

Impact of Training & Development of Small Scale Farmers for the Reduction of Non-Performing Loans in Microfinance, Evidence of Pilot Study in Lahore Agricultural Sector - Pakistan

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Abstract: *Capacity building through training is now considered a vital component in maintaining competitiveness in the agricultural sector of less developed country like Pakistan. The study is conducted on beneficiary farmers at grass root level interested in getting loans from banks for crop production techniques and financial management inter alia. This was aimed at improving the loan repayment performance of the project beneficiary farmers. The sub-urban area of district Lahore has been used as a pilot study to mainly assess the effects of training on loan repayment among the beneficiary small scale farmers regarding Agricultural and Micro Financing facilities from Banks & Specialized Financial Institutions. Specifically, the study sought to identify the credit facilities and management strategies used by the State Bank of Pakistan under this project the Farmers Financial Literacy Program determine the production training needs of the beneficiary farmers and also examine the content and quality of the training given to the farmers prior to loan disbursement. Questionnaires were administered to collect data from 150 respondents, sampled using the Judgmental or Purposive Sampling Technique. The data collected were analyzed using the SPSS-20 software and the descriptive statistical tools of frequency, regression and correlation for relationships of variables have been applied. The results showed that farmers obtained higher crop yields resulting from the application of the crop production methods trained in. It is recommended that the State Bank of Pakistan (SBP) shortens the loan processing time between application and disbursement to about two weeks to avoid diversion of loan funds. The State Bank Pakistan also needs to improve upon its frequency and timing of monitoring and recovery of the funds disbursed under the project. The State Bank Pakistan should also consider including in its training regime effective marketing strategies to enable the farmers sell their produce and pay off the loan in time to minimize Non-Performing Loans.*

Keywords: *Farmer, Microfinance, Agricultural Credit, Non-Performing Loan, Recovery*

INTRODUCTION

This study reviews pertained to the stated questions of research study. The issues to be discussed over here include the concept and theories of training, loan repayment, Non-Performing loans, Agricultural Financing and behavior of the people about this research study. Microfinance is one of the prime sources of Banks lacking access to services related financial services for small and medium-sized commercial concerns. These customers are two basic mechanisms for the provision of financial services combine business concerns or enterprises no hands largest single owner and small business owners and community or group -based model Relations are looking for based on banking loans and other banking services. In some geographic regions such as South Africa Microfinance banking to low-income employees who are close to the prime banking and financial services related to the supply of retail financial models used to describe for some people, microfinance objects that most of as the poor and near poor households as possible banking and not just financial services, including loans, a range of high quality is a world with a regular trend but also savings deposit is a mechanism accounts insurance and funds transfer. Backing-up microfinance will help people from their miserable poverty that includes many other such access normally Microcredit Summit Campaign participants assume. The rest of the small business community microfinance and micro-enterprise development through the

promotion of economic believes there is a way to promote economic growth and development of services including microcredit Microfinance is a larger class. Microcredit is the establishment of financial services to poor clients. It is one of the micro-credit Micro features and both often confused. Such as microcredit or microfinance can be insensitive to criticize him looking Critics microcredit because the wider microfinance services, usually anxious to measure the impact and very few studies have tried to measure the effect complete patron often claim that arises from poverty, microfinance people but the evidence is unclear.

HISTORY REGARDING MICROFINANCE

In the 19th century in the previous century (Friedrich Wilhelm Raiffeisen) European Credit Union Movement are pioneers in the 15th century community-based pawn shop Franciscan monks avant-garde academics and microcredit facilities of the pioneers in the 1970s (Muhammad Younas Al Whittaker) also verified applications and made corporate banking and financial facilities and services customers need to make the types of risk management tools have established more than 7 million poor Bangoly captivated the world where women here Grameen Bank provides services success provides almost immediate surroundings . The minimum population density was much more difficult to verify the country the cost of filling the retail level by offering full banking businesses nearby customers have confirmed to duplicate this effort. According to Hans Dieter Seibel, it is a supporter of the European Microfinance Platform, a board member of the group model.

Microfinance banks that adopted by many typical model banking and financial sense he says that transaction costs are minimized. Microfinance programs used to be based on domestic funds. Micro-finance history until theorist (Lysander S.) as a way of getting people into poverty and the villagers offered to entrepreneurs about the benefits of small loans in the mid- 1800s, can be traced back . First Cooperative Credit Banks Germany (Spooner, Friedrich Wilhelm Raiffeisen) has been established for farmers. Mr. Akhtar Hameed Khan was supposed to be another founder in this industry, whereas the establishment of microfinance founder Muhammad Younas Bangladesh Grameen micro-finance increased industry organizations such as the Bank may from time terminology continued use of micro-financing has its roots in the 1970s.

STANDARD OPERATING PROCEDURES IN MICRO FINANCE BANKING

Needy People avail loan from private money lenders, friends and relatives. They get borrow money and grants in the form alms. They purchase insurance from government companies. They get funds transfers through remittances houses in formal and informal manner. It is difficult to separate microfinance from closer activities. It could be demanded that a government directs central bank to maintain deposit accounts for needy customers or private money lenders, who are involved in compound interest or alms that runs these people involved in microfinance granting monetary support to needy people. And this can best be done by growing up the number of banks and financial institutions for these people, in addition to refurbishing the capacity of those organizations. In the ongoing era there has also been facilitate expanding the organizational span of action, since different organization full fills and deals with various needs. The rules and regulations of development practices were established in 2004 by CGAP and backed by the board of eight leaders at G8 Summit on June 10, 2004.

