In search of jobs: On the challenge of employment generation

Technology must be **harnessed** for **easing** burden and for **efficiency**

Employment generation will remain a major challenge before the Narendra Modi government in its third term, and the upcoming Union Budget is expected to **take note of** it. There are no easy **ways out**, **given** the **swelling** numbers of young job **seekers**, and the changing nature of the economy that requires fewer workers, **thanks to** rapid technological **advancement**. Recent studies have **highlighted** the **seriousness** of the challenge. The Annual Survey of Unincorporated Sector Enterprises (ASUSE) notes that **just 21%** of the total **establishments** **used** the Internet for **entrepreneurial** activities. The **survey**, quite similar to a previous report of the International Labour Organisation (ILO), **says** the **unincorporated non-agricultural economy** employed about 11 crore workers during October 2022 to September 2023 in comparison to about 9.8 crore workers during 2021-22. The ILO's India Employment Report had also warned that **the share** of manufacturing employment **was** **stagnant**, at around 12%-14% and the slow **transition** of jobs from agriculture to non agriculture reversed due to the COVID-19 pandemic. A Citigroup report too said the current rate of job creation will not be sufficient to **meet** future demand. The ASUSE had also noted that 'Other Services' contributed the maximum share (36.45%) to the total employment followed by 'trading' (35.61%) and 'manufacturing' (27.94%). Various Periodic Labour Force Surveys had also noted that **45.76%** of the total workforce **was** engaged in agriculture and **allied** sectors during 2022-23.

While the government cannot magically change the situation, it can **initiate** thoughts about solutions. The Swadeshi Jagran Manch has demanded that the Centre **impose** a **robot tax** and **incentivise** job creation in the Budget. The trade unions have asked the Centre to **convene** the long-pending Indian Labour Conference. Union Labour Minister Mansukh Mandaviya's **decision** to **reach out** to trade unions **is** a positive **development**, but he must have stronger prescriptions than the Labour Codes to stop job losses and generate more jobs. Technological innovations should be to reduce the workload of people, and not to create hurdles for their **livelihood**. To **industrialise** agriculture production, the government should consider more public and cooperative investment to create more jobs and ease the load on farmers. It has to **bring on board** the private and public sectors, labour unions, States and political parties to design a growth model with job creation at its centre. Recent global experiences suggest that **economic growth** without employment growth **can** cause social and political **upheavals**. This is not a problem that can be explained away, and an honest **account of** the problem will be a good starting point for **mitigative** measures.   **[Practice Exercise]**

- Red/blue coloring of words in the sentence indicates subject verb relationship; where 'red' denotes 'subject' and 'blue' denotes 'verb'.

Vocabulary

1. **Harness** (verb) – Utilize, exploit, employ, use, deploy प्रयोग करना

2. **Ease** (verb) – Alleviate, relieve, lessen, mitigate, reduce कम करना

3. **Efficiency** (noun) – Productivity, effectiveness, performance, competence, proficiency दक्षता

4. **Take note of** (phrase) – Acknowledge, recognize, pay attention to, observe, consider ध्यान देना

5. **Way out** (phrasal verb) – Solution, escape, exit, resolution, alternative समाधान

6. **Swelling** (adjective) – Increasing, rising, expanding, growing, enlarging बढ़ता हुआ

7. **Job seeker** (noun) – Applicant, candidate, job hunter, employment seeker, work searcher नौकरी तलाशने वाला

8. **Thanks to** (phrase) – Due to, because of, owing to, as a result of, attributable to की वजह से

9. **Advancement** (noun) – Progress, development, improvement, enhancement, growth प्रगति

10. **Highlight** (verb) – Emphasize, underline, stress, showcase, point out जोर देना

11. **Seriousness** (noun) – Gravity, severity, importance, criticality, urgency गंभीरता

12. **Establishment** (noun) – Organization, institution, enterprise, entity, business संस्थान

13. **Entrepreneurial** (adjective) – Business-minded, enterprising, innovative, start-up, ambitious उद्यमी

