SPK Camps – Observation and Documentation, June 2007

English Summary prepared by Rashmi Paliwal 2007

A team of 8 students of third year of the elementary education course in Lady Shriram College of Delhi, spent three weeks in Shahpur. They observed several classes in 3 villages for three weeks and made profiles of 11 teachers. They recorded their observations on parameters that were decided in consultation with the Eklavya team in Shahpur, in particular, Ghanshyam Tiwari. They have submitted a detailed and comprehensive report. The report has been organized on the following themes

- teaching learning process, approach, pedagogy, conceptual understanding, class room management, learner assessment, motivation, feedback and planning sessions, student's attendance and teachers' perspective.

The report has two parts- part one, which is the outcome of the observations of the first two weeks of the camps and part two which is a sequel and records the observations made in the last week of the camps. The students came back for a second round of documentation on our request as we and they felt that it might be worthwhile to see the impact of the camps as they draw to a close at the end of a month.

The main highlights of the report are as follows-

1. There is a lot of variation in the motivation, perspective and skills of the teachers who have been engaged by the programme. If A- B- C might be used as categories for analyzing teachers' work related qualities, 2 out of the 11 teachers may be placed in category A, 4 in category B and 5 in category C.

2. Most teachers had a good relationship with the students. They belonged to the same community. In most cases they were friendly, non-threatening, not dominating and were at ease with their twin status as teaches as well as learners on many counts. They did not labour to maintain a superior distance from the children by and large and the children were mostly not scared of the teachers.

3. Many teachers took children's interest and mood into account in conducting the c lass.

4. Children felt free to pursue their interests. They explored the books and materials available in the class. When they felt bored or uninvolved, as was the case in many classes, they found ways to just escape and go away.

5. Attendance varied from class to class. Teachers who were flexible, responsive, did new things in class and visited children at home to make enquiries or get them along, had children flocking around them. They also succeeded in keeping order and discipline in class. Other teachers who worked in a routine, mechanical manner failed to maintain a good level of attendance and attention in class.

6. In the first two weeks most teachers were not flexible, creative and innovative. This issue was brought up in the daily feedback meetings and by he last week things improved. A greater degree of creativity and newness could be seen in the classroom work in the last week of the camp.

7. Though work was daily organized to meet the learning needs of children working in groups A- B –C, serious challenges remain to be tackled to optimize the potential of multi-grade teaching. Often many children found themselves without 'work' or without the individual attention required by them. Many practical solutions worked out by some teachers need to be adopted in the programme- such as, the use of the floor for writing when working separately in a small group of children; having a number of black boards or dividing up a black board into sectors for the use of different children; encouraging and allowing children to seek help from each other; giving structured break time for the class as a whole; using collectively done games and stories to bind the class together, etc.

8. A few teachers appreciated the child as the constructor of knowledge and saw the teachers' role as that of the facilitator. However, many other teachers worked with the top down approach to children and their learning. They focused more on getting to the 'product', the 'right answer' and ignored the process of acquiring and building knowledge by the child. It was also observed that most teachers did not view the 'errors and mistakes' made by children as stages in their development. They failed to analyse the 'mistakes' or discuss the logic of the 'right answer' with the students- instead the 'right answer' was just handed out.

9. Although Eklavya's material was not seen as a constraint by the teachers, few made attempts to go beyond it. The more experienced teachers of the programme demanded new ideas, methods and wider exposure to enrich their training, whic h they felt had become repetitive and stagnant.

10. Daily feedback and planning sessions were extremely productive and useful. These served many useful functions such as giving teachers a forum to share and review each others' experiences, get suggestions for solving problems, acquiring clarity on concepts and knowledge areas which the trainings had not addressed adequately. Teachers were hesitant and quiet in the beginning but became freer and more confident participants in the feedback sessions as the camps progressed. The important issues discussed in the feedback sessions were- the need to do new activities and use new materials in the class; the need to assess learners and move them to higher groups as required-this was not being done in a conscious manner by the teachers; the need to give individual attention to children and also work more with the C group children; the need to analyse 'mistakes' made by children; the need to understand the concepts of place value, fractions, the process of reading etc. However in some camps Eklavya's inputs into feedback sessions were not adequate, compromising the seriousness of the sessions as a result.

11. The children thirsted for new books, stories and poems but the teachers mostly refrained from organizing activities around the library. Children browsed through books unattended when they had finished the work given to them to do. Chakmak attracted them a great deal.

12. Poetry posters and a set of words were used repeatedly in several activities over several days. When asked to read a poem by pointing out its words, children invariably said it out from memory and did not connect with the written words on the posters. Activities such as arranging the sentence strips of the poems in the right order were done in a minimal and perfunctory manner. When it comes to the set of words used for reading activities, it was noticed that the children began to recognize the words from memory. This memory was not effectively used to break the words into syllables and alphabets and promote the process of making and reading new words. Though new words were made by using the alphabet cards, they were not read out and their meanings were not discussed. Many meaningless words were made- thus making the word making activity a meaningless exercise in joining alphabet cards.

13. Repeated activities with materials such as cards and dice enabled many children to acquire a sense of the forms of letters and numbers and figure out the accepted manner of writing these.

14. The use of seeds, stones and number cards with as many dots made on the reverse side- was effective in helping children construct a basic number sense- upto 100.

15. The production of wall papers was a very fruitful activity in which all children contributed according to their abilities.

16. Some teachers c reated new picture stories on the blackboard and used this for word recognition.

17. Some teachers particularly encouraged children to think and talk about their experiences, thus bringing their life into the learning process.

18. However language and maths related processes were kept firmly separate and opportunities for integration were overlooked or discouraged.

19. Writing of numbers over 10 was mainly introduced along with the instruction to group units into tens. This was also immediately used to teach sums requiring carry over. The report has instances where a teacher failed to explain carry over clearly; or when a teacher explained it as a formula without working through the process- leave alone allowing the child to work through the process. Such instances raise doubts on the nature of knowledge a child would build about numbers.

20. The SPKS and the Camps have succeeded immensely in involving the community and motivating children and parents and the young teachers to seek education.

Appendix 18

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(Lady Shri Ram College)

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CODING :

1) BaliRam (Kuppa)   - AK
2) Maheshji (Handipani)   -AH
3) Indiraji (Kuppa)   -BK
4) Rambai (Banabaheda)   -BB1
5) Sunilji (Handipani)   -BH
6) Dharamraj ji (Banabaheda)   -BB2
7) Biharilalji (Kuppa)   -CK1
8) Mamtaji (Kuppa)   -CK2
9) Motiramji (Handipani)   -CH
10) Sudaamaji (Banabaheda)   -CB1
11) Seemaji (Banabaheda)   -CB2

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blds vykok Hkh dbZ ,slh ckras gS tks cPpksa vkSj f'k{kd ds chp ds fj'rs dks lgt vkSj la;qDr cukrh gS tSls f'k{kd **ch-,p-** vius lEiw.kZ dk;Zle; ds nkSjku ,d eqLdku ls nedrs jgrs gSa tks cPpksa ds fy, ,d lkSE; nkslr dks n'kkZrk gSA f'k{kd **,-ds-** viuh d{kk ds cPpksa ls ,slk lEcU/k j[krs gSa tgk¡ cPps mUgsa ,d nkslrkuk ikyd dh rjg ns[krs gSa rks ;nh oks mUgsa ekj Hkh nas rks Hkh cPps blok cqjk ugha ekursA bl f'k{kd vkSj muds Nk=ksa ds chp dk fj'rk ml xgjkbZ dks Nw pqdk gS ftlesa ,d&nwljs dks Mk¡Vus QVdkjus ls Hkh mUkesa ,d&nwljs ds izfr lEeku ugha de gksrk vkSj ugha viukiuA I;kj vkSj vkilh vknj mUgsa ,slh fLFkfr dks viekutud vkSj vkifÙktud ekuus ls jksdrk gSA blds vFkZ drbZ ;s ugha fudkyuk pkfg;s fd cPpksa dks ekjk ihVk tk;] dbZ ckj ge gekjs fj'rs ds cgko esa cgdj ;s Hkwy tkrs gSa fd ,d cPps ds fy, Hkh mldk vknj vkSj LokfHkeku cM+k gks ldrk gSA ,sls esa t:r gS mUgsa le>us le>kus dhA dHkh&dHkh vkidh I;kj dh Mk¡V Hkh

cPpksa ds LokfHkeku ij pksV dj ldrh gS blfy, ekjus vkSj vR;kf/kd Mk¡Vus dh txg cPpksa ls rdZlaxr ckrphr djuk pkfg, ftlls vkilh vknj cuk jgs vkSj bl egRoiw.kZ fj’rs esa vfHkeku] lEeku ds pksV dh dVqrk u vk,A

mnkgj.k %&

¼3½ f’kf{kdk chch1 %& dh d{kk esa iSdsV caVus ds ckn tks dqN nsj dh NqV~Vh cPpksa dks nh tkrh gS oks [kRe gks xbZ FkhA vkSj dqN yM+fd;k¡ ftuesa ,d cPph lh&lewg dh Fkh] pkj ch&lewg dh vkSj nks ,&lewg dh Fkh d{kk esa iUnzg feuV dh nsjh ls vkbZ ftlij xqLlk gksdj f’kf{kdk us Muds gkFk ij NM+h ls ekjkA gkykadh mUgsa lh&lewg ds cPpksa dh mez dk [;ky vk;k vkSj mUgkasus mu cPph;ksa dks /khes ls ekjk ijUrq cD’kk fdlh dks ugha x;kA [kSj blds ckn] ,d lkeqfgd xfrfof/k gksus yxh vkSj ckdh cfPp;k¡ bl fiVkbZ dks ,d jkstejkZ dh ekeqyh ckr le> dj Hkwy xbZ ¼muds ?kj ij Hkh bl rjg ds fdLls vke gksrs gS½ ogha ,d cPph ,&lewg dh ehuk{kh f’kf{kdk ds bl O;ogkj ls [kQk Fkh vkSj f’kf{kdk us Hkh bl cPph dh ukjktxh eki yh Fkh lks oks mls utjvUnkt fd;s cxSj mlds ikl xbZ vkSj mls viuh ukjktxh dk dkj.k le>k;k vkSj rdZlaxr :Ik ls le>k;k] ^^rqEgsa bruh nwj ugha tkuk pkfg;s Fkk] vxj rqe fxj tkrh ;k pksV yx tkrh rks gesa rqEgkjks ikydksa dks tokc nsuk iMrk cl blfy;s ekjkA** cPph us f’kf{kdk ds rdZ dks ekuk vkSj viuk;k ftlls fj’rs esa vutkus gh iSnk gks ldus okyh njkj dks mUgksaus Vky fn;kA

ge rdZlaxr gks ;s ,d vge ckr bl fj’rs ds fy;s ij gekjs rdZ Hkh dbZ ckj ,d vyx gh dgkuh c;ku djrs gSA rdZ nsus dk rjhdk vkSj le; viuk mÙkj ;k viuh izfrfØ;k r; dj nsrk gsA

mnkgj.k %&

¼4½ f’k{kd ch,p%&* dh d{kk esa lh&lewg esa ,d MªkbZZax dh xfrfof/k dk le; Fkk vkSj bl nkSjku ,d cPps us ,d dqpys gq, jax ls dke djus ls bUdkj dj fn;k rks f’k{kd us Mk¡Vus QVdkjus dh txg mls rdZlaxr :Ik ls le>kus dh dksf’k’k dhA mUgksaus dkj.k ij tksj fn;k] vkSj ml cPps ls Hkh dkj.k tkuus

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dh bPNk ds rkSj ij loky fd;k QdZ flQZ bruk fd loky iwNk ;w¡ x;k Fkk fd mlls lkQ >ydrk Fkk fd oks cPps ls bl loky ds tokc dh mis{kk ugha j[krsA mUgksaus cPps ls dgk] ^^dqVk gqvk jax pyrk gS] pyrk gS u!** bl fVIi.kh ls u dsoy f'k{kd dh bPNk vfirq ;g Hkh >ydrk gS fd f'k{kd dk rdZ lnSo lgh gksrk gS vkSj Nk=ksa dks f'k{kd ds rdZ ij fordZ ugha nsauk pkfg;s] cYdh mls Lohdkjuk pkfg;sA

mnkgj.k %&

¼5½ ,d vkSj volj ij ,d vkSj blh rjg dh fVIi.kh ns[kh xbZ] f'k{kd d{kk esa dgkuh lquk jgs FksA lkewfgd xfrfof/k gksus ds dkj.k lHkh cPpsa ,d ?ksjs esa cSBs FksA mUgksaus tSls gh dgkuh dh 'kq:vkr djus ds fy, mldk uke fy;k vkSj dgk ^^ykyw vkSj dkyw** fd ,d cPps us mUgsa Vksdkj dgk] ^^;s dgkuh ugha! ;s rks lquh gqbZ gSA** ftl ij f'k{kd dk rdZ Fkk] ^^lquh gqbZ dgkuh lquus esa rks vkSj etk vkrk gS] gS uA** bl fVIi.kh vkSj fiNys mnkgj.k esa blh f'k{kd dh fVIi.kh dh igyh gh iafDr ls mudh euksdeuk tkghj gks tkrh gSa fQj rks cl oks tcnLrh cPpksa ls mudh lgefr ek¡xrs gS dgdj ^^gS u**

,d vkSj pht tks eq>s t:jh yxrh gS oks gS fd ge cPpksa ds lkeus vius lPps :Ik esa jgsa ;kuh vxj gesa fdlh ckr ij vR;kf/kd xqLlk vk, Hkh rks ge viuk xqLlk n'kkZus esa f>>ds ughaA bldk vFkZ ;s drbZ ugha fudkyuk pkfg, fd vxj gesa xqLlk vk, rks ge mls tkfgj djus ds fy, ekjihV dk lgkjk ysaA dHkh&dHkh voyksfdr f'k{kdksa esa bkydh vVyrk Hkh ns[kh xbZ] dkj.k 'kk;n ;g gS fd tc ge fdlh ckr ls ;k rjhds ls iwjh rjg lger] izHkkfor ugha gksrs rks ge mls ,d pquukSfriw.kZ fLFkfr esa ugha yxk ikrsA ,sls esa ftl f'k{k.k izfØ;k ls ge [kqn xqtjs gksrs gS vkSj ftl ifjos'k esa jgs gksrs gSa ogha ls lh[krs gSa vkSj lh[kus&fl[kkus dh izfØ;k dks le>rs gS vkSj [kkl rkSj ij tc ge ,d eqf'dy fLFkfr esa gksrs gS rks mlh pht ij fuHkZj djrs gS ftls geus [kqn vuqHko fd;k gksA

mnkgj.k %&

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¼6½ d{kk vUr ds le; rd f'k{kd **ch-,p-** /kS;ZiwoZd dk;Z djrs jgs ijUrq bl le; rd dbZ dkj.kksa dh otg ls cPpksa dk /kS;Z tokc nsus yxk FkkA os vc T;knk fopfyr gks jgs Fks ,sls esa ,d cPps us nwljs dks ,d pir tek nh] dkj.k & ,d dkWih dks tksMdj ?kj cukus ds fy, dkWfi;k¡ bdB~Bk dj jgk Fkk vkSj ,sls esa mlus bl cPps dh dkWih mlls fcuk btktr fy;s mBk yh ijUrq ;s cPpk vHkh viuh dkWih esa dke dj jgk Fkk lks mls xqLlk vk x;kA brus esa f'k{kd us voyksdudrkZ dks ;s ns[krs ns[kdj xqLls ls vius gq, gkFk dks cM+s la;e ds lkFk jksd fy;k vkSj gkFk lkQ djus dh txg cksyk] ^^iIIkw] csVk ekjus ls D;k gksrk gS** tks fd muds cksyus ds ygts vkSj psgjs ds Hkkokas ls foijhr] 'kkfCnd Lrj ij ,d vyx gh eryc trk jgk FkkA oks 'kk;n bl iy esa vxj ,d gYdh pir bl cPps ds ihB ij tek nsr rks fLFkfr lekaU; jgh gksrh ijUrq fQj Hkh dkj.k tkuk] iwjh dgkuh dks le>uk] fookn dks lquuk t:jh Fkk vkSj 'kk;n ;gk¡ lc lkQ&lkQ crkus dh t:r Fkh 'kk;n f'k{kd dg nsrs] ^^iIIkw eq>s viuh Dykl esa ekjihV ilUn ugha] gks lds rks esjs lkeus ,slk u djks D;ksa fd blls eq>s xqLlk vkrk gSA** rks Hkh dkQh gksrkA

,d vkSj vge igyw bl fj'rs dk gS Lora=rk] Lora=rk vius eu dh ckr dks j[kus dh] dke ds izfr viuh izfrfØ;k nsus dh tks bl fj'rs dks cjkcjh dk cukrh gSA tks geus dbZ f'k{kdksa esa ns[kkA

mnkgj.k %&
¼7½ **f'k{kd ch-,p%&** dh d{kk esa mUgksaus ,d xfrfof/k 'kq: dh ijUrq cPpksa us ,d Loj esa mUgsa ,slk djus ls euk dj fn;k vkSj dgkuh lqukus dk fodYi lq>k;k tks mUgksaus eku fy;kA

mnkgj.k %&
¼8½ **f'k{kd ,-,p%&** dh d{kk esa mUgksaus ,d MªkbZax dh xfrfof/k , vkSj ch lewg dks nsus ds ckn iwNk] ^^D;k dksbZ ,slk gS tks ;s ugha djuk pkgrk** bl ij iwtk uke dh ,d yM+dh us viuh ;s dk;Z u djus dh bPNk tkghj dh ftldks lj us iwjs lEeku ds lkFk eatwjh nhA vkSj fQj mldh bPNkuqlkj mls Hkkx ds loky le>k,A dbZ f'k{kdksa ¼AK, AH, BH½ dh d{kkvksa esa ;g ns[kk

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x;k fd os fdlh Hkh cPps ij uktk;t ncko ugha cukrs Fks cPpksa dks dke djus
ls eqdjus dk iwjk vf/dkj FkkA vkSj os Lora= :Ik ls bl vf/dkj dk ikyu csf>>d
djrs Hkh Fks ftlls ;s IkQ gks tkrk gS fd mUgsa dkQh le; ls ;s vf/dkj feyk
gqvk gS vkSj os vc vknru ;s lc djrs gSaA blh ckr ij tksj nsrh gS **pkbYM
ISfV**d vijksp** cPpksa dks dsUnzfcanq ekuus okyh f'k{k.k i/nfrA

blds vykok geus ftu nks vkSj rjhds ds fj'rksa ds ckjs esa ckr dh oks
gSa &

eq>ls rqe rd dk fj'rk & ;s fj'rk n'kkZrk gS ,d dksf'k'k nksLrkukuk gksus dh ij
fQj Hkh t:jh le>rk gS ,d nwjh ftlesa f'k{kd ds vf/dkj] vknj vkSj dqN gn rd
/kkSal cuh jgs **BK, CK2, BB1** eSa rqEgsa le>us dh dksf'k'k d:¡ ij fQj Hkh
rqe lnSo ;kn j[kks fd rqe eq>ls de gks vkSgns esaA bl rfjds ds fj'rs ds dkj.k
gks ldrs gS ,d Mj vuq'kklu caV tkus dk Fkk fLFkfkr vius fu;a=.k ls ckgj
gksus dkA ,sls fj'rs esa vki nksLrkuk IEcU/k cukus ds iz;kl dh >yd ns[k
ldrs gS ijUrq ;s cgqr fu;af=r lh gksxh ftldh Mksj lnSo f'k{kd ds gkFk esa
gksxhA ,sls esa tgk¡ cPpksa ds izfr Lusg gksxk] mudks le>us&le>kus dh
dksf'k'k Hkh gksxh ogha yqIr gksxk viukiu vkSj [kkl rkSj ij ;s fj'rs dh lgrk
vkSj Lora=rkA IkeqfDkgd Fkk fj'rk ijUrq viusiu ls ghu rhljs rjg ds fj'rs dks ge
dgsaxs okn&fookn dk fj'rk ftls ge 'kq: djuk pgrs gS mnkgj.kksa ls &

mnkgj.k %&
¼9½ f'k{kd Ihch1%& ch&lewg ds IkFk ,d xfrfof/k dj jgs gSa brus esa
lh&lewg dk ,d cPpk [kM+k gksdj Lo;a d{kk ls ckgj tkus yxrk gS ftl ij f'k{kd
mls Vksdrs gS] ^^,s! dgk¡ tk jgk gS rw** cPpk tokc nsrk gS ^^vHkh vk jgk
gw¡!** ijUrq fQj d{kk esa ugha ykSVrkA vxys fnu bl fo"k; esa dksbZ ckrphr
ugha gksrhA

mnkgj.k %&
¼10½ ch&lewg dh ,d cPph liuk dfork iV~Vh ij dke dj jgh gS brus esa
;'kiky uke dk ,d yM+dk dksf'k'k djrk gS mldh ns[kh&ns[kh dk;Z nksgjkus
dh ijUrq bl iz;kl ls liuk fopfyr gks tkrh vkSj f'k{kd CB1 dk /;ku vkdf"kZr djrh

gS] ^^lj] ;s ns[kks-- - ;'kiky eq>s dfork iV~Vh cukus ugha ns jgk gSA**
f'k{kd % ^^;'kiky- - - rq>s i<+uk vkrk gS** ;'kiky] ^^ugha!** f'k{kd] ^^ns
mldks!**

mnkgj.k %&

¼11½ f'k{kd CK1%& viuh d{kk esa ch&lewg esa cSBs gSa brus esa ,d
yM+dh ,&lewg ls [kM+h gskdj tkus yxrh gS f'k{kd cqykrs gS] ^^,s lqu! rw
dgk¡ tk jgh gS** yM+dh] ^^ikuh ihus!** f'k{kd& ^^vHkh ugh] :d!** yM+dh]
^^ vHkh vk jgh g¡w nks feuV esa!** ijUrq dgs ds foijhr yM+dh ykSVrh
ughaA

bl fj'rs esa fo'okl dh deh ds lkFkk vkilh lg;ksx Hkh unkjn feyrk gSA ftu
f'k{kdkas dk fj'rk cPpksa ds lkFk lcls detksj ns[kus dks feyk mUgsa viuh
d{kk] vius xk¡o ds cPpksa ds uke rd ;kn ugha FksA mUgsa lEcksf/kr djus
ds fy;s ^,sA* ^vks;A* tSls lEcks/ku iz;ksx fd;s tkrs gSaA f'k{kd ds ckr ij
okn&fookn djuk mUgsa vulquk djukA muds lh[kus dh izfØ;k ij vfo'okl
gksuk izek.k gS ,d detksj fj'rs dsA ,d&nwljs dks dkj.k nsuk le>uk&le>kuk
vkilh rkyesy Hkh ,sls fj'rksa ls unkjn feykA viukiu nwj dh dkSM+h gSA

