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Research Paper

To Study the Response of the Awareness Program Conducted for the Academic Year 2021-2022 Admitted IMG Students and Their Parents in The Preventive Infrastructure Established by The

Institution for Ragging

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ABSTRACT

Introduction: The term ragging means any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student. Methodology: The study was carried out on newly admitted IMG students for the academic year 2021-2022 on 21 -02-2022 as part of Orientation Program under the aegis of Foundation Course. On the foundation day 120 students were present out of 152 admitted students. A sensitization program was conducted to the students in the afternoon session at 2-3 pm. Out of the total students present 87 students gave feedback on the outcome of the session. Along with the students the study was carried out on parents of newly admitted medical students for the academic year 2021-2022 on 21 -02-2022 as part of Orientation Program under the aegis of Foundation Course. On that day 30 parents were present for the 152 newly admitted students. A sensitization program was conducted to the parents in the morning session at 11 am-12 noon. Out of the total parents present 14 parents gave feedback on the outcome of the session.

Keywords: Ragging, IMG student, Parents, UGC Guidelines, Orientation program

The University Grants Commission (UGC) regulation on curbing ragging in Higher Educational Institution, 2009 has stated its objective to root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the

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appropriate law in force. The term ragging means any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student¹.

Ragging started as an initiation ritual and a subset of bullying. Bullying is the use of force, coercion, or threat, to abuse, aggressively dominate or intimidate. This goes by name hazing in North America bizutage in France and praxe in Portugal. The study has been conducted as per the guidelines laid by the University Grants Commission (UGC) New Delhi, India and as per the draft of UGC regulation on curbing the menace of ragging in higher educational institutions, 2009. The students and parents were made aware of UGC objective and brief orientation was given about the various aspect of the draft1. The students and parents were introduced to the seven "warning signs" of gas lighting that are the observed in abuser's who have an intention of ragging. Gaslighting is psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual or group, making them question their own memory, perception, or judgement. It may evoke changes in them such as cognitive dissonance or low self-esteem, rendering the victim additionally dependent on the gas lighter for emotional support and validation. Using denial, misdirection, contradiction, and misinformation, gas lighting involves attempts to destabilize the victim and delegitimize the victim's beliefs. As described by Patricia Evans, seven "warning signs" of gas lighting are the observed abuser's:

- Withholding information from the victim;
- Countering information to fit the abuser's perspective;
- Discounting information;
- Using verbal abuse, usually in the form of jokes;
- Blocking and diverting the victim's attention from outside sources;
- Trivializing ("minimising") the victim's worth; and,
- Undermining the victim by gradually weakening them and their thought processes².

Gaslighting is an extremely intense form of emotional abuse. It requires a lot to notice that you're being gaslighted because initially, it doesn't seem like anything's wrong. It also takes a lot to remove oneself from the gaslighter/abuser. Gaslighting can have a huge impact on one's identity, as a whole. The reason why gaslighting is very dangerous is because it is a slow but sure process to take away people's sense of self. It causes the victims to second-guess themselves at every turn. They don't trust themselves and completely trust the abuser. The victims will doubt themselves and find ways to believe the abuser rather than themselves³. In Rankism and dignity theory the author states Rankism is "abusive, discriminatory, and/or exploitative behaviour towards people because of their rank in a particular hierarchy "^{4,5}. In a study conducted on school children Dan Olweus Defined bullying as unwanted aggressive behaviour that is repeated over time and involves an imbalance of power or strength⁶ The students and parents were made aware of Roy F. Baumeister Social psychologist who is known for his work on the self, social rejection, belongingness, sexuality and sex differences, self-control, self-esteem, self-defeating behaviours, motivation, aggression,

consciousness, and free will⁷. At the end there was emphasis on the the Aman moment⁸ and in 2009 UGC passed regulation on curbing ragging in higher educational institutions¹.

METHODOLOGY

The study was carried out on newly admitted IMG students for the academic year 2021-2022 on 21 -02-2022 as part of Orientation Program under the aegis of Foundation Course. On the foundation day 120 students were present out of 152 admitted students. A sensitization program was conducted to the students in the afternoon session at 2-3 pm. Out of the total students present 87 students gave feedback on the outcome of the session.

