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Nepotism a Rising Issue

Rashi Sharma

ABSTRACT

Nepotism is the biggest and most dramatic rising issue in 20th century. Nepotism is the ethnic ritual which is followed in every part of the world from the very beginning of the human life on earth. Nepotism can be defined as the act power or the impact to take the unethical advantages of one's family in some way or the other. This study will take your mind towards the concept of nepotism that how it is not just harming the entertainment industry of one country but is leaving its impact on every culture of work and earnings. Nepotism does not take birth in earliest stage but its history has been carried forward from the earliest centuries 8th and 10th century AD. Nepotism brought same discrimination among upper and lower class of the society like reservation policy of India did in last few years. Whether being politics, entertainment, business or any profession nepotism has made it a point to grab the space. This study focuses on various examples o the world that how these people are successful because of the family acquired that position in the field. Nepotism is a major factor because of which individual efforts in the work are declining the economical state of the country is affected by the same. Not just nepotism proved to be the factor but cronyism and favoritism works adjacent in the system of favoring few amongst all. This study will tell you how nepotism was no further a matter to debate on but now again it has become a rising issue in country like India. Few people give their lives struggling to get a work in particular field and wanted to get it on the basis of efficiency rather than favor. Nepotism has its positive effect for few but negative for more and all in the world. This study concludes on stating how it hampers the society and why it should be eradicated.

Keywords- Nepotism, Favoring, Industry, Work place, Death, Struggle, Politics, Entertainment etc

INTRODUCTION

Nepotism is not the problem that affects Indian Society but it affects the various parts of the world in some manner or different ways. Nepotism is the phenomena that focus on benefitting their blood or their relation with the people like friends, relatives, family, etc in every field or major field in hand.¹ Nepotism word was originated by the favoritism between Nephews to work in the important positions of the industry by catholic popes and bishops. Not everyone favored nepotism to exists. Philosophers have been denying nepotism from ancient times but because of it existed between the rulers of those times it was never possible to eradicate it from the society. Nepotism was never the problem but people taking advantage out of it was worst and too unethical one. Nepotism originated from the word nephew which was a ritual of middle ages. In middle ages when people don't use to have their own children and siblings, they use to dedicate their property or well being to their nephews which were a purpose of legitimate offering to the blood of their own. Many people did not have an idea about whom to transfer their well being when they don't have their offspring; nephews and other relatives were the candidates for the same. Nepotism did not give surety in the structure that the candidate will turn out and reach the expectations of the giver. Nepotism not only covers the areas of cinema or entertainment which are common among the people but nepotism acquires the place in politics sports and other important industries of the country.² One of the most important questions that arise in the mind of people is whether nepotism will affect economic growth or not? The answer is yes because the job which is not earned by efforts does not give the feeling of putting in your best in it which hampers the growth of the job and expectations related to it. It even reduces the quality and efficiency of the work and can turn into bad harming the organization. Some companies have even started Anti-Nepotism, polices to eliminate the hamming state. The theory states that children of big families are already trained by their parents about the functioning of them in the firm or the industry. When the older person retires so that the organization continues to work with the same phase and does not die in continuity they train them already. In fact, the small companies have named nepotism as the synonym of the achievement or inheritance. Many businesses and organizations have avoided the relations to work together to prevent the less harm to professional growth but a few businesses have agreed on the same to expand the relations in the family and spread the name of one particular organization in the society.