blds vykok cPpksa ds vkil dk fj'rk Hkh lh[kus&fl[kus dh izfØ;k esa
egRoiw.kZ gksrk gSA tks 'kk;n dqN f>>d f'k{kd ds lkFk cPpksa dks eglwl
gksrh gS oks ,d nwljs ls ugha gks ldrh eryc vkilh esy&tksy ls
lh[kus&fl[kkus dk dke Hkh lgt vkSj ljy gks tkrk gSA ,&ch&lh&lewg ds cPps
,d ugha dbZ d{kkvksa esa c¡Vs gq;s ,&nwljs ls vutku ,d gh dejs esa rhu
d{kkvksa ls cSBrs gSa] ¼BB1, BK½ vkilh esy&tksy ds vHkko esa ;ksxnku
nsrs gS buds f'k{kdksa ls fj'rsA T;knkrj ,d d{kk ds cPps] ftl dsUnz ij] nwljs
xk¡oksa ds cPpksa ds lkFk [ksyus ls Hkh euk djrs Fks ¼BB1½ ogk¡ ds
dsUnz ij f'k{kdksa ds chp Hkh vkilh lEcU/k dVs gq;s ls] vutku ls FksA ijUrq
tgk¡ f'k{kdksa vkSj voyksdu drkZvksa ds chp Hkh ijLij e/kqj lEcU/k Fks
ogk¡ cPps Hkh vkil esa esy&tksy ls jgrs Fks ¼AK, BK, CK1, CK2½ ,d xk¡o ds
cPps nwljs xk¡o ds cPpksa dh d{kk esa vUr esa gksus okyh lkewfgd

xfrfof/k esa Hkh c<+&p<+dj Hkkx ysrs FksA bl dsUn ijz lHkh f'k{kd vUr esa lkFk esa lkewfgd dk;Z djokrs Fks ftlesa lHkh d{kk,a] f'k{kd] voyksdudrkZ fgLlk ysrs FksA vkilh fj'rs dbZ ckj fyax Hksn ds Hkh dbZ fu'kku feys tSls CK2 dh d{kk esaA

mnkgj.k %&

¼12½ f'k{kd CK2 dh d{kk esa voyksdudrkZ }kjk djokbZ xbZ ,d xfrfof/k ftlesa gj cPps dks vius tksM+hnkj dk gkFk idM+dj dwnuk Fkk ¼lh&lewg½ vkSj ftruh ckj dwnk x;k mruh ckj rd la[;k fxurh Fkh] esa yM+dkas us yM+fd;ksa ds gkFk idM+us ls lkQ bUdkj dj fn;kA

mnkgj.k %&

¼13½ f'k{kd BB1 dh d{kk esa ch&lewg esa nks yM+fd;k¡ Fkh vkSj nks yM+ds tks [ksyus ds nkSjku rks ets ls [ksyrs ijUrq tc le>kus dh ckjh vkrh ;k lkFk [ksyus dh ckr gksrh rks yM+fd;k¡ dsoy yM+fd;ksa dk lkFk nsrha vkSj yM+ds yM+dkas dkA vkil esa lh[kus&fl[kkus ds ekSds dgha&dgha f'k{kd us fn;s rks dgha cPpksa us [kqn Hkh <wa<s+A

mnkgj.k %&

¼14½ f'k{kd ,,p%& dh d{kk esa lh&lewg dh ,d yM+dh us tc cl] di] uy fy[kuk Lo;a lh[k fy;k rks mlus ckdk;nk viuh lgsyh dk gkFk idM+dj fy[kuk fl[kk;kA

mnkgj.k %&

¼15½ f'k{kd AH%-   dh gh d{kk esa mUgksaus dksf'k'k dh vkilh lh[kus&fl[kkus dh izfØ;k dks c<+kok nsus dh lks mUgksaus ,&lewg ds cPpksa ls dgk fd os lh&lewg ds cPpksa dks ?kVk ds loky nsa A cgqr Vky&eVksy ds ckn tc mUgksaus f'k{kd ds dgs vuqlkj fd;k rks loky fn;s $11-12; 13-14 ...$ bl okD; ls gesa ;s le>uk pkfg;s dh ,sls ekSds flQZ uke dks u nsa cfYd muij Hkh utj j[kas vkSj /;ku nsa ftlls izfØ;k lgt :Ik ls pyrh jgs vkSj

blesa dksbZ uqdlku u gks& u lh[kus&fl[kkus dkzzz] u gj lewg ds cPpksa ds fy;s vkRelEeku dk A

mnkgj.k %&

¼16½ **f'k{kd** BB2 dh d{kk esa lewgksa dk caVokjk bruk T;knk l[r Fkk fd voyksdu ds igys fnu tc Hkh lh&lewg dk ,d cPpk ,&lewg esa vk x;k ;s tkuus ds fy;s ,&lewg esa D;k gks jgk Fkk rks ,&lewg ds rhu&pkj cPpksa us mls rqjUr gh ogk¡ ls nQk dj fn;kA muds vuqlkj ;s cPpk nwljs lewg dk Fkk vkSj blfy;s oks bl lewg ls dksbZ lEcU/k ugha j[k ldrk FkkA

mnkgj.k %&

¼17½ **f'k{kd** BB2 dh gh d{kk esa voyksdudrkZ }kjk ;s ns[kk x;k fd ch&lewg esa ,d cPph dks Hkkx ds loky vPNs ls vkrs Fks vkSj ,d nwljh yM+dh dfork dks ugha vkrs FksA ftu cfPp;ksa dks Hkkx ds loky djuk vkrk Fkk ¼'kfeZYky] ';kycrh½ muls tc voyksdudrkZ us dgk fd os dfork dks le>k nsa rks mUgksaus tokc fn;k fd oks ugha le>k ldrh] lkFkk gh lkFkk dfork us Hkh bu nksuksa ls lh[kus ls bUdkj dj fn;k& dkj.k ,d gh mez ds gksus ds dkj.k dfork bls viuk vieku le>rh Fkh fd mls viuh gh mez dh yM+fd;ksa ls lh[kuk iM+s vkSj bl ckr ls ckdh nksuksa Hkh Hkyh&Hkkarh okfdQ FksA

bl rjg tgk¡ v/;kidksa dk n[ky de Fkk vkSj lewgksa ds chp dh nwjh de Fkh ogk¡ lh[kus&fl[kkus dk dke lgt Hkh Fkk vkSj lQy HkhA

lh[kus&fl[kkus dk rjhdk

f'k{kk izksRlkgu dsUnzksa esa py jgs Camps esa Ik<+kbZ fy[kkbZ ds dk;Z&{ks= dk Lrj fuHkZj djrk gS ogka i<+k jgs f'k{kdksa] cPpksa o muds ikydksa ds ^^f'k{kk** dks ysdj fopkjksa ij] f'k{kdksas dks fn;s tk jgs izf'k{k.k ij] xfrfof/k;ksa ij vkSj bLrseky dh tk jgh lkexzh ijA

fofHké voyksudrkZzvksa ds voyksdu&dk;Z ds vk/kkj ij fofHké f'k{kdksa ds vyx&vyx lh[kus&fl[kkus ds rjhds ns[kus dks feysA dqN f'k{kd xfrof/k;ksa ij T;knk tksj nsrs gSa] dqN lkexzh dk T;knk bLrseky djrs gsaS] dqN [ksy&[ksy esa lh[kuk&fl[kkuk dj ysrs gSa vkSj dqN bu lc ds feys&tqys :i esa fo'okl j[krs gSaA

mnkgj.kLo:Ik] AK th dh d{kk esa bu lc izfØ;kvksa dk feyk&tqyk :i ns[kus dks feykA muds lh[kus&fl[kkus ds rjhdksa esa dfork esa Theatre, lkeqfgd :i ls fnokj&v[[kckj fy[kuk] dgkuh dforkvksa dh fdrkc i<+uk] dadM] cht Vgfu;ksa ls fxurh vkfn 'kkfey FkkA

tSls & ^^vkbZ ,d [kcj dfork djkus ds nkSjku**

cPpksa dks dbZ igyqvksa ij fopkj djus ds fy;s

izsfjr fd;k x;k tSls&

- **eVdk fdruk cM+k gksxk fd blesa gkFkh**
  vk tk,A
- **lkspks ePNj fdruk cM+k gksxk] mldh**
  lawM+ dSlh gksxh] tks og gkFkh dks
  dkV ik;k

ijUrq lHkh dforkvksa esa bl rjg dk iz;kl ugha fd;k tkrk FkkA dbZ dfork&ikB dsoy i<+us&fy[kus rd gh lhfer FksA vU; xfrfof/k;ksa ds ckj&ckj iz;ksx djus dk Hkh ;g ifj.kke fudyk fd dqN xfrfof/k;k¡ tSls fp= dkMZ ns[kdj uke fy[kuk] tksM+h feykvks] M+kbl Qsaduk] 'kCn fy[kuk ;g lc cPpksa dks jV xbaZ FkhaA ijUrq ,d pht tks AK th dh d{kk esa cgqr vPNh ns[kus dks

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feyh og ;g Fkh fd] muds iz;klksa ds QyLo:i cPpksa esa og tks'k ns[kus
dks feyk] dqN u;k djus dk] tkuus vkSj lh[kus dkA

tSls tc eaSus ^^cSB ?kksM+k ikuh ih** esa ls dbZ dfork,¡ lh&lewg
ds cPpksa dks i<+dj lqukbaZ rks cPpksa us ikl iM+h fdrkcksa ds <+sj ls
dbZ fdrkcsa esjs gkFkh esa idM+kbaZ vkSj dgk fd nhnh gesa ;g fdrkc
i<+ds lqukvks] gesa og fdrkc i<+dj lqukvksA

tSls d{kk esa tks v[kckj fudkyk x;k Fkk] mldk
uke cPpksa us feydj ^^f[kyrk dey j[kk Fkk]**
vkSj blesa , vkSj ch&lewg ds cPps ¼tks
i<+uk&fy[kuk tkurs gSa½ og fy[krs Fks
¼ys[kd½ vkSj ckdh cPps viuh ?kVuk,¡ crkrs
Fks ¼?kVukdkj½ vkSj ?kVuk ds vk?kkkj ij fp=
Hkh cuk, tkrs Fks ¼fp=dkj½A gj rjg dh ?kVuk
dks d{kk esa txg nh tkrh Fkh pkgs og fdruh
gh NksVh ;k cM+h D;ksa uk gksA tSls ++ + + +
esjh eqxhZ ejh

?kVukdkj & vafdr ¼lewg&Ih½
ys[kd   & 'kkeØs'k ¼lewg&,½
fp=dkj & fourh ¼lewg&ch½

bl izdkj dh xfrfof/k;ksa ls] lHkh cPpksa dks Hkkxhnkjh dk iwjk&iwjk
volj feyrk gS D;ksafd dqN cPps ckrphr djus esa fuiq.k gksrs gaS] dqN
fp=dkjh vPNh dj ysrs gaS vkSj i<+uk&fy[kuk Bhd ls tkurs gaSA bl izdkj d{kk
esa AK th }jk cPpksa dh gj ,d izdkj dh {kerkvksa dks txg nsus dk vPNk
iz;kl fd;k x;k FkkA

(-Principle of Multiple intelligence
- by Haward Gasclner)

AK th dh d{kk esa vkSj Hkh cgqr ls ,sls mnkgj.k feys tgka mudk iwjk&iwjk
iz;kl jgrk Fkk i<+us&fy[kus @ lh[kus&fl[kkus dh izfØ;k dks vkSj euksjatd

25

vkSj fnypLi cukus ds fy,] tSls [ksy f[kykuk & mnkgj.kLo:i % cksyks HkkbZ fdrus] igpkuks dkSu] 'ksj vkSj cdjh vkfnA

mudh d{kk esa lHkh cPpksa dks iwjh&iwjh vktknh Fkh vius euilUn dh xfrfof/k djus dh vkSj lkexzh bLrseky djus dhA

blh izdkj dk dqN ekgkSy ns[kus dks feyk AH th dh d{kkvksa esaA muds }kjk djokbZ xbZ xfrfof/k;k¡ muds fopkjksa ls izHkkfor Fkha] mudk ekuuk Fkk fd ^^cPps [kqn ls cgqr dqN lh[krs gSa] cPpksa dk vius vkSj muds nkLrksa dk lh[kus esa cgqr vge *Role* gksrk gSA *Teacher* rks tgka og :drs gaS ogha dqN djrk gSA** og cPpksa dks *Active Constructor* eku dj pyrs gSaA blh dkj.k ;g ns[kus esa vk;k fd cPpksa ij fdlh izdkj dh tksj tcjnLrh ugha FkhA voyksdudrkZ ds vuqlkj ^^,d le; rks eSusa ,slk Hkh ns[kk tc yxHkx iwjh d{kk ds gh cPps fHké&fHké dk;ksZa esa yhu FksA

tSls tc ,&lewg ds cPps v{kj dkMZ esa ls u,&u,
'kCn cukj fy[k jgs Fks rks yxHkx lHkh cPps
30&40 'kCn cukj bl xfrfof/k dks NksM+ vU;
dk;ksZ esa yx pqds Fks ijUrq lanhi ¼,&lewg½
mlh xfrfof/k esa yxk jgk vkSj mlus yxHkx
80&90 u, 'kCnksa dk fuekZ.k fd;kA

d{kk esa bl izdkj ds ekgkSy ls] tgka ,d le; esa vyx&vyx xfrfof/k;k¡ py jgh gksa] tc eu & pkgs dksbZ Hkh xfrfof/k dj ldrs gks] ogk¡ cPpk ;g eglwl djus yxrk gS fd Kku nsuk dsoy f'k{kd dk dk;Z gh ugha gS ijUrq og Kku dk l`tu dj ldrs gaSA ifj.kkeLo:i cPPkksa dk vkRefo'okl c<+rk gS rFkk ubZ&ubZ phtksa dks tkuus o djus dh Hkh bPNk tkx`r gksrh gSA

blh izdkj ;fn ge BB1 th dh d{kkvksa esa bLrseky fd;s tk jgs lh[kus&fl[kkus ds rjhdksa ij xkSj djsa rks gesa ;g tkuus dks feysxk fd mudk d{kk ds lHkh cPpksa dh dkchfy;r ij tks fo'okl gS] og muds lh[kus&fl[kkus ds rjhdksa dks cgqr gn rd izHkkfor djrk gSA og cPpksa dh xfr;ksa dks utjvUnkt dj muds iz;klksa dks T;knk egRo nsrh gaSA mudk ekuuk gS fd

^^cPps gaS rks xyrh rks djsaxs gh**A og voyksdudrkZvksa dk Hkh i<kbZ ds nkSjku] vius vkSj cPpksa ds chp vkuk ilUn ugha djrh FkhaA

> tSIs tc lewg ds IkFk ^^r** okys 'kCn <wa<+us
> dh xfrfof/k py jgh Fkh rks fot; us /kEed&/kEed
> dfork dk pkVZ ns[kdj vkrk&tkrk fdrus + + +
> yxHkx Ikjs ^r* okys 'kCn pkVZ Is ns[kdj fxuok
> fn;sA ijUrq BB1 th us cPps ds bl mÙkj dks Hkh
> Lohdkj fd;k vkSj mls 'kkck'kh nsrs gq;s dgk
> fd ^^de Is de cPpk iz;kl rks dj jgk gS**A

Mudh d{kk esa cPpksa ds gj izdkj dh dksf'k'k vkSj mRlkg dks txg nh tkrh Fkh vkSj mUgsa lgkjk Hkh fn;k tkrk FkkA mudh d{kk dh lcls cM+h [kkfl;r eq>s ¼voyksdudkjh½ ;g yxh fd cPpksa dks izkRlkgu iwjk&iwjk fn;k tkrk Fkk vkSj lcdks [kqyh NwV   Fkh lkexzh Is [ksyus dh vkSj vius euilUn dh xfrfof/k djus dhA

> tSIs fouksn ¼'&lewg½ dk vdlj dke tYnh [kRe
> gks tkrk Fkk vkSj og cDls ds ikl cSBdj
> ubZ&ubZ Ikexzh Is [ksyrk jgrk FkkA vkSj
> dHkh&dHkh og fdrkc mBkdj tksj&tksj Is i<+us
> yxrk ijUrq bls BB1 th *Constructive noise* ds :i esa
> ysrh Fkha vkSj dHkh Hkh mudh d{kk esa
> ^'kksjj er djks* 'kCn ugha bLrseky gq;sA

IkjUrw og dbZ ckj cPpksa dks fn'kk fn[kkrs&fn[kkrs funsZ'k nsus yxrh Fkha *(Scaffolding to instructions)*

> tSIs ch&lewg dks ^uy* ij fy[kus dks fn;k x;k
> rks nks&rhu feuV ds ckn gh mUgksaus
> cPpksa dks lgk;rk djuk 'kq: dj nhA
> tSIs & ^^uy esa ikuh vkrk gS**
>   ^^esjs ?kj esa nks uy gaS**

vkSj /khjs&/khjs og cPpksa dks Lo;a gh
iwjs&iwjs okD; fy[kokus yx xbZaA

CkPpksa esa tks'k] pgy&igy budh d{kk esa ns[kus dks feyrk gS og BB1 th
dh d{kk esa de ns[kus dks feyrk FkkA cPpksa esa og LokHkkfod Qqjrh
dgha nch&nch lh jg tkrh gSA cPpksa dks O;ofLFkr :Ik ls xfrfof/k;k¡ djokbZ
tkrh gSa vkSj muls ;g vis{kk dh tkrh gS fd tks lkexzh mUgsa nh xbZ gS
mudk og O;ofLFkr :i ls bLrseky djsas vkSj nh xbZ xfrfof/k dks iwjk djsaA
ckdh dh lkjh lkexzh f'k{kd dh est ij j[kh jgrh gS tks gj cPps dh igq¡p ls nwj
gSA voyksdu ds le; ;g ,d ckj Hkh ugha ns[kk x;k fd dksbZ cPpk viuh eu
ethZ ls dksbZ Hkh lkexzh est ls mBk ys vkSj vius 'kkSd ds vk/kkj ij dk;Z
djus yxsA tksj fn;k tkrk Fkk fl[kkbZ tk jgh pht dks lh[kus ij pkgs oks dSlh
Hkh fl[kkbZ tk,A

tSls tc cPpksa dks ubZ fdrkcksa dk caVokjk
fd;k x;k Fkk] rks cPpksa dks bl fdrkc ds igys
i`"B ij nh xbZ tkudkjh dks Hkjus ds fy;s dgk
x;k Fkk ftlesa

   uke &
   firk dk uke &
   ekrk dk uke &
   d{kk &
   ftyk &
   fodkl[k.M &
   jkT; &

tSlh tkudkjh 'kkfey FkhA BB2 th us ;g tkudkjh
Hkjrs oDr tksj fn;k cPpksa dks ;kn djokus esa
fd muds ftys fodkl[k.M vkSj jkT; dk uke D;k
gSA bl ckr ij fcydqy /;ku ugha fn;k x;k fd
cPpksa dh ftyk] fodkl[k.M vkSj jkt; dks ysdj
D;k le> gSA voyksdudrkZ }kjk iwNus ij fd

28

^^ge dkSuls jkT; esa jgrs gSa** dsoy ,d cPpk

xksfoan ¼lewg&,½ ;g crk ik;k Fkk fd og

e/;izns'k jkT; esa jgrk gSA

D{kk esa djokbZ tk jgh fofHké xfrfof/k;ksa ls ;g fudydj vk;k dh cPpksa dks ^^f'k{kk** f'k{kd ds }kjk nh tkrh Fkh vkSj cPpksa ls ;g vis{kk dh tkrh Fkh fd og mls mlh :i ls Lohdkj dj yas@lh[k ysaA d{kk dk ekgkSy dqN bl rjg dk ns[kus dks feyk (*Classroom culture*) tgk¡ f'k{kd nsrk gS vkSj cPps ysrs gSaA

blh izdkj Hkk"kk esa tc dfork ikB ^^jTtw&dn~nw** dks djok;k x;k rks lkewfgd :i ls gko&Hkko ds lkFk xkus ds ckn dfork dk vH;kl fd;k x;k rks BB1 th us lkewfgd :i ls fcBk dj ,d&,d cPps ls iwNk fd dkSulk 'kCn dgka fy[kk gS vkSj og 'kCn iwjh dfork esa fdruh ckj vk;k gSA cPpksa ds tokcksa ds vk/kkj ij bl izdkj dh lwph rS;kj gks xbZ + + +

cht & 3 & rhu ckj

x;s & 3 & rhu ckj

dn~nw & 1 & ,d ckj

 vkSj cPpksa ls ;g vis{kk dh tk jgh Fkh fd os bls ;kn dj yas fd dkSu lk 'kCn fdruh ckj nksgjk;k x;k gS] tSlk fd BB2 th us ml le; Lo;a dgk ^^lcdks ;kn gks tkuk pkfg;s dh dkSu lk 'kCn fdruh ckj vk;k gS + + + eSa ckn esa iwNwaxkA**

blh rjg dk dqN feyrk&tqyrk n`'; ns[kus dks feyk BK th dh d{kk esa A mudk ekuuk gS fd ^^cPpksa dks ;fn fl[kk;k tk, rks lh[ksaxs + + + cPps [kqn ls ugha lh[k ldrsA** ogk¡ cPpksa dh {kerk vksa dks fdlh gn rd utjvUnkt fd;k tkrk FkkA ijUrq og viuh rjQ ls iz;kl vo'; djrh gaSA tSls bckjrh lokyksa

dks Bhd ls le>kuk] dadM+ iRFkjksa dk bLrseky djuk] Hkk"kk ds {ks= esa Hkh dqN blh izdkj ds iz;kl fd;s tkrs FksAijarq ;s iz;kl dsoy f'k{kd rd gh lhfer jgdj [kRe gks tkrs Fks] ,d 'kq:vkr rks dh tkrh Fkh ijUrq vUr rd igq¡prs&igq¡prs og iz;kl <hys iM+ tkrs FksA

tSls lh&lewg ds lkFk v{kj dkMZ okyh xfrfof/k ds nkSjku xksybZ ¼lh&lewg½ us ^^tx fy[krs le; dkWih mYVh idMh Fkh ifj.kkeLo:i 'kCn dqN bl rjg dk fn[kkbZ iM****

bl ij BK th us cPps dh dkWih ns[kh] ml 'kCn dks dkV fn;k vkSj fdlh vkSj xfrfof/k esa O;Lr gks xbZaA mUgksaus ;g tkuus dh dksf'k'k ugha djh fd cPps us ;g xyrh D;ksa djh gS] mUgksaus bl ckr ij /;ku ugha fn;k fd cPpk fy[kuk rks tkurk gS ijUrq og ;g ugha tkurk fd dkWih lh/kh dSls idMh tkrh gSA**

ogha nwljh vksj] CKI th dh d{kk esa rks iz;kl dh Hkh deh ns[kus dks feyhA mudh d{kk esa xfrfof/k;ka dsoy uke ds fy, djokbZ tkrh Fkhs A ogka le>kus dh vis{kk funsZ'k nsus ij T;knk tksj M+kyk tkrk FkkA ogka f'k{kd ,dek= O;fDr gS tks fd cPpksa dks dqN fl[kk ldrk gSA d{kk esa f'k{kd dk dk;Z gS funsZ'k nsuk vkSj cPpksa dk dk;Z gS mudk vuqlj.k djukA ^funsZ'k* cPpksa ds fy, lh[k gS ftUgsa mudks lh[kuk gSA vuqlj.k djuk gSA

