

Absorption Of Agniveers & Moulding Them Into Better Citizens Col

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ABSTRACT

The Agnipath Scheme overhauls Indian Armed Forces hiring and management. The Indian government started it. This program recruits young Agniveers for four years. The purpose is to strengthen the country's defense and increase it. Structured military training and exposure are intended to build discipline, resilience, leadership, and patriotism in these young recruits. Agniveers should be responsible, motivated, and civic-minded civilians following their service.

While the Agnipath Scheme has lofty intentions, little is known about its long-term effects on society, particularly on civic and leadership abilities learned in short-term military service. This paper proposes a solid conceptual and quantitative framework for investigating Agniveers' civic society integration to fill this gap. A thorough study of how this military training influences Agniveers' leadership, intrinsic drive, and civic engagement is presented in the paper. It uses well-known principles concerning transformational leadership, motivation-hygiene dynamics, and social identity construction.

This assessment is also crucial for policy, according to the essay. It also requires systematic post-service support to integrate Agniveers into the country's economy and society. Future empirical research using the framework will enable policymakers, defense planners, and civil society groups maximize the Agnipath Scheme's potential for change. This approach can make the country safer and make people more disciplined, skilled, and involved.

Keywords: Agnipath Scheme, Agniveer, Leadership, Motivation, Citizenship, Military Training, Civic Engagement, Social Integration

1 | Introduction

The Agnipath Scheme in India is a major defence reform. It want a young, tech-savvy, disciplined military. In 2022, the proposal was revealed to hire short-term workers differently. The Ministry of Defence plans to engage young men and women as Agniveers for four years (2022). Plans aim to boost national security and modernize the military. It also wants to build the country by instilling military values like discipline, honesty, resilience, leadership, and a strong sense of duty to the country in a new generation of citizens (Singh & Joshi, 2023).

The Agnipath Scheme takes ideas from other countries that have national service programs, such as Singapore, South Korea, and Israel. People say that these programs help young people become more disciplined, community-minded, and socially connected (Cohen & Luria, 2020; Tan & Seow, 2017). In these cases, short-term military service is seen as a good way to not only prepare the country for war, but also to promote civic integration and unity. The plan also fits with India's bigger goals of making the most of its demographic dividend, making it easier for young people to find work, and promoting national unity (NITI Aayog, 2021).

One of the main goals of the Agnipath Scheme is to help Agniveers re-join society as skilled, motivated, and community-oriented citizens who help India grow socially and economically. The program teaches Agniveers leadership, physical fitness, teamwork, crisis management, and a number of technical skills that are supposed to make them more employable and responsible citizens after they leave the military (Manoharan, 2016). It also has plans for educational certifications and financial packages to help them adjust to life as a civilian (Ministry of Defence, 2022).

However, even though these are good intentions, bringing Agniveers into society as a whole is both a big chance and a big problem. Agniveers could help build the nation by using the leadership, motivation, and problem-

solving skills they learned while serving in the military in civilian roles (Verma & Sharma, 2021). On the other hand, these people may have trouble with identity transition, finding a job, and reintegrating into society if they don't get enough policy support, clear resettlement pathways, and acceptance from others (Patel & Khan, 2022). Studies of similar short-term service models show that if these changes aren't handled well, there could be problems like disillusionment after the service, underemployment, and loss of morale (Cohen & Luria, 2020).

There has been a lot of writing about the scheme's policy design and short-term goals, but there is a lack of empirical research looking at its long-term social effects. More specifically, we don't know much about how Agniveers do in terms of leadership development, intrinsic motivation, civic engagement, and national integration after they go back to civilian life (Singh, 2020). Most of the research that has been done so far is either theoretical or qualitative. Only a few studies have given a numerical assessment of these outcomes (Patel & Khan, 2022).

This paper tries to fill this gap by suggesting a conceptual and quantitative research framework for systematically looking at the civic and leadership outcomes of Agniveers after they leave the service.

The framework is meant to help future empirical studies that can help policymakers make decisions based on evidence by focusing on important concepts like leadership capacity, motivation, and civic engagement. This kind of research is important not only for finding out how well the Agnipath Scheme is working, but also for finding out what changes need to be made to make it work as well as possible for the armed forces and all of Indian society.

