

Selected Topics in Psychology
Positioning Psychology in the Modern Context
Prof. Panel Discussion
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Module - 6
Lecture - 34
Positioning the State of Psychology in India in the Global Scenario

Have been gone through all this talks by emanates speakers. It is perhaps a good exercise on our part to revisit the position of psychology in the contemporary Indian context. And it is our privilege to have Professor Girishwar Misra here in a panel. In the book psychology in India he has contributed a chapter on psychology in India with draw aspect prospect so I invite you sir for your opinion view answer. The chapter that you are referring to is concluding chapter of the exercise of fifth survey of research in psychology in India. It was sponsored by ICSSR and it tries to recapitulate the developments in psychology in India.

And looks into the details of professional and academic developments I think it is right time to examine and see how psychology has grown in India and what are the prospects for its future? Let me make it clear that psychology as the discipline was introduced in India in terms of standard discipline with definite content and boundary. And it was imported from the European tradition as we know the kind of structure which was created by professor Brijendra Nath CEO at Calcutta who was asked to develop the program was largely based on European universities and it was accepted as it is and it transacted in the same manner.

Now, this kind of situation created a perspective that there is definite kind of content and should not make any afford to compromise with the details of that. And therefore, this was a new discipline why psychology as a human phenomenon deals with society. And it has to be increasingly cultural the principles theories which you are decade as constitutes of psychology discipline were considered as separate. And I think that many of the universities maintained that stands and they hardly refer to Indian ethos and problems of Indian society or the work which was d1 in the Indian context. So, a kind of insularity was there and that provided a kind of research output a kind of training which maintained a distance from the Indian ethos. So, we wanted to maintain the issues questions methods

which were very similar at were considered as standard in terms of euro American tradition. And the academicians who were trying to the provide a leadership thought that it will be appropriate to maintain that stands. But after saying this I must mention that from like very beginning there were also search in attempts to look at the problems of society they were not very prominent, but, they did insist..

For distance they initiative by girindra sekhar boss at Calcutta university which seems to be the beginning of the psychological discourse in India was very much concerned with Indian ethos his worked on modulus complex his worked on repression and his analysis many of the issues within psychoanalysis provided a perspective which was different from froide. And in fact, froide wrote that it is good to see my work is being taken seriously in alien which is very far from his own place his own country. But he was not really happy with the kind of analysis which was presented by Girindra Shekhar Bose. Boss also met a commentary on the work of Patanjali Jostra he also wrote a small book on scientific method. So, a critical position was also taken I also remember that it was 1909 when there was a tities about the science of affect in emotions by Indian author bhagwan dass if you ask me for so there has been an attempt to look at problem from Indian perspective he was not prominent. So, there was recognition, but, it did not influence the academic ethos and academic program of teaching. So, this kind of division was maintained..

So, attention to cultural processes was at a low key perhaps there was lack of familiarity with the kind of psychology which was developed in the euro American tradition. So, people thought that let us consider it without any kind of compromising in its principles in its methods and I think that was a backdrop against which the courses started in different disciplines. Now with this beginning we find that psychology has gradually diversified. The different domains like psychology testing experimental psychology, clinical psychology, social psychology have grown in various areas, in various domains effort was made to examine theories. And the receipt view of since which maintains hypothesis testing or examines political predictions was consisted to be the job of psychologist and academicians. And that provided the kind of orientation toward nice teaching and research I think it was seventies that psychologist tried to change perspective. And they moved toward applied research where attention was paid to the

problems of gratuities, problems of poverty, problems of mental health and I think the institution like nimhans..

And similarly, institutions where psychotic training was introduced where professional training was introduced like IIM's. And other training institutions they created a new agenda that psychology has to grow in the direction of attending to problems of emerging society. As society which is growing in terms of technology which is trying to capture the new developments taking place at global level. So, this provided amputates for expansion of psychology. At the same time the democratic expirations of the country require opening of various academic centers colleges universities in various areas. And at this we find that this unplanned expansion has led to some compromise with the quality of teaching and research. It is important that to consolidate discipline and to have discipline grow as a knowledge enterprise. It is crucial that there should be proper manpower planning. It is unfortunate that in many university departments the recruitment process was delayed and gradually there is lack of people experts in different areas and it is really a challenge how to adjust that? At the same time you will recognize that in metropolitan cities there is high demand for psychologists working in the clinical rooming.

We need counselors, we need clinical psychologists and we need people who work with various NGO. So, I think this sector is emerging in a prominent way and students of psychology are attracted towards such jobs. And they are going to those different areas where psychology has certain important application. So, this is at the change which has taken place what I think is that with the diversification the kind of training which was require has not grown with quality. And I think the kind of teaching programs which are run at different departments in universities they are more academically oriented. And the kind of connections are linked which is require with other institutions in society like hospitals or schools I think that is missing. It is very unfortunate that we do not see the reciprocity and various academic disciplines maintained their own identity and that has led to kind of research which requires collaboration across different disciplines and that has got happened. So, the study of poverty was d1 by psychologists or by political scientists or by sociologists. And there is hardly any link across these various disciplines its 1 example.

There are many issues which require inputs from different sectors. So, lack collaboration across discipline is another problem. So, the kind of work which has been done by psychologist has attended to psychologization of various issues. So, a social problem is treating in terms of psychological variables and processes and we do not translate it into the mechanisms which are understandable by the society or which are very near to society. And I think that is 1 reason why psychology is not receiving the attention by policymakers and others. And it is important to develop some mechanisms of communication what is psychologist do the kind of research which they published even if it is good is not accessible to the people is not available to the policymakers. I think that is one important gap that has happened and I think that the professional bodies have not been able to succeed in creating that impact through their publications, through their journals, through their loving. I think in a democratic setup it is important that you must showcase the work that has been done.