(Principle of Rules given by God
- by kohl belg)

tSls Hkk"kk esa] dfork ikB ds fy, CKI th dqN fxus pqus cPpksa dks gh mBkrs gSsss tSls js'kek dks Hkh v{kj igpku iwjh rjg ugha vkrk ijUrq mls dfork t:j ;kn gS blfy, ekLVkc us tc MaMk idM+krs gq, bls ykbu&ykbu dj ysaA

30

’kCnksa dks MaMs ls n`kkZrs gq,   lk<+us dks
dgk rks js’kek dk MaMk igys ’kCn ij gh jg x;k
vkSj blus dfork lqukuk izkjEHk dj fn;kA tc
ekLIkc us ns[kk rks og ph[k dj cksys ^^,s----
MaM+k rks fgyk** rc blds fy, dfork ds chp ls ;g
<wa<uk eqf’dy gks x;k fd og dkSulh iafDr dks
lquk jgh FkhA””

blh izdkj tc cPps v{kj dkMZ ls ’kCn cuk jgs gksrs Fks rks ;g /;ku
ugha fn;k tkrk Fkk fd D;k ’kCn cuk, tk jgs gSa vkSj cPps muls D;k le> cuk
jgs gSaA

tSls ¼lewg esa dqN cPps ,sls gS tks ’kCn cuk
ldrs gS] dqN dsoy cus ’kCnksa dks viuh
dkWih esa mrkj ldrs gS dqN ;g Hkh ugha dj
ikrsA mnkgj.kLo:I lc ;g lewg v{kj dkMZ ls ’kCn
cuk jgs Fks rks mUgksaus dqN bl rjg ds
’kCnksa dk fuekZ.k fd;k&&

bl lwph dks ns[k dj ,d cPps us ^^t** >kSV ^x*
v{kjksa ij b’kkjk djrs gq, cksyk ^^ vjs Åij
uhps feyds rks tx cu ldrk gS] rks lcus ;g ’kCn
Hkh

 viuh&viuh dkih esa mrkj fy;kA
mudh dkfi;ka ns[kus ij irk pyk
>u’kqb;k ¼lewg ½ us ;g ’kCn dqN

[k	Xk
t	Yk
c	Lk
?k	J
u	V
e	N
Fk	u

bl

x
t

31

rjg mrkjk FkkA

CkPPkksa esa ;g le> gh ugha cu ikbZ gS fd fdl izdkj v{kjksa dks tksM+us ls 'kCn curs gS vkSj 'kCnksa dk dqN vFkZ gksrk gSA d{kk esa viuk,¡ tk jgs rjhdksa dks dsoy xfrfof/k rd lhfer j[kk tkrk Fkk mls vkxs ys tkus dk dksbZ iz;kl ughs fd;k tkrk FkkA mUgksaus vius interview esa ;g Lo;a Lohdkj fd;k Fkk fd i<+kuk mudk 'kkSd ugha gS] ukSxjh fey xbZ blfy, i<+k jgs gS + + A+

blh rjg dk i<+kus dk <jkZ ns[kus dks feyk CK^2 th dh d{kk esaA bu nksuksa d{kkvksa esa tks lekurk ns[kh xbZ og gS f'k{kd esa tks'k dh dehA ;g f'k{kd cgqr izHkkkfor gSa viuh Ldwyh i<+kbZ ds i<+us&i<+kus ds rjhdksa dks ysdjA mUgsa ;g ugha yxrk fd t:jr gS dqN u;kiu d{kk esa ykus dhA D;ksadh mudh Lo;a dh f'k{kk mlh <jksZ esa gqbZ gS rks mUgsa yxrk gS fd bls cnyus dh vko';drk ugha gS D;ksadh bu rfjdksa ds vk/kkj ij Hkh i<+k;k tk ldrk gSA og ,dyO; }jkk nh xbZ k ́exzh ls xfrfof/k;k¡ djokus esa fo'okl j[krh gS] cgqr tksj Mkyus ij *Feedback sessious* ds nkSjku] gh ubZ xfrfof/k;ksa ds ckjs esa lkspk tkrk Fkk vkSj mUgsa d{kk esa viukus ds iz;kl fd;s tkrs FksA

lh[kus&fl[kkus dh i/nrh

cPps jkst Ldwy vkrs gSa fd ugha] mUgsa Ldwy esa etk vkrk gS fd ugha] i<+us&fy[kus dks ge fdruk t:jh le>rs gSa vkSj ,sls dbZ lokyksa ds tokc gesa viuh i<+us&fy[kus dh i/nrh ls fey tkrs pkfg,A ge lkexzh dk fdl tjg bLreky dj jgs gSa] fdl rjg xfrfof/k;ksa dks d{kk esa yk jgs gSa] cPpksa ds dkS'kyksa dks fdl rjg d{kk esa fy;k tk jgk gS ;s lc phtksa gekjh i<+kus dh i/nrh ij fuHkZj djrh gSaA

dSEi ds nkSjku geus ns[kk fd fdl rjg gj O;Drh dh i<+kus dh i/nfr vyx&vyx gksrh gSA ge lc us feydj 8 f'k{kdksa dk voyksdu fd;k vkSj mudh d{kk esa tks&tks gks jgk gS mls uksV fd;k x;kA ge vc gj O;Drh dh i<+kus dh i/nrh ds ckjs esa ckrphr djsaxsaA geus i<+kus dh i/nrh dks rhu Hkkxksa ckr djus dh dksf'k'k dh gSa tks gS fd dSls d{kk esa lkexzh dk bLrseky gks jgk gSaA dSls lkexzh ls vly ftaxxh ls tksM+k tk jgk gS] dSls xfrfof/k;ka d{kk esa gks jgh gSa] D;k ;s xfrfof/k;ka cPps ds vk;q o laKkukRed fodkl ds fglkc ls gSa ,oa xfrfof/k;ksa o lkexzh esa fdruk u;kiu ykus dh dkssf'k'k dh tk jgh gSA

lcls igys ge AK dh Ik<+kus dh Ik}fr ds ckjsa esa ckrphr djsaxsA AK dkQh dksf'k'k djrs gS fd muds xfrfof/k;ksa esa dqN u;kiu gks ftlls cPpksa dks etk vk,A tSls&

> **dadM+ks ds vykok beyh ds chtksa ls C-gp.**
> **Lewg dks fxufr djkuk vkSj 1] 2] 3 - - - chtksa**
> **dks lewg esa j[kuk] bUgha chtksa dk iz;ksx B**
> **lewg ds fy, 23 X 5 tSls lokyksa dks le>kkus ds**
> **fy, fd;kA**

Tks lkexzh d{kk esa bLrseky gks jgh gS oks T;knkrj ,dyO; dh gh nh gqbZ gS tSls fp= dkMZ gkFkh] rkyk] pkch] ekyk] uy bR;kfn ;g ns[kk x;k fd C-lewg ds cPpksa dks ;g 'kCn jV pqds gS vkSj oks vxj dgha ^r* Hkh ns[krs gSa rks rkyk cksyrs gSaA

fot; ,d C- **lewg dk cPpk gS og ogh 'kCn Ik<+**
ikrk gSa tks fp= dkMZ ij cus gq, gSa ysfdu mu
'kCnksa dks Hkh vxj dgha fy[ks gq, gSa] rks
igpku ugh ikrk vkSj uk gh 'kCnksa dks fy[k
ikrk gSA ,d ckj AK **us ^/kEEkd&/kEed* dfork**
esa Is gkFkh 'kCn <wa<us dks dgk rks og ugh
<wa< ik;k vkSj mIls fBd igys fp= dkMZ
igpkuus dh xfrfof/k gqbZ Fkh mlesa Hkh tc
iklk Qsdk tkrk vkSj ml ij tSIs gkFkh vk;k rks
dksbZ vkSj cPpk QkSju mls I< nsrk Fkk vkSj
fot; fp= ns[kdj oks dkMZ mBk fy;k djrk Fkk og
gkFkh dSIs fy[kk tkrk gS bl ij Hkh /;ku ugh
nsrk gSA vkSj ugh og 'kCnksa dks fy[kus dh
dksf'k'k djrk gSA

f'k{kd dks ;gka pkfg, fd og gj ,d cPps ij /;ku ns fd og fdl rjg Is xfrfof/k
dj jgk gS ftl mn~ns'; Is xfrfof/k nh tk jgh gS D;k og mn~ns'; iwjk gks jgk
gSA

,d yM+dh gS Hkkxxjrh ¼C- **lewg½ tks igys g¶rs**
Is gh tc IcdqN fy[kus dks feyrk rks v{kjksa dks
dqN bl rjg cukus dh dksf'k'k djrh Fkh 0000
vkSj 000 ysfdu bu 15 fnuksa ds voyksdu Is ge
dg Idrs gS fd og vc dqN 'kCnksa dks cuk ysrh
gSA tSIs 000 ¼uy½ 000 ¼cl½

Okg ihNs&ihNs 'kCnksa dks cksyrh Hkh gS ;s mlds Ik<+us&fy[kus dh
'kq:vkr esa o`f) gS tks dSEi esa yxkrkj vkus Is gqbZ gS D;ksafd igys mldh
fy[kkbZ esa flQZ dqN Structures gh Fks ysfdu vc ,d iSVuZ le> esa vkus yxk
gSA

v{kjksa dh igpku djkus ds fy, d{kk esa ,d
xfrfof/k dh xbZ Fkh ftlesa dbZ kjs v{kj dkMZ
Fks vkSj mu dkMZ ls 'kCn cukus FksA 'kCn
ogh cuk, tk jgs Fks tks fd Mkbl ij fy[ks gq, Fks
ekyk] di] cl] uy] gkFkh] pkchA cPps v{kjksa
ds vkdkjksa dks cM+s /;ku ls ns[kdj 'kCn cuk
jgs Fks tSls fou; dk cl vk;k mlus igys cgqr ls
dkMZ ij /;ku nsdj ^c* fudyk vkSj ^l* dh ckjh
esa mlus ^j* vkSj ^,* fudyk vkSj mUgsa ^l* ls
feykus yxkA

bl izfdz;k esa cPpsa us [kqn dksf'k'k dj
v{kjksa dk feyku fd;k vkSj 'kCn cukus dh
dksf'k'k dh blesa cPpsa dk viuk laKkukRed
fodkl gqvk ftlesa mlds lkeus ,d leL;k Fkh ftlls
mlus [kqn mHkjus dh dksf'k'k dhA

bl xfrfof/k ds nkSjku gh ,d cPpk vafdr
¼C- lewg½ ds ikls ij ^ekyk* vk;k mlus ^e y*
tksM+k tc f'k{kd us mldk /;ku ^v* ds MaMs ij
fnyok;k rks mlus dgk ^^MaMs dh D;k t:jr
gSa*A rks lj us dgk fd ^vxj ge MaMk ugha
yxk,axs rks ;g ^e y* gS u fd ^ek yk*A

bl mnkgj.k esa ge ;g dg ldrs gSa fd cPps dks ^v* dh ek=k dk egRo
ugh le> vk jgk gS ;gka ij f'k{kd dks dbZ mnkgj.kksa ds lkFk cPps dks ;g
le>kuk iM+sxk fd ek=k ls 'kCn ds v/kZ ij fdruk vlj iM+ ldrk gSA

,d vkSj ckr tks gesa yxh oks Fkh fd lk<+us dk rjhdk 'kCnksa dks
vk/kkj cuk dj fd;k tk jgk gS ij dgha u dgha tc v{kj tksM+j 'kCn cukus dh
ckr djrs gSa rks ge 'kCn ls v{kj dh rjQ u tkdj v{kj rd gh flfer jg tkrs gSA
tSls&

fot; ds ikl ikls ij uy vk;k mlus u vkSj y tksM+dj

uy cuk fn;k ij og mls okil Ik<+ ugha ik jgk

FkkA

'kq: ds 1&2 fnuksa esa cPps Mkbl [ksy ds vanj 6 dks 9 Ik<+rs Fks ¼C- lewg ½A vxj muds lkeus 6 mYVk vk;k rks og mls 9 gh Ik<+rs Fks ij bu 15 fnuksa ds nkSjku ;g ns[kk x;k fd cPps vc ,slh xyfr;ka ugha djrsA

vc Confusion nwj djus ds fy, fcanqvksa dks fxu ysrs gSa fQj decide djrs Fks fd D;k vk;k gSA ;gka ge ns[k ldrs gSa fd cPps le>us yxs gSa fd phtksa dks fxuus ls gh gesa irk yx ldrk gSa fd og fdrus gSA cPpksa ds vanj ;s le> Hkh vkus yxh gS fd ,d dice esa 6 ls T;knk Sides ugha gks ldrhA

lhek vkSj Hkkxjrh igys vadksa dks Bhd ls cuk ugha ikrh FkhA lhek vadks dks dqN bl rjg cukrh Fkh 000000000 ysfdu bu 15 fnuksa esa vadks ds IkFk dbZ xfrfof/k;ka gqbZ tSls ikls ij vk, vadks dk lewg cukuk fQj mls fy[kuk mR;kfn 15 osa fnu lhek ds vad Fks 1 3 4 5 6 7 8 10

Hkkxjrh ds 'kq: ds fnuksa esa fxurh esa ,d iSVuZ Fkk oks Fkk 000000000 ysfdu bu 15 fnuksa ds nkSjku og 1 ls 10 ru fxurh lgh&lgh fy[k ysrh gSA

fot; ¼C- lewg ½ phts fxu ldrk gS ij mUgsa fy[k ugha ldrk tSls C- lewg dks fxurh dkMZ fn, x, vkSj mUgsa dze esa yxkuk Fkk rks fot; 11 ds dkMZ dks ns[kdj igpku ugha ik;k Fkk fd og 11 gS mlus ihNs fcanq fxus rc mls irk yxkA

C- lewg ds Ikjs cPps fxu dj gh vadksa dk irk yxk jgs Fks D;ksafd mUgsa blls igys flQZ 1&10 rd dh fxurh dk gh vH;kl djk;k x;k FkkA

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,slk eglwl fd;k x;k fd A- lewg ds cPpksa dh energies fBd rjg ls channelise
ugha gks ik jgh gSa mUgsa tks dke feyrk gS oks mls iwjk dj ysrs gSa vkSj
fQj d{kk dh xfrfof/k;ka A-group ds cPpksa ds fglkc ls gh eqM+ tkrh gSa tSls
vxj A lewg dk dke [kRe gks x;k gS rks fQj dfork ikB ’kq: gks tkrk gS ftlls c
lewg vkSj B lewg ds cPpksa dh xfrfof/k;ka ogha NwV tkrh gSa] bl ckr ij /;ku
nsuk t:jh gS fd vxj A lewg dks dqN dke fn;k tk jgk gS rks oks muds Lrj ds
fglkc ls gks vkSj mudk dke tYnh [kRe gks x;k gks rks mUgsa fdlh vkSj ,slh
xfrfof/k esa yxk;k tk, ftlls nwljs lewg ds cPpksa ds dke esa vM+pu u vk;s
D;ksadh mUgsa phtksa dks le>us ds fy;s T;knk le; pkfg;sA

vxj ge Hkk"kk vkSj xf.kr ds feyki dh ckr djs rks bl pht dk vHkko ns[kk
x;kA xf.kr vyx&vyx pyrk gS vkSj Hkk"kk vyx pyrh gS vkSj bckjrh lokyksa
esa Hkh cPpksa dk bl pht ij /;ku ugha fnyok;k x;k fd ge Hkk"kk ds ek/;e ls
gh xf.kr dks vPNs ls le> ldrs gSaA vkSj xf.kr dh le> ge Hkk"kk ls gh cukrs
gS tSls tksMuk] ?kVkuk] fdrus x;s] fdrus gq;s] Hkkx ck¡Vuk bR;knhA
tc d{kk esa v[kckj fy[kk tkrk gS rks AB vkSj C rhuksa lrwg ,d lkFk dkr djrs
gSaA C lewg ds cPpksa dks Hkh ?kVkuk] crkus ds fy, izsfjr fd;k tkrk gS
ysfdu fy[kkbZ dk dke flQZ A lewg gh djrk gSA B lewg ds cPps Hkh ?kVkuk]
crkrs gSa vkSj cPpksa dh ?kVkuk cgqr gh fnypLi gksrh gSaA
15 fnu ds voyksdu ls ge dg ldrs gS fd AK dh Ik<kus dh Ik)fr esa dkQh dqN
u;kiu gSA
vc ge AH ds ckjs esa dqN ckrphr djsaxsA ,dyO; dh lHkh lkexzh] chts]
rhyh;ka] caMy] ifRr;ka] C lewg ds cPpksa ds fy, uke dkMZ]uke chart nhokj ij
fpidk, x, gSa blds vykok cPpksa ds }kjk fy[ks x, dqN ys[k fnokj ij fpidk, x,
gSaA

**,d ckj cPpksa dks ¼C lewg½ number cards fn, x,
vkSj dgk x;k fd nh xbZ la[;k ds vuqlkj ifRr;ka
rksM+dj yk,aA**

;g ,d izdkj dk iz;kl gS xfrfof/k;ksa esa u;iu ykus dkA xfrfof/k;ka
ckj&ckj ogh djkbZ tkrh gSaA

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T;knkrj xf.kr dh xfrfof/k esa C lewg ds fy,
20&30 chts bdB~Bs djus gksrs gSa vkSj B o A
lewg ds fy, 50&90 chts bdB~Bs djus gksrs
gSA ^canj ekek* dfork cgqr ckj A o B lewg ds
IkFk djokbZ tkrh gS ftlesa xkus ds IkFk&IkFk
iV~Vh tekuk] dkih esa mrkjuk] dgs x, ’kCnksa
ij xksyk yxkuk eq[; jgrk gSA

　　dHkh&dHkh xfrfof/k;ka cPpksa ds Lrj ds
fglkc ls ugh gksrh tSls A o B lewg ds IkFk
fxV~Vh Qsaddj chts bdB~Bs djuk] dfork
iksLVjksa ls 2 v{kj okys 'kCnksa dksa <wa<dj
fy[kukA

Xfrfof/k;ka gj ckj tks’k ls 'kq: dh tkrh Fkh ij var rd vkrs&vkrs cPpksa o
f’k{kd dh :fp de gksus yxrh FkhA mnkgj.k &

　　,d ckj lh&lewg cPpksa dks ikuh] isM] uy]
gkFkh] dey] ?kj] taxy] ’kCnksa dh igpku
djokbZ tk jgh FkhA tc T;knkrj cPps igpku dj ik
jgs Fks rc f’k{kd us mUgsa [kM+s gksus ds
fy;s dgk vkSj Åaxyh j[kdj iwNus yxs fd dkSu
lk ’kCn gSA cPPks crkrs x;s vkSj cSBrs x;s ij
vpkud ls xfrfof/k dks chp esa gh jksd fn;k vkSj
ckdh ds cPps [kMs+ ds [kM+s gh jg x;sA

　　,d ckj lh&lewg ds cPpksa ls fn;s x;s uEcj
dkMZ ds vuqlkj ifRr;ka rksM+ dj ykus dks dgk
x;k cPps cgqr mRlkfgoZd ifRr;ka rksM+dj
yk, vkSj f’k{kd dks fn[kkus dh dksf’k’k djus
yxs ijUrq f’k{kd rc , vkSj ch lewg ds IkFk
e’kxwy Fks vkSj bruh gh nsj esa ckdh cPps

NqV~Vh ds fy, 'kksj epkus yxs vkSj xfrfof/k
chp esa gh jg xbZA

'kq:vkr esa ch lewg esa nks izdkj ds cPps Fks igys tks I<+uk pkgrs Fks ;k I<+us ds fy, vf/kd mRlkfgr Fks nwljs tks I<+uk ugh tkurs Fks ;k mlds fy, vf/kd mRlkfgr ugha Fks f'k{kd ,d xfrfof/k esa cPpksa ls fp= dkMZ fn[kkdj uke iwN jgs Fks blesa vkxs cSBs dqN cPps gh fgLlk ys jgs Fks vkSj var rd vkrs&vkrs ;g gks x;k fd fp= dkMZ f'k{kd idM+rs Fks os vkxs ds gh dqN cPpksa dks fn[kkbZ ns jgs FksA

f'k{kd ¼, ,p½ dksf'k'k djrs gS fd og Training esa lh[kkbZ xbZ xfrfof/k;ka fl[kk ldsA mnkgj.k&

> lh lewg ds cPpksa ds fy, uke pkVZ ftlesa Is
> cPpksa dks viuk uke NkaVdj fy[kuk Fkk]
> nksLrksa dk uke igpkuuk gksrk Fkk o nwljksa
> dk uke fy[kuk gksrk FkkA
>
> , ,p us lh lewg ds cPpksa dks ,d fp= dgkuh
> Hkh lqukbZ ftlesa mUgksaus dgkuh ds eq[;
> ik= o phtksa ds fp= cksMZ ij uke lfgr cuk,aA
> cPpksa dks dgkuh euksjatd yxh IkFk gh
> cPPksa dks bu phtksa ds uke Hkh ;kn gks x,
> vkSj /khjs&/khjs og bUgsa igpkuus o fy[kus
> yxsA

,d xfrfof/k , o ch&lewg ds IkFk dh xbZ ^dSls&dSls cuk 22**

> blesa f'k{kd us viuh eqB~Bh esa 22 chts idM+
> fy;s vkSj cPpksa Is ea= Qwdus dks dgk vkSj
> 22 chtksa dks viuh eqB~Bh esa ck¡V fy;k vkSj
> fQj eqB~Bh [kksyh vkAj cPpksa Is nksuks
> eqB~Bh;ksa ds cht fxuus dks dgk cht Fks 15
> $ 7 ¾ 22] blh rjg [ksy vkxs c<+us yxk vkSj 22
> ds dbZ tksMh;k¡ cukbZ xbZA

CkPPkksa us bl xfrfof/k esa cgqr fnypLih fn[kkbZ D;ksadh blesa 22 ds Combinetion tknw vkSj ea= ds :I esa cPpksa ds lkeus j[ks x;sA

cPpksa dks dHkh&dHkh Lora= fp= cukus dk ekSdk fn;k tkrk Fkk ij T;knkrj cPps ges'kk Qwy&ifŸk;ksa ds ,d ls fp= cukrs Fks cPpksa dks tc 'kCn tSls cl] di] uy ds fp= Hkh cukus dks dgk tkrk Fkk ij cPps Lora= fp= de cuk ikrs Fks vkSj tks fp= mUgksaus dbZ ckj cuk, gksrs Fks ogh cukrs FksA

cPPkksa dks Lora= ys[ku ds ekSds vHkh de gh fey jgs Fks mlesa dqN gh cPps fy[k ik jgs FksA

vc ge vxys f'k{kd ds ckjs esa ckr djsa xs BK mudh dksf'k'k ;g jgrh gS fd cPkksa dks Bksl ls vewrZ dh rjQ ys tk;k tk,A