Along with the students the study was carried out on parents of newly admitted medical students for the academic year 2021-2022 on 21 -02-2022 as part of Orientation Program under the aegis of Foundation Course. On that day 30 parents were present for the 152 newly admitted students. A sensitization program was conducted to the parents in the morning session at 11 am-12 noon. Out of the total parents present 13 parents gave feedback on the outcome of the session.

RESULT

Table Number I: Students and Parents awareness of University Grants Commission (UGC) framework

Sr No	Questionnaire	numbers and percentage			Parents response in numbersnumbersand percentage		
		(Y) ^A %	(M) ^B	(N) ^C	(Y) %	(M)	(N)
1.	Objective: "Root out ragging in an institution"	86 98.9	1 1.1		14 100		
2.	Objective awareness: Before the start of orientation program during	78		9	11		3
	"Foundation Course"	89.7		10.3	78.6		21.4
3.	Institutional communication through various modes of channels before	80	4	3	14		
	admission	92	4.6	3.4	100		

A: Yes B: Maybe C: No and D: Percentage

Table Number II: Institutional approach towards framework of University Grants Commission (UGC) guidelines

Sr No	Questionnaire	numb	Students' response in numbers and percentage			Parents response i numbers an percentage		
		(Y) ^A	(M) ^B	(N) ^C	(Y)	(M)	(N)	
		% ^(D)			% ^(D)			
1.	Undertaking through online on taking	78	4	5	12	1	1	
	admission	89.7	4.6	5.7	85.7	7.1	7.1	
2.	Institution providing a printed copy:	62	6	19	9	2	3	
	"Code of Conduct"	71.3	6.9	21.8	64.3	14.3	21.4	
3	Institution forming "Anti-Ragging	87			14			
	Committee"	100			100			
4.	Institution forming "Anti-Ragging	86	1		14			

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	Squad"	98.9	1.1		100		
5.	Institution forming "Monitoring Cell on	83	2	2	14		
	Raging"	95.4	2.3	2.3	100		
6.	Institution appointing: "Counsellor"		1		13	1	
		98.9	1.1		92.9	7.1	
7.	Institution appointing: "Security	86	1		12	1	1
	Personnel"	98.9	1.1		85.7	7.1	7.1

A: Yes B: Maybe C: No and D: Percentage

Table Number III: Awareness of theoretical perspective for the need of framework of University Grants Commission (UGC) guidelines

Sr	Questionnaire	Studer	its' resp	onse in	Paren	ts respo	nse in	
No		numbe	numbers and			numbers		
		percen	percentage			percentage		
		(Y) ^A	(M) ^{B}	(N) ^C	(Y)	(M)	(N)	
		% ^(D)			% ^(D)			
1.	Ragging is a subset of bullying"	86	1		13	1		
		98.9	1.1		92.9	7.1		
2.	Gaslighting and the Seven warning signs	87			9	2	3	
	of gas lighting observed in the abuser	100			64.3	14.3	21.4	
3.	Rankism and Dignity Theory	85	2		9		5	
		97.7	2.3		64.3		35.7	
4.	Dan Olweus: "Olweus Bullying	83	3	1	8		6	
	Prevention Program [OBPP]"	95.4	3.4	1.1	57.1		42.9	
5.	Roy F. Baumeister: "The Handbook of	82	3	2	9		5	
	Social Psychology"	94.3	3.4	2.3	64.3		35.7	
6.	Aman Movement and Aman Satya	85	1	1	11		3	
	Kachroo Trust	97.7	1.1	1.1	78.6		32.4	

A: Yes B: Maybe C: No and D: Percentage

Table Number IV: Orientation by institution of various parameters to fulfil the objectiveof University Grants Commission (UGC) guidelines

Sr	Questionnaire	Studer	nts' resp	onse in	Paren	ts respo	nse in	
No		numbe	ers	and	numb	and		
		percen	percentage			percentage		
		(Y) ^A				(M)	(N)	
		% ^(D)			% ^(D)			
1.	Submission of affidavits of taking oath	66	5	16	14			
	not to indulge in ragging	75.9	5.7	18.4	100			
2.	Toll-free 'Anti-Ragging Helpline '	84	3		12	2		
		96.6	3.4		85.7	14.3		
3.	Awareness: Anti-Ragging NGO Society	85		2	10	3	1	
	Against Violence in Education (SAVE)	97.7		2.3	71.4	21.4	7.1	
4.	Report the incidence of ragging as a	86		1	14			
	victim as well as witness	98.9		1.1	100			
5.	Institution organizes joint sensitization	82	3	2	11	3		
	program of newly admitted students and	94.3	3.4	2.3	78.6	21.6		
	the senior students							
6.	Mentorship Program: Curricular, co-	87			13	1		
	curricular and extra-curricular activity for	100			92.9	7.1		