I hope that these ideas provide some impressions about the states of psychology in India with diversification there is an attempt to look at new developments. And I must recognize that the contributions which are made in areas like defense research, in areas like health research, in areas like education research. I think these different areas pose a number of problems and there is growing interest in these areas and the need of society to provide inputs pertaining to the various social problems is increasing. And psychology department's psychologists and the professional bodies of the psychologists have to attend to these needs seriously. We had the thought completely you know law operated description of the whole phenomena. I liked to add couple of things and go to the other analysis says for example, it has been observed that psychology usually it is not the first preference of students when they come for their undergraduate admission in colleges and universities. Similarly, the high rank holders in the system it has been observed that largely they go to others social sciences stream or other streams of education rather than opting for psychology.

Now, this it could be detrimental for you know overall level of undergraduate or postgraduate teaching subsequently 2 3 other important things like in the late 60s when the u g c started the new scheme of center for advance studies. And center for special assistance psychology departments at 2 universities utkal and Allahabad they were alimanted to the status of a center for advance study. And this whole idea was to develop

certain departments which would you know place some leading rolling in terms of giving research direction to the country. Simultaneously the departments of psychology at Delhi Gorakhpur and Tirupati universities they were calibrated to the status of center for special assistance. And they were supposed to provide leadership in their areas of research teaching and professional appearance. Now, one can relook at this whole develop in order to the way things work plan. And they try to find out that did psychology achieve this stipulated targets that was initially shut up by the UGC or in the late 60s and what were the factors that led to whatever finally, outcome that we achieved.

One interesting thing perhaps in the Indian context also is that most of the departments they develop around single dominant scholar. And therefore, their interest their training they decided this specializations of the department. Once there were out of a department there was a sudden and sharp decline you know in the level of academic achievements level of academic orientation within those departments. Professor Ramadhar saying has been you know that one point associated with teaching at IIT Kanpur then at IIT Ahmadabad then at national university Singapore and now at in Bangalore. Now, that you have seen the 2 sides at 2 different point in time where do you see such psychology in contemporary India? Thank prad bhusan you know I look at psychology in altogether different way and let me stand sometime over the history psychology used to belong to philosophy. So, when we decided to become a science the first major challenge was can psychology be science and philosopher cannot say that psychology cannot raised to the level of natural science. Because it is not possible to treat its data mathematically to hint mathematical treatment of data is the science quinan on science..

So, if you look of these and those our initial challenge was to establish psychology. As a science and in that I would like to make some observations. So, this challenge quantify led to psychological testing and assessment as 1 branch and second thing we came that if something in science then you should be able to explain things. You should be able to demonstrate some effects that led to the experimentation part. And we adapted or borrowed method from physics and chemistry. In fact, the father of the experimental psychology shekun says that consciousness is mental chemistry. You see the how we borrow and many Indian psychologists claim psychology has a unique problem in this country or this agrees disagree with it. In my view look at the history of science each discipline is borrowed from somewhere whether it is physics and chemistry they are also

borrowed from somewhere else they did not emerge here automatically. And the difficulty which biology faced the difficulty when Galileo pushed step and jectin theory and came with his heriocentry what was the suffering from. So, we all have a notion and if you come up with something which can questions existing.

Let be people who receipt so biology came late psychology came still later. Because we questioned that look we are not rational being we are governed by conciseness. So, basically you are exposing human being and they would not like to accept something which can show their weakness. So, that was the history so 2 challenges we have can we quantify and can we demonstrate something and explain it. So, that so assessment led to psychology testing idea which has wide applications right from the beginning world war, gardener marhi example professor dalal mentioned in Indian in the minds of men question so we were concerned about application. But the issue was whether we are ready to deliver it and in that context Indian science congress association had a section on psychology and educational sciences. Because they expect that we are un fabric other sciences they also accepted from that point of view. Even you American and British tradition if you go who bears others our subjects of a study animals rats and we used to say psychology of rats not human beings we called it a challenge was is it science. And gradually then we shifted to social psychology organizational psychology.

So, this is the natural evolution of any science that we start with threaten that we said we can do experiments. Our experiments are replicable we can explain things we can come up with a theory. So, basically we started with learning memory perception these were the things in psychology. Social psychology organizational psychology these things came much later just like that they are complaining they are not relevant for India. In any society these questions are asking I do not agree that they would become relevant at different point of time. So, when we came that () psychologists who were not really trained they cannot really deliver the scientific how they started promising things or delivered [-wholes] which try to could not deliver. Say for example, uthkar was the first centered of advance study Allahabad what was the name national development and what is your associated to social change? And social change and what is the outcome of physics? The policymakers are not so dumb that you keep a big title and you do not deliver anything they would accept it so we actually demonstrated something which made us incredible.

So, this is the analysis of now, go to the other countries. In spite of these IIT IIM the institutes of medical sciences they started acknowledging psychology. Because by that time we had started human beings we had started developing different kinds of scales. If you see to the case seen what would be the market in this country? Just designing test examinations can be a big employment agency for psychologists in the country and I do not know my 2 other colleague or 3 of you can tell me. How many psychologists are actually involved in test construction checking the reliability their validity that is psychometric properties how many consulting firms are doing it? What is our informant very little? So, assessment part we ignored where can we demonstrate our competence let us come back to the scientific part when we come to the science part our training became weaker. Because when we were not ready to train people as a scientist we started saying they would do publications. So, people started a studying trivial groups poverty some of the things where we cannot actually deliver. So, that exposed us untrained people high premises and we could not deliver contractility.

