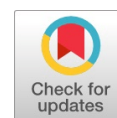


Improving Work Relationships: Essential in Incurring the Feeling of Job Satisfaction

Radhika Kapur



Abstract: *The individuals are getting engaged in different types of employment opportunities in accordance to their educational qualifications, competencies and abilities. In all types of employment settings, the individuals, belonging to all job positions in the hierarchy of the organizations need to be well-equipped in terms of their job duties and responsibilities. Furthermore, they are required to be well-informed in terms of different types of methodologies and procedures to carry these out in a well-organized manner. These need to be put into practice in a moral and ethical manner. The individuals, throughout their jobs need to ensure, they form cordial and amiable terms and relationships with other individuals. The reinforcement of cordiality and amiability is essential in bringing about improvements in work relationships. Furthermore, one needs to augment information in terms of ways of bringing about improvements in work relationships. Some of these are, communicating effectively with others; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. As a consequence of acknowledging and implementing these factors, one will render an important contribution in bringing about improvements in work relationships. Therefore, it is well-understood, improving work relationships is essential in incurring the feeling of job satisfaction. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of improving work relationships, measures to be put into practice in improving work relationships and advantages of improving work relationships.*

Keywords: *Employment Opportunities, Improving, Individuals, Job Duties, Job Satisfaction, Methods, Positive Viewpoints, Work Relationships*

I. INTRODUCTION

The individuals, belonging to all occupations, communities and socio-economic backgrounds have one of the major goals of getting engaged in employment opportunities. Within all types of employment settings, individuals, belonging to all job positions in the hierarchy of the organizations are required to carry out different types of job duties and responsibilities. Work relationships are relationships within workplace. These are with superiors, subordinates and colleagues.

These are carried out on one's own or through working in co-ordination with other members. Hence, all members are required to be well-informed in terms of ways of improving work relationships. The different types of ways are required to be put into practice in order to bring about improvements in work relationships (Discipline, 2020). The individuals are required to put into operation communication processes in an effective manner [1]. The individuals are required to ensure, they are making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. Therefore, honing communication skills is essential in improving work relationships.

The individuals are required to form positive viewpoints in terms of various factors and individuals with whom one is working and dealing with. The individuals are required to reinforce a constructive approach. This is essential in carrying out all types of tasks and activities in a well-organized and regimented manner. Furthermore, the individuals will be able to lead to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. In this manner, one will be able to contribute efficiently in possessing the abilities to work under stress (Recognition is Rewarding, n.d.). This factor is essential in doing well in one's job duties and generating desired outcomes [2]. The reinforcement of a constructive approach will be facilitating in forming cordial and amiable terms and relationships with other individuals. As a consequence, one will be able to render an important contribution in putting in efforts to one's best abilities in doing well in one's job duties and generating desired outcomes. Therefore, it is understood on a comprehensive basis that forming positive viewpoints in terms of various factors and individuals is vital in improving work relationships.

A. Understanding the Meaning and Significance of Improving Work Relationships

Within all types of organizations, i.e. educational institutions of all levels, financial institutions, production and manufacturing organizations, services organizations and so forth, there are some job duties, which are carried out on an individual basis, whereas, there are others, which are carried out through working in collaboration and integration with other individuals. Hence, it is necessary for individuals to form cordial and amiable terms and relationships with other individuals. Within all types of organizations, individuals are required to carry out number of tasks and activities in groups of two or three.

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*Correspondence Author(s)

Dr. Radhika Kapur*, Pedagogy and Organizational Culture in Nursery Schools, Delhi University, New Delhi, India. E-mail: mailto:radhikakapur2004@hotmail.com

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They need to ensure, they communicate with each other in an effective manner. Furthermore, one needs to treat each other with respect and courtesy. The positivity needs to be reinforced in viewpoints and perspectives.

