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CONCLUSIONS AND SUGGESTIONS

Introduction

The conclusions are drawn on the basis of the survey made of the Women Entrepreneurs in Pune district. 203 Women Entrepreneurs were selected as sample throughout the district. The conclusions are based on Women Entrepreneurs’ families, Entrepreneurs themselves, women Entrepreneurs’ business, Grants received by Women Entrepreneurs; Training obtained by them, by their family members and by their employees, financial position of Women Entrepreneurs’ business and Problems faced by Women Entrepreneurs.

5.1 Conclusions Regarding Women Entrepreneurs’ Families

As this study pertains only with references to Pune District which is in Maharashtra and Maratha have majority in Maharashtra; these women are more in number i.e. 80(39.40%). These women may have got more freedom in their business therefore they enter into entrepreneurship by majority.

1) The average number of children in their families is 1.66 and the average family size of their families is 4.55. It can be concluded that female population is more than that of male population. In Haveli and Pune city, total population for the study is 421 which are 45.51% of the district population. This is due to wide geographical area of this Taluka and also the samples selected are more in this Taluka. The population of children is more
337(36.45%), as compared to male and female population which is 30.37% and 33.18% respectively.

2) In this survey total numbers of illiterate persons in entrepreneurs’ families are 92(9.94%). This percentage is very few as compared to district literacy. It shows that Women Entrepreneurs’ families have better education than other families. This educational atmosphere may lead the women to enter into entrepreneurship. Therefore education is one of the important factors which positively affect entrepreneurships.

3) Maximum number of women entrepreneurs i.e. 49(23.81%) handle their household responsibilities themselves which is a sign of their efficiency. The system of a joint family still exists in our society. This can be seen because 48(23.30%) women entrepreneurs’ household responsibilities are handled by their parents-in-law. 49(23.81%) women entrepreneurs manage both the responsibilities.

4) It is one of the appreciable things that 153(87.93%) women get support from their husbands. It stimulates better culture of the society. Except Haveli and Pune city and Khed, all the women in the Talukas get 100% support from her husbands.

5) As 95 women entrepreneurs 95(51.63%) are willing that their children should participate in business, on the contrary 89(48.37%) women entrepreneurs are not willing to participate their children in business. They have to take a lot of efforts to continue the business and the business has no stability. Therefore they are not ready to take risk regarding their children. On the contrary some women entrepreneurs said that it is a good set up for their children and they should take advantage and enter into the business.

6) Maximum number of women entrepreneurs i.e. 73(33.18%) get motivation from their husbands. There are 34(15.45%) women entrepreneurs who by their work experiences get motivation in their businesses. Many women entrepreneurs 33(15%) are influenced by other successful women entrepreneurs and try to follow them.
5.2 Conclusions Regarding Women Entrepreneurs

1) Regarding education of women entrepreneurs, it has been found that the numbers of graduates in urban area like Haveli and Pune city are very less 12(13.79%). Illiterate women entrepreneurs are 17(8.37%) which were generally in the age group of 40 years and above. Number of women entrepreneurs obtaining technical education is only 02(0.98%) as it is not required for their business.

2) The native places of majority of women entrepreneurs are from within Pune district i.e. 121(59.60%). As these Women Entrepreneurs didn’t find any drastic changes in the environment, there is less tendency of migration from long places to Pune District. Women within the same district are well-acquainted with the geographical area, mode of transportation, nature of people and some other business norms so it would be easy for them to start their business in their native places. Women Entrepreneurs who have migrated from other districts within the same district 74(36.45%), may be due to the reason of marriage.

3) Majority of women entrepreneurs 176(86.69%) use Marathi as their mother tongue. It is due to the increasing number of women entrepreneurs of Maratha community in the entrepreneurship. Only 9(4.43%) women speak Hindi. These women belong to Muslim community. 18(8.86%) women entrepreneurs speak in mother tongue other than Marathi and Hindi. It includes languages like Gujarati, Marwari, Urdu, and Kannad. Though the mother tongue of these women is different, they use the language which their customers prefer.

4) Maximum number of women entrepreneurs 89(43.84%) belong to age group of 30-39. Most women become entrepreneurs after marriage. Generally their priority is their family and then their business. There are 58(28.57%) women entrepreneurs of age group 20-29. These women enter
into entrepreneurship as it is the age of risk taking and accepting challenges.