In 86 Isaac visited Singapore and prime minister of Singapore liquan u host a barbecue tea norformy and Isaac say before that he would not allow to teaching psychology in Singapore. Isaac recommended to him that you have all these problems, because you do not teach psychology. Now, liquan u calls the prime minister how come we do not have a psychology. So, somebody who had studied psychology in b a in Britain he was methalar department and it was started and then etish I go there. That department is now, house seem department of social work. So, they did expect that it could have obligation part they did we are conducting 1 can you help me how Singaporeans can be made a better volunteers they expense some time it was a bad problem. There question where they realize that look we have to have a full place side psychology department and it should become a real good department. So, now, think about it 2005 we became a full flaes department. If you go to the website of the existing faculty members there is not a single that does not have publication in top rate journals in contrast what we did here? We did send some people aboard for higher education we borrowed them and met the professor soshun that they stop doing. So, there is no challenge or you to demonstrate these are the expectations here.

So, naturally there would be a declining another thing I notice that once you have done p h d that becomes like there is nothing to be learn we did not expect time over self

renewal which is necessary. Now, Mr. Dalal is here the way we used to analysis data and how we are analyzing? The way we used to stored data and how we are doing it there have been revolutions. So, if the p h d I did in 73 with analysis of variance if I still use that 1 or if a student say that what note you have given I am still using that I am feel ashamed of myself. That you did not upgrade yourself all those things have been redundant. So, this we did not concentrate either and that applies to all social sciences not in psychology not in psychology particular all social sciences. And about a experimentation I would like to mention here. That psychology surveyed solid and basic contribution Isaac is experiment this and our effects have been profound. The best example you can see that economist who were spending all the time in field naturalistic situation which our choc psychology colleagues are complaining that we have not meant do it. They have been very prominent in planning commission they are well respected by the government..

But what they have realize this is a science in which I can tell you tomorrow why did my predictions go wrong yesterday is this a science. So, economists in now, coming back and establishing experimental economics so economics peoples are establishing lab and we are abandoning lab there some people say we do not deal with social problems. No psychology is not to deal with social problems psychology is basically a study of an integrate work. So, sociology study social institutions society as a groups and once we study individual then we look for generalization beyond 1 individual 2 individual 3 individuals then there is a natural extension to the group. But our focus is not society social systems our focus is individual then h creature krafcik latter logy. First he wrote problems and methods of social psychology letter say individual in society so this is another problem of the orientations. So, in sum I would like to say that we got confused about whether psychology is something like a medical science where I can write a prescription at headache and stroma problem would be solved that was one. The second issue it became that we ignore that part that first it has to develop like a science. And once we do it science we train people allow them to self renew themselves and then extend the knowledge.

So, this became another issue here and, because there was a gap between what are you promise and what are you deliver we lost our credibility. Now, look at the same Singapore now wise read famous go their library, go to their publications things have

changed. In 90s a Japanese would have problem talking in English in a conference and as professor dalal or professor girishwar that publications of Chinese you would see at that time. And now, in 2011 we have 1 article in Asian journal social psychology I have a copy I can give you. Indian used to be higher than Japan and china now, it has come down. So, how come china and Japan with higher they lose? And we decline when we are 1.2 billion people here we have better institutions here better infrastructures here. One problem is the social problem I see a global more it is happening at more societal level what is true in psychology also true with IIT Kanpur engineers one we used to publish at that time and what we are doing now it is a very general awkward.

But within that in my opinion these are the things, but, still if we determine if we hard willing things kind be turned around it is not total hopelessness we can turn it around who takes psychology this is 1 question. At a Stanford university for undergraduate courses what are the courses which are in heavy demand? Psychology and economics at any west psychology and economics are in heavy demand. Most students would like to take psychology we cannot admit them and to me economics is also psychology, because basically we deal with earning saving and consumption which are the behavioral issues. And that is why economics is coming back psychologists are getting Nobel prizes in economics, but, we goofed plus assessment we could have distinguished. In making psychology as a science we could have distinguished in both cannot do it here this is my analysis and thank you. It is time for me to invite Professor Ajit Dalaal now, so where do you see psychology in contemporary India sir.

You know the when I look at kind scenario of psychology in this country there are 2 things I see. They are certain different trains which are in positive very hard or very encouraging and there is another train which shows that bulk of psychology students at the teaching and research does not we have that kind of food. So, there are 2 different extremes I see in emerging researches and what they we could do is that our focus somehow what the of teaching positive quality students quality of research I think that we have to really pay attention to at all 3 levels. So, you know if you look at teaching the courses which are teaching in different departments and different universities. These courses need to significantly radically renewal at to met them most social learn to make them more challenging and to give students much more freedom this focusness and possibilities for creative purses. Because most all these courses that I see have become

examination oriented to whole approach whole is that how they obtain get good marks in examination. Do well the, you know the program and that becomes the end of any particular as well result of any particular courses.

I think that kind of exposure and that kind of opportunity to students can have the learning by doing themselves whether they were working in laboratory, whether they are working in the field, whether they are there that kind of experience and knowledge. And then meaning it back and you know putting in the academic format and structure and then learning from you know that kind of environment that kind of teaching. And that kind of program teaching program is really good is really need deal with pressure how themselves what are that about the event the faculty? You know what I see happening in this country at different places that most of the faculty are local to in your city system. I am taking about they come from the same city they come from region and of same they passed out from same department. I think that is one of the point which is creating well program that those who from the same place they cannot. They hardly any motivation to more out of that place up to their excellence their worth or their work at another place, because their job they get a job and there becomes a job and they join the, and retire functionality.

