

# RURAL LEADERSHIP IN GREEN REVOLUTION

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P. C. DEB & B. K. AGARWAL



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# **RURAL LEADERSHIP IN GREEN REVOLUTION**

**P. C. Deb**

**B. K. Agarwal**

**1974**

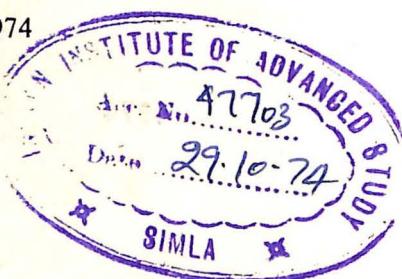
**RESEARCHCO PUBLICATIONS**

**75/1A, East Azad Nagar  
DELHI-110051 (India)**

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75/1A, East Azad Nagar  
DELHI-110051 (INDIA)

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1st Edition August, 1974



Library IIAS, Shimla



00047703

Published by P. L. Sharma for Researchco Publications, 75/1A, East Azad Nagar, Delhi-110051 and printed at Bharat Mudranalaya, Shahdara, Delhi-110032.

## P R E F A C E

This is the first study on rural leadership, which analyses the leadership structure in the background of the technological breakthrough in Indian agriculture. Leadership has been studied here from a comparative and developmental perspective ; and the changing power structure in the developing rural economy form the nucleus of this study. The measurement of leadership is based on traditional, non-traditional and development oriented activities.

The Rural Leadership in Green Revolution is, thus, not just another book on leadership, but an original contribution to the study of interaction between theory and empiricism. This aspect, so vital to the understanding of the changing Indian rural society, has not been adequately explored so far.

The data on the rural socio-economic structure and leadership were collected through field work in two villages of Punjab and analysed from a cross-sectional point of view. The basic theme—measurement of leadership and the relevance of leadership to the changing socio-economic structure—has been explored in depth.

The study should be of interest not only to the sociologists but also to social scientists working in the fields of social anthropology, social work and extension service. It will also be useful to those who are engaged in various development programmes, which seek a change-prone leadership for mobilizing local talent and initiative.

The first chapter of the book is devoted to the problem and the second to methodology ; the socio-economic structure of the two villages with a focus on agricultural development, demographic and caste composition, and the occupational mobility is presented in chapter three.

Leadership structure is discussed in chapter four from various angles : leaders in social activities, leaders in specific development and welfare activities and the like. Types of emerging

leaders and the attributes of leaders have also been brought out in this chapter.

Chapter five is devoted to a discussion about age, caste, occupation, income, land ownership, education and the overall socio-economic status of the leaders and the non-leaders. The factions and inter-personal relationship pattern between the factions are highlighted in chapter six. This is followed, in chapter seven, by a study of the attitudes of leaders towards certain developmental problems and their involvement in the development activities of the village.

The last chapter recapitulates the major findings of the study, through a comparison of the leadership pattern in the developed and the underdeveloped villages, and compares the important variables of the present study with that of a previous study.

*The data have been presented in 27 tables which follow the text.*

We express our sincere gratitude to Dr A.S. Kahlon, Dean, College of Basic Sciences and Humanities, and Dr S.S. Johl, Professor and Head, Department of Economics and Sociology, PAU, Ludhiana, for providing all the facilities for conducting the study. Our colleagues in the Department, especially Gurminder Singh, Asstt. Professor, Arun Kumar and Balbir Kumar, Research Assistants, and Dr Des Raj Arora, (now) Senior Research Officer (Rural Sociology), UPAU, Pantnagar, have helped us in many ways. To them we are extremely thankful.

In conducting the field work various strata of the population in the study villages gave their fullest co-operation, and to them we are greatful.

Ludhiana  
August, 1974

P. C. Deb  
B. K. Agarwal

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LEADERSHIP plays an important role in shaping the social, political and economic life of rural communities. Leadership, however, is an extremely complex social phenomenon. Two concepts generally used in analysing leadership pattern are control and influence. Power is an essential element in the social system operative through control and decision making.<sup>1</sup> Leadership in this context permeates the social system.

In many of the developing societies where the process of modernization of economic structure is going on at a rapid pace, the study of existing and emerging pattern of leadership has crucial importance. For, clear identification and proper utilization of leadership can provide the basis for effective implementation of the various programmes of development.

Although there is evidence of a trend for the emergence of a new type of leadership in most of these countries, a considerable gap exists between their urban or urbanized elites and rural leadership.<sup>2</sup> Inspite of some systematic studies in this area, there is a continuing need to understand more about the factors associated with leaders and leadership patterns, and the development programmes at the grass roots level will necessarily have to place increasing reliance on the emerging leadership.

The change in the rural society is generally towards rational system, from the traditional one, or to coin Tonnies' terms, from *gemeinschaft* to the *gesellschaft*.<sup>3</sup> In the changing context of the village social structure, the leadership may also be considered to constitute a traditional-modern continuum. The problem of this study, therefore, is to delineate the leadership pattern relevant to the changing socio-economic structure of the rural community.

## II

The specific objectives of the study are :

- (1) to locate the leadership pattern in two villages with different levels of agricultural development ;

- (2) to determine the socio-economic characteristics of rural leadership ;
- (3) to find out their role in the various spheres of rural development ; and
- (4) to discover the nature and amount of influence the rural leaders exert upon various groups of people.

For a better understanding of the research problem, it will be useful to make an analysis of the existing body of knowledge on leadership.

Simply defined, the leader is the individual who holds a leader's office. But this is quite inadequate for analysis and, therefore, we must explore an analytical definition on leader. The term leader has been used to designate many different positions and functions. It is used to indicate a position in an organization, or an individual who has been designated as leader by voluntary action of the group. When conceived in terms of the dynamics of human social behaviour, leadership is a function of needs existing in a given situation, and consists of a relationship between an individual and a group. The functional relationship which is leadership exists when a leader is perceived by a group as controlling means for the satisfaction of their needs.<sup>4</sup>

The leader may emerge as a means to the achievement of objectives desired by a group. As stated by Knickerbocker,<sup>5</sup> he may be selected, elected or voluntarily accepted by a group because he possesses or controls means (skill, knowledge, money, association, property, etc.) which the group desires to utilize to attain their objectives.<sup>6</sup>

Leadership can also be defined in terms of leadership behaviours which are any behaviours which the experimenter wishes to so designate or experts in this area wish to consider as leadership behaviour.<sup>7</sup>

Studies in highly organized groups such as in army and industry the persons holding high office have been selected for examining leadership qualities. However, when studies are made in less structured situations, methods such as sociometric choice, reputational techniques, past decision making, patterns of influence and so on have been used.

Various criteria have been adopted to classify the leaders—on the basis of personality types and social roles, on the basis of mode

of exercise of their leadership, on the basis of relationship between the leaders and the led<sup>8</sup>, on the basis of origin of leadership and multiple criteria.

Dube suggested a three way classification of leaders : (1) traditional and non-traditional, (2) functionally specific and diffused leadership, and (3) on the basis of how far leadership is restricted to specific groups or its extension to the entire community.<sup>9</sup>

It will be useful to draw distinctions between the traditional leaders whose acceptance depends upon their positions of authority and power in the structure of the community, office holders whose status is based on their functions in organizations, such as the village panchayat and co-operatives, and informal leaders who are accepted by the community spontaneously and voluntarily. These analytical distinctions do not always correspond completely with empirical reality in every instance. Indeed, relationship between the members of the village association and organizations cannot be separated from the village social structure. Thus analysis of the village situation can provide a fruitful and practical direction to the study of village leadership in a developing society.

### III

The problem of this study, as mentioned earlier, is to delineate the leadership pattern in the context of the changing agricultural technology in the village setting. A review of the studies yields two important hypothesis which are useful for the present study. These are : (a) leadership is the property of the group, and (2) as the group structure changes, because of the changes in socio-economic organization, leadership would also change. Both these hypotheses are important for analysing the rural leadership pattern.

An adequate study of the social structure is necessary for understanding both the traditional (or past) and the emerging patterns of leadership in the community. Two aspects of the social structure need particular attention. First, the status system of the community (aspiration and achievement principles) in status evaluation. Secondly, the role and role set associated with particular statuses. An examination of the nature and structure

of the community will also show how far the community is homogeneous or heterogeneous.

Leadership in Indian villages in the past was mainly based on sex, age, inheritance and caste and concentrated in the males only. In a joint family setting, the head of the family occupied an established position by virtue of being senior in age and more experienced than the other members of the family. In addition, the headman of the village typified the hereditary character of the power which followed from the father to the son. Besides, leadership was also based on caste system, which constitutes a number of hereditary groups arranged in a hierarchical order and certain groups enjoying a higher status than the others in terms of inter-personal relations. Caste and occupation in the traditional society were close to each other. Thus the caste and occupational stratification in the village structure provided leadership positions which were occupied mostly by those who enjoyed a higher rank in the caste and occupational hierarchies.

As a consequence of political change and the processes of urbanization, industrialization and the technological breakthrough in farming in recent years, the traditional village social order is also witnessing modifications. The joint family system is being gradually replaced by nuclear units, and the caste system is tending now towards the class system. The various development programmes launched in India since Independence, such as C. D. Programme, Panchayati Raj, I.A.D:P. and High Yielding Varieties Programme, brought new institutions or modified the old ones to accelerate further the process of change in agriculture and other socio-economic spheres of rural life. These programmes also helped in stimulating local efforts and initiative and leadership in the village community on a secular basis.

The development programmes, money economy, land reforms, irrigation facilities, electricity, improved communication, and the introduction of modern farm technology are, no doubt, gradually transforming the traditional village structure. But the full impact of this process of change is yet to emerge on the rural scene. It can, therefore, be expected that to the extent the village is traditional, the leadership would continue to be on the traditional pattern, the commercialization of agriculture in recent years and the accompanying changes in the agrarian structure, on the other

hand, would cause a change in the leadership structure, from the traditional to non-traditional and functional.

On the basis of the foregoing, it may be hypothesized that :

- (1) Leadership in the village has relevance to the social structure.
- (2) The technological breakthrough in agriculture, which brings changes in the existing socio-economic relationship pattern in the village, promotes changes in the leadership pattern too.
- (3) The change in the leadership under such circumstances is from traditional, functionally diffuse and specific group orientation towards non-traditional, functionally specific, and the sphere of activities extends to the whole village community.

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As the study aimed at delineating leadership pattern relevant to the changing social structure accompanying the technological advances in agriculture, it was thought best to select a district in the Punjab, which experienced a very high agricultural productivity in recent years. Accordingly, Ludhiana district, which has been the focal point of green revolution in the State, and is covered by the Intensive Agricultural District Programme and the High Yielding Varieties Programme, and is having a large number of mechanized farms, was chosen for the purpose of this study. It was decided to select two blocks, one comparatively more developed and the other less developed in agricultural productivity. Samrala and Sidhwan Bet, two contiguous blocks, satisfied this criterion and were, therefore, selected for the study.

### Selection of Villages

Ludhiana being the seat of the Agricultural University and the district being covered by the Intensive Agricultural District Programme since 1961, the villages in the district are exposed to extended influences in terms of new farm technology and social and political awakening. Samrala and Sidhwan Bet blocks are within a radius of 26 kilometers from Ludhiana and together have 187 villages with varying population range.

As leadership is built up of several interacting variables varying in different situations, it was not feasible to take up villages at random in which all the variables would operate simultaneously. A purposive selection of two villages was, therefore, contemplated, keeping in view the homogeneity of the social structure, but some heterogeneity in the degree of achievement in agricultural productivity. The aspects considered for measuring the development in agriculture were size of operational holding, number of farm families, ratio of irrigated area to total area, number of tractors, average wheat yield per acre in 1971-72, etc. After holding

discussions with several block officials, two medium sized villages satisfying the above mentioned criteria were selected.

The unit of study is the household which means members of a family having a common hearth for their meals. It was decided to interview the heads of all the households in the two villages, since sociometric technique used to identify leaders necessitated such a step.

### Data Collection

Three schedules were designed and administered to all the heads of households of the two villages. The first schedule was intended to elicit information about : (1) age, sex, caste, family composition, education, occupation, income, size of operational holding including irrigated area, machinery and implements, and (2) identification of leaders on sociometric choice.

The second schedule was designed to interview leaders on their reaction towards various development programmes and their participation in them.

The third schedule was meant for the elected members of the village panchayat. Factions in the village were studied by interviewing selected informants.

The field work was completed between December 1972 and October 1973.

### Locating Leaders

A review of the studies on rural leadership conducted in India shows variability in methodology and approach in these studies. Either participant observation or sociometric measure was commonly used in such studies for identifying leaders.

Most studies of community leadership used (a) the positional approach, (b) the reputational approach, and (c) decisional approach ; or a combination or modification of these approaches, to identify leaders. Positional approach had popularity once, but it came into disfavour because some decisions of the community are often taken outside the official position.

The reputational approach seems to be the most widely used method for identifying leaders.<sup>2</sup> It, however, does not measure leadership but rather the reputation for leadership.<sup>3</sup>

The decisional approach,<sup>4</sup> though it attempts to measure the power, has several limitations.<sup>5</sup> Thus a combination of these three appears to be the most reliable way for the study of community leadership, although it again has several limitations.

In the present study, the reputational approach has been used to identify leadership in the villages. Leaders in a community identified through this approach are those who enjoy high reputation in the village. Power is attributed to them by the followers and they become influential in the community affairs. The degree of influence, however, varies with the number of positive choices received.

In the present study, the following procedures were followed :

- (1) Leaders were identified in the two villages by asking each respondent to mention, according to his perception, the most influential person or persons of his village. Those persons mentioned by these respondents were considered the general leaders of the community.
- (2) The leaders were also identified by asking the respondents to give positive sociometric choices for individuals on the following social activities :
  - (a) celebrating fairs, (b) organizing religious ceremonies,
  - (c) taking interest in caste activities, (d) participation in panchayat activities, (e) taking interest in village school, and (f) taking interest in village co-operatives.
- (3) Further, the respondents were asked to mention the persons to whom they first go for help and advice when confronted with problems related to : agriculture, marketing, credit, health, domestic affairs, education of children and work in government offices. The chosen were classified as specialized or functional leaders.

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THIS chapter deals with the ecological setting and the socio-economic characteristics of the two villages, which are important for analysing leadership relevant to the changing village structure.

### **The Village Setting**

The LD village is about five kilometers from Mullanpur, a township and a grain market, and is connected by a link road from the Ludhiana—Ferozepur highway. The village has a co-operative society, panchayat and a primary school. The residential pattern shows an intermixing of houses of high and intermediate castes but the houses of the Harijans are set apart on the western side of the village.