14. **Unincorporated non-agricultural economy** (noun) – The segment of the economy that includes businesses and enterprises not formally registered or incorporated, operating outside the agricultural sector. This includes small shops, service providers, and other informal businesses that do not fall under the formal legal structure. असंगठित गैर-कृषि अर्थव्यवस्था

15. **Stagnant** (adjective) – Inactive, static, motionless, sluggish, unchanging स्थिर

16. **Transition** (noun) – Shift, change, movement, transformation, conversion परिवर्तन

17. **Meet** (verb) – Fulfill, satisfy, address, accommodate, comply with पूरा करना

18. **Allied** (adjective) – Associated, related, connected, linked, affiliated संबंधित

19. **Initiate** (verb) – Begin, start, commence, launch, originate शुरू करना

20. **Impose** (verb) – Enforce, levy, implement, apply, mandate थोपना

21. **Robot tax** (noun) – A proposed tax on businesses that use automated robots and artificial intelligence for production and services. The idea behind this tax is to generate revenue that can be used to support workers who may lose their jobs due to automation, and to incentivize companies to create and maintain human jobs.

22. **Incentivise** (verb) – Encourage, motivate, stimulate, promote, reward प्रोत्साहित करना

23. **Convene** (verb) – Summon, call, assemble, gather, organize बुलाना

24. **Reach out** (phrasal verb) – Connect, contact, approach, engage, communicate संपर्क करना

25. **Development** (noun) – event, turn of events, occurrence, happening, circumstance घटनाक्रम

26. **Livelihood** (noun) – Income, subsistence, employment, means of living, source of income आजीविका

27. **Industrialise** (verb) – Mechanize, modernize, develop industry, automate, commercialize औद्योगिकीकरण करना

28. **Bring on board** (phrase) – Include, enlist, recruit, involve, engage शामिल करना

29. **Upheaval** (noun) – Turmoil, disruption, disturbance, revolution, chaos उथल-पुथल

30. **Account** (of) (noun) – Report, description, explanation, narrative, story विवरण

31. **Mitigative** (adjective) – Alleviative, relieving, reducing, moderating, easing कम करने वाला

Summary of the Editorial

1. **Employment Challenge**: Employment generation is a significant challenge for the Narendra Modi government in its third term, especially with the upcoming Union Budget.

2. **Swelling Job Seekers**: There is an increasing number of young job seekers, and the economy's changing nature demands fewer workers due to rapid technological advancements.

3. **Seriousness Highlighted**: Recent studies, including the Annual Survey of Unincorporated Sector Enterprises (ASUSE), underscore the gravity of the employment challenge.

4. **Internet Usage**: ASUSE notes that only 21% of total establishments used the Internet for entrepreneurial activities.

5. **Employment Data**: The unincorporated non-agricultural economy employed about 11 crore workers from October 2022 to September 2023, up from about 9.8 crore workers in 2021-22.

6. **Manufacturing Employment**: The ILO's India Employment Report indicates stagnant manufacturing employment at around 12%-14%.

7. **Job Transition**: The slow transition of jobs from agriculture to non-agriculture sectors reversed due to the COVID-19 pandemic.

8. **Future Demand**: A Citigroup report suggests that the current rate of job creation will not suffice to meet future demand.

9. **Sector Contributions**: ASUSE reports that 'Other Services' (36.45%) contributed the most to total employment, followed by 'trading' (35.61%) and 'manufacturing' (27.94%).

10. **Agricultural Workforce**: Periodic Labour Force Surveys show that 45.76% of the total workforce was engaged in agriculture and allied sectors during 2022-23.

11. **Government Role**: While the government can't change the situation instantly, it can initiate solutions.

12. **Robot Tax Proposal**: The Swadeshi Jagran Manch suggests imposing a robot tax and incentivising job creation in the Budget.

13. **Labour Conference**: Trade unions urge the Centre to convene the long-pending Indian Labour Conference.

14. **Positive Outreach**: Union Labour Minister Mansukh Mandaviya's outreach to trade unions is seen as positive but requires stronger measures than just the Labour Codes.

