

# CONTENTS

1	Harnessing AI for Inclusive Education: Addressing Gender and Age-related Differences in Teacher Attitudes	Dr. Bindhya M.S, Dr. Abdul Kalam Azad A
12	Building a Sustainable Future: Green Entrepreneurship in the World of Aquaculture	Vineetha I V, Dr. Santhi G Nair
23	Dopamine as the New Currency in Marketing: Investigating Psychological Drivers and Barriers to Consumer Engagement	Dr. Subha Sachithanand
33	Health, Hygiene and Psychological Well-being of Interstate Migrant Women Laborers in Kerala	Dr. Beena M
45	Consumer Awareness and Due Diligence in No-cost EMI-driven Electronic Purchases	Lekshmi S, Dr. Anitha S
54	IFRS 16 Lease Disclosures and Financial Ratios: A Comparative Study of Aviation and Telecom Companies in India	Anu Mathew, Dr. Sajeev
64	Role of AI in Enhancing Entrepreneurial Competencies: A Comparative Analysis of AI Powered and Traditional Entrepreneurship Education Programs	Rajeswari KV, Dr. Pradeesh S
74	Impact of Digital Lending Non-banking Finance Companies on Financial Inclusion of Unbanked Population	Vidya S Nair, Dr. Kalarani T G
84	Trends and Insights into Employability in Higher Education: A Bibliometric Perspective	Rahul PR, Dr. Chithra P
94	Financial Literacy and Financial Behaviour as Determinants of Financial Well-being among Legal Professionals in Kerala	Dhanitha P, Dr. Vijila V
102	Impact of Reels Ads on Purchase Intention Related to Automotive Accessories among the Youth in Ernakulam District	Nobin B, Dr. Aby RL
110	Impact of Personal Finance Decisions on the Investment Pattern of Salaried Individuals: A Study of Urban Areas in Thiruvananthapuram District	Dr. Sunil Chandran S
120	Tourists' Perception of Wellness Tourism in Kerala: A Study of Satisfaction and Revisit Intention	Jiji P, Dr. Sarun S G
129	Effective Utilization of Funds under Priority Sector Lending (PSL): Analyzing Sources of Repayment and their Impact on Loan Sustainability	Dr. Hashim M
138	A Study on the Performance Evaluation of Special Economic Zone Units on the Basis of Capital Investments in Kerala	Dr. Sathesh Babu A T

◆ Chief Editor's Voice

◆ Student's Corner

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Chief Editor's Voice

## UPSC'S PRATIBHA SETHU: A TALENT BRIDGE

Dr. C.V. Jayamani

Union Public Service Commission (UPSC) has launched a strategic initiative that allows verified employers, including central government and private organisations to connect with top talents from India's most competitive examinations. UPSC's Pratibha Setu portal (formerly known as the Public Disclosure Scheme - PDS) is the "second gateway to employment" which acts as a talent bridge for candidates who successfully clear all stages of the UPSC examinations-including the written exam and interview-but fail to make it to the final merit list

Pratibha is a Sanskrit word that means talent, brilliance or light. It is a feminine given name in India that signifies intelligence, creativity and radiance. We often give Pratibha as the name of a girl child. The first woman President of India happened to be Pratibha Patil. The root of Sanskrit term derived from two terms "Prati" means towards and "bha" means light. It signifies someone who radiates with light and brilliance. It is associated with a keen intellect, creativity and natural endowment. It has a cultural significance too. In Indian culture, the name is a nod to the nation's rich intellectual and creative heritage.

PRATIBHA stands for Professional Resource and Talent Integration Bridge for Hiring Aspirants. In management 3Ts are important. They are Talent, Task and Time. Management is an art and science of

integrating the talents to tasks in a time frame. The tasks should be achieved using the talents in a stipulated time. Achieving the target is important in management as management is a goal directed activity. But the time lag is not tolerated. Time is a precious thing. Time and tide wait for none.

Even in the era of Artificial Intelligence, we need to utilize the human resource to the maximum without idling a single person. The meritorious candidates are excellent, but those who completed all the qualifying tests but fail to find a place in the rank list are also equally competent. They are not useless but used less. As George Orwell says all are equal, but some are more equal than others. This vision has made the government to take initiative to utilize these untapped talents.

It is a "sethubandhanam" using all talents available, building the bridge by using meritorious as well as less meritorious for appropriate jobs and nation building. Rama Sethu was not built by super talents of Nala and Nila alone but using man, monkeys and even the efforts of small squirrels. No stone was unturned; no resource was unutilized.

UPSC's Pratibha Sethu which was earlier known as Public Disclosure Scheme (PDS) which provides access to the details of the non-recommended willing candidates who cleared all stages of exams conducted by UPSC but did not make it

to the final merit list. The UPSC Pratibha Sethu portal was launched by Prime Minister Narendra Modi in August 2025 during the 125th episode of Man Ki Baat. The portal is designed to connect UPSC candidates who cleared all exams stages but narrowly missed the final merit list with the employers in government, PSUs and private sector.

This provides a platform for the employers to select the non-recommended willing candidates who are almost as meritorious as the recommended candidates, while providing a second gateway for the UPSC aspirants to shine beyond the examinations. These unselected talents can be used for certain tasks to attain our targets.

Earlier the list of non-recommended willing candidates of the selected exams - candidates who qualify the written examinations but are not recommended after the interview - was released under the Public Disclosure Scheme on its website. Now the Commission provides login ID to the organizations for the voluntary selection/recruitment of the non-recommended candidates. Further, private organizations can also register through their own using the Commission's portal

Under this initiative, a soft biodata of the candidates including their educational qualifications and contact details will also be accessible. The resource carries a data bank of more than 10000 willing candidates who cleared all stages of the UPSC exams but did not make it to the final merit list

Lakhs of students apply for different government jobs recruitment exams conducted by the Commission. The public

disclosure scheme has been in force since August 20, 2018. The Commission first used this scheme to disclose the list of candidates for the combined Medical Service Exams 2017. However, the PDS has now been renamed as UPSC Pratibha Sethu

Non-recommended willing candidates of Civil Service Examinations and the examinations for the Indian Forest Service, Central Armed Police Forces, Engineering services, Combined Geo-Scientists, Combined Defense Services, Indian Economic Services/ Indian Statistical service examinations and combined Medical Services are included in the scheme. With the data bank of ten thousand plus talented candidates, it ensures their skills don't go untapped while giving resources direct access to qualified professionals

The launch of Pratibha Sethu underscores the government's commitment to recognizing and harnessing the potentials of all aspirants ensuring that their journey doesn't end with a missed list but continue towards meaningful employment and contribution to the nation. This provides platform for employer to select non-recommended willing candidates who are almost as meritorious to the recommended candidates and provides a second gateway for UPSC and make use of the less meritorious candidates also. First of its kind initiative on the part of the government of India, facilitates organizations to connect with top talents from India's most competitive examinations