I think that we have to really ensure that people they are not they are they are just like IIT the students or the, of the same department. They will not get the job of the same place at least for 5 years or 10 years or something like this. So, that that have go out and puggle once and one other thing is that once they join the job. There is not challenge a kind of system which we have is that they will get a job they will automatically after 1 year or 2 years they will get confirmed and after that 6 years or 8 years they will get promotion. And then will become leader or they will become social professor and became professor without doing anything.

And this is a kind of scenario which I see all over the country that you have to become professors without even publishing a single paper, because they are putting some they require amount of number of years in the service. I think that that thing we have to change I mean there has to be subsystem that will encourage his the talent that worth the research that is on happening. Emphasis on communications as I see it is increasingly going on these emphasis one should publish what the including come to the quality. I would say quality publication what we have been publishing 20 years back international

journal? You are competing or papers or publishing all over the world and that is sinking increasingly all data should that Indians are publishing less and less interprestigers international journal of the journals.

And we need to understand why is starting, because the motivation to publish the what the institutions care for is a number of publications not of the quality of the publication and I think that scenario totally changed. In some whether the quality has to be encouraged quality has to be promoted. And another thing that I see it was faculties are i c l r c new steady system particular nobody goes to the field who connected or not a student will go a research student will go. And when this large number of researches which are conducted by Indians colleges is a university system they have no experience of the field. They have no you know contact with the field is working that travel leader students will go collect data come back give data to the professor and they will write at books. And they kind of scenario it does not need any kind of growth of the part of the faculty. So, it nothing in I share thing that teaching job has not different method very challenge competitive and rewarding in that sense that if you do good students are rewarded there is no subsystem where faculties are in maybe sense that rewarding here. But a system itself is not geared to identify a real encourage this kind of scholar this one another thing which I have said which I see. But I see they use and when I look at the new generation as far coming up.

There is lot of enthusiasm for doing something really want to prove their worth. And they want to really some kind of contribution you know that kind of enthusiasm that kind of spirit I see. And what we need to do is that we create to really matter teaching program which are creating which gave food to their aspirations. Another thing which is we need this we reach a paradox demand for psychology is during the society. Critical psychology the consulting with industrial area or teaching the demand is much there. And but the problems is not of a job availability, but, problem is availability of the proper competent and qualified people to job join this jobs. You look at this kind teaching department these teaching faculties which are position department there maybe thousand every universities has problem of teaching faculty. They are not finding and they are not finding and they are not there are no people available qualified people. So, this kind of paradox there are availability of jobs not availability of people who can pick an unsuitable for this kind of job. And I think that speaks about the quality of training the

kind of we have providing in proper education proper training teaching in terms of other kind of then you can.

I think we have to really I think some have somehow we need to balance both we now in terms of research, it usages divers kind of methodologies. I think we are very good in some kind of methodologies that we have been not able to pick up the sociological methodologies and some political methodologies. A methodologies which are you know maybe at a good level or at a larger level and these kind of methodologies which are the developed get extend into extend into method studies this is a based in which we need to really think at make a educated student. So, they are prepared to work at whether the level at junior level as well as societal level. And they can work not only with psychologists on the they well prepared them to work with people faculty and express from other discipline there equally from after as I see is or they could. So, they have both faces or they have and the they will hope I would say they cope that the that was the kind of charming which is happening everywhere kind of situations are going through something very good will come.

Professor Singh, I would like to just add something more to what Professor Dalaal say see we are producing so many PHD students professor misra is here reads our journal. I can both of them can say honestly in front of that camera now how many people are choiring no how to review the submitted related article? Yes or examining a PHD thesis when I look at the report or review it is seem that the reviewer or examiner has not read the thesis. I would except that reviewer examiner should say what the author wanted to do what extend they have done whether they have succeeded whether they failed? They would say it is a good piece of work i recommend it makes qualify requirement of it how do I know whether examiner had read it or not? This is the level of professionalism here. So, it is not just unique to psychology this is unique to Indian academic in general. And if government and we are serious 2 points which professor dalaal mentioned I want to hammer here first. In bringing has to a stock a student of that institution can not immediately heir at that institution. So, daily university student cannot be lecturer or assistant professor daily.

Allahabad students should not be there they must go outside distinguish and they can come back as a head and professor we have no objection. But I do not want them to be assistant professor or an lecturer under the same profession. This is the 1 problem which

has led to this () service orientation so this is one. Second; I do not think we should after 2 years confirms somebody we have to borrow this American 10 years semester systems. 6 years after your p h d you demonstrate your competence stay with us in 6 years I will make you assistant professor and in 3 years if you distinguish if not bye. These we have to do because that would put pressure on people for self to renewal do it. No one should be allow to teach you any course more than 3 years, because when you develop new course you have new challenges you would read new thing you would prepare and you grow so that should be another thing should be done here. Symmetrical should be made compulsory every 6 years you must go out not stay home and write a book go out some other institutions, some other countries recharge yourself and come back. These are the challenges and these are solutions for us otherwise we are coming down.

I am coming back to the question of imparting quality education, because we have sudden increased in the number of institutions we have a shortage of faculties reported across the universities I like to quote 2 things. A very recently the president of India asked the universities and I quoted him to identify one department in every university and transform it into centre of excellence. And a second thing in other 2006 report of national knowledge commission which describes falling standards of higher education as and again I quote a quiet crisis that runs deep. Now, this seems to be you know much more challenging, because at 1 end you have all these problems all 3 have been elaborating. On the other end there is somebody who challenges you that within a short span of time you identify 1 department within a university you make it as centre of excellence. The one commission of the government suggesting that find and you know there is a very quiet crisis that runs very deep and needs much more greater attention. And earlier in the lectures and even today, at some time we came at to this point where we did you know talked about adapting this unlike a model as you were suggesting right now.