15. **Technological Innovations**: Innovations should aim to reduce people's workload and not hinder their livelihoods. The government should invest more in public and cooperative sectors to industrialize agriculture, creating more jobs and easing the farmers' burden. Economic growth without employment growth can lead to social and political upheavals, necessitating a comprehensive job-centric growth model.

Practice Exercise: SSC Pattern Based

1. **Which survey provides insight into the use of the Internet for entrepreneurial activities in the unincorporated sector**?   **[Editorial Page]**
   A. International Labour Organisation (ILO) Report
   B. Citigroup Report
   C. Annual Survey of Unincorporated Sector Enterprises (ASUSE)
   D. Periodic Labour Force Survey

2. **What is the primary challenge faced by the Narendra Modi government in its third term as highlighted in the passage**?
   A. Increasing manufacturing employment
   B. Creating sufficient jobs for young job seekers
   C. Imposing a robot tax
   D. Enhancing agricultural productivity

3. **Why is the current rate of job creation considered insufficient according to the passage**?
   A. Due to a stagnant manufacturing employment rate
   B. Because of the demands of the Swadeshi Jagran Manch
   C. Because 'Other Services' contribute the maximum share to total employment
   D. The transition of jobs from agriculture to non-agriculture reversed due to COVID-19

4. **Based on the passage, what can be inferred about the impact of technological advancements on employment in India**?
   A. Technological advancements have significantly increased the number of jobs in agriculture.
   B. Technological advancements have led to a reduced need for workers in various sectors.
   C. Technological advancements have no significant impact on job creation in India.
   D. Technological advancements have primarily benefited the unincorporated sector enterprises.

5. **Identify the antonym of "mitigative" as used in the context of the passage**.
   A. Exacerbating
   B. Alleviating
   C. Preventive
   D. Ameliorative

6. Select the most appropriate meaning of the given **idiom**.
   Hit a brick wall
   A. Demolish a brick wall
   B. Not able to make any progress
   C. Use physical force
   D. Fight a powerful foe

7. Select the most appropriate meaning of the given **idiom**.
   To sit on the fence
   A. Occupy a bench next to a boundary

   B. Avoid taking sides
   C. Take a high seat
   D. Place something on a barrier

8. Select the option that can be used as a **one-word substitute** for the given group of words.
   A person who collects or studies stamps
   A. Numismatist
   B. Hoarder
   C. Collector
   D. Philatelist

9. **Select the option that expresses the given sentence in active voice.**
   Rishabh was declared fit to play the next match.
   A. Rishabh declared them fit to play the next match.
   B. They will declare Rishabh fit to play the next match.
   C. They declared Rishabh fit to play the next match.
   D. They had declared Rishabh fit to play the next match

10. **Select the most appropriate option that can substitute the underlined segment in the given sentence. If there is no need to substitute it, select 'No substitution required'.**
   Whom was the person that you wanted me to contact there?
   A. No substitution required
   B. Who is the person
   C. Whom is the person
   D. Whom were the persons

11. **Sentences of a paragraph are given below in jumbled order. Arrange the sentences in the correct order to form a meaningful and coherent paragraph.**
   A. The British were exploiting the indigo farmers in the area.
   B. He lived in the district until the exploitation of the farmers was successfully stopped.
   C. Gandhiji's Satyagraha for India's Independence began with the famous 'Champaran movement' in Bihar.
   D. So, Gandhiji visited Motihari, the district headquarters of Champaran, in 1917 to protest against the British.
   A. ADBC
   B. CABD
   C. ACBD
   D. CADB

12. **The following sentence has been split into four segments. Identify the segment that contains a grammatical error.**
   Paul was / bited by a dog / when he / was a child.
   A. when he
   B. bited by a dog
   C. Paul was
   D. was a child

13. **The following sentence has been divided into parts. One of them contains an error.**

Select the part that contains the error from the given options.

You and I / have submitted / your work / on time.

A. on time
B. your work
C. have submitted
D. You and I

14. **The following sentence has been divided into parts. One of them may contain a grammatical error. Select the part that contains the error from the given options. If you don't find any error, mark 'No error' as your answer.**

They ordered the whole area / to be disinfected / on the earliest.