,d ckj lh&lewg ds cPkksa ds lkFk ,d xfrfof/k
djokbZ tk jgh Fkh ftlesa c ls 'kq: gksus okys
'kCn cukus Fks tSls cy] cd bR;knh xksybZ us
c ns[krs gh cl dgk vkSj og tgk¡ Hkh c ns[krh
Fkh mls cl gh i<+rh FkhA

bl leL;k dk dksbZ gy ugha fudkyk x;k vkSj ugha cPpksa dk /;ku bl ckr ij fnyok;k x;k fd og ^c* gS cl ughaA

dfork,¡ cgqr gh uhjl rjhds ls djkbZ tkrh Fkh ftlesa ,&lewg dk dksbZ ,d cPpk i<+rk Fkk ckdh ds cPps ihNs&ihNs cksyrs Fks mlesa ls lh&lewg ds cPps lcls de cksyrs FksA

vc CK¹ dh ckr djs rks xfrfof/k;ksa esa u;kiu fcydqy ugha Fkk ;gk¡ rd fd ,dyO; }kjk crkbZ xbZ xfrfof/k;k¡ Hkh Bhd ls ugha irk Fkh d{kk esa cgqr gh fujlrk FkhA

,d ckj f'k{kd d{kk esa dadM+ ls fxurh djok jgs
Fks vkSj mUgsa dkWih esa fy[kuk Hkh FkkA
fiadh cksyh & eSa dy ugha vk jgh rks jhuk
cksyh lj ogh djok,saxsa er vkb;ks rc fiadh lj ls

40

cksyh & Ij eSa dy ugha vk jgh eSa fxurh ijlks

fy[kds ys vkÅaxhA

;s mnkgj.k fn[kkrk gS fd cPpksa dksa d{kk esa etk ugha vk jgk gS oks fo|ky; vkrs gS dqN u;k lh[kus] djus ds fy;s ysfdu fo|ky; esa dqN u;k ugha gks jgk gSA

xfrfof/k;ksa esa tqM+ko dk vHkko FkkA tSls%&

Ikgys xf.kr esa dadM+ksa Is tksM+dj vad

fy[kus dh xfrfof/k gks jgh Fkh fQj ,dne Is chp

esa gh ^/kEed&/kEed* dfork gksus yxh

D;ksafd , o ch lewg ds cPps cgqr 'kksj epk jgs

FksA

f'k{kd ch ,p us fxurh o Bksl oLrq tSls cPpksa dks vkil esa tksM+us ds fy, ,d xfrfof/k djkbZ tks fd bl rjg gS

blesa f'k{kd us ch lewg ds ,d cPps Is d{kk esa

mifLFkr cPpksa dh fxurh djus dks dgk vkSj

fQj 28 iSdsV fudkyus dks dgk vkSj dgk fd

mUgsa ckaV nksA

Ckh ,p xfrfof/k;ksa ds chp esa iz'uksa ds ek/;e Is cPpksa dh :fp cukus dh dksf'k{k djrs jgrs gSaA

lh ds2 Ikjk ,dyO; dk lkeku bLrseky djrh gS vkSj mu lkexzh Is u;kin ykus dh dksf'k{k cgqr gh de jgrh gSA

ch ,p dh d{kk esa dksbZ Hkh izR;; ¼concept½ ftanxh Is tqM+k gqvk FkkA

,d xfrfof/k esa ch lewg ds lkFk f'k{kd us dgk

rksrk D;k [kkrk gS ,d cPpk cksyk ^egqvk* fqj

f'k{kd us iwNk vkSj D;k&D;k [krk gS rks

cPpksa us dbZ lkjs tokc fn;s tSls beyh] fepZ

bR;kfn----

Ckh ,p cPpksa dks mdlkrs gS fd cPps viuh ftanxh dks d{kk esa yk, vkSj muds mij ckrphr djsaA

Ckhch2 dh d{kk esa ,dyO; dh xfrfof/k o lkexzh ds vykok dqN Hkh d{kk
esa u;k ugh gksrkA I<kus dh I)fr lcls T;knk bl ckr ij tksj nsrh gS fd cl cPps
I<+uk fy[kuk lh[k tk,a fQj og pkgs dSls Hkh lh[ks pkgs os jV~Vk yxkdj gh
lh[ksaA

,d xfrfof/k ds vanj f'k{kd us CySdcksMZ ij nks
[kkus cuk, ukeA firk dk uke lcls igys 'kjehyk
dks cqyk;k x;k ¼lh lewg½ mlus viuk uke fy[kk
fQj ftrus Hkh cPps vk, mUgksaus viuk uke rks
fBsd fy[kk ij firk ds uke ij 'kjehyk ds firk dk
uke gh fy[kkA

bl xfrfof/k ij f'k{kd us Hkh /;ku ugha fn;k vkSj xfrfof/k dk dksbZ vFkZ
Hkh ugh jg x;kA cPps flQZ fy[k jgs Fks mlls eryc ugh fudky ik jgs FksA
Hkk"kk vkSj xf.kr dks fcYdqy vyx&vyx dj ds ns[kk tkrk FkkA tSls ,d fnu
Hkk"kk ds le; ds ckn xf.kr ds le; ds nkSjku nhid cksyk& lj eq>s dfork ds
'kCnksa dks tksM+&tksM+dj dfork cukuk pkgrk gwa rks f'k{kd cksys
ugha Hkk"kk dk ?k.Vk [kRe gks pqdk gS vc xf.kr dk ?k.Vk gS blesa ge
xf.kr gh djsaxsA**

,d ckj lh[2] ds ,d cPps dks gkfly ds tksM+ ds loky fn;s x, vkSj og cPpk
ugh dj ik jgk Fkk og ,sls gh cSBk FkkA ;gka tks dke cPps dks fn;k x;k oks
mlds Lrj ds fglkc ls ugha FkkA v[kckj fy[kus dk dke T;knkrj , lewg ds
cPpksa dks gh fn;k tkrk FkkA ch o lh lewg dk Hkkxhnkjh v[kckj dh rjQ
Fkh gh ugha vkSj tc f'k{kd ls iwNk x;k fd ^vki flQZ , lewg dks gh v[kckj dk
dke nsrs gS ,slk D;ksa*\ rks f'k{kd us dgk ^cM+s yksx vkrs gS u rks
ns[kus esa vPNk yxuk pkfg, blfy, , lewg dks dke fn;k tkrk gS D;ksafd oks
yksx fy[k ysrs gS vkSj ch o lh lewg fy[k ugha ikrk*A

;s izfrfØ;k n'kkZrh gS fd v[kckj dh xfrfof/k dks ,d mRikn ds :Ik esa
fy;k tk jgk gS u dh ,d fl[kus dh izfdz;k ds :I esa ftlesa ch o lh lewg ls
?kkVuk,a rd ugh iwNh tk jgh gSA

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flQZ chch[1] dh d{kk esa fdrkcksa dk iz;ksx ns[kk x;k ftlesa tc , lewg ds cPpksa dk tc dke [kRe gks tkrk Fkk rks og fdrkcs Ik<+rs gS tSls pded] eS Hkh bR;kfnA , lewg ds cPpks esa Ik<+us dk 'kkSd ns[kk x;kA

chch[1] dh d{kk esa CySdcksMZ dk cgqr vPNk bLrseky ns[kk x;k blesa chch[1] us d{kk esa rhu cksMZ j[ks gq, Fks vkSj lh lewg ds cksMZ dks nks Hkkxksa esa ckaV j[kk Fkk vkSj cPpksa dks NwV Fkh fd og dHkh Hkh tkdj CySdcksMZ ij dqN Hkh fy[k ldrs Fks tSls gkFkh bR;kfn o mldk fp= Hkh cuk ldrs FksA

,ds dh d{kk esa 5 twu dks I;kZoj.k fnol ij ppkZ dh xbZ ftlesa f’k{kd us cPpksa dh ftanxh dks d{kk esa ykus dk iz;kl fd;k x;k FkkA ppkZ esa dqN ,sls iz'u iwNs x;s tSls& ^^Ik;kZoj.k vPNk cukus ds fy, D;k&D;k fd;k tkuk pkfg,\ vxj isM+ ikS/ks u gks rks D;k gksxk\ isM+ gekjs fy, D;ksa t:jh gS\ bR;kfn bl ppkZ esa , o ch lewg ds cPpksa dh T;knk Hkkxhnkjh Fkh o lh lewg ds cPps 'kkar cSBs Fks vkSj tks dqN cPps tSls vafdr] fot;] vf[kys'k] tokc Hkh ns jgs Fks rks mudk Loj cgqr uhps Fkk blls f’k{kd mudh ckr lqu gh ugh ik jgk FkkA bl ppkZ ds nkSjku cPpksa ds vuqHko d{kk esa vk, tSls isM+ gesa egqvk] ydM+h] xqYyh bR;kfn nsrs gSa vkSj vxj ;s phtsa gesa u feysa rks gekjs jgu&lgu ij bldk D;k izHkko gksxkA

jkedzs'k ¼, lewg½ us ;g dgk fd vxj isM+ u gksaxs rks gesa gok xje&xje feysxhA fQj ppkZ dks ml rjQ eksM+k x;k fd lc yksxksa ds ?kj esa ftrus isM+ yxs gq, gSa muds uke crk , tk,A

CONCEPTS ¼izR;;ksa½ dh le>

Teacher's conceptual (understanding) le> dh ckr tgka rd gS rks ;s tkuuk t:jh gSa dh Vhpjksa dks D;k&D;k lh[kkuk Fkk cPpksa dksA lh lewg ds cPpksa dks fxurh fy[kokuk ;k , lewg ds cPpksa dks LFkkuh; eku djkuk esa vyx&vyx Lrj ij le> gksuk t:jh gSaA

Rethink this LFkkuh; eku Ldk fxurh fy[kus esa egRoiw.kZ Hkwfedk gksrh gSA vkSj vxj fxurh dh 'kq:vkr gh LFkkuh; eku }kjk gks rks tek] ?kVk vkfn ds lokyksa esa ijs'kkuh de gksrh gSaA

Lkh lewg dks fxurh fl[kkrs gq, ;k rks Vhpj chch1 }kjk fxurh fy[k nh tkrh ;k mUgsa pkVZ esa ls dkih djus dks dgk tkrk Fkk ;k dadM nsdj mudks fxurh fy[kus dks dgk tkrk 9 ds ckn 10]10 ds ckn 11 dk cPpksa dks rdZ fn;s fcuk gh le>k fn;k tkrk Fkk vkSj ;gh dkj.k Fkk dh tc Vhpj }kjk mudks fxurh fy[kus dks dgk x;k rks mUgksaus fy[kk%&

1	11	34	31
2	21	24	27
3	31	55	18
4	41	68	69
5	51	77	11
6	61	88	31
7	71		
8	81	32	
9	91	98	
10	20	30	

yxHkx blh rjg lhch[2] Vhpj dk Ik<+kus dk rjhdk FkkA conceptual le> ds uke ij muesa dkQh deh FkhA dk;Z djus dh jhfr rd gh gj fo"k; lhfer jg tkrk FkkA

Tkek&?kVk ds loky djokrs gq,

1

27

8

35

lhch[2] %& ,d Åij yxk;k vkSj bl ,d dks 2 esa tek djrs gq, rhu fy[kks uhpsA ¼djkrs le; mUgksaus dksbZ dkj.k ugh fn;k 1 dks Åij ys tkus dk½

cPpk%& Vhpj] 1 Åij D;ksa x;k

eryc! gka--- D;ksafd ,sls gh djrs gSaA

^,,p* Vhpj Hkh cgqr lh phtksa dks jVok nsrs Fks [kkldj Hkk"kk esaaA ^lh* lewg ds lkFk fp= dkMZ dze esa yxkus okyh xfrfof/k esa dkMZ iyV ds fp= igpkuuk gksrk Fkk vkSj dkMZ dze esa yxs gksus ds dkj.k cPps jV ysrs Fks uke] le>us ds ctk;A

conceptual le> dk gksuk t:jh gSa ftruk t:jh dk;Z djus dh jhfr dk irk gksukA ijUrq tc bl le> ds uk gksus ds dkj.k xyr /kkj.kk,a cPPksa ds fnekx esa pys tk, rks og [krjukd gks ldrk gSaA tSls dh Vhpj lhch1] lhds1 vkSj chch2 ds lkFk ns[kus dks feykA

Lkhch[1]%& cPPkksa 47 fy[kksA

CkPPkk%& 74

Lkhch1%& ¼fpYykrs gq,½% ,sls fy[krs gS

CkPPkk%& 47

Lkhch[1]%& vPNk] fy[kks 16

CkPPkk %& 61

lhch[1]%& dc le> esa vk,xk fy[kuk

cPPkk %& 16

Js;k %& 1090

1091

dkSu lh cM+h gS

45

cPpk %& 1091] D;ksafd vUr esa ,d gSaA

lhch1 %& gk¡] ,d gS rHkh rksA

Js;k %& vPNk] 1091

1190

dkSu lh cM+h gS

lhch1 %& gk¡&gk¡] crkvks dkSu lh cM+h gS] uhps okyh NksVh gSa] D;ksafd mij okyh ds vUr esa ,d gSaA

LFkkuuh; eku djokrs gq, lhds2 Vhpj us 2 dice fn;s] 1 dice cUMy ds fy;s vkSj 1 dice rhyh ds fy;sA ftrus cUMy okys dice esa la[;k vkrh mrus cUMy fudkyus Fks vkSj ftrus rhyh okys esa mruh rhyhA cPpksa dks dqN eryc ugha crk;k bl fØ;k dkA

Feedback esa tc vfuy lj us ckr dh Vhpj ls + + +

Lkj %& cUM+y thyh ls 27 cukvks\

    Vhpj us 27 cUM+y fudky fn;sA

Lj %& nqckjk ls ns[kks] lgh fd;k gS\

    Vhpj us 2 rhyh vkSj 7 cUM+y fudky fn;sA

Feedback esa bekjrh loky ds ppkZ ds ckn vxys gh fnu Vhpj chch2 us viuh d{kk esa loky fn;k %&

24 cdfj;k¡ 800 esa vkrh gSa rks crkvks 30 cdfj;k¡ fdrus :i;ksa esa vk,xh

2&3 cPpksa dks NksM+dj lcus fy[kk

24

$ 800

30

fcuk fdlh ds rdZ ij /;ku nsrs gq,
mUgksaus fy[kk ¼lewg&, ds
xksfoUn cPps dh dkWih ls ns[krs
gq,½

lj %& 800 dh 24 cdjh vkrh gSa rks
,d ds fy, Hkkx djsaxs dh ugha

24 800 33
    72
    80
    12
    8

33 x 30 ¾ 990

Conceptual le> vxk ns[k ikl rks Vhpj ,ds]chds vkSj ch ,p esa , ds Vhpj dh le> dkQh Fkh phtksa dks ysdjA ,sls gh Vhpj ch ds dh le> LFkkfu; eku] tek] ?kVkuk vkfn dks ysdj dkQh vPNh FkhA LFkkfu; eku dks le>kus ds fy;s rjg&rjg ds vad nsuk] xq.kk esa ^x* dk egRo djokrs gq, le>kukA dqN Hkh djokrs le; og vo'; gh chp&chp esa cPpksa ls iz'u iqNrh FkhA vr% izfØ;k ij mruk gh tksj ftruk dh ifj.ke ijA ;uoh Conceptual le> vkSj dke ds rjhds dks lkFk&lkfk ysdj pyukA

Vhpj ch ,p Hkh dkQh izfØ;k ij tksj nsrs FksA NksVh&NksVh ckrksa ij Hkh /;ku nsuk tSls] dh cPpksa dh :fp tkx:d djus ds fy, dgkuh lwukus ls igys ,sls iz'u iwNuk fd flag fdlds gksrs gS] pkj ikao fdlds gksrs gS vkfnA izfdz;k esa /;ku ndud dh otg ls gh og cPPksa ds tokcksa dks dHkh dkVrs ugh FksA

Vhpj% rksrk D;k [kkrk gSa

CkPpk% rksrk egqvk [kkrk gSaA

¼mRrj u crkrs gq, mUgksaus vkSj iz'u iwNs tSls fd½

47

Vhpj% gka] rksrk egqvk [kkrk gSa vkSj vxj egqvk u gksrk rks

bl rjg cPps vius vki ifj.kke rd vk, uk fd mudks vius Vhpj }kjk ifj.kke   crk;k x;kA

dk;Z djus dh uhfr%&

fdlh Hkh fo"k; dh tkudkjh nsus dk Lrj ml dk;Z dks djus dh uhfr ij fuHkZj djrk gSaA vkSj cPpksa dh le> cukus esa vkSj ml le> dks csdkj j[kus esa dk;Z djus dh uhfr dk cM+k ;ksxnku gSaA

,ds] ,,p] chds vkSj ch,p tSls Vhpjksa dh dk;Z djus dh uhfr dkQh gn rd izHkkoo'kkyh yxh tks fd cPPksa ds }kjk tokc nsus ls gh irk py tkrk FkkA

,ds%& 2½   vkSj 1½   dk concept le>krs gq,]
,ds Vhpj us 2 cM+s&cM+s pkWd fy, vkSj bl rjg j[k fn,

Vhpj%& ;g fdrus gSa] cPPkksa

CkPPkk%& 1½

Vhpj us fcuk cPPkksa dks xyr u crkrs gq, ,d&,d djds iwNk

Vhpj% rhuksa dks vyx&vyx fxuks

CkPPkks%& 2½

48

1½, 1½ le>kus ds fy, mUgksaus iSlksa dh Hkh
enn yhA

blh rjg fxurh fl[kkrs gq, og dadM dh enn yhA

10 9 8 7 6 5 4 3 2 1
● ●   ●   ●   ●   ●   ●   ●   ● ●

1 2 3 4 5 6 7 8 9 10

fxurh djokuk vkxs ls Hkh] ihNs ls Hkh rkfd
cPpksa dks 10 dh le> cusA

dk;Z djkus dh uhrh dk cgqr gh vPNk mnkgj.k , ,p Vhpj dh d{kk ls fy;k tkrk gSA lh lewg ds lkFk fxurh djkrs le; Vhpj us xse mB&cSB [ksykA 1 esa mBuk vkSj 2 esa cSBukA igys Vhpj us bls ekSf[kd rkSj ij fd;k fQj cksMZ ij fy[kk] fQj fp= cuk;s tSlsA MaMk] xksys vkfnA vr% la[;k djkrs le; igys fp= dkMZ] fQj cksMZ ij fy[kuk fQj cPpksa ls cqyokuk] vkSj var esa dadM mBokuk] cPPkksa esa conceptual le> cukus dk mi;qDr dze FkkA LFkkuh; eku djkrs gq, , ,p Vhpj

lh lewg*   **1 caMy ¾ 10 rhyh**

          2 **   **20 rhyh**

            3 **   **30 rhyh**

19 esa fdrus caMy vkSj fdruh rhyh

cPpksa us Igh tokc fn;kA fQj cksMZ ij fy[krs gq,%&

la[;k   caMy   rhyh

 16   1   6

% cPPkksa 8 caMy esa fdruh rhfy;ka

49

%80

% dSls \

%10]20]30]40]50]60]70]80

ch lewg%

ch lewg dks tek dk loky cksMZ ij djkrs gq,%&

c rh

6 7   7

$ 8 6 $ 6 ____

3   13

rh

← caMy cu ldrk gSa

10 dk ,d caMy cuk

rks 3 rhyh cph

67 & 6 c 7 rh

86 & 8 c 6 rh

1 c ¾ 10 rh

Hkk"kk dk mnkgj.k ys rks dfork,¡ djkrs gq, , ,p Vhpj igys ,d dgkuh ds :l esa Hkwfedk cukrs FksA tSls lh&lewg ds IkFk jke lgk; dfork djokrs gq, &

Vhpj %& ns[kks cPpksa gesa le; ij Ldwy igqpuk pkfg,] ns[kks ,d fnu tc ge jke

     Lkgk; le; ij mBk rks + + + + + +

bl rjg ls dfork dk flQZ i<+uk gh ugha le>k Hkh tk ldrk gSaA

Hkk"kk ds vkSj ,d mnkgj.k tks cgqr gh jksekapdkjd Fkk &

'kCn tSls gkFkh] ikuh] uy vkSj isM+ tSls 'kCnks dks lh[kkus ds fy, igys dgkuh dk bLrseky fd;k x;k vkSj fQj vyx&vyx rjg ls fy[kk x;kA blh fØ;k dks vkxs c<+krs gq, &

gkFkh   isM+   uy

uy   gkFkh   uy

ikuh   gkFkh   ikuh   isM+

cPpksa dks 'kCn <aw<+us dks dgk tkrk Fkk vkSj vUr esa cksMZ ij fy[kus dks dgk tkrk FkkA 10&10 ckj gkFkh] uy fy[kok;k tkrk Fkk vkSj fQj fp= dkMZ ls ^y*] ^Ik*] ^g* vknh 'kCn <aw<+us dks dgk tkrk FkkA blh rjg Vhpj ch ds LFkkfu; eku djokrs gq, &

16 esa 6 D;k gS\] 1 D;ksa gSa fQj rhyh caMy ls djokrs gq, le>kukA 6 esa fdrus tksMsaxs rks 16 vk,xk vkfn tSls lokyksa dh enn ls og vadksa dh vPNh le> cukus esa lQy jgrh FkhA tek] ?kVkk vkfn dks Hkh vyx&vyx rjhdksa ls] phtksa ls] feV~Vh ds cjru] dadM ls di fy[kokuk vkfn djokrh Fkh

Vhpj ch ,p dh djkus dh uhfr dh ckj dkVs rks mudk T;knk /;ku djkus dh uhfr] izfdz;k ij tkrk gksrk Fkk vkSj ifj.kke esa deA

TSkIs%&

Mudh d{kk dh 'kfeZyk us ,d fp= cuk;k] mlus ?kj cuk;k vkSj ?kj ds nkSuks rjg isM+ cuk fn,A ?kj ds vanj yM+dh cuk;hA

Ckh ,p%& ns[kk ?kj ds nksuks rjQ isM+ gS vkSj ?kj ds vanj 'kfeZyk jgrh gSA vkSj 'kfeZyk us D;k fd;k ?kj esa cSB dj

51

bI rjg cPPsk dks Hkk"kk bLrseky djus ds ekSdk nsuk Vhpj ch ,p dh fo'ks"krk FkkA ijUrq ,d&nks ckj /kS;Z [kks nsus ds dkj.k os ifj.kke ds fy, tYnh gh mRrj ns nsrs Fks cPPkksa dksA tSls%&

ch ,p% 34 fy[kksA

cPPkk ugha vkrkA

ch ,p us [kqn fy[kk vkSj dkWih djus dks dgkA

ch ,p% ;s D;k fy[kk gSa

cPpk% 34

ch ,p% vPNk] vc dkWih djksA

Vhpj chch2 ftudk /;ku u dsoy fdz;k djus dh uhfr ij jVkus esa Hkh cgqr FkkAtc lh2 ds cPPkksa ds lkFk 1 ls 30 rd fxurh djokbZ tk jgh Fkh rks ml le; cPpksa ls ;g vis{kk dh tk jgh Fkh dh og 1 ls 30 rd ds uEcjksa dk bLrseky djds tek&?kVkVk Hkh lh[k ysaA blfy, rhljs fnu gh lh2 lewg ds cPpksa dks gkfly ds loky ns fn, x,A vkSj djkrs le; chch2 dk /;ku T;knk jVkus ij gh Fkk tSls%&

17		17
& 5		& 5
02		12

chch2%& fdruk cpk

cPpk%& ckjg

chch2%& ckjg ugh 2 cpkA vc 1 ls 'kwU; x;k rks 1 cpk] vc cu x;k ckjgA

,sls gh tek djkrs gq, ,d fnu

1500000

9000000000

chch2 ;g fdruI gqvk\

cPpk%& pkSng

chch2%& pkSng dSls\ ;g ianzg gSa ;k ikap\

ukS vkSj ikap] pkSng!