2 | Literature Review

Serving in the military is a great way to learn how to lead, stay motivated, and be a good citizen. People have known this for a long time. Military training is a structured and disciplined place that helps people learn how to be honest, responsible, work as a team, and bounce back from setbacks. These are important for being a good soldier and a good citizen who helps out in the community. India has conducted several research on these effects in various military branches. Studies on how military service affects persons and society have taught us a lot.

Manoharan (2016) revealed that National Defence Academy (NDA) cadets who had formal military training were better leaders, more driven, and more nationalistic. His work reveals how vital the NDA's structured educational and physical training aspects are for teaching nation-building values. The study also demonstrates that early adulthood events can significantly impact military personnel's personal and professional lives.

In 2020, Singh examined how the Territorial Army affects people. This military duty is part-time and voluntary for civilians. Singh's study indicated that joining the Territorial Army can improve Officer-Like Qualities (OLQs) like leadership, duty, and teamwork under difficult situations. After leaving the military, Territorial Army members were more active in their communities, according to the study. This helps people get along. These findings support the premise that even short-term military service can impact society.

Researchers have also examined how military service influences Indians' community involvement. Verma and Sharma (2021) observed that Indian Armed Forces veterans are often more civic-minded and involved in their communities. The study indicated that veterans retain discipline, law-abidingness, and shared responsibility after leaving the service. These outcomes may depend on post-service support, fulfilling civilian jobs, and the person's socio-cultural background, the authors noted.

Despite the benefits of military service, short-term military personnel might struggle to return to civilian life. Patel and Khan (2022) examined how short-term military personnel adapt to civilian life. They found that job insecurity, difficulty transitioning to civilian workplace standards, and a lack of institutional assistance were the major issues. The writers underlined the importance of full resettlement programs, vocational counseling, and military talent recognition for civilians.

Their findings show that without this kind of help, military service may not have the positive effects on personal growth and social cohesion that it could have.

These studies all help us understand how military service affects leadership, motivation, and civic engagement, but there isn't much research on the specific case of Agniveers. The Agnipath Scheme is a new way for people to serve in the Indian military for a short time. It combines structured military training with skill development and educational certification. Agniveers are not like the NDA or the Territorial Army, which are more traditional military paths. They are supposed to serve for a certain amount of time and then go back to civilian life. Most of them do not stay in the military. This structure gives them new chances and problems when it comes to how they will fit into society after their service.

So far, there haven't been any big quantitative studies that look at how well Agniveers develop and keep leadership skills, intrinsic motivation, or civic engagement after their service. Because of its short length, focus on young people from different socio-economic backgrounds, and stated goals of nation-building, the scheme deserves close empirical study. This kind of research is important not only to make sure that the scheme's goals are met, but also to help policymakers come up with ways to help Agniveers successfully reintegrate into society. Filling this gap would greatly help both the academic discussion about military service and the real-world problem of using the Agnipath Scheme to improve India's economy and society.

3 | Theoretical Framework

This essay is based on well-known theories that, when put together, give us a strong way to think about how the Agnipath Scheme could help Agniveers become responsible, motivated citizens and good leaders. The proposed framework tries to give a full picture of how structured military service can help both personal growth and nation-building by combining ideas from leadership, motivation, and identity theories. The following theoretical bases shape the conceptual model that this study presents:

Transformational Leadership Theory (Bass, 1985)

Transformational Leadership Theory looks at the ways that leaders can inspire, motivate, and lift their followers to reach goals that are higher than what is normally expected. Bass (1985) says that transformational leaders show four main behaviours: idealized influence, where leaders act as role models and earn followers' respect and trust; inspirational motivation, where they communicate a compelling vision and encourage hope; intellectual stimulation, where they promote innovation and critical thinking; and individualized consideration, where they mentor and pay attention to the needs of each follower.

The Agnipath Scheme uses the structured training, discipline, and value system of the Indian Armed Forces to help Agniveers develop these transformational leadership skills. Agniveers are taught to be honest, have a vision, be responsible, be empathetic, and care about their community by going through hard physical training, being in tough situations, and working with others in organized activities.

These traits not only fit with the military's goals, but they are also important for getting Agniveers ready to be leaders in civilian life after their service.

Also, the transformational leadership principles that are taught in the military will probably help Agniveers become change agents in their communities, showing initiative and making moral choices in a variety of civilian situations.

This is especially important in a society like India's that is changing quickly and needs more youth leaders who can bring people together, support growth that includes everyone, and help the country reach its development goals. The plan could help the country grow, but only if Agniveers can learn and use transformational leadership skills after they leave the military.