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	the overall development of student					
7.	Create awareness in the society at large:	86	1	 13	1	
	Prevention of Ragging	98.9	1.1	 92.9	7.1	

A: Yes B: Maybe C: No and D: Percentage

Table Number V: Anti-Ragging Squad: Parameters considered as "Incidence of Ragging" to be reported

Sr No	Questionnaire	numbe percer	ers ntage	oonse in and	Parents response in numbersnumbersand percentage			
		(Y) ^A %	(M) ^{B}	(N) ^C	(Y) %	(M)	(N)	
1.	Different phase student in the separately	82	4	1	14			
	lodging facility of newly admitted student	94.3	4.6	1.1	100			
2.	Newly admitted student performing an unusual act in the presence of newly	78	4	5	10	2	2	
	admitted student	89.7	4.6	5.7	71.4	14.3	14.3	
3.	Newly admitted student performing an	85	2		13	1		
	unusual act in the presence of a different phase student	97.7	2.3		92.9	7.1		
4.	Different phase student performing an unusual act in the presence of a new	86	1		13	1		
	admitted student	98.9	1.1		92.9	7.1		
5.	Different phase student in an unusual or inappropriate attire or style in the	84	4		13	1		
	separately lodging facility of newly admitted student	95.4	4.6		92.9	7.1		
6.	Newly admitted student in an unusual or inappropriate attire or style in the	82	5		13	1		
	separately lodging facility of newly admitted student	94.3	5.7		92.9	7.1		
7.	Incidence of ragging within the	85	2		13	1		
	institutional premises as well as outside the institutional premises	97.7	2.3		92.9	7.1		
8.	Surprise inspection by the anti-ragging	75	10	1	14			
	squad	87.4	11.5	1.1	100			

A: Yes B: Maybe C: No and D: Percentage

Table Number VI: Infrastructure provided by the institution as per framework of University
Grants Commission (UGC) guidelines- Students Response

Sr	Questionnaire	Students' response in numbers and percentage						
No		(E) ^{E)}	(VG) ^F	(G) ^{G}	(A) ^H	(P) ^I	(VP) ^J	
		% ^(D)						
1.	Lodging students separately	43	16	17	7	2	2	
		49.4	18.4	19.5	8	2.3	2.3	
2.	Facility provided by the institution	43	23	18	3			
		49.4	26.4	20.7	3.4			
3.	Rating of the orientation program conducted	47	28	10	2			
		54	32.2	11.5	2.3			

D: Percentage E: Excellent F: Very Good G: Good H: Average I: Poor J: Very Poor

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Table Number	VII: Infrastructure	provided by the	he institution	as per framework of
University Gran	ts Commission (UG	C) guidelines- Pa	rents Respons	se

Sr No	Questionnaire	Students' response in numbers and percentage					and
		(E) ^{E)}	(VG) ^F	(G) ^G	(A) ^H	(P) ^I	$(VP)^{J}$
		% ^(D)			•		
1.	Lodging students separately	9	3	2			
		64.3	21.4	14.3			
2.	Facility provided by the institution	10	3	1			
		71.4	21.4	7.4			
3.	Rating of the orientation program	10	3	1			
	conducted	71.4	21.4	7.4			

D: Percentage E: Excellent F: Very Good G: Good H: Average I: Poor J: Very Poor

DISCUSSION

The "Orientation Program" for the newly admitted IMG students for 2021-22batch was organized on 21ST February 2022 between 2-3 pm. A session was also held for the parents between 11 am to 12 noon. The topic was "You are shielded- Anti-Ragging measures employed by the Institution". The students and parents were oriented towards the framework of University Grants Commission (UGC) guidelines, the theoretical framework and the institutional framework towards the implementation of University Grants Commission (UGC) objective.

In Table Number I the response of students and parents' awareness of the objective University Grants Commission (UGC) framework is shown. Although there was general unanimity amongst both the students (98.9%) and parents (100%) of the objective namely "to root out ragging from the institution" the percentage of awareness is slightly less (89.7%) and (78.6%) amongst the students and parents respectively. In the institutional communication through various modes of channels before admission all parents were unanimous (100%) of the receival and acceptance of communication compared to students (92%).