5) Generally the age group 19 to 24 is supposed to be the ideal age of marriage. It is observed that maximum women 146(71.92%) got married in this particular age group. It is our social and legal norm that the girl gets married after her education is complete. It is a notable fact that 23(11.33%) women entrepreneurs get married before 18 years of age, and these women are from Haveli, Indapur, Baramati, Bhor, Purandar, Mulashi, and Velha. Though Haveli is urban area there are still 15(17.24%) women who are early married. Nobody is there who get married above the age of 30. This shows that our society does not accept late marriages. In another way it has been observed that proper age of marriages make early settlement in their married life as well as entrepreneurship.

6) The family support they get, the time devoted for their business and independency are the factors which affect on the marital status of Women Entrepreneurs to a large extent. Studies show that more number of women becomes entrepreneurs after marriage with the help of their husbands. It means that first they settled in their married life and then thought about entrepreneurship. Those who are unmarried are 19(9.35%) in which maximum number of women are between the age group 20 to 25. Nowadays there has been a social change that girls, after their education are very much interested to be self-employed and therefore they started their own business or join with their parents’ business.

7) Majority of women i.e. 130(64.03%) are housewives before starting business. This shows us that women decide to enter into business after their marriage. There are some motivational forces which enables them to become entrepreneurs. 39(19.21%) women Entrepreneurs were studying before their entrepreneurship. These women have educational background. 09(4.43%) women entrepreneurs have their family business which they still continued.
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8) There is an increasing standard of living among women entrepreneurs as there are 17(8.37%) women who possess their own four wheelers and drive themselves. Generally these women entrepreneurs are in Haveli and Pune City, i.e. 12(13.79%) This is due to urban area of the district. Though we realize the importance of means of transport, still there are 82(40.39%) women entrepreneurs who do not use vehicles.

5.3 Conclusions Regarding Training Provided to Women Entrepreneurs

1) Training in business facilitates improving quality, efficiency, accuracy and speed in the work. Therefore it is very essential in the business. Only 85(41.87%) Women Entrepreneurs are trained and 118(58.13%) do not obtain training. As very few women are aware about the training schemes provided, they can’t receive the benefit of training. Women in urban area like Haveli and Pune city, 52(59.77%) obtained training. This is due to the availability of training courses to them.

2) The cost of training is related to the nature of training and period of training, but there are 11(15.27%) women entrepreneurs who didn’t have any expenditure on training. These entrepreneurs learn through their job. Therefore they get on the job training. There is no need to arrange separate training programmes to them. Maximum number of women entrepreneurs spent Rs. 1001 to Rs. 5000 on training are 33(45.83%). Very few i.e. only 5(6.96%) women entrepreneurs spent above Rs. 10000 on training programmes. There were 11(15.27%) women entrepreneurs who did not incur any expenditure in their business on training programmes.

3) Maximum number of women entrepreneurs i.e. 62(47.32%) told us that training is not necessary for them as they can handle their business without training. One of the reasons for lack of training programme is that women are unaware about the training programmes or they do not feel necessity of training. These women entrepreneurs believed that one can become expert in a job by practicing more and more. The ideas of becoming expert or specialist are far away to these women entrepreneurs.
5.4 Conclusions Regarding Grants Received by Women Entrepreneurs

1) The grants received from different institutions affect the financial position and profitability of the business. Out of 203 women entrepreneurs, 162 (79.81%) Women Entrepreneurs have not received grants; on the contrary 41 (20.19%) Women Entrepreneurs have taken grant from institution. This may be due to unavailability of information about receiving grants and little or no knowledge about the grants. Women entrepreneurs run their business only through private sources of getting capital. This is also due to lack of knowledge about government schemes to them.

2) Women are good communicators naturally. Therefore they themselves try and get information of financial assistance. Women entrepreneurs have their self confidence and perseverance to get information about financial assistance; they do not rely on anybody to provide them guidance. It shows a quality of being INQUIISITIVE. Generally people do not have faith in Government officers but here data shows that 12 (30%) women got information from Govt. offices. This implies the dynamic role of Government officers in the implementation of schemes.

3) Generally the basic conditions to be fulfilled by women entrepreneurs are about Papers record 25 (62.50%), training 7 (17.50%), capital 7 (17.50%), and others 1 (2.5%). Women entrepreneurs have to fulfill training conditions which include generally Government schemes, MITCON or DIC schemes. While getting assistance minimum capital is to be invested by entrepreneurs which are again a basic condition. This condition is to be fulfilled by 7 (17.50%) women entrepreneur's only one woman has some other condition to be fulfilled.