The main reason being, one will be able to obtain support and assistance from others in carrying out tasks and activities in an effective manner. As a consequence, one will do well in one's job duties and incur the feelings of pleasure and contentment. Furthermore, individuals will be able to bring about improvements in their work relationships. As a consequence, one will be able to render an important contribution in doing well in one's job duties and achievement of desired goals and objectives. Therefore, individuals will acquire an efficient understanding of the meaning and significance of improving work relationships, when they will carry out different types of tasks and activities in teams. The individuals are required to be well-equipped in terms of the factor that within workplace, one cannot stay in loneliness and seclusion. The individuals are required to ensure, they are forming pleasant terms and relationships with other individuals within and outside the homes. The individuals are required to make sure, they hone their communication skills and interactive abilities. The individuals will be able to lead to up-gradation of motivation and concentration levels towards putting into practice different types of job duties and responsibilities. The mind-sets of the individuals will be stimulated, when they have support and assistance available from other individuals.

Within all types of workplaces, one gets engaged in informal conversations as well. They communicate with each other in terms of different types of subjects and concepts. In this manner, individuals incur the feelings of pleasure and contentment. As a consequence, one will be able to bring about improvements in work relationships. The ultimate outcome is, one is able to achieve organizational goals and bring about improvements in overall structures of the organizations. Therefore, one is able to acquire an understanding of the meaning and significance of improving work relationships, when they will put emphasis on forming cordial and amiable terms and relationships with others.

It is apparently understood that in some cases, there are occurrences of disagreements and conflicting situations among individuals. These take place over trivial or important issues. In order to incur the feeling of job satisfaction and retain one's jobs, it is necessary to resolve these in a peaceful manner. The individuals are required to augment their information in terms of peaceful conflicting resolution methods. These are manageable as well as complicated. But one needs to be well-informed in terms of these methods and implement these in a well-organized manner. In cases of occurrences of conflicting situations, the individuals are required to put emphasis on leading to up-gradation of listening skills. These skills are facilitating in acquiring an efficient understanding of the concepts.

In this manner, one can resolve conflicting situations in a peaceful manner. The individuals are required to be well-equipped in terms of the factor that when there are any types of conflicting situations and disagreements, it leads to job satisfaction, but individuals are required to ensure, they are resolving these in an effective manner. Furthermore, these are prevented from giving rise to impediments within the

course of putting into operation different types of job duties and responsibilities. Therefore, an understanding of the meaning and significance of improving work relationships is acquired, when conflicting situations and disagreements are resolved in a satisfactory manner.

B. Measures to be Put into Practice in Improving Work Relationships

The individuals, belonging to all occupations, communities, and socio-economic backgrounds have to put emphasis on bringing about improvements in work relationships. This is regarded to be of utmost significance in leading to up-gradation of motivation levels towards job duties and responsibilities; meeting the expectations of individuals in leadership positions; incurring the feeling of job satisfaction and retaining one's jobs (10 Reasons Highlighting the Importance of Team Building, 2020). The individuals get engaged in jobs in accordance to their competencies and abilities [3]. Within all types of employment settings, the individuals put into operation different types of job duties and responsibilities in accordance to their competencies, abilities and aptitude. Hence, one needs to ensure, they are augmenting information in terms of different types of measures to be put into practice in improving work relationships. All types of measures need to be put into operation in a well-organized and regimented manner. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of measures. These are stated as follows:

C. Getting enrolled in Training and Development Programs

The individuals are required to get enrolled in training and development programs in different types of organizations. The primary objective of these programs is to impart information among individuals in terms of various factors, i.e. organizations, goals, objectives, mission, purpose, job duties, responsibilities, methodologies, procedures, techniques, departments, personnel, infrastructure, amenities, facilities, organizational culture and overall structure of the organizations. Within the course of putting into practice different types of job duties and responsibilities as well individuals get enrolled in training and development programs. The primary objective is to generate information among them in terms of different types of modern, scientific and innovative methods and materials. As a consequence of putting these into operation, one will be able to carry out all types of tasks and activities in a well-organized and satisfactory manner. Furthermore, one will be able to cope with different types of dilemmas and challenging situations in an effective manner. In addition, these will be prevented from giving rise to impediments within the course of putting into operation different tasks and activities. As a consequence, all types of job duties and responsibilities will be put into operation in a well-organized manner. Therefore, getting enrolled in training and development programs is regarded as one of the indispensable measures to be put into practice in improving work relationships.



