

## CAN AWARENESS OF MAHATMA GANDHI NREGA PREDICT SATISFACTION: EVIDENCE FROM MANIPUR

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### ABSTRACT

*Awareness about MGNREGA was tested among 720 especially excluded groups (Disabled Persons = 41, Tribal Groups = 330, Women in Special Circumstances = 86, Senior Citizens = 246, HIV Positive = 7 and Displaced Persons = 10) in Manipur. It was found that awareness about the 20 items questions on basic entitlements and provisions under MGNREGA differed significantly across the six special category groups except for the item awareness about 'equal wages for both male and female.' While testing the proposed mediated path models employing SPSS-AMOS v 22.0 it was found that attending training and audit enhanced the awareness level of the beneficiaries and further deduced that satisfaction level of the respondents with the MGNREGA programme increased as the level of awareness and performance increases.*

**Keywords:** MGNREGA, Especially Excluded Groups, Mediated Path Models.

### Introduction

It is now a decade and couple of years since the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was enacted by the United Progressive Alliance (UPA) government in 2005 to eliminate poverty in India. The programme was launched in February 2006 in the 200 most backward districts and by 2008 progressively extended to the whole country. The programme's 10<sup>th</sup> anniversary in 2016 was celebrated with much fanfare by both the enacting UPA and the succeeding National Democratic Alliance (NDA) government and claimed credit for its successful implementation alike. In the Union Budget for 2016-17, Rs. 38,500 crore were earmarked for MGNREGA, and in the fiscal year 2017-2018, Rs. 48,000 crore were allocated to the scheme, the highest for any developmental scheme. Similar amounts were

provided every year throughout the last decade. Though crores have been fed into MGNREGA every year their effect in making any significant reduction of poverty for the country as a whole still remains to be seen (Bhattacharjee, 2017), even after decade of implementation, despite contrary claims made by both Governments. One reason being awareness, or rather the lack of it, as was pointed from studies undertaken across different parts of Indian States - Andhra Pradesh (Muthaiyan & Didde, 2013); Assam (Gopal & Sarma, 2017); Bihar (Sinha, 2013); Bihar, Himachal Pradesh, Jharkhand and Rajasthan (Pankaj & Tankha (2010); Punjab (Kaur and Randhawa, 2016); Tamil Nadu (Sivasankari & Bharati (2012), Uttarakhand (Singh, Negi & Dhana (2016); Uttar Pradesh (Akhtar & Saleem, 2015); and 5 North East states of India including Assam, Meghalaya, Manipur, Mizoram, and Nagaland (Team

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## Metamorphosis, 2016).

The call for creating awareness among the rural masses about any development programmes in India has been a major concern among policy makers. The success of Mahatma Gandhi NREGA's implementation has been critically scrutinized over the years by various stakeholders including citizens, civil society organizations, policy makers, academics and research organizations (**Ministry of Rural Development, Government of India [MoRD, GOI], 2017**). More so, research related with developmental studies has regularly resurfaced and proved prominence among academics (**UNDP, 2002**; as cited in **Maiorano, 2014**). This research is undertaken to assess the level of awareness particularly about the provisions given under MGNREGA among especially excluded groups in Manipur and its relative impact on the successful implementation of the programme in the State.

### Entitlements under MGNREGA

The Mahatma Gandhi NREGA provides many safeguards to promote its effective management and implementation. The Act explicitly mentioned the principles and agencies for implementation, list of allowed works, financing pattern, monitoring and evaluation, and most importantly the detail measures ensuring transparency and accountability. Beneficiaries are primary stake holders under MGNREGA. It is thus necessary that workers should know all the provisions under the Act. A comprehensive document covering ten important basic aspects of rights and entitlements under MGNREGA implementation is given in the **Annual Master Circular of Financial Year (2017-18)**. Lists of the ten basic entitlements are given below:

*Entitlement I* – Right to a Job Card (JC)