A. to be disinfected
B. They ordered the whole area
C. on the earliest
D. No error

15. Select the **INCORRECTLY** spelt word

A. Voluntary
B. Disparity
C. Continuanse
D. Convincing

16. Select the most appropriate **synonym** of the given word.

Honest

A. Secretive
B. Sincere
C. Daring
D. Strange

17. **The following sentence has been split into four segments. Identify the segment that contains a grammatical error.**

I did not / buy neither / of the / two dresses

A. two dresses
B. of the
C. I did not
D. buy neither

18. **Select the option that expresses the given sentence in passive voice.**

She baked a large blueberry cake.

A. A large blueberry cake was being baked by her.
B. A large blueberry cake has been baked by her.
C. A large blueberry cake was baked by her.
D. A large blueberry cake is baked by her.

19. Select the most appropriate **ANTONYM** of the given word.

GRACEFUL

A. Awkward
B. Dignified

C. Refined

D. Polite

20. Select the most appropriate **synonym** of the given word.

Imbue

A. Remove

B. Clear

C. Instil

D. Deprive

Comprehension:

In the following passage, some words have been deleted. Select the most appropriate option to fill in each blank.

(1) _____ changes in science and technology lead to modernisation of technology as well as upgradation of knowledge. In order to upgrade or modernise technology, management must (2) _____ employees to accept new technology. (3) _____ training of staff becomes necessary to update their knowledge and to (4) _____ their skills. This is possible only (5) _____ effective communication between the management and the employees

21. **Select the most appropriate option for blank 1.**

A. No

B. Slow

C. Ultimate

D. Rapid

22. **Select the most appropriate option for blank 2.**

A. dissuade

B. discourage

C. persuade

D. Deactivate

23. **Select the most appropriate option for blank 3.**

A. Intermittent

B. Irregular

C. Regular

D. Improper

24. **Select the most appropriate option for blank 4.**

A. hamper

B. enhance

C. imitate

D. Decrease

25. **Select the most appropriate option for blank 5**

A. by

B. through

C. throughout

D. with

Answers

1. C	2. B	3. A	4. B	5. A	6. B	7. B	8. D	9. C	10.B	11.D	12.B
13. B	14.C	15.C	16.B	17.D	18.C	19.A	20.C	21.D	22.C	23.C	24.B
25. B									**[Practice Exercise]**		

Explanation

1. C) The passage mentions that the Annual Survey of Unincorporated Sector Enterprises (ASUSE) noted that just 21% of the total establishments used the Internet for entrepreneurial activities. This specific information about Internet usage is not attributed to any other report in the passage.

2. B) The passage mentions that the Annual Survey of Unincorporated Sector Enterprises (ASUSE) noted that just 21% of the total establishments used the Internet for entrepreneurial activities. This specific information about Internet usage is not attributed to any other report in the passage.

3. A) The passage mentions that the Annual Survey of Unincorporated Sector Enterprises (ASUSE) noted that just 21% of the total establishments used the Internet for entrepreneurial activities. This specific information about Internet usage is not attributed to any other report in the passage.

4. B) The passage mentions that the changing nature of the economy, which requires fewer workers, is due to rapid technological advancements. This suggests that technological advancements have led to a reduced need for workers in various sectors.

5. A) In the context of the passage, "mitigative" refers to measures that reduce or alleviate a problem. The antonym of "mitigative" is "exacerbating," which means to make a problem worse or more severe. The other options (B, C, and D) are either synonyms or related terms that also imply reducing or preventing issues.