D. Forming Positive Viewpoints in Terms of various Factors and Individuals

The individuals are required to form positive viewpoints in terms of various factors and individuals with whom one is working and dealing with. The individuals are required to reinforce a constructive approach. This is essential in carrying out all types of job duties and responsibilities in a well-ordered and regimented manner. Furthermore, the individuals will be able to lead to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. In this manner, one will be able to contribute efficiently in possessing the abilities to work under stress. This factor is essential in doing well in one's job duties and generating desired outcomes.

The reinforcement of positivity in viewpoints and perspectives will be facilitating in forming cordial and amiable terms and relationships with other individuals. As a consequence, one will be able to render an important contribution in putting in efforts to one's best abilities in doing well in one's job duties and generating desired outcomes. Hence, it is understood on a comprehensive basis that forming positive viewpoints in terms of various factors and individuals is vital in improving work relationships. Therefore, forming positive viewpoints in terms of various factors and individuals is one of the significant measures to be put into practice in improving work relationships.

II. PROMOTING TEAMWORK

Within all types of organizations, there are some job duties, which are carried out on an individual basis, whereas, there are others, which are carried out through working in collaboration and integration with other individuals. Hence, it is necessary for individuals to form cordial and amiable terms and relationships with other individuals. The individuals in leadership positions assign job duties, which one is to carry out within teams. Within all types of organizations, individuals are required to carry out number of tasks and activities in groups comprising of two or three. One needs to communicate with each other in an effective manner. Furthermore, one needs to treat each other with respect and courtesy.

The main reason being, one will be able to obtain support and assistance from others in carrying out different types of job duties and responsibilities in an effective manner. As a consequence, one will do well in one's job duties and incur the feelings of pleasure and contentment. Furthermore, individuals will be able to bring about improvements in their work relationships. As a consequence, one will be able to render an important contribution in doing well in one's job duties and achievement of desired goals and objectives. Therefore, promoting teamwork is an expedient measure to be put into practice in improving work relationships.

A. Forming Cordial and Amiable Terms and Relationships with others

Within all types of workplaces, all individuals, belonging to all job positions in the hierarchy of the organizations are required to form cordial and amiable terms and relationships with other members. The individuals are required to be well-equipped in terms of different types of methodologies which

are facilitating in forming pleasant terms and relationships with other individuals within and outside the homes. The individuals are required to make sure, they hone their communication skills and interactive abilities. The individuals will be able to lead to up-gradation of motivation and concentration levels towards putting into practice different types of job duties and responsibilities. The mind-sets of the individuals will be stimulated, when they have support and assistance available from other individuals.

Within all types of workplaces, one gets engaged in informal conversations as well. They communicate with each other in terms of different types of subjects and concepts. In this manner, individuals incur the feelings of pleasure and contentment. As a consequence, one will be able to bring about improvements in work relationships. The ultimate outcome is, one is able to achieve organizational goals and bring about improvements in overall structures of the organizations. Therefore, forming cordial and amiable terms and relationships with others is an eminent measure to be put into practice in improving work relationships.

B. Obtaining Help and Support from others

The individuals are required to ensure, they are forming pleasant terms and relationships with other individuals in their personal and professional lives. The individuals experience different types of dilemmas and challenging situations. These are solved on one's own or through obtaining support and assistance from others. Hence, one needs to develop mutual understanding with others. The individuals will be able to lead to up-gradation of motivation and concentration levels towards putting into practice different types of job duties and responsibilities. The mind-sets of the individuals will be stimulated, when they have support and assistance available from other individuals. Furthermore, one will be able to incur the feelings of pleasure and contentment.

Within all types of workplaces, one gets engaged in informal conversations as well. They communicate with each other in terms of different types of subjects and concepts. In this manner, individuals exchange different types of ideas and viewpoints. As a consequence, they will not only provide solutions to different types of problems, but will also be able to bring about improvements in work relationships. The ultimate outcome is, one is able to achieve organizational goals and bring about improvements in overall structures of the organizations. Therefore, obtaining help and support from others is a notable measure to be put into practice in improving work relationships.