1. Subsistence Class not only seeks loans but also need money transfer and insurance services.
2. Microfinance must be beneficial to needy households helping them for raising their growing assets and support against external pressures.
3. Microfinance pays only for its own services. Subsidies are rare by government and well as donors in order to reach large number of needy class.
4. Microfinance means establishing regular local institutions for financing poor.
5. Microfinance also means adjoining the monetary needs of needy Human beings into country's prevailing financial system.
6. The duty of government is to provide monetary and financial services not to enable the poor people.
7. Donor funds need to back up private capital rather than competing it.
8. One of the major difficulties is the non-proper availability of strong institutions and managers. Micro financing institutions should focus on capacity building.

9. Higher interest rates ceiling used to disappoint needy class by precluding microfinance banks from covering such costs, which limited the supply of credit.
10. Microfinance institutions should develop proper check and balance mechanism for both financially and morally.

NETWORK OF MICRO FINANCE OPERATIONAL ACTIVITIES

Microfinance is considered as a tool for socio-economic development and charity it can be clearly distinguished poor needy families, deprived and needy they are able to generate the cash flow necessary to pay should be the patron of the charity loans and grants. Others are provided by an active financial institutions and banks a systematic effort to improve the distribution of microfinance has yet been adopted less developed countries in 2004 is a landmark developed by the analysis of alternative financial institutions in the world. writers sometimes microfinance organizations to under and the current number of 120 million accounts in these institutions on the poorer people as the services offered by commercial banks in 3000, approximately 665 million customer accounts considered. different historical forms of presentation of the motion, and they are 318 million accounts linked postal savings bank in the amount of 172 million accounts, state financial cooperatives and credit unions, agricultural and development banks have 135 million accounts and specialized rural financial institutions and banks have 19 million accounts. 188 million accounts, these accounts geographically largest saturation showing 18% of the total population of the country was in India. The smallest figure in West Africa tend greatly and East showing the largest growth rate of 4% of the total population with 27 million of the total population in the accounts and showing Africa 3% to 14 million accounts in Latin America and the Caribbean and South Africa.

The amount of heavy from live accounts to make themselves a right turn Assuming need most of the bank's customers in developed countries these statistics in some microfinance mechanism services used to perform work depicted is in the vicinity away from the end position a savings account is a source of other financial institutions, loans by about four to one. This may be differences in geographic environment is a practice of international judges. Micro Banking Bulletin published and Microfinance Information Exchange is an important source of detailed data on selected microfinance institutions published in journals. FYI - 2009 success this time, the unpaid loans and deposits of 23 billion USD 67 million in savings in the amount of 38 billion USD 74 million for 1084 MFI loans were attending the setting. Microfinance Environment Microfinance Business Environment Global Microscope EIU - Economist Intelligence Unit, the Inter-American Development Bank and the information supplied by others, is another source. FY-2011 Report of the two major species, Regulatory Framework and Institutional Framework for Support in 55 countries and includes information about the microfinance environment. This study is also the first publication was founded in FY-2007 only targeting the Caribbean and Latin America, but then FY-2009 this publication is considered as a worldwide operating microscope, recognized as such. weddings, funerals and illnesses, etc. case studies, there is no such work great anywhere collected their costs ROSC and other information institutions and help people to subsistence level to full fill into the role of informal microfinance institutions as non-governmental organizations and published, to discuss the role of these institutions and their adoption in developing countries controlled by different people and foreign aid are normally excluded designed by themselves. This assistance may be added as efficient and well-qualified personnel; Therefore Higher Education Commission may be candidates for microfinance institutions. This in some universities, such as. Oliver Schmidt has put in place. So arrangements were needed to fill the administrative gap. Olaitan, M. (2006). Finance for Small and Medium Enterprises: Nigeria's Agricultural Credit Guarantee Scheme Fund Central Bank of Nigeria.

ROLE OF MICROFINANCE IN FLOURISHED COUNTRIES LIKE U.S.A AND CANADA

In America and Canada the role of microfinance banks and financial institutions is to target the subsistence level population, which is unable to find mainstream access for such banking finance. This statistics shows that about 8% of Americans are not get benefits from banks, which means that around 9 Million are without any type of banking account maintained with any banking institutions. Majority of these financial institutions are normally working as Non Profit Making institutions. Microloans in America are defined as the credit limits of 50,000 US \$. Whereas, in Canada the credit limit regarding microfinance loan has been specified as \$ 25,000. The average level of microfinance loan size in United States of America is about 9732 US \$, which is about 10 times more than the loan

specified in less developed countries like Pakistan. CANehman, G. I. (1973). "Small Farmer Credit in a Depressed Community of Sao Paulo, Brazil", PhD Dissertation, Department of Agricultural Economics and Rural Sociology, Ohio State University, U.S.A. Increasing incomes and employment is the main objective of micro financial institutions. In less developed countries like Pakistan the prime target of micro finance institutions is the empowerment of women improvement in hygienic and better living standard of people and improvement in educational level of the children of borrowers. In well developed countries like United States of America and Canada the aims of microfinance means the graduation of recipients from welfare programs and improvement in the rating of credits. In America the microfinance used to create jobs directly as well as indirectly and this figure tune to 60% of the borrowers to hire the services of others. These microfinance institutions generate about 24 hour's job. These entrepreneurs provide remunerations and wages on the average of 25% higher than minimum wage. Small business gives way the small business entrepreneurs and gives way to the small business owners to increase their income up to 67%, which is the participation in numerous micro loan programs. Moreover, the small business owners are capable to improve their housing situation, which is 70% depicting their housing has flourished. Eventually numerous small business entrepreneurs use social funding that generates more graduates from the assistance of microfinance banks

ROLE OF MICRO FINANCE BANKS IN FEWER DEVELOPING COUNTRIES OF SOUTH ASIAN ASSOCIATION FOR REGIONAL CORPORATION COUNTRIES

There are many limitations available regarding loans to poor people under microfinance banking including security lacks and higher operating and administration cost as an outcome, the microfinance was established as a source to provide financial assistance to the marginalized people with aim of creating inclusion to finance and equal balances.

