INTRODUCTION
Development of any region is dependent on effective utilization of the available resources in general and human resources in particular, if the human resources of a country are able efficient, then they can convert available physical, natural and financial resources into productive ventures. On the other hand, if the human resource are not so efficient, other resources even though available in plenty may get misuse or squandered away. Thus, the main factor on which development at a nation depends is its human capital. This becomes of paramount importance in the case of developing countries like India, where abundant human resource is found and in comparison other resources are scarce. To effectively manage and utilize these not. So abundant physical and natural resources, quality of human resource is very important. A developing economy needs entrepreneurs who are competent to perceive new opportunities and are willing to incur the necessary risks in exploiting them. Entrepreneurship is usually described as the whole process of finding opportunities, mobilising and acquiring resources, managing the production process and marketing the products. Entrepreneurs are architects of every conceivable material project and are motivated force behind development of any nation.

**Global Scenario**

Major changes are occurring all over the world where state sponsored interventions have been replaced by private inputs. Forces of globalization and commercialization are sweeping the entire world. World is fast moving towards global perceptions and operations. Talks about Asian economy and market on the
lines of European market are already going on. In the competitive environment, jobs are going to be limited, unemployment is on the rise, hence there is need to look to other options rather than being just jobseekers. Self-employment opportunities and entrepreneurship is the most powerful tool to eradicate unemployment and turning job seekers into job providers. Human resource development has moved to the centre of the global development debate, the objective of human development is that all people can enjoy long healthy and creative lives. In fact, it is a synonym with gender equity and equality, the employment of women is an index of their economic status in the society, especially with reference to equality. Women's economic independence has been recognised as the critical entry point for their integration in mainstream development. Women's income has a direct bearing on the improvement of the quality of the life of the family. The traditional power relationship between men and women undermines women's potential and their vital economic contributions virtually remain invisible. They are generally marginalized and pushed to the periphery of development, political and economic transformations seem to be occurring everywhere global changes have created economic opportunities for women who want to own and operate business. As per survey conducted by National Foundation of Women Business owners, USA and United Nations women owned business in advanced countries are more than 25 per cent of all businesses whereas in Asia, Africa, Eastern Europe and Latin America, women owned enterprises are growing rapidly. Thus change is bearing a woman's face in both developed as well as developing economics. Economic globalization has encouraged the expansion of female business ownership.
Women Entrepreneurship

Women produce more than 80 per cent of the food for Sub-Saharan Africa, 50-60 per cent for Asia, 26 per cent for the Caribbean, 34 per cent for North Africa and the Middle East, and more than 30 per cent for Latin America. Female entrepreneurs are active at all levels domestically, regionally, and globally.

Table 1. Participation of women in management/ownership in S.S.I. sector state-wise