,d gkfly cp x;k ¼xsys ij cM+k ?ksjk cukrs gq,½ ,d tks cp x;k mldks Åij ys tkvksA

Vhpj lhds1] lhds2] lhch1 vkSj lhds2 dh fdz;k djus dh uhfr flQZ djkus rd gh lhfer FkkA lhlh2 ds lkFkk jVkus dk dgh u dgh izHkkko rks iM+rk Fkk cPpksa ij] exj tks Vhpj flQZ fdz;k djkus rd gh lhfer jgrh og tc rd vius vki loky djkrh rks cPps cksMZ ls dkih dj ysrs exj fnDDr gksrh tccPpksa dks [kqn djus dks fn;k tkrk FkkA

CkPpksa esa fo"k; dh le>%&

CkPps ftl rjg fo"k; dh le> cukrs Fks og dgha u dgh mudks Vhpj ij fuHkZj djrk FkkA tSls dh lhds1 Vhpj dHkh Hkh 'kCnksa ls v{kjksa dks le>us dh izfdz;k ij tksj ugh nsrs FksA ezj leku Fkk rks mUgsa djokuk iM+rk FkkA vkSj ;gh pht fn[krh Fkh muds Ik<kus ij vkSj cPpksa dh lhfer le> ijA blh rjg ls Vhpj chds dh Ik<+kus dh uhfr bl bl rjg ls gksrh Fkh cPpksa dks iz'u iwNus dh t:jr ugha iM+rh FkhA [kkldj lh lewg dks] og le> rks ysrs Fks ij iz'u ugh iwNrs FksA

Ekxj Ik<kus dh uhfr dh lgh gksuk vkSj fQj Hkh cPpksa dk iz'u iwNuk ;g n'kkZrk gS fd Ik<+kus dh uhfr dk lgh gksus ds ckotwn cPpksa dks vkSj fy[kuk gSaA vkSj ;g ns[kus dks feyk ,ds dh d{kk esa A tSls%&

Takxy esa jgrh Fkh ,d fpfM+;k maxyh;ksa ls
djokrs le; tc okD; vk;k^^rhuks mM+h fdruh

cph\ IHkh cPpksa us 'kwU; cuk;k maxfy;ksa Is] , vkSj ch lewg ds cPpksa dksa rks le> vk;k ijUrq vf[kys'k dks le> ugh vk;k vkSj ckjh&ckjh djkus ds ckn FkksM+h nsj ckn mlus [kqn gh le> cuk yks ,sls gh lhek lh lewg dh cPph dks xf.kr Is ^whole* ds fo"k; dks le>us esa rdyhQ FkhA taxy esa jgrh Fkh 8 fpfM+;k] 2 vkSj vk x;h fdruh gks x;h\ nlA taxy esa jgrh Fkh nl fpfM+;k] nks mM+ xbZ fdruh cph\ vkB] ;kuh lhek ds fy,,

8 $ 2 §¾ 10

10 & 2 ¾ 8

ds chp dk laca/k le>us esa eqf'dy gqbZA ,ds Vhpj us dqN ugh dgk ysfdu cPpk [kqn mHkj ds vk;k] mlus nks&rhu ckj viuh maxfy;ka fxuh vkSj nks&rhu fnuksa esa le> ikbZA

Vhpj ,,p dh d{kk esa cPpksa dks vius vki Is le>us dk ekSdk feyrk Fkk tSls%&

Uk ;k y okys v{kjksa Is 'kCn cukrs Fks] fy[krs Fks cPpksa ds lkFk fQj cPps [kqn <wa<rs Fks] fp= dkMZ dh enn ysrs ;k Vhpj Is dqN enn ekaxrs FksA vkSj var esa [kqn ifj.kke rd vkus dh dksf'k'k djrs FksA

54

d{kk izca/ku

SPK ¼f'k{kk izksRlkgu dsUnz½ esa IHkh d{kk,a Multigrade gSaA ;gka igyh&nwljh Is ysdj ikapoh&NVh rd ds cPps ,d IkFk ,d gh d{kk esa ,d gh f'k{kd Is I<rs gSaA ;gka cPpksa dks eq[;r% rhu lewgksa A, B, C esa muds Hkk"kk o xf.kr esa Lrj ds vuqlkj ckaVk tkrk gS ftlesa d{kk o mez dks /;ku esa ugh j[kk tkrkA

SPK esa Multigrade Teaching Ik)fr gksus ds dkj.k f'k{kd dk rhuksa lewgksa dks ,d IkFk dk;Z djokus dh dyk esa fuiq.k gksuk vR;ar gh egRoiw.kZ gks tkrk gSA bl 'kh"kZd ds varxZr tks Hkh ge fy[kus tk jgs gSa og voyksdu ds nkSjku tks gekjh le> cuh ml ij vk/kkfjr gSA

f'k{kd , ,p% f'k{kd , ,p Is ckrphr djus ij o voyksdu djus ij ik;k x;k fd og ,slh fLFkfr esa planning dks vR;ar gh egRoiw.kZ ekurs gSaA 'kq:vkr esa ;gka ij IHkh f'k{kd feydj planning ugh djrs Fks ij , ,p ges'kk d{kk esa D;k djokuk gS ;g igys Is gh Iksp dj vkrs Fks ;gh otg Fkh fd d{kk esa Ih[kus

55

fl[kkus dh izfdz;k gj le; lwpk: :Ik ls pyrh jgrh FkhA ,slk dHkh gh gksrk Fkk fd og bl lksp esa iM+s gks fd vc dkSu ls lewg dks D;k djokuk gSA mudh bl lQyrk dk ,d dkj.k mudk 6 lky dk vuqHko Hkh FkkA og Multigrade f'k{k.k esa lcls igys , dks dke nsrs Fks D;ksafd og dke funsZ'k esa vkjke ls le> tkrs gSa] fQj ch dks vkSj vUr lh dks D;ksafd lh lewg ds lkFk cSB dj dke djuk iM+rk gSA

ij , ,p dh ;kstuk ges'kk lQy ugh gksrh Fkh ;k dHkh&dHkh ,&ch lewg ds cPps xfrfof/k;ka tYnh [kRe dj ysrs Fks vkSj 'kksj epkrs FksA rc , ,p mUgs pqi cSBus ds fy, dgrs ;k dHkh&dHkh MkaVrs vkSj dksbZ vkSj dke ns nsrsA ij vDlj ;gka cPpksa dks feyh vktknh o cPpksa esa lh[kus dh yxu muds cpko ds fy, vk tkrh cPps vius vki gh MCcs esa ls vU; lkexzh fudky dj dke djus yxrsA dHkh&dHkh , vkSj ch }kjk xfrfof/k;ksa ds tYnh [kRe gksus dh otg xfrfof/k dks cPpksa ds Lrj ds eqrkfcd u gksuk FkkA mnkgj.k ds fy,%&

, vkSj ch lewg dks fxV~Vs ij vk, vad ds vuqlkj
chts mBkus gksrs FksA ftlds ikl lcls igys
50&90 chts gks tk,axs og thrsxkA

Multigrade f'k{k.k esa fnDdrsa ;gha ij [kRe ugh gksrhA , ,p ds ikl d{kk esa yxHkx 46 cPps Fks ftlesa ls yxHkx 20 lh lewg ds FksA blh otg ls , ,p dks lh lewg ds lkFk izHkko'kkyh :l ls dke djus esa rhu pkj fnu yx x, vkSj fQj gh dqN ykHkknk;d dke 'kq: gks ik;kA ij bu ifjfLFkfr;ksa dk lh/kk izHkko cPpksa dks feyus okys /;ku ij iM+rk Fkk eq[; rkSj ij lh lewg ftls mldh lcls T;knk t:jr iM+rh FkhA lkFk gh /khjs&/khjs ;g Hkh ns[kk x;k fd lh lewg esa Hkh 2&3 Lrj ds cPps gSa dqN rks uke fy[k ldrs gSa vkSj dqN&dqN phtksa ds uke Ik<+ ldrs gS rks dqN vHkh dye idM+uk gh lh[k jgs gS blh fy, , ,p us lh lewg dks Hkh nks Hkkxksa esa ckaVuk iM+kA , ,p ,d vkSj uhfr viukrs Fks ftlds rgr vxj dksbZ cPpk xf.kr esa

Hkk"kk ls vPNk gSa rks mls xf.kr esa ,ch lewg esa vkSj Hkk"kk esa chlh lewg esa j[kk tkrk FkkA

Multigrade f'k{k.k ls , vkSj ch lewg ds cPps ch vkSj lewg dks lh[kkus fd izfØ;k esa enn djus dh {kerk j[krs gSA pwadh vdsyk f'k{kd lc dqN ,d lkFk ugha dj ldrk blfy, mls cPpksa dh {kerkvksa ds vuqlkj ftEesnkjh;k¡ ckaVuh pkfg,A ij , ,p T;knkrj lcdqN [kqn gh fo'okl j[krs Fks ftl otg ls mUgsa dbZ ckj eq'dhys vkrh FkhA ;g ckr fQj Feedback l= esa dh xbZ vkSj rc ls og dksf'k'k djrs FksA fd lewgksa esa vkilh esytksy c<+s vkSj og lh[kus&fl[kkus esa ,d nwljs dh enn djsaA

Planning ds lkFk&lkFk Multigrade Teaching esa f'k{kd dh d{kk esa f'k{k.k izfØ;k dks lq/kk: j[kus ds fy, dbZ fufr;k¡ viukuh iM+rh gStSls CySdcksMZ izcU/kuA CySdcksMZ d{kk dh ,slh oLrq gS tks cPPksa dk /;ku cM+h gh vklkuh ls viuh vksj vkdf"kZr djrk gS ij vxj ,d gh d{kk esa rhu Lrj ds cPps gks vkSj rhuksa dks vyx&vyx dke fn;k tkuk gks rks ;g ck/kd Hkh cu ldrk gSA , ,p bl ckr ls vPNh rjg ifjfpr Fks vr% og nks LkFk yxs gq, dejksa dk bLrseky djrs Fks rkfd nks cksMZ dke esa yk;s tk lds vkS lkFkh gh tc Hkh dke dqN cPpksa ds gksuk gks rks og cksMZ dh txg Q'kZ dk bLrseky djrs Fks ftlls nks Q;ns gksrsA igyk vl; cPPs vkjke ls vius dke ij /;ku yxk ldrs FksA nwljk ftu cPpksa ds lkFk dke dks jgk gS oks vPNs ls ml dk;Z dks ns[k o le> ikrsA

Mnkgj.k ds fy, %&

,d ckj , ,p ^lh* lewg ds cPps dks uke igpku djok jgs FksAmlds fy;s og nl;js esa uke pkVZ ds lkFk cSBSA igys cPpksa dks uke ds pkVZ esa <w<+ud kds dgk x;k fQj fy[kus dkA dqN nsj ckn , ,p us Q'kZ ij ,d&,d dj uke fy[kuk 'kq: fd;k vksj cPpksa dks uke cq>us dks dgk x;kA cPps bl otg ls u dsoy uke vPNs ls i<+ ik, vfirq

57

**og , ,p vkSk cPpksa ds chp dk fj'rk vkSj etcqr
gqvkA**

cPpksa dks vDlj cksMZ ij fy[kus dk 'kkSd gksrk gS tks d{kk izcU/ku esa
f'k{kd dh enn dj ldrk gSA ij , ,p dh d{kk esa cPpksa dks ;g ekSdk de feyrk
FkkA mnkgj.k ds fy, lh lewg cPpksa ds ikl 'kq:vkr esa fy[kus ds fy, dqN u
gksus dh otg ls og fy[kus ds le; [kkyh cSBS jgrs FksA mUgsa cksMZ ij
fy[kus dks dgk tk ldrk FkkA

blds vykok cPps tc Fkdus yxrs rks mUgsa ikuh fius dks o eq¡g /kksdj
vkus dks dgk tkrk] dHlksh&dHkh [ksy o dfork xku Hkh ,slh ifjfLrfr;ksa esa
djok;k tkrkA cPpksa ls ;g Li"V dgktkrk fd tc rd og lkeku o dkWih;k¡ fxurh
djds bdB~Bk ugha dj nsrs rc rd NqfV~V ugha gksxhA

f'k{kd , ds %& , ds fd d{kk vPNs ls gksrh Fkh bldh otg Fkh Planning vkSj
ftl fnu Planning ugha gksrh Fkh ml fnu >yd tkrk FkkA cPps T;knk [kkyh
cSBrs Fks vkSj vius [ksy [ksyrs FksA

d{kk izcU/ku ds fy;s dqN uhfr;k¡ viukbZ tkrh Fkh tSls lkewfgd dfork ikB
ftlds vUrxZr /kEed&/kEed ,oa vU; dfork,¡ ^,* lewg ds cPps i<+rs Fks vkSj
ch o lh lewg ds cPps ihNs&ihNs cksyrs FksA dfork ikB ds vUnj Roleplay
d{kk esa cgqr gh izpfyr Fkk ftls cPps ets ls djrs FksA ijUrq ,slh xfrfof/k;k¡
de gh gksrh Fkh ftlesa rhuksa lewg ,d lkFk fgLlk ys ldsaA

'kksj epkus ij cPpksa dh g¡lh etkd esa fiVkbZdh tkrh Fkh tks cPpksa o
f'k{kd ds chp nksLrkuk fj'rk gksus ds dkj.k cPps cqjk ugh ekurs FksA
d{kk dh ftEesnkjh cPpksa esa ck¡Vh xbZ Fkh tks d{kk izcU/ku esa lgk;d
gksrh Fkh tSls [kkuk ck¡Vus dh ftEesnkjh ^lh* lewg dks nh tkrh FkhA

bu lcds lkFk gh dqN [ksy tSls ;knk'r] cksyks HkkbZ fdrus vki cksyks ftrus]
'ksj vkSj cdjh Hkh f[kyk;s tkrs Fks tks d{kk izcU/ku dk fgLlk FksA d{kk
izcU/ku esa CySdcksMZ bLrseky esa yk;k tk ldrk Fkk ij ,slk de gh gks jgk
FkkA

f'k{kd chch1 %& ;g f'k{kd Multigrade f'k{k.k ds rgr dbZ dk;Z djrs FksA mnkgj.k ds fy;s rhu lewgksa dks /;ku esa j[krs gq, rhu cksMZ bLrseky esa yk, tkrs FksA lh lewg ds cPpksa dks cksMZ ij fy[kuk iiUn Fkk vr% mUgsa ;s ekSdk fn;k tkrk Fkk vkSj cPpksa dks viuk uke] firk dk uke vkfn ckMZ ij fy[kus dgk tkrk Fkk tks cPps vius vki gh ets ls djrs jgrsA bldk ,d vkSj Qk;nk Hkh gksrk Fkk oks Fkk D;ksafd ^lh* lewg ds dqN cPps lh/kh dkWih ugha idMrs Fks ;k dkWih esa Vs<+k fy[krs Fks og cksMZ ij Bhd fy[krs FksA

lewgksa ds chp vPNk fj'rk FkkA ,&lewg cPps lh2 dh enn djrs FksA mnkgj.k ds fy;s vegs'k vkSj NksVw ;s ,&lewg ls Fks lh2 ds fy, fxurh Q'kZ ij fy[krs vkSj mlds Åij beyk ds 0000000000 vkSj lh lewg ds cPps ihNs&ihNs cksyrs ;gka yxkvks cht vkfnA xkSj nsus dh ckr ;g Fkh fd mezs'k vkSj NksVw T;knkrj viuk dke tYnh [kre dj ysrs Fks vr% ctk; 'kksj epkus dsAmudh {kerkvksa dk bLrseky bl rjg fd;k tk jgk Fkk tks d{kk izcU/ku esa lgk;d lkfcr gks jgk FkkA

f'k{kd cPpksa ds ckjs [kqc /;ku j[krs Fks mnkgj.k ds fy;s ,d voyksdudrkZ us f'k{kd dks ,d cpps ds Lrj dks ns[krs gq, f'k{kd ls mls ^lh* lewg ls ^ch* lewg esa <kyus dks dgkA ml le; lHkh lewg viuk&viuk dk;Z dj jgs FksA f'k{kd us voyksdudrkZ ds ncko esa u vkdj igys mlls ml cPps dks ^ch* lewg esa Hkstus ds dkj.k iwNs ftlesa ik¡p feuV rks t:j yxs ij ml cPps dk vkus okyk le; O;FkZ tkus ls cp x;kA

tks xfrfof/k;k¡ djokbZ tkrh Fkh muds vkSj muds djokud ds rfjds esa FkkksM+h dfBukbZ;k¡ ns[kus dks feyhaA mnkgj.k ds fy, ,d xfrfof/k ds vuqlkj cPpksa dh vk¡[k ij iV~Vh yxk nh xbZ vkSj mUgsa ,d&,d djds gkFkh ds flj] iSj] iw¡N vkfn cukus FksA ckn esa tks fp= cPpksa us cksMZ ij cuk;k f'k{kd mlij mu ls ppkZ djrkA bl xfrfof/k esa igys rks ppkZ cgqr yach [khaph o ^lh* lewg ds dqN cPps tks chp esa cSBs Fks o ftudh ckjh ckn esa vk,xh ,slk dgk x;k Fkk mudh ckjh xfrfof/k dks chp esa NksM+ nsus

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dkj.k ugha vk ikbZA blh rjg cgqr lh xfrfof/k;k¡ cgqr yEch [hp tkrh ;k mudk vUr lgh ugha gks ikrkA

d{kk esa gj xfrfof/k ds ckn gj cPps dh dkWih ns[kh tkrh Fkh ftl otg ls gj cPps dks gj xfrfof/k esa fgLlk ysuk iM+rk FkkA ij d{kk esa lh lewg ds cPpksa dks feyus okyk O;fDrxr /;ku ugha fey ik jgk Fkk tks vR;ar gh vko';d gSA

f'k{kd chch2 %& ;g f'k{kd cgqr Planning ds lkFkk d{kk esa vkrs FksA vkSj bl Planning dks vkSj lQy cukus ds fy, opg CySdcksMZ dk cgqr vPNs :I ls bLrseky djrs FksA d{kk esa nks cksMZ bLrseky esa yk, tkrs FksA og dksbZ Hkh xfrfof/k gksus igys cksMz ij xfrfof/k o lewg o D;k djuk gS lc fy[k fn;k tkrk Fkk tks izcU/ku esa vR;ar gh lgk;d lkfcr gksrk FkkA

mnkgj.k ds fy, %&

dfork % jTtw vkSj dn~nw
dfork xkuk gko&Hkkko ds lkFk
ykbu igpku 'kCn igpku
'kCnksa ij xksyk yxokuk
'kCnksa dks fxuuk

blds lkFkh gh cPpksa dks cksMZ ij fy[kus dk ekSdk fn;k tkrk FkkA

mnkgj.k ds fy, %&

lHkh cPpksa dks nksuks cksMZ ij viuk&viuk uke fy[kus dks dgk tkukA 'kq:vkr esa vxj ,d cPpk ikuh ihus tkrk rks ,d&,d lc tkus ds fy, 'kksj epkrs vr% lj us ,d uhfr ds vuqlkj ckn esa lcdks ,dlkFk FkksMs&FkksMs le; ds ckn ikuh ihus Hkst fn;k djrs Fks ftlls chp&chp esa tkus ds fy, gYyk ugha djrs FksA lj cppksa dk /;ku viuh vksj ykus ds fy, chp&chp esa [ksy Hkh f[kyokrs ftls og cgqr vPNh rjg ls laHkkky ysrsA

d{kk esa lkewfgd xfrfof/k;k¡ rks gksrh ij cPpksa dks O;fDrxr /;ku ugha fey ik jgk FkkA

60

f'k{kd ch ,p1 %& d{kk izcU/ku esa ;g f'k{kd bDds] nqDds voljksa dks NksM+ dj T;knk rj lQy gh jgsA cPpksa dk /;ku cka/kuk] rhuks lewgksa dks O;Lr j[kuk] gj lewg dks lgh le; ij lgh rjhds ls funsZf'kr djuk vkSj gj ,d lewg ij /;ku j[kus esa ;g lQy jgsaA gkykdh dqN nsj ds ckn vk/kh NqV~Vh gksus ds ckn okil bu cPpksa dk /;ku cka/k ikuk dfBu gks x;k Fkk vkSj cPps frrj&fcrj gks x;s Fks blfy, fnu ds nwljs fgLls esa cPpksa dk /;ku cka/k ikuk] lQy rjhds ls xfrfof/k dj ikuk vkSj djok ikuk vR;kf/kd eqf'dy gks x;kA

chds%& bu f'k{kd dks d{kk izca/ku ds ekeys esa cgqr lh eqf'dyksa dk lkeuk djuk iM+rk Fkk ij lkFkk gh mUgsa ;g ckr T;knk fpafrr ugh djrh FkhA d{kk esa cgqr ckj ^,* vkSj ^ch* lewg ds cPps viuk dke tYnh [kTr dj ysrs o 'kksj epkrs ftl otg ls f'k{kd mudks pqi gksus ds fy, fpYykrsA fQj dHkh ^,* vkSj ^ch* lewg ds cPps f'k{kd ls dkih check djokus chp esa vkrs ftlls ^lh* lewg ds lkFk py jgh xfrfof/k ij vlj iM+rkA f'k{kd dks rhuksa lewg ,d lkFk pykus esa fnDdr vk jgh Fkh igys rks ^lh* lewg dks T;knk /;ku ugh fey ikrk Fkk tc feedback l= esa ;g ckr mBh rks mlds ckn ls og viuk T;knk /;ku ^lh* lewg ij dsfUnzr djrs ftlls ^,* lewg vkSj ^ch* lewg jg tkrsA ckn esa rks [kkyh cSBs cPps vius vki ls gh viuk ilUn hnk lkeku o fdrkcs fMCCcs esa ls fudy dj dke djus yx tkrsA

d{kk esa CySdcksMZ dk bLrseky de yk;k tkrk Fkk D;ksafd blls ckdh leg ds cPpksa dks fnDdr vkrhA flQZ , ;k ch lewg ds fy, cksMZ ij fy[kk tkrk lh lewg dks dkih esa gh dke fn;k tkrk FkkA

bl f'k{kd dks d{kk izca/ku esa vkus okyh fnDdrksa dk eq[; dkj.k izca/ku uhfr;ksa dk de bLrseky esa ykuk FkkA mnkgj.k ds fy, d{kk esa T;knk dksbZ [ksy ugh f[kyok, tkrs FksA D;ksafd f'k{kd dks yxrk Fkk fd [ksy ds dqN Qk;ns ugh gksrsA lewgksa ds chp esa T;knk ckrphr dk ekSdk ugh fn;k tkrkA lHkh lewg viuk&viuk vyx&vyx dke djrs FksA