*Entitlement II* – Right to demand and receive work within 15 days

*Entitlement III* – Right to unemployment allowance

*Entitlement IV* – Right to plan and prepare a shelf of projects

*Entitlement V* - Right to obtain work within a radius of 5 km

*Entitlement VI* - Right to worksite facilities

*Entitlement VII and VIII* - Right to notified wage rate and right to receive wages within 15 days

*Entitlement IX* - Compensation for delay in payment of wages

*Entitlement X* - Right to time bound redressal of grievances, right to conduct concurrent Social Audits and social audits of all Mahatma Gandhi NREGA expenditure

### Especially Excluded Groups

The objectives of enhancing the livelihood security of the poor households in the rural areas of the country can be met only if special attention is focus on vulnerable sections of the rural society. While providing a strong social safety net for vulnerable groups under MGNREGA, extra efforts need to be made for certain special categories of vulnerable people who will otherwise remain excluded. Some of the special categories (or vulnerable groups, used interchangeably) identified in the **Operational Guidelines (2013)** are:

- (i) Persons with disabilities
- (ii) Primitive Tribal Groups
- (iii) Nomadic Tribal Groups
- (iv) De-notified Tribes
- (v) Women in special circumstances
- (vi) Senior citizens above 65 years of age
- (vii) HIV positive persons
- (viii) Internally displaced persons

### Objectives of the Study

The primary aim of this study is to find out, among Special Category Groups (SCGs) in Manipur, their levels of awareness about the basic Rights and Entitlements under MGNREGA. The other purposes of this research are:

- (i) To assess the level of involvement in MGNREGA related training and social audit programmes among SCGs in Manipur, and

(ii) To test the proposed contextual mediated models.

### Hypotheses of the Study

In relation with the perceived objectives of the study, the following hypotheses are proposed:

**Ho1:** The level of awareness about MGNREGA among especially excluded groups in Manipur does not differ significantly across special category groups.

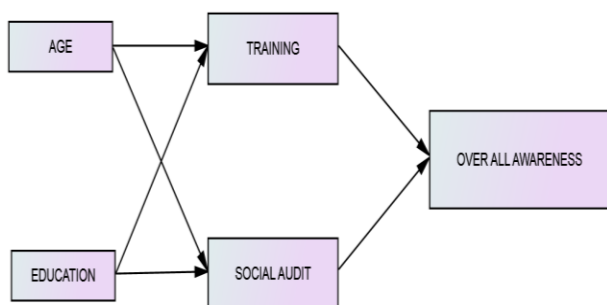
**Ho2:** The level of attending training and social audit programmes, and overall satisfaction about MGNREGA among especially excluded groups in Manipur does not differ significantly across special category groups.

Also, the following contextual mediated models are hypothesized:

#### Proposed Model 1: Contextual Mediated Model Predicting Overall Awareness

**Ho3:** The distal variables, namely, age and education after mediating the effect of the proximal variables, namely, attending training and social audit will significantly predict an outcome of overall awareness.

Figure 1: Proposed Contextual Mediated Model of Overall Awareness



#### Proposed Model 2: Contextual Mediated Model Predicting Overall Satisfaction

**Ho4:** The distal variables, namely, attending training and social audit after mediating the effect of the proximal variables, namely, overall awareness and overall performance will significantly predict an outcome of overall satisfaction.