¹ www.wikipedia.org

² www.inc.com

³Corruption or favoritism is a key problem in many countries. Indonesia was one country that was growing on a large scale in terms of nepotism and favoritism. Although it has reduced this matter to least it still prevails as it does in India. Corruption works side by side with Nepotism in every country. This problem in some way or the other causes great loss in the economy and professional growth of the country. For e.g. Rakhi was a great dancer in the city like Meerut in India. She was famous for her dance in the city and so was her daughter. Samiksha named girl was more efficient in dancing than Reshu Rakhi's daughter. In a competition which was going on Samiksha was considered last to perform in the competition and Reshu was preferred because of the fame of her mother. In the same way, nepotism grows from small countries and covers the big part and space of every country. Similarly, like corruption nepotism is everywhere in India in political and social welfare system. Nepotism is never imposed on a person or an individual it is always in one's hand to accept it or reject it as a whole. No nepotism gives a fair opportunity to everyone to work and find their earnings with their full hard work. Nepotism is not just limited to humans but it also acquires or covers the places in animals too like ants, monkeys, bees, etc. It is a natural tendency imposed on everyone by their adults. For e.g. a bee selects individuals based on their abilities to work outside or inside the shell according to the work preference. Nepotism is not just based on relatives but some stereotype states the fact that people do differ on the basis of caste, color, and sex in different works style and behavior states the efficiency of a person to work in a particular department. People and students stood against the act of nepotism and threw a strike in the 1980s but its effects made people realize that there is no fact in working hard or trying on merit in work or in the education area. It hampers the country like a Termite hampers every form of wood in the world. Conflict of interest also arises amongst the big employer to employ an individual on merit or by nepotism. Nepotism has not really made a play in the public sector but it has acquired more of the private sector in its arms. Nepotism does not get in public or governmental series but it has never been stated no to the fact as most taxpayers might acquire the position of the same. Nepotism only is limited to employee some but its loyalty towards and its superiority in work is always questionable. Even the worst situations occur when his or her whole motive is to be financially stable. Many questions related to all these facts arise with every inch of the perspective of an individual. In short, nepotism is the negative aspect and not the positive aspect of a country.

³ www.theconversation.com

LITERATURE REVIEW

Family Business

Many questions come up in the mind of the people which states how nepotism defines the working of big business families. The past of India and other countries is filled with examples of nepotism in various fields irrespective of their capability or non- capability.⁴ The family business of every country all around the globe acquires 50%-80% of the employment sector in the world. In 1982 the first family business trail was started by two brothers. Taguiri and Davis started the theory based on 'three ring' phenomena i.e. business, family, ownership. 85% of new family businesses were started all over the globe studying the three-ring theory. The negative aspect of this theory was stated that these businesses do not survive long and 30% of them live up to the second generation 14% up to the third some can reach only 5-10 years. Nepotism prevailed but did not really establish its roots permanently before 2003 theory which turned out to be a harmful and negative effect for every country which not only hampers the family business but also the large part of many other established industries like cinema and politics mainly. A large part of politics is acquired by nepotism and favoritism with a great impact on the governmental structure of the country.

Politics

⁵Farooq Abdullah and his son Omar Abdullah are the biggest examples of nepotism in the field of politics in India. Nepotism in the country is already transmitted sexually and by the birth of the individual in the Royal family. India is a type of country where there is more than 100% reservation for their blood in every field. The Indians are less self-oriented and more based and relied on the family structure of occupation the biggest example of which is the Gandhi legacy which was first started by Jawaharlal Nehru and is still continued to prevail related to which Rahul Gandhi is the result of the Gandhi Dynasty. There are few facts which tell us that 100% of the Indian MPs who are below the age of 30 are all genetically appointed. 2/3 of Indian MPs above the age group of 70 belong from the genetic background which is hereditary. Although in the past elections AAP managed to break the rule of nepotism in politics by defeating Indian National Congress and Bhartiya Janta Party and established their own identity there if they continue to succeed in the further years. It was stated by the MP of AAP that 'no two member of the same family can stand in

⁴ www.researchleap.com

⁵ www.quora.com

elections' which is for the universal benefit of the country. The worst statistical fact further state that the condition of the members of the Lok Sabha which states that member under 40 years of age are from the genetic background and more preference is given based on the standard for e.g. Hemma Malini, Jaya Bachchan and many more were given position in politics because of their healthy and rich standards in the country. Although the judiciary system is not been affected much but the years of its entering into nepotism are no less.