4) When the women entrepreneurs are asked about difficulties they have to face, they told that they have to face the difficulties like, incomplete documents, training scarcity of capital. Maximum number of women entrepreneurs 20 (50%) have not difficulties in fulfilling conditions. This may
be due to fewer formalities required for documentations. Regarding many women entrepreneurs, their husbands assist them in this job so that these women may not find any difficulties. There were 9(22.50%) women entrepreneurs who have the difficulty of incomplete documents these women submit some documents but left something due to non-availability of time. Many women entrepreneurs have a huge gap between their education and the entry into the business; therefore it is rather difficult for them to collect the documents.

5) When all the documents are properly filled and submitted within prescribed time, there will not be any delay in loan sanctioning. Therefore women entrepreneurs did not find difficulties in sanctioning of the loan.

6) Maximum number of women entrepreneurs do not 26(65%) have problems, but there are 11(27.50%) women who have some problems. These women entrepreneurs told that loan is sanctioned properly but enough profit is not received to pay the loan installment regularly. This problem may be in respect of new entrepreneurs who are not still settled in their business. Such problem can be solved after their settlement in business and when they earn satisfactorily.

### 5.5 Conclusions Regarding Women Entrepreneurs Business

1) Maximum number of entrepreneurs 70(32.25%) told that for making use of their skill and experience they have taken decision of doing business. Women realized their talent and thought about their use. 60(27.64%) women have undertaken market study and by that they thought that it would be a good opportunity for them to enter into business. 37(7.05%) Women Entrepreneurs have their already set family business so it enable them to motivate take decision of doing business 25(11.52%) women entrepreneurs made survey to acquire knowledge about the business and then take decision about business.
2) Due to the ambition of getting self-employed, women enter into business. As women are giving importance to education, they expect that there should be use of their education. Housewives generally get a lot of time and wish to utilize their time effectively.

3) Every woman can enter into business only when she gets family support. Therefore 59(21.77%) women entrepreneurs started business only when they received family support. Motivation play a very important role in decision making and self motivation is a stimulating for them. Due to this there are 57(21.06%) women entrepreneurs who started business due to self motivation.

4) Every business demands time which depends on the nature of activities in business. There were 23(11.33%) women entrepreneurs who immediately started their business. These businesses may not require fulfilling more obligations due to which they can be started immediately. Maximum numbers of women entrepreneurs 81(39.90%) require one to 4 month to take decision for starting business. Maximum time required for starting business is more than 5 years which is required to only 4(1.99%) women entrepreneurs.

5) Since last 4 years the rate of establishment of Women Entrepreneur’s business has increased. Women entrepreneurship in Pune District exist before 1980. In the year 1986 to 1990, there was gradual increase, but in the year 1991 to 1995, there was major increase i.e. 38(18.71%). This sudden increase in entrepreneurship may be due to increasing industrialization and globalization. Therefore many women get different facilities, subsidies from government, as a result women’s business increases at a higher rate.

6) Different types of business activities are performed by women entrepreneurs. Women Entrepreneurs are involved in manufacturing, banking, marketing advertising, and selling etc. The maximum preference is given to food products industries i.e. 38(18.71%). As women are more interested in cooking, they take interest in such business. Thus women started their
business from their own kitchen. Most Women prefer any job or profession which is not movable in nature. Due to this tendency of women, greater number of women entrepreneurs 38(18.71%) are in selling activity. Nowadays “Beauty Parlour” is very essential need of women therefore 15(7.44%) women entrepreneurs run their own Parlours. Nowadays tailoring is called as fashion and designing in urban areas. This is again one of the choosy professions. One of the mentionable facts is that 22(10.83%) women entrepreneurs are running their own printing press successfully as there is large scope for such business.

7) Majority of women own their business. While surveying it was observed that the registration of business is on their owned name but actually the business is run by some other person. In urban area like Haveli and Pune City 71(81.60%) women entrepreneurs own their business. It is the sign of independency among women entrepreneurs.

8) Geographical area for the business plays very important role in entrepreneurship because profitability affects by its serviceability. Maximum numbers of women entrepreneurs have their own 91(42.92%) business. It means that they had their own place for the business. It shows that these women are settled in their business and have a sound financial position.