6. B) **Hit a brick wall** (idiom) – Not able to make any progress आगे बढ़ने में असमर्थ

7. B) **To sit on the fence (**idiom) – Avoid taking sides पक्ष न लेना

8. D) **Philatelist** (noun) – A person who collects or studies stamps**.** डाक टिकट संग्राहक

   - **Numismatist** (noun) – a person who collects or studies coins, paper currency, and medals. सिक्का संग्रहक

   - **Hoarder** (noun) – a person who accumulates things and hides them away for future use. संग्रहकर्ता

   - **Collector** (noun) – a person who collects things of a specified type, professionally or as a hobby. संग्राहक

9. C) They declared Rishabh fit to play the next match.

10. B) 'Whom was the person that' के बदले 'Who is the person' का प्रयोग होगा क्योंकि यहाँ interrogative Relative Pronoun 'who' Subject के रूप में प्रयोग हो रहा है, इसलिए 'whom' जो कि

Object के लिए प्रयुक्त होता है, का प्रयोग गलत है; जैसे– Who is the person you wanted me to contact there?

- 'Who is the person' will be used instead of 'Whom was the person that' because here the interrogative Relative Pronoun 'who' is used as a subject, thus the use of 'whom', which is used for an object, is incorrect; Like— Who is the person you wanted me to contact there?

11. D) **CADB**

Gandhiji's Satyagraha for India's Independence began with the famous 'Champaran movement' in Bihar The British were exploiting the indigo farmers in the area. So, Gandhiji visited Motihari, the district headquarters of Champaran, in 1917 to protest against the British. He lived in the district until the exploitation of the farmers was successfully stopped.

12. B) **bited by a dog'** के बदले 'bitten by a dog' का प्रयोग होगा क्योंकि 'bite' का Past Participle 'bitten' होता है और Passive Voice के Sentence में Verb का Third form प्रयोग होता है; जैसे– He was bitten by a dog.

- 'bitten by a dog' will be used instead of 'bited by a dog' because the Past Participle of 'bite' is 'bitten', and in a Passive Voice sentence, the Third form of the Verb is used; Like— He was bitten by a dog.

13. B) **'your work'** के बदले 'our work' का प्रयोग होगा क्योंकि वाक्य के Subject 'You and I' हैं, जो कि Plural हैं जिसके लिए 'our' का प्रयोग होता है; जैसे– You and I have submitted our work on time.

- our work' will be used instead of 'your work' because the subject of the sentence 'You and I' is plural and in the first person, for which 'our' is used; Like— You and I have submitted our work on time.

14. C) **'on the earliest'** के बदले 'at the earliest' का प्रयोग होगा क्योंकि 'at the earliest' का अर्थ है 'जितना जल्दी हो सके' और यह एक निश्चित Phrase है. इसलिए, 'on the earliest' का प्रयोग गलत है.

- 'at the earliest' will be used instead of 'on the earliest' because 'at the earliest' means 'as soon as possible' and is a set phrase. Therefore, the use of 'on the earliest' is incorrect.

15. C) The incorrect spelling in the options given is 'Continuanse'. The correct spelling is **'Continuance' 'जारी रखें**

16. B) **Honest** (adjective) – Free of deceit and untruthfulness; sincere, morally correct or virtuous, upright, trustworthy. **ईमानदार**

Synonym: **Sincere** (adjective) – Saying what they genuinely feel or believe; not lying or pretending. **सच्चा**

- **Secretive** (adjective) – Inclined to conceal feelings and intentions or not to disclose information. **गुप्त**

- **Daring** (adjective) – Adventurous or audaciously bold. **साहसी**
- **Strange** (adjective) – Unusual or surprising; difficult to understand or explain. **अजीब**

17. D) **'buy neither'** के बदले **'buy either'** का प्रयोग होगा क्योंकि जब हम **'neither'** का प्रयोग करते हैं तो वह दो नकारात्मक विकल्पों के बीच में होता है और **'not'** के साथ प्रयोग नहीं होता। **'Neither'** का प्रयोग करते समय sentence में अन्य कोई नकारात्मक शब्द नहीं होना चाहिए। जैसे– I bought neither of the two dresses. अगर हम **'not'** का प्रयोग कर रहे हैं तो हमें **'either'** का प्रयोग करना चाहिए; जैसे– I did not buy either of the two dresses.

   - 'buy either' will be used instead of 'buy neither' because when 'neither' is used, it refers to not one or the other of two negative options and is not used with 'not'. When using 'neither', there should be no other negative word in the sentence. For example— I bought neither of the two dresses. If 'not' is being used, then 'either' should be used instead; Like— I did not buy either of the two dresses.