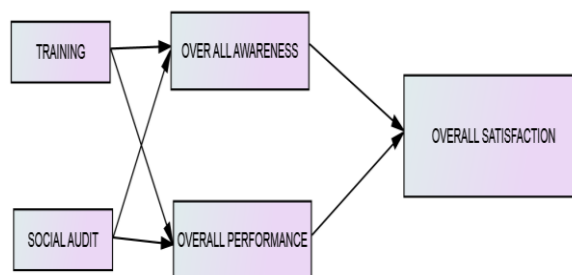


Figure 2: Proposed Contextual Mediated Model of Overall Satisfaction

### Methodology

#### Sampling Design

Paper-based survey was carried out in the whole erstwhile nine districts of Manipur, namely, Bishnupur, Chandel, Churachandpur, Imphal East, Imphal West, Senapati, Tamenglong, Thoubal and Ukhrul district. The multi-stage – stratified - random sampling process was followed. In the first stage, all the districts of the state were included purposively to make equal representation. In the second stage, to maintain equal representation as possible, measures were taken to include maximum number of blocks in proportion with the number of blocks comprising each district. From the total 72 blocks of Manipur (as on February 2018), 28 blocks (38.8%) were selected randomly thereafter. Then to maintain distributive participation, 8 villages/pradhans from each district scattered across various locations were selected taking into account their distance variation from the district headquarters/main city (such that villages/pradhans from nearby periphery, farther and farthest locations from district headquarters/main city were included). In the last stage, an adult member from a household having job cards was randomly approached to participate in the study (any family member who usually engaged in MGNREGA work - though not necessarily the most engaged one). Altogether 72 villages comprising 28 blocks and 9 districts were accounted for the research.

#### Materials

The questionnaire entitled ‘Awareness of Mahatma Gandhi NREGA among Especially Excluded Groups in Manipur’ was a series of

measures put together into four distinct parts. Part-A of the questionnaire sought information about the identity of the JC holder in the family and the special category group in which the respondents belong. Part-B of the questionnaire consisted a lists of 20 questions related to the basic rights and entitlements under MGNREGA. Respondents were asked to indicate whether they were aware about each of the 20 items on dichotomous response options of 'YES' or 'NO'. A response of 1 indicates 'YES' and 0 indicates 'NO'. A one-item question each on attending MGNREGA related training 'How frequently did you attend MGNREGA related training programme?' and audit 'How frequently did you attend MGNREGA related audit programme?' were inserted as Part-C of the questionnaire. Respondents were given the options to rate on a 7 point Likert type scale from 1 'Never' to 4 'Sometimes' to 7 'Every Time' for both the questions. Another measure consisting of a three-item question about overall awareness, overall performance and overall satisfaction level regarding the implementation/execution of MGNREGA programme in the respondents' Pradhan/Village

was inserted as Part-D of the questionnaire. Respondents simply had to rate on a 7 point Likert type scale. The approximate completion time for the survey was 15 minutes.

### Data Analyses

The data collected were first codified and then entered and processed using the Statistical Product and Service Solutions – Analysis of Moment Structure (IBM SPSS – AMOS Statistics), the English version 22.0. Statistical tools such as descriptive statistics, Chi-square ( $\chi^2$ ), analysis of variance (ANOVA), regressions and structural equation modeling were employed for the analyses. The descriptive statistics provided information on the data of the sample respondents. Chi-square ( $\chi^2$ ) analyses were conducted to investigate whether the awareness level of the respondents were independent across special category groups. ANOVAs were performed to tests the level of attending training, audit and satisfaction across the special category groups. The proposed structural models were tested by employing AMOS.

## Results

### Special Category Groups

**Table 1: District Wise Special Category Groups of the Respondents**

DISTRICTS	SPECIAL CATEGORY GROUP					
	Disabled Persons	Tribal Groups	Women in Special Circumstances	Senior Citizens	HIV Positives	Displaced Persons
BISHNUPUR	23	0	20	33	1	3
CHANDEL	0	74	0	6	0	0
CHURACHANDPUR	5	61	2	12	0	0
IMPHAL EAST	3	0	16	60	1	0
IMPHALWEST	6	0	20	54	0	0
SENAPATI	0	67	3	2	1	7
TAMENGLONG	0	77	0	3	0	0
THOUBAL	2	0	19	56	3	0
UKHRUL	2	51	6	20	1	0
<b>Total</b>	<b>41</b>	<b>330</b>	<b>86</b>	<b>246</b>	<b>7</b>	<b>10</b>

Source: Computed from Primary Data

Table 1 showed the ‘Special Category Group’ under which each respondent belongs to district wise. Through the above table, Tribal Group (n=330, 46%) was found to be the largest category representing the sample followed by Senior Citizens (n=246, 34%), Women in Special Circumstances (n=86, 12%), Disabled Persons (n=41, 6%), and then represented by Displaced Persons and HIV Positive persons (about 1% each).