5.6 Conclusions Regarding Employment of Business

1) While comparing the employees at the beginning of business and employees at present, nowadays women are actively participating in business. Male employment has increased by 195 while female employment has increased by 382. Thus the rate of employment of female employees is more than that of male employees. It indicates those females are involving more in business and employment. It is the social change that woman want to become independent. It is also the sign of development of the country.

2) There is a tendency to acquire and recruits trained staff in the business as it minimizes expenditure and time on their training.

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3) Greater number of women entrepreneurs i.e. 122(57.27) appoint employees by introduction. It implies that women’s nature originally is of talkative nature therefore those women have social contacts through which they appoint their employees as per their requirement. There were 78 (36.61%) women entrepreneurs who employ by personal visit it is the source in which candidates visit the employers.

4) The business can be expanded only when there is expertise and skill and this can be achieved by employing managerial personnel and need more number of managerial employees. But there are 86(42.38%) female entrepreneurs who didn’t employ managerial employees in their business. These entrepreneurs didn’t need such employees. They reply that they themselves can manage their business. This may be due to small size of business.

### 5.7 Conclusions Regarding Employees of Their Business

1) Regarding training to employees, maximum number of women entrepreneurs 118(58.13%) has not provided training to their employees. There is no necessity of training in their job or business. When businesses are mostly of unskilled nature, they do not require training. In many organizations formal training is not provided but within the organization as per the need of the organization training is provided.

2) Employees are given on the job training in which no special arrangements are required to do. In Talukas like Shirur Ambegaon Daund and Velha not a single women entrepreneur incurred any amount of expenditure. More than Rs. 10,000 are incurred by 04(4.72%) women entrepreneurs. It shows that heavy amount is spending on these employees; naturally it is a skillful job which yields high returns to the women entrepreneurs.

3) On the job training is applied by 65 (76.47%) women entrepreneurs, apprenticeship training is applied by only 7(8.23%) of women entrepreneurs and others are applied by remaining 13(15.30%) women entrepreneurs. The method ‘on the job training’ is applied by 65(76.47%) women entrepreneurs. The preferences given to such training method is more as it does not require
making special arrangement. The training is provided within the course of
the employment. Therefore this method is convenient for employer as well
as employees. Apprenticeship training is provided by only 7(8.23%) women
entrepreneurs this type of training is generally provided in large business in
this type of training stipend is given to employees and after completing this
training programme if satisfactory performance is shown by the employee, it
is made permanent.

4) There are 23(19.49%) women entrepreneurs who express the reason that
training is expensive due to which it is unaffordable. There are 20(16.94%)
women entrepreneurs who think that training is improper or not suitable for
business. Majority of women entrepreneurs 58(49.15%) reasoned that
training is not necessary for their business and they do not require skilled
persons to handle their employees.

5) The manufacturing or production unit of business generally require technical
training, it require expertise knowledge and guidance. There are 46(48.93%)
women entrepreneurs who provide technical training to their employees.
There are 48(51.07%) entrepreneurs who provide non technical training to
their employees. Some women entrepreneurs gave more than one preference
that is they use both technical as well as non technical training in their
business.

6) When family members get training, it supports their business and women
also can get help from their families. This also improves their moral and
confidence levels. Many times family members have different kinds of
professions due to this they do not playing active role in women’s business.
There are so many businesses where the family members don’t want to get
training. There is highest number of women entrepreneurs where husband
get 26(68.42%) training. It can be observed that women follow to their
husbands. Initially husbands are trained and then they may train their wives.
Very few responses received from fathers and mothers of women
entrepreneurs who obtained training are 05(13.15%) and 03(7.89%) respectively.
5.8 Conclusions Regarding Production Process

1) The highest amount spent by women entrepreneurs on production activity as heavy machinery is required for the business. In urban area of the district there are big manufacturing units. In rural area women do not incur expenditure due to non-requirement of such machinery. As compared to other talukas, women from Haveli and Pune city used machinery of high cost. It also shows their sound financial position in business.

2) Quality improvement is very essential in this modern era. Different types of techniques are used by women entrepreneurs like expansion, quality improving, new branch, new technology and new production. More preferences are received for expansion of business 55(23.50%). It shows maximum tendency of women entrepreneurs to expand their business. Women Entrepreneurs have sound financial position therefore they can think about expansion as well as new techniques.