Sports

⁶India is a type of country where none leaves a chance of establishing their empire. Sport is a field where nepotism does not really succeed to prevail but happens to exists in day to day norms. Rohan Gavaskar did not even stand near the place where his father used to be. He played in a few T20s and 11ODIs and then was never found near the field of sports though he got an entry in cricket because of his father but did not reach the expectations of people around the world in sports. Then he was found struggling and doing the job of commentators in cricket. Nepotism can only fill you in the place but the efficiency of an individual defines their stay. Another example is the son of Rogger Binny who got several chances to stay in the Indian cricket team but his performance did not manage much of a stay in the same. There were few participants who proved the worth of being in the sports section of India. The legendary Lala Amaranth proved his excellence in the Indian cricket team by winning many matches after the post-independence era of the country. He proved his worth re-generating the world nepotism in India.⁷ Aakash Chopra denied the emergence of nepotism in the Indian cricket team any further. Although it still prevails in lower and at the domestic levels. One failed attempt of nepotism has also been recorded in the past year of the cricket world. Despite of Sachin Tendulkar being an amazing and outrageous player on the Indian cricket team his son Arjun Tendulkar did not get any easy access to perform. He was denied on the basis of his weak performance and even more lowering the name of his father in cricket who was always unbeatable and always used to stand out.

Entertainment Industry i.e. Bollywood

⁶ www.indiantimes.com

⁷ www.indiatvnews.com

⁸Out of all the industries in India Bollywood is filled with people who are there because of their genetics in that industry. Nepotism always has been a questionable debate till the time Kangana Ranaut opened up and spoke about the truth of the industry. Sushant Singh Rajput died because of the nepotism that is prevailing in Bollywood ever since. Till now Bollywood industry belonged to Kapoors and Khans. It was like they formed their dynasty in this area of work. Although facing great amount of criticism Bollywood continued working on its norms as usual. It has been stated with the fact that 60:40 ratio has involved with the failures and success of actors and actresses entering this industry through nepotism. Karan Johar is the fanciest of this colorful industry that has only favored people belong to genetics in this industry. All these stars get these emotions and stardom through their genes. Hritik Roshan has been the most successful example of showcasing his talent worldwide without showcasing that he is already a star child. He has failed the negative impact of nepotism attack him anyway. On the other hand, Arjun Kapoor in spite of being a relative of such wonderful actors turned out to be a flop star kid though he was still getting work because of the name fame his efficiency turned out to be really opposite of his name. Another example is Abhishek Bachchan who is also a flop artist of his Jonah. Although a lot of star kids have posted regarding Bollywood opening arms for talent from inside out the inside gossip is not yet bluntly out of the industry media. Kangana Ranaut being an outsider is opening a lot about inside politics of Bollywood. Bollywood is totally linked with the concept of politics. The ruling of one party prevails and the other party fails for the good or bad. The spade of whichever region is strong will win.⁹ 90s Bollywood aimed at movies to be good but the other 10% aimed at providing stardom and fame. Bollywood can be named as spotting the tiger at the jungle which means spotting out rigorous talent among the cluster of a genetic and hereditary based artist who maybe or maybe not turned out t be an artist. Being an artist doesn't come with nepotism but with one's dedication and hard work to the work.

NEPOTISM RISES AGAIN

With the death of young Bollywood actor Sushant Singh Rajput the nepotism which was not really a current issue in Bollywood has emerged again with big controversies. The facts of the death of SSR states that he did not die because of mental trauma nut also because Bollywood has been a really tough place for an outsider to reside into. Nepotism among khans and Kapoors is not letting people

