IDENTITIES AND REPRESENTATIONS
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WOMEN AND CASTE; EGG TEMPERA ON CANVAS; 99X77 CM; SAVI SAWARKAR

Exploring Narratives of Victimization, Resistance, and Resilience Among Dalits Using Thematic Analysis

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Abstract

Despite an increase in representation in politics and other fields, Dalits face structural violence in Indian society. There is limited psychological research on how Dalits make sense of their victimization and cope with and resist casteism. This study investigates the experiences of Dalit individuals in India, focusing on their experiences of caste-based victimization, resilience, and resistance in urban spaces. The study uses a qualitative approach to study the narratives of these individuals, highlighting the juxtaposition of victimhood narratives against resilience narratives. The data of 13 Dalit participants, collected using a semi-structured interview schedule, was analyzed using Braun and Clarke's (2006; 2019) reflexive thematic analysis method. Two main themes were identified that indicated the 'ways of victimization' and 'ways of resistance and resilience' in the experience of Dalit participants. Sub-themes identified under the theme 'ways of Dalit victimization' are microaggression, deficit intergroup contact, upper caste disgust and shame among Dalits, and stereotyped assumptions. On the other hand, sub-themes under 'ways of Dalit resistance and resilience' include education, reclaiming classroom space, affirmative action, confronting individuals, having aspirations and generating solidarity, dismissing merit, and an appreciation of ancestry. The analysis also highlighted notions of Brahminical colonization and establishing ingroup indigenization. The findings shed light on the varied forms of collective resistance/resilience, especially focusing on the underpinning psychological processes.

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Perceived Factors in Professional Obsolescence:
A Qualitative Exploration of a Government Research and Development (R & D) Organization

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Many of the current problems in research and development (R & D) organizations concern the management of human resources. Moreover, professional obsolescence has become a serious problem at research oriented institutes. While many researchers have been conducted on private organizations especially on managers and few on scientists, no research has been conducted on the issue of obsolescence in government research organizations. The present study attempted to explore the factors associated with obsolescence in a government R & D organization. Researchers conducted 45 interview and gathered qualitative data in the form of open ended questions. The data was treated with thematic analysis and has been presented using a thematic network analysis. The findings confirm to the job characteristic model by addressing role related issues and bring out certain inferences about how various government functional procedures may hinder performance. The data also highlights the importance of using different communication channels for dealing with professional obsolescence.

Keywords: Communication, Obsolescence, Research and Development.

In recent years, the issue of professional obsolescence has become one of the increasing concerns to managers and behavioral scientists. Presently, rapid changes and developments in technology and the growing abundance of knowledge have resulted in a progressive decline in the useful lifetime of formal professional training. Several recent conditions have catapulted into prominence the issues of professional obsolescence and updating. New changes in this area have increased the requirements for greater expertise in all professionals. New facts, theories, and concepts have been coming up as the change of the time. Due to technological changes and innovations the requirements of the skill in most of the professions have been changed. Latest knowledge is playing a very crucial role especially in interdisciplinary areas. A person's stock of knowledge has usefulness for a finite period of time; however, it becomes outdated and must constantly be replaced by new knowledge. On the other hand, it is pertinent that professionals be accountable for their actions. Due to increased professional's

incompetence and obsolescence among the most of the employees, the effectiveness and efficiency of the research organizations are decreasing day by day.

Individual competence comprises of two important factors, the ability of the individual as well as his willingness to fulfill work environmental requirements. Obsolescence however, sets in when an employee no longer possesses the knowledge or the ability required to perform a task well. This could result from the employee's failure to acquaint himself and adapt to new technology, new procedures and other changes that are being incorporated within the organization. According to Kaufman (1978), "Obsolescence is the degree to which professionals lack the up-to-date knowledge and skills necessary to maintain effective performance in either current or future work. Thus it is possible to differentiate job obsolescence – pertaining to one's current job assignment from professional obsolescence – the capability to perform in new and different jobs in one's profession" (p.22). Jones and Cooper (1980) have defined obsolescence as

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