### Awareness of MGNREGA across Special Category Groups

**Table 2: Frequency, Percentage and Chi-square of Awareness across Special Category Groups (df = 5)**

Items	Aware	SPECIAL CATEGORY GROUPS						Total (n=720)	Chi-Square	Sig.
		PWD (n=41)	PVTG (n=330)	WSC (n=86)	SCT (n=246)	HIV (n=7)	IDP (n=10)			
1. MGNREGA as legal guarantee	YES	34 (82.9)	233 (70.6)	61 (70.9)	144 (58.5)	6 (85.7)	3 (30.0)	<b>481 (66.8)</b>	22.437	<b>0.000</b>
	NO	7 (17.1)	97 (29.4)	25 (29.1)	102 (41.5)	1 (14.3)	7 (70.1)	<b>239 (33.2)</b>		
2. Largest employment programme	YES	33 (80.5)	230 (69.7)	57 (66.3)	143 (58.1)	6 (85.7)	8 (80.0)	<b>477 (66.3)</b>	14.756	<b>0.011</b>
	NO	8 (19.5)	100 (30.3)	29 (33.7)	103 (41.9)	1 (14.3)	2 (20.0)	<b>243 (33.8)</b>		
3. Right to apply for registration	YES	19 (46.3)	243 (73.6)	40 (46.5)	116 (47.2)	6 (85.7)	7 (70.0)	<b>431 (59.9)</b>	54.465	<b>0.000</b>
	NO	22 (53.7)	87 (26.4)	46 (53.5)	130 (52.8)	1 (14.3)	3 (30.0)	<b>289 (40.1)</b>		
4. Right to obtain Job Card	YES	32 (78.0)	250 (75.8)	55 (64.0)	154 (62.6)	6 (85.7)	8 (80.0)	<b>505 (70.1)</b>	15.718	<b>0.008</b>
	NO	9 (22.0)	80 (24.2)	31 (36.0)	92 (37.4)	1 (14.3)	2 (20.0)	<b>215 (29.9)</b>		
5. Right to apply for work	YES	14 (34.1)	154 (46.7)	24 (27.9)	73 (29.7)	5 (71.4)	6 (60.0)	<b>276 (38.3)</b>	26.985	<b>0.000</b>
	NO	27 (65.9)	176 (53.3)	62 (72.1)	173 (70.3)	2 (28.6)	4 (40.0)	<b>444 (61.7)</b>		
6. Right to choose time and duration	YES	4 (9.8)	89 (27.0)	10 (11.6)	39 (15.9)	4 (57.1)	6 (60.0)	<b>152 (21.1)</b>	33.240	<b>0.000</b>
	NO	37 (90.2)	241 (73.0)	76 (88.4)	207 (84.1)	3 (42.9)	4 (40.0)	<b>568 (78.9)</b>		
7. Right to get work within	YES	5 (12.2)	81 (24.5)	12 (14.0)	31 (12.6)	2 (28.6)	6 (60.0)	<b>137 (19.0)</b>	27.103	<b>0.000</b>