In Table Number II the institutional approach towards framework of University Grants Commission (UGC) guidelines feedback by students and parents are depicted. In the undertaking through online on taking admission the percentage of response amongst the students is (89.7%) and parents is (85.7%). The institution provides a printed copy in the form of "Code of Conduct" for which the response from students was (71.3%) and parents was (64.3%) respectively. For the "Anti-Ragging Committee" constituted by the institution there was unanimous approval and response from students and parents was 100% respectively. In the response by the students and parents for Institution forming "Anti-Ragging Squad" there was 98.9% and 100% respectively. The response for institution forming "Monitoring Cell on Raging" by students is 95.4% and from parents is 100%. The institution has appointed a "Counsellor" as per University Grants Commission (UGC) and the response from students is 98.9% and parents is 92.9%. For the Institution appointing "Security Personnel" the response from students is 98.9% and parents is 95.7%.

In Table Number III is on theoretical perspective for the need of framework of University Grants Commission (UGC) guidelines. In the first questionnaire of "ragging is a subset of

bullying" the student's response was 98.9% and the parents' response was 92.9%. In the theoretical concept of gaslighting and the Seven warning signs of gas lighting observed in the abuser the student's response was overwhelming at 100% and the parents' response was 64.3%. In the Rankism and Dignity Theory the student's response was 97.7% and the parents' response was 64.3%. In the Dan Olweus: "Olweus Bullying Prevention Program [OBPP]" the student's response was 95.4% and the parents' response was 57.1%. In the Roy F. Baumeister: "The Handbook of Social Psychology" the student's response was 94.3% and the parents' response was 64.3%. In the Aman Movement and Aman Satya Kachroo Trust the student's response was 97.7% and the parents' response was 78.6%.

In Table Number IV the response by students and parents are shown on the institution creating awareness of various parameters to fulfil the objective of University Grants Commission (UGC) guidelines. For submission of affidavits of taking oath not to indulge in ragging the response by students 75.9% was and parents was 100%. The response for Tollfree 'Anti-Ragging Helpline' by the students was 96.6% and parents is 85.7% respectively. For the awareness of Anti-Ragging NGO Society Against Violence in Education (SAVE) the response by the students was 97.7% and parents is 71.4%. For the response whether the students and parents are willing to report the incidence of ragging as a victim as well as witness there was overwhelming response of 98.9% and 100% respectively. For the awareness parameter of institution organizing joint sensitization program of newly admitted students and the senior students the response by students is 94.3% and parents is 78.6%. The response for mentorship program for Curricular, co-curricular and extra-curricular activity for the overall development of student was 100% by the students and 92.9% by the parents. As an individual for the parameter of creating awareness in the society at large on the objective of University Grants Commission in future the response by the student was 98.9% and parents was 92.9% respectively.

In Table Number V the students and parents were given certain parameters which constitutes as incidence of ragging that has to be reported to "Anti-Ragging Squad". In the first parameter the response from student was 94.3% and parents was 100% for different phase student in the separately lodging facility of newly admitted student. In the second parameter for newly admitted student performing an unusual act in the presence of newly admitted student the response from student was 89.7% and parents was 71.4%. For the third parameter of newly admitted student performing an unusual act in the presence of a different phase student the response from students was 97.7% and parents was 92.9%. The response for fourth parameter of different phase student performing an unusual act in the presence of a new admitted student the response from students was 98.9% and parents was 92.9%. For fifth parameter the response of different phase student in an unusual or inappropriate attire or style in the separately lodging facility of newly admitted student the response from students was 95.4% and parents was 92.9%. The response from students was 94.3% and parents was 92.9% for the sixth parameter namely newly admitted student in an unusual or inappropriate attire or style in the separately lodging facility of newly admitted student. For the seventh parameter of incidence of ragging within the institutional premises as well as outside the institutional premises the response from students was 97.7% and parents was 92.9%. The eighth parameter of surprise inspection by the anti-ragging squad the response from students was 87.4% and parents was 100%.