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Name of state/UT</th>
<th>No. of enterprises managed by women</th>
<th>No. of women's enterprise</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Jammu and Kashmir</td>
<td>5640</td>
<td>5742</td>
</tr>
<tr>
<td>2.</td>
<td>Himachal Pradesh</td>
<td>3515</td>
<td>3722</td>
</tr>
<tr>
<td>3.</td>
<td>Punjab</td>
<td>30190</td>
<td>29068</td>
</tr>
<tr>
<td>4.</td>
<td>Chandigarh</td>
<td>2059</td>
<td>2243</td>
</tr>
<tr>
<td>5.</td>
<td>Uttaranchal</td>
<td>8706</td>
<td>8804</td>
</tr>
<tr>
<td>6.</td>
<td>Haryana</td>
<td>10087</td>
<td>9620</td>
</tr>
<tr>
<td>7.</td>
<td>Delhi</td>
<td>13368</td>
<td>14383</td>
</tr>
<tr>
<td>8.</td>
<td>Rajasthan</td>
<td>29785</td>
<td>36371</td>
</tr>
<tr>
<td>9.</td>
<td>Uttar Pradesh</td>
<td>54491</td>
<td>72667</td>
</tr>
<tr>
<td>10.</td>
<td>Bihar</td>
<td>38170</td>
<td>49443</td>
</tr>
<tr>
<td>11.</td>
<td>Sikkim</td>
<td>30</td>
<td>98</td>
</tr>
<tr>
<td>12.</td>
<td>Arunachal Pradesh</td>
<td>131</td>
<td>150</td>
</tr>
<tr>
<td>13.</td>
<td>Nagaland</td>
<td>207</td>
<td>179</td>
</tr>
<tr>
<td>14.</td>
<td>Manipur</td>
<td>9168</td>
<td>10745</td>
</tr>
<tr>
<td>15.</td>
<td>Mizorum</td>
<td>3076</td>
<td>3700</td>
</tr>
<tr>
<td>16.</td>
<td>Tripura</td>
<td>631</td>
<td>863</td>
</tr>
<tr>
<td>17.</td>
<td>Meghalaya</td>
<td>3658</td>
<td>3580</td>
</tr>
<tr>
<td>18.</td>
<td>Assam</td>
<td>11189</td>
<td>11751</td>
</tr>
<tr>
<td>19.</td>
<td>West Bengal</td>
<td>71847</td>
<td>69625</td>
</tr>
<tr>
<td>20.</td>
<td>Jharkhand</td>
<td>7271</td>
<td>7865</td>
</tr>
<tr>
<td>21.</td>
<td>Orissa</td>
<td>33274</td>
<td>38233</td>
</tr>
<tr>
<td>22.</td>
<td>Chhattisgarh</td>
<td>11766</td>
<td>10034</td>
</tr>
<tr>
<td>23.</td>
<td>Madhya Pradesh</td>
<td>62351</td>
<td>68823</td>
</tr>
<tr>
<td>24.</td>
<td>Gujarat</td>
<td>55361</td>
<td>53703</td>
</tr>
<tr>
<td>25.</td>
<td>Damon &amp; Diu &amp; Dadra &amp; Nagar Haveli</td>
<td>167</td>
<td>213</td>
</tr>
</tbody>
</table>
Entrepreneurship: Definition and concept

The meanings attached to the terms entrepreneur and entrepreneurship have gone through various stages before they came to signify the content being put into them now. Various writers have defined this term in different ways placing emphasis on one aspect or another. It is worthwhile to analyse these definitions in order to form an ideas as regards the nature, essence and the frontiers of and entrepreneur’s functions.

The word entrepreneur has been in use since the sixteenth century. But the concept of entrepreneur has been a little imprecise. Kilby has likened entrepreneur to a rather large and very important animal called Heffalump, hunted by many individuals but all unable to capture him. All claim to have seen him and they variously describe him but wide disagreement still exists among them on his particularities.

Research needs

Women entrepreneurship need to be studied separately as it is well recognized now that it is an untapped source of economic growth. Women entrepreneurs create new jobs for themselves and others also by being different they
provide society with different solutions to exploitation of entrepreneurial opportunities, management, organization and business problems. However, women entrepreneurs are still a minority of all entrepreneurs and though their economic impact is considerable, we still lack a reliable picture in terms of data. The topic of women in entrepreneurship has been largely neglected in society in general and in the social sciences as well. A number of authors in the area of entrepreneurship theory have argued that there is need to feminize the research on entrepreneurship since much is not known about the ways women contribute to entrepreneurship and problems they face. Further equal opportunity between men and women from the perspective of entrepreneurship is still not reality as most of the government policies and programmes tend to be skewed for away from women and are rather “men-streamed” against this backdrop, many women. Venture out and are doing well as established entrepreneurs and their numbers are steady increasing since last three decades or so in our country as well. In Indian Society, usually security, continuity and safety provided by an organizational shelter is considered important by women working outside at their houses. Women entrepreneurship is both about women's position in society and role of entrepreneurship in the some society. Women face family responsibilities and are placed in particular social – situational. Circumstances which may act as barriers to her entrepreneurial role. Thus, both the factors affecting gender as well as the factors affecting entrepreneurship in society need to be studied to understand the whole process of entrepreneurship development among women. Though these factors have been studied separately earlier but a holistic study from all these perspective was needed. Very few women trade the security of organization or a job for the risky and unknown world of entrepreneurship. But curiously more and more women are making an entry into the field of entrepreneurship. Two major dimensions at entrepreneurship are the person
(the entrepreneur) and the society in which the person operates. The understanding of first helps in designing strategies of identifying, stimulating and reinforcing the inner psychological main springs of entrepreneurial behaviour. And the understanding of the second is useful in designing programmes which develop relevant entrepreneurship contributing to social development. It is important to incorporate a women entrepreneurial dimension in considering all policies at macro level planning as well. The evaluation of earlier policy measures also needs to be studied to improve programmes and policies. Better analitative and quantitative data and statistics are required to profile women entrepreneurs. This would also promote awareness regarding the role of women entrepreneurs in the economy besides providing basis for future policies.