15 days	NO	36 (87.8)	249 (75.5)	74 (86.0)	215 (87.4)	5 (71.4)	4 (40.0)	<b>583</b> <b>(81.0)</b>		
8.Right to get unemployment allowance	YES	5 (12.2)	47 (14.2)	10 (11.6)	32 (13.0)	4 (57.1)	6 (60.0)	<b>104</b> <b>(14.4)</b>	28.262	<b>0.000</b>
	NO	36 (87.8)	283 (85.8)	76 (88.4)	214 (87.0)	3 (42.9)	4 (40.0)	<b>616</b> <b>(85.6)</b>		
9.Right to work site facilities	YES	28 (68.3)	172 (52.1)	56 (65.1)	116 (47.2)	4 (57.1)	8 (80.0)	<b>384</b> <b>(53.3)</b>	15.350	<b>0.009</b>
	NO	13 (31.7)	158 (47.9)	30 (34.9)	130 (52.8)	3 (42.9)	2 (20.0)	<b>336</b> <b>(46.7)</b>		
10.Right to extra wages on employment beyond 5km radius	YES	0 (0.0)	50 (15.2)	15 (17.4)	30 (12.2)	2 (28.6)	7 (70.0)	<b>104</b> <b>(14.4)</b>	34.793	<b>0.000</b>
	NO	41 (100)	280 (84.8)	71 (82.6)	216 (87.8)	5 (71.4)	3 (30.0)	<b>616</b> <b>(85.6)</b>		
11.Right to check Muster Rolls	YES	5 (12.2)	126 (38.2)	9 (10.5)	39 (15.9)	2 (28.6)	6 (60.0)	<b>187</b> <b>(26.0)</b>	59.537	<b>0.000</b>
	NO	36 (87.8)	204 (61.8)	77 (89.5)	207 (84.1)	5 (71.4)	4 (40.0)	<b>533</b> <b>(74.0)</b>		
12.Right to payment on weekly basis and in no case within a fortnight	YES	8 (19.5)	79 (23.9)	10 (11.6)	39 (15.9)	1 (14.3)	6 (60.0)	<b>143</b> <b>(19.9)</b>	19.855	<b>0.001</b>
	NO	33 (80.5)	251 (76.1)	76 (88.4)	207 (84.1)	6 (85.7)	4 (40.0)	<b>577</b> <b>(80.1)</b>		
13.Right to compensation for delay payments	YES	2 (4.9)	28 (8.5)	9 (10.5)	24 (9.8)	2 (28.6)	6 (60.0)	<b>71</b> <b>(9.9)</b>	32.926	<b>0.000</b>
	NO	39 (95.1)	302 (91.5)	77 (89.5)	22 (90.2)	5 (71.4)	4 (40.0)	<b>649</b> <b>(90.1)</b>		
14.Right to medical treatment/ allowance	YES	8 (19.5)	108 (32.7)	18 (20.9)	46 (18.7)	3 (42.9)	8 (80.0)	<b>191</b> <b>(26.5)</b>	32.288	<b>0.000</b>
	NO	33 (80.5)	222 (67.3)	68 (79.1)	200 (81.3)	4 (57.1)	2 (20.0)	<b>529</b> <b>(73.5)</b>		
15.Payment through Bank A/Cs	YES	37 (90.2)	268 (81.2)	73 (84.9)	211 (85.8)	3 (42.9)	10 (100)	<b>602</b> <b>(83.6)</b>	14.087	<b>0.015</b>
	NO	4 (9.8)	62 (18.8)	13 (15.1)	35 (14.2)	4 (57.1)	0 (0.0)	<b>118</b> <b>(16.4)</b>		
16.Equal wages for	YES	38 (92.7)	298 (90.3)	74 (86.0)	212 (86.2)	6 (85.7)	10 (100)	<b>638</b> <b>(88.6)</b>	4.956	0.421

male and female	NO	3 (7.3)	32 (9.7)	12 (14.0)	34 (13.8)	1 (14.3)	0 (0.0)	<b>82</b> <b>(11.4)</b>		
17.Equal wages for differently abled persons	YES	21 (51.2)	163 (49.4)	26 (30.2)	86 (35.0)	5 (71.4)	7 (70.0)	<b>308</b> <b>(42.8)</b>	24.142	<b>0.000</b>
	NO	20 (48.8)	167 (50.6)	60 (69.8)	160 (65.0)	2 (28.6)	3 (30.0)	<b>412</b> <b>(57.2)</b>		
18.Conduct of Social Audit at least once in six months	YES	9 (22.0)	137 (41.5)	16 (18.6)	44 (17.9)	3 (42.9)	6 (60.0)	<b>215</b> <b>(29.9)</b>	49.571	<b>0.000</b>
	NO	32 (78.0)	193 (58.5)	70 (81.4)	202 (82.1)	4 (57.1)	4 (40.0)	<b>505</b> <b>(70.1)</b>		
19.At least one third of worker should be women	YES	5 (12.2)	89 (27.0)	9 (10.5)	52 (21.1)	5 (71.4)	1 (10.0)	<b>161</b> <b>(22.4)</b>	24.288	<b>0.000</b>
	NO	36 (87.8)	241 (73.0)	77 (89.5)	194 (78.9)	2 (28.6)	9 (90.0)	<b>559</b> <b>(77.6)</b>		
20.Preparation of Annual Reports	YES	4 (9.8)	77 (23.3)	15 (17.4)	29 (11.8)	3 (42.9)	2 (20.0)	<b>130</b> <b>(18.1)</b>	17.609	<b>0.003</b>
	NO	37 (90.2)	253 (76.7)	71 (82.6)	217 (88.2)	4 (57.1)	8 (80.0)	<b>590</b> <b>(81.9)</b>		