The HD village is about five kilometers from Samrala town, a tehsil and block headquarters. The town has a grain market, a civil hospital, a veterinary hospital, a co-educational college and an Industrial Training Institute. The village is 0.25 kilometers away, and connected by a kachha road, from the Ludhiana-Chandigarh highway. The village has a co-operative society, panchayat, primary school, a sewing-centre, a women's co-operative society and an artificial insemination centre. The houses of high and intermediate castes in the village are clustered together while the houses of the Harijans are situated apart on the western side of the village.

### **Agricultural Setting**

A comparison of the agricultural characteristics in the two villages (Table 1) shows that there is a lot of variation between these villages with respect to average size of holding, man land ratio, irrigated area, yield per acre, farm income, and number of farm machinery. However, there is near similarity between these

villages with respect to persons working on farm, and the main crops grown.

In the LD village, the average size of holding was 6.95 acres against 15.14 acres in the HD village. This was also reflected in the man land ratio which was 0.69 in the first village against 2.26 in the second. In terms of irrigated area to total cultivated area again, the second village (72.98 per cent) had an edge over the first village (65.50 per cent). The second village had more tractors and threshers (8 and 32 respectively) as compared to the first (one and 20). The yield of wheat per acre in the HD village (17.50 quintals) was also much higher than that in the LD village (12.50 quintals). This and the resulting higher per acre income in the second village (Rs. 844.63) clearly reflects the higher agricultural growth due to more intake of modern technology.

### Demographic Features

Both the villages have a population below one thousand each. Male female ratio is also almost similar, the percentage of female to total population being 45.38 and 44.24 respectively in the LD and HD villages. In terms of age distribution, again, a close similarity between the two villages is noticed in the population upto 54 years of age. The first village, however, has more old population (both male and female), numbering 97, than that in the HD village (49). This difference in old age is clearly reflected in the dependency percentage, which was 46.51 in the LD village against 42.51 in the HD village.

The difference in terms of total number of households in each village is also very insignificant. But the average size of family in the first village (LD) is eight against six in the HD village.

In per capita income too, the HD village has an edge (Rs. 1284.17) over the LD village (Rs. 814.40), although the working force is almost same in both the villages.

In education, the LD village, however, is ahead of the other village, particularly in terms of number of persons who are literate.

The above analysis thus shows that there is close similarity between the two villages in respect of population size, male female ratio, young and middle age group (up to 54) and total working force,

But the HD village has an edge over the LD village in respect of low dependency ratio, smaller size of family, and higher per capita income.

### Caste Composition

The caste structure of a typical Punjabi village is characterized by the numerical preponderance of the Jat (cultivator) and the Harijans (Ramdasia, Mazhavi etc.) with a sprinkling of a few other caste groups. The Jat is the dominant caste<sup>1</sup> in the village because of its superior numerical, economic and social status and political influence.

Among the study villages, the LD village has seven groups against eight in the HD village (Table 2). In the first village Jat families number 65 and the Ramdasia 13, against 41 and 25 in the HD village. The distribution of families belonging to other five castes in the LD village ranges between two and five, but in the HD village, some of the caste groups such as Brahman (10) and Jheor (13) also have a large number of families.

### Caste Hierarchy

Except the Brahmins, who are Hindus, all other groups in the villages are adherents to Sikh religion. Although Sikh religion discourages division of society on the basis of caste, yet as is common with other non-Hindu religions in India, some form of hierarchy on the basis of caste can be noted among the followers of Sikh religion too. However, the hierarchy of, and the social-distance between, caste groups in rural Punjab is observed in a much less rigid form than in any other parts of the country. This is chiefly because of the religious factor mentioned above, the impact of urbanization,<sup>2</sup> spread of education,<sup>3</sup> and improvement in the standard of living resulting from rapid growth in agriculture and industrialization<sup>4</sup> in the past decade.

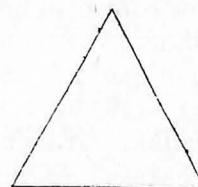
Restrictions in regard to caste category in marriage are still rigidly adhered to, although in the acceptance of food and water by one caste from another the rules are becoming more and more flexible.

In the present study, the hierarchical order of the caste groups in the two villages has been arrived at on the basis of expressed willingness in taking or not taking cooked food and water by one caste from another.<sup>5</sup> Another aspect considered for arranging caste hierarchy is the participation of one caste in the socio-religious functions of another. Data collected from informants for this purpose were verified by observation.

Food and water are acceptable from each other among the Jat, Brahman and Tarkhan. All the other castes in the village can accept food and water from these castes, who can on their part, accept water only from the Nai, Jheor, Ghumar, Chhimba and Teli. Ramdasia is the only caste who accepts food and water from all other castes but none of them has food and water exchanged with the Ramdasia. On the basis of interaction pattern in food and water exchange and ritual participation, the village caste hierarchy can be arranged as given below :

<i>Rank</i>	<i>Castes</i>
I (a)	Jat, Brahman, Tarkhan
(b)	Nai, Jheor, Ghumar, Chhimba and Teli
II	Ramdasia

This clearly provides a triangle shape to hierarchy as compared to diamond shape noted in South Indian and Central Indian villages.<sup>6</sup> This indicates a high degree of flexibility in interaction pattern among the caste groups of Punjab. Further, the differences still existing relate mainly to one caste. Thus, although the differences between any two castes in South or Central India were of a high order, in the villages under study such differences are negligible.



### Caste and Occupation

The occupational distribution of heads of families (Table 3) shows a clear association of caste occupation and present occupation, in respect of the Jat, Chhimba, Ramdasia and Tar-khan but in the case of all the other caste groups, there is a shift away from traditional occupations.

The occupational change, however, can be brought out in sparp focus if the present occupations of all the work force (those who are working) in each caste group are analysed. Accordingly, caste-wise present employment pattern of all such persons in the two villages is presented in Tables 4 and 5.

In the LD village, the majority of the Jat whose traditional occupation is cultivation, are engaged in farming, although 42 per cent of them are in other jobs, such as in military service, technical and white collar service or in business. All the Brahmans are in non-traditional occupations, mainly in white collar occupation and in business. Same is the case with the Nai, Jheors and Teli. About four-fifths of the Tarkhan are in non-traditional callings, majority of such persons being in agricultural labour. Since agricultural labour could be considered as the traditional occupation of the Ramdasia, it was noted that a majority (53 per cent) of them now follow other occupations, such as farming, military service, and other unskilled work.

In the HD village, a higher proportion of the Jat (80.64 per cent) as compared to those in the LD village (57.62 per cent) are agriculturists. Their percentage in non-agricultural occupations in this village is only about 20. The case of Brahman and Jheor is same here as in the LD village, that is, all of them are engaged in non-traditional occupations. While the Nai in the LD village did not perform the traditional work of haircutting and nail paring, in the other village one person still follows the traditional occupation. A high proportion of the Ghumar in this village is also engaged in pottery, although the Chimbas (tailor) work only as agricultural labourers. Although a majority of the Ramdasia are engaged in non-agricultural occupation, it is interesting to note that a higher proportion of them are in farming here (43.75 per cent) as compared to that in the LD village (21.87 per cent).

This shows that higher development in agriculture is not the only factor in occupational mobility, and the factors such as availability of land, education, new avenues for employment are also important in adopting non-caste occupations.

### Occupational Rank and Mobility

The present occupational distribution of the working force in the two villages has indicated the amount of mobility so far as the present occupation is away from the caste based occupation. However, this is not enough to show whether the occupational mobility is upward or downward. To have a clear picture of the trend, the occupations followed in the villages were arranged in a prestige hierarchy on the basis of expressed opinions of selected respondents in each village (Table 5). The general consensus in both the villages about the ranking of occupations was almost same.<sup>7</sup> The grading of occupations by ruralites is a reflection of the fact that people assign different degrees of prestige to different occupations, and the prestige ranking is dependent upon endogenous as well as exogenous factors. The ranking of occupations by villagers shows the rise in prestige ranking of certain occupations, as for example, farming, in recent years, which is quite different from what one noted in the past when caste and occupation were highly linked.

Although farming occupies the top rank in the hierarchy in rural areas, Jats' shift to technical occupations, military service, white collar jobs, etc. cannot be considered a downward shift in hierarchy on account of the high status these occupations have in the urbanized society, and the education and skill required in them. From the point of view of nature of such jobs, it can be said that the shift to such jobs indicates an upward mobility.

The movement of Jat from traditional to modern occupations, indicating an upward mobility, has been more pronounced in the LD village than in the HD village. The main reason for this seems to be the difference in agricultural opportunities and variation in the farm technology. The average size of holding is much less and the irrigated area is smaller in the LD village as compared to HD village. This might have pushed members of the Jat families away from farming.

The Brahman's traditional occupation of priesthood is no longer in demand in village with preponderating Sikh population. He is, therefore, found mainly engaged in teaching in the LD village, and in teaching, white collar business and technical jobs in the HD village. All these new jobs are prestigious in the industrializing society and are much higher in status than the priestly occupation as ranked by villagers.<sup>8</sup>

The carpenters in the LD village (79 per cent) engaged in non-traditional job are almost evenly distributed between higher ranked job (technical, clerical, military) and low ranking job such as agricultural labourers, while in the second village such carpenters as have shifted from their traditional occupation are mainly found in technical jobs. This clearly shows upward occupational mobility for some members while downward mobility for others. Whereas the requirement of carpenter's services in both the villages is same, in the choice of non-traditional occupations a high proportion working as agricultural labourers in the first village only implies either lack of their skill for technical jobs or limitation of such jobs.

As in case of Brahman, the services of Nai and the Jheor are also no longer in demand in the villages. While in the second village only one Nai is still in traditional occupation, there is none in the first village so engaged. However, a rise in occupational hierarchy in their case is clearly visible.

The Jheors in both the villages have risen in occupational status by leaving their traditional occupation.

The Teli in the LD village and the Chhimba in the HD village have not gained by shifting from their traditional occupations, as all of them presently work as agricultural labourers instead of oil pressing and tailoring respectively, which occupations can be categorized in the same prestige group with the agricultural labour.

The caste which has shown significant improvement in occupational status in both the villages is the Ramdasia. In the LD village, about 44 per cent of them have taken up occupations such as farming, military service, etc. while in the HD village, such percentage is still higher, about 52 per cent. Quite a high proportion of them is also in the top ranking occupation, that is, farming. This has happened because of the spread of education

and availability of land for cultivation to the Harijans in recent years.

It is clearly noticed from the above analysis that the occupations of a caste group clusters round a few occupations with homogeneous ranking. This indicates that members of a caste group are homogeneous with regard to their occupational ranking. It also shows that the distribution of occupational status of members in various caste groups differs to a greater degree from their distribution in the village as a whole.

The existence of various occupational ranks within a caste group implies further that class can coexist within a caste group and the individual properties of some members of a group may differentiate one from the other within the group. One Brahman and about 43 per cent of carpenters in LD village do not enjoy a comparatively higher occupational position. This differentiation of individuals within a group occurs because of lack of skill and/or opportunity to develop their individual characteristics to make the group homogeneous in regard to the distribution of properties among all the members.

The occupational mobility within a caste standing at the bottom of caste hierarchy, such as Ramdasia in both the villages, reveals that the properties of certain individuals within a hereditary group are differentiated to the degree of making them distinct from the other members in a way to lift them to the higher occupational positions. These individuals by bringing heterogeneity within a caste group, limit their interaction with the other members of their own group, whereas their relationship with other groups becomes very much pronounced. Consequently, this promotes new and better relationship with the members of other caste groups, thereby encouraging the class system. This, alongwith a general rise in economic status in recent years, has played important part in bringing homogeneity among the caste groups in rural Punjab, as a recent study has shown.<sup>9</sup>

Certain conclusions can be drawn from the above analysis. The social rank of an individual within a group is based on : the properties of the group to which he belongs; the personal properties of the individual; and the properties of the village community in which the group is placed.

Initiative, ability and capacity of an individual as well as facilities provided by the society may enable him in raising his occupational prestige within his caste group. The case of Ramdasia clearly highlights this point. Whether all these factors within a group operate singly or jointly depends upon the situation in which the group is placed in the community.

As leadership means a superior position for an individual within a group or community, the members of the group or community recognize in the leader certain characteristics which help him in the productivity of the group as well as in the situational supremacy, thereby following him, within the interactional frame of reference. On the basis of caste and occupational stratification and the relationship shown between these two, certain hypotheses in relation to leadership pattern emerge :

(1) There will be a greater tendency for leadership to show up among the individuals who have been ranked higher in caste or occupational grading or in both ; (2) there may be an emerging pattern of leadership as the result of occupational mobility among certain individuals within the caste groups ; and (3) to a greater extent, the leadership will be based on either (a) the individual's characteristics such as age, sex, education, occupation, wealth or income, or (b) the numerical or economic dominance of a caste group or certain individuals within a caste group.

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2. The State has 109 cities and towns of various population size and the percent of urban to total population is 23.7. Almost all the villages are connected by link road, measuring 13859 Km. (*Statistical Abstract of Punjab*, 1972).
3. Percent of literacy in 1971 was 33.39 against country's percentage of 29.34
4. Number of registered factories in the Punjab in 1972 was 4,958 employing 1,18,657 labourers many of whom are rural dwellers.

5. Similar methods were used by various authors in India, viz., M.N. Srinivas, "Social Structure of Mysore village" in (Ed.) M.N. Srinivas, *India's villages*, Calcutta, Govt. of West Bengal, 1955 ; D.N. Majumdar, *Caste and Communication in an Indian village*, Bombay, Asia Publishing House, 1958 ; S.C. Dube, *Indian village*, London, Routledge and Kegan Paul, 1955 ; A.C. Mayer, *Caste and Kinship in Central India*, London, Routledge and Kegan Paul 1960 ; P.C. Deb, *Social Life of an Indian Rural Community*, Nagpur, Nagpur University, 1965. (Ph.D. thesis).
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P.C. Deb and L.A. Wenzel. A dimension of change in India, prestige of occupations among University students, *Contributions to Asian Studies*, Leiden, Vol. 3, 1973.
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LEADERSHIP emerges and develops as a result of interaction among the members of the group. Net-work and pattern<sup>1</sup> are the two fold dimensions of the social structure, and different forms of interaction within the community may develop different types of leadership patterns in the villages. Moreover, as the inter-personal relations in villages are more informal than formal in nature, the leadership in traditional or less developed villages is likely to be more of a diffused type rather than specific. The leadership in such villages may be polymorphic in which an individual may hold leadership positions in more than one sphere or activity. Even the present stage of technological advance in agriculture and the consequent modification and/or re-orientation of activity pattern in rural areas is not likely to affect appreciably the existing pattern of leadership, and the traditional and non-traditional types of leaders may be found generally partaking in both traditional and non-traditional activities.