NEED FOR THE AGRICULTURAL CREDIT

According to Pearce (2004) the study has been conducted in 150 countries of the world mentioning the positive linkage between a well-developed functioning financial system and long term growth, economic growth and national savings respectively. Special role is the development of rural sector and the living standard of masses is the prime motive of agricultural credit in developing countries. Mukwereza and Munzungu (2003) are of the opinion that likewise other sources and types of credit there are three different types of credits in Agricultural as Short term credit, Medium term credit and long term credits respectively. The short term is used to fulfill the working capital needs of the borrowers in business. It is usually payback after the harvesting of two major crops.

AN APPROACH OF FINANCIAL SYSTEM FOR SUBSISTENCE LEVEL AGRI. LOANS

According to Ajakay (1985) that there are many hurdles pertained to political, social and Economical dimensions for non-expansion of Agricultural credit. Government's Political interference was a bigger cause for many of the failures in the expansion of Agricultural Credit and flourishing of market in rural and suburb areas. The remedial measure of this problem, there was a need for the establishment of specialized financial institutions and banks for the uplifting of Agricultural credit. So the Olaitan (2006), presented the role of FFTC, 2007 for the establishment of Laws and Regulations in Agricultural Credit. According to Awoke, 2004 defined that the major hurdle in flourishing of Agricultural Credit is the lack of availability of collateral as a lien in case of borrower becomes defaulter. So the Monetary Institutions feel hesitation to venture such program in suburb areas as tiny holding peasants, who do not have the capacity to give collateral for the establishment of the policies and procedures of the financial institutions. The importance of diversifying agricultural credit has been shown (Yaron, 1992). To minimize the risk involved in Agricultural Credit at the time of payment of granted loans there may be some other source of generating non-farm activities like small level of Dairy Farming, Goat Farming, cold Storage etc. Countries should adopt modern techniques to facilitate the subsistence level farmers in Agricultural Credit. The mechanism of Commercial Banks lending can be of two type's vis-à-vis One-Tier or Direct Lending to the beneficiary and Two-Tier or Indirect Lending through Agencies or Intermediaries. In the former approach the bank of financial institutions can extend credit directly to the end user or farmer. In such a case there is direct relationship between bank and the end user; both can settle down their issues face to face. Whereas in the second case there is the role of intermediate party between banks and the farmers in the shape of agencies, which got funds from the banks and transfer them to the end users and vice a verupees (Assefa, 1987). There is another case study conducted by Gupta and Shorff (1987) in India. India is of

the opinion to establish satellite branches, which may be controlled and monitored by the high-ups at any time. It defines the nature of environmental conditions and ultimate ecological risks in drought in worst regions and there may be views of stationery branches as incapable in suburb areas. In addition to which fixed branches are not operational to cater down the specific population in higher vulnerable population. The opening of satellite branches there may be an availability of service periodically; the suburb areas people can find their credit needs and provide small saving schemes to financial institutions as well.

AUXILIARY INSTITUTIONS ROLE IN SMALL SCALE AGRICULTURAL CREDIT

According to Gupta and Shroff (1987) it is argued that the membership bases organization like cooperatives having favorable contributions towards credit expansion. Yaron (1992) defined the empirical evidence that verify the success of credit disbursement to grass root level without any political interference. The assessment made in Taiwan and South Korea the loan security exceeded 90% through cooperative and integration of policies. The prime reason for such higher collection and its performance is based on strong village cooperative systems and social cohesiveness. According to Odhiambo, 2007 critically defines the role of government in the shape of demand for the investment in public sector and enhancement of rural in fractures for the effective performance and lesser dependency on the funds of government rule.

FINANCING IN CASE OF NEED

The Credit basically provides a bridge that fills the gap between business owner's financial assets of the enterprise. Because of continuous imbalance, the business concerns are mandatory to claim for credit. According to Aryeetey et al (1994) the need for credit may be divided into three categories vis-à-vis perceived, potential and revealed demand. Perceived demand means the need of cash for enterprises in cash of any hurdle faced by the organization. Potential demand refers to the advances that are not real because of the institutional barriers as well as imperfection of market whereas, the Revealed demand is the financial support at a specified rate of interest after getting written application from the beneficiary. According to Gale (1991) the effective demand is the amount of loans that lending organizations used to prepare for the release of amount to the borrowers. There are two different schools of thought. The first one believed that there is a negative impact of high rate of interest on the demand for credit as the lesser amount of borrowers may take this risk for the satisfaction of their demand. Stiglitz & Weiss (1981), Stiglitz (1989) and Besley (1994) respectively are considered the famous theorists in this school of thought. Whereas the second school of thought is of the opinion that higher rate of interest does not affect the demand for credit. The higher rate of interest is not a matter of issue for SMEs (Aryeetey et al, 1994). This study depicts that SMEs used to consider a rate of interest of 19.5% on the average, which is reasonable and this may be dropped down to 7% the minimum market rate of interest.

REPAYMENT OF LOAN

Financial Sector is sub-divided into formal and informal sectors. In formal sector of financing the lenders used the deposits of their clients, whereas in informal sector the lenders used the funds from their own resources and granted to the borrowers. In both sources of credits as formal as well as informal the main aim is to recover the amount of loan along with up to date mark up and in case, it is not going to happen that it means the lender is in the state of loss and borrower is got benefited if this situation persists in regularity then its ultimate impact is the bankruptcy. Stiglitz and Weiss (1981) defined that the high rate of interest leads to worst selection of loan receiver for accordingly effect of loan repayment. Besley (1995) said that the repayment rate can never be 100%. Similarly Coate (1995) explained that neck to neck recovery against the total disabused loan can't be achieved. It is assumed that if the project return may be low even then the borrowing at zero rate of interest can never be 100%. Wherein, the endeavor through training can be calculated by the available facilities for acquiring the knowledge. Skills for the performance of fresh as well as previously prevailed enterprise assignments according to Salas et al (1992) the training means the attainment of systematic knowledge vis-à-vis what we can think, skills means what we are going to do and the attitude means what we can realize or feel. KSAs lead to the performance improvement in specific environment. Sriyan (1997) defined training as the transference of knowledge and information to the employees. According to Donnelly et al (1992) the training is a continual process for assisting employee to

perform a high level job from the day first of their work. Therefore, the training is designed for the improvement of knowledge and skills of a person for the accomplishment of his or her available job.