Source: Computed from Primary Data. Note: Figures in the Parentheses indicates Percentages.

PWD= Person with disability; PVTG= Particularly Vulnerable Tribal Groups; WSC= Women in Special Circumstances; SCT= Senior Citizens; HIV= HIV Positive Persons; IDP= Internally Displaced Persons.

Chi-square ( $\chi^2$ ) analyses were performed on each of the 20 items of the awareness scale to test the relationship between respondents' awareness level and Special Category Groups (Table 2). None of the 20 items of the awareness scale except for item #16 'Equal wages for male and female' ( $\chi^2 = 4.956$ ,  $df = 5$ ,  $p = 0.421$ ) were found to be independent of Special Category Group. In other words, all the sub hypotheses of Ho1 regarding the proposition of null relationship between awareness and Special Category Groups excepting item #16 were rejected at 5% level of significance.

### Attending Training and Audit Programme and Overall Satisfaction across Special Category Groups

**Table 3: ANOVA of Training, Audit and Satisfaction across Special Category Groups (n = 720)**

		Sum of Squares	df	Mean Square	F	Sig.
Training Attended	Between Groups	3.540	5	0.708	0.441	0.820
	Within Groups	1146.438	714	1.606		
	Total	1149.978	719			
Audit Attended	Between Groups	58.759	5	11.752	7.762	0.000
	Within Groups	1081.073	714	1.514		

	Total	1139.832	719			
Overall	Between Groups	292.568	5	58.514	21.762	0.000
Satisfaction	Within Groups	1919.764	714	2.689		
	Total	2212.332	719			

Source: Computed from Primary Data

ANOVA results for attending audit programme  $F(5; 719) = 7.762, p < 0.05$  and overall satisfaction  $F(5; 719) = 21.762, p < 0.05$  were statistically significant across Special Category Groups. However with regard to the mean scores of attending training no statistically significant difference was established across these groups. Signifying that part of Ho2 was only partially accepted.

### Structural Analysis on the Proposed Model of Overall Awareness

Figure 3 showed the structural model predicting ‘Overall Awareness’ in the form of standardized path coefficients with demographic variables such as age and education acting as distal contextual factors, and attending programmes such as training and social audit as proximal contextual factors. The model fit of DBI (shown in 4) yielded a not too good fit (NFI = 0.579, GFI = 0.913, CFI = 0.576, RMS = 0.297). Investigation of the structural path parameters (Figure 3) vis-à-vis the regression weights (shown in Table 5) indicated that none of the four possible paths from the distal context to proximal context were significant; however, both the two possible proximal paths significantly predicted the outcome (that is, overall awareness). Whereas, for the proximal context predicting outcome after mediating the effect of distal factors, both training and social audit positively predicted overall awareness significantly.