,d cPpk vxj ikuh ihus tkrk rks nks&pkj mlds lkFk gks ysrs vkSj /khjs&/khjs T;knkrj cPps fcuk crk, d{kk ls ckgj gks tkrsA

61

f'k{kd lhch1%& bu f'k{kd ds I<kus ds rjhds esa le; o d{kk izca/ku dh deh ns[kh xbZ bldk eq[; dkj.k planning esa vHkko jgkA lcls egRoiw.kZ jgk cPpksa dks lewgksa esa fcBkus dk rjhdk tks bl izdkj Fkk%&

C C

C   C

B   B

B   B

A   A

A   A

A A

bl rjhds esa eq[; nks fnDdrsa vkrh FkhA igyh vxj ch lewg ds lHkh cPps ,d lkFk ugh cSBs gksus ds dkj.k f<Yys jgrs vkSj d{kk esa lh[kus&fl[kkus dh izfdz;k esa ck/kk vkrhA nwljh fnDdr Fkh dqN ^,* lewg ds cPpksa dk cksMZ ds ,dne uhps cSBuk ftlls mUgsa cksMZ ns[kus esa fnDdr vkrhA d{kk esa planning de gksrh Fkh bl dkj.k fnDdr vkrh FkhA mnkgj.k ds fy,%&

> **,d ckj cPpksa dks ckgj ls dadM <wa<dj ykus**
>
> **dk dk;Z fn;k x;kA cPps cgqr mRlkg ls dadM+**
>
> **ykdj f'k{kd dks fn[kkus yxs ij rHkh mUgksaus**
>
> **cksyk **dadM+ NksM+ks] dfork iV~Vh djksA****

d{kk esa CySdcksMZ ij fy[kus dk ekSdk cPpsa dks de gh feyrk FkkA f'k{kd dHkh&dHkh lewg xfrfof/k ds nkSjku cksMZ dh ctk, Q'kZ dk bLrseky djrs Fks tks tks izca/ku esa lgk;d FkkA

f'k{kd lhch2%& ;g f'k{kd dyk izca/ku dks ysdj cgqr T;knk fpafrr ugh yxsA buds T;knkrj dke esa gkFk cVk jgs Fks ,d uoh d{kk ds Nk= tks ,d lgk;d f'k{kd ds :I esa dke dj jgs FksA T;knk rj dk;Z lgf'k{kd gh djrs Fks blls gekjh eq[; f'k{kd dks fpdkeqDr jgus dk volj izklr gksrk FkkA blls og vius /;ku dks vkSj dkeksa esa ckaV ikrs Fks tSls d{kk izca/kuA ijUrq bl izfdz;k esa f'k{kd vutkus gh T;knkrj ftEesnkjh bl lgf'k{kd ij Mky nsrs ftlls lg f'k{kd ij ,d f'k{kd dh Hkwfedk fuHkkus dk cks> iM+rkA og ftl lewg ij /;ku nsuk lg f'k{kd mldh Hkh iwjh rjg enn ugh dj ikrkA lg f'k{kd gksuk Qk;nsean iz;ksx

62

gks ldrk gS Multigrade f'k{k.k esa ij blds fy, vR;ar gh egRoiw.kZ gS fd
nksuks dh ftEesnkjh;ka Li"V gks og viuh Hkwfedk dks bekunkjh ls le>s o
fuHkk,aA lg f'k{kd gksus ij Hkh ^lh* lewg dkQh ut+jvankt gks jgk FkkA bl
lcds lkFk ,d ckr tks d{kk esa [kVdh og Fkh bl lg f'k{kd dh c<+h gqbZ
Hkwfedk ds dkj.k dgha u dgha f'k{kd vkSj cPpksa dk detksj gksrk fj'rkA

f'k{kd lhds1%& ;g f'k{kd d{kk izca/ku ds fy, vkо';d planning rks djrs Fks ij
planning esa xfrfof/k;ka mez ds fglkc ls u gksus ds dkj.k d{kk izca/ku esa
cgqr lh fnDdrksa dk lkeuk djuk iM+ jgk FkkA

mnkgj.k ds fy, ^ch* lewg dks ckj&ckj ,d xfrfof/k nh tkrh Fkh ftlesa cPpksa
dks fgLls tksM+dj fp= dkMZ dks iwjk djuk gksrk FkkA cPpksa ds fy, ;g
xfrfof/k vc cgqr ljy Fkh vr% og ;g xfrfof/k tYnh [kRe dj ysrs vkSj 'kksj
epkrsA

dHkh&dHkh f'k{kd dk /;ku ,d rjQ ;k ,d cPps ij gh jg tkrk ftlls ckdh cPps
''kksj epkus yxrsA mnkgj.k ds fy, ,d lewg dk cPpk tksM+ ?kVkk ds loky
ugha dj ik jgk Fkk ctk, mldks nksLrksa ls enn ysus dks dg ;k mls nwljs
lewg esa cSBus dks dg f'k{kd vius vU; dke NksM+dj ml cPps dks
le>kkus yxk ftlls d{kk dk izca/ku fcxM+ x;k vkSj ckdh ds dqN cPps ckrs
djus yxs o ?kweus yx x,A

cPpksa ds lkFk f'k{kd dk O;fDrxr esytksy de ns[kus dks feyk ij lewgksa
dk vkil esa ,d vPNk fj'rk Fkk rFkk og ,d nwljs dh [kwc enn djrs FksA
mnkgj.k ds fy, lh lewg esa&

> **,d cPpk ftldk uke jktk Fkk vHkh fy[kus dh**
> **izfdz;k esa Fkk mls tgka Hkh fy[kus esa fnDdr**
> **vkrh , o ch lewg ds cPps vkdj mldh dkih esa**
> **fy[k nsrs og mls ns[krk o dHkh&dHkh [kqn**
> **Hkh fy[kus dh dksf'k'k djrkA**

f'k{kd [ksy o dfork ls dHkh&dHkh izca/ku ykus dh dksf'k'k djrs Fks tks
vf/kdrj lQy Hkh gksrk FkkA

63

f'k{kd lhds2%& ;s f'k{kd dksf'k'k djrs Fks fd cPpksa ds lkFk ,d vPNk fj'rk Hkh dk;e j[ksa vkSj d{kk esa vuq'kklu dh Hkh deh u gksA ijUrq ;gka tks phts mHkj dj vk;h oks Fkh vkRefo'okl dh deh] dHkh lksp esa u,iu esa] l`tukRedrk esa vkSj dqN djus ds tTcs esa] bldk ,d dkj.k V^asfuax esa deh Hkh gks ldrk gSA 'kk;n V^asfuax bUgsa T;knk izHkkkfor ugh dj ikbZ Fkh blfy, og nwljs <jsZ ij ykSV tkrs FksA og <jkZ Fkk muds }kjk vuqHko fd;k x;k iqjkuk Ldwyh <jkZA ;gka ij Hkh ^lh* lewg ut+jvankt gks jgk FkkA ;g f'k{kd viuh rjQ ls Hkjiwj dksf'k'k djus ds ckotwn Hkh rhuks lewgksa dks I;kZIr le; vkSj /;ku ugh ns ik jgs FksA lewg esa fn;k x;k dk;Z dHkh&dHkh tYnh [kRe gks tkrk ftlls og lewg ckrphr djus yxrk tks vU; lewgksa ds dk;Z esa ck/kk Mkyrk A

EwkY;kadu

Izk%& cPPkksa ds lh[kus ds Lrj dks tkapuk D;ksa vkSj fdlds fy, ¼cPpk@f'k{kd½ t:jh gS\

Izk%& ewY;kadu ^fdl* pht dk gksuk pkfg,\ oks tks cPps ugha tkurs] ;k oks tks cPps   tkurs gS\

Izk%& ewY;kadu lh[kus&fl[kkus dh izfdz;k dk gksuk pkfg,] ;k cPpksa dk\

Izk%& ewY;kadu dc vkSj dSls gksuk pkfg,\

Izk%& lh[kus&fl[kkus dh izfdz;k dh tkap] fdlds }kjk csgrj gks ldrh gS\ f'k{kd ds   }kjk ;k cPps ds }kjk\

;g dqN loky gSa ftu ij dbZ lkyksa ls cgl fNM+h gqbZ gSA ^f'k{kk esa ewY;kadu* dks ysdj] ns'k&fons'k esa yksxksa ds dbZ er gSA dksbZ ewY;kadu dks ,d ^ewY;&vad* dks lhfer n`f"V ls ns[krs gSa] rks dksbZ ewY;kadu dks lh[kus&fl[kkus dh izfdz;k dk vga fgLlk le>rs gSaA

geus ftu rhu Ldwyksa esa 11 f'k{kdksa dh d{kk dk voyksdu fd;k vkSj lk{kkRdkj fd;k] mlls lHkh dh ^ewY;kadu* dks ysdj dkQh gn rd ,d leku /kkj.kk gSaA

eqY;kadu ds uke ij lHkh Ldwyksa ds leku iSekus gSaA d{kk esa eqY;kadu ds fy, dkWih tk¡pus ij tksj fn;k tkrk gSA dkWih tkapus fd Hkh ,d fof/k gSA vxj cPps us IkQ&IkQ] lgh :Ik ls dqN fy[kk gS rks mlds vkxs ,d ^   * fp⁰u yxk fn;k tkrk gSA ;nh cPps us dgha dqN xyrh dj nh gksrh gS] rks mlds vkxs ,d ^X* fp⁰u yxk fn;k tkrk gSA

f'k{kd lh ch1 dh xf.kr dh d{kk esa lewg lh dk cPpk ¼vuqjkx½ fxurh fy[kus dk dke fn;k x;kA mlus nk¡;&ls&ck¡; fxurh fy[kuh izkjEHk djhA

| 1015 | 14 | 31 | 21 | 11 | 1 |

65

+ +	+		32	22	12	2
+ +	+		33	23	13	3
+ +	+		34	24	14	4
+ +	+		35	25	15	5
+ +	+		36	26	16	6
+ +	+		37	27	17	7
+ +	+		38	28	18	8
+ +	+		39	29	19	9
+ +		50	40	30	20	10

dkQh lksp fopkj ds ckn] vleatl esa] vuqjkx

viuh dkWih f'k{kd lh ch1 ds ikl ys x;k tkapus

ds fy,A f'k{kd us ,d utj ekjh vkSj yky isu ls ^X*

dk fp⁰u yxk;k vkSj dgk]

^rsjk xyr gS! Tk tkdj eukst dk ns[kdj lgh dj

yk!*

ogha nwljh vkSj] ,d vkSj fd{kd dk xyr fy[kus ij Hkh izksRlkgu nsuk]
n'kkZrk gSmudh ^ewY;kadu* djus ds dkj.k dksA

f'k{kd ck ,p %&

Hkk"kk dh d{kk yxh FkhA ch ,p us lewg dks

dadM+ ls viuk&viuk fy[kus dh Øh;k nh FkhA

vkdk'k %& lj! Dk fy;kA

ch ,p %& gks x;k\ 'kkck'k!

vkdk'k us viuk uke ^vkdk'k* fy[kk gqvk

FkkA

ch ,p %& blesa ^vk* dh ek=k vkSj tks+M+

nksxs rks cusxk

66

vk&d&k&'k vHkh ;g ^vkdk'k* gSA

fQjls cuk vks!

voyksdu djrs le; ;g ckr lkeus vkbZ fd f'k{kdksa dk tksj cPps }kjk fy[ks x, vFkok cksys x;s 'kCnksa@okD;ksa esa xyrh fudkyus ij FkkA

fu%lUnsg] f'k{kd dk ;g ,d eq[; dke gS] ijUrq ;g le> fd ^Hkwy* vkSj ^xyrh* ¼Error & Mictake½ esa vURj gS] dk Kku gksuk cgqr vko';d gSA

mnkgj.k ds fy,]

```
    1  2
    3  5
   ─────
    7  8
```

;gk¡ ^7* dh txg ^8* fy[kuk] ,d ^Hkwy* gSA D;ksafd cPpk ;g tkurk gS fd 5 $ 2 ¾ 7 gksrs gSA

ijURkq]

```
    4  7
  $ 3 6
  ─────
   713
```

;gk¡ cPpk ,d ^xyrh* dj jgk@jgh gSA mls ^gkfly* dk Concept iw.kZ :I ls le> ugha vk;k gSA

rks vxj ,d f'k{kd]^Hkwy* gksus ij ,d ^xksyk* ekjdj ʌx* dk fpã yxk nrsh gS rks Bhd gS] D;ksafd cPps esa ;g ^Hkwy* igpkuus dh {kerk gSA ijUrq vxj f'k{kd ,d ʌx*] cPps dh xyrh ij yxk nrsh gS] fcuk cPps dh le> ds rg rd tkus]rc ;g f'k{kd ds Lrj ij ,d Hkkjh xyrh gSA

f'k{kd lhds1 dh d{kk esa xf.kr ds le;] ch lewg dh uhye dh dkih esa lhds1 us loky fn;k%& 7 4

```
  $    3  8
    ─────────
```

og bIs ^1012* tksM+dj ys vkbZA

lhds1%& vjs! 74 $ 38¾ 1012 gksrs gS\\

xyr gS ;g!

¼vkSj yky isu Is ^ x* dj fn;k½

lhds1%& fQj Is dj ds ykA

uhye okil IhV ij tkdj]vius IkFk esa cSBs uhys'k Is iwNus yxhA
uhys'k us fcuk dqN le>k, loky gy dj fn;k%

      7   4

   $ 3 8

   1 1 2

uhye fQj lhds1 ds ikl xbZ vkSj dkih tkapokbZA lhds1 us ,d ut+j ekjh
vkSj ^

* dk fpã yxk fn;k

f'k{kdksa dk /;ku cPpksa dh izR;; dh development ij ugha FkkA
NksVh&NksVh fcUnq, tks fd f'k{kdksa ds /;ku ij gksuh pkfg,] bl ij /;ku
ugha fn;k tkrkA

              f'k{kd ,ds%& Mkbl xse esaa Hkkxjrh dk 4 vk;k]
              exj oks tgka cSBh Fkh ogka Is mls & fn[k jgk
              FkkA rks mlus ,slk gh cuk fn;k dkih esaA

              tc Hkkxjrh us dkih psd djokbZ rks ,ds us ^4*
              dks lgh cuk fn;k vkSj mlus 4 ,slk

              ¼ ½ D;ksa cuk;k Fkk] bldh rg rd ugha x,A

              f'k{kd chch1%&

              lh lewg dh xksybZ vkSj Iksuw] nksuksa us
              ^dkMZ >iV* xse esa] viuh dkih esa ^ty* dks

68

fy[kkA ^   * dks ^   * fy[kkA uEcj dkMZ esa]

xksybZ us ^3* dks ^ * fy[kkA

chds us yky isu ls fQj dkih tkaprs le; ^   * fpã yxk fn;kA

dbZ ckj f'k{kdksa dk /;ku cgqr ^Product control* gks tkrk FkkA

f'k{kd chch2%&

dfork ikB ds ckn] chch2 us vejnhi ¼lewg lh2½ ls ^cks;* <wa<us dks dgkA

vejnhi us rqDds ls igys ^cht* ij vaxqyh j[khA

chch2%& ;g ^cks;* fy[kk gS\

vejnhi us chch2 ds non unable care dks igpkurs gq, ^cks;* ij vaxqyh j[khA

chch2% vc cksMZ ij fy[kksA

vejnhi us ns[k&ns[kdj ^cks;* dkih dj fn;kA

f'k{kd chch2% xf.kr dh d{kk esa lh2 lewg ds jkts'k us 15 dkih esa fy[kkA

dkih psd djrs le;]

chch2% ;g xyr gSA ;g ns[k!

5 vkSj 9\ pkSng!

gkfly dk x;k ,dA pkj uhpsA

,d vkSj ,d\ nksA

69

cPpksa ij f'k{kdksa dk individual focus de FkkA

> **f'k{kd , ,p%&**
>
> **iwjh d{kk ds cPpksa dks ,d IkFk [kM+k djok fn;kA**
>
> **,d&,d djds cPpksa ls dksbZ 'kCn Ik<+ok;kA**
>
> **tSls lh lewg ls & ty] di] uy] cl bR;kfn ----**
>
> **tks cPpk cksy ik;k mls cSBk fn;kA , lewg ds cPps 'kksj djus yxsA ;g fdz;k can dj nh vkSj lcdks cSBk fn;kA**
>
> **f'k{kd chch2%**
>
> **Ikewfgd ewY;kadu py jgk FkkA**
>
> **tgka fd ^jTtw vkSj dn~nw* ikB gqvkA**
>
> **lewg ,%& dn~nw] va/ksjk bR;kfn**
>
> **lewg lh2%& cht] cks; bR;kfn—**
>
> **tSls 'kCnksa dks cksMZ ij fy[kus dks dgk x;kA**
>
> **chch2%& Mjks er! fy[kks! Tks vkrk gS] fy[kks!**
>
> **Xyr fy[kus ij ckdh cPps galrs gSA**

EkwY;kadu ds ckjs esa tc QhMcSd ds l= esa ckr gqbZ] rks f'k{kdksa us Tests vkSj ewY;kadu Chart cuk,A

EwkY;kadu pkVZ%& ¼ vfuy lj }kjk headed group½ vxys I`k"B ij

Tests ysus dk dkj.k f'k{kdksa esa iw.kZ :Ik ls   ugha gqvk FkkA ;g ckr blls lkfcr gqbZ fd Tests ys rks fy, x, ijUrq ysus ds ckn mu ij dkbZ ppkZ ;k dksbZ dke ugh gqvkA

Test papers cPpksa ds uke dkMZ ds IkFk gh fpidk fn;s x,A

f'k{kd chch1%&

Test **ds iz'u rS;kj fd;s x, fdj.k dh enn lsA iz'u**
vyx&vyx lewg ds fy, vyx FksA

Lkewg ,%& ^esyk* ij fy[kksA

**** ch %& dfork iwjh djksA**

**** lh %& vius fdUgha 4 nksLrksa ds uke**
fy[kksA

bu Test ysus ds ckn dksbZ Lrj esa cnyko ugha ns[kk x;kA

Hkk"kk

uke@firk dk uke	d{kk	viuk uke fy[kuk vkrk gS\	ekrk] firk dk uke fy[kukvkrk gS fd ugha\	lkwjk irk	dgkuh@dfork gko&Hkko ds lkFk lquuk	'kCn igpku	v{kjlu, 'kCn igpkuuk	NksVsVs okD; Ckukuk vkSj i<+uk	dgkuh@	Jqfr Ys[ku	fp= cul
				vdsys@lewg						Lor Fur

Xkf.kr

Lka[;k igpku ¼0&1½ rd	Lka[;k igpku ¼10&50½ rd	,d vad dk tksM+	,d vad dk ?kVko	gkfly dk tksM+	m/kkj dk ?kVko	Xq.kk	Hkkx	bckjrh loky

f'k{kd , ds %&

,&lewg ds cPpksa ls dfork ikB djk;k tkrk gSA

ch&lewg ds cPpksa ls dfork ikB ds i'pkr iwNk

tkrk gS fd ;g iafDr fd/kj fy[kh gS

lh&lewg ls dfork ikB ds ckn 'kCnksa ds ckjs

esa iwNk tkrk gSA

muds tokc ds eqrkfcd gh ;g eqY;kadu 'khV ij ^

* dk fp⁰u yxk;k tkrk gSA

f'k{kdksa esa dgha uk dgha bl le> ij T;knk /;ku ugha gS fd cPpksa fd
xrfr;ksa dks lewg ns[kdj] mlds fglkc ls lq/kkjkd tkuk pkfg,A

lewg&, ls vxj lgh 'kCn fy[kus dh vis{kk dh tkrh gS rks f'k{kd dks mls ignore
ugha djuk pkfg, ;g lkspdj fd cPps us ^dqn rks* fy[kkA ;gh vxj lewg lh dk
cPpk djrk rks f'k{kd uk&Vksaduk tk;t gksrkA
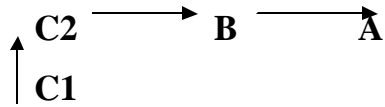
f'k{kd chch2 %&

lewg ,&dks ^cl* ij dqN fy[kus dk dk;Z fn;k

FkkA

cPpksa us fy[k %&

clds   pkj pkds   jsrs gSaA

** **   nks ykbV   jsrs gSaA

** **   njokts   **   **A

** **   dk¡p   **   **A

f'k{kd chch1 %&

lewg&, dks ^Picture cold* dk iz;ksx djds dqN

okD; fy[kus FksA

vezs'k us fy[kk%

   gkFkh ikuh ds vUnj cSBh gSA

   pwgk mldh iw¡N idM+dj cSBh gSA

;gk¡ chch1 us cPPksa dks uk gh Vksdk] uk gh

dkWih esa lq/kkjkA ^   * dk fp⁰u yxkrs gq,]

^fyax ij /;ku ugha fn;k x;kA

mlh rjg]

,d yM+dk Nkrk ds uhps cSBdj i<+ jgk gSA

;gk¡ ,d Conceptual eroor vk jgk gS tks dh fQj

chch1 us 0000000 ugha fd;kA

¼^Nkrk* vly esa ,d e'k:e dk fp= FkkA½

f'k{kk izksRlkgu dk eq[; mn~ns'k ;g Hkh gS fd ,d eku ds dWEi ds ckn] [kkldj tks ch1 vkSj lh2 lewg ds cPps gSa] os ch&lewg esa izos'k dj tk,aA og blfy,] D;ksafd iwjk lky S.P.K. pyus ds ckotwn Hkh vxj lh&lewg esa dksbZ lq/kkj ugha vk ik;k] rks oks bl dWEi esa iwjk dj fy;k tk,A rks dk;ns ls ch&lewg rks vc gksuk gh ugha pkfg,A