IMPACT OF TRAINING & DEVELOPMENT

According to Deutsch (1979, p. 104), "help growth upward flexibility within an business and often only serves to introduce people to the entry-level business world, education is used to set workers to technical variations affecting the workstation." Werther and Davis (1985) opinions education is a function of the current study is to help the employees. Organizational training activities the benefits may extend along the entire career of a person and can help individual development for future responsibilities. Reilly 1979 "knowledge, skills and attitude development objectives of education," he explains. Klinger and Nalbandian (1985) increasing the human resources development activities closely related to education or at the same time maintain employee productivity, "he said training activities, initially for a job or task to focus on learning skills and attitudes, or to realize the fulfillment of the necessary information to improve current job or task. training of definitions found in the literature four major common characteristics most a knowledge of experience for both organizations as well as individual training education and / or as a tool for behavior change Education equipping and / or information and are about to open a number of new staff skills and with the ultimate goal of any education system no doubt, and organizational efficiency is obtained by increasing the individual's performance potential.

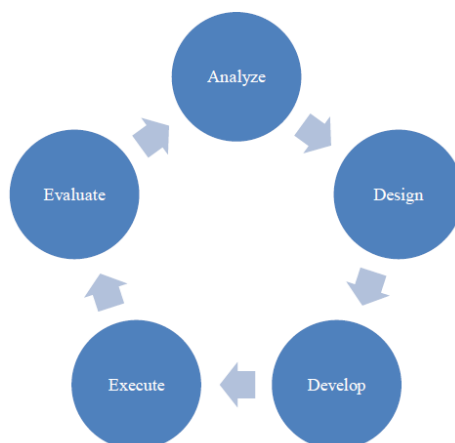
CAUSES FOR GIVING AND GETTING TRAINING

Cole (2000) according to event to launch training programs for very different reasons. Education strongest motive is the need to respond to the challenges presented by new technology. Increasingly rapid pace of new technology change requires new skills Improving the efficiency and performance to provide organizations sometimes the program will require a very different challenge against their competitors are capable of in addition, in an effort to improve the productivity and performance levels training individual professional development should be seen as a part of Nalbandian (1985) as it helps gain new skills and expertise through organizational support to an organization that their training they indicate that it is willing to invest in the professional development you can increase the possibility to keep valuable employees explained that Training and development assistance, organizational members' knowledge and an effective way to ensure that you have the necessary skills to perform their jobs take on new responsibilities and to adapt to changing circumstances however, social to us that education learning model and principles of learning trainees progress is to get an opportunity to perfect how good skill and feedback to follow specific targets should provide the trainee with a particular model said.

TRAINING PROCESS

Certo (2003), "Training of individuals has four essential steps or processes: determining training needs, designing the training programmed, administering the training programmed and evaluating the training programmed". Armstrong (2006) Cole (2000) and other writers, "They used the same model to explain the process of training in four stages as identifying training needs, designing and developing of training programmed carrying out the training and evaluating the training programmed. But Cole (2000) differs slightly with the introduction of training policy and establishment organizations. Below is the model which is termed as systemic training".

EVALUATION OF TRAINING



TRAINING NEEDS DETERMINATION

Reilly (2001) according to educational activity dependent on the effectiveness of the process used to determine the training needs," he said Armstrong (2001), " happens to be what the training needs and to defining the gap between This i.e. the difference between the things you need to make people know and can do and they know and be able to be filled with education this is. Training needs of organizations in the whole business needs, first analyzed and second, the organization within the group needs departments, teams, for functions or jobs and third, individual employees to individual needs. Cole (2000), "a training needs of employees, knowledge, understanding what it requires skills and duties against any attitudes or a lack of demand organizational changes, "he said.

DIFFERENT METHODS FOR TRAINING

Nadler and Wiggs (1986 AD), according to the organization's training program training methods for success are critical. Training program for only general principles that first Sindh course continually ensure that the agreed budget and within the scheme according to the proceeding and which is mentioned are all trained to limit Check incident after being evaluated as a result it is not required. Special groups of employees, especially coming (Armstrong 2001) may be used. In his view vocational and skills training or Bharat Scheme can be divided into four types:

Graduate: Postgraduate training is a professional qualification in the mouth.

Student: Education and practical training, a degree or an engineer, scientist and technologist or technician as some other ability to lead a course.

Technician: Empowerment as a technician and appropriate technician's ability to stand up to the main three or four years of education and training in a course could not,

Skill and Craft: A course lasting a number of years, a craft certificate or other record of achievement is the key to achieve and often depends on the skill level.

Skills training are mentioned as three phases:

Basic Training: Trainees receive basic training workshop on basic skills training.

General Trainees: Various departments, procedures or training experience in a number of operations are strong.

Final Training: Trainees settle in the Department of their choice, or part of them that they are best installed. Their goal is to ensure that they are equipped to apply what they have learned in normal working conditions and the pace and level of quality is expected to form the individual fully experienced and competent. According to Robbins and Coulter (2002) managers are responsible for determining what type of training employees need, when they need it and what form this training should take. It assembles more staff skills into three categories. Technology these include the basic skills the ability to read and write and math calculations as well as competencies specific function.