3) In every capital slab, there is decrease in number of women entrepreneurs with starting capital and current capital respectively. Only two exceptions are there in the capital range of Rs. 10001 to Rs.50, 000 and above Rs.50, 000 i.e. 55 to 62 and 49 to 73 women entrepreneurs. The overall figures in the table depict enlistment of economic position of women entrepreneurs there is a growing tendency of women to invest more in their business. These are the roots of increasing women entrepreneurship. There were 73(35.97%) women entrepreneurs whose capital is above Rs.50, 000. It shows their increasing sizes of business. Generally these are well settled manufacturing concerns. There are only 5(2.5%) women entrepreneurs who incurred losses in their business otherwise remaining all 198(97.50%) women entrepreneurs get profits in their business. Minimum profit range is up to Rs. 5000. In this range 38(18.71%) women get profit in the last year. It shows that the number of women entrepreneurs reduced in getting profits up to Rs. 5000. But profits made up to Rs.10001 to Rs. 20000, there is increasing number of women entrepreneurs i.e. 34 to 48 women entrepreneurs. In the range of profits up to 200001 to Rs.50000 women entrepreneurs were increased from 39(10.21%) to 52(25.61%). It shows that
profitability from the last year to current year is increased in the range Rs.10001 to Rs. 20000 and Rs. 20001 to Rs.50000. In case of huge profits i.e. more than Rs.1 lakh, there is again increase only by one woman i.e. 26(12.80%) to 27(13.32%). The woman of this category earns stable income therefore there is no drastic change in the profitability of business.

4) The financial position of women entrepreneurs' turnover is measured in the turnover of their business. There are 50(24.63) women entrepreneurs having turnover between Rs. 200001 to Rs. 5 lakh. These businesses are on large scale. Highest score in turnover obtained by 24(11.84%) women entrepreneurs i.e. more than Rs. 5 lakh, this business are from Haveli 20(23.01%), Shirur 1(9.10%), Indapur 1(20%) and Maval 2(28.58%) these are settled business having sound financial position of women entrepreneurs.

5) Women Entrepreneurs may be hesitant to discuss income with anybody. In spite of the efforts being made they refused to give details too. Therefore 5.46% women entrepreneurs can’t show their financial position. It also shows that these women are settled in their business as they are earning a good amount.

5.9 Conclusions Regarding Sales Method

1) Part of the women entrepreneurs 112(55.20%) use self promotional system. These women do not rely on any other modes of system. Women entrepreneurs do not have much trust and confidence in others therefore they prefer self selling 112(55.20%). Huge amount of money is spent on products in malls. Generally these mall charge high commission which is unaffordable therefore only 3(1.47%) women entrepreneurs use mall as their selling system.

2) Majority of women entrepreneurs do not undertake 96(47.30%) market research. The reason behind this is they were unaware to the concept of market research. Their business doesn’t require market research as their product directly goes into industries. There were 107(52.70%) women entrepreneurs who had undertaken market research.
5.10 Conclusions Regarding Organization and Awards

1) Majority 192(94.59%) of women have not achieved any award or certification. The reason behind this may be lack of information about this certification. Many of their business are too small that they are not eligible to enter into this race. They think that it would be a headache and monotonous work fulfills the formalities of ISO.

2) There are 45(22.16%) women entrepreneurs who get membership. There are 158(77.84%) women entrepreneurs who are not attached to any organization. Maximum numbers of women entrepreneurs 158(77.84%) do not belong to any organization the reason may be lack of information about those organization, and they do not feel the necessity of such organizations. Normally the women entrepreneurs 45(22.16%) who belong to some organization, are a part of self help groups.

5.11 Conclusions Regarding Effect of Globalization

1) Effect of globalization on sales was found positively 22(10.94%) and negatively 10(4.92%), on competition positively 73(35.96%) and negatively 04(1.97%), on employment positively 62(30.54%) and negatively 18(8.86%), and on social development 36(17.73%).

2) Maximum women entrepreneurs 73(35.96%) told that due to globalization competition has been increased which affects on their business. There is a positive effect on employment as it has been increased. 62(30.54%) women entrepreneurs told that women employment as well as entrepreneurship has been increased due to globalization. This is one of the hypotheses of our study which has been tested over here. It is one of the appreciable things that social awareness is still persists among women Entrepreneurs as 36(17.73%) women entrepreneurs told that there is a social development due to globalization.

3) There are 82(40.39%) women entrepreneurs who used these techniques so that many women entrepreneurs participate in entrepreneurs meets like “Bhimthadi” in which they advertise as well as sell their product. These women also participate in “Sakal Mela” and competitions which facilitates
new customers as well as new market. There are 121(59.61%) women entrepreneurs who do not used sales promotion techniques as they are not known properly. Generally women who are in rural areas are not aware of these techniques. due to which they do not use these techniques. Taluka Haveli and Pune city include very few 33(37.93%) women entrepreneurs to adopt these techniques though they are in urban areas.

