

ACKNOWLEDGEMENT

On my way to this PhD, I have many people to express my gratitude, as each one of them have inspired and filled me in with new learning and a fresher perspective. PhD is a very rigorous and contemplative study which goes like a roller coaster. There were many ups and downs in this journey. Because PhD is not one-dimensional studies. It is a multi-dimensional study. There were days and weeks together when I couldn't think straight. It was so confusing. My everyday's motto had been 'keep at it and persevere by improving'. I read a lot and attended many seminars related to my subject to gain perspective. And it continues to this date. Because learning is a never-ending process.

To begin with; Prof. (Dr.) M.N. Parmar my mentor and guide with his ever smiling and welcoming mannerisms, had graciously accepted me as a PhD Scholar. He has a way with words and conveys them in a very positive manner respecting the sensitivities. He has boisterous, loud, rhythmic laugh which suits his personality. My association with him began during the year 2011-2012, when I had enrolled for a Post Graduate Diploma in Industrial Relations and Personnel Management Programme (IRPM) from the Faculty of Social Work, The Maharaja Sayajirao University of Baroda. He is a great role model, an able administrator and a great ambassador of professional social work. He's widely respected within the spectrum of social work universe, in the university circuit and the corporates alike. He connected me to many business leaders and professors to gain fresh perspective and new learnings related to my study.

During our IRPM class, I had the privilege of meeting many professors, visiting professors and industry professionals. My interaction with Prof. (Dr.) Jagdish Solanki because of his lucid delivery of constitutional provisions & industrial relations made me a fan of him. He is now the Dean of Faculty of Social Work. He has deep leaning towards philosophy and spirituality

subjects. As a person he is very good, kind hearted and caring. After completing my Post Graduate Diploma in Industrial Relations and Personnel Management on the advice of Prof. Parmar, I consulted Prof. (Dr.) Ankur Saxena and expressed an interest to pursue MSW programme. Prof. Ankur a kind hearted human being advised me to meet Dr. Dipak Makwana who was then teaching social work subjects in a college at Anand. Dr. Makwana a balanced thinker, ever so helpful social work educator himself; took me to Bhavnagar to help me explore MSW options from there. Taking a sabbatical from work, I got admitted to Master's programme. After completing my MSW; I joined M.Phil., programme in Social Work. During my Master's and M.Phil., studies, I was privileged to be mentored by Dr. Suman Vaishnav. She was our HOD and one of the very knowledgeable and nicest people, I have met and interacted with. Then, there were other social work educators like: Ms. Devanshi Pandya Dave, Ms. Hiral Patel, Ms. Khyati Mehta and Ms. Bhumika Makwana, who were approachable and academically very strong. Administratively, Mr. Shaileshbhai (computer wizard) was very helpful.

Initially, I considered doing my studies related to Swachh Bharat. After exploring it I thought of studying CSR, School Education. For finalising my PhD title, on the advice of my guide; I spoke to Dr. Mona Nargolwala, as she had done her PhD from our faculty and she had also researched on the CSR topic. Speaking to her gave me a perspective in formulating my thoughts. Later, I spoke to Prof. (Dr.) K. Pushpanadham, Faculty of Education & Psychology, The Maharaja Sayajirao University, Baroda. As I spoke to him for the first time, I realised Prof. Pushpanadham to be very insightful and detailed as he explained everything in threadbare mode. His tone was very forthcoming and helpful. He helped me finetune my title and also refined my thinking over the many talks which I had with him in all these 4-years. His biggest contribution is; he kindled in me on how to conceptually integrate CSR & RTE provisions. He kept in touch continually and came in as expert guide during our various evaluatory PhD sessions at the Faculty of Social Work. Much later, he gave me a platform to address in a National Seminar based on my research findings during the year 2020 in the month of February. He is an

eminent international educational thought leader and a great human being, with helping nature.

At the time of tool formulation, I had the privilege to meet with Prof. N.U. Khan of Jamia Milia Islamia, New Delhi when he had visited our faculty. He gave me conceptual clarity on what to look for in field work by relating about his experiences. As an example, to aid my thinking, he spoke about a major telecom company which dealt with CSR in school education in the north of India. Regarding community organisation topic, he talked about some of his field visit experiences of the country & also about USA. My field work concluded in end January 2020. I then began the process of putting together my findings in perspective. During March, 2020, I had an intense, one-on-one meeting; stretched to 3-hours with Prof. Neelam Sukhramani of Jamia Milia Islamia, New Delhi. As part of UGC DSA programme, she had visited our faculty. She helped me on how to put together my research findings qualitatively in keeping with ethical considerations. And advised me against writing the names of the companies I researched. The same views were held by my Guide Prof. M.N. Parmar & Prof. Pushpanadham also.

During the university coursework programme, I had the opportunity to interact with many leading professors and ex-vice chancellor and I am still in touch with all of them. Prof. K. Muralidharan, Department of Statistics, The Maharaja Sayajirao University of Baroda; in particular gave me clarity on how to look at 'data' for my study. Prof Vipul Kalamkar, the Dean of Statistics department of the MSU-B, spent his valuable time with me and guided my study and clarified some of my many doubts. Nipurn and Sharad from the Science faculty and friends from the university coursework programme helped me as and when I had any doubt. PhD is an exhaustive collaborative work and interdependence and ability to listen in to adapt is much needed. I gained awareness to develop; the 'tensor tympani' and 'stapedius muscles' of my ears; which helped me to listen in effectively for endless hours.

My PhD batchmates from Faculty of Social Work & in particular Jessica and Nazish (my academic seniors now); we together formed 'trio' WhatsApp group to share and be a support to one another academically. Between us, we shared books, articles, food and light hearted gossips, lol. In particular Nazish gave me books on school education and educational philosophy to read. To be honest, I had no clue if at all such books existed. Jessica helped me with CSR and social work-related books relevant to my scope of study. Jessica shared many invites by virtue of working in the Faculty of Social Work and facilitated my meetings with the many visiting professors from time to time. I was struggling with APA formatting and had many recurring doubts. Jessica tirelessly with her ever smiling composure; despite being busy, helped me again and again. Thank you both. While writing a paper I needed clarity. I approached Bhargav a batchmate of mine. He's immensely deep-rooted in the practice of spirituality. He invited me to his office to share insights on how NGO works and referred me to few places. Avani, another PhD batchmate and well-wisher of mine, shared many articles of mutual interest from time to time.

Despite working in the IT industry my computing skills were average before meeting Vimal in August, 2018. The reason is; I was in the front-ending job and generating revenue and maintaining relationships was my key performance parameter. So, I did not bother to dwell deep in computers, besides writing and responding to mails. After meeting this talented, and very sensitive engineering graduate; who is currently pursuing his MBA, he helped me evolve each day for little over 9 months in the advanced usage of computers. Every moment, I work on computers; I say a silent prayer for Vimal. Few years back, I couldn't even have imagined that I will be able to piece together the entire PhD thesis without relying on the expert computer help from someone. Er. Vimal gave me immense confidence.

I am grateful to the library assistance which I received from our faculty and the university. Brijesh bhai, Computer Lab incharge of our faculty; whom I had known from the days of IRPM has been very supportive. All the auxiliary staff members; have been very helpful. Also, I express my gratitude to the library staff of TISS Mumbai, IRMA Anand, IIM (A) and Centre for Social Studies, Surat which I accessed. All the staff members were extremely helpful.

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May cooler minds prevail. May rational and reason and better judgment always prevail. I pray for the good health and prosperity of one and all.

With prayers and gratitude.

Sincerely,

R. Chandra Shekher

26th October, 2020