**Functions, characteristics, qualities of an entrepreneur**

Various authors as we have already seen, have given definitions of entrepreneurs in terms of functions. These functions can be broadly classified into three types –

1. **Organization and management** including planning of enterprise, coordination, administration, control and routine type of supervision. Organization means bringing together various factors of production such as land, labour, capital, taking decision about what to produce, how much to produce and where to produce. The purpose is to allocate the factors in such a way as to minimize losses and reduce the cost of production.

2. **Risk and uncertainty bearing** is the important function of an entrepreneur. The first function that of organisation and management, can be assigned to managers after the business grows but the second
function which he has to perform, viz. risk-bearing, involves provision of venturesome capital in order to enable the entrepreneur to establish and run the enterprise.

(3) Innovation: It means doing new things or doing in a new way, things that are already being done. Arthur role has described an entrepreneur as the decision-maker. Modern writers have emphasized all the above functions, viz. organization, risk and uncertainty bearing and innovation.

In the initial stages of the enterprise an entrepreneur has to bear the risk, manage and organize enterprise, innovate and to take decision all by himself. But as the enterprise grows the entrepreneur’s function can be divided and he can delegate the function of the organizer or manager to subordinates and executives.

Qualities of an entrepreneur

We have seen that an entrepreneur is defined by economists of the developed countries as one who organizes and manages an enterprise, bears risk and uncertainty and innovates. He has to perform a number of functions. Naturally, he should possess a number of qualities to perform these functions efficiently. How for he is able to perform these various functions effectively depends on the qualities he possesses.

Types of Entrepreneur

Entrepreneurs have been classified into several types on different grounds. Types of entrepreneurs, which are required by different societies or the same society at different stages of its development, may be different. In order to assess the adequacy or otherwise of the supply of entrepreneurship in the economy in its
various stages it is necessary to know the different types of entrepreneurs that may be relevant.

(1) **Activity based classification**

In this classification entrepreneurs are classified on the basis of activity, as medical entrepreneurs, sales entrepreneurs, service entrepreneurs and so on.

(2) **Profession based classification**

Entrepreneurs are categorized as engineering entrepreneurs, medical entrepreneurs, agricultural entrepreneurs, industrial entrepreneurs, etc.

(3) **Behaviour based classification**

Here entrepreneurs are classified as innovative entrepreneurs, imitative entrepreneurs, Fabian entrepreneurs and drone entrepreneurs. H.D. Clarence has classified entrepreneurs on the basis of the readiness of the entrepreneurs to make changes in their venture. These different behaviour – based types are explained below:

(a) **Innovating entrepreneurs**

We have already seen that these entrepreneurs are ready to initiate changes. They are daring in spirit, who are ever-ready to experiment and ready to introduce techniques of production which were not tried by anybody earlier. They are dynamic entrepreneurs who blaze new trails. They are regarded as the best type of entrepreneurs.

(b) **Imitative entrepreneurs**

These are the entrepreneurs who would like to tread new grounds but not without good chances of success. They are ready to adapt to successful innovations.
It means that they are not creative innovators in the real sense of the word they rely on innovations which have already been made by others. Therefore such a type of entrepreneurship is likely to come into being at a rather late stage, after sufficient number of innovations have been made.

