

Advantages of Interpersonal Relationship

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Introduction

Shashi Deshpande portrays modern, educated and career-oriented middle class women, who are quite sensitive to the eternal changing time and situations. Her women are aware of the cultural and social shortcomings to which they are subjected in this male-dominated society. They rebel against their men in search for freedom and identity, but ultimately find themselves up against well-entrenched social inertia. Quiet aware of the predicament of a woman in this male-chauvinist society, especially when she is not economically independent, the author presents her women as longing to become economically and ideologically independent.

The twentieth century has seen a host of female writers, in India, taking up the cause of the woman who is searching for ways to assert her selfhood in a society that is prejudiced in favour of man. By projecting the pathetic condition of their woman resulting from the conventions of traditional society, these writers are trying to emancipate their woman. They give their heroines new challenging perspectives that enable them to emerge out of their dominancy into the openness of assertion. They are courageous enough to renounce the pattern of female expression set by age-old patriarchal codes of behavior.

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~ *The chapter is based on the paper presented in "National Conference on Emerging Trends and Scope in Digital Banking, Cashless Economy & Innovations in Commerce and Modern Management & International Seminar on Global Economy: Opportunities and Challenges" Organized by Inspira Research Association (IRA), Jaipur & Shri Bhawani Niketan Girls P.G. College, Jaipur, Rajasthan, India. 29-30 September, 2018.*

Objective of the Paper

The objective of this research paper is to provide a clearer understanding of the antecedents and consequences of positive interpersonal relationships at work. The main objective of the present paper is establishing dispositions as important antecedents of valued interpersonal relationships in the workplace. An objective was to explore whether valued interpersonal relationships function as an intervening variable that links personality to personality.

Interpersonal Relationship in Shashi Deshpande's Novels

The present work is an attempt to discuss Shashi Deshpande's treatment of personal relationships in all its ramifications and the chief questions I will try to investigate are: What is the nature of relationships? How many types of relationships exist? What is the common bond between one type of relationship and the other? What is the social/emotional/spiritual value of a particular type of relationship? What are the motivating factors which govern the contours of relationships? What is the hue of relationship? And above all, how relationships are given a structure and meaning by those who feel bound by these relationships? With the woman on the margin and at the receiving end to bear the brunt of society and its ills of difficult and dangerous relationships, the novels by Anita Desai and Shashi Deshpande give a fascinating account of grim reality that the disadvantaged, the affected and the oppressed feel compelled to suffer.

In her novels, Anita Desai vigorously explores the theme of rootlessness, alienation, anxiety, domestic disharmony, interpersonal relationships and patriarchal dominance in traditional Indian families. With her tremendous dexterity and proven skills, she charts a new territory for switching her focus from the external to the internal psychic reality. She succeeds in delving deep into protagonists' mental struggle resulting in their severe stress and strain. In the wake of her efforts to carry out characters' psychological analysis, most of her protagonists make constant endeavor to define their relations to themselves vis-à-vis human relationships with others, taking into account the mental dilemma and innermost psyche of emotional troubles. On the other hand, Shashi Deshpande holds the mirror up to the Indian middle class life without any exaggeration, deliberately oblivious of the western audience and critics, or commercial success. She deals in rigorous detail in her novels with human relationships, its bondage, the emotional roller coaster and the struggles and ways to overcome them. Family is the greatest gift of God to everyone. The relationships, love and affection, sharing and caring, pain and suffering, everything is learnt in the family. It is a small world of creations.

Women play a specific role in the family as a mother, wife, sister, daughter and sometimes everything. But how many men really know the true meaning of a 'woman' and give her the respect she deserves. Does the society realize her

need and necessity? Will the world give her the respect she deserves? The question remains unanswered. Shashi Deshpande highlights the role of women in various characters in all her novels. The present Paper discusses about the role of women played in the family. Each and every human being is a member of family, which is the smallest cell of society. It provides some degree of mutual caring and sharing that transmits knowledge, values and material benefits from generation to generation.