Or how Chinese and Japanese symptoms of a quality of education in terms of publication and within India you have know Indian psychologist who are trained within India and those who are abroad get trained and then come back. Now, there could be challenges of multiple level no. 1 is that if you have a poor quality at this end and then you have also Indians going abroad and coming back then how do you create a level plame team at the time of () 1. Two; if you know the quality of education has been much more deeper

challenge for us and we all know that the p g teaching and research is the backbone you know of training of the prospective faculty members then the challenge becomes much more much more intense. Now, if I ask the 3 paralysis 1 by 1 that how big is the challenge of maintaining the academic standards of faculty member's? Entry level mid career and again at a middle stage question Misra. It is a tough question, because there are 3 important features of the whole certain within which the academic concerns operate one is the reward structure. The other is the autonomy which is provided to the university departments to run the show in terms of recruiting, in terms of training, in terms of you know confirming or providing tenure things like that. And third is the broader system which furnishes ground for taking initiates.

Now, we need to address these challenges in a big way when I am using the hod in a big way it means that it requires modification in the regulatory mechanisms. For instance the departments at times have very little say in choosing the faculty that is the situation in most of the universities. There is a committee and that committee in many universities you will be head of the department is excluded from that committee. Because the structure which has been created by state governments they want a different setup. So, a has become a very crucial question.

And I think at the apex level at the level of a ministry at chardy and other mechanisms they need to look at it that how this autonomy can be introduced? And the department has say in choosing that so and so is going to provide the right kind of person. So, we need to create this mechanism of autonomy for like departments to choose persons to teach they should not be imposed on the department and whether they are there to do teaching or just sitting and not doing good work. And I think there is a real need to create regulation in terms of evaluating the development of the person as processing used very in allocentric the idea of self renewal.

So, those teachers those faculty members who think that they need to change themselves, they need to upgrade themselves, they need to learn about new methods and techniques new issues. I think this desire has to be created and I think it should be made compulsory that the courses in a particular department have to be. It should be made mediatory that the courses were revised after 3 years and so. And I think it will it will provide new you know a agenda for the department and to reexamine that we have mentioned. The 2 departments as centre for excellence and the center for advance studies in Indian

universities we know that the situation in both the departments is not satisfied. They are not moving in the right direction and we have provided all the inputs for that. So, there are systematic constants which are there and unless we attempt to do those systematic constants things have not going to change that is a big challenge. As far as students reference is concerned I must tell you that the experience at Delhi is the best students come to psychology. Have you see here so not?

It is 94 95 only those students who get such scored only they come to join psychology. So, I think we really get very good students who are doing very well in academics and there is a quite a active participation in various activates. And our experience is quite good at the level of students they do taking initiative we have created arrangements we are internship and training is also part of training at undergraduate as well as postgraduate level we are creating such mechanism. I think the kind of challenge at the student level should also be made in a different way the usual teaching practice where you have to just response to a set of questions is not enough.

So, creativity in teaching learning is something which has been missing at many places we need to bring that that how learn can be an enjoyable activity. And how I can invest a best that person has. So, this is under point and finally, I have mentioned that the kind of reward structure which has been promoted is one which is not which is quite asymmetrical and we often find that it the reward is distributed on various other grounds rather than academic merit of a person. So, we need to address these issues in a big way in various universities and academic institutions.

One more component which requires a revamping and reorganization is the p h d program. It is good that u g c has created a mechanism that all p h d programs should be conducted by departments and they should be some work to be done that has to be implemented seriously. And it should not be merely to keep a program in terms of providing some basic information or a basic understanding. It should be ryegrass a p h d program I think that will make achieve. If you look at the p h d program in American universities are anywhere in the world where proper education is given. You will see that they have to do so many activities the qualifying examination is very tough then they have to learn all the research methods and they have to clear so many courses. And p h d it is a tesson it is just a small part and here in most of the universities everything is just the dissertation and it is nothing. And that dissertation can be of any kind i am sorry to

note that, the quantum of work which is required to grant the p h d very tremulously across universities and it will within the department different faculty members have different standards..

So, it is it is very crucial if you want to improve the quality of education research and teaching program p h d program has to be strengthened and we need to create some kind of quality control. Finally I would like to bring home the point that so far we have not created any mechanism for accreditation. The various courses which are run in different universities are varied that what is taught at 1 university at undergraduate level is the course for the postgraduate level in some other university. There is so much disparity you we cannot compare the postgraduate education across the different universities. I think national bodies must take this initiative and the government should also support it that a course should be accredited. And this is a mechanism which can have to bring in some degree of quality control. These are some of the suggestions that I think would be relevant to promote healthy growth of the discipline in terms of application in terms of contribution of knowledge thank you.

I invite to sir dalaal for the disturbance Well, I think i will take lead combo for the misra and I think these issues seem to be very critical to me to is to show autonomy of the universities departments institutions I will take the these issues at the different level. It is not the autonomy as a department you should be in autonomy it should be autonomy of the teachers into the department junior level or higher senior level. And this should be issue of autonomy of students of also and at both level I think we have to, but, I think whether issue autonomy when we are taking about autonomy. Autonomy cannot be absolute autonomy it has to go always with accountability. I think we need to develop a kind of mechanism where is a accountability and autonomy can go together. Because you know university is a system as we know that many times this is a single person who is controlling the full department is a professor is a head and his wish he is a preference is his party is become a parties of the whole department. So, that kind of advocates and that kind of you know it has to be you know you have to be thought about it this way no environment can ever do.