(c) The Fabian entrepreneurs

They happen to be very cautious, skeptical and careful. They would imitate only when it becomes almost necessary to do so. Such entrepreneurs would adopt new techniques of production only when failure to do so is likely to result in loss to them.

(d) Drone entrepreneurs

These are the people who refuse to change their business methods even if it means a loss or low returns. They are the most inert type of entrepreneurs who are pursuing the same type of activity all the time.

Theories of entrepreneurship

Entrepreneurship has been analysed from psychological sociological and economic points of view.

(A) Psychological factors in entrepreneurship

Some writers have analysed entrepreneurship from the psychological point of view. Among the few studies that have been carried out most are devoted to achievement motivation which is one of the characteristics of entrepreneurship. In 1975 Bhattacharjee and Akhouri tried to summarize the various characteristics of entrepreneurs as pointed out in different research studies in the field. They however could not arrive at any conclusion regarding the definite characteristics that are necessary for becoming a successful entrepreneur. All the same, the main findings of these studies can be summarized as follows:
(1) Need for achievement

According to McCllland and Winter, motivation is a critical factor that leads one towards entrepreneurship. Entrepreneurs by and large are found to be people with a high drive and high activity level and constantly struggling to achieve something which they could call as their own achievement. They like to be different from others and at the same time they do not strive to achieve things which are practically impossible to achieve.

Experiments have proved that achievement motivation can be created in a person by proper training. Several organizations in India have therefore started implementing achievement motivation training programmes, viz., the Small Industry Extension Training Institute at Hyderabad, the Behavioural Sciences Centre at Delhi, the Gujarat Industrial Investment Corporation, the Maharashtra Small Scale Industries Development Corporation, Indian Institute of Technology, Delhi. It is suggested that for this purpose school curricula should include achievement-oriented literature.

(2) Need for influencing others

Need for Achievement (NAch) leads one to become an entrepreneur. But once an enterprise is started, entrepreneur must be able to manage it efficiently to be successful. It depends upon his ability to influence the people who come in contact with him in his business.

(3) Sense of efficiency

A person who wants to become a successful entrepreneur must be self-confident and courageous. He must be able to find out the solutions to problems. He
should be proud of his past achievement, should live in the present with involvement, and should have goals for the future.

(4) Risk taking

An entrepreneur must have capacity to bear risk. In entrepreneur likes to take challenge but with due precautions. He does not take an extreme risk. He takes calculated risk. He spends considerable amount of time in planning his enterprise.

(5) Self introspection

The quality of self-introspection is one of the important dimensions of successful entrepreneurship. An entrepreneur should try to get the correct feedback and modify his decision and action in the light of the feedback.

(6) Need for independence

An entrepreneur does not like to work under anybody. He likes to be his own boss. Then he will take lots of efforts to be successful.

(7) Hope of success

An entrepreneur has tendencies to approach his tasks with hope of success. Such a hope raises his confidence.

(8) a belief that he can change the environment

An entrepreneur believes in his own capacity to influence and change the environment. In psychological terms such characteristic is referred to as internal locus of control. An entrepreneur accepts mistakes and tries to correct them.

(9) High need for power

An entrepreneur has high need for power.
The above factors suggest that entrepreneurs as a class have certain distinct attitudes and personality characteristics. In the development of entrepreneurship an individual is the most important factor. An individual should possess certain qualities that are necessary to become successful entrepreneur. The question here arises whether entrepreneur is born or made. It is said that most of these qualities can be secured by effort but those having inborn qualities become entrepreneurs quickly. The urge to become an entrepreneur is a crucial motivational factor. This is something which is inborn. A person having this urge will make the utmost effort to acquire necessary qualities. Some skills are also necessary for successful entrepreneurship.

(10) Sociological factors in entrepreneurship

There are several studies, which suggest that a good proportion of entrepreneurs emerge out of families with entrepreneurial background or business background. In a business men's home parents tend to socialize their children towards self-reliance and independence which move an individual towards entrepreneurship. It is said that early socialization in the family plays a great role in drawing a person towards entrepreneurship.