18. C) A large blueberry cake was baked by her.

19. A) **Graceful** (adjective) – Characterized by elegance or beauty of form, manner, movement, or speech; elegant. **सुंदर**

   Antonym: **Awkward** (adjective) – Lacking grace or ease in movement or manner; clumsy. **अनाड़ी**

   - **Dignified** (adjective) – Having or showing a composed or serious manner that is worthy of respect. **गरिमामय**
   - **Refined** (adjective) – With impurities or unwanted elements having been removed by processing. **परिष्कृत**
   - **Polite** (adjective) – Having or showing behavior that is respectful and considerate of other people. **विनम्र**

20. **C) Imbue** (verb) – Inspire or permeate with a feeling or quality, infuse, saturate. **प्रभावित करना**

   Antonym: **Instil** (verb) – Gradually but firmly establish an idea or attitude into a person's mind. **धारणा या विचार बोना**

   - **Remove** (verb) – Take away, eliminate or get rid of something. हटाना
   - **Clear** (verb) – Easy to perceive, understand, or interpret. स्पष्ट
   - **Deprive** (verb) – Deny the possession or use of something. वंचित करना

21. D) **'Rapid'** का use होगा क्योंकि "rapid" का अर्थ होता है तेजी से होने वाला। sentence में यह दर्शाया गया है कि विज्ञान और तकनीकी में तेजी से हो रहे परिवर्तन तकनीकी और ज्ञान के आधुनिकीकरण की ओर ले जाते हैं, इसलिए 'Rapid' यहाँ सही है। वहीं, 'No' का अर्थ होता है कोई नहीं, 'Slow' का मतलब होता है धीमा, और 'Ultimate' का मतलब होता है अंतिम या सर्वोच्च, जो इस context में फिट नहीं बैठते।

- **Rapid'** should be used because it implies occurring quickly. The sentence indicates that swift changes in science and technology lead to the modernisation and upgrading of technology and knowledge, making 'rapid' the correct choice here. Whereas 'No' means none, 'Slow' implies lacking speed, and 'Ultimate' means last or final, which do not fit in this context.

22. C) **Persuade'** का use होगा क्योंकि "persuade" का अर्थ होता है किसी को राज़ी करना या मनाना। Sentence में mention किया गया है कि management को employees को नई technology स्वीकार करने के लिए मनाना चाहिए, इसलिए 'persuade' यहाँ सही है। 'Dissuade' का अर्थ होता है किसी को किसी काम से रोकना, 'Discourage' का अर्थ होता है हतोत्साहित करना, और 'Deactivate' का अर्थ होता है किसी चीज़ को अक्रिय करना, जो इस context में सही नहीं है।

    - **'Persuade'** should be used because it means to convince someone to do something. The sentence states that management must convince employees to accept new technology, making 'persuade' the correct choice. 'Dissuade' means to convince someone not to do something, 'Discourage' means to make someone feel less confident or enthusiastic, and 'Deactivate' means to make something inactive, which don't fit in this context.