C. Implementing Peaceful Conflicting Resolution Methods

It is apparently understood that in some cases, there are occurrences of disagreements and conflicting situations among individuals. These take place over trivial or important issues. In order to incur the feeling of job satisfaction and retain one's jobs, it is necessary to resolve these in a peaceful manner. The individuals are required to augment their information in terms of peaceful conflicting resolution methods.



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These are manageable as well as complicated. But one needs to be well-equipped in terms of these methods and put these into practice in a disciplined manner. In cases of occurrences of conflicting situations, the individuals are required to put emphasis on leading to up-gradation of listening skills. These skills are facilitating in acquiring an efficient understanding of the concepts.

In this manner, one can resolve conflicting situations in a peaceful manner. The individuals are required to be well-equipped in terms of the factor that when there are any types of conflicting situations and disagreements, it leads to job satisfaction, but individuals are required to ensure, they are resolving these in an effective manner. Furthermore, these are prevented from giving rise to impediments within the course of putting into operation different types of job duties and responsibilities. Therefore, implementing peaceful conflicting resolution methods is a renowned measure to be put into practice in improving work relationships.

III. MANAGING RESOURCES

The different types of resources that are to be managed are, financial, human, technical, material and information resources. The financial resources are the monetary resources. These are essential in making purchases of various items, bringing about changes in various factors, and fulfilling different types of needs and requirements. Human resources are personnel. They are making use of their educational qualifications, competencies and abilities in an effective manner. Technical resources are the various types of technologies, i.e. computers, lap-tops, I pads, audio-visual aids, scanners, printers, photo-copiers and so forth. Material resources are, tools, devices, apparatus, equipment, and machinery. Information resources are, books, articles, reports, projects, newspapers, magazines, other reading materials and internet.

The individuals are required to be well-equipped in terms of different types of ways, which are facilitating in managing resources in an effective manner. Within the course of putting into practice different types of tasks and activities, one needs to make use of different types of resources. Furthermore, one needs to make use of these in an effective manner and prevent wastage. Hence, making use of different types of resources is facilitating in bringing about improvements in work relationships. Therefore, managing resources is a productive measure to be put into practice in improving work relationships.

A. Providing Infrastructure, Amenities and Facilities

The individuals are required to make provision of infrastructure, amenities and facilities. The infrastructure, amenities and facilities are referred to power supplies, water supplies, restrooms, heating and cooling equipment, clean drinking water, furniture, buildings, communication networks, transportation facilities, roads and rail networks and overall environmental conditions. The individuals are required to make sure, these are available. These are facilitating in leading to up-gradation of concentration and motivation levels towards putting into operation different types of job duties and responsibilities. As a consequence, individuals will feel comfortable within the working environment.

The individuals need to manage financial resources in an effective manner in making provision of infrastructure, amenities and facilities. Furthermore, it is necessary to hire the services of service providers. These individuals are carrying out different types of tasks and activities in an effective manner, when they are able to manage all types of resources satisfactorily. As a consequence, one will do well in one's job duties, achieve desired goals and objectives and meet the expectations of other individuals. In this manner, one will acquire appreciation and reverence, hence, one will bring about improvements in work relationships. Therefore, providing infrastructure, amenities and facilities is a prolific measure to be put into practice in improving work relationships.

B. Being well-informed in terms of Job Duties and Responsibilities

The individuals, belonging to all communities, categories and socio-economic backgrounds need to augment information in terms of all types of job duties and responsibilities. These are manageable as well as complicated, these are put into operation in more amount of time or can be less time-consuming and these are carried out on one's own or through working in collaboration and integration with others. The implementation of different types of job duties and responsibilities is regarded as the key in promoting enhancement of their career prospects and in meeting the expectations of supervisors and employers. Hence, it is necessary for individuals to be well-equipped in terms of ways that are necessary in carrying out all types of job duties and responsibilities in a satisfactory manner.

All types of ways are required to be put into operation in a well-organized and regimented manner. The possession of awareness is facilitating in bringing about improvements in work relationships. This is facilitating in acquiring appreciation and reverence. In this manner, one will render an important contribution in incurring the feelings of pleasure and contentment. Therefore, being well-informed in terms of job duties and responsibilities is a lucrative measure to be put into practice in improving work relationships.