PERFORMING VS. NON-PERFORMING LOANS

Non-performing loans is a loan that is in default or close to being in default. Many of the loans become non-performing after absentia for 90 days but this can depend on the terms of the contract." Loan and non-performing when interest payments and principal are past due for 90 days or more, or at least 90 days of interest payments has been capitalized, refinanced or delayed agreement, or payments of less than 90 days after the due date but there are enough reasons other to distrust that payments will be in full International Monetary Fund By virtue of the governing definition Bank non-performing loans consist of Get Real estate owned or rather save hostages

- 90 days or more and still have interest loans and a drop
- Nonaccrual (percent longer calculated and posted in the income statement or loans) is placed on loans.

In India farmers mainly as a result of floods or drought losses credit or interest payments cannot be distributed loans to nonagricultural sector. In general, the Non Performing Loans problems can be solved in two ways.

AUTOCRATIC STYLE

Banks regulators and governments, including all the interested parties together to find a solution it happens. This is as a rule such as the Asset Management Company of the central organization / agency takes shape.

DEMOCRATIC STYLE

This is measures the affected banks showing record loans bad credit bad system consists taken. Therefore, it was left alone to manage the implementation of bank credit to be given special incentives, legislation, mathematics or economic benefits to all parts of the world and as much as the construction and asset management companies win delinquency. These companies use the money in the bank or the bank 's books on SNAP example , Korean asset management company to buy up to 80 % of the non- implementation of the debt market after the Asian crisis now , there a number of active measures implemented by companies

- It is best to reduce the low value of new loans.
- Prudential supervision.
- Energy efficiency management
- Are the capital markets in a good position to provide technical resources? It had to write off bad loans. Securitization

WORLDWIDE PROBLEMS IN THE ORGANIZATION OF NON-PERFORMING LOANS

The absence of a standard accepted definition of non-performing loans

1. Lack of Standardized Valuation Approach any Financial Institution can be Set Resources for Losses Arising from Non- Performing Loans
2. The Pressure on Banks and Financial Institutions to Speak of Non-Performing Loans they Receive Social, Economic and Political Consequences.
3. Reluctance of Banks to Sell Non-Performing Loans since the Cost about Exercise which can Increase the Loss Non Performing Loans in Turn may Hurt their Capital Adequacy.
4. Non- Performing Loans Problem of Court

HOW DO WE DEAL WITH NON-PERFORMING LOANS OF FINANCIAL INSTITUTIONS?

According to the Governor Dr. Ishrat Hussain State Bank of Pakistan that is a lot of confusion and misunderstanding has been created by many commentators on the issue of non-performing loans (NPLs) of the banking system. It takes the absolute value of these loans at the present time and compares it with the amount of these loans in October 1999 and makes a hue and cry that the situation has worsened due to the amount of non-performing loans increased. This approach is simplistic, raising doubts in the public mind on a fixed part of the Government and the State Bank of Pakistan to the recovery of these loans, which distorts the real picture of this key. The purpose of this study is to inform the public about the extent of the problem, but the trend over time and measure the State Bank of Pakistan will overcome this problem. State Bank of Pakistan (SBP) is engaged in the NPL issue in a comprehensive way through (a) improving the coverage and reporting of NPL (b) proactive treatment of existing stocks of non-performing loans (c) resulting flow of new problem loans and (d) improving the policy and regulatory environment must bear in mind to take into account that the stock of NPLs is still growing period even if all the new debt to be fully maintained. This will happen, because the amount consists of principal and tag you. By definition, if you can capture loan and then after 90 days in unrealized mark may still be added to the total amount of NPLs for example, when in October 1999 the principal amount due on the NPL is Rupees 1 million and agreed Mark the rate was 20 percent then that amount will increase to Rupees 1.2 million in October 2000, Rupees 1.4 million in October 2001 and 1.6 million RUPEES in October 2002. Thus, one can see that if the principal amount of the delay in the banking system in October 1999 were Rupees 160 billion and these loans fall in the category of non-performing loans than Three years later they suddenly grow Rupees 256 billion, assuming that a consensus mark was their 20 percent a year. Therefore, it can be expected after three years plus 60 percent take place at the quantum system of loans evil, even if a new debt

performed well. Another complication arises when NPL in foreign money as it is 13 percent of all loans problem those who received the foreign branches of NBP, HBL, UBL and the coalition Bank. Suppose that the loan where the rate Pee dollars Rupees 46 to \$ 1 and think big money is outstanding is \$ 1 million.

When banks loan books was worth 46 million rupees were given 3 Rupee rate today is 59 the same TGA percent more than the original value statement billion in October 1999 that will be shown as 28 Rupees 59. This delay will also move up and excluding net profit margin of at least 40 percent in value in October of 2002 will be higher if the inclusion of the same TGA (as the brand dollar rate is up was less than the rupee markup rate). Therefore, we must consider that, without any fault of the bank's aggregate value of overdue loans (foreign currency) increased by 40 per cent. (A) Improving the coverage and reporting. STEP inspectors have begun to apply the highest standards of classification. In September 2000, inspectors found that some banks PAS specialists who reported only beaten by default or part of their non-productive loans rather than the total amount outstanding those loans. This resulted revised way up the volume of loans overdue reported by these banks and 47 billion loans due to the addition rupees classified as criminal, bankruptcy increase So one night not in the total volume of such loans in the period before September 2000 list of 47 billion rupees PAS in AND4 advertising in line with international practice collateral valuation process underlying loans were introduced as revised. Banks can no longer consider only the minimum realizable value of the mortgage or pledge assets in order to determine the provisions.