73

```
C2  ──────▶  B  ──────▶  A
▲
│
C1
```

f'k{kdksa esa eqY;kadu ds Lrj ij ;g Focus ugha Fkk fd lh&lewg ds cPpksa dks ch&lewg ds cPpksa ds Level rd vkuk gSA ftu cPpksa esa {kerk Fkh Hkh] os rd f'k{kdksa }kjk igpkus ugha tk jgs FksA os fQj fQj Hkh ch&lewg esa cSBrs FksaA

f'k{kd chch1 %&

fouksn ,d lh1 lewg dk Nk= gSA ckdh lh1 lewg

ds cPpksa ds eqdkcys og rst vkSj tYnh lh[krk

gSA mlesa og lkjs 0000 gSa tks fd ,d ch&lewg

ds Nk= esa gksus pkfg,A ijUrq og chch1 }kjk

ugha igpkuk tk jgkA

& og picture ns[kdj fjDr LFkkku ij ysrk gSA

ckYVh] cl] uy vknh ++ + +

& og viuk uke] irk] ekrk] firk dk uke Hkh lgh

rjg ls fy[k ikrk gSA

& og   6   9   tSls ,d vad

** $ 5 $ 4**

**   ───   ───**

dk tksM+ fcuk fdlh Bksl oLrq dh enn ls dj ysrk

gSA ¼viuh Åaxyh ij fxurk gSA½ ;g ckr tc fdj.k

us chch1 ls djh] tc chch1 us vius iSekus ij mls

ekius dh dksf'k'k djh] vkSj vr% fouksn dks

lh1&lewg ls ch&lewg esa cSBk fn;kA
```

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# IzkksRlkgu

f'k{kk izksRlkgu dsUnz dk eq[; edln cPpksa] f'k{kdksa ,oa lekt dks f'k{kk fd rjQ izksRlkfgr djuk gh gSA f'k{kk izksRlkgu dsUnz dh lQyrk cPpksa esa c<+us ds izfr izksRlkgu o f'k{kd dk i<+kus dh rjQ  yxu o izksRlkgu ij fuHkZj djrk gSA cPpksa o f'k{kd esa izksRlkgu dqN rks izkd`frd :Ik ds vUnj ls gh vkrk gS rks dqN ckgj ¼lekt½ ls feyrk gSA geus vius voyksdu esa ns[kk gj txg izksRlkgu ds rjhds] fufr;k¡ o ek=k vyx&vyx FkhA izksRlkgu dks ekius dk dksbZ ;a= ugha gS ij uhps fy[kh fVIi.kh k;k¡ gekjh voyksdu ds nkSjku cuh vo/kkj.kkvksa ij vk/kkfjr gSA

**f'k{kd , ,p %&** ;g f'k{kd lnSo vius dke dh lPpkbZ o bekunkjh ls djus dh dksf'k'k djrs FksA vudk d{kk ds fy, igys ls Planning djds vkuk o Feedbcck l= ds nkSjku fudyh ckrksa ij vey djus dh dksf'k'k djuk bl ckr dks izekf.kr djrk gSA blds vykok f'k{kd dk mlh leqnk; ls gksuk Hkh f'k{kd ds izksRlkgu dks c<+krk gSA tSls fd , ,p dk f'k{kd ds :i esa uke leqnk; ds yksxksa ds }kjk gh Hkstk x;k Fkk tc fd ml le; og [kqn ckgj dke ds fy, x;s gq, FksA

cPPkksa dks f'k{kk ds fy, izksRlkfgr fd;k tkrk FkkA mnkgj.k ds fy, %& , ,p ls ckrphr djus ij irk pyk fd ,d yM+dh S.P.K. esa ugha vk;kA mls izksRlkfgr fd;k x;k fd vxj og Police esa pkgrh gS rks mls i<+uk iM+sxk vkSj tc ls og S.P.K. esa vkus yxhA

d{kk esa cPPkksa dk /;ku i<+kbZ dh rjQ ys tkus ds fy, dbZ fufr;ksa dk bLrseky fd;k x;k Fkk tSls + ,d ckj ,d ch&kewg dh yM+dh tequk ls ,d

tkuoj dk uke iqNk x;k ij og 'kekZ jgh FkhA rc , ,p us T;knk le; u O;FkZ djrs gq, dqN vkSj cPpksa ls iqNk fQj mUgksaus okil ls tequk ls iqNk vkSj tc mlus mÙkj fn;kA blh rjg tc Hkh cPps dqN dgus esa 'kekZrs ;k f>>drs rks og cPpksa dks cksyus ds fy, mdlkrs] mudh rkfjQ djrs ;k mUgsa lgh tokc ds ckjs esa Hint nsrsA

> **mnkgj.k ds fy, %&**
>
> **,d ch&lewg dk cPpk ^j* ;qDr 'kCn fy[kus esa**
> **f>>d jgk Fkk ml ij , ,p us dgk ^^tSls fy[k ldrs**
> **gks fy[kks xyr Hkh fy[k nksxs rks Hkh cgqr**
> **gSA bruh lkjh phtas gSaA ns[kks vkl&iklA****

tc Hkh f'k{kk dksa cPpksa dh vkl&ikl dh phtksa ls tksM+dk tkrk ;k mudh enn ls lh[kk;k tkrkrks cPps vf/kd mRlkg ls lh[kus dh dksf'k'k djrsA mnkgj.k ds fy, cPpksa dksa chtksa ls xf.kr ds ?kVk&tek ds loky djus esa etk vkrk FkkA

cPPks lh[kus ds fy, lnSo mRlkfgr jgrs FksA tc Hkh fdlh cPps dk;Z tYnh [kRe gks tkrk og Lo;a gh fMCcksa esa vU; lkexzh fudkydj [ksyus yxrsA cPps Hkh ,d&nwljs dks izksRlkfgr djrs FksA mnkgj.k ds fy, lh&lewg esa nks lgfy;k¡ vHkh fy[kuk lh[k jgh FkhA rHkh muesa ls ,d us dg] uy fy[kk vkSj fQj viuh nksLr dk gkФk idM+ok dj fy[kokus yxhA

ijUrq cPpksa dks izksRlkfgr djus ds fy, vko';d dqN dk;Z iwjk djus ij feyus okyh rkfjQ cgqr de feyrh FkhA

**f'k{kd , ds %&** ;g f'k{kd i<+kus ds fy, vUnj ls izksRlkfgr jgrs FksA ;g ckr muls ckrphr djus ij Hkh irk pyh  oks nks dsunz pykrs gSA ftlds fy, cgqr esgur o 000000 dh t:jr jgrh gSA tc dHkh training l= ds nkSjku ?kj esa [ksrh&ckM+h dk dke Hkh vk iM+rk rks og Training l= dks vf/kd egRo nsrsA njly muds eq[; izksRlkgu dh otg cPps FksA bu f'k{kd dks cPpksa ds lkFk dk;Z djus esa cgqr etk vkrk FkkA

cPpksa dks Hkh f'k{kk ds fy, izksRlkfgr fd;k tkrk FkkA ftlesa cPpksa fd rkfjQ djuk o gkslyk vQtkbZ eq[; rfjds gksrs FksA

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**mnkgj.k ds fy, %&**

**,d ckj ^lh* lewg ds cPpksa dks ^^/kEed&/kEed**

**vkrk gkFkh** dfork i<+us dks dgk vkSj

**lh&lewg ds cPps ugha iM+ ik jgs Fks rks**

**f'k{kd us dgk ^^rqe vkt ugha i<+ ik jgs gks**

**ysfdu dy t:j i<+ ikvksxs] dy eq>s i<+ dj**

**lqukukA** ;s okD; ,d rjg ls cPpksa ds fy,**

**izksRlkgu dk dke djrk gSA**

**cPpksa dks d{kk esa CySdcksMZ ij fy[kuk**

**cgqr izksRlkfgr djrk gS ij bl ckr dk Qk;nk bl**

**d{kk esa ugha mBk;k tk jgk FkkA**

**f'k{kd chch1 %&** ;g f'k{kd i<+kus ds fy, izkd`frd :i ls gh cgqr izksRlkfgr FksA ;g Ik<+us dk dke vius eu dks feyus okyh [kq'kh o rlYyh ds fy, djrs FksA og dHkh&dhHkh voyksdudrkZ ls enn ugh ysuk pkgrs FksA

;g f'k{kd cPpksa dks Hkh f'k{kk ds fy, lnSo izksRlkfgr djrs jgrs FksA lqcg vius vki ls ,lihds esa dsoy 8&10 cPps gh vkrs Fks ij og jkst djhcu 15&16 cPpksa dks bdB~Bk dj ykrs FksA cPpksa vkSj bu f'k{kd ds chp dk fj'rk cgqr etcwr FkkA bu f'k{kd ds ,d ckj chekj iM+us ij cPpksa ds Ik<+us ds mRlkg ij cgqr QdZ IkM+kA cPpksa dks dgus ij og nwljs f'k{kd dhd{kk esa ugha x, vkSj vkuk de dj fn;k tc rd ;g f'k{kd [kqn okil ugh vk x,A ;g f'k{kd cPpksa dh xyfr;ksa ij dHkh Hkh MkaVrs ugh FksA og ges'kk dgrs gka Bhd fd;k gSA cPps Hkh Ik<+us ds fy, mRlkfgr jgrs FksA mnkgj.k ds fy,%&

**lh lewg dk ,d cPpk fouksn vDlj tYnh dk;Z [kRe**

**dj ysrk FkkA ,d fnu mlus fMCCs esa ls dqN**

**dkMZ fudkys vkSj muls [ksyus yxkA m/kj , o**

**ch lewg ds cPps 'kksj epk jgs FksA rc og**

**cPpk mBdj nwljs dksus esa pyk x;k vkSj viuk**

**dk;Z djrk jgkA**

77

blh izdkj , lewg ds cPps tSls vHkza'k vkSj NksVw vDlj tYnh dke [kRe dj
fdrkcs Ik<+us ;k nqljs cPpksa dks lh[kus ds fy, mRlkfgr djrsA

f'k{kd chch2%& ;g f'k{kd Ik<+kus ds fy, mRlkfgr rks jgrs Fks ij lkFk gh
dHkh&dHkh ;g Hkh yxrk Fkk fd og fn[kkus ds fy, ;k fdlh ds izHkko esa
vkdj ;g dj jgs gSaA mnkgj.k ds fy, ;g f'k{kd T;knkrj mu cPpksa esa iwNrs
Fks ftUgsa vkrk FkkA ,d ckj ;g f'k{kd ckgj Fks vkSj voyksdudrkZ dk;Z djok
jgs Fks rHkh ?ku';keth ds vkus ij og f'k{kd ml cPps ds lkFk loky djus yxs
tks igys ls gh mu lokyksa dks dj pqdk FkkA ;g f'k{kd cPpksa dks cgqr
izksRlkfgr djrs Fks ftlesa og cPpksa dh rkjhQ o gks'k vQ+t+kbZ eq[; gksrs
FksA mnkgj.k ds fy,%&

> tc ,d cPpk fy[kus esa f>>d jgk Fkk rks og
> cksys ^^ csVk Mjks er ftruk vkrk gS mruk
> fy[kksA xyr gks Hkh x;k rks dqN ugh Bhd dj
> nsaxsA ij mudk ,sls okD; cksyuk dHkh&dHkh
> cl Åijh lk gh yxrk FkkA

cPpksa ds vkil dh ckrphr Hkh T;knk cPpksa dks izksRlkfgr ugha djrh
FkhA mnkgj.k ds fy,%&

> ';keorh dks Hkkkx vkrk Fkk rks mls izfr dks
> Hkkkx le>kus ds fy, dgk x;kA bl ij izfr cksyh^^
> eS blls ugh le>waxhA** vkSj ';keorh us tokc
> esa dgk eq>s le>kuk ugh vkrkA**

f'k{kd chds%& ;g f'k{kd Ik<+kus ds fy, izksRlkfgr jgrs FksA vkSj viuh rjQ
ls iwjh dksf'k'k djrs Fks fd cPps Hkh Ik<+us ds fy, izksRlkfgr FksA og
dksf'k'k djrs Fks fd gj cPpk d{kk esa fgLlk ysa ij fQj Hkh d{kk esa
izksRlkgu dh deh FkhA cPpksa ds dqN dk;Z iw.kZ djus ij rkjhQ cgqr de dh
tkrh FkhA dHkh&dHkh dqN gh cPpksa dks dk;Z djus dk ekSdk feyrk FkkA
mnkgj.k ds fy,%&

**d{kk esa dfork ikBu ges'kk vfuy diwj uke dk cPpk gh djrk FkkA**

f'k{kd ch,p%& ;g f'k{kd Ik<+kus ds cgqr <u>izksRlkfgr</u> FksA \

og ;g Hkh dksf'k'k djrs Fks fd cPps Hkh Ik<+us ds fy, <u>izksRlkfgr djrs</u> FksA
\

cPpksa dks izksRlkfgr djus ds fy, cgqr lh uhfr;ksa dk mi;ksx djrs Fks tSls
fd og cPpksa dks CySdcksMZ ij dke djus dk iwjk ekSdk nsrs FksA

ij og cPpksa dh xyfr;ksa ij dHkh xyr dk fu'kku ugh yxkrs FksA og O;fDrxr
rkSj ij Hkh cPpksa dks izksRlkfgr djrs FksA mnkgj.k ds fy,%&

> **lh lewg ds ,d cPph vk'kk us viuk uke fy[kuk**
> **lh[kk rks mls mRlkfgr djrs gq, f'k{kd us dgk**
> **^^ okg cgqr vPNs! vius nksLrksa dks**
> **fn[kkvksA\*\***

f'k{kd lh,p%& ;g f'k{kd igys ls Ik<k+uk pkgrs FksA vkSj tc mUgsa vkSj
f'k{kdksa us Ik<+kus ds fy, dgk rks og ,lihds dk fgLlk cus ij ;g f'k{kd
Ik<+kus ds fy, de gh izksRlkfgr yxs vkSj muds d{kk esa cPpksa ds izfr
joS;s ls irk pyrk gSAmnkgj.k ds fy,%&

> **,d ckj ,d yM+dh liuk dfork iV~Vh /kEed&/kEed**
> **vkrk gkFkh dj jgh FkhA rHkh ,d cPps ;'kiky**
> **dfork iV~Vh mlls Nhuus yxkA rc og cPph**
> **cksyh ^lj ;'kiky dks ns[k yksA\* rc f'k{kd us ml**
> **cPps ls cksyk ^^D;k dk jgk gS rw Ik<+uk vkrk**
> **gS rsjs dks] NksM+ blsA\*\***
> **d{kk esa uk'rk Hkh cPpksa dks ,lihds dh rjQ**
> **vkdf"kZr djrk FkkA ijUrq cgqr ckj ;g gksrk Fkk**
> **fd cPps uk'rs ds ckn Hkkx tkrs FksA**

f'k{kd lhds1%& ;g f'k{kd I<+kus ds fy, vf/kd mRlkfgr ugha Fks ;g ckr
lk{kkRdkj ls Hkh ckgj fudy dj vkbZA tc muls iwNk x;k fd vxj cPps ,lihds
esa ugha vkrs rks vki D;k djrs gS\ rks mUgksaus mRrj fn;k&^^vc cPps
ugha vkrs rks eS D;k d:a\*\*

dqN cPps Ldwy ds vkl&ikl [ksyrs jgrs Fks ij ,lihds esa vUnj ugha vkrs Fks
rc f'k{kd tkurs gq, Hkh dqN ugha dgrs FksA

,lihds esa uk'rs dk feyuk Hkh cPpksa dks mRlkfgr djrk Fkk& mnkgj.k ds fy, cPps dgrs jgrs Fks ^lj uk'rs dk le; gks x;k* 10 ct x;s gS ckdh d{kkvksa esa caV x;k gSA*

d{kk esa cPps Hkh ,d&nwljs dks lh[kus ds fy, izksRlkfgr djrs FksA mnkgj.k ds fy,

^lh* lewg esa ,d cPpk Fkk jktk ftldk lc [k;ky j[krs FksA vxj og dqN ugh fy[k ikrk Fkk rks nwljs lewg ds cPps mls fy[kus esa enn djrsA

## QhM cSd

Izkfrfnu d{kk leklr gksus ds mijkar gksusokyk QhM cSd l= iwjh izfdz;k dk ,d cgqr egRoiw.kZ fgLlk FkkAQhM cSd esa f'k{kd] voyksdudrkZ] vuqorZudrkZ ,d lkFk cSBrs o fuEufyf[kr fo"k;ksa ij eq[; :l ls ppkZ gksrh(

**1½ lykfuax ¼planning½ %&** izR;sd f'k{kd us viuh d{kk ds fy, lykfuax dh ;k ugh\ ;fn ugh dh rks D;k dkj.k Fkk vkSj dh rks D;k mls vPNh izdkj ls ykxw dj ik;s\ blds varxZr le; izca/ku o xfrfof/k;ksa dh xq.koRrk ij Hkh ppkZ gksrhA f'k{kd Hkh lykfuax ds nkSjku o ckn esa vkus okyh leL;k,a lkeus j[krs vkSj lHkh feydj blij ppkZ djrs o lq>ko nsrsA

**mnkgj.k%&**

80

**lhds1 f'k{kd us dgk fd cPps dke nsus ds ckotwn d{kk esa 'kksj djrs gSA ppkZ ds ckn dkj.k lkeus vk;k fd lykfuax ds nkSjku tks le; ,d dk;Z dks ;k xfrfof/k ds fy, fu/kkZfjr fd;k tkrk gS og okLrfodrk esa mlesa yxus okys le; ls T;knk le; gksrk gSA cPps tYnh dke [kRe djds 'kksj djuk 'kq: dj nsrs gSA**

**,d vU; d{kk esa ;g leL;k vkbZ fd lykkfuax esa xfrfof/k;ksa ds fy, fu/kkZfjr fd;k x;k le; de iMrk gS vr% ubZ xfrfof/k 'kq: djus ds le; cPpksa dk dke v/kwjk NwV tkrk gSA**

2½ voyksdudrkZ viuh fjiksVZ lqukrs o d{kk ds nkSjku gqbZ xMcfM;ksa] dfe;ksa o iz'kalkLRed fcUnvksa ij izdk'k Mkyrs A blls u dsoy f'k{kdksa dks vius rjhdksa esa O;kIr detksjh dk irk pyrk vfirq vU; f'k{kdksa] voyksdudrkZvksa o vuqorZudrkZ dh enn ls ,d lfEeefyr iz;kl ds :I esa f'k{kd mls nwj djus dk mik; Hkh <wa<>rsA lkFkk gh lkFkk vPNs izca/ku o dkS'ky dh iz'kalk ls mudk mRlkgo/kZu Hkh gksrkA gkykfd ;g ckr Hkh lkeus vkbZ fd fdrus f'k{kd xEHkkjhrkiwoZd bl l= esa ppkZ esa Hkkx ysrs o lq>koksadks viukrsA

**mnkgj.k%&**

**lhds1 o lhds2 d{kkvksa esa ckj&ckj /;ku fnykus o leL;kvksa ij ppkZ djus ds ckotwn dksbZ [kkl lq/kkj ugh ns[kk x;kA f'k{kd dh yxu o muds }kjk fd;s tkus okys iz;kl tks fd yxHkx mRlkgofgu Fks mu ij Hkh iz'u fd;s x;sA**

ogha ewY;kadu ds fo"k; ij dkih dks vPNs ls tkapus o ?kj ij ys tkdj ,slk djus ds lq>ko dk dbZ f'k{kdksa us Lokxr fd;k o viuk;k HkhA tSls fd& ,ds] chds] lhds2

dqN f'k{kd ftUgksaus lq>koksa o vkykspuk dks xEHkhjrkiwoZd fy;k rFkk mlds fy, d{kk esa iz;kl fd, mudh d{kkvksa esa fujarj lq/kkj ns[kk x;kA tSls fd& ,,p] chds] ,ds] chch2] chch1

<blockquote>

**mnkgj.k%& chds dh d{kk esa ;g Ikeus vk;k fd**

**lh lewg dh vksj I;kZlr /;ku ugh fn;k tkrk o bl**

**dkj.k cPpksa dh :fp dke esa ugh gS vkSj ;k**

**rks 'kksj djrs gSa ;k fQj vU; lewgksa esa tkdj**

**ckrphr djrs gSaA f'kf{kdk us bl ij dk;Z fd;k**

**vkSj lh lewg dh vksj u dsoy le; ijUrq iz;kl Hkh**

**c<+k, ftlds ifj.kkeLo:I ¼ lewg esa cPPksa ds**

**lh[kus dh xfr esa dkQh lq/kkj gqvk½A**

</blockquote>

ckukcsM+k dsUnz esa QhMcSd ds nkSjku cPpksa dks ,d lewg ls nwljs esa ¼lh&ch&,½ Hkstus ds fy, ewY;kadu ij ppkZ gqbZ o r; gqvk fd d{kk&ijh{kk ds tfj+, ;g fd;k tk ldrk gSA vxys gh fnu chch1 o chch2] nksuks d{kkvksa ds f'k{kdksa us ipkZ rS;kj fd;k o d{kk esa cPpksa dks gy djus dks fn;kA

3½ f'k{kd viuh d{kkvksa esa f'k{k.k o lapkyu esa vkus okyh leL;kvksa dks lkeus j[krs o lfEefyr ppkZ o lq>koksa ds nkSj ds ckn mldk gy lkeus vkrkA

eq[; :Ik ls mifLFkfr dh nj esa deh gksuk] iSdsV caVus ds ckn cPpksa dk ?kj pys tkuk] f'k{k.k lkexzh rS;kj djuk vkfn fo"k; vf/kdka'k d{kkvksa esa leku ik, x,A

4½ ewY;kadu djus ds rjhdksa o mlesa ubZ lEHkkoukvksa dks [kkstuk tSls fd f'k{kdksa }kjk ewY;kadu pkVZ rS;kj djuk ftlesa lHkh cPpksa ds Lrj dk o mlesa izfrfnu dh izxfr dk ys[kk&tks[kk j[kuk] f'k{kd }kjk cPpksa dh

82

dkih;ka ?kj ys tkdj rlYyh ls mudk fufj{k.k djuk] cPpksa dks ,d lewg ls nwljs esa Lfkkukarfjr djus ij fu.kZ; dks ysdj d{kk&ifj{kk ysukA

lHkh voyksdudrkZvksa dh vksj ls dHkh u dHkh ;g eqn~nk t:j mBk;k x;k fd cPps fdl izdkj dh xyfr;ka djrs gSa vkSj D;ksaA vr% dkQh lksp fopkj o ppkZ ds ckn mijksDr mik; lkeus vk, FksA

**mnkgj.k%&** chds dh d{kk esa lkeus vk;k fd lh lewg ds cPps tc Mkbl [ksy [ksyrs gSa ;k 'kCn cukrs gSa rks xksysesa cSBus ds dkj.k dqN cPps ftUgs v{kj ;k vad mYVk fn[kkbZ iM+rk Fkk og mls oSlk gh viuh dkih esa fy[k ysrsA

tSls%& lksuw o xksybZ uked cPpksa us dze'k% ^ty* dks ^   * o 3 dks ^  * fy[kk o blh izdkj ds vH;kl ds ckn ;fn os mls ty ;k 3 ds :I esa ns[krs rks Hkh mUgsa ?kqeek dj mudh fn'kk cny nsrs vkSj mYVk gh fy[krsA mPpkj.k esa Hkh dbZ LFkkuksa ij v'kqf);ka ikbZ xbZA f'k{kd ds lkeus ;g j[kus ds ckn mudh rjQ  ls iz;kl fd;k x;k fd cPpksa ds lkeus fy[ks 'kCn lh/ks gksa o mPpkj.k 'kq) gksaA