C. Being informative Regarding Methodologies and Procedures

The individuals are required to be well-equipped in terms of different types of methodologies and procedures. These are referred to the ways that are facilitating in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of other individuals. In this manner, one will acquire appreciation and reverence; hence, one will bring about improvements in work relationships. Furthermore, one will be able to incur the feeling of job satisfaction and retain their jobs. The different types of methodologies and procedures are required to be put into operation in a well-organized and satisfactory manner.

It is necessary for individuals to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice.



The regular practice will be facilitating in not only understanding of the concepts, but individuals will render an important contribution in leading to up-gradation of confidence and motivation levels. Furthermore, one will be able to do well in one's job duties and achieve desired goals and objectives. One of the major benefits that is experienced is, one will be able to bring about improvements in work relationships in an effective manner. Therefore, being informative regarding methodologies and procedures is an advantageous measure to be put into practice in improving work relationships.

D. Utilizing Pioneering Methods and Materials

With advancements taking place and with the advent of modernization and globalization, it is necessary to be well-informed in terms of different types of pioneering methods and materials. The different types of these methods and materials are, utilization of charts, graphs, maps, pictures, images, tools, devices, equipment, apparatus, machinery and various types of technologies. The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice will be facilitating in not only understanding of the concepts, but individuals will render an important contribution in leading to up-gradation of confidence and motivation levels (Understanding and Developing Organizational Culture, 2020) [5].

All types of pioneering methods and materials are required to be put into operation in an efficient and regimented manner. The possession of awareness is facilitating in bringing about improvements in work relationships. This is facilitating in acquiring appreciation and reverence. Furthermore, one will be able to do well in one's job duties and achieve desired goals and objectives. One of the major benefits that is experienced is, one will be able to bring about improvements in work relationships in an effective manner. Therefore, utilizing pioneering methods and materials is a suitable measure to be put into practice in improving work relationships.

E. Putting in Efforts to one's Best Abilities

The individuals are required to experience number of dilemmas and challenging situations within the course of putting in efforts to their best abilities. The different areas in terms of which these are experienced are, job duties, responsibilities, methodologies, procedures, techniques, approaches, unawareness in terms of various factors, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, inability to create a balance between personal and professional lives, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth.

The problems are experienced in a major or minor form, hence, individuals are required to put in efforts to their best abilities in coping with these in an effective manner. The individuals are required to make sure, they are well-informed in terms of job duties and ways that are necessary to carry these out in an effective manner. Furthermore, one needs to put in efforts to their best abilities. As a consequence, one will be able to do well in one's job duties and achieve desired goals and objectives. One of the major

benefits that is experienced is, one will be able to bring about improvements in work relationships in an effective manner. Therefore, putting in efforts to one's best abilities is a useful measure to be put into practice in improving work relationships.

IV. ADVANTAGES OF IMPROVING WORK RELATIONSHIPS

The individuals in all types of employment settings need to be well-informed in terms of meaning and significance of improving work relationships. Furthermore, one will be able to put in their best efforts in doing well in their job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Hence, all the members need to put in their best efforts in bringing about improvements in work relationships (Strategies to Promote Gender Equality in the Classroom, 2018). The individuals work diligently in bringing about improvements in work relationships, when they are well-equipped in terms of advantages, i.e [4]. leading to up-gradation of motivation levels towards job duties and responsibilities; meeting the expectations of individuals in leadership positions; promoting enhancement of career prospects and incurring the feeling of job satisfaction. These are stated as follows:

A. Leading to Up-gradation of Motivation Levels towards Job Duties and Responsibilities

The individuals are required to put emphasis on leading to up-gradation of motivation levels towards putting into operation all types of job duties and responsibilities. As a consequence, their mind-sets will be stimulated and they will put in efforts to their best abilities in doing well in one's job duties and generating desired outcomes. It is of utmost significance for all individuals to be well-informed in terms of different types of job duties and responsibilities. These are manageable as well as complicated, but individuals need to put emphasis on leading to up-gradation of motivation levels towards all types of job duties and responsibilities. Furthermore, one needs to put in efforts to their best abilities. As a consequence, one will be able to obtain help from others in doing well in one's job duties and achieving desired goals and objectives. Therefore, leading to up-gradation of motivation levels towards job duties and responsibilities is regarded as one of the indispensable advantages of improving work relationships.