Because the person goes on way for beta as to the whole department will follow research what you said I think I go? So, some kind of a democratic system accountability means a newer teacher is accountable what we are doing. And I think only jump into the courses

that they are not teaching I know my department also with their per sector the same person is teaching same course for last 13 years same course it may be cheating changing some component of it. Because essential critical course remains the same I think that kind of package is a is very damaging for both students as well as for the teaching and for the faculty as well you know too. And that what is very critical that a words should not be taught for 1 year 3 years 4 years 5 years I got 5 years it should be changed another reasons. We have not thought about the department other specialization to the every department has to think I should have a unique identity that daily department is known for this particular kind of work department is known for this. And that specialization of every kind of teaching or research work or Gorakhpur or any other if I mean so that kind of department needs be being brush has distinct identity that somebody want towards that particular area this is the place there need to go.

And that thing has not done yet in this country. In journal department where people are doing different tasks different times and different opportunities as of other consideration and that have to be taken into the consideration. All others things that the courses I think are really sick of the course I must say same courses are very universities and departments. Same thing they were teaching 10 years back of fifteen years same kind of course,s nothing it maybe addict something or new other thing. But essentially these remain the same no 1 that is student that I test in teaching you are running these process comes suddenly in test in teaching his courses. That teaching from good students people were 20 years back same notes they keep on then using I think that system has to change you know the courses have to be made more and more account amity contemporary as element both place. Another thing is that we actually we should be afford to encourage students to take courses from other discipline. If somebody is doing courses in m a in psychology I think they should be made entry that we have 2 courses from other departments. And that kind of system called because you know you do the expansion of the understanding and knowledge and then you go to that very important that has to be considered.

Another kind of rigid structures the examination and evaluation and all the instructions and societies are very ancient and intimidated that I think upsilies. And we are mind mindlessly following the same examination system same evaluating same other structure. I think we have to pay serious attention to that how we can bring in innovation and

creativity and openness and newness of the visit the teaching program that we students get their opportunities to experiment experience and more. I think that thing is not happening most of the engineering research here simply becoming a degree churning institutions nothing but, degree churning. And this pressure from the government that you increased every time pressure from university from the government or from the student unions or from the other sources that you take more students increase from 150 to 200. So, we have a small lab for 30 or 40 students and now we are teaching 200 students psychological you have take start and start from 10 years the thing has happened in general student. I think within that kind of atmosphere if you think that students and teachers can really make some difference for that this kind of structure changes have to be done.

Professor Singh, your turn; thank you. You see basically I will elaborate on what they have about the examination part I do not think this end semester or end year exam is needed. We should have to have a series of activities in which they have been testing they have reports, they write a thesis, they write a paper at least independent study. You know where we really say that look this is a science you have to do and you have to report and a has to be done right at the undergraduate level. So, this is 1 second 1 the p h d 1 I am thinking that all good schools are known not so much by their professors as they are known by their p h d Ahmadabad. Most of the researches of the famous professors are by their dactyls student's professors should give ideas do the final editing that is not happening here we need to strengthen that culture. Now, 1 reason maybe that the professor is not ready and I admitted this is true we have best many institutions when I get the thesis or examiner you know that cannot understand the report they say no time to revise allowed the thesis then I will take up later. P H D is a piece which students should show to other with great pride and delight this is what I have done.

So that part we have to strengthen and in fact, the p h d examiners reports should be made public what I has written about the thesis. And p h d vaibhav should be in public moral audience where those reports should be shown to everyone. So that they can see whether the examiner has actually read or not, because I am thinking examiner as Caligula as likely to be persecuted as the candidate, because candidates I have done you have approved it so I am getting the title. So, this is at the p h d level now, 2 things I learn from china. In 2011, we had a conference in unan I think Professor Rilabati Khrsan

Proviar was there and I requested her please write a letter to our on regular Minister Mr. Sibal he should visit and see this campus. The new campus of Unan University is built in 3200 hectares. And it had every possible thing tiptop a big campus like that I had seen only at Ohio state they say somewhere Texas there is other big campus. So, look at how China is investing in education and how we are doing it? So, this is another point we did. A second thing in China I learn all the famous Chinese professors from different countries in summer they are appointed visiting guest faculty.

They come they are provided accommodation whether they pure or ornium I have no idea and their zone is to share their knowledge with the p h d students they are doing. It in our case we have the talent here look at I give an example here saying that we are no good I have difficulty believe in it. I give example J P Dass Rabindra kanungo of Patna University. They go do their p h d come back they feel disfishiward they go and they distinguished outside. () Ambani of Delhi university Madhaniyan Balaji of Bombay university both now, at the now stand for Swaja Harbert. So, these are young one I am saying Krishna svani who is at he is a salforika now they can also be make a mark. But in our case the problem is we are not giving them environment or infrastructure conducive to creativity. And 1 reason is that we have ignored we say take it for granted or what we say () I am not comfortable with whole () as long as each 1 of say let us do our best not a () or this is what happens in India. I say no there is no we have to what is in your opinion base we should be doing it that we are not taking it.

Unless we do these things our education cannot be turned around and we cannot afford to lose sight to it we have to give priority to education we have to spend time and psychology is as important as important as any other sciences. It has become very powerful it is most useful question is how we train the students how we? And the last point I would like to make we have been hearing about application when x ray was invented was what invented with application purpose what is application now? Let us go back to psychology. Now, when we have faced Steiner talk operate conditioning in program instruction or computer agent aplic learning we have here are these good examples on application bandore social learning and his self asos fic theory did it solve many problems or not? So, application should flow naturally if we establish ourselves as a science. But without establishing ourselves as a science application would not come. But this does not mean that I am opposed to this we can take 2 approach. There is a

social issue there is an applied problem if the existing knowledge if I can solve that problem.