Motivation-Hygiene Theory (Herzberg, 1959)

Herzberg's Motivation-Hygiene Theory, also known as the Two-Factor Theory, tells us a lot about what makes people happy and productive at work. The theory says that motivators are things that come from within that make people happy at work and keep them interested, while hygiene factors are things that come from outside that keep people from being unhappy but don't make them happy on their own (Herzberg, 1959). Achievement, responsibility, and growth excite people. Hygiene elements include work habits, standards, co-worker relationships, and workplace safety.

This framework shows how the Agnipath Scheme can motivate and work ethic military Agniveers. The program's framework motivates people with clear paths to success, recognition for good work, and the chance to tackle difficult tasks. Agniveers gain resilience, confidence, and self-efficacy from intrinsic job satisfaction and a strong sense of purpose.

Hygiene aspects like clear routines, fair and open rules, adequate living conditions, and unit camaraderie assist provide fundamental requirements and make people happy. This gives Agniveers a safe, predictable environment to grow personally and professionally without worrying about unjust treatment or what will happen next.

It's important to remember that these motivators and hygiene factors have long-lasting positive effects even after military service is over. The program helps Agniveers develop attitudes and behaviours that will help them in civilian life by encouraging them to be intrinsically motivated through achievement and recognition and by giving them a disciplined and supportive environment. This means being ready to do important work, getting involved in community projects, and continuing to work on building the country after they leave office. Putting these ideas into the Agnipath model makes it more likely that it will work as a defense policy and as a way to make people want to be good citizens.

Social Identity Theory (Tajfel & Turner, 1979)

Social Identity Theory, as Tajfel and Turner (1979) say, says that being part of a social group has a big impact on how a person sees themselves. People who are in these groups feel like they belong, have a purpose, and have meaning in their lives. This changes how they act, think, and interact with other groups and people in the group. People use their group identity to figure out who they are, and that changes how they act when they're with other people. Meeting each other, training together, and sharing tales creates a strong group identity that bonds, loyalizes, and unites military personnel.

Agnives have a sense of belonging centred on duty, honour, discipline, and serving the country through the Agnipath Scheme. People form friends and support each other by going through tough times, training hard, and working on projects. Agneers can feel strong, confident, and proud with their identity. It can help children perceive themselves as part of something bigger than themselves. It promotes collective norms including

responsibility, discipline, and commitment to goals. These attributes are crucial for military success and community involvement.

It is excellent to feel like you belong in the military, but civilian life can be hard afterward. Moving from organized, unified military service to more autonomous and diverse civil society may cause identity confusion. Agniveers may struggle to reconcile their military identity with civilian life if they do not have a proper reintegration plan. This may hinder their ability to apply military skills and principles to their careers and community duty.

How successfully Agniveers handle this identity transition will affect their social integration. Agniveers must mix their military and civilian identities to transform positively. It will help them maintain civic responsibility, leadership, and community involvement. Structured resettlement programs, mentorship programs, and public recognition of Agniveers' services can assist make this move simpler and ensure that their military identity benefits society. Social Identity Theory concludes that understanding and helping Agniveers' mental processes is crucial to their reintegration. This expands the program's national building mission.

Synthesized Conceptual Model

The paper uses these theoretical perspectives to create a conceptual picture of how the Agnipath Scheme can establish a nation. The paradigm suggests that Agniveers can become strong leaders and active citizens after leaving the service by acquiring transformational leadership abilities, finding motivation, and positively transforming their identity.

Table 1: Summary of Theoretical Foundations and Their Relevance to the Agnipath Scheme

Theory	Key Concepts	Relevance to Agniveers
Transformational Leadership Theory (Bass, 1985)	Idealized influence, inspirational motivation, intellectual stimulation, individualized consideration	Cultivates leadership qualities such as integrity, vision, and civic responsibility that can be applied post-service
Motivation-Hygiene Theory (Herzberg, 1959)	Motivators (achievement, recognition), hygiene factors (working conditions, policy)	Enhances intrinsic motivation, promoting job satisfaction and community engagement beyond military service
Social Identity Theory (Tajfel & Turner, 1979)	Group membership, identity formation, intergroup dynamics	Shapes a strong military identity; successful identity transition aids reintegration into civil society

Conclusion of Framework

These ideas are combined to show how the Agnipath Scheme can assist Indian youth progress in all areas. Transformational leadership, motivation, and identity creation can help us turn Agniveers into assets for the country's growth while they serve and after they leave.