23. C) **Regular'** का use होगा क्योंकि "regular" का अर्थ होता है कुछ नियमित अंतराल पर होना। Sentence में कहा गया है कि staff की training जरूरी है ताकि उनके ज्ञान को अपडेट किया जा सके और उनके कौशल को बढ़ाया जा सके। नियमित ट्रेनिंग से यह संभव हो पाता है। दूसरी ओर, 'Intermittent' का मतलब होता है अनियमित अंतराल पर होना, 'Irregular' का मतलब होता है अनियमित या बिना किसी तय पैटर्न के होना, और 'Improper' का मतलब होता है अनुचित, जो इस संदर्भ में उपयुक्त नहीं हैं।
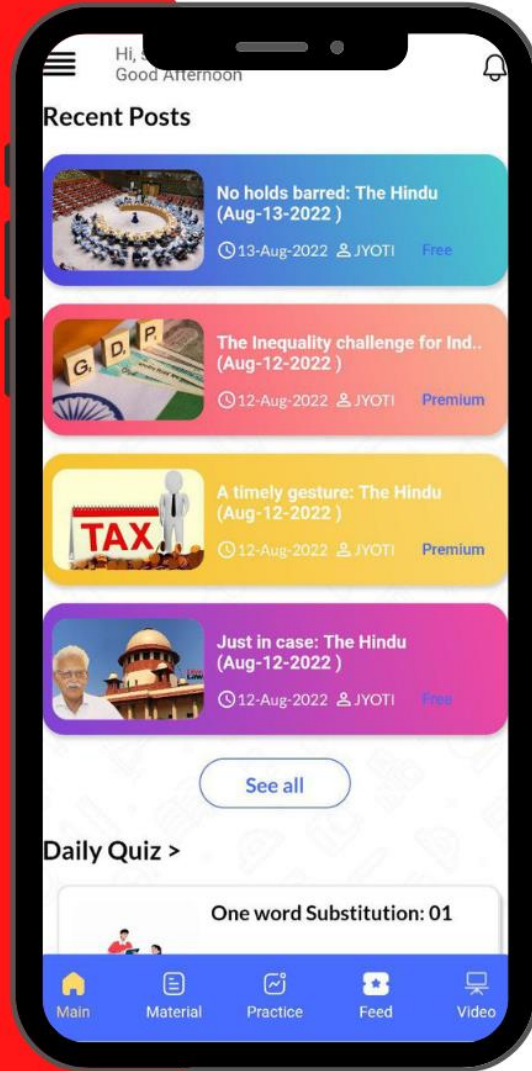
    - **'Regular'** should be used because it means occurring at fixed intervals. The sentence implies that training of staff is necessary to update their knowledge and enhance their skills. Regular training would facilitate this. On the other hand, 'Intermittent' means occurring at irregular intervals, 'Irregular' means not regular or lacking consistency, and 'Improper' means not suitable, all of which do not fit in this context.

24. B) **enhance'** का चयन होगा क्योंकि "enhance" का अर्थ होता है किसी चीज की गुणवत्ता या मूल्य में वृद्धि करना। Sentence में बताया गया है कि स्टाफ की training की जरूरत है ताकि उनके knowledge को update किया जा सके और उनके skills को _____ किया जा सके। 'Enhance' इस खाली जगह के लिए सही शब्द है क्योंकि यहाँ उद्देश्य skills को बेहतर बनाने का है। 'Hamper' का मतलब होता है बाधा डालना, 'Imitate' का मतलब होता है नकल करना, और 'Decrease' का मतलब होता है घटाना, जो कि इस context में उचित नहीं हैं।

- **enhance'** should be selected because "enhance" means to increase the quality or value of something. The sentence explains that training of staff is necessary to update their knowledge and to _____ their skills. 'Enhance' is the correct word for this blank as the intention here is to improve skills. 'Hamper' means to obstruct, 'Imitate' means to copy, and 'Decrease' means to reduce, which are not suitable in this context.

25. B) **'through'** का use होगा क्योंकि "through" का अर्थ होता है किसी process या सीधे माध्यम से कुछ करना। Sentence में यह दिखाया गया है कि प्रभावी संवाद से ही कर्मचारी और प्रबंधन के बीच समझ विकसित होगी, इसलिए 'through' यहाँ सही है। वहीं 'by' का प्रयोग करने पर भी अर्थ सही लग सकता है, लेकिन यहाँ 'through' ज्यादा सही बैठता है क्योंकि यह direct involvement और continuous process को दर्शाता है। 'Throughout' का मतलब होता है पूरी अवधि में और 'with' साथ में का इस्तेमाल होता है, जो कि इस संदर्भ में सही नहीं बैठते।

   - **'Through'** should be used because it denotes a process or a means by which something is achieved. The sentence implies that understanding between management and employees can only develop through effective communication, making 'through' the correct choice. 'By' could also seem correct, but 'through' is more appropriate here as it suggests direct involvement and a continuous process. 'Throughout' means during an entire period, and 'with' implies accompaniment, which do not fit the context here.

Learn Vocabulary Through Reading Articles

English Madhyam