⁸ www.infinity.in

⁹ www.quora.com

to aim for a big career in Bollywood. Few actors have even given statements that this might not be just suicide but it also turns out to some that it is a murder. His death has created a sense of fear and thunder that this industry is a type of sea in which people outside the industry cannot swim. Divided on the following debate between different stars of the Bollywood its proven false that nepotism ends and genuine talent does not get a place in Bollywood industry like others. ¹⁰Ranvior Shorey tweets that these practices of appointing people should stop and genuine practice should further start prevailing. A Bollywood actress named 'Payal Rohatgi' posted on Instagram regarding Sushant's murder. She said that the condition of the dead body and unfavorable condition in the house does not examine against the concept of suicide but how the rope that was hanging on the fan how the body was laying with no marks on the neck it strictly explains the examination of murder. Although many actors exclaimed that Sushant's death is not related to any star kid culture i.e. nepotism but all the situations proved this wrong. ¹¹Tapsi Pannu also agreed with the case that nepotism still prevails in the country. Over the last few days, there has been a lot of voices that shout for this case in fact nepotism has become a hot topic to debate on in the whole of India. 2020 has altogether been a cruel year that has taken the lives of actors like Irfan Khan, Rishi Kapoor but Sushant's death created a tense atmosphere in the whole of the industry. ¹²Sushant's Singh Rajput brother in law introduced the Nepometer which will provide the role and degree of nepotism prevailing in Bollywood industry TV shows and Movies. He used the means as twitter to declare the launch. He said in various tweets that nepotism should be fought gathering all the information with proof and all the ratings of the Bollywood movies will be done on the basis of calculating the rate of nepotism attached to a successful movie. It named the concept "Fight Bollywood Nepotism" and this started the new movement called the new independent Bollywood industry. Meanwhile, Mumbai is interrogating the matter of tragic Death of Sushant Singh Rajput which happened on 14th June 2020. Debate on nepotism along with favoritism is the highly discussed matter along with the mental health issues of a person that why do they tend to commit the worst thing i.e. suicide.

¹⁰ www.hindustantimes.com

¹¹ www.thequint.com

¹² www.mumbaimirror.indiatimes.com

WHY DOES NEPOTISM EXISTS IN INDIA

¹³India is a type of country where matter or controversy that exists is because of the former situations that happen to be in the ancient times of the country. In 300 BC Chandra Gupta Maurya earned the throne of the Nanda dynasty by his skills and perseverance. Hardcore attempts were made by the haters and the Rakshas to earn or to snatch the throne from the king. They succeeded because of the power and majority and not only they were able to earn it again but no deserving ruler was able to earn the throne again. Then later in 1680, Shivaji tried to establish an equal empire for all but he was himself defeated by his close ones. In 1857 the country faced trouble with British rule and empire. Shah Zafar was made the eye seeker face of the movement. Later nepotism started prevailing and existing in policies and politics. Sheikh Abdullah who opposed and did not like the prevailing policies of Kashmir took control in his hands. After his son ruled as a further achiever of the throne and he was proved as a big example of nepotism after independence in 1948. Likewise, the concept took a leap and was affecting every kind of field and industry under its composition. In 1974 Mulayam Singh and Lalu Prasad Yadav entered the politics industry then their son continued to rule the dynasty and took the same position at the party then and for later in UP and Bihar. With these examples of history, it has become pretty evident and clear that how the concept of nepotism ruled in the Industrial and political workplace. Despite knowing the fact that expressing one's grief on this concept every person knows that it is not just in hand of the maker but in the hand of the audience to promote it.¹⁴ Leaders and rulers die establishing their fame but their dynasties always prevail positively or negatively. Some examples are even portrayed in the neighboring countries of India like Pakistan, America, and Russia, etc which portrays the example of nepotism to the greatest. Rahul Gandhi is the example of the family hood and dynasty take overseer in Indian politics. He is the follower of the Gandhi dynasty established by Indra Gandhi and Rajiv Gandhi. But the question arises in the mind of perpetrators that is a deserving candidate because his performances speak opposite to his promises. Many followers of the established businesses have turned out to be a failure for the assigned task. The future example is already in the motion i.e. Suhana Khan Daughter of Sharukh Khan who is entering the industry with all the possible help she is getting. Criticism by the viewers has already started coming that she is not what the industry wanted to flash. Dynasties are set by all the big people but how they are followed and how they should be followed are explained by none of the setters.

¹³ www.quora.com

¹⁴ www.researchgate.com

NEPOTISM, FAVORITISM, AND CRONYISM (DIFFERENCE)

- ¹⁵Nepotism is a word that solely and wholly focuses on providing all advantages to Nephews and other Relatives by providing them a place in work on the basis of the relations not the efforts of the individual. It does not count competencies and efforts but it solely deals with to raise and continue the dynasty already settled. Although a few types of research say that it is more dominant in small sector enterprises.
- ¹⁶Cronyism on the other hand is defined as the method of favoring politicians mainly the close ones in appointment to the various services and not particularly on the basis of the qualification but on the basis of the relation.
- ¹⁷Favoritism is the concept of favoring near and dear ones to get employed in a career or particularly in making personnel decisions. It only focuses to get benefit in the start then work on an individual basis later.