A new area in which leadership will emerge in the wake of technological revolution in agriculture is in the sphere of transfer of information on the new technology. The persons sought after in this area are likely to be persons who are better placed in regard to use of modern inputs.

It is generally observed that certain individuals have better capacity, ability and skills to perform some activities which form essential part of the rural social life. Because of such qualities, which may be manifest or latent, individuals become influential in village life.

In the present study, leadership has been identified on the following bases :

- (1) persons who are considered most influential in the village community (community or general leaders),
- (2) persons chosen on six social activities (traditional and non-traditional), and

(3) persons sought after for certain specific development and welfare functions (specialized leaders).

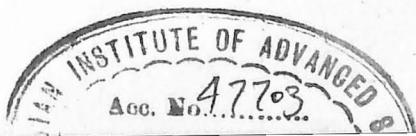
### COMMUNITY LEADERS

Each head of household in the two villages was asked to mention, according to his own perception, the most influential person or persons of his village. The persons mentioned by the respondents, (by more than one) were considered the general leaders of the community. These leaders were ranked according to the number of times they were mentioned (Table 6). While the LD village had 15 community leaders, HD had only eight. Both these villages seem to be multi-leader villages. Considering the population of these villages, it appears that the more technologically advanced village has less number of leaders as compared to the less developed one. In other words, the less developed village (LD) is more divided than the more developed village (HD).

In each of the villages, only a few leaders received mention from a large number of respondents, while many received citation only from a few. However, the average citation per respondent and the average citation per leader show that the level of consensus in regard to the identification of leaders is more or less same in both the villages.

Thus in the LD village, those leaders mentioned by more than one third of the total respondents numbered six, while it was four in the HD village. Another interesting fact is that there was none in the HD village who was mentioned by less than 10 respondents, but in the LD village, six leaders received citation ranging between two and nine. This clearly shows the concentration of leadership in the HD village in a few persons while it is widespread in the LD village, proving that a less developed village and more traditional one in that sense, is comparatively more divided than the developed village.

On the basis of total citations received by each leader from his followers, BSJ got the highest number of choices (62) among the leaders in the LD village and thus was the first ranked leader in the village. In terms of number of citations, he was followed



by JSW (55 choices), KSS (46 choices) and BSS (39 choices), leaders with a significant number of followers.

In the HD village, JSW was the most influential leader receiving the highest citation (62) among all the leaders, followed by SSI (50) BSS (46).

Thus on popularity index, the three most important leaders had almost similar following in each village.

### LEADERS CHOSEN ON SOCIAL ACTIVITIES

Certain individuals have better capacity, ability and skills to accomplish some of the activities which form essential part of the rural social life. In the present study, therefore, the respondents were asked to mention in which of the following six social activities, the chosen leaders of the community had the capability :

- (a) in organizing and celebrating fairs and festivals in the village,
- (b) in organizing religious ceremonies,
- (c) settling caste disputes,
- (d) to represent in the village panchayat,
- (e) to look after the interest of village school, and
- (f) to look after the interest of village co-operative society.

A broader classification of the leaders can be done by considering the leaders identified on the first three activities (a, b, c) as traditional and those on the last three (d, e, f) as of the non-traditional type. The persons identified for activity (a) have been chosen because of their natural capability and organizational capacity of arranging some recreational activities such as fairs and festivals.

Persons identified for (b) activity are those who are capable of arranging religious ceremonies in the villages, senior in age and learned in religious ideology. They generally follow traditional beliefs, customs, and practices. Persons identified under activity (c) are those who take interest in caste activities, senior members in their respective caste groups, and who, by virtue of their vast and long experience, are sought for advice, guidance, help and negotiation. The persons chosen on activities (d, e, f) are the

leaders in the new socio-political institutions, such as panchayat, school and co-operative societies. These can be considered as non-traditional activities in the community.

### Social activities Leaders

The rank order of the leaders chosen on the six social activities was made on the basis of average choice. The leaders so identified are arranged in descending order of the average choice pattern (Table 7). Considering the criterion of minimum 10 per cent of the total possible choices for a leader, there are six persons in LD village and six in HD village who have been chosen as leaders in the different activities. The leader who has received the highest average choice in the LD village, BSJ, is village sarpanch, while in the HD village, JSK is ex-sarpanch and an influential political worker.

Again, taking the five top leaders on the basis of average choice, it was noted that only two leaders in the first village were chosen in all the six activities while among the others chosen, one was in five activities and two in four activities. In the HD village also similar pattern was noticed. An analysis of the choice pattern of leaders is presented to understand the differential pattern of choices in the two villages.

In panchayat activity, in the LD village, out of 11 persons chosen as fit to hold panchayat office, only six persons received more than 10 per cent minimum of the total choices. Of these BSJ, JSH, KSS, and LSN are members of the present panchayat.

The number of persons chosen in panchayat activity in the HD village is six, out of which five persons received more than 10 per cent of the total choices. SSJ, BSS and SSIS of these leaders are members of the present panchayat.

Persons chosen in both the villages, who secured less than 10 per cent of the choices are mostly those who are either elected members or those who lost in the last panchayat election.

In respect of school activities, in the LD village, all the four persons received more than the minimum choice. In the HD village only two out of four persons secured the minimum choice to become leader. The difference may be attributed to the fact that a primary school was established in the HD village only last

year, while the LD village has a primary and middle school for a long time.

In respect of activity in co-operative society, all the five persons in the LD village fulfilled the minimum requirement of choices, while in the HD village four out of five persons qualified to become leaders in this activity. There was thus almost similar number of persons chosen as leaders in co-operative activity. Both these villages have co-operative societies, for a number of years, although recently the HD village established a thrift and saving society.

In recreational activities, all the six persons in the LD village fulfilled the criterion of the minimum choices. In the HD village, however, out of seven persons chosen, only five secured more than the minimum scores. There was thus very little difference between the two villages in respect of number of leaders chosen in recreational activities.

In religious activities, in the LD village, out of four persons who participated in religious activities, only three (all Jat) received minimum of 10 per cent choice. In the HD village, all the three persons received more than 10 per cent choices, one among them being Ramdasia and two Jats. Identification of only a few persons on religious activity in both the villages shows the changing values of the village people. In other words, this activity as such does not carry the weight with the village community as it did in the past. Moreover, those identified on religious performance are also found in all the non-tradional activities, showing inter-relationship between the two types of activities.

In caste activities in the LD village, all the three Jat leaders chosen, are panchayat members. The lone Ramdasia is also a panch.

In the HD village, out of three Jat caste leaders, SSIS and SSP are members of the panchayat and JSK is an influential congress worker and respected in the village community. The lone Ramdasia in this village is also an elected member of the village panchayat.

It is thus clear that persons who are leaders in caste or religious activities hold this position because of their membership in village institutions.

### Leadership in Manifold Activities

It was noted earlier that a person who was leader in one activity was also chosen in some other activity. This brings out the fact that the six activities by which the leaders were identified, seem to overlap. The leadership appears to be dispersed to the extent that a leader chosen in one activity is chosen for other activities as well. It is interesting to note that persons chosen for religious and caste activities have also been chosen in the non-traditional activities. The tendency of leaders chosen is more towards the panchayat among the non-traditional activities and recreational among the traditional activities in both the villages.

An analysis of the extent to which leaders are chosen in the six activities (Table 8) shows that out of 15 leaders in the LD village, seven persons were chosen in more than one activity. The highest incidence was in case of two persons chosen in six activities. In the HD village, all the leaders were chosen in more than one activity with one person identified in six activities and two in five activities.

Leadership, thus seems to be polymorphic in both the villages, although the degree of multiplicity is less pronounced in the HD village. This indicates that the leadership is likely to be more of the emergent non-traditional type alongwith improvement in socio-economic structure.

### Association between Leadership Types

In the LD village, six out of 15 leaders were identified in both panchayat and recreational activities, whereas only three in religion and four in caste activities were chosen as leaders (Table 9). In the HD village, on the other hand, six out of eight leaders were identified in recreational activities and five each in panchayat and co-operative activities ; and three each in religion and caste activities.

It is evident that there is a high degree of overlapping of one type of leaders with the other in both villages.

Considering the total number of leaders in each village, it becomes apparent that the leadership in almost all the activities is more pronounced in HD village than in the other, especially,

the leadership is more pronounced in co-operatives, panchayat and recreational activities.

Due to the predominance of the Jat and Ramdasia in both the villages with only a few families of other castes, the caste leaders are found only among the two numerically dominant castes. Since caste panchayats are non-existent, disputes are referred to the elected panchayat, or to the elected members of the panchayat belonging to a particular caste. Ceremonies connected with life cycle are also becoming individualized because of changing pattern of economic, caste and family systems.

The higher concentration of leadership representing recreational activities in both the villages is due to the fact that the city providing recreational facilities are far away from these villages, and, therefore, the villagers celebrate some of the fairs and festivals in the village.

The number of persons chosen for school activities (non-traditional) is limited in both the villages because these villages have only a primary school and in the second village it was established only a year ago. The leadership in the co-operative activity is more pronounced in the highly developed village as compared to the other. The cooperative activities are looked after by a sizeable number of persons who are members and are progressive farmers and educated, and who can satisfy the community in terms of advancing loans, supplying fertilizers, etc. The co-operative activity is specifically important for farming community in the transformation of agricultural economy. This non-traditional activity provides an opportunity to all villagers to express their views in choosing persons as leaders. By and large, they represent emerging type of leadership.

The highly pronounced type of emergent leadership is also noted in panchayat activity. This activity involves socio-political aspects of the village community. This is represented by persons elected to hold certain official positions in the panchayat. The highly concentrated leadership of this type in the developed village shows a change of outlook alongwith economic modernization. As a result, leadership in this village is becoming emergent and leaders can be identified more with the panchayat here than in the less developed village. This implies that leadership in terms of panchayat activity (political) influences the leadership in other

activities in a developing community. However, in certain cases it may be that both the traditional and non-traditional positions of some individuals may enable them to secure a place in the panchayat leadership.

This comes out clearly when leadership position in caste and religious activities (traditional) and non-traditional (panchayat) activities are compared (Table 10). In the LD village, out of eleven non-traditional leaders, six are also found in either religion or caste or both the activities. In the HD village, all the six non-traditional leaders are also identified in traditional activities (caste or religion). In the LD village, the activities of non-traditional leaders extend to both the caste and religious activities, while there was only one such leader in the HD village.

Thus, there seems to be a high degree of interaction between both types of activities and the emerging leadership participating in both simultaneously, although the extent of such interaction was somewhat less in the developed village as compared to the other.

### SPECIALIZED LEADERS

The respondents were asked to mention the persons to whom they would first go for help and advice on problems related to : (a) farming (b) marketing, (c) credit, (d) health, (e) education of children, (f) domestic problems, and (g) work in government offices. The broad area of farming included information or advice on modern inputs such as fertilizer, pesticides, improved seed, farm machinery and implements, etc.

Tables 11 and 11a show the distribution of leaders on the basis of respondents' citation about whom they would go to for advice and help or information. It is clear that a large majority of the population in both the villages depend on leaders for help and advice on various matters, although comparatively more people depended on leaders in the LD village (minimum 47 per cent) than in the HD village (minimum 28 per cent).

Among those who sought help and advice of leaders, the number was quite high for solving all the seven problems in the LD village, but only for credit and for work in government offices, in the HD village.

In the LD village, the problems which needed leader's advice more were, in order of their rank : work in government offices (court cases, permit, etc.), credit, agriculture, marketing and health, while in respect of domestic problems and education of children only a few persons sought the help of the leaders.

In the HD village, on the other hand, leader's advice is sought more on problems relating to credit and work in government offices. Only a small proportion of the respondents in this village sought leader's advice on agriculture, health, marketing, domestic problems and education of children.

Whereas education of children and domestic problems needed least advice from leaders in the LD village, domestic problems, marketing and education of children were the spheres which needed least consultation from leaders in the HD village.

It is obvious that leaders play an effective role in both the villages but in varying spheres, and in varying degrees. In agricultural problems quite a high percentage of village folk (73 per cent) seek the advice of leaders in the LD village, but this is not so in the other village which is comparatively more developed in agriculture. Problem of credit is the only sphere which needed leader's help in both the villages equally.

While marketing is another area, connected with agriculture, that needed leader's attention in the LD village, only a small proportion (32.65 per cent) in the developed village sought leader's advice in this area.

A comparative picture of the functions performed by leaders in the two villages can be had by ranking the problems on the basis of the frequency of mentions each problem received from the respondents.

Rank	LD Village	HD Village
I	Work in govt. offices	Credit
II	Credit	Work in govt. offices
III	Agriculture	Health
IV	Marketing	Agriculture
V	Health	Education
VI	Domestic matters	Marketing
VII	Education	Domestic matters

Problems of credit and work in government offices confront the people in both the villages most. Agricultural problems get one rank higher in the LD village than in the other. Health and education receive higher attention (3 ranks higher) for leader's advice in the first village than in the other.

Assuming that total dependence on leader is equal to the number of functions multiplied by the number of respondents, the people's dependence on leader quotient for the LD village comes to  $\left(\frac{410 \times 100}{92 \times 7}\right) = 63.6$  and for the HD village  $\left(\frac{304 \times 100}{98 \times 7}\right) = 44.0$ .

Considering all the functions together, it becomes obvious that while in the first village about two third of the population depends on leaders, only 44 per cent of the population in the other village have such dependence. The most sought after leader in the LD village is BSJ while JSK is in the other village.

The standing of the leaders on people's dependence on leaders quotient can also bring out the degree of dependence of followers on each of the leaders. In the first village, such quotient was 17.3 for BSJ, 16.5 for JSK, 9.4 for CSJ and 9.1 for JSL, while the total quotient for all the rest was 13.3. In the HD village, the quotient was 10.0 for JSK, 9.1 for SSI and 8.3 for NSN while the quotient for the remaining together was 17.2. It emerges from the above that each important leader had a more following in the first village as compared to the other.

On the basis of the functions of leaders, that is, area in which they are sought after, in the HD village JSK and SSI are the two leaders who are consulted by some persons in problems pertaining to agriculture, marketing, domestic matters and work in government offices and BS in domestic matters and government office, while the other leaders are sought after only in one specific sphere such as NSN in credit problems, BD in health problems and JSI in education.