4 | Policy and Practical Implications

The Agnipath Scheme modernizes India's defence workforce and boosts its economy and society. However, military service must be effectively integrated with veteran support services to maximize the plan. The program can generate a disciplined, talented, and civic-minded workforce that can help the country grow following military service when combined with planned resettlement programs.

One of the most significant things this strategy could achieve is create a disciplined and competent workforce beneficial across the economy. Agniveers are well-trained in discipline, teamwork, crisis management, and technical abilities, making them useful in these fields. This set of workers can improve workplace culture, productivity, and morality in many civilian domains.

The strategy can also encourage good citizenship and community service. Because of their honesty, service, and patriotism, Agnives are outstanding leaders for community development, emergency relief, environmental protection, and educational outreach. Policymakers may strengthen society and promote active citizenry by encouraging and rewarding this type of involvement.

Another important real-world effect of the plan is that it can lower youth unemployment by giving them skills certifications, training them to be ready for work, and making them more employable. Agniveers get the skills and nationally recognized certifications they need for civilian jobs through skill development programs and certifications. This can help fix the problems of underemployment and give young people from different economic backgrounds ways to move up the economic ladder.

To achieve these outcomes, several targeted interventions are recommended:

- Mandatory mentorship programs that connect former Agniveers with NGOs, community groups, and public service organizations. These kinds of programs can help people during the transition period, help them make connections, and reinforce the civic values they learned while serving in the military.

- Structured paths into public service jobs, like those in the police, paramilitary groups, disaster response teams, and civil defense. Recognizing previous military training in hiring processes for these fields can help keep Agniveers' skills and discipline in areas that are important to national security and social stability.
- Putting military skill certifications together with national job databases and skill registries. This would make sure that employers in all fields officially recognize the skills that Agniveers have learned, which would make them more competitive in the job market. To make this suggestion happen, the Ministry of Defence, the Ministry of Skill Development, and industry groups will all need to work together.
- Better counselling and career advice services just for Agniveers. Giving them clear information about job openings, school options, and help starting a business can help them make good decisions and make it easier for them to get used to life as a civilian again.

If these policy changes are put into action correctly, they will help the Agnipath Scheme reach its full potential for change. This will ensure that Agniveers protect the country while serving and help it thrive afterward.

5 | Conclusion

The revolutionary Agnipath Scheme aims to modernize the Indian Armed Forces and create the nation by transforming young people into responsible, disciplined, and motivated citizens. The structured military education curriculum helps kids acquire characteristics like honesty, leadership, teamwork, resilience, and patriotism. Both the military and society need these ideals to progress.

This study provides a framework for conceptual and quantitative research on how the Agnipath Scheme affects society. The paradigm integrates Transformational Leadership Theory, Motivation-Hygiene Theory, and Social Identity Theory to show how military duty can transform Agniveers into world-changers. Military training can boost intrinsic motivation, leadership abilities, and community belonging, according to these theories. Agniveers must learn these to make a difference in society after their service.

This essay discusses the Agnipath Scheme's potential and the importance of policymaking and implementation. Transitioning from military to civilian life requires more than good training. Strong post-service pathways help them find work, stay connected in their communities, and transform who they are. Structured resettlement programs, official recognition of military-acquired skills, certifications in national skill registries, and opportunities to serve the public in policing, disaster response, and civil defense will help military service members apply their values and skills in civilian life.

The strategy may also address the nation's largest issues, such as high young unemployment, social fragmentation, and community engagement. By giving young people from varied economic backgrounds meaningful opportunities to learn, lead, and serve, the Agnipath Scheme can make society more open, strong, and united.

The proposal appears fine on paper, but we must wait to see how it will influence society. Big, data-driven research are crucial for assessing Agniveers' leadership, motivation, and citizenship following service. This research can improve policy, fix implementation issues, and maximize the program's ability to grow the nation. The Agnipath Scheme is a daring attempt to leverage India's youth's energy and hopes for good, not merely to recruit warriors. The government, military, researchers, public society, and companies must collaborate to support Agniveers during and after duty for this effort to succeed. If executed properly, the strategy can create generations of civic-minded, empowered individuals who strengthen India's democracy and advance it globally.

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