And that helps us either to explain or revise that theory that a solid contribution or I can simply take a theoretical idea and say that I am going to apply elsewhere like the example as I said operant conditioning or observational learning how they were applied we can do like. So, we are not really balancing it. Some time there is no theory there is no idea we do something and we start some research, because I think in one of the lecture I saw 1 word your inclusiveness your I saw some word inclusiveness in 1. I have been noticing there are 2 words in this country to become famous good governors and inclusiveness. So, some time whether we can deliver or not we should very careful whose lecture had term inclusiveness somewhere your or his?

My inclusiveness sir.

Something like you sees so we do not have to go by the popular things. First we convince and we can make him out I actually develop respect for psychology, because I had to teach psychology to engineering student here. I had to teach psychology to management student here I had applied problem I did not know meaning of readability and validity until d h e l gave us a project to come up with a test for their engineering training. There I saw the utility when it came the question of designing performance appraisal then I realized the importance of validity?

They said limited water we have how done we distribute among the fighting farmers in Gujarat then I learn the importance of serif social ordinate goal. So, applied problems make you think and apply your knowledge so that challenge should be there. I am not saying that ignore them otherwise a 4th kind of science ultimately science is her human welfare and happiness to solve the problem. But premature applications should be avoided premature application should be avoided and you remember like as I say Indian science congress thought we are in science, but, I think now we have been removed it.

No we are still there.

But, the effect.

No you see somebody wanted to respect us we did not command the respect. So, challenge it on us not on there so this is all I have to take.

Yes we have been talking nowadays about the structural problems. If we come to problems that basically pertains to individual 2 individuals or cluster of individuals. I would like to go to professor dalaal from his writing a journey back to the russ psychology in Indian where he wafers and I quoted him that the professional bodies of psychological associations really took any stand vital national issues. They are more interested in holding animal conference in meetings where rarely substances issues where passionately debated.

Most of the conflict that weaken this professional organizations toward of an interpersonal lecture. There was known larger vision of psychology to be. And if you look at you know experience of ones for others you find problems in terms of appreciation of colleagues and the type of collaborative studies that I am usually perform that is 1. And 2 this professional bodies how do you elaborate their role in terms of teaching, training, creating resources and continuing education I will first go to professor misra.

It is a very sad to know that the way professional bodies are conducting themselves is really become a problem. And people do not have ownership people do not give the space to professional organizations in their activity in their academic agenda as it should be given. So, we do not take seriously this enthusiasm act in national academic of psychology myth what we do is that we take it very loosely and we do not perform the way we should perform. The professional bodies have this responsibility that they should motivate people they should create platform to present ideas project various issues.

And relate to society create dialogue with society, develop certain policies and try to convince the policymakers that throughout these are key issues and this is the position of this professional body. So, I think this work has not been done and this requires a rethinking that how to connect with these organizations and how to run these organizations effectively. As you have indicated earlier that there are individuals in departments and when the individual goes then the department collapses that is true and that has happened in many places.

So, the kind of training which is there that requires a kind of authority and those people who are working with that authority find no idea and the group you know dismantles it would like to use this race. That then they there is no activity I think this kind of orientation to relate to others is a big problem. There is a need to provide this input that people should as Buddha say attma disavow that that you should look within yourself. And try to become a leader, to become an innovator, to develop new ideas, to go for creativity.

I think this element has to be introduced in teaching I will give you 1 example usually in practical's teachers provide 1 problem and the entire class follows that problem and at times some students do the work in others copy. I in my practical classes pose before them a challenge and ask them to design as many you know kinds of activities and it may be done individually or in a group I also give this freedom And I prefer that 3 or 4 students should work and you know take it as a challenge and go genetics broader issues. So, for instance I asked them to take up the problem of social representation and we use the theoretical framework developed by Masco Minchin authors.

So, social representation pertaining to so many things it maybe wordage or it may be democracy or it maybe goder it maybe education and they have to use different kinds of methods and activities and they are enjoying it. So, I think there is a possibility to create variety and instead of preparing 1 report and being copied by all the students I think there should be some opportunity to test their ideas. Think in a newer way our teaching program has a space for this it requires effort and some innovative thinking on the part of faculty and instructors I think some new orientation is required in preparing our teachers.

I will again emphasize self renewal we have refresher courses which is you know such courses are done just to ensure that the promotion is there and it does not excel for person. I think we need to reorganize that and overtime new issue should be taken up new method should be taken up and it should be more inspiring. And may help to you to identify a key issues and new perspectives I remember in one of his intervention Professor Ramadhar Singh Nasher. They need to think in different ways he elaborated the point of teaching program and quality of teaching program which is center to revamping higher education. I think the intervention has to intern at that level only then you will be able to excel others and our own self thank you.

Quick comments to professor singh. Now, about professional association whatever we had they all seem to have fail we had Indian science congress association we need not to follow them. And we have Indian psychology association and i am life member of both then I also got drafted in nayo and I can announce in copy that I designed. Because I thought it would be wasting my time they are. For any professional association to be vibrate there are some necessary requirement number 1 first it should have a (). If our association right gotta have it should have a office and it should have a motto we should describe everything clearly we should monitor the quality. So many issues we are saying about journal we are saying about renewal we are saying p h d programs, because we have no monitoring by the professional body. Similarly, the testing you see if industry and other consulting firms on producing test and selling without approval by a psychologist this also our professional failure. Because we should be certifying whether they the test is useable or not?

They should get a license from the association that we are not doing. So, we really in a bad condition about the professional associations and my recommendation was that actually anyone who is older than 60 should be out from the association and everything should be given to the youngster 1s. But it seems that older 1s do not want to leave so I gave example of leaving so this is my analysis..