Figure 3 Model of relationships (std B coefficients) between Age, Education, Training, Social Audit and Overall Awareness

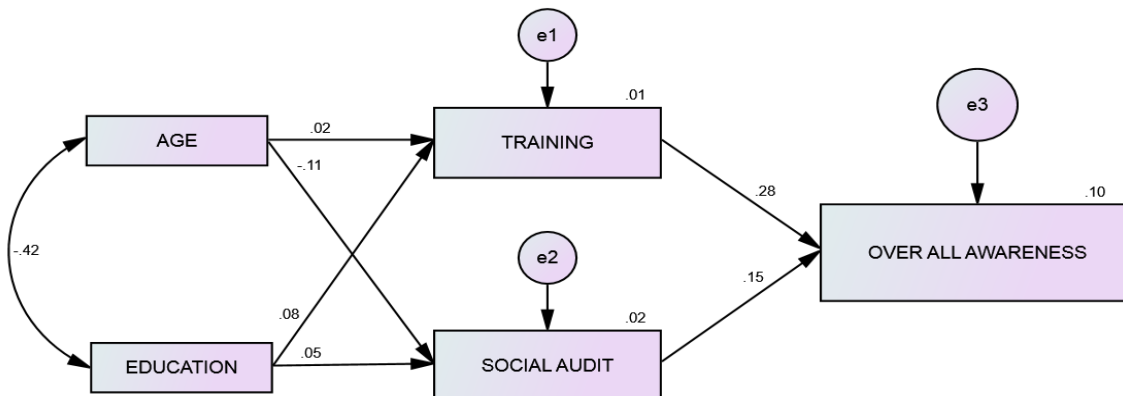


Table 4: Model Fit of the Overall Awareness

Models	Scores
1. The Normal Fit Index (NFI)	0.579
2. The Goodness of Fit Index (GFI)	0.913
3. The Comparative Fit Index (CFI)	0.576
4. Root-mean-square (RMS/ RMR/RMSE)	0.297

Source: Computed from Primary Data

**Table 5: Regression Weights of Overall Awareness: (Group number 1 – Default model)**

	Estimates	S. E	C. R	P
Age --> Training	0.002	0.003	0.473	0.636
Age --> Social Audit	-0.010	0.003	-2.793	0.005
Education --> Training	0.077	0.038	2.034	0.042
Education --> Social Audit	0.050	0.037	1.346	1.178
Training --> Overall Awareness	0.387	0.049	7.887	***
Social Audit --> Overall Awareness	0.203	0.049	4.128	***

Source: Computed from Primary Data

### Structural Analysis on the Proposed Model of Overall Satisfaction

Results of the fit model of ‘Overall Satisfaction’ shown in Table 6 yielded a good fit (NFI = 0.901, GFI = 0.943, CFI = 0.903, RMS = 1.374). The corresponding structural path model predicting outcomes (that is, overall satisfaction) expressed in the form of standardized path coefficients with attending programmes such as training and audit acting as distal contextual factors, and overall awareness and overall performance acting as proximal contextual factors was given in Figure 4. The structural path parameters in comparison with the regression weights were shown in Table 7. Inspection of the paths and tables exposed that all the four possible paths from the distal context to proximal context and both the two possible paths from the proximal context to the outcome (that is, overall satisfaction) were significant. Attending training programme had positive significant relationship with both overall awareness and overall satisfaction, so also attending social audit programme. As expected, both overall awareness and overall performance, after mediating the effect of training and audit, had strong positive relationship with overall satisfaction.

