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Case Study 06

Turning the Wheels of Fortune at GFCL*

In the head office at Guwahati of the Golden Fiber Corporation Limited (GFCL), a 40-year-old Central Public Sector Undertaking (PSU), under the Ministry of Textiles, there was an expectant silence among the employees as Vikal took over as the new Chairman and Managing Director (CMD) of the corporation. The fortunes of the corporation were steadily declining and the staff strength reduced from a peak of 3000 employees to the current 400, due to natural attrition of retirements and also because of the ban on recruitment. There were currently around 120 employees at the headquarters and 350 in the field. Against this backdrop, the employees were expecting a lot from the new CMD to redress their long pending grievances especially the pay revision.

During Vikal's conversation with the Union Textile Secretary upon assuming charge, the Secretary dropped several hints that the federal government expected all PSU's to turn in profits for their long-term survival and the government is mulling closing down loss-making PSU's. This led Vikal to doubt his decision to accept this new assignment at the end of an illustrious career as a civil servant from his parent surface transport department. Drawing inspiration from the Buddha who said that "There are only two mistakes in life; not going all the way and not starting the journey." Vikal sat down to work to understand the organization and its activities. Subramanian, the finance director handed him the report by Price Waterhouse Coopers (PwC), commissioned to look into the restructuring of the organization. A particular paragraph caught the attention of Vikal.

"There is hardly any hope for this organization; what with the quality of the fiber produced in India being inferior to that produced in neighboring Bangladesh, even though India was the largest producer of the fiber in the world. Also, the report stated that China was producing a cheaper artificial fiber because the demand was not being met. India exported only 5-7% of its total production of the raw fiber."

* This case was developed by Neela Gollapudi (Kasturba Gandhi College for Women, Secunderabad), M.A. Lahori (Aneka Institute of Management Studies, Baramati), TR. Kalai Lakshmi (Sathyabama Institute of Science and Technology, Chennai), Bindiya Rangwani (Sadhu Vaswani Institute of Management Studies for Girls, Pune), and Pinaki Ranjan Bhattacharya, (Calcutta Business School, Kolkata) during the Online Case Writing Workshop organized by the Association of Indian Management Schools (AIMS) from September 28-30, 2020.

Welcome to IJARESM

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Adult Education & Quality of life

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ABSTRACT

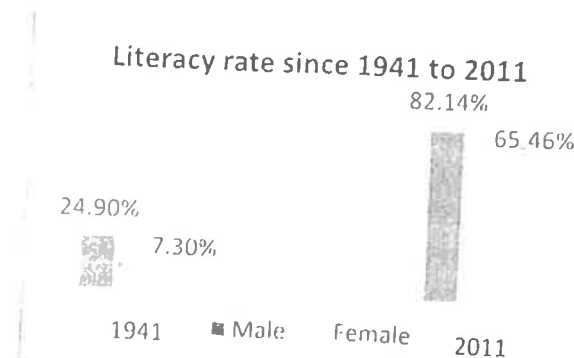
The first hand meaning of the 'Adult Education' aims at extending educational platform to the those adult, who have lost the opportunity of educating and have surpass the age of formal education, but later on had a feel of learning the basic education, skills and few traits to earn livelihood as well to improve their standard of life. The study reveals that, one of the most significant 'Adult Education Program' was launched in the year 1912 by Sir, M. Visveswarya, the then Dewan of the State Mysore. And another feature of 'Adult Education Program' during the period was 'Jail Schools' were established. Based on its success and fruitful experience, it was then spreads in all other provinces. After Independence the Adult Education was renamed as 'Social Education' in the year 1948 with main objective to produce more number of Educated Mind among the masses. With the objective to promote Adult Education a series of program have been introduced since the First Five Year Plan, the most prominent being the National Literacy Mission (NLM) that was launched in the year 1988. The core objective was to impart the Functional Literacy among the Non-Literate in the age bracket of 15-35 years. By the end of 10th Five Year Plan NLM had made 127.45 million people literate. The definition of Quality of Life is degree to which an individual is healthy, comfortable and able to enjoy the life decently with better prospects of socio-economic life. The Adult Education certainly improves the Quality of Life by earning and living with better standard of life. The functional literate (Adult Education) person certainly takes care of family members and more accountable for their wellbeing. Further it is observed that, Adult Educated person learn and develop more skills, meaning thereby makes capable and competent to earn lucratively which help in living with better quality of life.

Key words: surpass the age, Adult Education Program, Jail Schools, Social Education, enjoy the life decently and socio-economically life.

INTRODUCTION

Education and Quality of life are two faces of the same coin, which uplift the socio-economic life of the persons and family on new threshold. It means educated person by and large leads better quality of life by the different thought-ware and exposures to the environment and financial front. The main crux with the illiterate person is the lack of ability and capacity to earn, which makes miserable and victimize to poverty and ultimately have distress life. Thus, by virtue of various government programs and initiatives the literacy rate of India has increased noticeably. In the year 2011 it was 82.14% for male and 65.46% for the female. Thus, the following chart depicts the increase in literacy rate since 1941.

Chart No.1:



Source: Census 2011, India 2016