realizable value, present value of the mortgaged property in case a mandatory trust / assets that can be achieved by selling / sales collateral troubled banks on the Reserves to be asked to revise additional valuation . The quality of the underlying assets default ipso facto increase in the absolute amount of the credit can be seen from the above example cannot be attributed to any distortion, but strict application of regulatory accounting, valuation and was prudential standards. Three years rupee currency rupees announced and amortization discovery of overdue credit though because rupees facto above, in addition to the revaluation of unrealized profit margin, it is, whose total amount of time the end of June of the portfolio amounted to 2002 rupees around 259 mm - only an increase in the last three years rupees of 47 billion rupees. Only once, in September 2000, to complete the adjustment process the information due to the improvement in the stock of loans is equal to the default of this increase. National commercial banks to reduce their non-productive loans, the biggest change is the only category of banks in particular Its delinquency rate increased from 19.3 crore to Rupees 67 billion due to this one-time adjustment for the banking regulator, not the absolute amount, but the proportions of the total overdue advances that are relevant indicator rupees of asset quality and capital adequacy of banks. There are two reasons that should be monitored - gross defaulted loans / advances gross and net / net overdue advances. The reason for tracking these relationships is simple and logical. As banks granted new loans of good quality after careful evaluation and due diligence, these relations are bound to decrease with time and the overall quality of assets improved system. More importantly, it is not - provide these levels of delinquency are a systemic threat to the health of the banking system the higher the supply the lower systemic risk. In June 1999 the share of nonperforming loans/gross advances of banks and development financial institutions was 24 per cent and is almost the same today If this amount reported as Rupees 47000000000 been added to the portfolio of banks and in particular ADBP IDBP in June 1999, the share of nonperforming loans/advances dirty comparable basis would have been 29 per cent on this basis we can see that the ratio of nonperforming loans to Gross advances fell by 5 percentage points in the last three year rupees. The most gratifying is that the ratio of nonperforming loans / advances net was reduced from 15 percent to 11 percent as banks and development financial institutions raised its stake provisions covering 142 million agreement 56 percent of their loan portfolios ads on both foreign and domestic. The situation will improve further in 2002 as more banks make provisions against a shrinking portfolio of loans overdue.

THEORETICAL FRAME WORK

The psychologist Dary Bam has developed this theory wherein the SPT discusses the attitude formation. It emphasis that the people used to develop their attitude when there is no previous pattern is available for the formation of attitude. This all is due to non-availability for previous experience and the ambiguous emotional response based on their behavior and caused as a conclusion of attitude. This theory is non instinctive in nature like the traditional wisdom is that attitude intend behavior

rupees. In addition to that the theory opines that people per rupees attitudes without considering internal intelligence and mood situations per rupees on translate their own explicit behavior rupees logically in the same direction they strive to express other rupees behavior rupees.

MODERN RESEARCH

Theoretical research conducted at the self-perception of progress in recent years, showing the rapprochement with the studies involved with terrorism and the mind drift and enter other rupees in psychology. According Guadagno's in Sharm, (2010) address the induction of new member by a terrorist organization through the Internet. Moreover, it is a study in how this organization has persuade aims to support most concepts in the beginning of the plane during the request, and then step by step increase for decisions for example the highest on the Convention on the foot inside the door. Author and examine how perverts relatively dramatic situation may evolve into that per with sexy behavior is relatively impressive the theory of self-perception and strong ties to the social identity, moral and societal pressure in this case. According Clayton Critcher and Thomas Gilovich's (2010) four studies show to check the connection between self-perception and the mind drift Self- perception theory that people are discussing the order of their preferences and their attitudes meaning behavior own translation. Critcher and Gilovich (2010) see on whether people also stick to the unexamined behavior and this is the deviation of their minds when making purpose about their behavior and preferences. Critcher and Gilovich (2010) extracted that "the presence of mind to wander to the positive events, synchronized instead of the previous activities and many of the events instead of just one tends to be attributed to boredom and leads to dissatisfaction seen with the ongoing task well Sharer stick to their minds content deviated as evidence behaviors unless taken fate different from their minds diversion to their caution. According to Goldstein, of published works and Cialdine, (2007) to the self-perception theory the expansion of self-perception theory, it is assumed that these researchers that people sometimes interpret their own positions or attributes by checking procedures for favorite for others who see him as almost a sense of identity if neighboring examined themselves playing shows. It provided Sharers to achieve a sense of identity to join with the actor through jobs or taking a relative replies mentioning cover patterns of brainwave. Sharers joined attributes actors concerned with the behavior of a self-concepts, participants efficiently and to change your attitude then. This paper discusses the self-expansion: the nearest model associations can lead to indulgence of person some in the sense of self of individuals.

RESEARCH APPLICATIONS

Another beneficial use of self-perception theory is in altering attitude both therapeutically as well as strong motivation.

PSYCHOLOGICAL THERAPY

As far as conventional perspectives are concerned the therapies have different psychological problems for the self-perception theory. Conventionally the problems relate to psychology relates to the clients inner perception. Further to which the self-perception theory views that the people derive their inner realizations or capabilities from their external attitudes. If those attitudes are less adjusted then people will relate that lack of adjustments to their poor relating capabilities and then suffer from the concerned problems of psychology. So this theory can be used to customers with the problems of psychology that may be the outcome from fewer adjustments by advising them to first change their attitude and then discussing the hurdles. Hetero-Social Anxiety is deemed as one of the most famous therapies. In this situation it is assumed that he or she has poor social skills due to non-availability of dates. It has been seen from experiments that males with hetero-social anxiety faced less anxiety with female after numerous therapy sessions wherein they are engaged in 12-minutes social interactions with separate women is comparatively biased dyadic from these experiments it is concluded that the anxiety in males are lesser than that of females. The effects are quite long lasting wherein the minimization in conceived hetero-social anxiety results in comparatively maximum number of dates amongst provided to 6 months later.