As infants and small children we learn from our families the patterns of behavior that affects all our later relationships both with other individuals and with society as a whole. Families continue to be society's most basic and pervasive organization, bridging the gap between the individuals and the larger context of group activities such as jobs, communities, recreational activities and all the other social and economic organizations within which we interact. With the changing times and values, the family, like the rest Shashi Deshpande, as a novelist is also deeply concerned with the subjective realities of human existence like Anita Desai, Kamala Markandaya and Nayantara Sahagal. In the process of delineating her fictional characters, Deshpande reveals their frustrations, their strong sense of isolation; their agony and despair, their reflective self-awareness and their sincere effort to achieve integration of their fragmented "self". It is natural that in the act of delineating the world of women, different aspects of feminine life should find expression in her novels. Deshpande's women protagonists emerge from a male dominated society which is conservative in its outlook of life. Educated as these women are, they are conscious of their individuality and desire to live their lives according to their own frame of values, but the socio-cultural values which they imbibe from tradition bring them into conflict with their own set of values and cause alienation and fragmentation of their personality. The fractured domestic relationships are also visible in her novels like *That Long Silence*, *The Dark Holds No Terrors* and *The Binding Vine*.

All the protagonists of these novels, after getting married find the husband's family at first fantastic, almost unreal, but they fail because their quest for meaning is based on illusion. Shashi Deshpande projected well the emotion and experiences woman as a wife, mother and as an individual facing psychological and sociological problems. She also influenced the Indian life and society to an extent. She concerns herself with the plight of the modern Indian woman trying to understand herself and to preserve her identity as wife, mother and above all as a human being. Significantly, Deshpande's leading woman characters learn in due course how to arrive at a compromise and find a sense of balance in life. At the end of *The Dark Holds No Terrors*, Saru for example, goes back home. The spirit of affirmation is clearly felt, somehow more or less in this novel. Even Urmila in *The Binding Vine*, who thinks that human nature, is the hardest to bridge, the hardest to accept, and to live

with does not remain unaffected by the healing touch of love. The case is same with Jaya in *That Long Silence*, who is not exhausted, even after a lot of suffering, and is prepared to start life afresh.

Theme like husband-wife relationship, women's search for identity, childhood experiences, clash of home and the world, sexuality in marriage etc. are the same in both the novelists. Shashi Deshpande's concept of affirmation is different from Desai. Her protagonists change themselves according to the situation which indicates that they believe in eternal goodness of life. In this way the conflict caused by illusion and misunderstanding which at one stage threatens the existence of her protagonists is brought under control through acceptance, accommodation and understanding. These positive values mark the triumph of the novelist. The study shows the point of view of these novelists on the condition of woman in the male chauvinistic world. It focuses on the situation and experiences of the modern, urban, middle class Indian women, which are filtered through the hopes, fears and uncertainties of an urban, middle class consciousness. The woman suffers, but she also endures the emotional world, which is consequent upon being the kind of person she is. The novels of both the novelists mirror the different faces of feminine treatment.

Conclusion

To sum up, as interpersonal relationship is so essential to people's success and happiness, I advocate people get along well with others. Shashi Deshpande has presented in her novels modern Indian women's search for these definition about the self and society and the relationship that are central to women. Shashi Deshpande's novel deals with the theme of the quest for a female identity. Shashi Deshpande's novels deal with the women belonging to Indian middle class. She deals with the inner world of the Indian women in her novels. She portrays her heroines in a realistic manner.

Through myth and modernity, Shashi has held her own, proving an icon to younger writers. With tremendous feeling, she pleads: "You've got to read women's writing differently. If you're going to say this is only a story about a kitchen, and belittle it for that, that's stupid. It's about a human being trying to place herself within relationships, people, and ideas." Shashi Deshpande, through her novels tries to put forth familial, economic and social problems in which the modern middle class woman is groping. When we take review of the protagonists of Deshpande's novels, "quest for identity" is their goal emanated from experiences in the family. Women are the victims of patriarchy and oppression displayed by their male counterpart in the family. Saru and Jaya are the examples of inferior position and subsequent degradation their gender.

Even the educated and economically independent women lack strong willingness and courage to fight against the exploitative forces. These include social and psychological factors such as, woman's subordinate position in the family and her restricted sexuality. The author seeks to expose the ideology by which a woman is trained to play her subservient role in society. Her novels eclectically imply the postmodern technique of deconstructing patriarchal culture and customs, and reveal these to be man-made constructs. It is natural that in the act of delineating the world of women, different aspects of feminine life should find expression in her novels. Deshpande's women protagonists emerge from a male dominated society which is conservative in its outlook of life.

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