**5½** d{kk dks cPpksa ds fy, vf/kd :fpdj cukus ds fy, ubZ xfrfof/k;ksa ij lkspuk o ppkZ djuk] cky iqLrdky; ls IEcfU/kr ckrphr o d{kk esa dgkuh] dfork vkfn Hkh egRrk rFkk futh iz;klksa ls d{kk esa l`tukRedrk vkSj u;kiu ;kus tSls fo"k;ksa ij rdZ&fordZ] QhM cSd l= dk vge fgLlk FksA xf.kr o Hkk"kk IEcU/kh fofHkUu vo/kkj.kkvksa tSls fd%&

LFkkuh; eku] tek] ?kVkb] xq.kk] Hkkx] ysu&nsu] fcy cukuk] I<+uk&fy[kuk vkfn dks fl[kkus ds nkSjku f'k{kdksa Hkh viuh Misconciptions o cPpksa ds fy, bls ljy cukus ds fy, u, rjhdksa ij Hkh xEHkhjrkiwoZd ppkZ gqbZA tSls fd & 16 esa 1 dk D;k eku gS] 2 vadksa dh xq.kk esa x dk fpॅ D;ksa yxrk gS vkfn

**6½** QhM cSd l= ds :I esa f'k{kdksa dks ,d ,slk eap feyk tgka os u dsoy viuh leL;k j[k ldrs Fks vfirq mUgsa vius vanj fNih ubZ IEHkkoukvksa dks

[kkstus dk Hkh ekSdk feykA 'kq:vkr esa f'k{kdksa] [kklrkSj ij f'kf{kdkvksa esa [kqy dj cksyus ds izfr dkQh f>>d ns[kh xbZ ftlds dkj.k mudh Hkkfxnkjh cgqr lhfer FkhA ijUrq fnu&izfrfnu vU; f'k{kdksa dks ns[kdj o izksRlkgu feyus ij mUgksaus Hkh [kqydj ckrphr dh o blls mudh f>>d Hkh feVhA blls ,d&nwljs dh d{kk esa lQy jgus okys iz;ksxksa dk vkNku&iznku Hkh lQyrkiwoZd gks ik;kA

fQM cSd l= dk Q;nk dkfQ Lrjksa ij ns[kk x;kA okLro esa d{kkvksa esa fnu izfrfnu vkSj vPNs :Ik esa lh[kus&fl[kkus dh izfØ;k dk mHkd dj vkuk fQM cSd ds dkj.k Hkh lEHko gks ik;kA izf'k{k.k ds nkSjku dgha u dgha tks NksVh&eksVh dfe;k¡ ;k fQj dqN eqn~nksa dj ysdj f'k{kdksa esa tks vLi"Vrk jg xbZ Fkh mUgsa nwj djus ds fy, fQM cSd l= us ,d csgrjhu eap o dgk tk, rks iwjd dk dke fd;kA f'k{kdksa ds fy, ;g cgqr Qk;nsean lkfcr gqbZ og o ;g Qk;nk vizR;{k :i ls cPpksa dks feykA blls f'k{kdksa ds vkRefo'okl esa o`f/n gqbZ o dqN LFkkuksa ij f'k{kdksa ds lapkyu esa tks deh jg xbZ Fkh og f'k{kd rFkk voyksdudrkZvksa ds vkilh ckrphr o var%fØ;k ls dkfQ gn rd nwj gqbZA f'k{kd] voyksdudrkZ]vuqorZudrkZ o vizR;{k :Ik ls cPpksa dh ijLij ,d&nwljs ds izfr tokcnsgh ¼Quountability½ Hkh l'kDr gqbZA

d{kk esa cPpksa dh mifLFhfr cgqr gn rd bl ckr dks tkghj djrh gS fd tks izfØ;k d{kk esa py jgh gS mlesa Nk=ksa dh fdruh :fp o lgefr gSA bl izdkj lUnHkZ esa vf/kdka'k d{kkvksa esa ,d izdkj dk iSVuZ ns[kk x;kA ftu d{kkvksa esa f'k{kd }kjk viukbZ xbZ f'k{k.k i/nfr esa [ksy] ukVd' xfrfof/k;k¡ vkfn iz;ksx fd;k tkrk Fkk vkSj cPpks dh bPNk dh d{kk esa LFkku fn;k tkrk Fkk ogk¡ ij vkSlr mifLFkfr cgqr vPNh FkhA

**mnkgj.k%&**

**, ds dh d{kk esa vf/kd nwj ls vkus ds ckotwn cPps fu;fer FksA d{kk esa dfork ikB ds nkSjku cPps dfork ds vyx&vyx pfj=ksa fd Hkwfedk fuHkkrs o f'k{kd Hkh lkexzh tSls fd udyh eqn~ns] lqryh ds bLrseky ls o ydM+h ds iz;ksx ls cuk udyh gy ¼dfork% nks cSyks fd tksM+h½ vkfn ds bLrseky ls dfork dks thoar djus dk iz;kl djrsA d{kk ds lHkh cPps ¼,]ch olh lewg ds cPps½ iwjs tks'k ds lkFk blesa Hkkx ysrs o izfrfnu d{kk esa dqN u;kiu ns[kus ds Hkko ls gh d{kk esa vkus ds izfr mudh :fp muds psgjs ij lkQ >ydrh FkhA blesa f'k{kd dks Hkh d{kk izcU/ku o vuq'kklu dk;e j[kus esa enn feyrhA**

d{kk esa f'k{kd o Nk=ksa dk fj'rk Hkh cgqr gn rd mifLFkfr dk fu.kkZ;d FkkA , ds] chch2 o , ,p dh d{kkvksa esa ;g Li"V :Ik ls ns[kk x;k fd f'k{kd o cPpksa ds chp nksLrkuk fj'rk Fkk vkSj ,d&nwljs ij fo'okl fo'okl HkhA [kkslrkSj ij f'k{kdksa dh cPpksa dh t:jksa] Lrj o mudh hkkoukvksa dh xgjh le> Fkh vr% muds }kjk viuk, x, rfjds ckydsUnzhr Fks vkSj etsnkj HkhA urhth Fkk& ^^csgrj mifLFkfr**A blds foijhr tgk¡ mifLFkfr dkfQ de Fkh o cPps Hkh vfu;fer Fks ogk¡ tks dkj.k lkeus vk,] dqN bl izdkj FksA

d{kk esa m.kkÅ rjhds ls djkbZ tkus okyh i<+kbZ dh vis{kk xqYyh chuus tkuk] cdjh pjkus tkuk] ?kj ds dke djuk] vkl&iMk+sl esa [ksyuk vkfn cPpksa dks T;knk vkdf"kZr djrk gSA

f'k{kd dh vksj ls cPpksa dh vuqifLFkfr o mldk dkj.k tkuus ds izfr mnklhu joS;kA

mnkgj.k%&

lhds dh d{kk esa mifLFkfr dkQh de gksus ij tc muls bldk dkj.k iwNk x;k rks mÙkj Fkk& ^^D;k djsa] Hkkx tkrs gSaA unh ij ugkus pys tkrs gSaA eSa ?kj&?kj tkds E;k cqykÅ¡A**

voyksdu ds nkSjku ik;k x;k fd blh d{kk esa dfork ikB] xf.kr vkfn ls lEcf/kr xfrfof/k;k¡ bruh ughl Fkh fd cPpksa dk /;ku T;knk nsj rd ,d dke ij ugha yxrk Fkk] o ifj.kkeLo:i iSdsV c¡Vus ds ckn cgqr ls cPps ?kj pys tkrs FksA vr% dgk tk ldrk gS fd iSdsV muds fy, Ldwy vkus dk ,d egRoiw.kZ dkj.k FkkA cPPkksa ds vuqifLFkfr gksus ds dkj.kksa ls f'k{kd dk vufHkK gksuk mlds ftEesnkjh ls ihNs gVus ds joS;s dks Hkh n'kkZrk gSA

ogha , ,p dh d{kk esa f'k{kd cPpksa dk fj'rk bruk etcwr Fkk fd ntZ cPpksa ls dgha vf/kd la[;k esa cPps vkrs Fks vkSj vkSlr mifLFkfr 37 ds vkl&ikl FkhA

tgk¡ f'k{kd dk joS;k ftEesnkjh okyk Fkk ogk¡ dh mifLFkfr Hkh vPNh FkhA

mnkgj.k%&

chch2 dh d{kk esa ,d cPpk ftls pksV yxh Fkh] Ldwy vkus esa vleFkZ FkkA vr% f'k{kd mls vius lkFk lkbdy ij cSBk dj yk,A

,ds dh d{kk esa NqV~Vh ds le; f'k{kd izfrfnu cPpksa ls dgrs&^^dy lHkh le; ij vkukA ge lc feydj d{kk esa + + + + xfrfof/k djsaxsA

86

bl izdkj ;gk ij f'k{kd ,d ftEesnkjh ds lkFk cPpksa dks vk'oklu nsrs Fks
fd vxyh d{kk muds fy, jkspd o etsnkj gksxhA ifj.kkeLo:Ik cPPks Hkh fu;fer
:Ik ls vkrs vkSj d{kk esa viuh :fp fn[kkrsA

tks f'k{kd Ldwy vkus ls igys cPpksa ds ?kj tkdj mUgsa bdB~Bk djds
lkFk ykrs Fks  ogk¡ mifLFkfr dh nj vPNh FkhA tSls fd & chds] lhds2] chch
dh d{kk esaA

voyksdu o ckrphr ds nkSjku vuqifLFkfr ds vU; tks dkj.k lkeus vk, og
Fks 'kknh esa pys tkuk] fdlh fj'rsnkj ds ?kj pys tkuk] xqYyh chuus tkuk]
d{kk esa :fp u gksuk] cdjh pjkus tkuk vkfnA

# f'k{kdksa dh /kkj.kk,sa

fdlh Hkh d{kk dk Culture vkSj 00000] ,d f'k{kd vkSj f'k"; ds laxBu ls ifjHkkf"kr gksrk gSA

;g laxBu] f'k{kd vkSj f'k"; nksuksa dh gh /kj.kkvksa ij fu/kkZfjr gksrk gSA pkgs oks i/nfr] xfrfof/k] Kku ;k Education ds Lrj ij gks] ;k ftUnxh Interaction] Relationships ;k Idiolagy ds Lrj ijA

ij bl ckr esa dksbZ lUnsg ugha gS fd Classroom culture dk <k¡pk f'k{kdksa }kjk guide fd;k tkrk gSA blh culture dks le>us ds fy,] gesa flQZ voyksdu ds ctk;] f'k{kdksa dk lk{kkRdkj djuk cgqr egRoiw.kZ yxkA ¼ qufei to appendix ½

lk{kkRdkj djus ij geus ;g ik;k fd dgha u dgha ,dyO; dh 0000000 /kkj.kk f'k{kk dks ysdj iw.kZ :Ik ls d{kk esa ugha lek ik jgh gSA

f'k{kdksa fd lksp esa vkSj xfrfof/k djkus ds dkj.k esa dgha uk dgha ,d rky&esy dh deh gSA

tSls] vxj ge lh[kus&fl[kkus dh izfØ;k esa cPpksa dh lØh; Hkwfedk fd ckr djsa rks f'k{kd dk ;g le>uk fd ^lØh;* gksuk dSls ykHknk;d gS & cgqr vko';d gSA ckr djus ij vFkok d{kk esa ;g ideology cgqr lQkbZ ls 0000 gqbZZA

> **f'k{kd lhch1 ¼lk{kkRdkj esa½**
>
> **fdj.k %& cPpksa dh D;k Hkwfedk gS lh[kus&fl[kkus dh izfØ;k esa\**
>
> **lhch1 %& dfork esa intrest ysrs gSa mlh izdkj dforkvksa esa NM+h j[kdj mlh type ls lh[k tkrs gSaA**

ogha nwljh rjQ] ,d f'k{kd dk dguk gS fd&

> **f'k{kd ,,p ¼lk{kkRdkj esa½**

vk¡py %& vkidks D;k yxrk gS] cPps dh lh[kus
esa D;k Hkwfedk gksrh gS\

, ,p %& cPps cgqr dqN [kqn ls lh[krs gSaA
cPpksa dk viuk vkSj muds nksLrksa dk
lh[kkus vkSj lh[kus esa cgqr vge role gksrk
gSA f'k{kd rks tgk¡ dg ldrs gSa] ogha dqN djrk
gSA ?kj ls gh cgqr dqN lh[k dj vkrs gSaA cl
ckr ;gh gS fd Ldwy esa Hkh ;gh ekgkSy feyuk
pkfg,A

nksuksa ds chp ,d vkSj er gSA

**f'k{kd chds %&**

vuqfiz;k %& lh[kus&fl[kkus esa cPPkksa dh
D;k Hkwfedk gksrh gS\

chds %& cPps lh[krs gSa] ij mudks lh[kuk
iM+rk gSA vxj eSa mudks dqN ugha djkÅ¡xh
rks oks ugha lh[ksaxsA ij vxj eSa dqN loky
djokÅ¡ rks le>us dh dksf'k'k djrs gSaA

ogha lh[kus&fl[kkus fd izfØ;k esa] f'k{kd dh ;g Hkh er gS%

**f'k{kd lhds1 %&**

Js;k %& vkius ^nwljksa* ls lh[krs gSaA ij
dkQh egRo fn;kA ;gka vki ,d f'k{kd ds :lk esa
^nwljs* ls fdUgsa lEcksf/r dj jgas gSa\

lhds2 %& nwljs ls rks ;gh eryc gS fd ckdh
S.P.K. ds f'k{kd ls] vfuy lj] vki yksxksa ls]
lHkh lsA

Js;k %& cPpksa ls\

89

**Lhds1 %& cPpksa ls D;k mUgsa tks irk gksrk**

**gS mldh gesa D;k t:jr\! ge [kqn rks cPPkksa**

**dks fl[kkus ds fy, gh lh[k jgs gSaA**

;g vUrj f'k{kdksa dh lksp esa ,]ch]lh & rhuksa gh lewg esa Li"V fn[kkA

geus tc ^f'k{kd dh Hkwfedk* ij loky fd;k] rks cgqr rjg ds mÙkj@er feysA dbZ f'k{kdksa dk ;g ekuuk gS fd dksbZ cPpk fcuk f'k{kd ds ugha lh[k ldrkA dqN ;g ekurs gSa fd f'k{kd dh Hkwfedk flQZ ekxZ fn[kkuk gSA ckdh cPPks [kqn le> vkSj lh[k ysrs gSaA

**mnkgj.k ds fy,%&**

**f'k{kd chch2%&**

**fu'kk %& lh[kus&fl[kkus dh izfØ;k esa Vhpj dh**

**D;k Hkwfedk gksrh gS\**

**chch2 %& lh[kuk rks cPpksa ij depend djrk**

**gS] f'k{kd rks flQZ jkLrk nsrk gSA ysfdu cPpk**

**vius vki rks ughs lh[k ldrkA i<+kbZ&fy[kkbZ]**

**foKku lc Vhpj gh nsxkA blds vykok cPps vius**

**vki rks ughs lh[k ldrsA ;nh lh[ksaxs Hkh rks**

**vius nksLrksa ls ;k lh/kk VhidjA blfy, Ldwy ,d**

**cgqr vPNk ek/;e gSA**

dbZ f'k{kdksa dh ^[ksy* ds ckjs esa ;g Hkh er gS fd ^[ksyuk le; dh cjcknh gSA*

[ksy ls cPps lh[krs t:j gSa dqN&uk&dqN ijUrq ,d ^Knowledge* dks ^Knowledge* ugha dgyk;k tk,xkA D;ksafd vly ekbus esa og ^knowledge* ugha gSA

**f'k{kd lhds2%&**

**Jqfr%& vkids vuqlkj D;k lk<+uk vkSj [ksyuk**

**vyx&vyx gS\**

90

Lkhds2%& gka! [ksyuk] dwnuk vkSj Ik<+kbZ
rks vyx&vyx gS ghA
J`fr%& Ik<+us& fl[kus Is] Ih[kus&fl[kkus Is vki
D;k le>rh gS\
Lkhds2%& Ik<+us Is eryc ge viuk Iq/kkj dj Idrs
gSA Ik<+uk ekus ugha irk 'kCn Ik<+uk] tksM+
?kVk ds Ioky dj ikuk] Ioky gy djuk] vad
igpkuuk] 'kCn igpkuuk oxSjgA
f'k{kd Ihch1%&
fdj.k%& D;k cPpk buls [ksyus Is] Vh-oh-
ns[kus Is] dqN Ih[krk gS\
Lkhch1%& [ksyus esa euksjatu] Vh-oh esa
fQYe ns[krs gSa] lekpkj Iqurs gSa] cPpksa
dks irk pyrk gS fd dgha dqN gks x;kA jk"Vªifr
vkfn- ds ckjs esa irk pyrk gSA

,dyO; dh lkexzh ds ckjs esa voyksdu djrs le;] QhM+cSd djrs le; vkSj fQj
lk{kkRdkj ds le;] ;g eglwl fd;k] fd f'k{kdksa ds fy, ;g lkexzh Ih[kus&fl[kkus
dh Ik)fr esa cgqr egRoiw.kZ gSA

;g uk flQZ d{kk izca/ku esa Ig;ksx nsrh gS] cYdh Ih[kus&fl[kkus dh izfdz;k
rst vkSj euksjatd Hkh cukrh gSA

MLH dks /;ku esa j[krs gq, ;g lkexzh dkQh gn rd mn~ns'; iwjk djrh gSA
ijUrq lkexzh ds iz;ksx dks ysdj geus f'k{kdksa esa fHkkUurk ikbZA dqN
f'k{kdksa dks lkexzh Ik;ZIr yxrh gS] rks dqN dks deA dqN dks iqjkuh rks
dqN dks Qk;nseanA

f'k{kd chds%&
vuqfiz;k%& vkidks ,dyO; }kjk nh xbZ f'k{k.k
lkexzh fdruh Qk;nsean yxrh gS\ dSIs\
chds%& gekjs fy, vkSj cPpksa ds fy, Hkh
vPNh gSA ge yksx meeting esa bldk bLrseky

**djrs]lh[krs gSaA lk<+kus ds u;s&u;s rjhds**

**tkuus dks feyrs gSaA cPps bl lkexzh ls tYnh**

**lh[k ysrs gSaA /khjs&/khjs lh[ksaxs rks jV**

**ysaxsA**

**f'k{kd lhds1%&**

**Js;k%& ,dyO; dh lkexzh ds ckjs esa vkids D;k**

**fopkj gSa\**

**Lkhds1%& lkexzh rks cf<+;k gS] ij mls**

**bLrseky djuk cPpksa dks ugha vkrkA eryc**

**tSls ges rks vkrk gS fd ^cdjh* fy[kk gqvk gS]**

**ij cPps dSls lh[ksaxs fd ;g ^cdjh* gSA ,sls gh**

**^ydM+h* gqvkA lks cPps dsoy rLohj gh**

**igpkurs gSa] 'kCn ughaA lks eqf'dy gSA**

dbZ txg gesa ;g Hkh yxk fd dbZ f'k{kdksa ds fy, lkexzh ,d ^end-point* gS uk fd ^start point* dgus dk eryc ,d gh izdkj dh lkexzh ls f'k{kdksa dh lksp [kqyus ds ctk, Conditioned gks jgh vkSj mudh Reactivity vkSj innonetiveness ij vlj uk iM+ jgk gksA

dbZ f'k{kdksa ;g ckr dks ekuk fd os ,dyO; ls nh xbZ lkexzh ds ckgj ls lkexzh ykus dh ;k ubZ lkexzh cukus dh dksf'k'k ugha dj ik, gSaA ijUrq dqN ,sls Hkh f'k{kd gSa] tSls ,ds] ftUgksaus beyh ds cht ls ,d jksekapd xfrfof/k tksM+&?kVko ds fy, cuk nhA

**f'k{kd ch ,p %&**

**fu'kk %& lj] dgha ;g lkexzh f'k{kdksa dks**

**cka/k rks ugha nsrh\ vkidks yxrk gS fd ;g**

**lkexzh f'k{kd dh Lora=rk ij ck/kk Mkyrh gS\**

**ch ,p %& ugha! ;g ckr Traning esa Hkh mBha**

**Fkh] vkSj ekLlkc us crk;k Fkk fd ,slk ugha gS**

**fd f'k{kdksa dks dsoy nh xbZ lkexzh dk gh**

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**mi;ksx djuk gS +++ + + eu ls cukdj] bl xfrfof/k**

**dks cgqr vkxs yk;k tk ldrk gSA**

Training ds ckjs esa ckrphr ls dbZ f'k{kdksa fd /kkj.kk Hkh fn[kkbZ nhA dqN f'k{kdksa dks lkexzh dk mi;ksx ;kn ugha] rks fdrkc dh t:jr eglwl djrs gSaA dqN f'k{kd rks dh xbZ lky ls Training attend djrs vk jgs gSa] mudk dguk gS fd dqN u;kiu pkfg,A

**f'k{kd , ,p %&**

**vk¡py %& vkidks** Training **esa D;k D;k enn fey ldrh gS\ vkids vuqlkj dSls l= gksus pkfg,\**

**, ,p %7 cgqr dqN lh[kuk pkgrs gSa] gekjs tSls fxus&pqus yksx gSaA gj ckj oks gh gksrk gSA** Training **ugha feyrh tks feyuh pkfg,A gesa ckgj Hkstuk pkfg, tSls vki vk, gSaA**

**f'k{kd chch2 %&**

**fu'kk %& vkids vuqlkj tks** Training camps **vkids fy, organige fd;s tkrs gSa] pg l{kd gS]**

**chch2 %&** Training **l{ke gS rks ij vkSj phtsa gksuh pkfg,] ubZ xfrfof/k;k¡] ubZ lkexzh] u, yksx] u, <ax] rjhds 'kkfey gksus pkfg,A**

# Iq>ko

- cPpksa dks fn;s x;s 'kCnksa tSls gkFkh] cl] uy bR;knh ls iM+uk&fy[kuk lh[kkus ds lkFk&lkFk vxj ge cPpksa ls 'kCn iwNs tks mUgsa ilUn gks fQj pkgs oks 'kCn mudh Hkk"kk ds gh D;ksa u gks] vxj cPpksa }kjk vk, 'kCn ls Hkh iM+uk&fy[kuk fl[kkus dh izfØ;k dh tk, rks ;g izfØ;k cPpksa ds fy, vkSj vFkZiw.kZ cu tk,xhA

- Training ds nkSjku eqYkkadu djus ds u,&u, rjhds tSls&iksVZdksfy;k] Mk;jh ys[ku] Lora= ys[ku] pkVZ] d{kk ifj{kk] d{kk esa cPps dh xfrfof/k;ksa esa Hkkxhnkjh bR;knh ij dSls cPps dk lokZxh.k eqY;kadu fd;k tk, bl ij ckr gksuh pkfg,A

- Training dk Lrj c<+k;k tk, ftlesa f'k{kdksa dks xfrfof/k;ksa esa dSls u;kiu yk;k tk, muds vf/kd mnkgj.k fn;s tk,A

- dSEi ds nkSjku le; dk iz;ksx vFkZiw.kZ rfjds ls fd;k tk, bl ij /;ku nsus dh cgqr t:jr gSA

- f'k{kdksa dks vxj lewg ds fglkc ls izf'k{k.k ugha fn;k tkrk gSa rks mUgsa lewg ,] ch] lh ds fglkc ls vyx&vyx izf'k{k.k fn;k tk,A
- fp= dkMZ ij orZuh dk /;ku fn;k tk,A tSls eqxkZ ¾ eqjxk
- cPPkksa dh iqLrdksa vkSj fp= dkMZ ds vykok vyx&vyx phtksa ls lh[kk;k tk, tSls & fQYe bR;kfnA

'f'k{k.k +