In the LD village, again, BSJ is leader in four spheres, credit, marketing, domestic matters, and government office work, JSH in agriculture, marketing, domestic matter and education of children, LSN in domestic matters and government office work, while the others are leaders only in one specific area, namely two leaders in agricultural sphere, one in credit problem, and one in

health problem. It is thus clear that both polymorphic and monomorphic types of leadership existed side by side in both the villages.

### TYPES OF EMERGING LEADERS

A comparison of the leaders on the basis of their involvement as informal, traditional, non-traditional and specialized leaders would provide insight into the common identity of such leaders in various spheres of village life and how one type is associated with another type. It is evident that in both the villages only a few leaders were simultaneously involved in traditional and non-traditional activities plus in specialized functions. In the HD village, out of nine leaders, six were found in agricultural and non-agricultural functions. Two of these leaders were specialized in agricultural and non-agricultural spheres as well as in traditional and non-traditional activities, one in non-agricultural plus traditional and non-traditional activities, one in agricultural and non-traditional activities, and two in non-agricultural only. There were three leaders who were involved only in traditional and non-traditional activities.

In the LD village, out of 15 leaders chosen on sociometric basis, six could be classified as functional leaders who are sought after by the villagers for advice and information on agriculture, health, educational and domestic spheres. Out of them, two were found in traditional and non-traditional activities. One leader in agricultural and other in non-agricultural functions were involved in both traditional and non-traditional activities also. One was leader only in education and another in health matter. The remaining nine leaders were those whose sphere of activities was limited to traditional and non-traditional activities of the village life.

Since we have considered the leaders identified on the basis of non-traditional activities as emerging leaders, it will be interesting to bring out the association of this type with the specialized or functional leaders of the community. Out of the six functional leaders in the LD village, five are also emergent leaders while in the HD village, out of six functional leaders, four are also emergent leaders, two being leaders only in specific functions.

The above analysis brings out clearly the fact that there are some common elements between the leaders chosen on different basis. The modern leaders (emerging as well as specialized) seem to have deep roots in the traditional village social structure, as reflected in their participation in caste and religious activities. Their present status as informal leaders seems to be closely related to their role in the maintenance of customs and traditions.

### Leadership and Village Institutions

Some of the leaders indentified on sociometric choice also hold positions in various organizations in the village (Table 10). In the LD village, six leaders out of 15 are members of co-operative society, while five of them are again members of the village panchayat. Nine leaders are those who do not hold any position in any institution of the village.

In the HD village, seven of the nine\* leaders are members of the co-operative society and five of these are also members of the village panchayat.

It is clear from the foregoing that a large number of leaders chosen on sociometric basis hold one or more positions in the village organisations in both the villages although their share is comparatively more in the developed village than in the less developed one.

Eight Jat and one Tarkhan in the LD village against only one Brahman and one Ramdasia in the HD village were functional leaders without holding office in any village institutions. However, most of these leaders had political or social influence in the respective villages, and some of them were active members of political parties, ex-panchayat member, or practising physician.

### Attributes of Leadership

The relationship between individuals and families in a village setting is quite intimate and informal. A leader in a community is one who has following in terms of controlling or influencing the behaviours of others. In the past, village elders had a great

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\*The ninth leader was a specialised leader (on health) in this village.

influence in village life, but now they are gradually losing their hold in village affairs. An attempt is made here to bring out some of the attributes that a leader should possess in the changing socio-economic setting. The respondents were asked to rate some of the attributes of a leader in the village setting (Table 12).

On the basis of the weighted percentage response for these villages, the various attributes of a leader was ranked and arranged in descending order. Education received the first rank in the LD village, but it received seventh rank in the HD village. While pachayat position was given first rank in the HD village, it received third rank from the LD village. Ability to settle disputes was given the least importance in the LD village but the HD village gave it fifth rank.

According to the weighted average, the top four attributes of a leader were honesty, panchayat office, education and young age while the bottom four were organizing capacity, speaking ability, modern outlook and wealth.

However, when the rank order of the attributes of the two villages are compared, the two villages give equal emphasis on honesty (2nd rank), and young age (4th rank) among the highly ranked ones, and speaking ability and wealth among those at the bottom.

In respect of other items, inter-village differences of high magnitude are noticed, especially in relation to military service (difference of four ranks), modern outlook (four ranks), education, (six ranks), reputed family (seven ranks) and ability to settle disputes (eight ranks).

It is thus obvious that as against the first four attributes of panchayat position, honesty, reputed family, and young age desired by the HD village, the LD village expressed preference for education, honesty, panchayat position, and young age. Honesty, and young age which are personal qualities, and official position (panchayat) are the common attributes emphasized by both the villages.

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## SOCIO-ECONOMIC CORRELATES OF LEADERSHIP

THE caste and occupational stratification and the relationship established between the two in chapter 3 have provided certain hypotheses. These are :

1. Leadership will be found more among individuals who have higher rank in caste or occupation or in both.
2. Leadership is based largely on one or more than one of the following characteristics :
  - (a) age, education, occupation, wealth or income,
  - (b) economic or numerical dominance of individuals in a caste group, and
  - (c) the situation in which individuals and groups are placed in the community in terms of distribution of some of the properties.

The aim of this chapter is to show how the social structure influences the leadership pattern. Some of the socio-economic factors structuring the community have been analysed for leaders and non-leaders to show their significance for leadership in rural areas.

### Age

Age distribution of leaders and non-leaders in the two villages (Table 13) shows that in the LD village a majority of the leaders (80 per cent) is old (above 45 years) while three fourths of the leaders in the HD village are young (below 45 years). Among the non-leaders, 74.0 per cent in the LD village against 45.5 per cent in HD are old in age (45 and above). It, thus, shows that a larger proportion of leaders in the HD village are young while that in LD are old in age. It only indicates that in selecting leaders the people in the LD village still believe that older people are more mature and experienced than the young people. The preference of comparatively younger persons as leaders in HD village,

on the other hand, reflects the modern thinking as a consequence of more outside contact and economic development.

### Caste

The caste groups in the village have been classified as high and low. The distribution of leaders and non-leaders, according to this classification (Table 14), shows that 20 (86.96 per cent) of the total leaders belong to high caste (Jat) while only three (13.04 per cent) to low caste (Ramdasia). Against this 79 per cent and 21 per cent of the non-leaders belong to high and low castes respectively. It thus shows that leadership is highly associated with the membership of high caste.

Another dimension affecting leadership may be the size of the caste groups (Table 15). There was a high correlation between the number of leaders and the size of the different caste groups ( $r=.19701 < 0.05/1$ ). This proves that the highest the numerical strength of a caste group, higher is the number of leaders in that caste. Village wise analysis of data also shows that the numerical strength of the caste groups in both the villages played an important role in leadership pattern. Jat constituted 70.65 per cent of the total households in the LD village and 41.84 per cent in the HD village, with each leader in the former having a following of four households and in the latter six households. The Ramdasia in the LD village has a following of 12 households, while each of the two Ramdasias in HD village has a following of about 11 families each. The Ramdasia leaders receive support from 25 non-Ramdasia families in the HD village and 30 in the LD village. This shows that there is a growing recognition among the high caste people of the importance of the Harijans in the overall village structure. This is a clear evidence of the rise of the Harijan's status in the rural society.

The above analysis further proves that more leaders in the two villages come from the caste which is higher in status in the village. This supports the hypothesis that most leaders will be from castes which enjoy a higher rank in caste hierarchy.

The numerically dominant caste concept also holds good in both the villages as all the leaders have come from such caste groups, Jat and Ramdasia, in both the villages.

## Occupation

The distribution of occupation of leaders and non-leaders (Table 16) shows that farming as an occupation is highly related with leadership position. Since farming and agricultural labour are the two major occupations of the villagers, the leaders mostly belong to either of the two occupations. In the LD village, three leaders are in Govt. service and two in business, but all of them, excepting one belonging to Ramdasia caste, again belong to Jat caste group. The analysis further shows that the lone Tarkhan (leader) in the LD village has made occupational mobility (upward) while four leaders belonging to Jat caste also have moved away from their traditional occupation. In the HD village, one Ramdasia leader has moved upward in occupational ladder, while the Jats are in the traditional occupation. Although some association between occupational mobility and leadership is observed, yet the data are insufficient to conclude that occupational mobility leads to emergent type of leaders.

## Family income

The classification of leaders and non-leaders into different income categories (Table 17) shows that nine (39.1 per cent) out of 23 leaders had an annual income over Rs. 12,000 against 28 (16.78 per cent) of non-leaders having such income. Leadership is dispersed through almost all the income ranges in the LD village, but most of the leadership in the HD village is from among the higher income categories. This clearly proves that alongwith a rise in income level resulting from more intake of modern technology, there is a tendency among people to attach more importance to wealth as a factor in leadership.

## Land ownership

Though the family income is generally found related to land ownership, this variable is also found to have some significance in the village life. The analysis (Table 18) shows that in the HD village the leadership is more concentrated with larger farmers than in the LD village. In the latter village, leadership is almost equally

distributed among small and large cultivators as well as non-cultivators, while in the HD village five out of eight leaders have large sized farm.

### **Education**

The level of education of leaders and non-leaders for both the villages together (Table 19) shows that the two groups differ significantly from each other ( $X^2=9.5368$ ;  $P<0.05/1$ ). The median value of leaders falls in the middle level, while that of non-leaders in the illiterate category.

When the villages are considered separately, a different picture emerges. The HD village has only two educated leaders against 12 in the LD village. This is mainly due to the lack of educational facility in the HD village in the past and a higher percentage of illiteracy in this village, which was 72 against 51 in the LD village.

It emerges from the above analysis that leadership is highly associated with education, although this may not hold good in certain situations.

### **Level of Mechanization**

Level of mechanization of those leaders and non-leaders who are in farming in both the villages (Table 20) shows that the level of mechanization is comparatively higher for leaders as well as non-leaders in the HD village than in the LD village. Whereas five out of 11 leaders in the LD village had low level of mechanization, there was only one leader out of six in the HD village with such a level. Among the non-leaders, similarly, against only 6.2 per cent of them in the HD village in the low level of mechanization, about one third of the non-leaders in the LD village had least mechanized farms. Thus, it is obvious that when a village develops technologically, this factor also becomes important in securing leadership position in the village.

### **Socio-economic status**

So far the influence of each socio-economic factor has been considered individually. However, to have a clear picture of the

effectiveness of all the factors together for leadership, education, occupation, income, landownership, and mechanization have been considered collectively. These factors operate simultaneously, any one single factor becoming indistinguishable from another. The analysis (Table 21) shows that about 61 per cent of the total leaders belong to the upper socio-economic group, while about 44 per cent of the non-leaders fall in this socio-economic category, indicating that leadership is associated with higher socio-economic status in the community.

Village-wise analysis of the data about the distribution of leaders and non-leaders into socio-economic status groups reveals that five out of eight leaders in the highly developed village come from the upper socio-economic group, against only three out of 15 in the LD village coming from the same status group. Again whereas, only one leader in the HD village belongs to the lower and one to the middle status group, in the LD village those belonging to lower and middle status groups number seven. This proves that leadership becomes more concentrated in the higher socio-economic status when rapid growth of agriculture takes place.

An examination of the distribution of leaders, belonging to different caste groups, (Table 22) into various socio-economic status groups shows that 3 (23.08 per cent) of the 13 Jat leaders in the LD village belong to the upper socio-economic group while 9 leaders have socio-economic scores ranging between 5.1 to 10 (middle). The leader belonging to Ramdasia caste is, however, in the lower socio-economic group.

In the HD village, out of six Jat leaders, five are from the upper socio-economic status group, while one out of the two Ramdasia leaders belongs to the lower status group and the other to the middle status group.

This shows that to a large extent the socio-economic status of the leaders is highly related to the caste status of the leaders.

The analysis with respect to the two villages brings out that leaders are distributed in different age, caste and socio-economic groups. Leadership is also concentrated in one or the other groups. The properties of individual in a group are distributed somewhat uniformly within a group to represent homogeneity though certain leaders have an unequal distribution of properties within the group as well. Leadership within a group is inter-related to the other to

some extent as is reflected in the relationship between caste and socio-economic status of the leaders belonging to such groups. Being distributed in different groups, the leadership represents the distributed type of structure and, therefore, becomes an important element of social structure.

It may be inferred from the analysis that to the extent the village social structure is traditional in terms of socio-economic development, leadership is also traditional. But the economic development (in terms of agriculture), occupational mobility of certain individuals within caste groups, and the individual's properties, such as education, income and occupation may affect the village social structure and ultimately bring a change in the leadership pattern. Thus, the leadership in these villages is in consonance with the village social structure.

THE social relationship pattern within a village community provides an insight into the social structure as also into the processes involved therein. Individuals are the units of interaction and their relations with each other are mutually oriented in terms of their role expectations. Inter-personal relations thus form an important part of the social structure, and calls for a study of such relations among the village leaders.

In Indian rural society, where intimate relations exist among families and individuals, many types of interactions are expected to develop. Closer relationship may exist between kinship groups and own caste ; and factions may develop along caste and kinship lines or cutting across such boundaries, because of clash of interests, social and economic jealousies, and politicization in the wake of elections.

The inter-personal relations among leaders in the villages have been studied to bring out the pattern of cleavages in the changing socio-economic and political structure of the village. These relations have been presented in the form of factions which operate within the village social structure.

### Factions

The Village factions have been studied through interviewing selected informants in both the villages. The inter-personal relations among leaders have been considered as friendly, hostile or neutral. This is based on facts relating to leaders mutually visiting each other's house, mutual aid relations, hostile attitude towards each other, and an attitude of indifference.

### LD VILLAGE

The Jat families outnumber other caste groups in this village. The three clans of the Jat in the village are : Grewal with 49

households, Aujla with 10, and Sekhon with four. Grewal clan thus predominates over other clans. The village is divided into two pattis (residential area), known as Jat patti and Harijan patti, each having its own headman known as Lambardar (BSMS and GSCS respectively).