MOTIVATION, PERSUASION AND MARKETING

Many marketing and persuasive techniques have effective mechanism through Self-perception theory. Foot in the door technique is one of the famous examples that are brilliantly used technique in marketing for motivational target of the prospective borrower to buy the banking products. The prime

goal of this technique is that once a borrower complies with tiny request vis-à-vis establishing of small questionnaire, he or she will be more attached with intrinsic request which onward relates to the actual request for example the concerned products. This concept is that the commitment on the tiny request will alter one's self-image therefore, giving reasons for contacting with the later on attached requests. So the people realize by themselves by observing their own attitude and behaviors after giving due attention to their initial request and the context in which they behave doesn't have any incentive or additional benefit thereto for the preferences of other products.

PROBLEMS & CRITICISMS

He said the former self-perception as an alternative theory to describe the cognitive dissonance theory, there have been developments and interpretations about people experience a change in attitude as an attempt to reduce the dissonance or as a result of self-awareness measures. Relied on evidence that self-perception theory deviates from the cognitive dissonance theory in that it does not they see that people are experiencing a situation called negative engine disagreement or dissonance which strives to alleviate the tests listed below for a comparison of these theories. According to Waterman (2010) studies of cognitive dissonance theory of perception that people have a stirring experience when their position is not consistent with past behavior. Relied on evidence that self-perception theory deviates from the cognitive dissonance theory in that it does not they see that people are experiencing a situation called negative engine disagreement or dissonance, which strives to alleviate the tests listed below for a comparison of these theories. According to Waterman (2010) studies of cognitive dissonance theory of perception that people have a stirring experience when their position is not consistent with past behavior. Criticism on self-perception theory it may be verified that disagreement or self-perception was an established philosophy behind the attitudinal change. The main difficulty laid in enquiring an experiment where the two simple theories may develop entirely different forecasts. According to one of the very prominent psychologists namely Anthony Greenwald, (1986) assumed that it may be difficult to differentiate between these two theories. Zanna & Cooper, (1974) developed a theory through an experiment in which individuals were to construct a counter attitudinal article. These are differentiated into high and low choices. They were also granted a medicine which can reduce the severity of their anxiety or tension for ultimate relaxation. All the participants show no behavioral change under low profiled changes that may be forecasted the cognitive disagreement theory and self-perception theory. It is quite fascinating that under the high choice participants were told the medicine may produce anxiety showing there no change in attitude; on the other hand the participants who were medicated would made relief depicting larger behavioral change. These outcomes are not mentionable by self-perception theory as stirring up should have done nothing with the governing mechanism in attitudinal change. Cognitive disagreement theory was promptly available capable to describe these outcomes, if the participants explain their state of non-cordial stirring up to the medicine then they may not change their behavior. Thus for chunk of time it showed that the discussion between self-perception theory and cognitive dissonance had come to an end.

THE TRUCE EXPERIMENT FOR REVIEW OF SELF-PERCEPTION THEORY

Another experiment has been conducted by Fazio, Zanna, and Cooper in (1977) depicting that both cognitive dissonance or disagreement and self-perception have no existence. Zanna & Cooper (1974) designed the similar experiment after adding another variable whether or not form anti attitudinal articles dropped in the radius of acceptance or radius of rejection which is discussed in Social judgment theory. It is mentioned that when form of article drop into radius of rejection the outcomes favored mental disagreement wherein the article drop in the radius of acceptance the outcomes favored self-perception theory. If mental disagreement or self-perception is more favorable theory is a title of recognized conflict of opinion and huge body of literature. There are different situations in which different theories are preferred, but it is conventional to use the term of mental disagreement theory by default. The mental disagreement theory considers the behavioral change when attitude of people is not consistent with their real behavior that is opaque and significant to them; wherein, the self-perception theory is used when those real behaviors are comparatively doubtful and less important. The research has shown that in comparison to conventional belief, a huge proposition of the behavior of people become vague and weak. So the self-perception theory is important in discussing one's behavior such as the evaluation of personality attributes of one individual and if someone may cheat to achieve the target. G. Jademyr & Yojiyfus, (1986) the concept of various

feature in the describing theory can be due to different factors such as situation pertained to disagreement and contrast. This may be done by the help of balance theory because it deals with the behavior aspect on dimensions and accountability.

PERSONAL AWARENESS

Personal awareness or self-awareness is the propensity for meditation and capability to understand oneself as separate entity apart from the ambience and other people. It should not be intermingled with sensitivity. Wherein, the sensitivity means the awareness of personal environment and structure self-awareness is the understanding of sensitivity. When someone can identify procedure recorded information about the personal intellect and got skill of his rational condition then they are assumed as self-awareness. According to Gordon Gallup, (2002) a professor of psychology at the State University of New York in Albany says that Self-awareness provides the ability to contemplate the past to project into the future and to speculate on what others are thinking. The researchers have experimented that the awareness of our knowledge started in the age of about one year and became more solid for further 18 months of age.

STAGES OF DEVELOPMENT

Self-awareness is the thing with which any one individual can develop his or her conscious. This typical kind of self-development relates to becoming mental image of his or her structure mind set feelings relationship with others. Personal awareness can never be occurred instantaneously through single attitude rather it build up slowly and steadily. The study of one mental condition is called Meta cognition and it is defined as the compass that there is theory of the self. Non self-components are developed for using sensory and memory sources. The development of self-awareness through self-exploration and social experiences may wider their social world and become closer with him or her. There are five level of awareness defined by the Emory University of Philippe Rochat, wherein the zero level means there is no self-awareness and level no. 5 shows the higher level of self-awareness.

(i) Level-1

Confusion, The individual has zero level of self-awareness at this level. This person is fully unaware even of mirror reflection of him or herself. They assumed mirror as an expansion of their environment. In this situation the individual is highly unaware to that extent that if he or she watches his or her reflection in mirror he or she may fight with it as that of some other person.

(ii) Level-2

Differentiation in this situation the person is aware to the extent that he can realize that mirror can reflect the things. He or she can feel that what is in the mirror is different from the external environment. In this level one can distinguish himself or herself apart from mirror.