Because I quoted Professor Dalal said thought I come for your comment once again then it ends so your turn.

Well, I think is very unfortunate we do not have the very vibrant active national body nation result body in this country if this is psychology structure. I think now was there at 1 that time you are looking at there will be some internal branches or these are associations which would be catering to the particular region. And I think that kind of thing has not cottar that they are associations that are more these are associations and these are network of associations within the country which are doing activity a professional activity in the field of psychology. Is really I would say unthinkable that kind of body like now, national academic psychology of they are whether harm meeting body means they have 200 300 people only. A country of 1.2 billion population and there are more than 3000 psychologist who are passed out in psychology and they only 200 member is IIT I have not seen more than that 300.

We have 100 no.

I do not know maximum 300 I have seen I think that is a that speaks volumes about kind of involvement and engagement that publications we have in this kind of large bodies. Another thing I will very much agree with professor singh that I think the leadership of these organizations hence to go to academisation the it has to be. Because I think they have enthusiasm they have a long way to go and they have more at stake in terms of their professional grow. And I think their enthusiasm their innovation their creativity and their I think the association can be made more and more vibrant. I see one thing very strange in these metro annual meetings conferences say that students only provide audience. I really see that students are actively participating in the proceedings of the association maybe 1 or 2 sometimes they cover the student's session sometimes block session they block. But student has to play it is not only a learning experience of participating in a this kind of body. And they think that kind of professionalism I think what we need lack in this country is that kind of professionalism that kind of reason that our samities much larger in the way teaching or student we have this committee to the discipline also. And that is one thing I feel strange that always is body is strengthen? I saw a psychology is not going to grow in this country. Now, I gets wrap up discussion 1 interesting thing that came forward by us the 3 paralist was basically extending psychology to () areas then you get extension of saying that say economics now, regressing back.

Yes.

And coming to psychology I recently saw a interesting book by professor misra psychology for nurses along with 3 other authors I have seen a few work of psychologist who know very closely working with social work people very few. But there are few sir researchers now, in our country who were worked very closely with medical professionals so there are some examples not many. But some examples of extending psychology beyond the thought dimension even thinking of psychology for nurses would be quantum jump the defined a light boundaries of psychology.

You know let me just add here 1 point most of the schools of nursing have psychologists on faculty members.

They have it is a very high which can seen I have seen any way so we have school of nursing now, where we have higher psychologist yes.

And after all this difficulties that we have discussed you know there was several suggestions there was you know a rays of hopes you know related by all the 3 panelist. So, to conclude the way forward very quick comment that how do we built that lower benchmark with respect to our teaching, with respect to our research, with respect to our professional conduct to processing. You know whatever we have recommended here if we implement now, it would takes us ten years to reach the international do not think that we will do now and reach tomorrow. It would take us ten years just like what Japan situation i has seen in 90 by 2000 cross cultural editor in Japanese social psychology yosikasiam was editor sivakov kitamaya was editor of personality and social bulleting. They can come and become editor soon we have a day that some Indians should be editing j t s p or experimental psychology or applied psychology, academic of management journal was edited by a lady from Hong Kong University so it would take time if we take proactive actions now.

Quick response to professor Misra

I think there should be investment, investment not only material, but, intellectual investment by the university community, by the colleagues. In terms of develop in profession which is responsible accountable and which relates to the growth of discipline we need to do some serious thought yes its right that the anger bhusan participate. But I do not agree that the older professors leave it I think that is not the answer to the problem. The older people should provide inputs they have another people to grow they should work as mentors.

If we need to create maintain and sustain the dialogue between the younger and older colleagues I think that we need to create mechanisms to create more motivation who encourage people to participate these days communication is easy. But we have not been able to communicate effectively we have not been able to convince people and ensure that the participate is going to help them to improve their standing as a psychologist, as a learner, as a faculty member we need to create possibilities and occasions and arrangements to attract more and more.

You know colleagues from the younger as well as older generation and it is our joint responsibility. We look forward to senior colleagues to contribute to this in development. I hope that we will be able to create a platform where there is a possibility to indulge in

dialogue a offering critic and learning from that critic I think that it is our responsibility as colleagues that we should help others to grow I think it is right time to think in this direction.

Prof Dalaal your comments:

Well, the point I think I would like to make this you know improving the quality improving the status and improving the our teaching program. I think it is a long term process I think what we need to do that context is that 1 thing which professor misra organize I think really mentioning I think we have day to day time start mentioning n c a c mentioning at the different levels mentioning in terms of the teachers training mentioning in terms of the p h d students mentioning. In terms of others kind of you know encourage in your recruit this is one thing we have already talked about it other thing is I psychology has to open now, for non psychology students.

I can see that many people have students are really contributed are those who were come from other discipline and come to psychology. These things students maybe evaluate medical students maybe this must students from other science streams I think rather than restricting it to psychology if we are doing remade city system when was trolley psychology students of can do p h d or maybe other discipline can do p h d. I think it has to really widely open that engineering students can you know join the p h d program who has a inclusive qualification. So, that way I think that kind of close lead that kind of leading is from taking bidding widening our that for p h d students. I think that may help us in a in really getting good in motivating faculty and researchers. So, friends you know you had a 3 emanates scholars of this country. They have a being fantastic teachers I must tell you those of few who have not being to their classes fantastic teachers you can know read the journal contributions some you know. Fantastic research sustained you know effort has been put over you know decades together you have a good number of books coming from them and I must thank all 3 of you know to help the audience understand. And finally, to guide them to position states of psychology in India you with respect to teaching with respect research with respect professional conduct. And finally, you also heard the way forward from are 3 finalist.