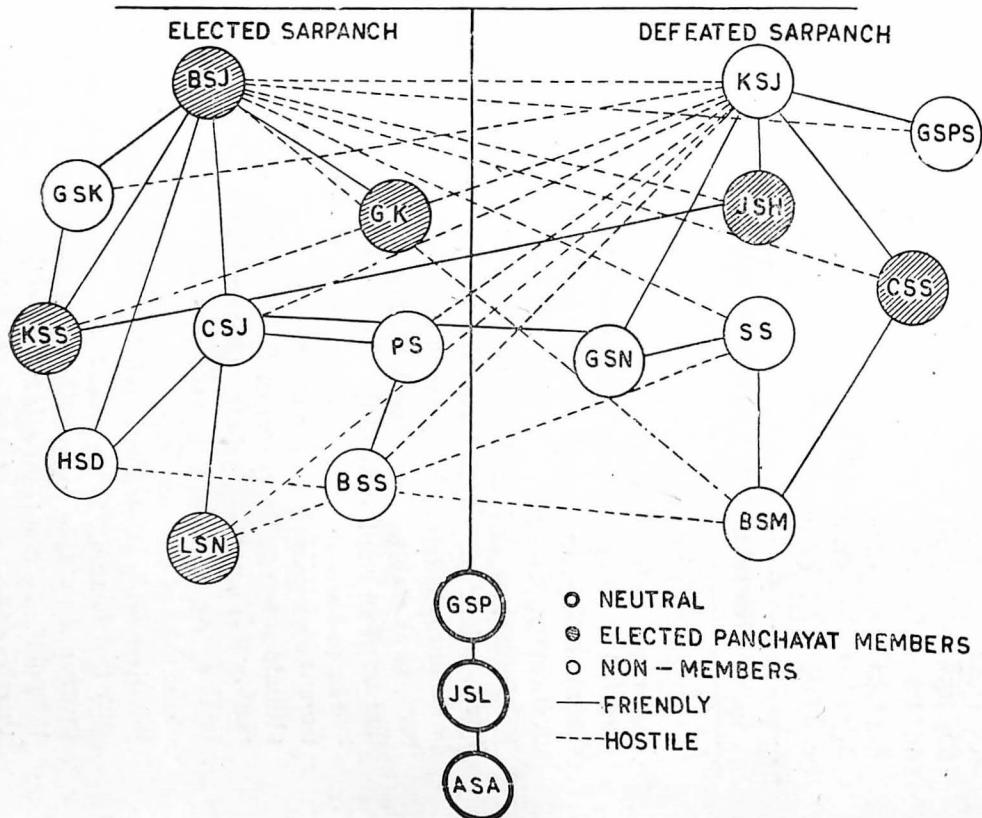
It was gathered from the informants that the headmen of these pattis had all along been co-operating in the development of the village. The factions in the village developed in accute form in 1962. The economic jealousies among the caste members, both within and across the kinship groups, (clans), and the political awakening, seem to have been the major factors in the formation of factions in this village. A quarrel developed between BSJ (present Sarpanch) and his brother KSJ (defeated Sarpanch in 1972 election) over the distribution of parental land between them. A few persons supported each of them and this developed into two groups in the village. Later in 1971, a farmer (Jat) murdered a Harijan under the influence of liquor. In this episode, one of the above factions (BSJ) supported the Harijan while the other (KSJ) supported the Jat, thus giving further strength to the existing factions. This cleavage was further reinforced at the time of panchayat election in 1972, when the candidates were supported on faction basis.

The sarpanch of the village panchayat (BSJ) is a Grewal and is a leader of one faction. He is a rich farmer with 35 acres of land. He has a transport business and remains outside the village most of the time. Wealth and outside contact have given him political influence in the village. The flow of authority in his case can be shown as :

$$\begin{matrix} \text{Farm} \\ \text{Business} \end{matrix} \left. \begin{matrix} \text{Business} \\ \text{Contact} \end{matrix} \right\} \rightarrow \begin{matrix} \text{Wealth} \\ \text{Contact} \end{matrix} \left. \begin{matrix} \text{Contact} \\ \text{Power} \end{matrix} \right\} \rightarrow \text{Power}$$

The defeated candidate for Sarpanch in the last election (KSJ), brother of the present sarpanch, is a permanent resident of the village and has a farm of 14 acres. Generally, the villagers like him more than his brother. The election of the panchayat contributed to a further rift among the village people.

**Fig-I SOCIOGRAM—LD VILLAGE**  
**INTERPERSONAL RELATION OF LEADERS OF VILLAGE FACTION**  
**FACTION BSJ** **FACTION KSJ**



<i>Faction BSJ</i>		<i>Faction KSJ</i>	
1. BSJ	(Jat)	1. KSJ	(Jat)
2. GSK	-do-	2. CSS	-do-
3. KSS	-do-	*3. GSN	-do-
4. HSD	(Ramdasia)	4. JSH	-do-
5. BSS	(Jat)	5. BSM	-do-
*6. PS	-do-	6. GSPS	-do-
7. CSJ	-do-	*7. SS	(Ramdasia)
8. LSN	(Ramdasia)		
*9. GK	(Woman)		

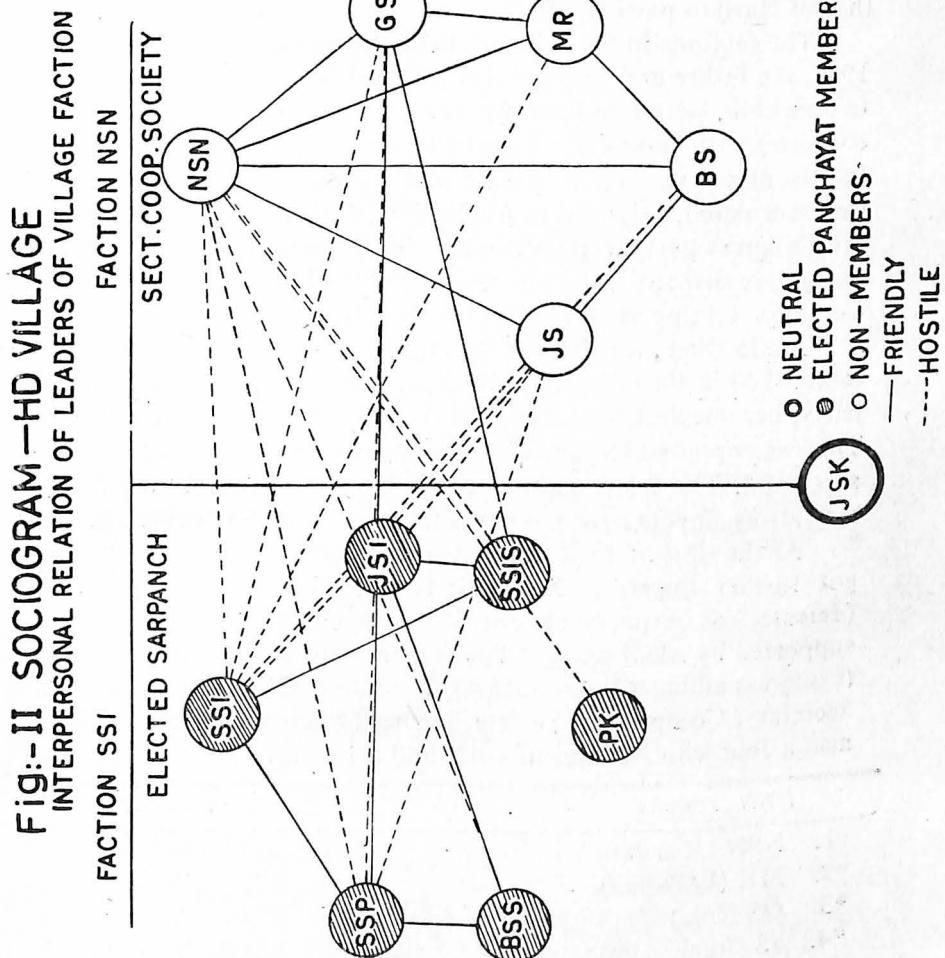
Neutral : GSP (Jat); ASA Jat; JSL (Tarkhan)

Factions BSJ and KSJ in this village are on intra-kin and intra-caste basis. The sociogram of these factions depicts inter-personal relations among the faction leaders and followers of these two opposing groups. These persons include leaders chosen on sociometric basis.

Both these factions have hostile relations with each other. The hostile group which forms faction KSJ comprises more households in the village. They are in clash with the present Sarpanch because as they say, he is not a regular resident of the village and that he often helps only those who are friendly to him and who belong to his group. So they are hostile towards him. As is clear from the sociogram, all the members of faction KSJ have a hostile attitude towards the leader of faction BSJ. There is none from faction BSJ who has friendly relations with the leader of KSJ faction. An interesting instance is of leader LSN (Ramdasia) who, at the time of election, was supported by members of faction KSJ but after being elected as a Panch, he did not keep his association with that faction. Being placed low in the social and economic order in the village community, he preferred to align himself with the politically dominant or official group of the village. His role, therefore, was in conformity with the village social set-up.

It is noted that among the prominent members of the two factions, four were not sociometric leaders in the village and three sociometric leaders are aloof from these factions.

\*They are not leaders on sociometric basis.



### HD VILLAGE

Jat families in this village number 41 belonging to three clans : Joia 37 households, Raien 3 and Paneech one household. The village is divided into three pattis, two Jat and one Harijan patti. The Lambardars of the Jat patti are JSK and RSK and that of Harijan patti is BSS.

The factions in the village have historical background. In 1937, the father and uncle of SSI (present Sarpanch), who belongs to Joia clan, were murdered by two Raiens because of a dispute concerning the boundary of agricultural land. The Raiens suffered imprisonment varying between 4 and 8 years. Since the Joias, who were murdered, belonged to Akali party, Raiens were supported by the Congress party in the dispute. Since then, the people in the village are divided into two major political groups, Akali and Congress, cutting across caste and clan lines.

Again when, for the first time, the co-operative society was established in the village, NSN, Joia, with the support of Congress party, became the Secretary of the society, which post he still holds. This was opposed by the Akali group, although they remained unsuccessful. The Akali supporters of the village feel that the Secretary always favours the Congress families in giving loans, etc.

At the time of 1972 panchayat election, the factional feelings got further impetus. NSN (Secretary, Coop.) supported JSK (defeated) as Sarpanch against SSI (elected Sarpanch) who was supported by Akali party. The two factions at present are NSN (Congress affiliated) and SSI (Akali dominated). NSN is a Joia, Secretary, Co-operative Society, having 14 acres of land. SSI is also a Joia with 24 acres of land, and a tractor.

<i>NSN factions</i>	<i>SSI faction (Akali)</i>
1. NSN (Joia Jat)	1. SSI (Joia Jat)
*2. MR (Brahman)	2. JSI "
*3. GS (Joia)	3. SSIS "
*4. JS (Joia)	4. SSPS "
*5. SS (Ramdasia)	*5. PK (Woman)
6. BS (Ramdasia)	6. BSS (Ramdasia)

Neutral : JSK (Joia-Congress)

\*They are not leaders on sociometric basis.

An interesting feature of the factions in this village is that SSI faction has all the panchayat members in it while the other consists of many defeated candidates (BS, JS).

The Ramdasia panch(BSS) was supported by NSN faction in the election but after being elected, he changed over to the official group.

IN THE traditional village social structure, leaders were generally conservative in outlook and were influenced by the basic values of the community. They generally lacked initiative in new activities and were conservative in accepting new ideas. They confined their roles to the traditional authoritarian pattern.

One of the major aims of the community development programme was to bring about the initiative of the local leaders and stimulate their participation in rural development. The early experience of this programme was not very encouraging. It was recommended by Balwant Rai Mehta that to achieve the objectives of this programme (C.D.), it is important to establish an institution at the local level entrusted with the developmental tasks of the village. This recommendation resulted in the introduction of panchayati raj, and the role of panchayat leaders assumed greater importance. Besides these panchayat leaders, there were other informal leaders in the village who played an important role in the development activities. There were also certain traditional leaders side by side functioning in the village.

In the interactional frame of reference, the social behaviour of a leader engaged in interaction with his followers is influenced by the values and norms of the community. In the changing village structure, the social behaviour of the leader is expected to change from the traditional to the modern (rational) pattern. But at the present stage of transition, the old and the new values are also likely to be synthesized. As a study<sup>1</sup> has shown, there is a tendency towards secular aspirations and attitudes, greater emphasis on the functional than the ascribed role and towards development orientation. With a view to measuring the attitude of the leaders towards and participation in the development activities and also their role in inducing others to participate in such activities, data were collected by interviewing all the leaders identified on sociometric basis.

In the analysis, the stage of development of the village will be related to the type of leadership, assuming that a more agriculturally developed village will have more modern oriented leaders than the less developed village. A favourable attitude towards development activities and the participation in such activities, and the role of leaders in persuading the villagers for participation in the development activities, will form measures of modern orientation. The ways suggested by leaders to overcome the socio-cultural barriers to development will also measure their outlook on traditional-modern dimension. On the basis of the agricultural achievement the villages have already been graded as less developed (LD) and highly developed (HD).

### **Problems and Difficulties in Development**

The various problems and difficulties in the development of the village as indicated by the leaders (Table 23) show that lack of sanitation and medical facilities are the two main problems in both the villages. The lanes in these villages are mostly kachha (muddy) and the primary health centre for the first village is 5 km away, while for the HD village 0.25 km away. The facilities in these centres are also limited especially in maternity and child care, and for serious cases. The villagers have to travel upto 21 km and 6 km in case of first and second village respectively. Labour shortage during the peak seasons is almost common in the whole of rural Punjab and even mechanization has not yet overcome this. Unemployment again, is mainly during the lean agricultural season and for the agricultural labourers mostly. Other difficulties and problems of less significance are drainage and storage (more in LD), and credit (more in HD).

### **Village Development and Leadership**

The advanced village has comparatively more modern oriented leaders than the less developed village. This was evident from the involvement of leaders in traditional and non-traditional activities and in providing information and advice to village people in their day to day problems. (See Chapter 4). A majority of the leaders in the HD village consisted of Panchyat

members, while an overwhelming majority of the members in the LD village could trace their origin more to traditional than to non-traditional activities.

### Attitude towards Development Activities

Leaders were asked to rate some of the main activities of development as most important, important, and unimportant to determine their importance for the development of the village. Thus a comparative picture of the two villages would indicate the degree to which the leaders feel the importance of some of these activities.

Each activity rated as most important was given a score of 2, important 1, and activity rated as unimportant zero each. The mean score for each activity was calculated by averaging the scores of all the leaders of each village (Table 24).

There was a fairly good agreement among the leaders of the villages and the average importance rating of the activities by a majority of the leaders ranges only between 2.40 and 3.30. Modern farm machinery and implements, panchayat, education, irrigation, improved seeds, co-operative society, and medical facilities are the aspects given highest importance by the leaders of both the villages. Comparatively lesser importance shown to credit, and by the HD village leaders, is mainly due to the fact that the credit arrangements here are better than in the other village. Sanitation and link road are the two aspects emphasized more by the HD village leaders as compared by the LD village leaders.

### Role in inducing Participation

The past practice of rural leaders was to get the people's participation through coercive methods rather than persuasion. This was possible because of landowner-tenant, patron-client, and borrower-debtor relationship. The awakening among the people because of political influence, and educational and economic changes during the post-Independence period, and especially the aim of the C.D. programme and panchayati-raj requiring willing participation of the local people in the development activities, the emphasis had naturally shifted to persuasive approach. The

various approaches used now to induce people are mass meetings, group discussions, and individual contacts.