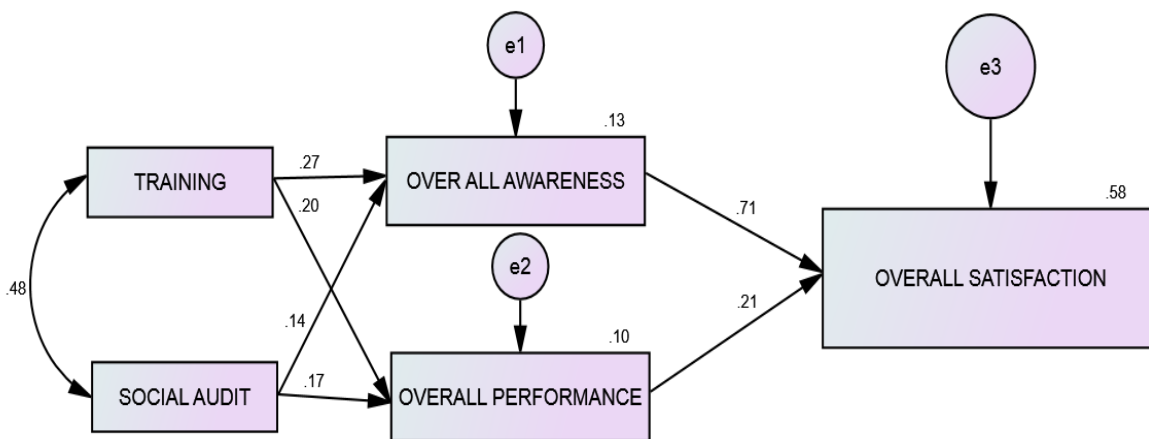


Fig. 4: Model of relationships (std B coefficients) between Training, Social Audit, Overall Awareness, Overall Performance and Overall Satisfaction.

**Table 6: Model Fit of the Overall Awareness**

Models	Scores
1. The Normal Fit Index (NFI)	0.901

2. The Goodness of Fit Index (GFI)	0.943
3. The Comparative Fit Index (CFI)	0.903
4. Root-mean-square (RMS/ RMR/RMSE)	1.374

Source: Computed from Primary Data

**Table 7: Regression Weights of Overall Awareness: (Group number 1 – Default model)**

		Estimates	S. E	C. R	P
Training	--> Overall Awareness	0.387	0.056	6.929	***
Training	--> Overall Performance	1.175	0.237	4.953	***
Social Audit	--> Overall Awareness	0.203	0.056	3.626	***
Social Audit	--> Overall Performance	1.016	0.238	4.264	***
Overall Awareness	--> Overall Satisfaction	0.663	0.023	29.165	***
Overall Performance	--> Overall Satisfaction	0.048	0.005	8.816	***

Source: Computed from Primary Data

## Discussion and Conclusion

With regard to awareness across different special category groups awareness of all the 20 items except for awareness about 'Equal wages for male and female' differed significantly across the six special category groups under study. As with attending training programme more than four-fifth of the beneficiaries never or rarely attended MGNREGA related training or social audit programme. In other words, it simply meant that just about one fifth of the beneficiaries attended occasionally or sometimes or frequently. Further, the percentages of beneficiaries attending both training and social audit programmes usually or every time were negligible, just about one to two percent. The Tukey's honestly significant difference (HSD) post hoc tests (Post Hoc Tests results not given in the report for the sake of clarity) were done to compare the frequency of attending training and social audit programmes across special category groups. Regarding attending training programme across special category groups, senior citizens attended the least and the internally displaced persons attended the most training but no significant differences were witnessed between any of the groups. But with attending social audit those HIV positive persons attended the least and the internally displaced persons attended the most.

While testing whether attending training and social audit can predict overall awareness

after mediating the effects of age and education. It was seen that both age and education being distal predictors did not significantly predict both the two proximal predictors, that is training and social audit. This meant that attending training and audit did not depend on age and education of the respondents. However both training and social audit after mediating the effects of age and education significantly predicted overall awareness. This demonstrated that attending training and audit were positively related to awareness. In simpler words, attending training and audit enhanced the awareness level of the beneficiaries. Again, when testing whether overall awareness and overall performance can predict an outcome of overall satisfaction after mediating the effects of training and social audit. It was witnessed that all the predictors, whether acting as distal predictors or proximal predictors significantly predicted on each outcomes. Both training and social audit significantly predicted an outcome of both overall awareness and overall performance. This meant that attending training and social audit were positively related to awareness and performance. In other sense, attending more training and more social audit will create more awareness and better performance. Also, both the proximal predictors, that is, overall awareness and overall performance after mediating the effects of both the distal predictors strongly predicted an outcome of overall satisfaction. This explained that awareness and performance were good

predictors of satisfaction. In simpler sense, satisfaction level of the beneficiaries increases as the level of awareness and performance increases.

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