Nepotism can be controlled and identified easily but favoritism and cronyism on the other hand are hard to find and hard to control especially at the known places. All these three concepts are solely corrupt and penetrate the virtual decision making on the basis of efficiency. Because of all these three structures somewhere or the other, the work efficiency and competence die. Qualification is no longer needed when you belong to a good family and it reduces the competition that prevails in the market for good. In studies of investigating the further motive of all three purposes, it was found that these concepts were related to the socio-economic culture and educational culture and decide its causes and its impact. Furthermore, it was found that the people who were struggling for jobs and getting satisfied in the same, it reduced the stress to some extent. Although it reduces the stress but turns out to take place of maybe someone more deserving of the assigned job. The study states the same that whatever positive impact they had contributed they even contribute negatively on the same hand.

Difference between Nepotism, Cronyism, and Favoritism

Nepotism	Cronyism	Favoritism
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¹⁵ www.academia.edu

¹⁶ www.rashlay.com

¹⁷ www.academia.edu

<p>1) Nepotism has a significant and positive impact on all job stresses but limited too few relatives and close ones.</p>	<p>Cronyism reduces job stress mainly of close friends and specifically of the people from politics.</p>	<p>Favoritism on the other hand relates to satisfaction of job stress on a very limited extend.</p>
<p>2) The job satisfaction of such people is mainly until the extension of 90%.</p>	<p>The job satisfaction of such people is merely limited until the extension of 40%.</p>	<p>The job satisfaction of such people is merely limited until the extension of 21%.</p>
<p>3) This is not associated with any political breaks employed through nepotism.</p>	<p>This solely breaks all political crises between the candidates.</p>	<p>It does not relate to any political break between the candidates.</p>
<p>4) This matter is mostly associated with blood relations among the people.</p>	<p>This matter is not related to blood but to very close people.</p>	<p>This matter only aims at providing help to close friends and relatives.</p>
<p>5) Not a legal way of appointment.</p>	<p>Maybe or maybe not a legal way of appointment.</p>	<p>Nearly 90% of the legal way of appointment.</p>
<p>6) This concept is not at all related to the efficiency and qualification of a person. It solely works on the dynasty, name, and fame.</p>	<p>This matter relates to qualifications and efforts to some extent of appointment.</p>	<p>This concept wholly relates to the matter of good efficiency and qualification in the work of appointment.</p>
<p>7) This is very harmful in nature.</p>	<p>Less harmful.</p>	<p>Very less harmful in nature.</p>
<p>8) Nepotism can be done at the highest level of all</p>	<p>Cronyism is done on a higher level of all business organizations.</p>	<p>Favoritism is done on a particularly high level of all business organizations.</p>

PROBLEM WITH THE METHOD OF NEPOTISM, CRONYISM, AND FAVORITISM

¹⁸The main issue that arises with all three is competence at work. The position in the job at the cabinet and the executive level are probably assigned to all candidates of best qualification and more experienced ones and if apparently, some one's brother in law or sister in law jumps into the scenario to take the position in the job with less qualification it creates a lot of chaos altogether. Also, favoritism weakens the motivation to work hard in all public sector services and disobeys the concept of government at the same time. There are different appointment crews at every level which will have their reasonable grounds to take or reject the candidate and especially not on the basis of family relations or connections.

Nepotism has interfered in law ruling and regulations and created a lot of trouble by favoring few. It does not even have any law in tacked with it otherwise it wouldn't have prevailed openly other lawmakers and different practitioners have stated that there should be a different method of hiring and firing the employees and specific laws should be made for the same to reduce the impact of nepotism, cronyism and favoritism in the society to the least and there should be equality for all at all levels of work. The main problem is that no law creates the sense of no rule for all which is to be followed that is why where they want all these three to prevail they do that otherwise it would have been stopped.