It is expected that as a result of the implementation of various development programmes and the achievements recorded, the leaders would change their role patterns too for involving the people in the various development activities.

In order to find out how far the village leaders adopt democratic approach instead of authoritarian approach, the leaders were asked to rank some of the techniques they preferred to adopt. It is possible that all the leaders might not have used all the methods to induce people but the order of ranking will indicate indirectly the tendencies relevant to the adoption of these methods.

The weighted mean score for the villages varies from 1.17 to 1.65 implying that leaders have given a different degree of preference for different approaches (Table 25). The average mean score difference for the LD village is 1.38 while that of HD village is 1.42. This shows that there is a high consensus among the leaders in assigning preferences to different approaches. Although the techniques included 10 items, none mentioned caste panchayat meeting, use of force, money lending relations, and patron client relations.

In the LD village, on the basis of the ranks assigned, the methods like panchayat meeting, group discussions and individual contact were ranked higher than the land-lord tenant relations, a traditional method. The mass meeting and appeal and persuasion were given the least importance in this village. On the whole the approach seems to be modern although some important ones are still not resorted to by the leaders.

In the HD village, on the other hand, all the democratic approaches, such as group discussion, mass meeting and panchayat meeting were preferred by the leaders, the traditional authoritarian approach occupying the place of the least importance.

It is thus clear that although the democratic approaches are preferred in both the villages, the developed village is ahead of the other in terms of using more modern approaches in inducing rural population.

### Obstacles to Change

In the process of socio-economic change in a community two forces work in opposite direction. One tries to bring in new ideas and accepting changes which are good for the community (promoters) while the other tries to maintain the status quo or opposes introduction of any new idea, practice or habit. During the transition period, when certain innovations are introduced, this conflict results in the balance between the old and the new, or whole acceptance of the new ideas or system.

Althoug we have many examples of immediate aceptance of high yielding varieties of seeds and other improved agricultural practices by the farming population of Punjab, there are other aspects in which the adoption rate is not so fast. The observations made earlier have indicated that in many non-agricultural activities in both the villages, there is lot of scope for improvement in community life. This is mainly because people do not come forward to participate in activities which have relevance to the whole village and which do not show any immediate economic advantage. Since many leaders stated that the village people do not always co-operate in improving the village community, such as in maintaining sanitation, building streets, etc., the leaders were asked to indicate the factors, they feel, are responsible for such non-cooperation and to rank these in order of importance.

The analysis of the factors (Table 26) provides a comparative picture of the barriers in each village.

The weighted mean score for the two villages together seems to vary gradually, indicating that different leaders have given varying degree of preference for different reasons for not giving co-operation in the task of village improvement.

The average mean score difference is 1.42 and 1.48 for LD and HD villages respectively.

In order to remove some of these barriers to change, the leaders were asked to rate some of the important factors (six) in stimulating the acceptance of and co-operation in bringing change in the community. They were asked to rate these factors as very important, important and unimportant, the first being given a rank of 2, the second 1, and the third zero.

The mean rating score of each factor (Table 27) reveals that all the leaders in both the villages feel that the obstacles can be overcome by making the programme more practical from the point of view of people's understanding. In regard to other factors, however, there is variation between the two villages in ranking and scores.

The HD village gives equally high importance to "providing facilities to all sections of the population by developing friendly relations with villagers", and by getting the co-operation of all village leaders. In the LD village, each of the above reasons had comparatively less average score. After the emphasis on practical side of the programme, the LD village leaders gave higher importance to 'by getting co-operation of village leaders' and 'method of appeal and persuasion.' Leaders in both the villages did not consider the factional groupings standing as a barrier to change because they gave least importance for getting help from the faction leaders.

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IT HAS been observed that villagers have been perpetuating from times immemorial, their socio-cultural life from generation to generation. The interpersonal relations between members of the village community were generally structured on the basis of caste and kinship. The process of modernization<sup>1</sup> however, has made some dent into the traditional relationship pattern and characteristics, consequently changing, to a certain extent, the existing social interaction pattern. This also led to the development of new educational institutions, voluntary groups, and occupations. This process necessitated adjustment in the social, economic and political institutions of the rural community, and a restructuring of the role of the members to suit the emerging situation. It was, therefore, hypothesized that a shift in the role of leadership as a result of change in the socio-economic life would alter the leadership pattern within the village social system.

The present study has highlighted some of the changes in the leadership pattern in the context of the rapid socio-economic growth in selected villages of the Punjab. The leadership pattern in two villages, one somewhat more developed than the other, is mainly polymorphic in nature. The leaders in traditional and non-traditional social activities were also leaders in development and welfare functions. The incidence of leaders in traditional activities who were found in modern agricultural and other development functions, was quite high and only a few leaders were found in specific functions.

The following table gives a comparative picture of leaders in the highly developed and less developed villages.

<i>Characteristics</i>	<i>HD Village</i>	<i>LD Village</i>
1. Number of leaders	Less	More
2. Popularity index of important leaders	46 to 62	almost same
3. Percentage of social activities leaders to total leaders	87.50	73.33
4. Number of religious and caste leaders	6	6
5. Involvement of caste and religious leaders in non-traditional activities	3—4 leaders	Same
6. Percent of leaders found in more than one social activity	100 per cent	46.67 per cent
7. Leader's involvement in co-operative activities	62.50 per cent	33.33 per cent
8. Leader's involvement in panchayat activities	75.0 per cent	73.33 per cent
9. Number of leaders in development and welfare functions	Same	Same
10. Proportion of leaders in development functions to traditional and non-traditional activities	High	Low
11. Leaders in one specific function only	Two	Two
12. People approaching leaders in all the seven development and welfare functions	Less	More
13. People seeking advice from leaders in agriculture	Less	More
14. Higher proportion of leaders from Jat to non-Jat	Same	Same
15. Income group of leaders	High	Distributed in all income groups

<i>Characteristics</i>	<i>HD Village</i>	<i>LD Village</i>
16. Correlates of leaders		
(a) age	Young age	Old age
(b) large size of farm	Yes	No
(c) Education	No	Yes
(d) farm mechanization	Yes	No
(e) Socio-economic status	More from high status	More from lower and middle status

It comes out clearly that the development of agriculture and the consequent changes in the socio-cultural pattern of village life does not affect the leadership in a very significant way although signs of transformation in certain aspects of the leadership are evident. Thus improvement in economic life shows a tendency towards reduction in the number of leaders, less demand for leaders in modern development functions, higher proportion of social activities leaders to total leaders in a village, more leaders in development and welfare functions as compared to those in traditional and non-traditional village activities, and more leaders holding high socio-economic status.

A comparative picture of the modification in the leadership pattern in rural Punjab between 1964 and 1973 emerges from a comparison of the data of 1964<sup>2</sup> with that of the present study.

<i>Main characteristics</i>	<i>1964 study</i>	<i>1973 study</i>
1. Basis of personal relations	Caste, kinship, client and religion	Caste, kinship and political influence.
2. Village social structure and leadership	Traditional social structure and leadership more traditional	Mainly traditional social structure, but the impact of agricultural modernization is becoming evident on the socio-economic structure, and consequently reflecting on the leadership pattern.

<i>Main characteristics</i>	<i>1964 study</i>	<i>1973 study</i>
3. Type of leaders	Multiple type in traditional and non-traditional activities. Diffused	Multiple type in traditional, non-traditional as well as development and welfare functions. Diffused but evidence of specific.
4. Order of attributes emphasized.	Honesty, impartiality, negotiating ability, organizing capacity, family reputation and wealth.	Honesty, panchayat office, education, young age, and reputed family.
5. Correlation of leadership (in order of importance)	Age, caste, socio-economic status, education, income, landownership.	Caste, income, landownership, socio-economic status and occupation.

Some new dimensions in the leadership pattern that have emerged within the last ten years include the political factor in inter-personal relationship in the villages, leadership in development and welfare functions as well as specific functions, new attributes of leadership such as position in panchayat, youth, education and new occupations of the individual.

Because of their exploited social position and long historical experience, most rural population generally tended to be cautious, non-co-operative, and highly suspicious of the motives of persons within their community as well as of people from outside. These characteristics made it difficult for them to supply leadership and develop the kind of community spirit and co-operative efforts required in most of the new social and economic organizations inherent in the rural development plans.<sup>3</sup>

The socio-economic structure and rural leadership pattern in the Punjab, however, show a great departure from the traditionally held view of the peasantry. No doubt several political, economic and social factors have played their role in bringing this change, but the most important contributing factor seems to be the

technological advances in agriculture and the consequent rapid growth of the rural economy in the past one decade. Although the present rural leadership is not based wholly on the development oriented functions, yet most of the leaders have functional importance in agriculture and welfare activities. The interesting fact is that there is a mixture of tradition and modernity operating simultaneously and, therefore, we find most functional leaders have roots in the traditional village activities.

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## **T A B L E S**

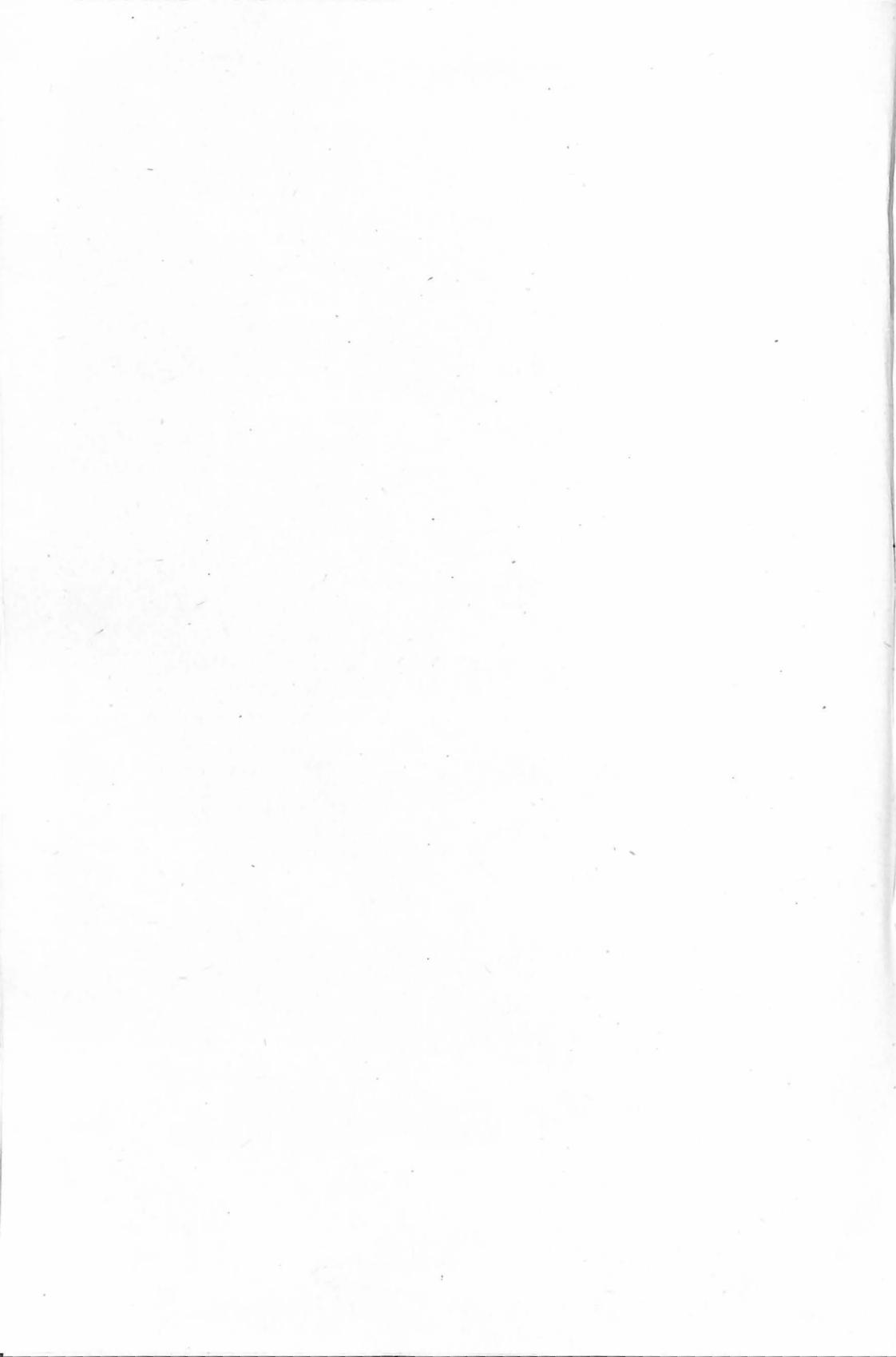


TABLE 1  
Socio-economic characteristics of two villages

Characteristics	LD Village		HD Village
	1	2	3
<b>A. Agricultural and economic</b>			
1. Number of farm families	65		45
2. Total cultivated land (acres)	516		910
3. Average size of holding (acres)	6.95		15.14
4. Man land ratio	0.69		2.26
5. Percentage of irrigated area	65.50		72.98
6. Persons working on farm (farm families)	94		105
7. Number of Agril. labourer families	15		18
8. Main crops grown			
Kharif	Groundnut, Maize, Cotton.		Groundnut, Maize, Sugarcane.
Rabi	Wheat, Wheat-gram.		Wheat, Wheat-Barley.