Thus, the social and cultural environment in which an individual is brought up has great effect on his mental attitude and make-up. There is also a process of socialization which develops inclinations towards initiative, risk taking, self-reliance and so on. The family, the school, the college, the customs, habits of the people around, are ingredients in the process of socialization. Normative behaviour signifies the different norms of behaviour to which a person adopts his life. These norms are formed by several forces affecting the person since his childhood. The major forces are family and community traditions. In some communities and
families there are business traditions. A son born in such a family generally gets automatic training and develops a positive attitude towards the business line. There may be exceptions sometimes. In the same way some communities are known as business communities. Persons belonging to such communities generally start their own business. They also receive a good deal of support and active cooperation from the fellow-members of the community. Marwaris, Jains, Gujarathis, Aarsis, etc. can be easily enumerated as business communities in India. An aptitude of mind to hear risk and uncertainty is important in an entrepreneur. This frame of mind is ordinarily natural to some. It can be nurtured to some extent but cannot be created all anew in an individual. Clearly social institutions, cultural attitudes, family background and practices and values, play an important role in shaping entrepreneurship.

Cochran emphasizes cultural values, role-expectation and social sanctions. According to him an entrepreneur represents society’s model personality. His performance is influenced by three factors his own attitude towards his occupation, the role-expectation held by sanctioning groups and the operational requirements, of the job. Society’s values are the most important determinants of the first two factors.

(2) Economic factors in entrepreneurship

According to G.F. Papanek and J.R. Harris what matters is the economic environment. The economic incentives are regarded sufficient conditions for the emergence at industrial entrepreneurship. These include industrial policy of the Government, taxation policy, supply and demand position, infrastructural facilities, source, source of finance, procedure of getting financial accommodation,
opportunities for profitable investment and marketing, availability of raw materials, competition in the field, adequate knowledge of technology and so on.

A country to bring about development of entrepreneurship should provide facilities to acquire the necessary knowledge and skill so that an individual who wishes to be an entrepreneur can equip himself for playing the role of an entrepreneur. Economic policy of the Government, financial institutions, consultancy services, industrial estates, industrial laws, are important. Education and training institutes, i.e. support systems, promote entrepreneurship through reinforcing values which favour taking of initiative, innovativeness, risk-taking with personal responsibility. Particularly in an underdeveloped country the role of Government is important. Government should create conditions for the growth of entrepreneurship, e.g., to create awareness of the role of entrepreneur in accelerating growth of the economy, i.e., promoting a climate which values entrepreneurial behaviour and gives it prestige in the country by propaganda through press, mass education programme, industrial research institutes, and labour relation services.

(5) Managerial point of view

This view gives importance to the managerial aspect. It stresses perception of market opportunities and operational skills as qualities required to run a business.

These various currents of thought taken together identify the qualities required for entrepreneurship. These include the perception of economic opportunity, technical ad organizational skill; managerial competence and motivation to achieve results. These are the basic qualities that need to be inculcated in potential entrepreneurs.
Each of these aspects – psychological, sociological, economic-emphasizes one point of view. Insight into psychological, sociological, economic and managerial aspects will help us to build a conceptual framework for evolving policy package for economic development. Every theorist has looked at the problem on the basis of his specialty. This can best provide only a limited view of entrepreneurial phenomenon. Every view is right and useful. The various factors which cause emergence of entrepreneurship are interconnected. They are mutually dependent and mutually reinforcing. The problem has multi-faced dimensions and no single social science can provide all the data or conceptual apparatus necessary to make a precise identification of the Haffelump. Given ambition and ability, the inclination of a person to move in the relevant direction is increased by an awareness and recognition of this as a career alternative.

Present study was, therefore, assigned to test the tenability of these assumptions through empirical analysis with the following specific objectives:

1. To study the socio-economic profile of selected women entrepreneurs.
2. To study the extent of participation of women entrepreneurs in various enterprises.
3. To study the technical and financial feasibility of business enterprises of women entrepreneurs.
4. To study the constraints faced by women entrepreneurs in running their business enterprises.
5. To suggest suitable measures for removal of constraints in running the business enterprises.