(iii) Level-3

Identification in this situation the individual is sensible enough to understand that recognition has some weight. In this level one can realize that the person in the mirror is not any other person rather than this is his or her image. It is observed that the when the child watches themselves in the mirror rather than indicating to the mirror whereas indicating to themselves. They are now able to make their own identity.

(iv) Level- 4

Permanence when any individual attains this level then he or she can identify the self far from the present mirror visualization they are now capable to recognize themselves in the past images depicting the difference of young and old the permanent self is now experienced.

(v) Level-5

Self-consciousness or Meta Self-awareness in this level the person not only visualize himself or herself from his or her own perspective but can judge him or her from others point of views. Now they can also realize themselves from others point of view or the perception of others for him or her respectively. Concerned with research mentioned above, the time an average person when reaches at the age of 18 months then they will start discovering themselves and their separate entity and recognition as well as their images or reflection in the mirror. By the age of 24 months the person or

the child will start observing the surroundings and then start comparing themselves with others. There are numerous experiments taken place to observe or discover about the awareness of child. This may be judged with the experiment namely Shopping Cart Task He asked the children to push a shopping cart for their mothers but try to do so they had to step on the mat, and as a result, the body weight to prevent the vehicle from moving (Moore, Mealiea, Garon, Povinelli, 157-162). This experiment shows that at an early age, infants less self-conscious. There were eighteen 15-month-olds (eight girls and boys 10) and (12 girls and 9 boys) months between the ages of twenty-one 21. According to the result that the children were older who were 21 months successful very young toddlers who were 16 months of age (Moore Mealiea, Garon , Povinelli 164, 166) Moreover it established a research study to examine whether there was some sexual inequality. The results were reasonable and the only impact that the sex of the boys $M = 0.55$ with the overall successes as compared to girls (Moore, Mealiea, Garon, Povinelli, 164). This force is only because of the ages of the male and female. (Moore, Mealiea, Garon, Povinelli, 164) Therefore the shopping basket work depicts that young children have a more personal self-awareness and a good young toddlers. The growth of infants to recognize themselves with their surroundings and the child will find the self-representation in the form of work and then in the form of the qualities and characteristics of the environment around them during the development of the skills of young children School resettlement personal memory into your feelings. At this stage children begin to realize the seriousness of his likes and dislikes. This relocation allows the development of skills within the previous, current and future someone to grow as a mental experience can be recommended more easily. As self-awareness that children grow up they will go to separate and create their own people. Grant building their social and mental character taking the perspective of others and accept the inconsistencies by teenagers and integrated perception of themselves usually appear. New perspectives appear very personal and direct and develop the self-awareness of individuals throughout their adult lives. A further development and deeper self-awareness enables one to become more intelligent and reasonable in understanding yourself.

THEORY OF SELF-AWARENESS

In their landmark book Duval and Wicklund, (1972) according to objective self-awareness is a theory that says, when we focus our attention on ourselves, we become aware of our internal value and purpose of self-evaluation we value our current conduct themselves in comparison evaluators. The self-awareness is not to be confused with self-consciousness. Is intensified by a variety of emotional self-awareness some people however, through the outlets may try to increase their self-awareness and self-aware more people align their behavior with the standards. They did not live up to their own standards if people could be affected the audience, such as being displayed or recorded video or environmental reviews and warns of situations, such as self-awareness. It is also a personal memory to improve accuracy. DEMETRIOU theory (1993) mental development neo- Piagetian theories of self - awareness and develop from birth through the life of a regular general is considered a key factor for the development of inferential processes In addition recent studies in a number of cognitive processes about self-awareness “such as working memory, processing speed and efficiency of processing functions, such as a row participated in the public mind.

SELF-AWARENESS DISORDER

Anosognosia term obligations such as the lack of medical ailment or general terms awareness of medical treatment and there is nothing wrong with that as the purpose of that professional help may be against the disease people do not believe the risk of non-compliance self-awareness disagreements from time to time with the preliminary hearing following damage to the trestle was used to calculate the actual lack of understanding of the people in two important ways. Patient Competency Rating Scale in patients with traumatic injury self-awareness that is to assess the degree of difficulty PCRUPEES 5 Likert scale asks the subject of a 30 - item self-report different and independent functions family members and patients and pharmaceutical very good as well as their connection objects will be asked to assess each patient the contrast between the feelings and opinions of patients and their relatives are accepted as a measure of self-awareness impairment indirectly. This research is based on the limitations of kith and kin answers turn bias the results. This is referred to as the second method to study the patient’s self-awareness. treatment center or to determine in advance what they are and what they may be noted that what is wrong with the body of the patient the patient is usually curious.

DISSOCIATIVE IDENTITY DISORDER

DID or multiple personality disorder is a disorder involving identity disorder in two or more independent and distinct personality states (or identities) controls the behavior of the individual at different times. Different from the other one's identity may be, and when an individual with did is under the influence of one of their identities they may forget their experiences when they switch to another identity. "When under the control of a single identity a person is usually unable to remember some of the events that took place while the other characters are in control. It can face the loss of time loss of memory, and the adoption of different behaviors, attitudes and words and ideas under different personalities. They are often not aware of the different lives that lead or their condition in general.

A COMPUTATIONAL THEORY OF DECISION MAKING AND AWARENESS

According to R. Nikhil Devanur Lance Fortnow, (2009) we showed the modern meaning of recognition. Unofficially, the level of feeling about any object will depend on the time needed to Creating objects inside ecosystems outlined some of many examples that illustrate this idea which explains our instincts in that situation it is evaluated and data conversion. Levin's universal enumeration does not have a formal process and definition of independent consciousness. How many people are we mentioned it in our decision making with specific promotions can deal with certain decisions to understand the efficiency of utility calculated to depict the connection we connect to depict crackers and brand knowledge to evaluate the effectiveness of data centers to enhance awareness of the severity of the user can help to understand.

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