	1	2	3
9. Percentage of Area under H.Y.V. of wheat to total area under rabi crops		50.91	76.33
10. Number of tractors		1	8
11. Number of threshers		20	32
12. Number of tubewells		35	64
13. Yield per acre of wheat 71-72 (in quintals)	12.50		17.50
14. Farm income per family (Rs.)	7726.54		12782.59
15. Income per acre (Rs.)	502.25		844.63

### B. Sociological

#### 1. Population

Total		703	642
Male		384 (54.62)	358 (55.76)
Female		319 (45.38)	284 (44.24)

2. Age group	Male	Female	Total	Male	Female	Total
0—14	121	109	230	128	97	225
15—34	138	107	245	146	120	266
35—54	72	59	131	57	45	102
55+	53	44	97	27	22	49

#### Dependency ratio

(upto 14+55 and above)

46.51 per cent

42.51 per cent

	1	2	3
3. Total number of households		92	98
4. Average size of family		8	6
5. Number of caste groups		7	8
6. Number of Jat families		65	41
7. Number of Harijan families		13	25
8. Number of other families		14	32
9. Per capita income (Rs )	814.40		1284.17
10. Occupations			
Total Working force	216		218
Farming	94 (43.52)		105 (48.17)
Service	56 (25.93)		40 (18.35)
Business	7 ( 3.24)		22 (10.09)
Artisan and village servant	30 (13.89)		21 ( 9.63)
Agricultural labourer	29 (13.42)		30 (13.76)
11. Education (6 years of age and above)			
Literate	432 (69.34)		235 (44.85)
Illiterate	191 (30.66)		289 (55.15)

1	2	3
<b>C. Ecological</b>		
1. Distance from concrete road	0 km	0.25 km
2. Distance from market	5 km	5 km
3. Distance from Ludhiana	21 km	26 km
4. Distance from Primary health centre	5 km	0.25 km
5. Distance from Primary school	0 km	0 km
6. Distance from High school	5 km	0.25 km

*Note : (Figures in parentheses represent percentages)*

TABLE 2  
Caste distribution in the two villages, 1973

Name of the caste	LD village		HD village	
	No. of households	Percentage	No. of households	Percentage
Jat	65	70.65	41	41.84
Brahman	2	2.17	10	10.20
Tarkhan	6	6.52	3	3.06
Chhimba	—	—	2	2.04
Nai	2	2.17	1	1.02
Jheor	2	2.17	13	13.27
Ghumar	—	—	3	3.06
Teli	2	2.17	—	—
Ramdasia	13	14.13	25	25.51
	92	99.98	98	100.00

TABLE 3  
Distribution of occupation of heads of households in different caste groups, 1973

Name of castes with traditional occupation	Ranking of Occupation								Total
	Farming	Military Service	White collar, teaching, technical jobs	Small Business	Artisan	Village Servant & Uns- killed labour	Agricul- tural Labourer		
1	2	3	4	5	6	7	8	9	
<b>LD Village</b>									
Jat (farmer)	49 (77.78)	5 (7.94)	8 (12.31)	2 (3.08)	—	1 (1.58)	—	—	65 (99.99)
Brahman (priest)	—	—	1 (50.00)	—	—	—	1 (50.0)	—	2 (100)
Tarkhan (carpenter)	—	1 (16.67)	1 (16.67)	—	3 (50.0)	—	1 (16.67)	—	6 (100)
Nai (barber)	—	1 (50.0)	—	—	1 (50.0)	—	—	—	2 (100)
Jheor (water-carrier)	—	—	—	1 (50.0)	—	—	1 (50.0)	—	2 (100)
Teli (oil presser)	—	—	—	—	—	—	2 (100)	—	2 (100)
Ramdasia (Agricul- tural labourer)	2 (15.38)	—	—	—	—	1 (7.70)	10 (76.92)	13 (100)	

	1	2	3	4	5	6	7	8	9
HD Village									
Jat (farmer)	37 (90.24)	1 (2.44)	3 (7.32)	—	—	—	—	—	41 (100)
Brahman (priest)	—	—	8 (80.0)	2 (20.0)	—	—	—	—	10 (100)
Tarkhan (carpenter)	—	—	—	1 (33.33)	2 (66.67)	—	—	—	3 (100)
Nai (barber)	—	—	—	—	—	1 (100)	—	—	1 (100)
Jheor (water-carrier)	5 (38.46)	—	2 (15.38)	1 (7.69)	—	—	—	5 (36.46)	13 (99.99)
Ghumar (potter)	—	—	—	1 (33.33)	—	2 (66.67)	—	—	3 (100)
Chhimba (tailor)	—	—	—	—	2 (100)	—	—	—	2 (100)
Ramdasia (Agricultural labourer)	11 (44.0)	—	—	1 (4.0)	—	—	—	13 (52.0)	25 (100)

Note : Farming includes : Owner as well as tenant farmer  
 (Figures in parentheses represent percentages)

TABLE 4  
Caste and occupation, 1973

Caste with Traditional Occupation		LD Village			HD Village		
Castes	Traditional Occupation	No. of working Members	No. following caste occupation	No. of persons following non-traditional occupation.	No. of working members	No. following caste occupation	No. of persons following non-traditional occupation
Jat	Farmer	151	87 (57.62)	64 (42.38)	93	75 (80.64)	18 (19.36)
Brahman	Priest	7	—	7 (100)	29	—	29 (100)
Tarkhan	Carpenter	14	3 (21.43)	11 (78.57)	7	3 (42.86)	4 (57.14)
Nai	Barber	2	—	2 (100)	3	—	3 (100)
Jheor	Water-carrier	5	—	5 (100.0)	25	7 (28.0)	18 (72.0)
Teli	Oil presser	4	—	4 (100)	—	—	—
Ghumar	Potter	—	—	—	9	4 (44.44)	5 (55.56)
Chhimba	Tailor	—	—	—	4	4 (100)	—
Ramdasia	Agricultural Labourer	32	15 (46.88)	17 (53.12)	48	23 (47.91)	25 (52.09)

Note : (Figures in brackets represent percentages)

TABLE 5  
Distribution of working force according to occupation ranking

Name of caste with traditional occupation	Farming	Military Service	White collar, teaching, technical jobs	Small business	Artisan	Village servant and unskilled labour	Agricultural labourer	Total
1	2	3	4	5	6	7	8	9
LD Village								
Jat (farmer)	87 (57.62)	17 (11.26)	41 (27.15)	5 (3.31)	—	1 (0.66)	—	151 (100)
Brahman (priest)	—	—	5 (71.43)	1 (14.29)	—	—	1 (14.29)	7 (100.01)
Tarkhan (carpenter)	—	1 (7.14)	4 (28.58)	—	3 (21.43)	—	6 (42.86)	14 (100.01)
Nai (barber)	—	1 (50.0)	—	—	1 (50.0)	—	—	2 (100.0)
Jheor (water carrier)	—	1 (20.0)	—	1 (20.0)	—	—	3 (60.0)	5 (100)
Teli (oil presser)	—	—	—	—	—	—	4 (100)	4 (100)
Ramdasia (Agricultural labourer)	7 (21.87)	7 (21.87)	—	—	—	3 (9.38)	15 (46.88)	32 (100.0)

	1	2	3	4	5	6	7	8	9
HD Village									
Jat (farmer)	75	4	13	1	—	—	—	93	
	(80.64)	(4.30)	(13.98)	(1.08)				(100)	
Brahman (priest)	—	—	19	10	—	—	—	29	
			(65.52)	(34.48)				(100.0)	
Tarkhan (carpenter)	—	—	3	1	3	—	—	7	
			(42.86)	(14.29)	(42.86)			(100.01)	
Nai (barber)	—	—	2	—	—	1	—	3	
			(66.67)			(33.33)		(100)	
Jheor (water carrier)	8	1	4	5	—	—	7	25	
	(32.0)	(4.0)	(16.0)	(20.0)				(28.0)	(100.0)
Ghumar (potter)	1	9	—	3	—	4	—	9	
	(11.11)	(11.11)		(33.33)		(44.44)		(99.99)	
Chhimba (tailor)	—	—	—	—	4	—	—	4	
					(100.0)			(100.0)	
Ramdasia (Agricultural labourer)	21	2	—	2	—	—	23	48	
	(43.75)	(4.17)		(4.17)				(47.19)	(100.01)

Note : Farming includes : Owner as well as tenant farmer  
 (Figures in brackets represent percentages)

TABLE 6

General leaders in LD village and HD Village, 1973

LD Village		HD Village		
Sr. No.	Name of the leaders	Total No. of times mentioned	Name of the leaders	Total No. of times mentioned
1.	BSJ	62	JSK	62
2.	JSH	55	SSI	50
3.	KSS	46	BSS	46
4.	BSS	39	SSIS	33
5.	CSJ	36	NSN	32
6.	CSS	35	SSP	24
7.	LSN	31	BS	18
8.	KSJ	30	JSI	10
9.	GSP	22		
10.	GSPS	9		
11.	GSK	6		
12.	HSD	5		
13.	BSM	3		
14.	JSL	3		
15.	ASA	2		

TABLE 7  
Distribution of leaders chosen village-wise in different social activities

LD Village (N=92)

Name of person	Average choice	Traditional activities (Per cent choices)			Non-traditional activities (Per cent choices)		
		Religion	Caste	Recreation	Co-operatives	Panchayat	School
1. BSJ	55.67	65	45	79	35	66	46
2. JSH	37.67	42	24	37	11	56	56
3. KSS	24.0	—	21	51	22	50	—
4. CSJ	24.0	24	—	22	52	35	11
5. LSN (Ramdasia)	12.67	—	18	20	12	26	—
6. BSS	11.17	—	—	16	—	35	16
7. CSS	5.0	—	—	—	—	30	—
8. GSPS (Tarkhan)	4.17	18	—	—	—	7	—
9. KSJ	3.33	—	—	—	—	20	—
10. GSP	1.83	—	—	—	—	11	—
11. HSD	1.17	—	—	7	—	—	—
12. GSK	1.0	—	—	—	—	6	—
13. BSM	.67	—	—	4	—	—	—
14. JSL	.67	—	—	4	—	—	—
15. ASA	.67	—	—	3	—	—	—

HD Village (N=98)

Name of person	Average choice	Traditional activities (per cent choices)			Non-traditional activities (per cent choices)		
		Religion	Caste	Recreation	Co-operatives	Panchayat	School
1. JSK	55.33	50	68	42	36	76	70
2. SSI	33.50	42	—	32	31	68	28
3. BSS (Ramdasia)	21.67	31	—	15	21	59	4
4. SSIS	14.83	—	50	10	—	29	—
5. NSN	11.33	—	—	18	50	—	—
6. SSP	10.50	—	22	20	14	7	—
7. BS (Ramdasia)	7.67	—	38	—	—	6	—
8. JSI	2.83	—	—	10	—	—	7

Mean Mentions

(1) Per households head

LD village	1.6	1.1	2.6	1.4	3.7	1.4
HD village	1.3	1.8	1.5	1.6	2.5	1.1

(2) Per leader

LD village	37.2	27.0	24.2	26.4	31.0	32.2
HD village	41.0	44.5	21.0	30.40	40.8	27.25

TABLE 8  
Distribution of leaders in different number of activities

Name of the village	Different Number of activities						Total
	One	Two	Three	Four	Five	Six	
Number of Leaders Chosen							
LD Village	8	1	1	2	1	2	15
HD Village	—	3	1	1	2	1	8
Total No. of leaders	8	4	2	3	3	3	23

TABLE 9

Distribution of leaders in a particular type of activity

Village	Non-traditional			Traditional		
	Co-oper- atives	Panchayat	School	Religion	Caste	Recrea- tion
LD (N=15)	5	6	4	3	4	6
HD (N=8)	5	5	3	3	3	6

TABLE 10  
Informal leaders chosen on different bases

Name of person	Social activities			Specialized		Holding position in any one institution
	Non-traditional (Panch. & Co-op.)	Traditional (Religion & caste)		Agricultural*	Non-agril**	
1	2	3	4	5	6	
LD Village						
1. BSJ	+	+	+	++	++	++ + + +
2. JSH	+	+	+	++	++	++ + + +
3. KSS	+	+	+	++	++	++ + + +
4. BSS	+	-	+	++	++	++ + + +
5. CSJ	+	+	+	++	++	++ + + +
6. CSS	+	-	-	++	++	++ + + +
7. LSN	+	-	+	++	++	++ + + +
8. KSJ	+	-	+	++	++	++ + + +
9. GSP	+	-	-	++	++	++ + + +
10. GSPS	+	+	+	++	++	++ + + +
11. GSK	+	+	-	++	++	++ + + +
12. HSD	-	-	-	++	++	++ + + +
13. BSM	-	-	-	++	++	++ + + +
14. JSL	-	-	-	++	++	++ + + +
15. ASA	-	-	-	++	++	++ + + +

	1	2	3	4	5	6
HD village						
1. JSK	+	+	+	+	+	+
2. SSI	+	+	+	+	+	+
3. BSS	+	+	+	-	+	+
4. SSIS	+	+	+	-	-	+
5. NSN	+	-	-	+	-	+
6. SSP	+	+	+	-	-	+
7. BS	+	+	+	-	-	-
8. JSI	-	-	-	-	+	+
9. BD	-	-	-	-	+	-

\*Agriculture includes credit and marketing.

\*\*Includes health, domestic, work in Govt. offices, education.

*Note* : Except BD all were chosen as informal leaders.

TABLE 11  
Specialised Leaders in LD Village

Functions	Number of times mentioned							Percentage of total respondents	
	BSJ	JSH	LSN	GSP	CSJ	JSL	GSK	Total	
Agricultural problems	—	10	—	47	—	—	8	65	73.03
Credit problems	11	—	—	—	59	—	—	70	78.65
Health problems	—	—	—	—	—	57	—	57	64.04
Marketing problems	27	34	—	—	—	—	—	61	68.54
Domestic problems	11	17	15	—	—	—	—	43	48.31
Work in Govt. offices	59	—	13	—	—	—	—	72	80.90
Education of children	—	42	—	—	—	—	—	42	47.19
Total	108	103	28	47	59	57	8	410	

TABLE 11(a)  
Specialised Leaders in HD Village

Functions	Number of times mentioned						Total	Percentage of total respondents
	JSK	SSI	BSS	NSN	BD	JSI		
Agricultural problems	29	8	—	—	—	—	37	37.76
Credit problems	—	20	—	57	—	—	77	78.55
Health problems	—	—	—	—	38	—	38	38.78
Marketing problems	12	20	—	—	—	—	32	32.65
Domestic problems	7	2	19	—	—	—	28	28.57
Work in Govt. offices	21	10	26	—	—	—	57	58.16
Education of children	—	—	—	—	—	35	35	35.71
Total	69	60	45	57	38	35	304	

TABLE 12

Comparative analysis of different attributes of a leader (as expressed by respondents)

S.No.	Attributes	Weighted percentage of the two villages	Rank order of	
			LD Village (N=92)	HD Village (N=98)
1.	Honesty	76.47	2	2
2.	Office in panchayat	70.59	3	1
3.	Education	65.24	1	7
4.	Young age	49.73	4	4
5.	Reputed family	39.04	10	3
6.	Spare time	37.43	7	6
7.	Landlord	32.62	6	8
8.	Military service	29.41	5	9
9.	Ability to settle dispute	28.34	13	5
10.	Organising capacity	18.72	8	10
11.	Speaking ability	16.04	11	11
12.	Modern outlook	12.83	9	13
13.	Wealth	9.63	12	12