B. Meeting the Expectations of Individuals in Leadership Positions

Within all types of professional settings, i.e. educational institutions of all levels and in different types of employment settings, it is necessary to meet the expectations of individuals in leadership positions. The individuals are given different types of job duties and responsibilities by the individuals in leadership positions. These are required to be carried out in a well-organized and regimented manner. The individuals are required to make sure, they are putting in their best efforts and meeting the expectations of individuals in leadership positions.

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Hence, one is able to lead to up-gradation of motivation levels towards all types of job duties and responsibilities. Furthermore, one needs to put in efforts to their best abilities. As a consequence, one will be able to acquire appreciation and reverence and bring about improvements in work relationships. Therefore, meeting the expectations of individuals in leadership positions is one of the significant advantages of improving work relationships.

C. Promoting Enhancement of Career Prospects

Promoting enhancement of career prospects is regarded as one of the major goals of individuals, belonging to all communities, categories and socio-economic backgrounds. The individuals are required to be well-prepared in order to achieve this goal. They need to be well-equipped in terms of job duties and methodologies to carry these out in an adequate manner. Furthermore, they need to promote work relationships. These are facilitating in exchanging different types of ideas and viewpoints, augmenting information in terms of different types of subjects and concepts, obtaining answers to all types of questions and clarifying doubts in terms of different factors. The acknowledgment and implementation of all these factors is facilitating in promoting enhancement of career prospects. As a consequence of being well-informed in terms of all these factors, one will be able to enhance their career prospects. Therefore, promoting enhancement of career prospects is an expedient advantage of improving work relationships.

D. Incurring the Feeling of Job Satisfaction

Through bringing about improvements in work relationships, one is able to incur the feeling of job satisfaction. The main reason being, promoting work relationships are facilitating in exchanging different types of ideas and viewpoints, augmenting information in terms of different types of subjects and concepts, obtaining answers to all types of questions and clarifying doubts in terms of different factors. The acknowledgment and implementation of all these factors is facilitating in doing well in one's job duties and generating desired outcomes. As a consequence of being well-informed in terms of all these factors, one will be able to carry out all types of job duties and responsibilities in a well-organized manner. Furthermore, one will meet the expectations of employers and supervisors and acquire appreciation and reverence from them. Hence, in this manner, they will incur the feeling of job satisfaction. Therefore, incurring the feeling of job satisfaction is an eminent advantage of improving work relationships.

V. CONCLUSION

Work relationships are relationships within workplace with superiors, subordinates and colleagues. Measures to be put into practice in improving work relationships are, getting enrolled in training and development programs, forming positive viewpoints in terms of various factors and individuals, promoting teamwork, forming cordial and amiable terms and relationships with others, obtaining help and support from others, implementing peaceful conflicting resolution methods, managing resources, providing infrastructure, amenities and facilities, being well-informed in terms of job duties and responsibilities, being informative

regarding methodologies and procedures, utilizing pioneering methods and materials and putting in efforts to one's best abilities. Advantages of improving work relationships are, leading to up-gradation of motivation levels towards job duties and responsibilities; meeting the expectations of individuals in leadership positions; promoting enhancement of career prospects and incurring the feeling of job satisfaction. Finally, it can be stated, improving work relationships is essential in achieving professional goals.

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I must verify the accuracy of the following information as the article's author.

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AUTHOR PROFILE



Dr. Radhika Kapur, I am schooling from Loreto Convent, Bachelors of Arts in Sociology from Jesus and Mary College. Masters of Business Administration from YMCA, New Delhi. Ph. D from Delhi University. I have 15 years of work experience in the field of research and writing I have written more than 100 research papers currently working as a librarian in Delhi School of Journalism, University of Delhi.



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