LEGAL PROVISION

¹⁹India is ranked 62nd among 113 countries to stand out for its justice system in the world. Its rule of law and concept of equality for all at all levels stand out in every constitution of the world. While the whole world is struggling to amend laws on the anti-discrimination movement and caste and standards India is struggling for all these problems at the same level. After the death of Sushant Singh Rajput, people have asked the lawmakers to amend and make laws to stop Nepotism at all levels in the country.

¹⁸ <https://www.scu.edu>

¹⁹ www.theprint.in

²⁰To keep a check and stop nepotism and control it internally no civil servant can appoint any member from the relative or family to any particular job to any post and no blood relations and marriage should be a cause to do so said by the PM and stated by the Supreme Court.

As per rule 4(1) of the Central Civil Services (CCS) rule, no one is entitled to a secure position or place directly or individually in the employment sector to any member of the family.

As per rule 4(3) of CCS, no civil servant discharged from his duties and there is any vacancy for any particular post is can or is supposed to inform his family member or relatives for the same and tell his/her superior regarding the matter but he is not entitled to plea to grant the post for the same. These orders were placed by the (DOPT) Department of personnel training headed by the Prime Minister (Narendra Modi) for the present.

No specific rule or law is made or amended to stop or check nepotism in the country though struggles and research are still going on let's hope to be successful soon for the same problem. This problem is a major issue of every normal person who wants to work in a particular area and it should be taken seriously and stopped soon and laws should be amended.

ANTI-NEPOTISM POLICY

²¹Some companies and industries have started implementing anti-nepotism policies for the better performance of employees in the company. Anti-nepotism helps in increasing motivation among the employees and increases the work efficiency of the people in the workplace. This is even important and portrays the guidelines and expectations of a particular firm on which the employees should work with good force. Nepotism in all kinds of workplaces turns out to be the negative aspect of a particular area and anti-nepotism on the other hand increases the betterment of work in every particular industry. To form a healthy relationship between the employees and the workforce and the employer's anti-nepotism should prevail in every type of workplace.

Anti-nepotism policy occurs to ensure the positivity in work, reliance on the working team, and increases the efficiency of the work on the day to day basis. Anti-nepotism can occur to protect the interest of the employees which occurs from favoritism to a particular employee which increases the job satisfaction of every employee in the working place.

²⁰ <https://www.dnaindia.com> (analysis)

²¹ www.hracity.com

CONFLICTS

²²Because of the nepotism conflicts between the employee's increases and the difference in agreeing on the policies too, this reduces the growth of every organization in the working area. To put rest on such conflicts and decreasing morale among the employee's anti-nepotism policy too was formed and started by the law so that no husband, son, daughter, in-laws, etc are favored on the basis of just name. It evaluates the responsibilities and struggles that associate with the job satisfaction of a particular.

CONCLUSION

Being in the 21st century of the world evaluation favoritism of few should strictly be eradicated from all communities. Nepotism and favoritism decrease the morale of the following common people to work hard or with great efficiency in all fields of work. When a non-deserving or less deserving candidate gets appointed on a particular area and more deserving is left aside because of his/her no connection in the industry it becomes heartbreaking for every individual to work and people tend to give up in that particular area. Hiring and firing of employees should be based on their work efficiency and not on the favor they get from a bigger person.

Nepotism is both curse and advantage to society. Nepotism ensures moving forward for few and rest remains at the same place. The sad part is people have stopped opposing the method but have started living with the same in work areas. Nepotism ensures loyalty and commitment of a known personality in a particular job and workforce because they have their name associated with the work and have to keep it following further. Nepotism reduces the productivity of work and increases more stardom and relaxes sensation life to it. Nepotism increases the risk catching by the law and occupied under the lawsuits because it is not a legal method of appointing a person in the job or any kind of work. With all these examples nepotism is a big threat to any type to the economy and it should be stopped to bring equality among all places and between all people which is also stated by the Indian constitution and our constitution does not prefer favoring few and others struggle on the basis of merit. To bring peace and an early environment for everyone it should be eradicated because it hampers society on a very large basis and covers the major area. Rather than crying later because of the not progressing one should raise their voice and try and start protesting against it. In spite of facing it positively and taking the negativity, one should eradicate the double edge sword system of the country.

²² www.hrzone.com