In Table Number VI and VII the response by students and parents for infrastructure provided by the institution as per framework of University Grants Commission (UGC) guidelines is tabulated. The response by students and parents for lodging students separately was (49.4%, 18.4%, 19.5%) and (64.3%, 21.4%, 14.3%) respectively. For facility provided by the institution the response by students and parents was (49.4 % 26.4% 20.7%) and (71.4% 21.4% 7.4%) respectively. The response by students and parents for rating of the orientation program conducted was (54% 32.2% 11.5%) and (71.4% 21.4% 7.4%) respectively.

SUMMARY

There is a need to have Orientation program at the start of the Foundation Course for the newly admitted IMG students and parents to create awareness.

There is a need to create a proper and dedicated digital infrastructure for the students and parents' response. The reason for the printed copy in the form of "Code of Conduct" response was because of the first day of the start of the academic year for newly admitted students of 2021-2022 batch.

The institution has put a system in place where all the parameters defined by the framework of University Grants Commission (UGC) guidelines is laid and the response from the students and parents were unanimously accepted with majority approval.

The theoretical perspective for the need of framework for University Grants Commission (UGC) guidelines was emphasized to give a strong foundation for the awareness program which gives proper perspective to the objective of "to root out ragging from the institution". The parents' response to all parameter expect to the first was less compared to students' response. One of the reasons was diverse educational background which the parents highlighted by responding of going through theoretical framework after the orientation program to understand in a better way of the objective of University Grants Commission (UGC).

In the response by students and parents on the institution creating awareness for the objective of University Grants Commission (UGC) there is a need to develop a good framework for physical and digital infrastructure for better coordination. There is a strong awareness amongst students and parents towards the objective and willingness to create awareness in future to in society at large. The institution encourages and fosters a healthy interaction of all phases of undergraduate students by having regular orientation program and a mentorship program to instil overall growth of students.

For the newly admitted student performing an unusual act in the presence of newly admitted student the response is slightly less. One of the reasons from students' perspective is it constitutes a homogenous group where individual feels the need to protect other individual. As a parent the acceptance level could be slightly less of their ward for performing an unusual act in the presence of newly admitted student. The parents' response was unanimous compared to students which is slightly less compared to other parameter in respect to surprise inspection by the anti-ragging squad. One of the probable reasons could be students being in a totally new environment and reluctance of acceptance of power vested on the individuals by authority.

The parents' response to infrastructure provided by the institution as per framework of University Grants Commission (UGC) was overwhelmingly better on all the parameters. Compared to parents, the students response was less in the range of Excellent, Very Good and Good especially on the parameter of lodging separately for newly admitted students.

DISCUSSION AND CONCLUSION

The University Grants Commission (UGC) should specifically announce in its regulatory framework the day on which students and parents are addressed in the form of Calendar of Events so that all can avail the benefit of the program.

The digital infrastructure can be centralized or decentralized with authority to create and maintain at respective college where monitoring and evaluation can be done on regular interval. There is a need of calendar of event for the Foundation Course by the University Grants Commission (UGC) so that all the stakeholders are under the same platform of the conduct of orientation program. One of the types of feedback given by the parent was to conduct the orientation program through hybrid mode so that all stakeholders can avail the benefit.

The institution has put the system in place as per University Grants Commission (UGC) objective and regularly conducts awareness program for the students of different phases and other stakeholders of the institution. The need of theoretical perspective for the framework for University Grants Commission (UGC) guidelines was emphasized to give strong foundation for the objective mentioned. Compared to parents the response from students was better.

Creating awareness is a continuous and dynamic process laying a strong emphasis on infrastructure for better coordination of all stakeholders to serve the common objective laid by University Grants Commission (UGC) for the welfare of students. There is a need to do further research in group and group dynamics to study the acceptance level of students and parents in student performing an unusual act in the presence of newly admitted student. Another area where research needs to be done is in the dynamics of power and level of acceptance which is seen in response by the students only for the parameter of surprise inspection by the anti-ragging squad.

On the open-ended question most of the students and parents expressed their appreciation of a good session being organized by the institution. One of the parents mentioned the need to have hybrid mode of session being conducted so that all stake holders can avail the facility. One thing student did mention of reducing the time period of separate lodging facility provided to all newly admitted students which the students found restrictive. This can be seen in the response of the students for separate lodging facility (Table Number VI).

There is a need to create awareness program by integrating all parameters for proper understanding the objective laid by University Grants Commission (UGC).

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Conflict of Interest

The author(s) declared no conflict of interest.

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