TABLE 13

## Age distribution of leaders and non-leaders in two villages

Type	LD village					Total	HD village					Total		
	Age groups (years)						Age groups (years)							
	Upto 30	35—44	45—54	55+			Upto 34	35—44	45—54	55+				
Leaders	1 (6.67)	2 (13.33)	3 (20.0)	9 (60.0)	15 (100.00)	3	3 (37.50)	3 (37.50)	1 (12.50)	1 (12.50)	8 (100.00)			
Non-Leaders	6 (7.79)	14 (18.18)	24 (31.17)	33 (42.86)	77 (100)	29 (32.22)	20 (22.22)	19 (21.11)	22 (24.44)	90 (99.99)				
Total	7 (7.61)	16 (17.39)	27 (29.35)	42 (45.65)	92 (100)	32 (32.65)	23 (23.47)	20 (20.41)	23 (23.47)	98 (100)				

Note : (Figures in brackets represent percentages)

TABLE 14

Distribution of leaders and non-leaders in different caste groups in two villages

Type	LD village			HD village		
	Caste Groups		Total	Caste Groups		Total
	High	Low		High	Low	
Leaders	14 (93.33)	1 (6.67)	15 (100)	6 (75.0)	2 (25.0)	8 (100)
Non-Leaders	65 (84.42)	12 (15.58)	77 (100)	67 (74.44)	23 (25.56)	90 (100)
Total	79 (85.87)	13 (14.13)	92 (100)	73 (74.49)	25 (25.51)	98 (100)

Note : (Figures in brackets represent percentages)

TABLE 15

Village-wise distribution of leaders from different caste groups and their proportion  
to the total households in each caste groups

Rank	Caste	LD Village			HD Village		
		No. of house- holds	No. of leaders	Percentage of leaders to house- holds	No. of house- holds	No. of leaders	Percentage of leaders to house- holds
High	Jat	65	13	20.0	41	6	14.63
	Brahman	2	—	—	10	—	—
	Tarkhan	6	1	16.67	3	—	—
Intermediate	Nai	2	—	—	1	—	—
	Jheor	2	—	—	13	—	—
	Kumhar	—	—	—	3	—	—
	Teli	2	—	—	—	—	—
	Chhimba	—	—	—	2	—	—
Low	Ramdasia (Chamar)	13	1	7.69	25	2	8.0

TABLE 16

Distribution of leaders and non-leaders in different occupational groups in two villages

Type	LD Village								Total
	Farming	Military Service	White collar, teaching, technical jobs	Small Business	Artisan	Village Servant and Un-skilled labour	Agricultural labourer		
1	2	3	4	5	6	7	8	9	
Leaders	9	--	3	2	1	—	1	15	
	(0.00)		(20.0)	(13.33)			(16.67)	(100)	
Non-Leaders	42	7	7	1	4	2	14	77	
	(54.54)	(9.09)	(9.09)	(1.30)	(5.19)	(2.60)	(18.18)	(99.99)	
Total	51	7	10	3	4	2	15	92	
	(55.43)	(7.61)	(10.87)	(3.26)	(4.35)	(2.17)	(16.31)	(100)	

## Occupational groups

	1	2	3	4	5	6	7	8	9
Leaders	6	—	—	1	—	—	—	1	8
	(75.00)			(12.5)				(12.5)	(100)
Non-Leaders	47	1	13	5	4	3	17	90	
	(52.22)	(1.11)	(14.44)	(5.56)	(4.44)	(3.33)	(18.89)	(99.99)	
Total	53	1	13	6	4	3	18	98	
	(54.08)	(1.02)	(13.27)	(6.12)	(4.08)	(3.06)	(18.37)	(100 0)	

TABLES

Note : (Figures in brackets represent percentages)

TABLE 17  
Distribution of leaders and non-leaders in different income groups

	Income Range								
	Upto 2000	2001- 4000	4001- 6000	6001- 8000	8001- 10000	10001- 120000	12001- 14000	14001- 16000	16001 and above
<b>LD Village</b>									
Leaders	2	2	2	2	1	2	1	1	2
(N=15)	(13.33)	(13.33)	(13.33)	(13.33)	(6.67)	(13.33)	(6.67)	(6.67)	(13.33)
Non-Leaders	10	16	13	11	9	7	5	3	3
(N=77)	(12.99)	(20.78)	(16.88)	(14.29)	(11.69)	(9.09)	(6.49)	(3.89)	(3.89)
Total									
(N=92)	12	18	15	13	10	9	6	4	5
	(13.04)	(19.57)	(16.30)	(14.13)	(10.87)	(9.78)	(6.52)	(4.35)	(5.43)
<b>HD Village</b>									
Leaders	—	1	1	1	—	—	1	1	3
(N=8)		(12.5)	(12.5)	(12.5)			(12.5)	(12.5)	(37.5)
Non-Leaders	—	16	25	13	15	4	3	3	11
(N=90)		(17.78)	(27.78)	(14.44)	(16.67)	(4.44)	(3.33)	(3.33)	(12.22)
Total	—	17	26	14	15	4	4	4	14
(N=98)		(17.35)	(26.53)	(14.29)	(15.31)	(4.08)	(4.08)	(4.08)	(14.29)

*Note : (Figures in brackets represent percentages)*

TABLE 18

Distribution of leaders and non-leaders in the villages on the basis of ownership of land

Type	LD Village				Total	HD Village				Total		
	Size of land holding (Acres)					Size of land holding (Acres)						
	0	Upto 10	10-20	20+		0	Upto 10	10-20	20+			
Leaders	4	5	5	1	15	2	1	3	2	8		
	(26.67)	(33.33)	(33.33)	(6.67)	(100)	(25.0)	(12.50)	(37.50)	(25.0)	(100)		
Non-Leaders	25	41	10	1	77	51	18	11	10	90		
	(32.47)	(53.25)	(12.99)	(1.30)	(100)	(56.67)	(20.0)	(12.22)	(11.11)	(100)		
Total	29	46	15	2	92	53	19	14	12	98		
	(31.52)	(50.0)	(16.31)	(2.17)	(100)	(54.08)	(19.39)	(14.29)	(12.24)	(100)		

Note : (Figures in brackets represent percentages).

TABLE 19  
Educational background of leaders and non-leaders in two villages

Type	LD Village						HD Village					
	Level of Education						Level of Education					
	Illit- erate	Primary	Middle	Matric	Above Matric	Total	Illit- erate	Primary	Middle	Matric	Above Matric	Total
Leaders	3 (20.0)	4 (26.67)	2 (13.33)	4 (26.67)	2 (13.33)	15 (100)	6 (75.0)	—	1 (12.50)	1 (12.50)	—	8 (100)
Non-leaders	44 (57.14)	6 (7.79)	15 (19.48)	10 (12.99)	2 (2.60)	77 (100)	64 (71.11)	11 (12.22)	11 (12.22)	4 (4.44)	—	90 (100)
Total	47 (51.09)	10 (10.87)	17 (18.48)	14 (15.22)	4 (4.34)	92 (100)	70 (71.43)	11 (11.22)	12 (12.24)	5 (5.10)	—	98 (100)

Note : (Figures in brackets represent percentages)

TABLE 20

## Mechanization Index of leaders and non-leaders

Mechanization Index	LD Village			HD Village		
	Leaders	Non-Leaders	Total	Leaders	Non-Leaders	Total
Low (Upto 13)	5 (45.45)	17 (32.08)	22 (34.38)	1 (16.67)	2 (6.25)	3 (7.89)
Medium (14-23)	1 (9.09)	24 (45.28)	25 (39.06)	2 (33.33)	12 (37.59)	14 (36.85)
High (24+)	5 (45.45)	12 (22.64)	17 (26.56)	3 (50.0)	18 (56.25)	21 (55.26)
Total	11 (17.19)	53 (82.81)	64 (100)	6 (15.79)	32 (84.21)	38 (100)

Note : (Figures in brackets represent percentages)

TABLE 21

Distribution of leaders and non-leaders in different socio-economic groups in two villages

	<i>Socio-economic groups</i>					<i>Total</i>
	<i>Upto 2.5</i>	<i>2.6 to 5.0</i>	<i>5.1 to 7.5</i>	<i>7.6 to 10.0</i>	<i>10.1 +</i>	
<b>LD Villages</b>						
Leaders	1 (6.67)	2 (13.33)	4 (26.67)	5 (33.33)	3 (20.0)	15 (100)
Non-Leaders	12 (15.58)	17 (22.08)	22 (28.57)	15 (19.48)	11 (14.29)	77 (100)
Total (N=92)	13 (14.13)	19 (20.65)	26 (28.26)	20 (21.74)	14 (15.22)	92 (100)
<b>HD Villages</b>						
Leaders	1 (12.50)	—	1 (12.50)	1 (12.50)	5 (62.50)	8 (100)
Non-Leaders	4 (4.44)	17 (18.89)	21 (23.33)	29 (32.22)	19 (21.11)	90 (100)
Total (N=98)	5 (5.10)	17 (17.35)	22 (22.45)	30 (30.61)	24 (24.49)	98 (100)

Note : (Figures in parentheses show percentages)

TABLE 22

## Distribution of leaders of different caste groups in the socio-economic groups

Caste	Socio-economic groups					Total
	Upto 2.5	2.6- 5.0	5.1- 7.5	7.6- 10	10.1+	
<b>LD Village</b>						
Jat	—	1 (7.61)	4 (30.77)	5 (38.46)	3 (23.08)	13 (100)
Tarkhan	—	1 (100.0)	—	—	—	1 (100)
Ramdasia	1 (100 0)	—	—	—	—	1 (100)
<b>HD Village</b>						
Jat	—	—	—	1 (16.67)	5 (83.33)	6 (100)
Ramdasia	1 (50.0)	—	1 (50.0)	—	—	2 (100)

Note : (Figures in parentheses indicate percentages)

TABLE 23  
Problems and difficulties as indicated by leaders

Problems and difficulties	Number of leaders		
	LD Village N=15	HD Village N=8	Total of all N=23*
1. Insanitation	14	8	22
2. Lack of medical facilities	12	8	20
3. Shortage of labour	9	6	15
4. Unemployment	10	5	15
5. Drainage problem	7	2	9
6. Credit difficulty	3	5	8
7. No approach road	—	8	8
8. Storage difficulty	6	2	8

\*Multiple responses are given

TABLE 24

Leaders average rating of the importance of different development activities

Activity	Mean Score		Total
	LD Village	HD Village	
1. Modern machinery and implements	1.67	1.63	3.30
2. Improved seed	1.40	1.55	2.95
3. Irrigation facilities	1.50	1.25	2.75
4. Credit	1.30	1.10	2.40
5. Co-operative Society	1.43	1.50	2.83
6. Link road	1.33	1.50	2.83
7. Medical facilities	1.53	1.55	3.08
8. Sanitation	1.27	1.43	2.70
9. Education	1.40	1.63	3.03
10. Cottage industries	1.27	1.33	2.60
11. Panchayat	1.53	1.68	3.21
Composite score for the development activities	1.42	1.47	

TABLE 25

Comparative ranking of approaches or techniques preferred by leaders in inducing others to participate in development activities in the two villages

Weighted mean score for two villages	Approaches preferred	Rank	Rank Order			
			LD Village		HD Village	
			Mean score	Rank	Mean score	Rank
1.65	Elected Panchayat Meeting	1	1.47	3	1.53	3
1.55	Group Discussion	2	1.20	5	1.75	1
1.39	Individual Contact	3	1.53	2	1.38	4
1.35	Mass Meeting	4	1.67	1	1.63	2
1.31	Appeal and Persuasion	5	1.13	6	1.25	5
1.17	Land Lord Relationships	6	1.27	/	1.00	6
Average Mean Score			1.38		1.42	

TABLE 26

Rank order of different reasons for which people do not extend full co-operation  
in development activities

Weighted mean score of two villages	Different reasons	Rank	Rank Order			
			LD Village		HD Village	
			Mean score	Rank	Mean score	Rank
1.89	Social and economic jealousies between different sections of population	1	1.50	3	1.75	1
1.76	Economic disparity	2	1.72	1	1.62	2
1.64	Head of the family has conservative outlook	3	1.42	4	1.51	4
1.42	Lack of understanding	4	1.23	6	1.42	5
1.40	Fatalistic attitude	5	1.35	5	1.22	6
1.37	Non-suitability of facilities	6	1.62	2	1.59	3
1.22	Lack of fellow feeling	7	1.12	7	1.15	7
Average mean score			1.42		2.48	

TABLE 27

Village wise average ratings of the factors effective in overcoming barriers to change

<i>Factors to overcome barriers</i>	<i>Mean score</i>	
	<i>LD Village</i>	<i>HD Village</i>
1. By making the programme practical and with demonstration	2.00	2.00
2. By getting the cooperation of village leaders	1.97	2.00
3. By method of appeal and persuasion	1.89	1.78
4. By developing friendly relationship with villagers	1.64	2.00
5. By providing facilities to all types of people	1.55	2.00
6. By getting the help of the key persons of factional groups	.50	.25

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## MANUAL OF WEED CONTROL

By : N. C. Joshi

The menace of weeds in India is causing a substantial loss in the agricultural production perennially and the annual loss on this account in India is estimated at rupees four thousand two hundred million. With the adoption of the intensive farming practice, introduction of high yielding varieties and cultivation all round the year by multiple cropping and scarcity of manual labour, the adoption of suitable herbicides for controlling weeds would be imperatively necessary in the future.

In view of this, the author has attempted to compile a comprehensive and an up-to-date manual on weed control giving the basic facts and principles of weedicides and weed control so that it may serve as a guide to field extension workers and students studying agriculture, specially weedicides and weed control in India.

**Section 1 :** In this section a short account regarding losses caused by weeds in India has been given. The progress of weed control that has taken place in India from 1948-1972 has been mentioned briefly. The information on weeds of agricultural importance available so far, in various states in India has been included in this section. This section also gives the information on weeds and their response to herbicides. A complete bibliography on Indian weed control work has also been included in the section.

**Section 2 :** This section gives in brief the various types of classifications of herbicides. The first one is based on the nature of chemicals etc. In the second one the herbicides are grouped on the basis of use, into selective and non-selective and on the basis of mode of action into contact and translocated etc.

In this section the hazards of handling and application of herbicides are also mentioned and the important precautions to be taken are discussed. The properties of major herbicides including their chemical names also with the structural formulae followed by common names and brand names have been given.

**Section 3 :** This section gives the comprehensive data and detailed recommendations reported from various States/Agricultural Universities and Colleges. The suggested recommendations presented will be helpful in enabling the users of herbicides to reach their own conclusion but under different environmental conditions.

**Section 4 :** This section deals with the relevant information regarding weed control, e.g. Glossary of weed science, addresses of the firms and companies dealing with chemicals; important calculations including conversion tables useful in weed science have also been included.

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