4) The production process depends on smooth flow of availability of raw material, these are problems only for the manufacturing units there may be many reasons for non availability of raw material like cost of raw material, quality, its sufficient supply, storage problem etc.

5) Maximum number of women entrepreneurs 51(24.75%) have faced problem of raw material. Generally these units may be of non manufacturing unit. Rising prices of raw material increases the cost of production which may adversely affect the profitability of the business.

6) Economical crisis is the core problem in any business. Managing scarcity of funds/ money may be one of the challenges for women entrepreneurs. Increasing bank interest rate is emerging problem everywhere. High cost is incurred through increasing interest rates. Maximum number of women entrepreneurs i.e. 63(31.03%) have this problem, these women have taken loans from financial institutions and they have to pay more and more interest on those loans. There are 45(22.16%) women entrepreneurs who have to face the problem of red-tapism. Economical problems are the general problems of women entrepreneurs.

5.12 Suggestions

1) Entrepreneurs will have to keep a balance between high tech and high touch in the 21st Century because the human beings and their value systems will dominate the show.

2) In view of the current technological boom in electronics and information era, the curriculum of EDP programmes must involve exposure and later on mastery of newer communication tools and the softer options of handling technology and business process information.
3) Development of technology and management of technology will be two topics of genesis which will need utmost attention in the 21st Century. Technical institutions in our country should rise to the occasion by launching a continuing education programmed for the retraining of practicing engineers in industries.

4) For eradicating environmental hazards, the people at large will have to take a determined action and involve themselves fully; Entrepreneurs should concentrate on social consumption life items like education, health, environment, etc. along with economic development.

5) Women entrepreneurs face certain problems which are different from men in starting and managing business. Their training requirements need to be identified and training programmes should be conducted so that women entrepreneurs are successful in their enterprises and contribute substantially toward the socio-economic development of the country.

6) The entrepreneurial traits must be cultivated and developed among the work force. The process of developing these traits among employees is called ‘Entrepreneurship’.

7) Entrepreneurial Awareness camps need to be conducted in rural areas with a view to make rural women aware of their hidden entrepreneurial capabilities.

8) Directors of women entrepreneurs and their enterprises and compilations of existing facilities granted by various agencies should be prepared on high priority. Special training cum orientation programmes for appraising officers of banks and state agencies should be planned to change their biased attitude while dealing with women entrepreneurs.

9) In view of plethora of problems being faced by SSI’s, the government should come to the rescue of the small entrepreneurs by ensuring the fair distributors of raw materials, raising of technological level, simplification of administrative procedures and enactment towards socialistic aims of government and industrial growth.
10) Separate laws should be enacted for the small sector. This sector should also be granted exemption from the preview of central excise laws.

11) Direct industries Centers (DICs) should entrust the responsibility of conducting Entrepreneurship Development Programme (EDP) for Prime Minister Rozgar Yojana beneficiaries only to those institutions that can organize EDPs in effective way.

12) Entrepreneurship in engineering education is much important. At the centre of an enterprise education the curriculum should have creativity, decision making responsibility and innovation as the main objectives to be associated with the curriculum.

13) National Employment Service Personnel need to be imparted professional training so that their skills can be upgraded in the context of bringing about entrepreneurial awareness.

14) Entrepreneurship awareness must be created in the minds of youth right from the level of primary and secondary school education. Special courses need to be designed at college and university levels to and impart education as entrepreneurial management.

15) Procedural formalities for availing of any entrepreneur scheme need to be simplified after a comprehensive review of the schemes.

16) In the 21st Century, only those entrepreneurs who have professional approach will survive and prosper. To bring in professionalism, the existing and prospective entrepreneurs should be trained in the modern management skills and techniques.

17) Small scale industry sector being one of the major consumer sectors of the energy deserves special attention and efforts in the direction of energy conservation.

18) With the globalization of the Indian economy becoming a reality, small and medium enterprises should adopt ISO – 9000 standards, with a view to gaining creditability in the market.
19) In the changing economic scenario, the entrepreneur needs to look upon the worker, as an asset and take cognition of the need to improve their skills by providing better working conditions and the necessary economic security in the form of minimum living standards.