpk dh ryuk ea 5-8% vf/kd gkrh gftuds i kydk dh [kykaea #fp ughagkrh gSA

### **fu"dk%**

v/; ; u ls ; g fu"dk fudkyk x; k fd ikydk dh [ky i "BHKie Nk=ka dh [kykaea vflk#fp dks iHkfor djrh gS rFk ikydk dh iDZ ea [kyka dh l gHkkfxrk Nk=ka dh [kyka ds ifr vflk#fp fodfl r djusea vf/kd l gk; d gkrh gSA

### **I nHk xdk I ph %**

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